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THE LABOUR GAZETTE

PUBLISHED MONTHLY

DEPARTMENT OF LABOUR, CANADA

VOLUME XLI

FOR THE YEAR

1941

405135
6. 8. 42

Minister—Hon. HUMPHREY MITCHELL

Deputy Minister—BRYCE M. STEWART Associate Deputy Minister—A. MACNAMARA

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On page 498—Column 2, under heading "Labour Legislation in Canada in 1940"—7th line—for 1939 *read* 1937.

On page 1429—Column 1, para. 3—for May 21 *read* May 30.

Supplements bound at end of Volume

INDEX

Aberhart, William, *Premier of Alberta:*
summary of address at convention of T. and L. Congress, 1240.

Accidents, Industrial:
Canada—
fatalities during first, second and third quarters of 1941—607, 1029, 1453; during 1940—196.
analysis of 1940 fatalities by industries, causes, etc., 347-55.
fatal and non-fatal accidents reported by provincial Workmen's Compensation Boards, 356.
text of address at C.A.A.L.L. conference on safety measures adopted by International Labour Conference, 818-25.
statistics of accidents on steam railways during 1939, 399; on electric railways in 1939, 419.
Alta.: accidents in 1940, 1575.
B.C.: accidents in 1940, 826.
Man.: accidents in 1939-40, 142.
N.B.: accidents in 1938, 297.
Ont.: accident statistics for 1941—26, 148, 649, 855, 1119; in 1940, 825; in 1939, 295; annual convention of Industrial Accident Prevention Associations, 499; *Safeguarding Manpower*—summary of pamphlet issued by Industrial Accident Prevention Associations, 139; *Expanding Man-Power*—summary of pamphlet issued by Industrial Accident Prevention Associations, 391; accident proneness of women in industry, 1361.
Que.: accidents in 1939-40—297, 653.
Sask.: revised regulations under Workmen's Compensation Act, 139.
U.S.A.: comparison with industrial disputes re time-loss in defence production, 93; "Control of Welding Hazards in Defence Industries", 1488.
Mexico: ratification of I.L.O. convention re safety provisions in building industry, 1039.
See also Legal Decisions; Railways; Safety and Health; Workmen's Compensation.

Agreements, Industrial:
Canada—
agreements and schedules of wages, 67, 179, 330, 469, 590, 695, 851, 1005, 1155, 1310, 1557.
CLASSIFICATION BY INDUSTRIES:
Construction—buildings and structures—
bricklayers, masons, etc., Halifax, 698, 707; Hamilton, 1568; Kingston, 590; Ottawa, 698; Regina, 1157; Saint John, 594; Toronto, 590; Vancouver, 1568.
building trades, Chicoutimi and Lake St. John District, 334, 1009, 1425, 1573; Hull and District, 334, 1012, 1573; Joliette District, 334; Montreal, 473, 705, 1012, 1160, 1315, 1573; Quebec City and district, 334, 593, 854, 1009; St. Hyacinthe and District, 334, 1160; St. Jerome, 1160, 1573; St. Jerome and Terrebonne County, 334; St. John and Iberville, 334, 1011; Sherbrooke and Eastern Townships, 183, 1011; Sorel, 334; Three Rivers district, 334, 1010, 1425; Val d'Or and Amos, 705, 1315, 1573.
building wreckers, Toronto, 1567.
carpenters, Brantford, 1568; Calgary, 1157; Cornwall, 1574; Edmonton, 1015, 1568; Halifax, 707; Hamilton, 699, 1567; Kingston, 699; Lethbridge, 699, 1318; London, 1568; Moncton, 1574; Ottawa, 698, 1317, 1427; Red Deer and Sylvan Lake, 1318; Regina, 1014, 1157; St. Catharines, 470, 591; Saint John, 594; Toronto, 590; Vancouver, 471, 1568; Victoria, 1569; Windsor, 1568; Winnipeg, 591.
electrical workers, Calgary, 591; Halifax, 707; London, 332, 1163; Ottawa, 1317, 1567; Regina, 1157; Vancouver, 1568; Victoria, 699.
elevator constructors, Canada, 1567; Hull district (Western Quebec), 705, 1009; Province of Quebec, 1159, 1573; Quebec City and district (Eastern Quebec), 705, 1009.
lathers, Toronto, 1567; Vancouver, 1569.
ornamental iron and bronze industry, Montreal, 1425.
painters, decorators, etc., Halifax, 1567; Hamilton, 699; Kingston, 590; Saint John, 594.
piledrivers and carpenters, Vancouver, 1571.
plasterers, Edmonton, 1015; Halifax, 707; Ottawa, 699, 1317, 1427; Saint John, 594; Toronto, 699, 1567.
plumbers, steamfitters, etc., Calgary, 1157; Edmonton, 1568; Kingston, 1567; Ottawa, 331; St. Catharines, 470; Saint John, 185; Saskatoon, 1575; Toronto, 590; Vancouver, 1569; Victoria, 591; Windsor, 1568.
plumbers and tinsmith roofers, Three Rivers district, 1011.
sheet metal workers, Calgary, 1568; Edmonton, 707; Halifax, 707; Ottawa, 1567; Toronto, 470; Vancouver, 591; Victoria, 700.
sprinkler fitters, etc., Canada, 1567.
Construction—shipbuilding—
blacksmiths and helpers, Vancouver, 179.
boilermakers, etc., Vancouver, 700.
carpenters and joiners, Saint John, 1310; Victoria, 180, 1571.
coppersmiths and helpers, Victoria, 180.
dockyard and shipyard workers, Victoria, 181.
electrical workers, Saint John, 851; Toronto, 1569; Vancouver, 179, 1570; Victoria, 181.
foundry workers, Victoria, 1570.
machinists, Saint John, 851; Vancouver, 180; Victoria, 181.
operating engineers, Toronto, 1569.
painters, Victoria, 1570.
patternmakers, Vancouver, 180, 1570; Victoria, 181.
plumbers and steamfitters, Saint John, 852; Vancouver, 180; Victoria, 181.

Agreements, Industrial:—*Cont.*
shipbuilders, Collingwood, 1311; Halifax and Dartmouth, 1310; Kingston, 1311; Montreal, 1569; Port Arthur, 1569; Toronto, 1312.
shipwrights and caulkers, Vancouver, 1570; Victoria, 180, 700, 1571.
shipyard labourers, etc., Saint John, 852.
steel workers, Saint John, 852.
See also Manufacturing—Metal Products—

Logging—
loggers, Thunder Bay district, 595.

Manufacturing—animal foods—
meat packers, Kitchener, 1155; Moose Jaw, 696.
fish packers, Prince Rupert, 1422.
operating engineers (creamery), Hamilton, 1559.

Manufacturing—fur, leather and miscellaneous animal products—
artificial silk textile workers, Cornwall, 1156.
cotton textile workers, Cornwall, 1156; Milltown, 1156.
fine glove manufacturing industry, Province of Quebec, 70, 472, 854, 1314.
fur workers, Montreal, 1572; Quebec, 333, 1572; Toronto, 1155.
glove cutters (work gloves), Province of Quebec, 333, 1314.
glove operators and blockers (work gloves), Province of Quebec, 333, 1314.
glove workers, Winnipeg, 67.
leather workers, Oshawa, 590.
men's work clothing workers, Winnipeg, 1156.
shoe workers, Province of Quebec, 333, 703.
tanning industry, Owen Sound, 1156; Province of Quebec, 183, 1008, 1313; Whitby, 1422.
women's cloak and suit workers, Toronto, 1156.

Manufacturing—metal products—
electrical workers, Winnipeg, 1566.
factory workers (aircraft), Montreal, 179, 1564; Port Arthur, 1566; Vancouver, 1566.
factory workers (can), Vancouver, 1566.
factory workers (metal), Oshawa, 590, 697.
factory workers (truck body), Brantford, 1565.
foundry workers, Fort William, 1566; Preston, 1566; St. Catharines, 1565; Sarnia, 1566; Three Rivers, 697; Whitby, 1565; Windsor, 698; Wingham, 1566.
machinists, Vancouver, 590, 1566.
machinists (aircraft), Vancouver, 68.
metal container workers, Province of Quebec, 70, 593.
ornamental iron and bronze workers, Montreal, 1424.
railway and tramway car and bus manufacturing industry, Montreal, 70, 473, 593.
steel workers, Sault Ste. Marie, 469, 470 (working conditions); 470 (wages).
See also Construction—Shipbuilding

Manufacturing—miscellaneous wood products
bentwood chair and table employees, Winnipeg, 697.
carpenters (veneer factory), Mattawa, 1564; Saint John, 1563.
carpenters (wood factory), Oshawa, 1564.
cooperage factory workers, Athelstan, 1564.
factory workers (wood), Owen Sound, 1564.

Agreements, Industrial:—*Cont.*
furniture workers (hard furniture industry) Province of Ontario, 474, 1427.
furniture workers, Province of Quebec, 1424, 1572.
sash, door, wrought wood and casket manufacturing industry, Jonquiere and Kenogami, 473, 1315, 1572.
saw and planing mill workers, Fort Frances, 1564; Matane, 1563; Norman, 1564; Priceville, 1563; Rimouski, 1563.
upholsterers, Toronto, 1564.

Manufacturing—non-metallic minerals, chemicals, etc.—
building materials industry, Province of Quebec, 1159.
coke oven workers, Hamilton, 1566.
factory workers (brick), Cooksville, 1567.
factory workers (soap), Toronto, 1566.
glass workers, Oshawa, 698.
pottery workers, St. Johns, 1566.

Manufacturing—printing and publishing—
bookbinders, Regina, 1562.
lithographers, Montreal, Ottawa, Toronto, Hamilton and London, 696.
plate printers, Ottawa, 1562.
pressmen, Hamilton, 1562; Oshawa, 1562; Regina, 68, 1562, 1563; Toronto, 1562.
printers, Calgary, 1563; Hamilton, 1562; Moose Jaw, 1563; Oshawa, 1562; Regina, 1563; St. Thomas, 1562; Toronto, 1562; Vancouver, 1563; Windsor, 67, 68.
printing trades, Montreal and District, 183, 473, 593, 704, 1572; Quebec, 183.
stereotypers and electrotypers, Regina, 1563; Vancouver, 1563.

Manufacturing—pulp, paper and paper products—
paper box manufacturing industry (corrugated and uncorrugated), Province of Quebec, 473, 593, 704, 1159, 1314, 1572.
pulp and paper mill workers, Bathurst, 1005; Beaupré, 1005; Dalhousie, 1559; Dryden, 1561; Fort Frances, 1561; Fort William, 1560; Hull, 1006; Iroquois Falls, 1560; Kenora, 1561; Kenora and Fort Frances, 1561; Merritton, 1560; Ocean Falls, 1561; Ottawa, 1006; Pine Falls, 1561; Port Arthur, 1560; Powell River, 1561; Quebec, 1006; Sault Ste. Marie, Espanola and Sturgeon Falls, 1560; Smooth Rock Falls, 1560; Thorold, 1007, 1560; Three Rivers, Gatineau and Temiskaming, 1006, 1559; Toronto, 1559; Victoria, 1562.
roofing felt factory workers, Portneuf Station, 1559.

Manufacturing—rubber products—
rubber workers, Bowmanville, 330.

Manufacturing—textiles and clothing—
clothing workers (men's and boys' clothing), Province of Quebec, 1008, 1159.
clothing workers (men's work), Vancouver, 1559.
dress factory workers, Montreal, 1423.
embroidery workers, Montreal, 333.
felt factory workers, Kitchener, 1559.
hat and cap workers (men's and boys'), Province of Quebec, 1314.
knitting mill workers, Winnipeg, 1559.
millinery workers, Montreal district, 704.
textile and jute bag manufacturing industry, Montreal, 183.

Agreements, Industrial:—*Cont.*
textile factory workers (curtains, etc.), Cornwall, 1423.
women's cloak and suit industry, Province of Quebec, 1314, 1427.

Manufacturing—tobacco and liquors—
brewery workers, Calgary, 1558; Lethbridge, 1558; London, 1558; Ottawa, 1557; Regina, 1558; Saskatoon, 1558; Toronto, 1557; Vancouver, 1559; Victoria, 696; Windsor, 1558.
brewery workers (malt plant), Calgary, 1558; Transcona, 1558; Winnipeg, 1558.
brewery workers (operating engineers), Ottawa, 1557.

Manufacturing—vegetable foods and products—
bakery employees, Calgary, 475, 1575; Edmonton, 1015; Granby, 1424; Montreal, 70, 183; Quebec, 70, 183, 472, 593, 703; Vancouver, 695; Winnipeg and district, 595.

Mining—non-ferrous smelting and quarrying—
building materials industry, Province of Quebec, 1159;
See above under "Manufacturing—non-metallic minerals, chemicals, etc."
gold miners, Dawson, 1422.

Service—business and personal—
barbers, Arnprior and Renfrew, 1163; Brampton, 1428; Brandon, Portage La Prairie, and Dauphin, 186; Brantford, 1163; Brockville, 1163, 1317; Essex County, 1317; Estevan, 595; Farnham, Cowansville, Bedford and Sweetsburg, 335, 1425; Hull, 1573; Humboldt, 595; Kenora and Keewatin, 1163; Missisquoi County, 335; Montreal, 1315, 1573; Port Arthur and Fort William, 1163; Prince Albert, 475; Red Deer, 595; Regina, 186, 475; St. Catharines, Thorold, Merritton, and Port Dalhousie, 1428; St. John and Iberville, 1573; Sarnia, 1014; Sault Ste. Marie, 1163; Sherbrooke, 1315; Simcoe, 1574; Swift Current, 475; Weyburn, 1428; Woodstock, 1163; Yorkton, 1015.
barbers, hairdressers, etc., Chicoutimi and Lake St. John counties, 1425; Hull, 1316; Joliette, 1426; Quebec City and district, 335, 706, 855, 1013; St. Hyacinthe, 1426; Three Rivers district, 184.
beverage dispensers, St. Catharines, Thorold, Merritton and Port Dalhousie, 701.
funeral undertakers, Montreal, 593, 1316, 1426.
hairdressers etc., Estevan, 595; Humboldt, 1318; Montreal, 474, 593, 855; Moose Jaw, 1015; Regina, 1015; Weyburn, 1015, 1428.

Service—custom and repair—
garage and service station employees, Edmonton, 1318; Montreal, 474, 706, 854, 1013; Moose Jaw, 475.
shoe makers and repairers, Saskatoon, 1014.

Service—public administration—
firefighters, Quebec City, 854.
municipal employees, St. Joseph D'Alma, 473; Sherbrooke, 1162.
municipal employees (outside services), Quebec City, 854.
municipal employees (permanent), Quebec City, 854.
policemen, Quebec City, 854.

Agreements, Industrial:—*Cont.*
Service—recreational—
moving picture machine operators, Edmonton, 701.

Trade—
clerks and accountants, Jonquière, Kenogami, Arvida and St. Joseph D'Alma, 184, 334.
coal and wood industry, Regina, 1318.
coal handlers and drivers, Toronto, 185.
dairy employees, Quebec, 473.
garage and service station employees, Edmonton, 1318; Montreal, 473, 706, 854, 1013; Moose Jaw, 475.
grocers and butchers, Sherbrooke, 706.
hardware and paint store employees, Quebec, 70, 705.
retail store employees, Coaticook, 1162; Quebec, 184, 1013, 1425.
retail store and hotel workers, Donnacona, 593, 706.
retail stores, bakeries, hotels, etc., Magog, 335.

Transportation and public utilities—air—
aircraft maintenance mechanics, Trans-Canada Air Lines, 701.

Transportation and Public Utilities—electricity and gas—
electric workers, Winnipeg, 701.

Transportation—local—
taxi drivers, North Battleford, 1428; Prince Albert, 1317; Toronto, 475, 700.
truck drivers, Vancouver, 700, 701.

Transportation and Public Utilities—street and electric railways —
street and electric railway employees, Niagara, St. Catharines and Toronto Railway, 700; Toronto, 700.

Transportation and Public Utilities—water—
checkers (ocean navigation), Quebec, 184, 334.
longshoremen, New Westminster, 69; North Vancouver, 68; Vancouver, 68.
longshoremen (inland and coastal navigation), Montreal, 184, 473, 705, 854, 1013, 1162, 1425.

Agreements Resulting from Proceedings under Industrial Disputes Investigation Act—
agreement reached between Trenton Steel Works, Limited, Eastern Car Company, and their employees, 9.
text of agreement between Atlantic Sugar Refineries, Limited, Saint John, and its employees, 213.
agreement reached between Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, and its employees, 225.
agreement reached between Kingston Shipbuilding Company, Limited, Kingston, and its employees, 371.
terms of draft agreement between Reliance Motor and Machine Works, Limited, Vancouver, and its employees, 389; signed, 507.
agreement reached between Reliance Motor and Machine Works, Limited, Vancouver, and its employees, 507.
agreements between various coal mining companies in Nova Scotia and their employees, 507.

Agreements, Industrial:—*Cont'd.*
terms of draft agreement between Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, and its machinists, plumbers and steamfitters, and electrical workers, 507-14; accepted 738.
text of agreement between Robson Leather Company, Limited, Oshawa, and its employees, 531.
terms of agreement between Coulter Manufacturing Company, Limited, Oshawa, and its employees, 533.
text of draft agreement between West Coast Woollen Mills, Limited, Vancouver, and its employees, 621.
accepted recommendations of Board in dispute between Hull Electric Company, Hull, and its employees, 624.
agreement reached between Bishop and Sons, Limited, Portneuf Station, and its employees, 738.
agreement reached between Rayman Cap Manufacturing Company, Toronto, and employees, 738.
terms of draft agreement between the Port Arthur Shipbuilding Company, Limited, Port Arthur, and its employees, 771; signed, 876.
agreement reached in dispute between Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, and its employees (ship carpenters), 898.
agreement between Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, St. Johns and their employees, 905.
agreement between Canada Veneers, Limited, Saint John, and its employees, 906.
agreement reached between Waterloo Manufacturing Company, Limited, Waterloo; Dominion Truck Equipment Company, Limited, Kitchener; L. McBrine Company, Limited; and their employees, 917.
agreement reached in dispute between Gray Forgings and Stampings, Limited, Toronto, and its employees, 927.
agreement reached between Imperial Iron Corporation, Limited, St. Catharines, and its employees, 1043.
agreement reached between the National Steel Car Corporation, Limited, Malton, and its employees, 1043.
recommendations of Board in dispute between Intercolonial Coal Company, Limited, Westville, and its employees accepted, 1043.
agreement signed between Prince Rupert Dry Dock and Shipyard, Prince Rupert, and its employees, 1054.
agreement reached between Halifax Shipyards, Limited, Halifax, and its employees, 1062.
agreement reached in dispute between National Cartage and Storage, Limited, Winnipeg, and its employees, 1187.
agreement extended between Canadian International Paper Company, Temiskaming, and its employees, 1343.
agreement to be drafted between Pacific Bolt Manufacturing Company, Limited, Vancouver, and its employees, 1343.
text of draft agreement between Canadian General Electric Company and employees in two Toronto plants, 1347.

Agreements, Industrial:—*Conc.*
See also Industrial Disputes Investigation Act; Industrial Standards Acts (Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario, and Saskatchewan).

Agriculture:
Ont.: new regulation under Workmen's Compensation Act re farmers, 959.
Que.: statistical summary of operations of co-operative societies during 1938-39, 802.
Sask.: farm wages during 1939-40, 433.
See also Cost of Living; Prices; Wartime Prices and Trade Board.

Aircraft Industry:
United Kingdom—
recommendations of Select Committee on National Expenditure, 1114.

Aliens:
Canada—
statement of Minister of Labour on employment of aliens in war industries, 364.

American Federation of Labor:
annual convention, 1385.

Apprenticeship:
Canada—
recommendations of national joint conference of construction industry, 122.
Alta.: recommendation of provincial Federation of Labour, 291.
B.C.: report of Director, 1940, 1112; amendments to Act, 134.
N.B.: adoption of Voluntary Apprenticeship Act recommended by Federation of Labour, 1384.
N.S.: amendment to Act fixing maximum age requested by provincial executive of Trades and Labour Congress, 295.
Ont.: administration of Act during 1940, 663.
Que.: recommendation of Confederation of Catholic Workers, 290.
Sask.: agreements approved during 1939-40, 433.
U.S.A.: training in industry program of National Defence Advisory Commission, 26; training of additional workers for defence industries, 632; recommendations of Apprenticeship Committee of federal-state conference on labour legislation, 298-99; summary of pamphlet on establishment of apprenticeship programs, 335; recommendation of C.I.O., 1507.
Australia: recommendation of Youth Employment Committee, 92.

Arbitration and Conciliation:
Canada—
conciliation activities of Department of Labour from October 1, 1940, to December 31, 1940, 105; from January 1, 1941, to March 31, 1941, 392; from April 1, 1941 to June 30, 1941, 775; from July 1, 1941, to September 30, 1941, 1213.
majority reports of Boards of Conciliation in railway wage cases rejected by Minister of Labour, 727.
amendment to Industrial Disputes Investigation Act re appointment of Board members, 732.
appointment of members of Industrial Disputes Inquiry Commission, 728.

Arbitration and Conciliation:—*Conc.*
extension of powers of Industrial Disputes Inquiry Commission, to investigate alleged discrimination and intimidation, 797, 1210.
agreement providing adequate supply of shore labour for loading cargoes, 203.
Minister of Labour announces appointment of conciliation adviser, 24.
address of Deputy Minister of Labour at convention of Canadian Manufacturers' Association, 800-802.
death of Chief Conciliation Officer of Department of Labour, 1340.
recommendation of T. and L. Congress re appointment of Boards, 1243.
Alta.: amendment to Industrial Conciliation and Arbitration Act, 558; amendment to Act recommended by provincial Federation of Labour, 291.
Man.: administration of Strikes and Lockouts Prevention Act during 1939-40, 142.
N.S.: introduction of Bill authorizing provincial Minister of Labour to act as mediator of labour disputes, 502; provisions of Conciliation Service Act, 649.
Que.: statistics during 1939-40, 430.
U.S.A.: establishment of National Defence Mediation Board, 366; annual report of National Mediation Board, 270; resolution of C.I.O. convention, 1506; adoption of Bill in N.Y. State authorizing government intervention in industrial disputes, 367; recommendations of Industrial Disputes Committee of federal-state conference on labour legislation, 299.
Australia: development and extension of industrial arbitration machinery, 143.
Newfoundland: provisions of Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1465.
See also Canadian National Railways Employees' Board of Adjustment, No. 2; Canadian Railway Board of Adjustment No. 1; Industrial Disputes Inquiry Commission; Industrial Disputes Investigation Act.

Atlantic Charter:
principles endorsed at special wartime conference of I.L.O., 1589, 1595.

Australia:
development and extension of industrial arbitration machinery, 143.
amended regulations under National Security Act re housing of war workers, 1341.
civilian re-establishment of returned soldiers, 300.
report of Youth Employment Committee, 92.

Automobile Industry:
U.S.A.—
establishment of Committe for re-employment and re-training of workers, 1038.
provisions for "priorities unemployment", 1184.

Aviation:
See Aircraft Industry.

Banking:
Canada—
government control of entire system urged by Canadian Congress of Labour, 1249.

Barbers:
Man.: regulations under Hairdressers' Act, 137-8.
N.B.: inclusion of hairdressers under Early Closing Act 956.
Ont.: registration advocated by provincial executive of T. and L. Congress, 294.
Sask.: revised regulations under Trade Schools Regulation Act governing working hours of, 32.

Beauticians:
Sask.: revised regulations under Trade Schools Regulation Act governing working hours, 32.

Boilers:
Alta.: new and revised regulations under Act, 30; amendment to Act, 560.
Man.: activities under Steam Boiler and Pressure Vessels Act, 142.
N.W.T.: regulations under Steam Boiler and Pressure Plant Ordinance, 956.
N.S.: revised regulations under Steam Boiler Inspection Act, 649; recommendation of provincial executive of T. and L. Congress re installation of pressure steam heating, 295.
Ont.: inspection in 1940, 662.
Que.: amendment to Pressure Vessels Act, 648.
Sask.: regulations under Steam Boilers Act, 436.

Bonus:
See Cost of Living; Wages.

Bread:
price-fixing agreement disapproved by Wartime Prices and Trade Board, 498.
action of Wartime Prices and Trade Board, 871, 962.
review of activities during 1940 of Wartime Prices and Trade Board, 28.

British Trades Union Congress:
annual convention, 1389.
Canadian visit of Sir Walter Citrine, 8.
proposed orders for registration approved by employers and employees, 207.

Brooks, R. R. R., *Special Labour Consultant, O.P.M.:*
address at annual conference of Canadian Institute of Public Affairs on "Organized Labour and the Defence of Democracy", 1272-76.

Brunning, E. J.:
appointment as controller of National Steel Car, Hamilton, 493.

Building and Construction Industry:
Canada—
establishment of National Joint Conference Board for wartime control of working conditions, 117-24.
survey of construction in 1939, 37.
resolution of National Joint Conference Board re no stoppage of work, 494.
proceedings before National Joint Conference Board of the Construction Industry, 939.
recommendations of Confederation of Catholic Workers, 1252.
Alta.: legislation to enable loaning of building association funds, 560.
Man.: provisions of new section under Fair Wage Act re public and private works, 136.
N.S.: appointment of inspector recommended by provincial executive of T. and L. Congress, 295.

Building and Construction Industry:—*Conc.*
Ont.: enactment of protective legislation sought by provincial executive of T. and L. Congress, 293.
Mexico: ratification of I.L.O. convention concerning safety provisions in, 1039.
See also Industrial Situation; Legal Decisions; National Joint Conference Board of the Construction Industry.

Building Permits:
monthly report of building permits issued in Canada, 56, 167, 320, 458, 581, 683, 839, 992, 1138, 1296, 1419, 1531.
annual review for 1940, 543.

Burford, W. T., *Secretary-Treasurer, Canadian Federation of Labour:*
extract from New Year's message, 5.

Butter:
order of Wartime Prices and Trade Board revoked, 499.
action of Wartime Prices and Trade Board, 5; 549; 962.
review of activities during 1940 of Wartime Prices and Trade Board, 28.
action of Dairy Products Board re minimum prices of, 616.

Cabinet Committee on Demobilization and Re-establishment:
program for employment and rehabilitation of ex-service men, 5.
post-discharge plan of rehabilitation determined, 1235.

Campbell, M. S., *Chief Conciliation Officer, Department of Labour:*
death of, 1340.

Canada Shipping Act:
amended regulation, 1110.
pilotage by-laws—Montreal, 434; District of St. John, 651; of British Columbia, 958; of Miramichi, 1110; of Bras d'Or Lake, 1502.

Canada Year Book:
summary of 1941 edition, 1184.

Canada's Fair Wages Policy:
amendment re employees of government contractors and sub-contractors, 1226.
See also Canada's Wartime Wages Policy; Cost of Living; Orders-in-Council.

Canada's Wartime Wages Policy:
supplement, July, 1941, 729.
recommendations of T. and L. Congress, 1243.
recommendation of Canadian Congress of Labour, 1247.
See also Cost of Living; Orders-in-Council; Wages.

Canadian Association of Administrators of Labour Legislation:
fourth annual meeting, 497.
address of Acting Director of I.L.O. at annual conference, 814-17.

Canadian Chamber of Commerce:
conducts national survey of industrial resources, 205.

Canadian Congress of Labour:
proceedings of convention, 1244-49.
Dominion legislative requests, 287.
pledges wartime co-operation, 287.
See also Mosher, A. R.

Canadian Construction Association:
annual convention, 90.
See also Building and Construction Industry.

Canadian Electrical Association:
to survey and organize public utilities training technical personnel for war industries, 731.

Canadian Federation of Labour:
See Burford, W. T.

Canadian Federation of Mayors and Municipalities:
summary of report on wartime housing, 204.

Canadian Manufacturers' Association:
seventieth annual convention, 730.
"Industrial Relations as a Function of Management"—text of address of Deputy Minister of Labour at annual convention, 798-802.
conducts national survey of industrial resources, 205.

Canadian National Railways Employees' Board of Adjustment No. 2:
summary of recent decisions, 398.

Canadian Pacific Railway:
extension of working hours in main shops, 729.

Canadian Railway Board of Adjustment No. 1:
summary of recent decisions, 236.

Census:
Canada—
survey of research scientists by Wartime Bureau of Technical Personnel, 1181.
annual census of manufacturing and certain other industries, 1939, 1116-19.

Charpentier, Alfred, *President, Confederation of Catholic Workers of Canada:*
extract from New Year's message, 5.
extract from Labour Day message, 1034.
presidential address before Confederation of Catholic Workers, 1249-51.

Chase, H. B., *Controller, National Steel Car Corporation:*
appointment, 1035.

Child Labour:
U.S.A.: recommendations of Child Labour Committee of federal-state conference on labour legislation, 300; observance of child labour laws in wartime urged by Pennsylvania Legislature, 872.

Child Welfare:
Australia:
introduction and provisions of Youth Welfare Act in New South Wales, 436.

Chrysler Corporation of Canada, Limited:
hospitalization plan, 1238.

Citrine, Sir Walter, *Secretary, British Trades Union Congress:*
Canadian visit, 8.

Civil Service:
Canada—
provision of cost of living bonus plan for members of, 1036.
transference of civil servants from Retirement Act to Superannuation Act recommended by T. and L. Congress, 1242.
Alta.: appointment of labour representative on provincial Commission sought by Federation of Labour, 290.

Coal:
Canada—
Canadian Congress of Labour urges settlement of production dispute in Nova Scotia, 1247.
results of cost of living inquiry (Britnell Commission—3rd report) for coal miners in Alberta and British Columbia (District 18) and payment of cost-of-living bonus, 133; fourth report, 730; 5th report, 1267.
B.C.: amendments to Coal Mines Regulation Act, 134.
N.B.: report of Commissioner *re* investigation into lack of production in Minto-Chipman district, 1036.
Sask.: agreement *re* cost of living bonuses for coal miners, 1268.
action of Wartime Prices and Trade Board, 548, 963.
United Kingdom: recommendations of Select Committee on National Expenditure *re* increased production, 1116.
See also Accidents Industrial; Arbitration and Conciliation; Cost of Living; Industrial Disputes; Industrial Disputes Investigation Act; Mining; Wartime Prices and Trade Board.

Cod Liver Oil:
action of Wartime Prices and Trade Board, 549, 964.

Collective Agreement Act (Quebec):
amendment, 647.
agreements, 69, 182, 332, 471, 592, 702, 853, 1008, 1158, 1313, 1423, 1571.
amendments recommended by Confederation of Catholic Workers, 289, 1251.
attitude of provincial Federation of Labour, 292.
statistics during 1939-40, 429.
legal decisions concerning, 199, 723, 1176.
See also Legal Decisions.

Collective Bargaining:
Canada—
enactment of Order-in-Council (P.C. 2385) regarding seamen, 650.
resolutions of T. and L. Congress, 1243.
recommendation of Canadian Congress of Labour, 1248.
bargaining agency determined at Ford Motor Company, 1339.
Man.: amendements to Strikes and Lockouts Prevention Act, 136.
N.B.: recommendation of Commission investigating lack of coal production in Minto-Chipman district, 1036.
U.S.A.: Supreme Court holds order of National Labour Relations Board means entering into written agreement, 200.
A.F. of L. advocates right of collective bargaining in publicly-owned industries, 1388.
resolution of C.I.O. convention, 1506; rights of Government employees supported by C.I.O., 1507.

Collective Bargaining—*Conc.*
summary of report on seniority policies and collective bargaining, 148.
in New York dress industry, 804.

Combines Investigation Act:
conviction of shipping container combine upheld by Ontario Court of Appeal, 642-46.
decisions of Alberta Supreme Court in tobacco cases, 437.
action and proceedings with respect to: alleged tobacco combine—7, 437, 616, 949-52.
alleged combine *re* corrugated and fibreboard boxes and related products, 90.

Committee on Reconstruction:
established to deal with post-war re-establishment of ex-service men, 496.

Confederation of Catholic Workers of Canada:
proceedings of convention, 1249.
legislative requests—Dominion, 33; provincial, 289.
pledges wartime co-operation, 33.
See also Charpentier, Alfred.

Congress of Industrial Organizations (U.S.A.):
fourth constitutional convention, 1504.

Conroy, P., *Vice-President, Canadian Congress of Labour:*
appointment as alternate member of National Labour Supply Council, 872.

Consumer:
Canada—
order curtailing production of certain goods, 1180; order of Wartime Prices and Trade Board restricts instalment sales and operations of lending institutions, 1181, 1232.
U.S.A.: statistical summary of operation of co-operatives during 1940, 1208.
See also Cost of Living; Co-operative Societies; Prices; Wartime Prices and Trade Board.

Co-operative Societies:
Canada—
summary of pamphlet on "Farmers' Co-operative Business Organizations in Canada, 1939-40", 1119.
N.B.: statistical summary of activities during 1940, 391.
Que.: statistical summary of operations during 1938-39, 802.
Sask.: amendements to Co-operative Associations Act, 561.
U.S.A.: statistical summary of operation during 1940, 1208; development of co-operative organizations recommended by C.I.O., 1506.

Co-operative Union of Canada:
annual report of national executive, 961.

Co-operatives:
Alta.: authorization of building associations' loans, 560.

Cost of Living:
Canada—
Canada's Wartime Wages Policy (Supplement, July, 1941), 729.
terms of Order in Council (P.C. 7440) stabilizing basic wage rates and providing for cost of living bonus, 22-25; correction, 93.
application of Order in Council P.C. 7440 by Boards of Conciliation and Arbitration, 405-10.

Cost of Living:—*Conc.*
coverage and text of wartime wages and cost of living bonus order (P.C. 8253), 1367-70.
application of wartime wages stabilization policy to all industries (P.C. 9514 amending P.C. 8253), 1460, 1494.
establishment of National War Labour Board, 1337.
statement of policy of Wartime Prices and Trade Board on stabilization of prices, 1498.
majority reports of Boards of Conciliation in railway wage cases rejected by Minister of Labour, 727.
resolution of electrical workers' conference opposes P.C. 7440, 663.
extension of bonus to all workmen recommended by T. and L. Congress, 1244.
recommendation of Canadian Congress of Labour *re* wartime wages policy, 1247.
Civil Service bonus plan, 1036.
results of inquiry (Britnell Commission—3rd report) for coal miners in Alberta and British Columbia (District 18), and payment of cost-of-living bonus, 133; fourth report, 730; 5th report, 1267.
review of activities of Wartime Prices and Trade Board during 1940, 27.
N.B.: payment of bonus to provincial government employees, 1503.
Sask.: agreement *re* cost-of-living bonuses for coal miners, 1268.
U.S.A.: summary of pamphlet *re* national defence and consumer problems, 545.
review on family allowances in various countries, 439.
See also Canada's Wartime Wages Policy; Orders-in-Council; Prices; Wages.

Crawford, A. W., *Director, Labour Relations, Department of Munitions and Supply:*
appointment, 1181.

Credit Unions:
Canada—
summary of booklet on "Credit Unions in Canada", 1255.
Man.: revised regulations under Companies Act, 137.
N.B.: Credit Union Societies Act amended, 956; statistical summary of activities during 1940, 391.
Sask.: amendments to Credit Union Act, 561.
U.S.A.:
statistical summary of operation during 1940, 1208.

Criminal Code:
Canada—
recommendations of Canadian Congress of Labour, 287.

Dairy Products Board:
action regarding minimum prices of butter, 616.

Debt:
N.B.: recommendation of Federation of Labour, *re*, 1384.
Que.: amendment to Code of Civil Procedure *re* seizure of wages, 647.

Defence of Canada Regulations:
Ontario High Court dismisses appeal against conviction for picketing under Regulations, 198.

Defence of Canada Regulations:—*Conc.*
amendment *re* peaceful picketing, 363.
amendment *re* riots affecting war industries, 947.
reference in Dominion legislative program of Canadian Congress of Labour, 288.
recommendations of T. and L. Congress, 1242.
amendments urged by Canadian Congress of Labour, 1248.

Demobilization:
See Cabinet Committee on Demobilization and Re-establishment; Rehabilitation.

Diseases, Industrial:
ratification of I.L.O. convention *re* workmen's compensation for occupational diseases, 1090;
"Tuberculosis in Industry"—summary of publication issued by I.L.O., 654.
introduction of Bills amending Factories Acts in Alberta and Saskatchewan, 368.
recommendations of Confederation of Catholic Workers, 1251.
bulletins on, 89.
Alta.: new section under Factories Act *re* industrial use of poisonous materials, 558; new regulations under Factories Act *re*, 1382.
B.C.: non-adoption of Bill amending Workmen's Compensation Act *re* silicosis, 136; administration of Act respecting silicosis, 827.
Man.: new section under Factories Act *re* industrial use of certain poisonous materials, 137; new regulations under Factories Act *re*, 651.
Ont.: recommendations of provincial executive of T. and L. Congress *re* car operators and silicosis, 294.
Que.: additional compensable diseases, 32; amendments to Workmen's Compensation Act recommended by Confederation of Catholic Workers, 290.
United Kingdom: results of prolonged overtime shown in report of Select Committee on National Expenditure, 411-15; provisions of Workmen's Compensation and Benefit (Byssinosis) Act, 91.
U.S.A.: statistics of industrial time-loss due to, 1227; bulletins on occupational hazards and diagnostic signs, 806; and on control of lead hazard in storage battery industry, 1208.

Domestic Workers:
Que.: investigation into working conditions of domestic servants conducted by Young Catholic Workers, 1340.

Dominion-Provincial Relations:
conference on recommendations of Royal Commission, 3.
importance of Rowell-Sirois Report stressed by Confederation of Catholic Workers, 33.
conference on Rowell-Sirois report disbanded, 87.
discussions of Labour and Unemployment Committee, 87.
conference of federal and provincial ministers on labour conditions, 498.
reconvening of conference on Sirois Report recommended by T. and L. Congress, 1244.

Education:
Canada—
Labour and the War—summary of pamphlet issued by Canadian Association for Adult Education and Canadian Institute of International Affairs, 410.
establishment of study groups and issuance of Labour publications sought by Canadian Congress of Labour, 1248.
Alta.: inclusion of teachers under Industrial Conciliation and Arbitration Act, 558; amendment to School Attendance Act, 560.
B.C.: regulations under Licence Forfeiture and Cancellation Act *re* school attendance, 134-5.
N.B.: provisions of proposed School Attendance Act, 502; provisions of Act, 955; free school books up to and including Grade IX requested by Federation of Labour, 1384.
Sask.: amendments to School Act *re* inclusion of non-teaching employees under superannuation scheme, 561.
United Kingdom: importance of juvenile education stressed, 1219.
U.S.A.: recommendation of C.I.O. for extension of facilities during and after war, 1507.
Australia: introduction and provisions of Youth Welfare Act in New South Wales, 436.
New Zealand: granting of scholarships to children of war veterans, 1341.
See also Technical and Vocational Education.

Electrical Industry:
Canada—
conference of electrical workers, 663.
Alta.: provisions of Electrical Protection Act, 559.
N.B.: proclamation of Electrical Energy Act urged by Federation of Labour, 1384.
N.S.: recommendations of provincial executive of T. and L. Congress, 295.
United Kingdom: application of schedule of reserved occupations to electricians, 91.

Employment:
Canada—
advance reports of Employment Service Superintendents, 58, 169, 322, 460, 583, 685, 841, 994, 1140, 1298, 1399, 1515.
monthly summary of employment and unemployment, 38, 149, 302, 442, 572, 665, 829, 974, 1120, 1277, 1404, 1516.
monthly report by employers (with charts and tables), 38, 149, 303, 442, 665, 829, 974, 1120, 1277, 1404, 1517.
annual review of employment by Dominion Bureau of Statistics, 301.
regulations governing reinstatement of enlisted men, 803.
Minister of Labour on employment of aliens in war industries, 364.
first meeting of National Employment Committee, 1508.
N.S.: continuation of Labour Act, 1933, 649.
Que.: investigation into working conditions of domestic servants conducted by Young Catholic Workers, 1340.
Other Countries—
monthly summary of employment and unemployment in Great Britain and the United States, 59, 170, 323, 461, 586, 687, 843, 998, 1141, 1299, 1421, 1533.

Employment:—*Conc.*
Other Countries—
Newfoundland: provisions of Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1465.
United Kingdom: application of schedule of reserved occupations to control of wartime employment, 91; revised schedule, 732; compulsory registration for employment order, 500; conditions of employment in war industries outlined in Essential Work (General Provisions) Order, 1941, 551; first registration of women under Registration for Employment Order, 1941, 733; scheme for employment of dock labour, 734; recommendation of Trades Union Congress *re* post-war reconstruction, 1389.
Australia: establishment of Youth Employment Section, Department of Labour and Industry, in New South Wales, 92; correction, 735; civilian re-establishment of returned soldiers under Repatriation Department, 300; statistics of wage-earners, 1234.
U.S.A.: employment and training of women in defence industries urged by O.P.M., 872; establishment of National Committee on Automobile Employment, 1038; statistics of employment offices, 367; home-work order *re* glove industry in New York state, 1099.
See also Labour Registration; Munitions; Rehabilitation; Technical and Vocational Education; Unemployment Insurance; War Production and Training.

Employment Service of Canada:
operation of employment offices under unemployment insurance plan, 634, 637.
monthly report by provinces (with charts and tables), 52, 162, 315, 454, 576, 679, 834, 987, 1134, 1291, 1393, 1510.
report for period October to December, 1940, 146; January to March, 1941, 584; April to June, 1941, 995; July to September, 1941, 1401.
intensification of efforts on employment and re-establishment of ex-service men urged by Minister of Labour, 6.
retirement of Director, 206.
registration of steel ship builders, 495.
B.C.: work of offices in 1940, 1112.
N.S.: work of offices in 1940, 430.
Ont.: work of offices during 1940, 662.
Que.: work of offices in 1939-40, 430.
Sask.: work of offices in 1939-40, 433.

"Enticement" Order:
See Labour Conditions in Wartime; Labour Supply; Orders in Council; Skilled Labour; War Production and Training.

Factories:
Canada—
introduction of Bills amending Factories Acts in Alberta and Saskatchewan *re* industrial diseases, 368.
Alta.: new section under Act *re* industrial use of poisonous materials, 558; new regulations under Act *re*, 1382.
B.C.: annual report of Inspection Branch, 1113.
Man.: new section under Act *re* industrial use of certain poisonous materials, 137; new regulations under Act *re*, 651; annual report of Inspection Branch, 142.

Factories:—*Conc.*
N.B.: inspection in 1939, 297; in 1940, 563.
N.S.: inspection in 1940, 430.
Ont.: amendments to Act recommended by provincial executive of T. and L. Congress, 293; inspection during 1940, 662.
Que.: inspection in 1940, 430.
Sask.: new section under Act *re* industrial use of poisonous materials, 560.
U.S.A.: home-work order *re* glove industry in New York state, 1099.

Fair Labour Standards Act (U.S.A.):
summary of annual report of Wage and Hours Division, 571; regulations governing hazardous occupations and age of employment of young workers, 828.

Fair Wages:
monthly list of Dominion Government contracts, 61, 172, 324, 463, 587, 688, 844, 999, 1143, 1301, 1429, 1543.
amendments to Fair Wages Policy, 792-3.
further extension of Fair Wages Policy *re* contractors and sub-contractors, 1180, 1226.
inspection and enforcement of fair wages and labour conditions on Dominion contracts, 869.
recommendation of Confederation of Catholic Workers *re* violation of Act, 34.
recommendations of T. and L. Congress *re* wartime wages policy, 1243.
B.C.: new section under Municipal Act *re* contracts, 134.
Man.: provisions of new section under Act *re* public and private works in construction industry, 136; inclusion of bakery employees under Act, 137; administration of Act during 1939-40, 142.
N.B.: activities of Board during 1939-40, 431.
N.S.: proposed legislative measures of provincial executive of T. and L. Congress, 295.

Family Allowances:
See Cost of Living; Prices; Wages.

Fats:
conservation urged by Wartime Prices and Trade Board, 871.

Finance, Department of:
transference of Wartime Prices and Trade Board to jurisdiction of, 870.

Fishing:
N.S.: recommendation of provincial executive of T. and L. Congress *re* information on prices, 295; activities of Fishermen's Loan Board during 1939-40, 431.
U.S.A.: survey of wages and hours in fish canneries, 1466.
See also Cost of Living; Prices; Wartime Prices and Trade Board.

Flour:
review of activities during 1940 of Wartime Prices and Trade Board, 28.

Foodstuffs:
Canada—
T. and L. Congress urges proper distribution and use of, 284.
United Kingdom: order fixing prices, 8.

Ford Motor Company of Canada:
bargaining agency determined by vote of employees, 1339.

Forest Operations Commission Act (New Brunswick):
administration in 1939-40, 432; orders *re* stream-drivers, boomers and sorters, 435.

Forestry:
regulations *re* military training of lumber and forestry workers, 1227.
N.B.: activities of Forest Operations Commission during 1939-40, 432; wage scale established under Forest Operations Commission Act, 1269.

Freedom of Association:
resolutions adopted by International Labour Organization on report of Committee on Collaboration, 1596.
Canada—
extension of powers of Industrial Disputes Inquiry Commission to investigate alleged discrimination and intimidation, 797.
bargaining agency determined at Ford Motor Company, 1339.
recommendations of Canadian Congress of Labour, 287.
resolutions of T. and L. Congress, 1243.
recommendation of Canadian Congress of Labour, 1248.
resolution of Confederation of Catholic Workers *re* Retail Merchants' Association, 1252.
message of Greek trade unionists to Canadian Labour, 91.
Alta.: amended legislation requested by provincial Federation of Labour, 291.
Man.: amendments to Strikes and Lockouts Prevention Act, 136.
Ont.: enactment of legislation requested by provincial executive of T. and L. Congress, 293.
Sask.: administration of Freedom of Trade Union Association Act in 1939-40, 433.
United Kingdom: Court of Inquiry on dispute concerning union recognition, 1183.
U.S.A.: recommendation of A.F. of L. regarding racketeering and crime, 1386-1388; summary of report on seniority policies and collective bargaining, 148; labour organization in modern industry, 1273-76.
Norway: labour conditions in German occupied territory, 734.
See also Criminal Code; Defence of Canada Regulations.

Germany:
See Lumbering Industry; Wages; War.

Green, William, *President, American Federation of Labour:*
address at annual convention, 1385.

Health Insurance:
Canada—
included in welfare plan of Western Clock Company, 8.
Alta.: comprehensive scheme requested by provincial Federation of Labour, 291.
Ont.: plan of Ontario Hospital Association, 206; adoption of state scheme recommended by T. and L. Congress, 294.
Que.: adoption of state system requested by provincial Federation of Labour, 293.
Sask.: survey of rural and urban medical and hospitalization plans, 639-41.
U.S.A.: industry-wide program for clothing workers, 1271.
See also Hospitalization; Medical Services.

Hides and Leather:
no general increase in price of shoes, announced by Wartime Prices and Trade Board, 617.
action of Wartime Prices and Trade Board in regard to, 548, 806, 964.

Holidays:
recommendations of Canadian Congress of Labour, 288.
vacations with pay for all workers sought by T. and L. Congress, 1244; also by Canadian Congress of Labour, 1249; and convention of electrical workers, 663.
Alta.: legislation requested by provincial Federation of Labour, 291.
B.C.: new and amended regulations under Weekly Half-Holiday Act, 134, 1269.
Man.: administration of One Day of Rest in Seven Act in 1939-40, 142.
Que.: vacations with pay for all workers sought by provincial Federation of Labour, 293.
United Kingdom: situation in war industries *re*, 733.

Home-work:
Que.: recommendation of provincial Federation of Labour *re*, 292.
U.S.A.: recommendations of federal-state conference on labour legislation, 300; order *re* glove industry in New York state, 1099.

Hospitalization:
plan of Chrysler Corporation of Canada, Limited, 1238.
B.C.: non-adoption of Bill to amend Hospital Act, 136.
Ont.: plan of Ontario Hospital Association, 206.
Que.: adoption of state system requested by provincial Federation of Labour, 293.
Sask.: amendment to Municipal Medical and Hospital Services Act, 561; survey of rural and urban medical and hospitalization plans, 639-41.
See also Health Insurance; Medical Services.

Hours of Labour:
effects of long working hours on output and workers, 1588.
Canada—
wages and hours of labour in Canada (Supplement, April, 1941).
transit controller empowered to stagger working hours, 1035.
observance of eight-hour day (three shifts) in war industries urged by T. and L. Congress, 284; increased working hours opposed by Canadian Congress of Labour, 288; recommendations of electrical workers' conference, 663; recommendation of T. and L. Congress *re* maximum six-hour day and five-day week as post-war measure, 1244.
extension of working hours in main shops of Canadian Pacific Railway, 729.
Alta.: exemptions under Hours of Work Act, 555, 651; amendments, 558; order revoked prohibiting night employment of women in certain industries, 1269; provincial Federation of Labour advocates 8-hour day and 44-hour work week, 290; other recommendations, 290-91.
B.C.: Hours of Work Act—amendment *re* overtime, 31; order *re* fruit and vegetable industry, 556; hotel and catering industry, 651; shop employees, 1502; extension of eight-hour day in limestone quarries, 1110; annual report of Board of Industrial Relations, 1113.
Man.: inclusion of bakery employees under Fair Wage Act, 137; overtime permits issued during 1939-40, 142.
N.B.: inclusion of hairdressers under Early Closing Act, 956.
N.S.: adoption and enforcement of Limitation of Hours of Labour Act requested by provincial executive of T. and L. Congress, 295.
Ont.: amendments to Factory, Shop and Office Building Act sought by provincial executive of T. and L. Congress, 293; recommendations of provincial executive of T. and L. Congress, 294; 40-hour work week for street and electric railway employees advocated by Labour Educational Association, 664.
Que.: orders of Minimum Wage Commission, 31, 32.
Sask.: revised regulations under Trade Schools Regulation Act, 32; early closing of shops, 560; administration of One Day's Rest in Seven Act in 1939-40, 433.
United Kingdom: recommendations of Select Committee on National Expenditure *re* overtime, 411-16.
Australia: recommendations of Youth Employment Committee *re* overtime, 92.
New Zealand: wartime regulation of working conditions, 8; increased working hours in essential war industries, 735.
U.S.A.: suspension of eight-hour day for mechanics and labourers employed on defence construction, 1038; limitation of hours to relieve unemployment resulting from "freezing" of silk supplies, urged by O.P.M., 964; limitation of hours in hosiery mills, 1038; administration of Fair Labour Standards Act, 571; recommendations of Committee of federal-state conference on labour legislation, 300; A.F. of L. opposes increased working hours, 1388; overtime pay for Government employees working over 40 hours per week recommended by C.I.O., 1506; summary of monograph on wartime regulation of working hours in Great Britain, 791; survey of wages and hours in fish canneries, 1466; statistics of industrial time-loss due to sickness, 93, 1227.
See also Minimum Wages.

Housing:
Canada—
establishment of Wartime Housing Limited, 204.
report on wartime housing by Canadian Federation of Mayors and Municipalities, 204.
Confederation of Catholic Workers suggest government initiative *re* construction of workmen's houses, 34; and urges construction of workmen's houses, 1252.
Wartime Housing Limited—placement of contracts, 441, 547, 802, 873, 1119.
Home Improvement Plan—final loan statistics, 13.
National Housing Act—statistics of administration, 550, 948.
Alta.: Federal scheme recommended by provincial Federation of Labour, 291.
N.B.: low cost home building program recommended by Federation of Labour, 1384.
Australia: amended regulations under National Security Act *re* war workers, 1341.
U.S.A.: establishment of Division of Defence Housing Co-ordination, 34; temporary shelter program for defence communities, 501; establishment of Defence Housing Branch of O.P.M., 1099; A.F. of L. recommends unified program of defence public housing, 1389; adoption of public housing program recommended by C.I.O., 1507.

Howe, Hon. C. D., *Minister of Munitions and Supply:*
announces appointment of directors of Wartime Housing Limited, 204.
on national survey of industrial resources, 205.
issues Order *re* "freezing" of raw silk for war purposes, 871.

Hyndman, Hon. J. D., *Rentals Administrator:*
appointment, 1181.

Ilsley, Hon. J. L., *Minister of Finance*:
on curtailment of instalment buying, 1234.

Immigration:
See Migration and Settlement

Income Tax:
Man.: amended regulations under Act, 137.
P.E.I.: exemptions under Act, 956.

Income War Tax Act:
amendment *re* National Defence tax, 732.

Industrial Accident Prevention Associations of Ontario:
annual convention, 499.

Industrial Disputes:
Canada—
analysis of strikes and lockouts in 1940 (with charts and tables) and from 1901 to 1940, 242-265.
monthly summary of strikes and lockouts in Canada, 10, 112, 239, 400, 536, 626, 786, 941, 1091, 1220, 1356, 1489.
strikes and lockouts in Canada and other countries during 1940 and from 1919-1940 (with tables), 266-70.
intervention of Minister of Labour in stoppages on war work, 493.
resolution of National Joint Conference Board *re* no stoppage of work in construction industry, 494.
establishment of Industrial Disputes Inquiry Commission, 613.

Industrial Disputes:—*Cont.*
appointment of Commissioner under Inquiries Act to investigate dispute *re* Schofield Woollen Company, Limited, Oshawa, 614.
extension of powers of Industrial Disputes Inquiry Commission to investigate alleged discrimination and intimidation, 797, 1210.
amendment to Defence of Canada Regulations *re* riots affecting war industries, 947.
restriction of right to strike in war industries, 1209.
address of Deputy Minister of Labour at convention of Canadian Manufacturers' Association, 800-02.
report of executive council of T. and L. Congress, 1240.
recommendations of T. and L. Congress *re* restraining of Department of Munitions and Supply from interfering in, 1243-44.
strike policy endorsed by executive council of Canadian Congress of Labour, 1246; urges settlement of dispute *re* curtailment of coal production in Nova Scotia, 1247; and opposes use of troops as strike breakers, 1248.
Alta.: new section under Hours of Work Act *re* settlement of disputes, 559.
B.C.: statistics for 1940, 1113.
N.B.: statistics for 1939-40, 432
N.S.: introduction of Bill authorizing provincial Minister of Labour to act as mediator in labour disputes, 502; provisions of Conciliation Service Act, 649.
Ont.: result of strike vote at Kirkland Lake, 1338; statistics during 1939-40, 661.
Sask.: statistics for 1939-40, 432.
Other Countries—
strikes and lockouts in Great Britain and other countries, 12, 115, 241, 403, 542, 631, 790, 946, 1096, 1224, 1360, 1492.
United Kingdom—
Court of Inquiry on dispute concerning union recognition, 1183.
Newfoundland—
provisions of Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1465.
U.S.A.: Measure to curb strikes in war industries, 1465; adoption of Bill in N.Y. State authorizing government intervention, 367; conditions in defence production, 93; recommendations of Industrial Disputes Committee on federal-state conference on labour legislation, 299; annual report of National Mediation Board, 270; establishment of National Defence Mediation Board, 366; and activities of, 616; A.F. of L. opposes any restriction on legal right to strike, 1388; bulletin on prevention of strikes, 1184; summary of pamphlet on "Grievance Procedures", 1258.
See also Arbitration and Conciliation, Industrial Disputes Investigation Act, Industrial Disputes Inquiry Commission.

CLASSIFICATION BY INDUSTRIES:
Construction—buildings and structures—
bricklayers, masons and plasterers, Kingston, 541.
carpenters, Kingston, 630; Scarboro, 1359.
construction workers, Arvida, 943.
labourers, Sydney, 402.

Industrial Disputes:—*Cont.*
painters, Toronto (two disputes), 789, 1359, 1490.
plasterers, lathers, etc., Toronto, 541.
plumbers, etc., Ile de Salaberry, 402, 539; Ottawa 114.
structural steel workers, Hamilton, 630.
Construction—highway—
highway labourers, St. Nicholas, 1358.
Construction—miscellaneous—
airport construction workers, Moncton (two disputes), 1223.
sewer pipe construction workers, Quebec, 1093.
truck drivers, Boundary Creek (Moncton), 1491; Bowden (two disputes), 1093; Pickering (two disputes), 1359, 1491; Port Arthur, 630; Port Morien-Reserve District, 11.
Construction—shipbuilding—
carpenters, Saint John, 630.
shipyard workers, Halifax, 541.
Logging—
loggers, Cowichan Lake, 788, 942.
Manufacturing—animal foods—
fish cannery workers, Steveston, 1358.
fish cutters, Lunenberg, 402.
meat packers, Kitchener (two disputes), 628, 942, 1092.
Manufacturing—boots and shoes—
shoe factory workers, Barrie, 942; Montreal (two disputes), 942, 1092.
shoe lasters, Quebec, 942, 1092.
Manufacturing—fur, leather and leather products—
leather goods workers (girls), Kitchener, 1490.
tannery workers, Acton, 1358; Oshawa, 402; Owen Sound, 629, 788.
trunk and bag factory workers, Kitchener, 629.
Manufacturing—metal products—
aluminum workers, Arvida, 943.
bolt factory workers, Vancouver, 1093, 1222, 1358.
brass foundry workers, St. Catharines, 1093; Windsor, 240.
cable factory workers, St. Johns, 540.
can factory workers, Vancouver, 1093.
coke oven workers, Sydney, 789.
electric apparatus factory workers, Hamilton, 789; Toronto, 789; Vancouver, 789.
electric fixtures factory workers, Montreal, 402, 539.
factory workers (automobile parts), Oshawa, 402; St. Catharines, 1223.
factory workers (metal pipe), Crowland, 1223.
foundry workers, Saint John, 540.
foundry workers (iron), St. Catharines, 540.
foundry workers (steel), Selkirk, 240.
iron foundry workers, Brantford, 943; St. Catharines, 240, 402.
metal products factory workers (three disputes), Toronto, 629, 630, 1093, 1222.
ornamental iron workers, Montreal, 789.
refrigeration equipment workers, Brantford, 943.
steel car factory workers, Hamilton (two disputes), 540, 943, 1092.
steel factory workers, Montreal, 789.
steel mill workers, Trenton (two disputes), 1093.
steel products workers, Port Robinson, 1093; Toronto, 630.
steel products factory workers, Vancouver, 629.
steel rolling mill workers, Montreal, 540, 628, 788.
thresher factory workers, Waterloo, 629.
truck body factory workers, Kitchener (two disputes), 629, 789; Toronto, 789.
Manufacturing—miscellaneous products—
bedding factory workers, Montreal, 789; Waterloo, 789.
box factory workers, Tavistock, 540.
button factory workers, Kitchener-Waterloo, 630, 788.
flax seed processing workers, De Beaujeu, 114
Manufacturing—miscellaneous wood products—
barrel factory workers, London, 540, 628; Waterloo (two disputes), 1093, 1223.
chair factory workers, Vancouver, 1093.
factory workers (veneer), Mattawa, 114.
furniture factory workers, Southampton, 943.
plywood factory workers, Scotstown, 1359.
sash, box, etc., factory workers, Montreal, 1223.
sawmill and box factory workers, Rimouski, 1223.
sawmill workers, Fort William, 1093, 1222.
upholsterers and bedding workers, Montreal, 629.
wood products factory workers, Lake Megantic, 1223.
Manufacturing—non-metallic mineral products—
abrasives factory workers, Thorold, 402, 539
brick kiln workers, Fredericton, 1093.
fertilizer factory workers, Charlottetown, 630.
glass factory workers, London, 789.
salt factory workers, Goderich, 540.
Manufacturing—printing and publishing—
compositors (news and job), Oshawa, 789.
steel plate printers, Ottawa, 629.
truck drivers and helpers, Toronto, 1359, 1490.
Manufacturing—pulp, paper and paper products—
paper box and bag workers, Toronto, 1490.
paper products factory workers, St. Johns, 540.
pulpwood workers, Hantsport, 629.
Manufacturing—rubber products—
rubber factory workers, Bowmanville, 1092; Kitchener, 788; Oakville, 788, 942
Manufacturing—textiles, clothing, etc.—
cap factory workers, Hamilton, 114, 240.
cloak and suit makers (women's), Toronto, 539.
clothing factory workers (dressmakers), Montreal, 114.
clothing workers (dresses), Montreal, 1222.
clothing workers (men's), Montreal, 1092.
cotton factory workers, Cornwall, 629; Hamilton (three disputes), 629, 943, 1092, 1358; Milltown (two disputes), 788, 1359, 1490; St. Gregoire de Montmorency, 942.
cotton factory workers (spinners, etc.), Hamilton, 943.
dyeing factory workers, Cobourg, 629.
garment pressers (children's), Montreal, 1222

Industrial Disputes:—*Cont.*
hosiery factory workers, Hamilton (two disputes), 1358, 1490; Mount Dennis (Toronto), 788, 942; Owen Sound, 629, 788; Sherbrooke, 788.
hosiery knitters, London (three disputes), 1222, 1358, 1490.
knitting factory workers, Oshawa, 540.
shirt factory laundry workers, Kitchener, 942.
textile factory workers, Cornwall, 1490.
textile factory workers (curtains), Cornwall, 943.
textile workers (wool and cotton), Lachute Mills, 1092.
wool spinners and warpers, Carleton Place, 629.
woollen mill workers, Guelph, 788.

Manufacturing—vegetable foods—
bakery employees, Montreal, 942, 1092.
candy factory workers, Toronto, 788
canning factory workers, New Toronto, 1222.
flour mill workers, Toronto, 1222.

Mining—non-ferrous smelting and quarrying—
clay and silica miners, St. Remi d'Amherst, 1222.
coal miners, Aerial (two disputes), 11, 1222, 1358; Bellevue, 1490; Chipman, 942; Coalburn, Pictou, 540, 628; Coleman, 539; Florence (three disputes), 539, 788, 1222; Glace Bay, Sydney Mines, etc., 539, 942; Glace Bay (two disputes), 402; Minto (eight disputes), 240, 539, 628, 942, 1092, 1222; Newcastle, 1490; New Waterford, 628; River Hebert, 539; Rosedale, 11; Round Hill (two disputes), 11; Springhill (three disputes), 540, 1092, 1358; Stellarton (five disputes), 11, 240, 788, 1092; Sydney Mines (eleven disputes), 114, 240, 540, 628, 788, 942, 1092, 1222; Westville, 539.
coal pier workers, Sydney, 11.
gold miners, Dawson, 942, 1092; Kirkland Lake, 1490.

Service—business and personal—
beverage room employees, Toronto, 1093, 1222, 1358, 1490.
elevator operators, Toronto, 114
hotel employees, London, 541, 628; Niagara Falls, 1223; Toronto, 1223, 1358; Vancouver, 11, 114.
restaurant employees, Port Arthur, 943.
window cleaners, Montreal, 1359.

Service—public administration—
civic labourers, Perth, 1223.

Trade—
dairy drivers, Toronto, 943.
fish packing plant workers (cutters and boners), Yarmouth, 114.
warehousemen and drivers, Toronto, 541.

Transportation—electric railways—
garage employees and bus drivers, Vancouver, 402, 539.

Transportation—local and highway—
truck drivers, Toronto, 11, 114.

Transportation—steam railways—
gang labourers, Moncton, 943; Truro, 943.
track labourers, Moncton, 1223.

Transportation—water—
ferryboat firemen, Cobourg, 1093.
grain elevator employees (trimmers), Goderich, 1093.

Industrial Disputes:—*Conc.*
longshoremen, Cap-de-la-Madeleine, 789; Newcastle, 541; Pictou, 943.
seamen, Fort William, 1093; Great Lakes and St. Lawrence River, 541, 628.

Industrial Disputes Inquiry Commissions:
establishment, 613.
appointment of members, 728.
extension of powers to investigate alleged discrimination and intimidation, 797, 1210.
monthly reports of proceedings, 929, 1085, 1210, 1351, 1487.
Babcock-Wilcox and Goldie-McCulloch, Limited, Galt, and employees, 1212.
Canadian Tube and Steel Products, Limited, and employees, 932.
International Brotherhood of Painters (Toronto), and Master Painters' Association, 934.
Quebec Railway, Light and Power (Montmorency Railway Division), and employees, 1088.
Note—For balance of cases originating by way of application under the Industrial Disputes Investigation Act *see* Industrial Disputes Investigation Act.

Industrial Disputes Investigation Act:
monthly reports of proceedings, 9, 94, 209, 369, 503, 618, 736, 874, 1040, 1185, 1342, 1467.
terms of Order-in-Council (P.C. 7440) stabilizing basic wage rates and providing for cost-of-living bonus, 22-25; correction, 93.
majority reports of Boards of Conciliation in railway wage cases rejected by Minister of Labour, 727.
amendment *re* appointment of Board members, 613, 732.
amendment recommended by Confederation of Catholic Workers, 34.
speed up of action under Act urged by T. and L. Congress, 283, 285.
speed up of action under Act sought by Canadian Congress of Labour, 288.
wartime activity under, 1033.
resolution of T. and L. Congress, 1244.

DISPUTES AFFECTING MINES, TRANSPORTATION AND COMMUNICATION, OTHER PUBLIC UTILITIES AND WAR WORK

Mining—coal—
Intercolonial Coal Company, Limited, Westville, and employees, 505 (establishment of Board), 620, 736, 762-67 (report of Board and text of agreement), 1043 (agreement reached).

Mining—gypsum—
Gypsum, Lime and Alabastine, Canada, Limited, Caledonia, and employees, 874, 1089 (report of I.D.I. commission).

Mining—metal—
Deloro Smelting and Refining Company, Deloro, and employees, 875, 937 (report of I.D.I. Commission).
Noranda Mines, Limited, Noranda, and employees, 1467.
Sullivan Consolidated Mines, Limited, Montreal, and employees, 101-105 (report of Board), 1342 (agreement reached).
various gold mining companies, Kirkland Lake district, and employees, 875, 1042 (establishment of Board), 1085 (report of I.D.I. Commission), 1349-51 (report of Board), 1468 (strike after award).

Industrial Disputes Investigation Act:—*Cont.*
Transportation and Communication — steam railways—
Canadian National Railways and clerks, freight handlers, passenger station employees, stores employees, stationary engineers, stationary firemen, and classified and unclassified labourers, etc., 369-70, 504 (establishment of Board), 736, 751-60 (report of Board, with chart and minority report).
Canadian National Railways and Canadian Pacific Railway Company, and trainmen, firemen and enginemen, 1342.
Canadian National Railways and sleeping and dining car employees, 370, 504 (establishment of Board), 736, 751-60 (report of Board, with chart, and minority report).
Canadian National Railways, Canadian Pacific Railway and four subsidiary railways, and employees, 503 (establishment of Board), 736, 739-51 (report of Board, with chart and tables, and minority report).
Canadian Pacific Railway Company, Montreal, and "red cap" employees, 737, 1488 (report of I.D.I. Commission).

Transportation and Communication—street and electric railways—
Hull Electric Company and employees, 369 (establishment of Board), 506, 618, 624-25 (report of Board).
Montreal Tramways Company, Montreal, and employees, 1041.
Niagara, St. Catharines and Toronto Railway, and employees, 370, 504 (establishment of Board), 736, 751-60 (report of Board, with chart, and minority report).

Transportation and Communication—motor—
Guelph Transportation Commission and bus operators, garage mechanics, etc., 10.
Manitoba Cartage and Warehousing Company, Limited, Winnipeg, and chauffeurs, warehousemen, etc., 9, 370 (establishment of Board), 1040, 1048-54 (report of Board and minority report).
Martin Transports, Limited, and employees, Ontario and Quebec, 210, 370 (establishment of Board), 506, 736, 761-62 (report of Board), 1187 (Board reconvened).
Montreal Tramways Company, Montreal, and bus chauffers, 99-101 (report of Board), 874, 891-98 (second report of Board and minority report).
National Cartage and Storage, Limited, Winnipeg, and chauffeurs, helpers, warehousemen, etc., 9, 370 (establishment of Board), 621, 1040, 1043-48 (report of Board and minority report), 1187 (agreement reached).

Transportation and Communication—express—
Canadian National Railways and employees in its Express Department, 1342, 1355 (report of I.D.I. Commission).
Canadian National Railways' Express Department and employees, 504 (establishment of Board), 736, 751-60 (report of Board, with chart, and minority report).

Transportation and Communication—shipping—
Canada Steamship Lines, Limited, Quebec, Montreal, Picton, Toronto, Hamilton, Windsor, Point Edward, Sarnia, Port Arthur and Fort William, and longshoremen, checkers, coopers, etc., 737, 1088 (report of I.D.I. Commission).

Industrial Disputes Investigation Act:—*Cont.*
Canadian Pacific Railway (B.C. Coast Steamship Service), and employees in stewards' deck and engineroom departments, 370, 1186 (establishment of Board), 1343-44 (report of Board).
Lakehead Transportation Company, Limited, Fort William, and employees, 505.
Saguenay Terminals, Limited, Port Alfred, and employees (stevedores, warehousemen, etc.), 1041 (establishment of Board).
various ocean steamship companies (represented by the Shipping Federation of Canada), and checkers, coopers, etc., Montreal, 1186, 1354 (report of I.D.I. Commission).
various shipping companies operating on the Great Lakes and St. Lawrence River, and the unlicensed personnel in their employ, 95-99 (report of Board), 506 (strike after award).
various shipping companies operating on the Miramichi River and longshoremen, 618 (establishment of Board), 1040, 1062-66 (report of Board), 1342.

Transportation and Communication — telephone—
City of Fort William, and its telephone workers, 1186.
Corporation of the City of Edmonton and electrical workers in the telephone, electric light and power departments, 95, 621 (agreement reached).
Maritime Telegraph and Telephone Company, Limited, Halifax, and employees, 619.

Miscellaneous—light, power and waterworks—
Corporation of the City of Edmonton and its employees in the waterworks, engineer's and garage departments, 875.
Quebec Power Company, Quebec, P.Q., and operators, linemen and patrolmen, 94-5, 370 (establishment of Board), 736, 874, 876 (summary of report of Board), 1353 (report of I.D.I. Commission).
Town of Glace Bay, and its linemen, operators and metermen, 1186.

Miscellaneous—elevators—
Kingston Elevator Company, Kingston, and employees, 1342, 1354 (report of I.D.I. Commission).
various grain elevator companies at Fort William and Port Arthur, and employees, 618, 1211 (report of I.D.I. Commission).

War Work—
Acme Paper Products, Limited, Toronto, and employees, 1467.
Alliance Paper Mills, Limited, Merritton, and employees, 875, 1089 (report of I.D.I. Commission).
Aluminum Company of Canada, Limited, Arvida, and employees, 1041 (establishment of Board).
Aluminum Company of Canada, Limited, Kingston, and employees, 1185, 1482-86.
Anglo-Canadian Wire Rope Company, Limited, Lachine, and employees (machinists), 503.
Atlantic Sugar Refineries, Limited, Saint John, and employees, 209, 211-16 (report of Board memorandum of settlement, and minority report), 371.
Atlas Asbestos Company, Limited; Canadian Johns-Manville Company, Limited; Robert T. Purves, Limited; and A. C. Wild and Company, Toronto, and em-

Industrial Disputes Investigation Act:—*Cont.*
ployees (asbestos workers), 1186, 1353 (report of I.D.I. Commission).
Ayers, Limited, Lachute Mills, and employees, 737, 1042 (establishment of Board), 1087 (report of I.D.I. Commission), 1473-79 (report of Board and minority report).
W. D. Beath and Son, Limited, Toronto, and employees, 736 (establishment of Board), 875.
Bishop and Sons, Limited, Portneuf Station, and employees (pulp and paper workers), 618, 738 (agreement reached).
Bowmanville Foundry Company, Limited, Bowmanville, and employees, 1042, 1352 (report of I.D.I. Commission).
Brantford Coach and Body Limited, Brantford, and employees, 737, 1043 (agreement reached).
Builders' Exchange, Incorporated (Ornamental Iron and Bronze Manufacturers and Contractors' Section), Montreal, and employees, 506, 932 (report of I.D.I. (Commission).
Building Products, Limited, Pont Rouge, and employees, 875, 1089 (report of I.D.I. Commission).
Cables, Conduits and Fittings, Limited, St. Johns, and employees, 504 (establishment of Board), 620, 874, 905 (summary of report of Board).
Canada Creosoting Company, Limited, North Vancouver, and employees, 95 (application withdrawn).
Canada Packers, Limited, Toronto, and employees, 875, 1089 (report of I.D I. Commission).
Canada Veneers Limited, Saint John, and employees (carpenters and joiners), 505 (establishment of Board), 620, 874, 906 (summary of report of Board).
Canadian Acme Screw and Gear, Limited, Toronto, and employees, 619, 738 (establishment of Board), 1040, 1043, 1070-73 (report of Board), 1187.
Canadian Bridge Company, Limited, Walkerville, and employees, 1041, 1353 (report of I.D.I. Commission), 1467 (establishment of Board).
Canadian Car and Foundry Company, Limited (Turcot Works), Montreal, 1086 and 1213 (report of I.D.I. Commission), 1186, 1343.
Canadian Cottons, Limited, Cornwall, and employees, 737 (establishment of Board), 935 (report of I.D.I. Commission), 1041.
Canadian Cottons, Limited, Hamilton, and employees, 736 (establishment of Board), 1041, 1211 (report of I.D.I. Commission).
Canadian General Electric Company, Limited, Lansdowne Avenue (Davenport Works, and Ward Street Works, Toronto, and employees, 737 (establishment of Board), 875-76, 930 (report of I.D.I. Commission), 1344-49 (report of Board and minority report).
Canadian International Paper Company, Temiskaming, and employees, 619, 1086 (report of I.D.I. Commission), 1343 (agreement reached).
Canadian Potteries, Limited, Saint Johns, and employees, 874, 936 (report of I.D.I. Commission), 1042 (establishment of Board), 1187 (agreement reached).

Industrial Disputes Investigation Act:—*Cont.*
Canadian Vickers, Limited, Montreal, and employees (Marine Division), 1467.
Canadian Westinghouse Company, Limited, Hamilton, and employees, 930 and 1212 (report of I.D.I. Commission), 1042, 1187 (establishment of Board).
Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, and employees, 736, 875 (establishment of Board), 1185, 1189-1202 (report of Board and minority report).
Coulter Copper and Brass Company, Limited, Toronto, and employees, 1185, 1354 (report of I.D.I. Commission).
Coulter Manufacturing Company, Limited, Oshawa, and employees, 369 (establishment of Board), 503, 532-35 (report of Board).
Dominion Bedding Company, Montreal, and employees, 737, 1088 (report of I.D.I. Commission), 1186 (establishment of Board), 1342.
Dominion Engineering Works, Lachine, and patternmakers, 94 (establishment of Board), 210, 503, 523-27 (report of Board).
Dominion Steel and Coal Corporation, Limited (Peck Rolling Mills Division), and employees, Montreal, 9 (appointment of Board Chairman), 369, 372-86 (report of Board and minority report), 507 (strike after award), 738, 932 and 1088 (report of I.D.I. Commission).
Dominion Textile Company, Limited, St. Gregoire de Montmorency, and employees, 1040 (establishment of Board), 1087 (report of I.D.I. Commission).
Dominion Truck Equipment Company, Limited, Kitchener, and employees, 506 (establishment of Board), 620, 874, 917-18 (summary of report of Board and minority report).
Dominion Wire Rope and Cable Company, Limited, Lachine, and employees (machinists), 503, 621 (agreement reached).
Dufferin Shipbuilding Company, Limited, Toronto, and employees, 505, 620 (establishment of Board), 1185, 1188 (summary of reports of Board).
Dumart's Limited, Kitchener, and employees, 619 (establishment of Board), 874, 927-28 (report of Board), 1043 (agreement reached).
C. A. Dunham and Company, Limited, Toronto and employees (electrical, radio and machine workers), 736, 931 (report of I.D.I. Commission).
Eastern Car Company and employees, Trenton, N.S., 9 (agreement reached).
Fairfield and Sons, Limited, Winnipeg, and employees, 9, 95 (establishment of Board), 503, 514-23 (report of Board).
Foundation Company of Canada, Limited, Arvida, and employees (construction workers), 1041 (establishment of Board), 1479-82 (report of Board).
Gaspesia Sulphite Company, Limited, Chandler, and employees, 619.
Gendron Manufacturing Company, Limited, Toronto, and employees (S.W.O.C.), 618.
General Contractors' Association and carpenters in Vancouver and New Westminster region, 94, 371.

Industrial Disputes Investigation Act:—*Cont.*
Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, and employees, 9 (appointment of Board Chairman), 209, 225-26 (report of Board).
Gray Forgings and Stampings, Limited, Toronto, and employees (metal polishers and buffers), 618, 738 (establishment fo Board), 874, 927 (summary of report of Board).
Gregg Manufacturing Company, Limited, Winnipeg, and employees, 1342.
Halifax Shipyards, Limited, Halifax, and employees, 505 (establishment of Board), 620, 1040, 1062 (summary of report of Board), 1211 (report of I.D.I. Commission).
Hamilton Uniform Cap Company, Hamilton, and employees, 94 (establishment of Board), 209, 227-31 (report of Board), 876 (Board reconvened).
Hayes Steel Products, Limited, Merritton, and employees, 506, 619 (establishment of Board), 874, 919-26 (report of Board).
Hobbs Glass, Limited, London, and employees, 874, 935 (report of I.D.I. Commission).
Imperial Iron Corporation, Limited, St. Catharines, and employees, 503 (establishment of Board), 736, 874, 882-91 (report of Board and minority report), 1043 (agreement reached).
William Kennedy and Sons, Limited, Owen Sound, and employees, 1041, 1212 (report of I.D.I. Commission).
Kingston Shipbuilding Company, Limited, Kingston, and employees, 209, 216-21 (report of Board and minority report), 371 (agreement reached).
Kitchen Overall and Shirt Company, Limited, Brantford, and employees, 210, 371 (application withdrawn).
Kraft Paper Products, Limited, St. Johns, and employees, 504 (establishment of Board), 620, 874, 905 (summary of report of Board).
Lake St. John Power and Paper Company, Limited, Dolbeau, and employees, 737.
Langley Manufacturing Company, Limited, Vancouver, and employees (metal workers), 737, 938 (report of I.D.I. Commission).
Macdonald Bros. Aircraft, Limited, Winnipeg, and employees, 1342, 1468 (agreement reached), 1488 (report of I.D.I. Commission).
Manitoba Steel Foundries, Limited, Selkirk, and employees (moulders, core makers, helpers and apprentices), 1185 (agreement reached).
L. McBrine Company, Limited, Kitchener, and employees (nailers, cutters, etc.), 506 (establishment of Board), 620, 874, 917-18 (summary of report of Board and minority report).
McKinnon Industries, Limited, St. Catharines, and employees, 505 (establishment of Board), 620, 1040, 1055-62 (report of Board and minority report), 1187 (strike after award).
H. F. McLean, Limited, and plumbers, steamfitters, sprinklerfitters, and general pipefitters, employed at Ile de Salaberry, 9 (establishment of Board), 209, 222-25 (report of Board and minority report), 371 (strike after award of Board).

Industrial Disputes Investigation Act:—*Cont.*
Montreal Bronze, Limited, Montreal, and moulders and core makers, 370, 507.
Morton Engineering and Dry Dock Company, Limited, Quebec, and employees (boilermakers, iron shipbuilders, etc., electrical workers, carpenters and joiners), 619, 937 (report of I.D.I. Commission), 1042 (establishment of Board), 1187, 1468-73 (report of Board and minority report).
Mueller, Limited, Sarnia, and employees, 1185, 1354 (report of I.D.I. Commission),
National Steel Car Corporation, Limited, Hamilton, and employees (steel workers), 95, 210 (establishment of Board), 371, 503, 507 (strike after award), 527-30 (interim report of Board), 736, 874, 877-82 (report of Board and minority report), 1042 (agreement reached).
National Steel Car Corporation, Limited (Aircraft Division), Malton, and employees, 504 (establishment of Board), 874, 898-905 (report of Board and minority report), 1043 (agreement reached).
New Brunswick International Paper Company, Dalhousie, and employees (stevedores), 737, 1343 (agreement reached).
Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, and Fairchild Aircraft, Limited, Longueuil, and employees, 738, 875 (establishment of Board), 933 and 1212 (report of I.D.I. Commission), 1185, 1202-8 (report of Board and minority report), 1468 (agreement reached).
Northern Construction Company and J. W. Stewart, Limited, Vancouver, and employees (carpenters), 94, 371.
Pacific Bolt Manufacturing Company, Limited, Vancouver, and employees, 618, 738 (establishment of Board), 1040, 1043, 1067-70 (report of Board and minority report), 1343 (agreement reached).
Port Arthur Shipbuilding Company, Limited, Port Arthur, and employees, 505 (establishment of Board), 736, 767-74 (report of Board, draft agreement, supplementary report, and minority report), 876 (agreement reached).
Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., and shipwrights, ship joiners and carpenters, 503, 619 (establishment of Board), 1040, 1054 (summary of report of Board).
Rayman Cap Manufacturing Company, Toronto, and employees, 95 (establishment of Board), 210, 369, 386-87 (report of Board and minority report), 738 (agreement reached).
Reliance Motor and Machine Works, Limited, Vancouver, and machinists, specialists and helpers, 209 (establishment of Board), 369, 388-91 (report of Board), 507.
Renfrew Woollen Mills, Renfrew, and employees, 1042, 1213 (report of I.D.I. Commission).
Robson Leather Company, Limited, Oshawa, and factory employees, 369 (establishment of Board), 503, 530-32 (report of Board).
St. Catharines Brass Works, Limited, St. Catharines, and employees, 1467.
Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John,

Industrial Disputes Investigation Act:—*Cont.*
and employees (electrical workers), 210 (establishment of Board), 503, 507-14 (report of Board), 738 (agreement reached).
Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, and employees (machinists), 9, 94 (establishment of Board), 503, 507-14 (report of Board), 738 (agreement reached).
Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, and employees (plumbers and steamfitters), 94 (establishment of Board), 503, 507-14 (report of Board), 738 (agreement reached).
Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, and employees (ship carpenters), 369, 619 (establishment of Board), 874, 898 (summary of report of Board).
St. Lawrence Alloys and Metals, Limited, Beauharnois, and employees, 874, 934 (report of I.D.I. Commission).
Sault Structural Steel Company, Limited, Sault Ste. Marie, and employees (steel workers), 94.
Schofield Woollen Company, Limited, Oshawa, and employees, 505 (establishment of Board), 874, 906-17 (report of Board and minority report).
Sunshine Waterloo Company, Limited, and employees (shearers, machinists and press hands), 506.
Swift Canadian Company, Limited, and employees, Moose Jaw, 504.
Trenton Steel Works, Limited, Trenton, N.S., and employees, 9 (agreement reached).
various master plumbers, Vancouver, and employees, 737, 1043 (agreement reached).
Waterloo Manufacturing Company, Limited, Waterloo, and employees (machinists, moulders, etc.), 506 (establishment of Board), 620, 874, 917-18 (summary of Board and minority report).
West Coast Woollen Mills, Limited, Vancouver, and employees, 94, 210 (establishment of Board), 370, 618, 621-24 (report of Board and draft agreement).
Whitby Malleable Iron and Brass Company, Limited, Whitby, and employees, 736, 934 (report of I.D.I. Commission).
W. Wight and Company, Limited, Toronto, and employees, 1040, 1355 (report of I.D.I. Commission).
J. C. Wilson, Limited, Lachute Mills, and employees, 737, 938 (report of I.D.I. Commission).

Disputes not Falling Clearly Within the Scope of The Act:
Cables, Conduits and Fittings, Limited; Kraft Paper Products, Limited, St. Johns; and their employees, 1467.
Campbell Soup Company, Limited, New Toronto, and employees, 1185 (agreement reached).
Canada Bread Company, Limited; Speirs Parnell Baking Company, Limited; Winnipeg, and their employees, 1042, 1186 (establishment of Board).
Canadian Bridge Company, Limited, Walkerville; Dominion Bridge Company, Limited, Toronto; Hamilton Bridge Company, Limited, Hamilton; and their employees, 1040.

Industrial Disputes Investigation Act:—*Conc.*
Canadian Broadcasting Corporation and employees, Vancouver, Toronto, and Ottawa, 504.
Canadian Cellucotton Products Company, Limited, Niagara Falls, and machine operators and tenders, maintenance workers, packers and sealers, shippers, inspectors, etc., 370.
Department of National Defence (Central Mechanization Depot), London, and employees (U.A.W. of A.), 618.
Dominion Department of Transport (Radio Division), and radio operators, 210.
National Harbours Board, Montreal, and employees, 209.
National Harbours Board, Quebec, P.Q., and employees, 209.
Russell Construction Company, Limited, Fort Erie, and employees (carpenters), 1041.
Standard Steel Construction Company, Limited, Port Robinson, and employees, 1040.
Jas. Strachan, Limited, Montreal, and employees, 1467.
various cement contractors, Montreal, and employees, 1040.

Disputes Referred to Commissioner:
Chrysler Corporation of Canada, Limited, Windsor, and machine operators, assemblers and precision workers, 209, 371 (appointment of Commissioner).
various coal mines in Minto-Chipman district, N.B., and employees, (appointment of Commissioner), 210-211, 1073-84 (report of Commissioner).
various coal mining companies in the Province of Nova Scotia (Dominion Coal Company, Limited; Cumberland Railway and Coal Company, Limited; Acadia Coal Company, Limited; Old Sydney Collieries, Limited), and employees, 209, 231-36 (report of Tribunal), 507.
Note.—For cases referred to Industrial Disputes Inquiry Commission and not originating by way of application under Industrial Disputes Investigation Act *see* Industrial Disputes Inquiry Commission.

Industrial Hygiene:
Canada—
report on industrial hygiene control in war industries, 88.
recommendations of Confederation of Catholic Workers, 1251.
N.W.T.: regulations under Sanitary Control Ordnance, 1390.

Industrial Relations:
"Wartime Developments in Government—Employer-Worker Collaboration" — summary of report issued by International Labour Office, 1266.
Canada—
address of Deputy Minister of Labour at convention of Canadian Manufacturers' Association, 798-802.
equal labour and employer representation on war boards and commissions requested by T. and L. Congress, 284.
conference at Queen's University, 1182.
Maritime Conference *re*, 1463.
Chrysler Corporation of Canada Limited—hospitalization plan, 1238.
Western Clock Company—employees' welfare plan, 8.

Industrial Relations:—*Conc.*
Alta.: appointment of labour representative on Board requested by provincial Federation of Labour, 290.
B.C.: annual report of Board, 1113.
N.S.: representation of organized labour on boards and commissions requested by provincial executive of T. and L. Congress, 295.
Ont.: *Expanding Man-Power*—summary of pamphlet issued by Industrial Accident Prevention Associations, 391.
U.S.A.: study on industrial relations in defence production, 93; activities of National Labour Relations Board, 436; recommendation of C.I.O. convention, 1507; summary of report on "Seniority Policies and Procedures as Developed through Collective Bargaining", 148; summary of report on "Foreman Compensation", 238; summary of booklets on industrial relations policies, 404; summary of report on "Problems and Policies in Industrial Relations in War Economy", 438; summary of report on "Selecting, Training and Upgrading", 641; summary of pamphlet on "Grievance Procedures", 1258.

Industrial Situation:
monthly summary (with table) including employment, building permits and contracts, strikes, prices, industrial production, trade, etc., 1, 83, 201, 361, 491, 611, 725, 867, 1031, 1177, 1335, 1457.

Industrial Standards Act (Alberta):
agreements, 475, 595, 707, 1015, 1318, 1575.

Industrial Standards Act (Manitoba):
agreements 186, 595.

Industrial Standards Act (New Brunswick):
agreements, 185, 594, 1574.
extension of provisions, 956.
administration in 1940, 431.

Industrial Standards Act (Nova Scotia):
agreements, 707.
inclusion of all industries sought by provincial executive of T. and L. Congress, 295.

Industrial Standards Act (Ontario):
agreements, 185, 474, 595, 1014, 1162, 1317, 1427, 1574.
administration in 1940, 663.

Industrial Standards Act (Saskatchewan):
agreements, 186, 475, 595, 1014, 1317, 1428, 1575.
inclusion of logging and lumbering industry under, 562.
administration in 1940, 433.

Inflation:
Canada—
summary of radio address of Prime Minister on stabilization of prices and wages, 1362.

Injunction:
Ont.: provincial executive of T. and L. Congress reiterates opposition to use of, 293.

Inquiries Act:
appointment of Commissioner under Act to investigate dispute *re* Schofield Woollen Company, Limited, Oshawa, 614.

Instalment Buying:
Canada—
jurisdiction of Wartime Prices and Trade Board defined, 1100.
curtailment of, 1181, 1232.
See also Retail Trade; Wartime Prices and Trade Board.

Insurance:
See Health Insurance; Pensions; Unemployment Insurance.

Inter-American Committee to Promote Social Security:
establishment, 1037.

Inter-Departmental Committee on Labour Co-ordination:
report on War Emergency Training Program, 1941, 14-21.
recommends establishment of basic wage standards and adjustment to cost of living, 22.
recommends establishment of Wartime Bureau of Technical Personnel, 87.

International Labour Organization (League of Nations):
assists in establishment of Inter-American Committee to Promote Social Security, 1037.
resolution of A.F. of L. convention endorsing work of, 1389.
International Labour Office—
resignation of John G. Winant, Director, 208.
International Labour Office at Montreal—
summary of proceedings of Canadian-American conference on labour supply and national defence, 546.
address of Acting Director at conference of C.A.A.L.L., 814-25.
International Labour Office—
Switzerland applies international maritime conventions, 617.
Mexico ratifies convention re safety provisions in building industry, 1039.
Iraq ratifies convention re workmen's compensation for occupational diseases, 1090.
Special Wartime Conference—
summary of proceedings, 1589-96.
agenda, 1590.
Canadian delegation, 1589.
countries represented, 1590.
summary of address of President Roosevelt, 1591.
holding of next conference, 1594.
Governing Body—
agenda of special Conference held in New York, 873.
Publications and Reports—
summary of report on compensation of war victims, 26; summary of report on the labour situation in Great Britain, 207; studies in war economics, 335; "Tuberculosis in Industry", 654; "Labour Supply and National Defence", 795; memorandum on social post-war goals, 1039; report of Acting Director on survey of economic and social trends since outbreak of war, 1256-58; "Wartime Development in Government—Employer-Worker Collaboration", 1266; summary of "The International Labour Code, 1939," 1507.

Iraq:
See Diseases, Industrial; International Labour Organization; Workmen's Compensation.

Juvenile Employment:
Australia: introduction and provisions of Youth Welfare Act in New South Wales, 436.
U.S.A.: regulations governing hazardous occupations and age of employment of young workers, 828.

King, Rt. Hon. W. L. Mackenzie, *Prime Minister of Canada:*
announces compulsory control of wages and prices, 1179.
summary of radio address on stabilization of wages and prices, 1362-64.
remarks at presentation of Dominion legislative program of T. and L. Congress, 286.
announces appointment of Honourable Humphrey Mitchell, 1459.

Labour Conditions in Wartime:
agenda of and delegation to conference of International Labour Office, 1182.
Canada—
importance of labour and industry in war effort stressed by Minister of Labour, 4.
control of industrial hygiene in war industries, 88.
establishment of National Joint Conference Board of building and construction industry, 117-24.
agreement providing adequate supply of shore labour for loading cargoes, 203.
survey of industrial resources, 205.
amendment to Defence of Canada Regulations re peaceful picketing, 363.
Minister of Labour on employment of aliens in war industries, 364.
intervention of Minister of Labour in stoppages on war work, 493.
appointment of controller at National Steel Car plant, Hamilton, 493.
extension of regulations prohibiting "enticement" of skilled labour, 728.
inspection and enforcement of fair wages and labour conditions on Dominion contracts, 869.
wartime activity under Industrial Disputes Investigation Act, 1033.
appointment of Commission to investigate situation in Quebec shipbuilding plants, 1036.
establishment of National War Labour Board, 1337.
Minister of Labour re-pledges restoration of labour's peacetime rights, 1339.
recommendations of T. and L. Congress re hours of labour and overtime rates, 284; equal labour and employer representation on war boards and commissions requested by T. and L. Congress, 284; Government wartime policy commended by Canadian Congress of Labour, 287; investigation into sweatshop conditions in war contracts recommended by Canadian Congress of Labour, 289; representation on Wartime Industries Control Board sought by T. and L. Congress, 1243.
recommendations of T. and L. Congress, 1243-44.
summary of pamphlet on Labour and the War, 410.

Labour Conditions in Wartime:—*Conc.*
B.C.: amendment to Apprenticeship Act re employment of apprentices in war industries, 134.
Que.: suspension of hours limitation in war industries on payment of prescribed higher overtime rates, 652.
United Kingdom: application of schedule of reserved occupations to control of wartime employment, 91, 732; proposed orders for registration approved by employers and employees, 207; summary of report issued by International Labour Office re labour situation in Great Britain, 207; report of Select Committee on National Expenditure re enticement of labour, overtime, skilled labour, costs, and contracts, 411-19, 1114-16; provisions of Essential Work (General Provisions) Order, 1941, as applied to war industries, 551; scheme for employment of dock labour, 734.
Australia: development and extension of industrial arbitration machinery, 143; amended regulations under National Security Act re housing of war workers, 1341.
New Zealand: wartime working conditions under Labour Legislation Emergency Regulations, 8; increased working hours in essential war industries, 735.
U.S.A.: industrial disputes in defence production, 93; establishment of National Defence Mediation Board, 366; extensive plan for protection of defence workers proposed by Department of Labour, 502; bulletin on conservation of health of women workers in defence industries, 543; labour requirements of defence industries, 632; employment of women in defence industries without lowering of working standards urged by O.P.M., 872; observance of child labour laws urged by Pennsylvania Legislature, 872; limitation of hours in hosiery mills, 1038; establishment of Committee for re-employment and re-training of displaced automobile workers, 1038; suspension of eight-hour day for mechanics and labourers employed on defence construction, 1038; necessity for labour organization in modern industry, 1274.
Germany: low wage scales in lumber industry set by Nazi "Labour Trustees", 1039.
Norway: effect of German occupation on social and economic situation, 734.
See also Labour Registration; Munitions; War Production and Training.

Labour Co-ordination:
U.S.A.:
advantages emphasized by Committee on Federal-State Co-operation of conference on labour legislation, 298.
See also Inter-departmental Committee on Labour Co-ordination.

Labour Councils:
Que.: recommendation of Confederation of Catholic Workers re Superior Labour Council, 290.

Labour Courts:
Que.: provincial Federation of Labour requests establishment of, 293.

Labour Day:
Canada—
extracts from messages of labour leaders, 1034.
message of Federal Minister of Labour, 1098.

Labour Department Act:
Canada—
amendment *re* appointment of Associate Deputy Minister, 731.

Labour Departments and Bureaus:
Canada—
amendment to Labour Department Act providing appointment of Associate Deputy Minister, 732.
conference of provincial labour officials and National War Labour Board, 1460.
establishment of Regional War Labour Boards in Ontario, British Columbia, Quebec, and New Brunswick, 1461.
diversion of authority on labour matters from Department of Labour protested by T. and L. Congress, 283, 285.
annual reports of provincial Departments—British Columbia, 1111; Manitoba, 142; Nova Scotia, 430; New Brunswick, 431; Ontario, 661; Quebec, 429; Saskatchewan, 432.
Man.: amendments to Department of Labour Act, etc., 137.
Australia: establishment of Youth Employment Section in New South Wales, 92; correction, 735.
U.S.A.: annual report of Department of Labour, 502.

Labour Educational Association of Ontario:
annual convention, 664.

Labour Legislation:
Canada—
enactments of Dominion Parliament in 1941, 731-32.
summary of annual supplement, 498.
recent regulations under Dominion-Provincial legislation, 30, 138, 434, 555, 650, 957, 1110, 1269, 1382, 1502.
recommendation of Canadian Congress of Labour re Rowell-Sirois report, 288.
summary of paper on "The Status of Organized Labour", 1464.
T. and L. Congress seek legislation similar to U.S. Wagner Act, 1243.
recommendation of Canadian Congress of Labour, 1248.
fourth annual meeting of C.A.A.L.L., 497.
address of Acting Director of I.L.O. at C.A.A.L.L. conference, 814-17.
labour enactments of provincial legislatures in 1941—Alberta, 558; British Columbia (1940), 134; Manitoba (1940), 136; New Brunswick, 955; Northwest Territories, 956, 1390; Nova Scotia, 648; Ontario, 648; Prince Edward Island, 956; Quebec, 647; Saskatchewan, 560.
N.S. regulations to be laid before legislature, 649.
Que.: uniform social and labour laws recommended by provincial Federation of Labour, 293.
Sask.: prosecutions under, 433.
U.S.A.: National Conference on Labour Legislation, 298-300; recommendations of A.F. of L. re, 1389.
New Zealand: wartime working conditions under Labour Legislation Emergency Regulations, 8.

Labour Organization:
resolutions adopted by International Labour Organization on report of Committee on Collaboration, 1596.

Labour Organization:—*Conc.*
Canada—
extended organization urged by Canadian Congress of Labour, 1248.
summary of paper on "The Status of Organized Labour", 1464.
United Kingdom: maintenance of trade union organization among refugee workers, 368.
U.S.A.: co-operation of labour in national defence training program, 92; address of Special Labour Consultant, O.P.M., on "Organized Labour and the Defence of Democracy", 1272-76; extensive organization of Federal Government employees urged by C.I.O., 1507.
See also Collective Bargaining; Freedom of Association.

Labour Organizations:
Canada—
pledge co-operation in war effort, 33, 283, 287, 410, 1385.
Trades and Labour Congress of Canada: convention, 1239; Dominion legislative program, 282; provincial legislative programs, 293 (Ontario); 294 (Nova Scotia).
Canadian Congress of Labour: convention, 1244-49; Dominion legislative program, 287.
Confederation of Catholic Workers of Canada: convention, 1249; Dominion legislative program, 33; provincial legislative program, 289.
Railway Transportation Brotherhoods, Joint Legislative Committee of: Dominion legislative requests, 410.
Alta.: legislative program of provincial Federation of Labour, 290.
N.B.: annual convention of Federation of Labour, 1384.
N.S.: legislative program of provincial executive of T. and L. Congress, 294.
Ont.: legislative program of provincial executive of T. and L. Congress, 293.
Que.: legislative program of provincial Federation of Labour, 292.
United Kingdom: Trades Union Congress—annual convention, 1389.
U.S.A.: American Federation of Labour—convention, 1385; Congress of Industrial Organizations—fourth constitutional convention, 1504.
See also Trade Unions.

Labour Registration:
Canada—
under Unemployment Insurance Commission, 634, 805, 953, 1102, 1253, 1394, 1509.
United Kingdom: position of trainees for munitions work under Schedule of Reserved Occupations, 207; proposed orders for registration of Labour approved by employers and employees, 207; compulsory registration for employment order, 500; first registration of women under Registration for Employment Order, 1941, 733.
See also National Registration.

Labour Supply:
summary of proceedings of I.L.O. Canadian-American conference on labour supply and national defence, 546; and of report issued by International Labour Office re situation in various countries, 795.

Labour Supply:—*Conc.*
Canada—
report on war emergency training plan, 14-16, 271-81, 420-26, 565-71, 655-61, 807-13, 965-71, 1103-9, 1259-65, 1373-79, 1535-43.
provision of industrial requirements under Emergency Training Program, 14-21.
establishment of Wartime Bureau of Technical Personnel, 87.
recommendation of national joint conference of construction industry re war projects, 121.
terms of agreement providing adequate supply of shore labour for loading ships, 203.
survey of industrial resources re availability for war production, 205.
extensive plan for training of skilled labour force established by pulp and paper industry, 544, 615; and co-operation of petroleum industry and public utilities in training of technical personnel for war industries, 730-31.
release of "key" industrial workers from military service, 794.
extension of regulations prohibiting "enticement" of skilled labour, 728, 796.
extension of training of enlisted men in industrial plants, 870.
provision for transfer of defence workers, 1034.
"Statistics Relating to Labour Supply under War Conditions"—report issued by Dominion Bureau of Statistics, 1228-31.
United Kingdom: wartime industrial training plan, 35-37; application of schedule of reserved occupations to control of wartime employment, 91; survey of available force under compulsory registration for employment order, 500; recommendations of Select Committee on National Expenditure re women in aircraft factories, 1114; recommendation of Trades Union Congress re war industries, 1389.
Australia: survey of available unemployed man-power for war industries, 207.
U.S.A.: survey of labour supply, 25; recommendations of Labour Supply and National Defence Committee of federal state conference on labour legislation, 298; labour requirements of defence industries, 632; summary of report on solving of labour shortages, 641; progress of plant training programs in defence industries, 732; necessity of adequate supply, 1274; establishment of Committee for re-employment and re-training of displaced automobile workers, 1038; summary of report on "Problems and Policies in Industrial Relations in War Economy", 438; summary of monograph on wartime regulation of labour supply in Great Britain, 791.
See also Aircraft Industry; Hours of Labour; Labour Registration; Munitions; Skilled Labour; Technical and Vocational Education; War Production and Training.

Legal Decisions:
Canada—
monthly summary of legal decisions affecting labour, 198, 358, 609, 722, 1175, 1455, 1587.

Legal Decisions:—*Conc.*
Alta.: decisions of Supreme Court in tobacco cases, 437; actions of checkweigher in advising miners of rights under Mines Act and wage agreement upheld by Court, 609.
Man.: decision not to interfere with union's interpretation of railway agreement upheld by Appeal Court, 722; elevator operator and handyman in apartment house not under minimum wage order, 1455.
Ont.: appeal against conviction for picketing under Defence Regulations dismissed, 198; conviction of shipping container combine upheld by Court of Appeal, 642-46; damages awarded labourer injured on saw machine, 722; order adding employer as third party in claim for damages for death of workman upheld by Court of Appeal, 1175; conviction registered on picketing charge, 1455.
Que.: Court of King's Bench affirms judgment of joint committee under Collective Agreement Act to exempt an establishment from legal rates, 199; workman holding 4th class engineer's certificate entitled only to fireman's pay when doing fireman's work, 609; award of damages to housemaid injured at work affirmed, 610; action for damages for injuries against lessor of gasoline station dismissed, 723; Court allows in part claim of Joint Committee under Collective Agreement Act to collect wages for carpenter, 723; payment of difference between agreed rent and relief payment allowed by Superior Court, 724; decision denying right of union to sue under Collective Labour Agreements Act upheld by Supreme Court, 724; manufacture of cotton dresses subject to agreement under Collective Agreement Act, 1176; janitor free to obtain other employment not entitled to full-time rate, 1456; action by Workmen's Compensation Commission against municipality of Verdun dismissed, 1587; truck owner subject to orders of employer not liable to contribute to accident fund, 1587; holder of second-class engineman's certificate doing first-class engineman's work not entitled to pay fixed for first-class enginemen, 1588.
U.S.A.: Supreme Court holds order of National Labour Relations Board to bargain collectively means entering into written agreement, 200; Supreme Court holds Anti-trust Law not applicable to disputes between trade unions, 358.

Licensing of Workmen:
Alta.: new and revised regulations under Boilers Act, 30; regulations under Welding Act, 559.
B.C.: regulations under Licence Forfeiture and Cancellation Act, 134.
Man.: activities of Board of Examiners during 1939-40, 142.
N.B.: new regulations under Theatre Act, 652; recommendation of Federation of Labour re painters and decorators, 1384.
Ont.: amendment re moving-picture machine operators, 648; activities of Operating Engineers' Board during 1940, 662.

Little, E. M., *Director, Wartime Bureau of Technical Personnel:*
appointment, 87, 495.

Logging:
B.C.: new regulations under Workmen's Compensation Act, 1502.

Lord's Day Act:
See Legal Decisions; Sunday Observance.

Lumbering Industry:
Canada—
control of timber prices, 872.
regulations re military training of lumber and forestry workers, 1227.
Que.: creation of fund for technical education of engineers and workmen, 31.
U.S.A.: regulations governing hazardous occupations and age of employment of young workers, 828.
Germany: low wage scales of Nazi "Labour Trustees", 1039.

Lynch, W. J., *Transit Controller:*
appointment, 1035.
See also Transportation.

MacDonald, Hon. Angus L., *Minister of Naval Services:*
on increased production in machine tool industry, 6.

Machine Tool Industry:
Canada—
situation in defence production, 6; included in national survey of industrial resources, 205.
See also Manufacturing: Skilled Labour; War Production and Training.

MacKenzie, Hon. Ian A., *Minister of Pensions and National Health:*
announces program for employment and re-establishment of ex-service men, 5; on post-discharge plan of rehabilitation, 1235.

Manufacturing:
Canada—
increased production in machine tool industry, 1940, 6.
statistics respecting employees, wages of, etc., 1116-19.
effect of stabilization of prices on wholesale trade and manufacturing, 1500.
U.S.A.: health insurance program for clothing workers, 1271.
See also Agreements, Industrial; Canadian Manufacturers' Association; Industrial Disputes.

Martin, Mr. Justice, *Rentals Administrator:*
statement on unwarranted increases in rent, 89.

McLarty, Hon. Norman A., *Secretary of State (previously Minister of Labour):*
announces war emergency training program for 1941, 14; confers with provincial officers at Dominion-provincial Conference on War Emergency Training Program, 427.
announces plan to stabilize basic wage rates and provide for cost-of-living bonus, 22; on the application of Order in Council P.C. 7440 by Board of Conciliation and Arbitration, 405; reviews wages stabilization order, 1365-66.

McLarty, Hon. Norman A.:—*Conc.*
New Year's message emphasizes importance of labour and industry in war effort, 4; labour day message, 1098.
announces discontinuance of Dominion contributions for direct relief, 85.
announces establishment of Wartime Bureau of Technical Personnel, 87.
chairman of Labour and Unemployment Committee, 87.
remarks at national joint conference of construction industry, 123.
announces agreement providing adequate supply of shore labour for loading British ships, 203.
statement at presentation of Dominion legislative program of T. and L. Congress, 286.
message to trade unionists on employment of aliens in war industries, 364.
intervenes in stoppages on war work, 493,
orders intensive recruitment of steel ship builders, 495.
confers with provincial ministers on labour conditions, 498.
announces commencement of unemployment insurance contributions, 615; radio broadcasts re commencement of unemployment insurance in Canada, 636-38, 953-55.
on reinstatement of enlisted men in civil employment, 615.
rejects majority reports of Boards of Conciliation in railway wage cases, 727.
announces appointment of members of Industrial Disputes Inquiry Commission, 728.
announces appointment of Commission to investigate wages and labour conditions in Quebec shipbuilding plants, 1036.
announces order restricting right to strike in war industries, 1209.
message to convention of T. and L. Congress, 1239; message to convention of Canadian Congress of Labour, 1244.
announces appointment of National War Labour Board, 1337.
announces result of strike vote at Kirkland Lake, 1338.
re-pledges restoration of Labour's peacetime rights, 1339.
extract from address at special wartime conference of I.L.O., 1592.
appointed Secretary of State, 1459.

McTague, Hon. Mr. Justice C. P.:
appointment as conciliation adviser to Minister of Labour, 24.

Medical Services:
Sask.: amendment to Municipal Medical and Hospital Services Act, 561; survey of rural and urban medical and hospitalization plans, 639-41.
See also Health Insurance; Hospitalization.

Mexico:
See Accidents, Industrial; Building and Construction Industry; International Labour Organization; Safety and Health.

Migration and Settlement:
Canada—
immigration during 1940-41, 208; 545; 940; 1391.
United Kingdom: maintenance of trade union organization among refugee workers, 368.

Milk:
action of Wartime Prices and Trade Board, 549.

Minimum Wages:
Canada—
increased rates on Government contracts, 614; 792-3; further extension of Fair Wages Policy re contractors and sub-contractors, 1180; 1226.
adoption of national program requested at electrical workers' conference, 663.
Alta.: appointment of labour representative on Board requested by provincial Federation of Labour, 290.
increased minimum wage recommended by provincial Federation of Labour, 291.
Male Minimum Wage Act—order re hotel employees, 138; Order No. 16 (establishing minimum rates for delivery and messenger boys), 555; Order No. 18 (sawmills, planing mills, box factories, woodworking plants, logging and railway tie contractors), 1382; Order No. 19 (employees in coal mining industry), 1382; orders governing female employees—No. 3 (hotel and restaurant workers) 555; No. 3A (hotel and restaurant workers) 556; No. 7 (office workers) 556; No. 11 (deductions for meals and lodgings) 555.
B.C.: annual report of Board of Industrial Relations, 1113.
Board orders issued during 1941—shop employees, 1502; resident janitors, 138; governing female workers in laundry dyeing and cleaning industries, and personal services, 434; painters, decorators and paperhangers, 556; hotel and catering industry, 651; (Nos. 43B and 44B), janitors, 959; (No. 62), shingle industry, 959; road transport, 1110; resort hotel industry, 1269.
Man.: administration of Act during 1939-40, 142; new order governing employees in retail and wholesale establishments, 652.
N.B.: regulations under Labour and Industrial Relations Act, 1383; and amendments to Act sought by Federation of Labour, 1384.
N.S.: annual report of Board, 431; amendment to Minimum Wage for Women Act, 1110; new and revised regulations under Minimum Wage for Women Act, 1270; amendments to Female Minimum Wage Act requested by provincial executive of T. and L. Congress, 295.
Ont.: administration of Act in 1940, 663; recommendations of provincial executive of T. and L. Congress, 294.
P.E.I.: provisions of Remuneration of Truck Operators Act, 652.
Que.: recommendations of Confederation of Catholic Workers, 290; recommendations of provincial Federation of Labour re administration of Act, 292; suspension of hours limitation in war industries on payment of prescribed higher overtime rates, 652; amendment to Act urged by Confederation of Catholic Workers, 1252.
Minimum Wage Commission—
renewal of resolution suspending maximum hours and weekly day of rest in war industries, 139.

Minimum Wages: —*Cont.*
administration during 1939-40, 429.
Rules of interpretation of orders—31, 32.
Orders, by-laws, etc.:
No. 4—renewal, 435; suspension of overtime rates, 435; No. 4—governing employees in retail shops, butcher shops, cobbler shops, crushed stone quarries, post-offices, barber shops, cheese factories, bakeries and pastry establishments, theatres and cinemas, felt hat factories, meat packing, rubber goods, confectionery, flour mills, concrete pipes, organ and coffin establishments, sawmills, agricultural implement factories, undertaking establishments, dairies, creameries, carters and truck drivers' helpers, waste material establishments, hotel and restaurants, transport undertakings, wool carding employees, and war industries, 557; amendments, re manufacture of doors, sashes, etc., 557; amendment re application of 54 and 60 hour week, 959; repeal of order governing overtime, 960; repeal of section re crushed stone quarries, 960; renewal of general order, 1270; amendment re factories manufacturing cream separators, 1383.
No. 5 (silk and cotton textile industry), 31; 435; 960; 1270.
No. 6 (stationary enginemen, Montreal district), 139; 557; 1383.
No. 7 (shoe counters), 1383; 1504.
No. 8 (cotton textile industry), 31.
No. 9 (teachers, Verdun), 960.
No. 10 (milk industry), 435; 1383.
No. 13 (match industry), 435.
No. 14 (public buildings, Montreal district), 960.
No. 15 (waste paper industry), 435; 1383.
No. 16A (butter and cheese wholesale and export establishments), 652.
No. 17A (laundry, dry-cleaning and dyeing, Montreal district), 960.
No. 17 (laundry, dry-cleaning and dyeing, Montreal district), 1383.
No. 19A (hosiery mills), 960.
No. 19 (hosiery mills), 1383.
No. 22 (brick and tile manufacture), 1383.
No. 23 (taverns, Montreal district) 959.
No. 25 (waste material), 435.
No. 26A (taxicabs, Montreal district), 435; 960; 1384.
No. 28 (laundries, dye-works and dry-cleaning establishments, Quebec and Quebec West), 1270.
No. 29 (taxi cabs, Quebec and Levis), 1270.
No. 30 (wooden boxes, containers and other objects), 1270, 1383.
No. 31 (tailors and dressmakers, Quebec City), 1383, 1504.
No. 32 (mattress and upholstering industry, Quebec, Levis and Quebec West), 1383, 1504.
No. 33 (wholesale food trade, Quebec City and district), 1384.
No. 34 (ice industry, Quebec City and district), 1383.
No. 35 (retail food trade, Quebec and Quebec West), 1383, 1504.
No. 36 (foundries, Hull), 1383, 1504.
No. 37 (glass container manufacturing), 436, 1270, 1383.
No. 37A (glass container manufacturing), 1383.
No. 39 (forest operations), 556.

Minimum Wages: —*Conc.*
No. 40 (cinema and theatre employees), 653, 960.
No. 41 (shoe-repairing establishments), 1503.
No. 42 (peat bog industry), 1110.
No. 43 (war industries), 1504.
By-law B-1 (levy on employers), 31, 653.
Sask.: administration of Act in 1939-1940, 433; provisions of Orders governing—inclusion of town of Humboldt under Act, 960, 1271; various occupations in Humboldt, 1504; retail, wholesale and mail order establishments, beauty and barber schools, shooting galleries, etc., 960; paint, plumbing, and tinsmithing shops; warehousing, draying, cartage transfer and delivery establishments, 961; hotels, restaurants and refreshment rooms, beauty and barber schools, bowling alleys, billiard halls, skating and curling rinks, shooting galleries, 1271; lumbering and logging industry, 1504.
U.S.A.: effect of female minimum wage legislation in New York state, 433.
See also Hours of Labour; Legal Decisions; Wages.

Mining:
Canada—
inclusion as essential war industry under Industrial Disputes Investigation Act, 363.
Canadian Congress of Labour urges settlement of Nova Scotia coal production dispute, 1247; resolution re coal production, 1249.
results of cost of living inquiry (Britnell Commission—3rd report) for coal miners in Alberta and British Columbia (District 18), 133; 4th report, 730; 5th report, 1267.
B.C.: regulations under Metalliferous Mines Regulation Act, 434; new regulation under, 1110; amendments to Coal Mines Regulation Act, 134.
Man.: amendments to Mines Act, 137.
N.B.: amendment to Mining Act, 955; report of Commissioner re investigation into lack of coal production in Minto-Chipman district, 1036.
N.S.: revised regulations under Mines Act, 649.
Ont.: result of strike vote at various gold mines in Kirkland Lake, 1338.
Sask.: agreement re cost of living bonuses for coal miners, 1268; amendment to Bureau of Labour and Public Welfare Act, 561.
United Kingdom: application of schedule of reserved occupations in coal mining Industry, 91; recommendations of Select Committee on National Expenditure re coal production, 1116.

Mitchell, Hon. Humphrey, *Minister of Labour:*
appointment, Chairman, Industrial Disputes Inquiry Commission, 728.
appointment, Chairman, National War Labour Board, 1337.
appointment as Minister of Labour, 1459.

Mobility of Labour:
See Labour Supply; Unemployment Insurance Commission; War Production and Training.

Moore, Tom, *President, Trades and Labour Congress of Canada:*
New Year's message, 4; extract from Labour Day message, 1034.
address at national joint conference of construction industry, 118.
supplementary statement to Dominion legislative program, 285.
summary of convention address, 1240.
extract from address at special wartime conference of I.L.O., 1592.

Mosher, A. R., *President, Canadian Congress of Labour:*
New Year's message, 4; extract from Labour message, 1034.
presidential address before Canadian Congress of Labour, 1245-46.

Mothers' Allowances:
revision of regulations recommended by T. and L. Congress, 1243.
B.C.: annual report of Superintendent of Welfare for 1940-41, 1588.
N.B.: proclamation of Act urged by Federation of Labour, 1384.
Que.: amendment to Needy Mothers' Assistance Act recommended by Confederation of Catholic Workers, 1252.

Motor Transportation:
N.W.T.: provisions of Motor Vehicle Ordinance, 957.
N.S.: recommendation of provincial executive of T. and L. Congress re physical fitness of chauffeurs and operators, 295.
P.E.I.: provisions of Remuneration of Truck Operators Act, 652, 956.
Que.: recommendation of provincial Federation of Labour re taxis, 293.

Munitions:
United Kingdom: employment of trainees under wartime industrial training plan, 35; position of trainees under Schedule of Reserved Occupations, 207.
Australia: survey of available unemployed manpower for war industries, 207.
New Zealand: increased working hours in ammunition works, 735.
See also Labour Registration.

Munitions and Supply, Department of:
appointment of Director of Labour Relations, 1181.
abolition of office of Labour Relations Director sought by T. and L. Congress, 1243.
Order re "freezing" of raw silk for war purposes, 871.
placement of contracts, 441, 791.
placement of housing contracts, 873.

"Murray Industry Council Program":
resolution of C.I.O. convention re, 1506.

Murray, Philip, *President, Congress of Industrial Organizations:*
convention address, 1504.

National Committee on Automobile Employment (U.S.A.):
establishment, 1038.

National Defence:
See Labour Supply; "Murray Industry Council Program"; National Defence Mediation Board (U.S.A.); War; War Production and Training.

National Defence Advisory Commission (U.S.A.):
summary of report of Labour Division, 25.
establishment of Division of Defence Housing Co-ordination in, 34.
progress report on defence vocational training, 208.
summary of pamphlet on progress of war effort, 438.

National Defence, Department of:
issues instructions on release of "key" industrial workers from military service, 794.

National Defence Mediation Board (U.S.A.):
establishment, 366.
activities under, 616.

National Defence Tax Act:
amendment recommended by Canadian Congress of Labour, 288.

National Employment Committee:
appointment, 1253.
first meeting, 1508.

National Joint Conference Board of the Construction Industry:
established to control wartime labour conditions in building and construction industry, 117, 121; composition of, 123.
adopts resolution re no stoppage of work in construction industry, 494.
summary of cases, 939-40.
International Brotherhood of Painters, Toronto, and Master Painters' Association, 939.
Canadian Construction Association, Ottawa, and bricklayers, masons and plasterers, 939.
Hamilton Society of Domestic, Sanitary and Heating Engineers, Hamilton, and employees, 940.

National Labour Supply Council:
recommends establishment of basic wage standards and adjustment to cost of living, 22.
recommends establishment of National Joint Conference Board of Building and Construction Industry, 117.
president of T. and L. Congress suggests Council initiate action, 285.
recommendations of Canadian Congress of Labour, 288.
members' participation at conference of Canadian Manufacturers' Association, 730.
appointment of alternate member, 872.

National Mediation Board (U.S.A.):
sixth annual report, 270.

National Registration:
survey of direct relief (with charts and tables), 125-32.
report on specialized occupations resulting from National Registration, 1940, 494.

National Steel Car Corporation, Limited:
appointment of controller for Hamilton plant, 493, 1035.

National War Labour Board:
wages stabilization policy under jurisdiction of, 1179.
establishment, 1337.
appointment of Executive Committee, 1460.

National War Labour Board:—*Conc.*
conference on allocation of functions between National and Regional Boards, 1460.
summary of Bulletin No. 1 on interpretative rulings, 1461.

National War Services, Department of:
summary of report on specialized occupations resulting from National Registration, 1940, 494.

National War Services Regulations:
broadening of powers for effective use of manpower, 1237.

Nationalization:
resolution of T. and L. Congress re production of war materials, 284.
government control of banking system urged by Canadian Congress of Labour, 1249.
See also Profiteering; War.

Newfoundland:
provisions of Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1465.

New Zealand:
wartime working conditions under Labour Legislation Emergency Regulations, 8.
increased working hours in essential war industries, 735.
scholarships granted to children of war veterans, 1341.

Norway:
See Freedom of Association; Labour Conditions in Wartime; War.

Nutrition:
Canada—
survey of nutrition in war industries. 1340.

Occupational Hazards:
U.S.A.: regulations on hazardous occupations and age of employment of young workers, 828.
bulletin on occupational hazards and diagnostic signs, 806.
"Control of Welding Hazards in Defence Industries", 1488.

Office of Production Management (O.P.M.: U.S.A.):
See various subject headings.

Oil:
conservation of fats urged by Wartime Prices and Trade Board, 871.
action of Wartime Prices and Trade Board in regard to fish and vegetable oils, 964.

Ontario Hospital Association:
hospitalization plan, 206.

Orders in Council:
Canada—
P.C. 744 and 1706 (supporting agreement providing adequate supply of shore labour for loading ships), 203.
P.C. 780 (establishment of Wartime Bureau of Technical Personnel), 495.
P.C. 868 (national joint conference of building and construction industry), 117.
P.C. 892 (amendment to Defence of Canada Regulations re peaceful picketing), 363.
P.C. 1218 (establishment of Committee on Reconstruction), 496.

Orders in Council:—*Conc.*
P.C. 1708 (inclusion of all war industries under Industrial Disputes Investigation Act), 363.
P.C. 2385 (Merchant Seamen Order), 650.
P.C. 3040 (appointment of controller for National Steel Car plant, Hamilton), 493.
P.C. 3230 (fixing minimum butter prices), 616.
P.C. 3884 (increased minimum wage rates on Government supply contracts), 614, 793.
P.C. 4020 (establishment of Industrial Disputes Inquiry Commissions), 613, 1210.
P.C. 4844 (extension of powers of Industrial Disputes Inquiry Commission to investigate alleged discrimination and intimidation), 797, 1210.
P.C. 7068 (amendment of P.C. 4020 and P.C. 4844), 1210.
P.C. 4642 (extension of regulations prohibiting "enticement" of skilled workers), 728.
P.C. 6286 (amendment re "enticement" of workers in war industries), 796.
P.C. 4758 (reinstatement of enlisted men in civil employment), 803.
P.C. 5522 (inspection and enforcement of fair wages and labour conditions on Dominion government contracts), 869.
P.C. 7679 (extension of Fair Wages Policy re contractors and sub-contractors), 1180, 1226.
P.C. 5830 (amendment to Defence of Canada Regulations re riots affecting war industries), 947.
P.C. 6131 (appointment of transit controller), 1035.
P.C. 6702 (cost of living bonus for Civil Service), 1036.
P.C. 7440 (stabilizing basic wage rates and providing for cost-of-living bonus), 22-25; correction, 93.
P.C. 7440 (provisions, coverage and text of Order), 405.
P.C. 8253 (stabilization of wages), 1368-70.
P.C. 8253 (establishment of National War Labour Board), 1337, 1367, 1368-69.
P.C. 8253 (amendment re exemptions), 1494.
P.C. 9514 (application of wartime wages stabilization policy to all industries), 1494.
P.C. 9298 (Wartime Salaries Order), 1495.
P.C. 8527 (control of prices), 1371-73.
P.C. 7307 (restriction of right to strike in war industries), 1209.
P.C. 7633 (re-establishment of members of armed forces into civilian life), 1235.
P.C. 7680 (National War Services Regulations amended, broadening powers for effective use of man-power), 1237.
P.C. 8965 (extension of rent control to all real property), 1462.
P.C. 19/4600 (compensation for trainees under War Emergency Training Program), 729.
P.C. 91/3191 (compensation to seamen), 650-1.
P.C. 10/6172 (provision for transfer of defence workers), 1034.
See also various subject headings.

Peace:
Canada—
Minister of Labour on advantage of unemployment insurance in preparation for, 638.

Pensions:
Dominion Old Age Pensions Act—
financial and statistical summary concerning old age and blind pensioners as at December 31, 1940, 140; as at March 31, 1941, 553; as at June 30, 1941, 972; as at September 30, 1941, 1380.
recommendations of T. and L. Congress, 1243.
recommendations of Canadian Congress of Labour, 1249.
N.B.: superannuation for all workers sought by Federation of Labour, 1384.
Ont.: amendments recommended by T. and L. Congress, 294.
For Public Employees—
Railway Transportation Brotherhoods urge adoption of plan for National Harbour Board employees, 410.
Alta.: provisions, by-laws, etc., under Teachers' Retirement Fund Act, 138; amendments to Act, 958.
B.C.: amendments to Municipal Superannuation Act, 135; regulations under Teachers' Pensions Act, 138-9.
Ont.: amendment to Power Commission Insurance Act, 648.
Sask.: amendments to School Act re inclusion of non-teaching employees under superannuation scheme, 561.
Miscellaneous—
Man.: amendments to Income Taxation Act, 137.
Ont.: employees' welfare plan of Western Clock Company, 8.

Pensions and National Health, Department of:
survey of nutrition in war industries, 1340.

Petroleum:
petroleum industry co-ordinates program of training mechanics for war industries, 730.

Phelan, E. J., *Acting Director, International Labour Office:*
address at annual conference of C.A.A.L.L., 814-17.

Picketing:
Canada—
amendment to Defence of Canada Regulations re peaceful picketing, 363.
legal decisions concerning, 198, 1455.
Ont.: provincial executive of T. and L. Congress reiterates opposition to use of injunction, 293.
See also Defence of Canada Regulations.

Plant Training:
Canada—
training schemes under war emergency training program, 17, 565.
petroleum industry and public utilities co-operate in training of technical personnel for war industries, 730-31.
extension of training of enlisted men in industrial plants, 870.
United Kingdom: wartime industrial training plan, 35-36.
U.S.A.: progress of plant training programs in defence industries, 732.
See also Technical and Vocational Education; War Emergency Training Program.

Prices:
Canada—
Wartime Prices and Trade Board—activities, etc., 5, 365, 499, 550, 1340; review of activities, 1940, 27-28; action respecting control of rents, 364; disapproves of price-fixing agreements, 498; no general increase in price of shoes, 617; enlargement of Board, 1462; rent control Order extended to all real property, 1462; appointment of enforcement administrator for Board, 1463; Order restricts instalment sales and operations of lending institutions, 1181, 1232; statement of policy on stabilization of prices, 1498.
review of family allowances in various countries, 439.
Prices in Canada and other countries, 1940, (Supplement, April, 1941).
Canada's Wartime Wages Policy (Supplement, July 1941), 729.
monthly statement of retail and wholesale index numbers, prices by groups of commodities, family budgets, retail prices of staple foods, rentals, etc., in Canada, 72, 186, 336, 476, 596, 708, 856, 1016, 1164, 1319, 1442, 1576.
terms of Order in Council (P.C. 7440) stabilizing basic wage rates and providing for cost-of-living bonus, 22-25; correction, 93.
summary of radio address of Prime Minister on stabilization of prices and wages, 1362.
stabilization of wages and prices, 1179, 1339, 1362-73.
text of order governing control of prices, 1370-73.
control of lumber prices, 872.
greater control of prices and supplies established, 1100.
resolution of T. and L. Congress re action of Wartime Prices and Trade Board, 1244.
action of Dairy Products Board re minimum prices of butter, 616.
results of cost-of-living inquiry (Britnell Commission—3rd report) for coal miners in Alberta and British Columbia (District 18), and payment of cost-of-living bonus, 133; 4th report, 730; 5th report, 1267.
N.S.: recommendation of provincial executive of T. and L. Congress re fishing industry, 295.
Other Countries—
in Great Britain and other countries, 81, 195, 346, 486, 606, 721, 1026, 1175, 1330, 1452, 1586.
United Kingdom: order fixing prices, 8; report of Select Committee on National Expenditure, 417.
U.S.A.: proposed rent control legislation, 501; A.F. of L. protests "unwarranted rise of prices in consumer goods", 1388; establishment of price control bill advocated by C.I.O., 1507; "The Making and Using of Index Numbers"—summary of bulletin issued by the Bureau of Labor Statistics, 1219.
See also cost of living: Wartime Prices and Trade Board.

Priorities Unemployment:
See Automobile Industry; Employment; Unemployment and Relief.

Professional Syndicates Act (Quebec):
amendment, 647.
provincial Federation of Labour urges repeal of, 292.

Professional Syndicates Act (Quebec):— *Conc.*
amendments recommended by Confederation of Catholic Workers, 289, 1252.

Profiteering:
Canada—
resolution of T. and L. Congress re action of Wartime Prices and Trade Board, 1244; and requests stricter control in private industry, 284.
United Kingdom: report of Select Committee on National Expenditure, 417.
See also Nationalization.

Public Utilities:
co-operate in training of technical personnel for war industries, 730-31.
Alta.: appointment of labour representative on Board requested by provincial Federation of Labour, 290.
N.S.: reduction of interest rates recommended by provincial executive of T. and L. Congress, 295.

Pulp and Paper Industry:
Canada—
included as essential war industry under Industrial Disputes Investigation Act, 363.
establishes extensive plan for training of skilled labour force, 544, 615.

Railways:
Canada—
majority reports of Boards of Conciliation in wage cases rejected by Minister of Labour, 727.
Dominion legislative requests of Railway Transportation Brotherhoods, 410.
enactment of certain pension legislation recommended by T. and L. Congress, 1243.
extension of working hours in main shops of Canadian Pacific Railway, 729.
statistics of electric railways in 1939, 419; of steam railways in 1939, 399.
Alta.: inclusion of Brotherhood of Railroad Trainmen under Workmen's Compensation Act, 558.
Ont.: amendment to Railway Act re Sunday labour, 648.
U.S.A.: annual report of Railroad Retirement Board, 535.
See also Canadian National Railways Board of Adjustment No. 2; Canadian Railway Board of Adjustment No. 1; Industrial Disputes Investigation Act; Legal Decisions; Wages.

Reconstruction:
resolution of International Labour Conference re post-war program, 1593, 1594.

Refugees:
See Migration and Settlement; Labour Organization.

Regional War Labour Boards:
establishment in Ontario, British Columbia, Quebec, and New Brunswick, 1461.
establishment of additional Boards provided under amended Order, 1494.
See also National War Labour Board.

Rehabilitation:
Canada—
program for employment and re-establishment of ex-service men, 5, 615, 1235.
regulations governing reinstatement of enlisted men in civil employment, 803.
establishment of Committee on Reconstruction for civilian re-establishment of ex-service men, 496.

Rehabilitation:—*Conc.*
recommendations of national joint conference of construction industry re post war conditions, 122.
proposals of T. and L. Congress, 285.
Canadian Congress of Labour urges establishment of representative body to study post-war plan of, 1248.
Ont.: establishment of clinic for injured workmen, 1225.
Australia: civilian re-establishment of returned soldiers, 300.
South Africa: re-establishment of injured workmen provided in proposed legislation, 1097.
U.S.A.: rehabilitation of registrants rejected for military service, 1271.

Rents:
Canada—
regulations of Wartime Prices and Trade Board governing eviction of tenants, 89, 364.
rent control extended to all real property, 1462.
extension of rent control sought by Candian Congress of Labour, 1249.
statement of rentals administrator on unwarranted increases, 89.
appointment of Hon. J. D. Hyndman as rentals administrator, 1181.
activities under Wartime Prices and Trade Board, 550, 963; review of activities during 1940, 28.
"Rent Control in Canada"—booklet issued by Wartime Prices and Trade Board, 646.
U.S.A.: proposed rent control legislation, 501; national and local control legislation urged by C.I.O., 1507.

Retail Merchants' Association of Canada:
resolution of Confederation of Catholic Workers re union activities of, 1252.

Retail Trade:
Canada—
licensing plan of Wartime Prices and Trade Board, 1102.
order of Wartime Prices and Trade Board restricts instalment sales, 1181, 1232.
See also Cost of Living; Prices; Wartime Prices and Trade Board.

Rigg, R. A., *Director, Employment Service of Canada:*
retirement, 206.

Right of Organization:
See Collective Bargaining; Criminal Code; Freedom of Association; Labour Organization.

Roosevelt, Franklin D., *President of United States:*
message to A.F. of L. convention, 1386; to C.I.O. convention, 1505.
summary of address at special wartime conference of I.L.O., 1591.

Russia:
establishment of diplomatic relations between Federal Government and U.S.S.R. sought by T. and L. Congress, 1244.

Safety and Health:
Canada—
control of industrial hygiene in war industries, 88.
address at C.A.A.L.L. conference on safety measures adopted by International Labour Conference, 818-25.

Safety and Health:—*Conc.*
survey of nutrition in war industries, 1340.
Alta.: regulations under Public Health Act, 434; new section under Factories Act re industrial use of poisonous materials, 558.
B.C.: amendments to Coal Mines Regulation Act, 134.
N.B.: recommendation of Federation of Labour, 1384.
N.W.T.: regulations under Sanitary Control Ordnance, 1390.
Ont.: *Safeguarding Manpower*—summary of pamphlet issued by Industrial Accident Prevention Associations, 139; statistics of safety associations in 1940, 826.
Sask.: new section under Factories Act re industrial use of poisonous materials, 560.
U.S.A.: extensive plan for protection of defence workers proposed by Department of Labour, 502; bulletin on conservation of health of women workers in defence industries, 543; statistics of industrial time-loss due to sickness, 1227; Federal inspection of non-ferrous mines, mills and smelters demanded by C.I.O., 1506; pamphlet issued by Women's Bureau on safety clothing for women in industry, 1507.
Mexico: ratification of I.L.O. convention re safety provisions in building industry, 1039.
See also Accidents, Industrial.

St. Lawrence Deep Waterway:
Railway Transportation Brotherhoods reiterate opposition to, 410.

Salaries:
See Wages

Samson, Maurice, *Hides and Leather Administrator:*
announces no general increase in price of shoes, 617.

Seamen:
resolution of International Labour Organization on regulation of mercantile marine, 1594.
Canada—
regulations enacted under War Measures Act re merchant seamen, 957.
enactment of Orders in Council under War Measures Act, regarding, 650.
appointment of Director of Merchant Seamen, 774.
recommendations of T. and L. Congress re payment of dependents' benefits, 1244.

Seasonal Industries:
Canada—
regulations re military training of lumber and forestry workers, 1227.
amended National War Services Regulations re postponement of military training, 1237.
See also Employment.

Select Committee on National Expenditure (Great Britain):
report covering enticement of labor, overtime, skilled labour, costs, and contracts, 411-19.
recommendations covering aircraft industry, dock labour, and coal production, 114-16.

Shipbuilding:
Canada—
Minister of Labour orders intensive recruitment of steel ship builders, 495.
appointment of Commission to investigate wages and labour conditions in Quebec plants, 1036.
See also Agreements, Industrial; Industrial Disputes; Industrial Disputes Investigation Act.

Shipping:
Canada—
adequate supply of shore labour for loading ships provided in agreement, 203.
United Kingdom: scheme for employment of dock labour, 734; recommendations of Select Committee on National Expenditure re control of dock labour, 1115.
Switzerland: application of international maritime conventions of I.L.O., 616.

Shops:
N.B.: inclusion of hairdressers under Early Closing Act, 956.
Ont.: amendments to Factory, Shop and Office Building Act sought by T. and L. Congress, 293.

Silk:
Canada—
"freezing" of raw silk for war purpose, 870.
U.S.A.: limitation of hours to relieve unemployment resulting from "freezing" of supplies, urged by O.P.M., 964.

Skilled Labour:
Canada—
progress report of war emergency training program, 14-21, 271-81, 420-26, 565-71, 655-61, 807-13, 965-71, 1103-9, 1259-65, 1373-79, 1535-43.
provision of industrial requirements under emergency training program, 14-21.
report on specialized occupations resulting from National Registration, 1940, 494.
intensive recruitment of steel ship builders ordered by Minister of Labour, 495.
extensive plan for training of workers established by pulp and paper industry, 544, 615; petroleum industry and public utilities, 730-31.
extension of training of enlisted men in industrial plants, 870.
extension of regulations prohibiting "enticement" of skilled workers, 728; amended regulations re, 796.
release of "key" industrial workers from military service, 794.
enactment of technical education legislation to meet increased industrial expansion recommended by Confederation of Catholic Workers, 34.
payment of prevailing rates of wages recommended by T. and L. Congress, 1243.
United Kingdom: recommendations of Select Committee on National Expenditure re dilution and training of labour, 415.
Australia: statistics of skilled and semi-skilled workers, 1234.
U.S.A.: summary of report of Labour Division on survey of labour supply, 25; recommendations of Apprenticeship Committee of federal-state conference on labour legislation, 298; requirements of defence industries, 632; progress of plant training programs in defence industries, 732.
See also Labour Supply; War Production and Training.

Social Legislation:
See Labour Legislation; Pensions; Unemployment Insurance.

Social Security:
memorandum issued by International Labour Office on social post-war goals, 1039.
establishment of Inter-American Committee to Promote Social Security, 1037.

Social Security Act (U.S.A.):
annual report of Board, 367.

South Africa:
See Rehabilitation; Workmen's Compensation.

Spry, Mrs. Irene M., *Economic Adviser, Wartime Prices and Trade Board:*
appointment, 1037.

Stabilization:
See Cost of Living; Prices, Wages.

Staggered Hours:
See Hours of Labour; Transportation.

Standardization:
Canada—
statement of Wartime Prices and Trade Board re, 1501.

Statistics, Dominion Bureau of:
Canada Year Book, 1184.
annual review of building permits, 543.
bulletins and reports—construction industry, 37; specialized occupations resulting from National Registration, 1940, 494; statistics relating to labour supply under war conditions, 1228-31; statistics of steam railways (1939), 399, of electric railways (1939), 419.

Steel:
appointment of Controller of National Steel Car Corporation at Hamilton plant, 1035.

Stewart, Dr. Bryce M., *Deputy Minister of Labour:*
addresses Canadian Construction Association on "Some Wartime Labour Problems", 90.
remarks at Dominion-Provincial Conference on War Emergency Training Program, 427.
"Industrial Relations as a Function of Management"—address at convention of Canadian Manufacturers' Association, 798-802.

Strikes:
See Industrial Disputes.

Sugar:
action of Wartime Prices and Trade Board, 548, 962.
Wartime Prices and Trade Board increases price of, 365.

Sunday Labour:
Ont.: amendment to Railway Act re exemption of Cornwall company, 648.
United Kingdom: recommendation of Select Committee on National Expenditure re aircraft industry, 1115.

Sunday Observance:
Ont.: provincial executive of T. and L. Congress protest against infringement of Lord's Day Act, 293.

Superior Labour Council (Quebec):
See Labour Councils.

Switzerland:
See International Labour Organization (League of Nations); Shipping.

Taxation:
Canada—
amendment to Income War Tax Act re national defence tax, 732.
recommendations of T. and L. Congress, 284.
exemption of lower-paid workers sought by Canadian Congress of Labour, 1248.
U.S.A.: A.F. of L. opposes taxation of labour organizations, 1389; abolition of poll tax recommended by C.I.O., 1507.
See also War Exchange Tax.

Tea:
action of Wartime Prices and Trade Board, 963.

Teachers:
Alta.: inclusion under Industrial Conciliation and Arbitration Act, 558; provisions, by-laws, etc., under Teachers' Retirement Fund Act, 138, and amendments to, 958.
B.C.: regulations under Teachers' Pensions Act, 138-9.
See also Pensions.

Technical and Vocational Education:
Canada—
report on vocational training under war emergency training program, 17.
establishment of Wartime Bureau of Technical Personnel, 495.
extensive plan for training of workers established by pulp and paper industry, 544, 615; petroleum industry and public utilities, 730-31.
provided in post-discharge plan for re-establishment of members of armed forces into civilian life, 1235.
technical education legislation advocated by Confederation of Catholic Workers, 34, 1252.
N.B.: Vocational Education Act revised, 956.
Que.: creation of fund for education of engineers and workmen, 31; recommendations of Confederation of Catholic Workers, 290.
United Kingdom: provided in wartime industrial training plan, 35-37.
Australia: recommendation of Youth Employment Committee re apprentices, 92.
U.S.A.: enrolment of trainees in vocational schools for defence industries, 25; co-operation of labour in national defence vocational training program, 92; progress report on defence vocational training, 208.
See also War Emergency Training Program.

Textile Industry:
establishment of World Textile Office requested by International Labour Organization, 1594.

Theatres:
B.C.: amended regulations governing projectionists, 135.
N.B.: new regulations under Act, 652.
Ont.: amendment to Theatres and Cinematographs Act, 648.
Sask.: amendments to Theatres and Cinematographs Act, 1271.

Timber:
Canada—
control of lumber prices, 872.

Trade:
resolution of International Labour Organization on promotion of export trade between North and South America, 1593, 1595.

Trade Schools:
Alta.: revised regulations under Trade Schools Regulation Act, 559, 959.
Man.: amendments to Trade Schools Regulation Act, 137, 435, 1383.
Que.: provisions of Act, 648; Confederation of Catholic Workers emphasizes need for better equipment in, 290.
Sask.: revised regulations under Trade Schools Regulation Act, 32; amendment re advertising, 561.

Trade Unions:
Canada—
message of Greek trade unionists to Canadian labour, 91.
unemployment in trade unions during 1941, 144.
bargaining agency determined at Ford Motor Company, 1339.
review of paper on "The Status of Organized Labour", 1464.
United Kingdom: maintenance of organization among refugee workers, 368; recommendation of Trades Union Congress re labour supply in war industries, 1389.
U.S.A.: trade unionism in modern industry, 1273-76; recommendation of C.I.O. convention, 1507.
See also Aliens; Collective Bargaining; Employment; Labour Conditions in Wartime; Labour Organizations; Legal Decisions.

Trades and Labour Congress of Canada:
pledges wartime co-operation, 283.
convention call, 870.
convention proceedings, 1239-44.
legislative requests—Dominion, 282; provincial—Alberta, 290; Nova Scotia, 294; Ontario, 293.
See also Moore, Tom.

Training Schools:
operation of regional staff training schools under Unemployment Insurance Commission, 805, 1253, 1393, 1508.

Transport:
United Kingdom: recommendations of Select Committee on National Expenditure re control of dock labour, 1115.

Transportation:
Canada—
appointment of transit controller, 1035.
government control of all forms of transportation proposed by Railway Transportation Brotherhoods, 410.
Ont.: recommendations of provincial executive of T. and L. Congress re Highway Act, 294.
United Kingdom: staggered working hours to improve travel facilities, 641.

Unemployment and Relief:
Canada—
discontinuance of contributions for direct relief, 85.
meeting of Dominion and provincial labour officials, 87.
report of Dominion Commissioner, 499.
survey of direct relief for period September, 1936 to October, 1940 (with charts and tables), 125-32.
monthly statistics of material aid recipients, 6, 86, 205, 366, 499.
unemployment in trade unions (with chart) by months, 47, 157, 311, 450, 572, 675, 831, 983, 1130, 1287 1415, 1542; during 1940, 144.
Alta.: continuation of provisions of Unemployment Relief Act, 1933, 559.
Man.: extension and provisions of Unemployment and Relief Loan Act, 1933, 137.
United Kingdom: insufficient education greatest cause of unemployment, 1219.
Australia: survey of available unemployed man-power for war industries, 207; effect of war on unemployment 1391.
U.S.A.: priority unemployment, 1231; measures to alleviate "priorities unemployment" among defence workers, 1183; in automobile industry, 1184; limitation of hours to relieve situation resulting from "freezing" of silk supplies, urged by O.P.M., 964; summary of W.P.A. report on family unemployment, 26; statistics of Social Security Board re benefits distributed during 1940, 367; summary of bulletin on development of Food Stamp program, 952; establishment of Civilian Supply Board sought by A.F. of L., 1389.
See also Hours of Labour.

Unemployment Insurance:
Canada—
commencement of contributions, 615.
commencement of plan, 633-38.
registration of employers and employees; operation of staff training school, 805.
monthly reports of activities under Unemployment Insurance Commission, 633, 805, 953, 1101, 1253, 1392, 1508.
similar benefits under post-discharge plan for re-establishment of members of armed forces into civilian life, 1235.
legislative recommendations of Canadian labour—T. and L. Congress, 284; Canadian Congress of Labour, 288.
report of executive council of T. and L. Congress, 1241.
resolution of Canadian Congress of Labour, 1248.
resolution adopted at national joint conference of construction industry re inclusion of workers under Act, 123.
Alta.: approval of provincial Federation of Labour, 290.
United Kingdom: statistics during 1940, 545.

Unemployment Insurance Commission:
executive appointments, 6.
administrative rulings, 633-36.
instructed to speed up recruitment of steel ship builders, 495.
statistics of registration, 870.
monthly reports of activities, 633, 805, 953, 1101, 1253, 1392, 1508.
representation of Confederation of Catholic Workers on Advisory Committee requested, 34.

Vocational Education:
See Technical and Vocational Education.

Vaage, David:
text of address re industrial accidents presented at C.A.A.L.L. conference, 818-25.

Wage Control: *See* **Wages**

Wages:
Canada—
wages and hours of labour in Canada (Supplement, April, 1941).
Canada's Wartime Wages Policy (Supplement, July, 1941), 729.
terms of Order in Council (P.C. 7440) stabilizing basic wage rates and providing for cost of living bonuses, 22-25; correction, 93; application of P.C. 7440 by Boards of Conciliation and Arbitration, 405-10.
provisions of wages and prices stabilization order, 1179.
summary of radio address of Prime Minister on stabilization of prices and wages, 1362.
coverage and text of wartime wages and cost of living bonus order P.C. 8253, 1339. 1367-70.
amendment (P.C. 9514) to Wages Stabilization and Cost of Living Bonus Order, 1460, application to all industries, 1494.
provisions of Wartime Salaries Order, P.C. 9298, 1495.
amendment to Fair Wages Policy, 792-3.
inspection and enforcement of fair wages and labour conditions on Dominion Government contracts, 869.
uniform wage schedules for plant trainees recommended in report on war emergency training program, 16.
majority reports of Boards of Conciliation in railway cases rejected by Minister of Labour, 727.
appointment of Commission to investigate conditions in Quebec shipbuilding plants, 1036.
establishment of National War Labour Board to administer wartime policy, 1337.
T. and L. Congress urges payment of overtime rates in war industries, 284; urges regular military pay allowance for non-permanent militia, 284; recommendations re wartime wages policy, 1243; recommends retention of members of armed forces until employment obtained, 1243-44.
resolution of electrical workers' conference opposes P.C. 7440, 663.
attitude of Canadian Congress of Labour to Government's wartime wages policy, 287-8; recommendations re wartime wages policy, 1247, 1248.
in manufacturing industries, 1116-19.
B.C.: industrial payrolls and wages in 1940, 1111.

Wages:—*Conc.*
N.B.: payment of cost-of-living bonus to provincial government employees, 1503; wage scale established under Forest Operations Commission Act, 1269.
Que.: amendment to Code of Civil Procedure re seizure of, 647.
Sask.: farm wages during 1939-40, 433; new section under Workmen's Compensation Act re deductions from wages for medical purposes, 560.
United Kingdom: re payment during summer holidays in war industries, 733; increased rates and allowances to Service men and dependents recommended by Trades Union Congress, 1389.
Australia: effect of war on wages, 1391.
New Zealand: wartime regulation of working conditions, 8.
U.S.A.: Fair Labour Standards Act—annual report of Wage and Hours Division, 571.
survey of wages and hours in fish canneries, 1466; recommendations of Committee on federal-state conference on labour legislation, 300; equal pay for women employed on Government contracts recommended by A.F. of L., 1389; recommendations of C.I.O.—overtime pay for Government employees working over 40 hours per week, 1506, increased rates for railway employees, 1506, increased wages for Navy personnel, 1506.
Germany: low wage scales in lumber industry, 1039.
review of family allowances in various countries, 439.
See also Agreements, Industrial; Legal Decisions; Minimum Wages; Prices; Unemployment Insurance.

War:
proceedings of special wartime conference of I.L.O., 1589-96.
resolution of International Labour Conference re post-war reconstruction, 1593, 1594.
summary of report issued by International Labour Office on compensation of war victims, 26.
the International Labour Organization in Wartime—address of Acting Director at C.A.A.L.L. conference, 814-17.
memorandum issued by International Labour Office on social post-war goals, 1039.
"The I.L.O. and Reconstruction"—report of Edward J. Phelan, Acting Director, International Labour Office, 1256-58.
"Wartime Developments in Government—Employer-Worker Collaboration"— summary of report issued by International Labour Office, 1266.
Canada—
wartime activity under Industrial Disputes Investigation Act, 1033.
Canadian labour bodies pledge co-operation, 4, 33, 283, 287, 410, 1034.
regulations governing reinstatement of enlisted men in civil employment, 803.
post-discharge plan of rehabilitation, 1235.
compulsory control of wages and prices, 1179.
application of wartime wages stabilization policy to all industries, 1494.
provisions of Wartime Salaries Order, 1495.
amended National War Services Regulations broaden powers for effective use of man-power, 1237.

War:—*Conc.*
establishment of National War Labour Board, 1337.
Minister of Labour emphasizes importance of labour and industry in war effort, 4; re-pledges labour's peacetime rights, 1339.
survey of direct relief showing effect of war on, 125-32.
organization of Voluntary Women's Auxiliary in armed forces, 1037.
recommendations of T. and L. Congress re taxation, wages, pensions, transportation, etc., 284; mobilization of production and wealth, 1243; and urges co-ordination of fire-fighting forces with home defence plans, 284.
allowance for three children under soldiers' compensation recommended by Confederation of Catholic Workers, 34.
resolutions adopted by Canadian Construction Association, 90.
effect of war on Maritime economy discussed at conference on industrial relations, 1463.
N.B.: support in war effort pledged by Federation of Labour, 1385.
United Kingdom: report of Select Committee on National Expenditure, 411-19; resolutions adopted at annual convention of Trades Union Congress, 1389.
Australia: amended regulations under National Security Act re housing of war workers, 1341.
Newfoundland: provisions of Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1465.
New Zealand: granting of scholarships to war veterans' children, 1341.
U.S.A.: establishment of National Defence Mediation Board, 366; increased labour representation on national defence bodies urged by A.F. of L., 1389; C.I.O. pledges every assistance to Great Britain, Canada and their allies, 1506.
Norway: labour conditions in German occupied territory, 734.
Germany: low wage scales in lumber industry, 1039.

War Contracts:
Canada—
increased minimum wage rates on Government contracts, 614.
inspection and enforcement of fair wages and labour conditions on Dominion Government contracts, 869.
control of industrial hygiene in war industries, 88.
placed by Department of Munitions and Supply, 791, 873; by Wartime Housing Limited, 441.
recommendation of emergency training program regarding trainees, 16.
recommendation of T. and L. Congress re wage standards and conditions, 1244.
investigation into working conditions in clothing industry recommended by Canadian Congress of Labour, 289.
recommendation of Confederation of Catholic Workers re wages in war industries, 34.
United Kingdom: report of Select Committee on National Expenditure, 418.
U.S.A.: progress of plant training systems in defence industries, 732.

War Emergency Training Program:
Canada—
statistical summary (with tables and charts), 14-21, 271-81, 420-26, 565-71, 655-61, 807-13, 965-71, 1103-9, 1259-65, 1373-79, 1535-43.
report of Inter-departmental Committee on Labour Co-ordination, 14-21.
conference of Dominion-provincial representatives, 203.
summary of proceedings of Dominion-provincial conference, 427-29.
inclusion of trainees under Government Employees' Compensation Act, 729.

War Exchange Tax:
action of Wartime Prices and Trade Board, 550; and jurisdiction defined, 1101.

War Exchange Conservation Act:
action of Wartime Prices and Trade Board, 550.

War Measures Act:
enactment of Orders in Council P.C. 2385 and P.C. 91/3191 re seamen, 650.
regulations governing merchant seamen, 957.

War Production and Training:
summary of proceedings of I.L.O. Canadian-American conference on labour supply and national defence, 546.
labour supply in various countries discussed in report issued by International Labour Office, 795.
effects of long working hours on output and workers, 1588.
training for war production—statistical summary (with tables and charts) of emergency training program, 14-21, 271-81, 420-26, 565-71, 655-61, 807-13, 965-71, 1103-9, 1259-65, 1373-79, 1535-43.
Dominion-provincial conference on War Emergency Training Program, 203; summary of proceedings, 427-29.
national joint conference of employers and employees in construction industry, 117.
discussed at Maritime conference on industrial relations, 1464.
national survey of industrial resources re availability for war needs, 205.
extensive plan for training of skilled labour force established by pulp and paper industry, 544, 615; petroleum industry and public utilities, 730-31.
extension of training of enlisted men in industrial plants, 870; regulations re military training of lumber and forestry workers, 1227.
establishment of Wartime Bureau of Technical Personnel, 87, 495; census of research scientists by Wartime Bureau of Technical Personnel, 1181.
release of "key" industrial workers from military service, 794.
extension of regulations prohibiting "enticement" of skilled labour, 728.
provision for transfer of defence workers, 1034.
amended National War Services Regulations broaden powers for effective use of manpower, 1237.
restriction of right to strike in war industries, 1209.
amendment to Defence of Canada Regulations re riots affecting war industries, 947.

War Production and Training:—*Cont.*
increased production in machine tool industry, 6.
intensive recruitment of steel ship builders ordered by Minister of Labour, 495.
importance of industrial safety in war projects emphasized in address at C.A.-A.L.L. conference, 818-25.
"freezing" of raw silk for war purposes, 871.
transit controller empowered to stagger working hours, 1035.
organization of Voluntary Women's Auxiliary in armed forces, 1037.
greater control of prices and supplies established, 1100.
order curtailing production of certain consumer goods, 1180.
"Statistics Relating to Labour Supply under War Conditions" — report issued by Dominion Bureau of Statistics, 1228-31.
survey of nutrition in war industries, 1340.
resolution of T. and L. Congress re nationalization of war materials production, 284; recommends methods for achievement of maximum production, 284; resolution re wages in war industries, 1244.
speed-up of production program urged by Canadian Congress of Labour, 1248.
Que.: suspension of hours limitation in war industries on payment of prescribed higher overtime rates, 652.
United Kingdom: wartime industrial training plan, 35-37; application of schedule of reserved occupations to control of wartime employment, 91; position of trainees for munitions under schedule of reserved occupations, 207; revised schedule of reserved occupations and protected work, 732; report of Select Committee on National Expenditure covering enticement of labour, overtime, skilled labour, costs, and contracts, 411-19; recommendations of Select Committee re aircraft industry, dock labour, and coal production, 1114-16; provisions of Essential Work (General Provisions) Order, 1941, as applied to war industries, 551; survey of available labour force under compulsory registration for employment order, 500; concentration of, 827; situation re summer holidays in war industries, 733.
Australia: development and extension of industrial arbitration machinery, 143; survey of available unemployed manpower for war industries, 207; statistics of employment, 1234; effect of war on industry and manpower in, 1391.
New Zealand: increased working hours in essential war industries, 735.
U.S.A.: employment and training of women in defence industries urged by O.P.M., 872; address of Special Labour Consultant, O.P.M., on "Organized Labour and the Defense of Democracy", 1272-76; establishment of Committee for re-employment and re-training of displaced automobile workers, 1038; limitation of hours in hosiery mills, 1038; measures to alleviate "priorities unemployment" among defence workers, 1183; measure to curb strikes in war industries, 1465; training in industry program, 26; labour co-operation in

War Production and Training:—*Conc.*
national defence training program, 92; progress report on defence vocational training, 208; labour requirements of defence industries, 632; summary of report on solving of labour shortages, 641; suspension of eight-hour day for mechanics and labourers employed on defence construction, 1038; summary of pamphlet on establishment of apprenticeship programs, 335; progress of plant training programs in defence industries, 732; recommendations of Labour Supply and National Defence Committee of federal-state conference on labour legislation, 298; summary of report on "Problems and Policies in Industrial Relations in War Economy", 438; "Control of Welding Hazards in Defence Industries", 1488.

Wartime Bureau of Technical Personnel:
establishment, 87, 495.
directs national program for training of technical personnel in war industries, 730-31.
extension of training of enlisted men in industrial plants, 870.
census of research scientists, 1181.

Wartime Housing Limited:
establishment, 204.
placement of contracts, 441, 547, 802, 873, 1119.

Wartime Industries Control Board:
to regulate allocation of essential war materials, 1100.
appointment of labour representative sought by T. and L. Congress, 1243.

Wartime Prices and Trade Board:
price control policy vested in, 1179.
statement of policy on stabilization of prices, 1498.
supreme authority on price control, 1100.
curtailment of instalment buying, 1210.
order restricts instalment sales and operations of lending institutions, 1181, 1232.
transference to jurisdiction of Department of Finance, 870.
enlargement of, 1462.
appointment of enforcement administrator of price ceiling policy, 1463.
disapproval of price-fixing agreements, 498.
maximum price-fixing—butter, 5.
revokes order fixing price of butter, 499.
action regarding sale and wrapping of bread, 871.
increases price of sugar, 365.
urges conservation of fats, 871.
no general increase in price of shoes, 617.
action regarding control of rents, 89, 364, 365.
issues booklet on "Rent Control in Canada", 646.
appointment of rentals administrator, 1181.
rent control extended to all real property, 1462.
announces licensing of retail trade, 1102.
appointment of economic adviser, 1037.
review of activities during 1940, 27; from January 1 to March 31, 1941, 548; from April 1 to June 30, 1941, 962; from July 1, to September 30, 1941, 1340.
resolution of T. and L. Congress seeking more effective control of prices, 1244.

Wartime Wages Stabilization Policy:
applicable to all industries, 1494.
provisions of Wartime Salaries Order, 1495.

Western Clock Company:
employees' welfare plan, 8.

Winant, John G., *Director, International Labour Office:*
resignation, 208.

Women in Industry:
Canada—
report on war emergency training program, 16.
Confederation of Catholic Workers recommends inquiry into employment of, 1252.
Alta.: order revoked prohibiting night employment in certain industries, 1269.
B.C.: regulations under Female Minimum Wage Act re resort hotel industry, 1269.
N.S.: new and revised regulations under Minimum Wage for Women Act, 1270.
Ont.: industrial accident proneness, 1361.
United Kingdom: as trainees under wartime industrial training plan, 35, 37; first registration under Registration for Employment Order, 1941, 733; recommendations of Select Committee on National Expenditure concerning aircraft industry, 1114.
Australia: recommendations of Youth Employment Committee, 92.
U.S.A.: employment and training in defence industries urged by O.P.M., 872; equal pay for work on Government contracts recommended by A.F. of L., 1389; bulletin on conservation of health of women workers in defence industries, 543; pamphlet issued by Women's Bureau on safety clothing, 1507.

Woodmen's Lien Act (Ontario):
amendment, 648.

Wool:
action of Wartime Prices and Trade Board, 548, 964.

Workmen's Compensation:
Canada—
extended scope of provincial laws recommended by T. and L. Congress, 1243.
recommendations of Confederation of Catholic Workers, 1251.
Alta.: annual report of Board, 1575; appointment of labour representative on Board requested by provincial Federation of Labour, 290; amendment to Act re Brotherhood of Railroad Trainmen, 558; amendment sought by provincial Federation of Labour, 291.
B.C.: twenty-third annual report of Board, 564; twenty-fourth annual report, 826; non-adoption of amending Bill re silicosis, 136; amended and new regulations under Act, 1502.
Man.; annual report of Board, 563; establishment of Committee favoured in resolution of Legislature, 138.
N.B.: annual reports of Board, (1939), 296; (1940), 563.

Workmen's Compensation:—*Cont.*
N.S.: annual report of Board, 562; amendment to Act, 649; amendments to Act requested by provincial executive of T. and L. Congress, 294.
Ont.: annual reports of Board, (1939) 295; (1940) 825; statistical summary of accidents, 26, 148, 649, 855, 1119; new and repealed regulations under Act, 959; establishment of injured workmen's rehabilitation clinic, 1225; amendments to Act sought by provincial executive of T. and L. Congress, 294.
P.E.I.: legislative resolution, 956.
Que.: annual reports of Board, (1939) 297; (1940) 653; additional compensable diseases, 32; amendment to Act, 647; recommendations of Confederation of Catholic Workers, 290; amendments to Act recommended by provincial Federation of Labour, 293.
Sask.: annual report of Board, 563; new section under Act re deductions from wages for medical purposes, 560; revised regulations under Act, 139, 1271; proposed amendments of provincial legislature, 562.
United Kingdom: provisions of Workmen's Compensation and Benefit (Byssinosis) Act, 91.

Workmen's Compensation:—*Conc.*
U.S.A.: recommendations of federal-state conference on labour legislation, 299.
South Africa: provisions of proposed legislation, 1097.
Iraq: ratification of I.L.O. convention re occupational diseases, 1090.
See also Accidents, Industrial; Diseases, Industrial.

Youth Employment and Training:
Canada—
progress report of industrial training program, 14-21, 271-81, 420-26, 565-71, 655-61, 807-13, 965-71, 1103-9, 1259-65, 1373-79, 1535-43.
recommendations of national joint conference of construction industry, 122.
Ont.: progress during 1940, 662.
Que.: recommendation of Confederation of Catholic Workers re administration of scheme, 290; investigation into working conditions of domestic servants conducted by Young Catholic Workers, 1340.
Australia: recommendations of Select Parliamentary Committee, 92; establishment of Youth Employment Section, Department of Labour and Industry in New South Wales, 92; correction, 735.
See also Juvenile Employment.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] JANUARY, 1941 [NUMBER 1

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment at the beginning of December, 1940, showed little general change, there being a decline of less than one-tenth of one per cent in the payrolls of the 12,444 employers furnishing data to the Dominion Bureau of Statistics; this loss was much smaller than the average reduction indicated between November 1 and December 1 in the experience of the years since 1920. The working forces of the co-operating establishments aggregated 1,364,348 at December 1, compared with 1,365,146 at the beginning of November. The index, (average 1926= 100) declined from 139·2 in the preceding month, to 139·1 at December 1, as compared with 122·7 at the same date in 1939, the previous maximum for December in the period since 1920.

At December 1, in recent years, the index has been as follows: 1938, 114·0; 1937, 121·6; 1936, 110·1; 1935, 104·6; 1934, 98·9; 1933, 91·8; 1932, 83·2; 1931, 99·1; 1930, 108·5; 1929, 119·1; 1928, 116·7 and 1927, 108·1.

Since the decrease in employment was less-than-normal for December 1, the seasonally adjusted index showed an increase, rising from 133·2 at November 1, 1940, to 135·8 at the beginning of December, when it reached its highest level in the record of twenty years.

Unemployment in Trade Unions.—At the beginning of December, 1940, the percentage of unemployment among local trade union members stood at 6·2 in contrast with percentages of 5·0 at the beginning of November and 9·7 at the beginning of December, 1939. The percentage for December was based on returns compiled from 1,974 labour organizations with a total membership of 268,115 persons.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada showed a decrease in the work transacted during November, 1940, when a comparison was made with the average daily placements effected during October, but recorded a gain over those reported during the corresponding month a year ago, the heaviest declines in the first instance taking place in construction and maintenance, farming and services, and the largest increases under the second, in construction and maintenance, services, logging, manufacturing and transportation. Vacancies in November, 1940, numbered 44,451, applications 82,973, and placements in regular and casual employment 42,326.

Prices.—In retail prices the new official cost of living index calculated by the Dominion Bureau of Statistics and based upon average prices in 1935 to 1939 as 100 was 108·0 at the beginning of December as compared with 107·8 for November; 103·8 for December, 1939; and 100·8 at the beginning of September, 1939. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 changed little week by week during December and was 84·2 for the week ended December 27, 84·1 for that ended November 29 and 83·6 for the week ended November 1. Figures on a monthly basis for certain earlier dates are 81·7 for December, 1939; 72·4 for August, 1939 (pre war); 73·3 for December, 1938; 82·7 for December, 1937; and 63·5 for February, 1933, the low point in recent years.

Business Statistics.—The most recent statistics available reflecting industrial conditions in Canada are given in the table on page 2. The index of the physical volume of business was slightly higher in November than in the previous month and about 18 per cent higher than in November, 1939. In recent months this index has indicated a greater volume of business than at any previous time in the record. Most of the principal groups were higher after seasonal adjustments in the month under review than in October the exceptions being the manufacturing group and the index of the volume of imports both of which are substantially lower. In the former group there was an advance in the production of foodstuffs but a decline in iron and steel and forestry products as well as in the imports of certain raw materials, namely, crude petroleum,

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1940			1939		
	December	November	October	December	November	October
(9) Trade, external aggregate... $	.....	220,687,838	215,435,662	174,082,066	183,051,577	170,471,796
(9) Imports, merchandise for consumption..... $	.....	102,283,687	108,644,852	72,109,338	84,561,211	79,053,266
(9) Exports, Canadian produce. $	.....	117,452,172	102,972,407	101,021,522	97,163,176	90,432,856
Customs duty collected..... $	.....	13,133,802	14,291,595	12,244,702	10,992,919	11,406,749
Bank debits to individual accounts..... $	.....	3,049,322,205	3,526,624,710	3,056,866,581	2,930,345,995	2,898,915 767
Bank notes in circulation..... $	.....	90,903,096	91,624,793	90,061,563	93,126,044	95,310,451
Bank deposits savings..... $	.....	1,625,878,423	1,599,463,610	1,741,058,768	1,734,837,368	1,709,156,774
Bank loans, commercial, etc... $	.....	1,021,276,282	1,024,278,286	960,264,582	972,784,147	952,296,669
Security prices, index numbers—						
Common stocks.....	.....	81·7	81·4	101·2	103·6	106·0
Preferred stocks.....	.....	85·4	83·5	91·3	90·1	89·0
Index of bond yields, Dominion....	.....	70·5	71·0	75·1	74·0	76·5
(1) Index of bond yields, Ontario....	.....	71·4	72·0	73·5	72·9	75·8
(2) Prices, wholesale, index number	†84·2	84·0	83·3	81·7	80·4	79·3
(2) Cost of living index number.....	108·0	107·8	107·0	103·8	103·8	103·5
Index, retail sales, unadjusted.....	.....	105·6	102·9	122·1	88·5	92·1
(3) Index, retail sales, adjusted.....	.....	95·7	93·9	87·9	83·7	86·9
(2) Employment, index number (employers' pay-roll figures)....	139·1	139·2	136·2	122·7	123·6	121·7
(2) (4) Unemployment, percentage (trade union members).....	.....	5·0	4·4	9·7	9·0	9·1
Railway—						
(5) Car loadings, revenue freight cars	216,872	239,295	251,410	181,488	227,967	250,921
Canadian National Railways, gross earnings.... $	23,565,123	22,389,448	22,984,979	18,869,470	20,584,777	21,943,155
Operating expenses..... $	.....	.....	.....	.....	13,391,174	14,194,078
Canadian Pacific Railway, gross earnings..... $	.....	15,889,425	16,891,992	13,731,169	15,437,307	16,667,801
Canadian Pacific Railway, operating expenses, all lines $	.....	10,861,808	11,421,353	9,349,200	9,845,031	10,823,636
Steam railways, freight in ton-miles.....	.....	.....	.....	.....	3,371,336,000	3,753,328,000
(11) Building permits..... $	.....	10,864,343	12,364,156	6,035,212	4,148,889	5,612,269
(7) Contracts awarded..... $	16,918,300	54,981,900	26,360,600	11,815,000	12,739,300	14,228,100
Mineral Production—						
Pig iron.....tons	.....	109,576	109,385	94,620	87,822	85,758
Steel ingots and castings.....tons	.....	176,113	185,091	150,062	147,182	149,890
Ferro-alloys.....tons	.....	11,654	15,016	10,494	7,285	6,357
Gold.....ounces	.....	.....	467,441	434,546	424,987	433,086
Silver.....ounces	.....	.....	.....	.....	1,696,215	1,683,164
Coal.....tons	.....	1,822,563	1,708,278	1,457,825	1,740,879	1,798,634
Timber scaled in British Columbia.....bd. ft.	.....	326,428,000	332,991,884	247,938,734	267,630,091	306,507,577
Flour production.....bbls.	.....	1,588,428	1,872,514	1,599,966	1,960,429	2,089,562
(6) Sugar, manufactured.....lbs.	164,005,409	174,045,529	92,174,302	190,390,511	146,317,261	101,604,562
Footwear production.....pairs	.....	2,230,387	2,531,659	2,208,374	2,623,356	2,701,694
Output of central electric stations, daily average.....k.w.h.	.....	84,162,000	80,241,000	81,766,000	86,718,000	83,547,000
Sales of insurance..... $	.....	.....	30,963,000	36,295,000	35,710,000	31,602,000
Newsprint production.....tons	.....	.....	309,960	240,660	288,730	280,990
Automobile prod., cars, trucks, etc.	23,364	23,621	21,151	16,976	16,756	11,297
(8) Index of Physical Volume of Business.....	.....	157·4	156·7	133·3	133·0	133·1
INDUSTRIAL PRODUCTION.....	.....	168·8	168·2	138·2	139·0	139·7
Mineral production.....	.....	231·0	215·5	202·4	236·7	194·2
Manufacturing.....	.....	157·2	174·2	136·9	136·9	143·7
Construction.....	.....	150·6	81·0	61·9	40·4	43·3
Electric power.....	.....	240·7	235·9	239·1	248·5	245·6
DISTRIBUTION.....	.....	124·5	123·6	119·1	115·8	114·3
Trade employment.....	.....	146·5	146·8	141·8	137·3	138·3
Carloadings.....	.....	87·7	83·1	82·6	84·0	80·0
Imports.....	.....	116·6	127·3	108·1	102·1	99·3
Exports, excluding gold.....	.....	130·2	118·2	123·7	114·3	106·9

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended December 27, 1940.

(1) Calculated from yields of Ontario bonds. (2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending December 28, 1940, and corresponding periods.

(6) Sugar production given in periods of four weeks ending November 30, November 2, and October 5, 1940; December 2, November 4, and October 7, 1939. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

raw textiles and rubber used as indicators of activity in these industries. The index of construction rose from 81·0 in October to 150·6 in November and that for mineral production from 215·5 in October to 231·0 in November. The output of electric power was also higher. Information available for December shows employment to be fractionally lower than in November when the index was at the highest point on record. Wholesale prices were slightly higher while the number of cars of revenue freight was smaller than in the previous month but about 20 per cent greater than in December, 1939.

Strikes and Lockouts.—The number of strikes and lockouts recorded for December was nine, involving 903 workers and causing time loss of 3,360 man working days, as compared with 16 disputes during November, involving 3,646 workers with time loss of 15,964 days. The only dispute causing much time loss during December involved 220 coal miners at Rosedale, Alberta, for seven days. In November the important disputes were three strikes of coal miners in Nova Scotia and two strikes of highway truck drivers in Ontario.

In December, 1939, there were 12 disputes, involving 1,666 workers with a time loss of 20,963 days. Most of the time loss was due to disputes involving knitting factory workers at Brantford, Ont., fish handlers at Lockeport, N.S., gold miners at Pioneer Mines, B.C., coal miners at Estevan, Sask., and felt factory workers at Guelph, Ont.

Of the nine disputes in December, 1940, seven were recorded as terminated during the month. Three resulted in favour of the employers and two in favour of the workers involved. A compromise settlement was reached in one case and the result of one dispute was recorded as indefinite. Two disputes, involving approximately 66 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions involved.

Conference on recommendations of Royal Commission report on Dominion-Provincial relations

As this issue of the LABOUR GAZETTE goes to press the Conference of Dominion and Provincial representatives to consider the recommendations of the Royal Commission on Dominion-Provincial Relations (LABOUR GAZETTE, June, 1940, page 545) was about to convene in the House of Commons on January 14.

As indicated by the Prime Minister prior to the Conference the purpose of the opening session was to provide an opportunity for general statements by the Federal and Provincial governments of their attitude toward the recommendations of the Report as a basis for a sound relationship between the provinces and the Dominion and particularly as a means whereby the national war effort can be rendered most effective.

Following the general opening session, it was proposed that the Conference would resolve itself into working committees, the personnel and functions of which were announced as follows:

The General Conference:

Chairman—Rt. Hon. W. L. Mackenzie King.
Members—All Dominion and Provincial delegates.
Secretary—Alex Skelton.
French Secretary—Paul Fontaine.

Finance Committee:

Chairman—Hon. J. L. Ilsley.
Members—Dominion Ministers to be selected; Provincial Premiers and Treasurers.
Dominion and Provincial advisers.
Secretary.—R. B. Bryce.

To review the Commission's Plan I in detail, discussing the proposed transfers of revenues and expenditures, the National Adjustment Grant mechanism, and the Finance Commission functions in successive stages. This Committee would meet in the mornings, and *ad hoc* sub-committees would be appointed by it to deal with details which might require clarification in the afternoons, reporting to the main Committee next morning.

Special Problems Committee:

Chairman—To be selected.
Members—Dominion Ministers to be selected; Provincial Ministers or delegates selected by their governments.
Dominion and Provincial advisers.
Secretary—J. A. Corry.

To discuss the Commission's recommendations and suggestions dealing with agriculture and marketing, fisheries, insurance, company regulation, administrative economies, research and statistics, Dominion-Provincial conferences, transportation and freight rates, interprovincial trade barriers, municipal reorganization, special claims by provinces, etc.

Constitutional Committee:

Chairman—Rt. Hon. Ernest Lapointe.
Members—Dominion Ministers to be selected; Provincial Attorneys General.
Dominion and Provincial advisers.
Secretary—Brooke Claxton, M.P.

To discuss the methods by which the recommendations could be best implemented. It would, in addition, discuss other of the Commission's recommendations which are primarily of a constitutional and legal nature, such as delegation of powers, consolidation of certain courts of appeal, implementation of I.L.O. conventions, etc.

Labour and Unemployment Committee:

Chairman—Hon. Norman A. McLarty.
Members—Dominion Ministers to be selected; Provincial Ministers or delegates selected by their governments.
Dominion and Provincial advisers.
Secretary—A. MacNamara.

To discuss the Dominion's proposals to implement the Commission's recommendations for dealing with unemployed employables and the most efficient methods of co-ordinating provincial and municipal welfare services with Dominion unemployment insurance and employment services. This committee would also consider the Commission's recommendations concerning hours of labour, minimum wages and industrial disputes, and as well, the relations of the recommendations to the probable post-war problems and the preparatory steps which could be usefully taken now.

The Dominion Advisers to the above Labour and Unemployment Committee were as follows: Dr. Bryce M. Stewart, deputy minister of Labour; Gerald H. Brown, assistant deputy minister of Labour; Walter Couper, Department of Labour; A. E. Dubuc, vice chairman, National Harbours Board; Harry Hereford, commissioner, Unemployment Relief, Department of Labour; Stuart K. Jaffary, Director, Department of Social Science, University of Toronto; Dr. W. A. Mackintosh, economic adviser, Department of Finance; W. E. Scott, Bank of Canada; C. Stein, Department of Justice.

A further report on the Conference will be given in next month's issue.

New Year's message of Minister of Labour on War effort

Declaring that "the Government is determined that there shall be no exploitation of labour in these critical times," and that "if ever there was a time when labour and industry should work together in their own interests and for the preservation of this nation, that time is now," the Minister of Labour, Hon. Norman A. McLarty, in a New Year's message, emphasized that in the outcome of the present struggle "no men have a greater interest than those who, in peace and war, serve their country under the banner of labour, organized and unorganized."

Pointing to "the peaceful revolution" worked by labour's "passionate and persistent advocacy of the great causes of humanity," the Minister stated: "It is a tribute to the vision of Canadian labour that from the beginning of this war it is clearly seen that one of the main issues is the survival or the surrender of the standards of living, of life and of labour that have been won by untiring effort and willing sacrifice. To-day, labour knows that if its principles are in danger, the defence and triumph of those principles are more than ever entrusted to labour's strength and power.

"To-day, labour, for a period of emergency, is willing and is asked to surrender some of its cherished rights. It should only be asked to surrender those rights on the solemn assurance that when this war is over, they will be without complaint, without question and with generous good-will revived, returned and enlarged. As the Prime Minister said in his speech on Labour Day:

'Labour has extended its hours, surrendered its holidays, and in its determination to increase and advance production has taught the young and the inexperienced the intricacies of complicated trades. It will be the duty of the people of Canada, realizing these things now, to remember them in the hour of victory.'

"My own experience in the Department of Labour is that labour to-day thinks of duties and not of rights. It believes that all it can do is the minimum of what it should do. And if labour knows the issue and is prepared to make the sacrifices industry, which stands to lose everything in defeat, will also co-operate in the future for a maximum effort in wartime and the preservation and restoration of rights in peace-time."

Concentration on war effort emphasized in messages of Canadian labour leaders

Canadian labour leaders, in New Year's messages, indicated that labour was fully cognizant of the issues at stake in the present struggle and in that knowledge was making its contribution a vital factor in assuring the defeat of those forces which would destroy the gains of labour and of civilization.

That the realities of the struggle are being found by labour in its whole-hearted response was emphasized by Mr. Tom Moore, president of the Trades and Labour Congress of Canada. Pointing to the gratifying reduction in the number of industrial disputes, Mr. Moore stated:

"In many other ways Canadian workers have shown their awareness of the necessities of this war, and their determination to throw every ounce of strength and energy into it. In this they are inspired by the valiant and courageous example of the Trade Union Movement of Great Britain in which that country placed its trust in its direst hour of need. Labour does resent, however, its efforts being made abortive by blindness and lack of understanding and imagination by those at the top in government or in industry. It seeks what it has oft been promised, a place of equality in the councils of the nation and a full opportunity to contribute from its knowledge and experience toward the success of the war effort and the planning for the days to follow."

Mr. A. R. Mosher, president of the Canadian Congress of Labour, stated that "the demands of the war effort fell especially upon the workers, and the people of Canada may be assured that these demands are fully met."

He reiterated that the pledge of whole-hearted support to the Government "has been carried out both in the letter and the spirit, for the workers realize that every free and democratic institution, including their labour unions, are menaced by the totalitarian powers." Mr. Mosher considered that appeals to the workers for co-operation with governmental agencies for greater production can best be made through the labour unions and in support of this he referred to the situation in Great Britain where "labour leaders were taken into the Cabinet and were put in charge of industrial production." He declared that the three major tasks for Canadians in the New Year were: The winning of the war; the attainment of national unity; and the provision of economic security.

Mr. Alfred Charpentier, president of the Confederation of Catholic Workers of Canada, assured the leaders of the nation, "so heavily burdened in these troubled times," of the Confederation's loyal and active co-operation.

Mr. W. T. Burford, secretary-treasurer of the Canadian Federation of Labour, stated that "every public activity is judged by its bearing upon Canada's effort in the war," and observed:

"It is generally realized, as it was not a year ago, that the war is Canada's full-time job. The whole industrial organization of the country is becoming geared for the production of armaments and supplies for the fighting forces. There is a willingness to forgo luxuries and comforts, to live plainly and to work hard, which only a sober recognition of duty could inspire."

Price of butter fixed by order of Wartime Prices and Trade Board

On December 27, 1940, the Wartime Prices and Trade Board fixed the maximum wholesale price of butter in Canada at the wholesale price prevailing in various localities on December 12, 1940. The wholesale price for first grade creamery solids in Montreal on December 12 was approximately 34½ cents a pound.

In announcing this fixation of butter prices the Board stated that the action had been contemplated for weeks but had been withheld in the hope that gradually increasing prices in Canada would attract imports sufficient to meet the anticipated shortage. These potential sources of supply have not materialized, it was stated, and such remedial action as can be taken must be confined to the domestic market. Consumers were urged as a patriotic duty to avoid the waste and any unnecessary use of butter.

It is contemplated by the Board that the present maximum price will hold until toward the end of the winter season when the situation will be reviewed in the light of Canadian commitments to the United Kingdom in regard to cheese, the existing butter supplies at that time and trends in domestic consumption.

The Board's order, fixing the price of butter is as follows:

Made pursuant to authority conferred by Order in Council P.C. 6410, dated the 15th day of November 1940.

1. For the purposes of this Order,
   (*a*) 'Butter' shall mean creamery and dairy butter produced or manufactured exclusively from milk or cream or both, with or without the addition of colouring matter, salt or other matter;
   (*b*) 'Grade' shall mean grade according to the standards and definitions set forth in the Regulations under Part 2 of the Dairy Industry Act and amendments thereto.

2. Until further notice, the maximum price per pound wholesale at which any grade or quality of butter may be sold or offered for sale in any place shall not exceed the maximum price per pound wholesale charged in that place for that grade or quality on the 12th day of December, 1940, whether in solids, in rolls or in prints.

3. Until further notice, no change shall be made in the terms or conditions of sale in effect on the 12th day of December, 1940, which would result in an increase in such maximum price.

4. This Order shall be effective on and after the 28th day of December, 1940.

Employment and re-establishment of ex-service men

Reference was made in the December, 1940, issue of the LABOUR GAZETTE (page 1230) to the civilian re-establishment of soldiers under the Veterans' Welfare Division of the Department of Pensions and National Health.

This matter of rehabilitation was referred to a Special Committee of the Cabinet under the chairmanship of the Hon. Ian A. Mackenzie, Minister of Pensions and National Health. Details of the program to be adopted were assigned to a General Advisory Committee. The Cabinet Committee on Demobilization and Re-establishment, having received progress reports from sub-committees representing various Government Departments, has announced the basis of a program for the rehabilitation and social readjustment, of those serving in the forces.

In a statement issued on January 7, the Hon. Mr. Mackenzie enumerated the measures that have been taken by the various Departments to assist men who have served in the present war.

These include pensions for death or disability incurred as a result of service, hospitalization and allowances, and a re-habilitation grant equivalent to one month's pay and dependants' allowance to men discharged after six months' service. In addition, the Minister indicated the steps taken to protect the employment interests of ex-service men in the following paragraphs:

The Minister of Labour has instructed the Employment Service of Canada to give special attention to the employment of ex-service men of the present as well as the last war.

Close attention has been given to arranging effective means for broadening the preference for ex-service men in employment on government contracts, including war contracts. Important results have been obtained and the matter is being actively dealt with by several departments.

Where a discharged veteran entitled to preferential employment lacks the necessary skill or experience for available employment, the Department of Labour has agreed to place the facilities of its Training Plan at his disposal. The ex-soldier without vocational skill may thus acquire training which will help him in his immediate employment problem and be of value to him throughout his life.

The employment problem and the problem of social readjustment are ones that call for the closest co-operation of government departments, private citizens and the many admirable voluntary associations formed by the public in every community throughout Canada. Fortunately, this co-operation is being afforded in increasing measure. . . .

As has been indicated, the disbursement of the rehabilitation grant has been made the occasion for obtaining from every discharged man a record of his occupational history. A form was prepared by the Employment Subcommittee collaborating with the Cabinet Committee on Demobilization and Re-establishment. This form was approved by the Department of Labour and the National Labour Supply Council. Each man on receiving his rehabilitation grant will fill out this form, giving a complete record of his education, training, experience, former employment and all relevant data.

Statistics of Relief recipients for November

The grand total of all classes of persons on urban and agricultural relief across Canada in November of this year showed an increase of 7·8 per cent from October but a reduction of 53·9 per cent from November a year ago, according to figures released by the Department of Labour. The grand total for November, as shown by the preliminary results from the registration of all direct relief cases carried out for the Department of Labour by the provinces and municipalities, stood at 270,000. This total represented a decrease of 65·1 per cent from the peak figure of the year which occurred in the month of March: in November, 1939, the decrease from the peak month of that year was 43·0 per cent, while November, 1938, showed 24·7 per cent decrease from March, 1938.

Unemployed but fully employable persons on relief in November this year numbered 45,000, an increase of 1·6 per cent from the revised October total. The figure for November this year showed a decrease of 66·1 per cent from November a year ago, and a decrease of 68·6 per cent from November, 1938. From the peak figure of 172,683 in March of this year, the November total of fully employable persons was down by 73·9 per cent.

A total of 230,500 persons were receiving non-agricultural relief in November, an increase of 1·7 per cent from the corrected figure for the previous month: November, 1939, had shown an increase of 4·9 per cent from October, 1939. This category includes all totally unemployable, partially employable and fully employable persons, together with all dependents of family heads. This aggregate showed a decrease of 54·6 per cent from the figure for November, 1939, and a decrease of 56·9 per cent from the figure for November two years ago. In relation to the high month of 1940, the November total on urban relief showed a decrease of 64·5 per cent.

The Dominion total on agricultural relief continued to show a major decline from the year before, following improved crop conditions in 1939 in the Prairie Provinces. A total of 8,500 farmers who, together with their dependents, accounted for a farm population of 39,500, were reported as receiving agricultural relief for subsistence in November; this total indicated a decline of 69·7 per cent from the high month of this year. The Dominion total on agricultural relief in November increased by 66·1 per cent from the revised October figure, but was 49·2 per cent less than November, 1939, and 84·3 per cent less than in November, 1938. Figures for November for Saskatchewan alone showed decreases of 44·1 per cent and 86·6 per cent from November, 1939, and from November, 1938, respectively; the Saskatchewan total of 29,500 persons on agricultural relief accounted for 74·7 per cent of the Dominion total in November this year.

Rapid increase in Canadian machine tool production

Machine tool production in Canada jumped 800 per cent in 1940 as against 1939, according to a statement made by Hon. Angus L. Macdonald, Acting Minister of Munitions and Supply. He pointed out that 1940 production was valued at $10,821,949, compared to $1,548,419 in the preceding year.

Commenting upon Mr. Macdonald's announcement, Thomas Arnold, Machine Tools Controller and member of the Wartime Industries Control Board, said he anticipated a further substantial increase in the output of machine tools in the Dominion this year.

Mr. Arnold said a major problem in development of Canada's vast munitions program had been a shortage of machine tools. It was for this purpose that the Government set up a Crown company, Citadel Merchandising Co., Ltd., which since its inception on June 1, 1940, purchased, or arranged the purchase of tools to a value of $40,000,000 for essential war industries. In some instances the company has obtained capital assistance from the Government for new plants, title of which is vested in the Crown, for the manufacture of tools never made previously in this country.

"The small tool situation in Canada is acute," Mr. Arnold declared. "Export of milling cutters, drills, reamers, and similar tools has been prohibited, and we are negotiating with manufacturers with a view to increasing their output considerably. We have taken steps, also, to divert supplies of used tools to war industries. In numerous instances it has been necessary to give contractors for war materials priority on deliveries of new machine tools."

Mr. Arnold said the Order in Council passed on November 20, prohibiting the introduction of new models (LABOUR GAZETTE, December, 1940, page 1241), already had produced "gratifying results."

"Manufacturers in general seem well satisfied and are now standardizing their equipment, working in conjunction with one another, and manufacturing their requirements in Canada," Mr. Arnold added. "The freezing of models has made it possible for many industries to divert machine tools and expert workmen from domestic lines to war production."

Executive appointments to Unemployment Insurance Commission

Appointments to four executive administration posts on the Unemployment Insurance Commission were announced recently by the Civil Service Commission.

Mr. Allon Peebles, former chairman of the British Columbia Health Insurance Commission, was named executive director; Mr. R. G. Barclay, was appointed chief insurance officer; Mr. E. C. Desormeaux, bilingual secretary, and Mr. J. S. Hodgson, executive assistant.

Tobacco prosecution under Combines Investigation Act

Charges under the Combines Investigation Act against the Imperial Tobacco Company of Canada Limited and 39 other tobacco manufacturers, wholesalers and distributors were laid on November 19, 1940, in the Supreme Court of Alberta by agents of the Attorney General of that province.

This action follows the stay of proceedings which the Crown entered on May 10 last in the trial in which the Imperial Tobacco Company and 34 other defendants were charged with conspiracy in restraint of trade under Section 498 of the Criminal Code (LABOUR GAZETTE, June, 1940, p. 612). Proceedings against nine other defendants, who had elected for jury trial, were discontinued by a stay entered by the Crown on November 18, 1940.

Each of the six new charges under the Combines Investigation Act alleges that the accused were parties to or assisted in the formation or operation of a combine respecting the production, sale or supply of cigarettes and other tobacco products in the province of Alberta and elsewhere in Canada during the past six years. The first five charges allege the existence of a combination (1) to prevent or lessen competition; (2) substantially to control production, sale or supply; (3) to fix a common price or resale price; (4) to limit facilities for producing, supplying or dealing in tobacco products; and (5) to enhance the price or cost of such products —which combination has operated or is likely to operate to the detriment of the public. The sixth charge alleges the existence of a monopoly in producing, purchasing, supplying or dealing in tobacco products, which monopoly has operated or is likely to operate to the detriment of the public. Following the laying of the charges search warrants were issued in Alberta on behalf of the Crown to authorize search of the premises of certain of the accused in Alberta and at Montreal, Toronto, Winnipeg and other places and seizure of any documents found which would afford evidence relevant to the charges. Motion brought by the Imperial Tobacco Company of Canada, Limited, and the Imperial Tobacco Sales Company of Canada, Limited, to quash the warrants affecting them was dismissed by Mr. Justive Ives of the Supreme Court of Alberta on December 6.

Before pleading, some of the accused moved to quash the charges on the grounds that no preliminary hearing had been held and that the charges were bad in law. This motion was dismissed on December 11 by Mr. Justice Shepherd of the Supreme Court of Alberta. On the same date pleas of not guilty were entered by six of the accused, and pleas of autrefois acquit by thirty-three others, who alleged that the previously stayed proceedings were a bar to the present prosecution. One defendant was reported to be out of business and was therefore not called upon to plead.

Proceedings on behalf of the Crown are being conducted by the Alberta Attorney-General's Department, represented by J. C.

McRuer, K.C., of Toronto, and H. J. Wilson, K.C., Assistant Deputy Attorney-General of Alberta. Mr. McRuer has been retained by the Minister of Justice to act as senior crown counsel under the authority of the Provincial Attorney-General. It is understood that the trial is set to open in Edmonton on March 17.

Canadian visit of Sir Walter Citrine

Sir Walter Citrine, secretary of the British Trades Union Congress and president of the International Federation of Trade Unions, is at present on a visit to the Dominion upon the invitation of the Canadian government. Recently he concluded a tour of the United States where he addressed the convention of the American Federation of Labor at New Orleans. That speech, specifically addressed to the American labour movement, was an effective analysis of British labour's vital contribution to the defence of democracy (LABOUR GAZETTE, December 1940, pp. 1261-1263).

Sir Walter arrived in Vancouver on January 11 and is visiting Winnipeg, Montreal, Toronto and Hamilton. The Trades and Labour Congress of Canada and the Association of Canadian Clubs co-operated in arranging his itinerary, which provided that he speak to the members of the local Trades and Labour Councils in all of the cities mentioned except Ottawa and to the Canadian Clubs in Vancouver, Winnipeg, Montreal and Toronto. A nation-wide radio broadcast was also planned. During his stay in Ottawa Sir Walter will meet the Prime Minister and a number of members of the government.

Food prices pegged in Great Britain

According to an announcement made on January 7 by the British Minister of Food, Lord Woolton, prices of an additional variety of foods were pegged at not more than the prices prevailing on December 2.

The foods enumerated on the pegged price list were coffee, cocoa, chocolate, canned and boiled vegetables, canned pork and beans, honey, fish and poultry pastes, poultry, tapioca, biscuits, canned soups, processed cheese, custard powders, jellies and nuts. Wholesalers are forbidden to sell these articles at prices higher than the prices of each on December 2.

In making the announcement of the food price pegging order, Lord Woolton declared that it would "burn the fingers of new people coming into the food trade as a profitable field for speculation. They have been taking their rake-off of profit and have rendered no service at all to the country."

Wartime regulation of working conditions in New Zealand

By the Labour Legislation Emergency Regulations dated June 18, 1940, the New Zealand Minister of Labour is empowered to suspend, by Order, for any specified branch of activity the provisions of any legislation, award or agreement, so far as they relate to conditions of employment, and to prescribe other conditions of employment in place thereof, if it appears to him to be expedient or necessary to do so for securing the public safety, the defence of New Zealand or the efficient prosecution of the war, or for maintaining supplies and services essential to the life of the community. The Labour Legislation Emergency Regulations dated September 14, 1939, which gave similar authority to the Minister, but only with regard to provisions which prohibited or restricted the working of extended hours or which related to the conditions under which such hours might be worked, are repealed; any Orders issued under those Regulations are, however, to continue in force and are to be deemed to have been issued under the new Regulations. So far as is known, only two such Orders removing restrictions on the working of overtime have been issued. One dated September 15, 1939, applied to public works and contracts for emergency and defence purposes in connection with the establishment of military camps, aerodromes, road works and the erection of stores, and the other, dated June 4, 1940, applied to munition works.

Under the new Regulations, an Order entitled "The Woollen Mills Labour Legislation Suspension Order, 1940," was issued by the Minister of Labour on June 19, 1940, suspending those provisions of all existing legislation, awards and agreements which prevent or restrict shift-working in any woollen mill where the manufacture of woven and machine-knitted fabrics and hosiery is carried on. Both the present Order and the two previous Orders, referred to above, provide for the payment of supplements, in addition to their ordinary wages, to all workers employed on shift work.

The Western Clock Company of Peterborough, Ontario, announced recently the adoption of an income and pension plan for its employees. It was provided that the plan would become operative on January 1, if 75 per cent of the employees had signified their intention of subscribing to it. A sick benefit provision is also included in the plan.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

FOUR applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour recently, as follows:—

(1) From 90 employees of the St. John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., members of Local 482, International Association of Machinists. The dispute has arisen out of the employees' request for increased rates of pay.

(2) From employees of Fairfield and Sons, Limited, Winnipeg, Man., members of Fairfield Woollen Mills Employees' Unit, One Big Union. It is alleged by the applicants that the employing company has discharged eleven workers for union activity and otherwise interfered with the employees' freedom of association; also that it has refused to negotiate a union agreement covering wages, hours of labour and working conditions. Approximately 150 employees are said to be directly affected by the dispute.

(3) From chauffeurs, helpers, warehousemen, etc., in the employ of National Cartage and Storage, Limited, Winnipeg, Man., members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers. The employer has refused to grant the employees' request for a revision of the existing agreement which would provide for increased wages, time and one-half for overtime and vacations with pay. It is stated in the application that the dispute affects 52 employees directly and 20 indirectly.

(4) From chauffeurs, warehousemen, etc., in the employ of the Manitoba Cartage and Warehousing Company, Limited, members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers. The employer has refused to grant the employees' request for a revision of the existing agreement which would provide for increased wages, time and one-half for overtime and vacations with pay. It is stated in the application that the dispute affects 48 employees directly and 19 indirectly.

Board Established

On December 16 the Minister of Labour established a Board of Conciliation and Investigation to deal with a dispute between H. F. McLean, Limited, and its plumbers, steamfitters, sprinkler-fitters and general pipefitters employed at Ile de Salaberry, P.Q., members of Local Union 144 (Montreal), United Association of Plumbers and Steamfitters. An application for the establishment of a Board had been received from the employees in the previous month (LABOUR GAZETTE, December, 1940, p. 1232). The members of the Board are the Honourable Mr. Justice Paul Mercier, chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Mr. D. A. Paterson, nominated by the employer, and Mr. Robert Lafleur, nominated by the employees. All three are residents of Montreal.

Other Proceedings under the Act

The personnel of the Board established to inquire into differences between the Dominion Steel and Coal Corporation, Limited, and the employees in its Peck Rolling Mills Division, was completed on December 19 with the appointment of the Honourable Mr. Justice Lucien Cannon, of the Superior Court of Quebec, as chairman, on the joint recommendation of the other two members, Mr. Lionel A. Forsyth, K.C., Montreal, nominated by the employer, and Mr. J. L. Cohen, K.C., Toronto, nominated by the employees.

The Board established to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, and its employees at Bowmanville, Ont., members of Local 189, United Rubber Workers of America, has also been fully constituted. Mr. Victor A. Sinclair, Toronto, has been appointed a member of the Board on the employer's nomination, and on the joint recommendation of Mr. Sinclair and Mr. Andrew Brewin, the employees' nominee, the Minister has appointed the Honourable Mr. Justice J. G. Gillanders, of the Ontario Court of Appeal, to the chairmanship.

Settlements

It is reported that a settlement has been reached in the dispute between the Trenton Steel Works, Limited, and the Eastern Car Company and their employees, members of Local 1231, Steel Workers' Organizing Committee. On December 14 the parties entered into a wage agreement based upon the recommendations of the Board of Conciliation and Investigation which dealt with the dispute. The text of the Board's findings was given in the September, 1940, issue of the LABOUR GAZETTE (pp. 896-907).

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As a result of the mediation of an officer of the Department of Labour, a mutually satisfactory settlement has been reached in the dispute between the Guelph Transportation Commission and its bus operators, garage mechanics, etc., members of Division 1189, Amalgamated Association of Street and Electric Railway and Motor Coach Employees of America, and the employees' application for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, December, 1940, p. 1232) has been withdrawn.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1940

THE following table shows the number of disputes, workers involved and time loss for December, 1940, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time lost in man working days
*Dec. 1940	9	903	3,360
*Nov. 1940	16	3,646	15,964
Dec. 1939	12	1,666	20,963

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

The number of strikes and lockouts recorded for December, as well as the number of workers involved and the time loss incurred, was much smaller than in November and appreciably smaller than in December of last year. None of the disputes involved large number of employees for many days during the month. Five strikes of coal miners in Alberta and Nova Scotia and one strike of coal shipping pier workers in Nova Scotia were of brief duration and did not involve many workers. In November three strikes of coal miners in Nova Scotia and two strikes of highway truck drivers at Toronto and other points in Ontario caused most of the time loss for the month. In December, 1939, the important disputes involved knitting factory workers at Brantford, Ont., fish handlers at Lockeport, N.S., gold miners at Pioneer Mines, B.C., coal miners at Estevan, Sask., and felt factory workers at Guelph, Ont.

One dispute, involving 50 workers, was carried over from November and eight disputes commenced during December. Of these nine disputes, seven were terminated during the month. Two resulted in favour of the workers and three in favour of the employers involved. A compromise settlement was reached in one case and the result of one dispute was recorded as indefinite. At the end of the month, therefore, there were two strikes or lockouts recorded as in progress, namely: truck drivers, transport company, Toronto, Ont., etc., and hotel waiters, Vancouver, B.C.

The record does not include minor disputes such as are defined in a previous paragraph nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to four disputes of this nature; namely: hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; and dairy employees, Toronto, Ont., one employer, October 8 to November 30, 1940.

Disputes involving men on unemployment relief work who are not paid wages but receive subsistence for which work is performed or may be required are not included in the record, no relation of employer and employees being involved.

A strike of sixty-five carpenters on one job at Debert, N.S., on November 27 was not reported in time for inclusion in the Labour Gazette for December. The men had demanded an increase in wages but most of them resumed work without an increase on the next day and the others drew their wages and left.

A stoppage of work by a number of men engaged to load a steamer at Shelbourne, N.S., on December 21 has been reported in the press but detailed reports on the dispute have not

been received. It appears that the men asked for an increase in wages from 25 cents per hour to 35 cents but were given 30 cents and resumed work after a few hours.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to December

TRUCK DRIVERS (HIGHWAY TRANSPORT), TORONTO, ONT., ETC.—As stated in the LABOUR GAZETTE for December, many of the men on strike had been replaced and others had resumed work by the early part of December. It was reported that others had secured work elsewhere and by the end of December only four were not at work. At the middle of December the management met the representatives of the men but a settlement was not reached. Arrangements were made for further negotiations early in January.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1940*

Industry, occupation and locality	Number involved		Time loss in man working days	Remarks
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to December, 1940				
TRANSPORTATION—				
Local and Highway—				
Truck drivers (highway transport), Toronto, Ont., etc.	1	50	300	Commenced Nov. 11, 1940; against closed shop agreement with another union and for increased wages and reduced hours; unterminated.
(b) Strikes and Lockouts commencing during December, 1940				
MINING, ETC.—				
Coal miners, Round Hill, Alta.	1	15	150	Commenced Dec. 2; for increased wages; terminated Dec. 13; negotiations; in favour of workers.
Coal miners, Round Hill, Alta.	1	21	63	Commenced Dec. 3; for increased wages; terminated Dec. 5; negotiations; in favour of workers.
Coal miners, Rosedale, Alta.	1	220	1,540	Commenced Dec. 3; for discharge of a certain foreman; terminated Dec. 10; return of workers; in favour of employer.
Coal miners, Stellarton, N.S.	1	144	216	Commenced Dec. 6; against suspension of miner; terminated Dec. 7; return of workers; in favour of employer.
Coal miners, Aerial, Alta.	1	125	125	Commenced Dec. 9; for dismissal of worker; terminated Dec. 9; return of workers; compromise.
Coal pier workers, Sydney, N.S.	1	235†	470	Commenced Dec. 9; for increased wages; terminated Dec. 10; replacement; in favour of employer.
CONSTRUCTION—				
Other—				
Truck drivers, Port Morien–Reserve District, N.S.	1	31	31	Commenced Dec. 20; for rate per ton instead of per hour; terminated Dec. 20; operations discontinued; indefinite.
SERVICE—				
Business and Personal—				
Hotel waiters, Vancouver, B.C.	1	62	465	Commenced Dec. 23; for union recognition, wage increases, etc.; unterminated.

* In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

† Two thousand miners indirectly affected for two days.

Disputes Commencing During December

COAL MINERS, ROUND HILL, ALTA.—Employees in one mine ceased work on December 2 demanding an increase in wages. Work was resumed by December 14, an increase having imposed.

COAL MINERS, ROUND HILL, ALTA.—Employees in one mine ceased work on December 3 to secure an increase in wages from 35 cents per car to 50 cents but reduced this demand to 40 cents per car. An agreement was reached that the increase to 40 cents would be made, effective until April 30, 1941, and work was resumed on December 6.

COAL MINERS, ROSEDALE, ALTA.—Surface employees at one mine ceased work on December 3, their demand for the dismissal of a foreman, suspended as a result of a dispute with a worker, having been refused. The underground miners also ceased work on December 4. The union officials advised the men to return and work was resumed on December 11.

COAL MINERS, STELLARTON, N.S.—Employees at one mine were involved in a cessation of work for part of a shift on December 6 and on December 7 in protest against the suspension of one worker for misconduct. Work was resumed on December 9 and, following an investigation, a suspension of six days was imposed.

COAL MINERS, AERIAL, ALTA.—Employees in one mine were on strike for one day, December 9, against the employment (apparently by mistake) of a boy under age. Union officials advised the men to resume work and the management agreed to maintain the rule not to employ boys under seventeen years of age and to secure proof of age.

COAL PIER WORKERS, SYDNEY, N.S.—Shipping pier workers demanded a guaranteed minimum wage of $25 per week for each man during the slack winter season instead of wages per ton as provided in the union agreement. The men ceased work on December 9 against the advice of the officers of the district and local union. Steamships at the pier for coal were loaded at other localities. It was reported that three collieries employing 2,000 men were indirectly affected, being unable to operate for two days. The District President of the United Mine Workers of America cancelled the charter of the local union in accordance with the union constitution. The strike was called off on December 10. The dispute as to wages was referred to a conference of the management and union officials dealing with other matters.

HOTEL WAITERS, VANCOUVER, B.C.—Waiters in the dining room of one hotel ceased work on December 23 following the refusal of the management to enter into an agreement with the Hotel and Restaurant Employees' local of the Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America. The dispute had been referred to a Board of Arbitration under the British Columbia Conciliation and Arbitration Act. The award of the Board delivered early in November had recommended that the management should sign a closed shop union agreement providing for certain increases in wages and certain working conditions. The management offered to negotiate an agreement with employees. The other employees in the hotel including the waitresses in the cafeteria were reported to have continued to work. The union requested the provincial Department of Labour to bring about a settlement but were informed that all proceedings under the Act had been carried out, including conciliation before the strike. At the end of the month the dispute had not been terminated.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in March, 1940, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1939. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of a much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order

under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, page 760.

The number of disputes which began during October was 91 and 10 were unterminated at the end of September, making a total of 101 disputes in progress during October. The number of workers involved was 24,700 and the resultant time loss 87,000 man-working days.

Of the 91 disputes which began during October, 23 arose out of demands for increased wages and 25 were over other wage questions; two over questions as to working hours; 19 were over questions regarding the employment of particular classes or persons; 18 arose out of questions respecting working conditions; two on questions of trade union principle; and two were sympathetic strikes. During October final settlements were reached in the case of 77 disputes, of which 9 were settled in favour of workers, 46 in favour of employers and 22 resulted in compromise settlements. In 10 other disputes work was resumed pending negotiations.

A six-day strike occurred in a factory manufacturing army uniforms, the strikers demanding the dismissal of a worker who had violated union rules. The strike was called off by the union December 27.

United States

Preliminary estimates for September, which as the Bureau of Labour Statistics points out are based on "scattered information from newspapers and other sources and are subject to revision as more definite reports are received", show 220 strikes as having begun during September, which with 130 unterminated at the end of August made a total of 350 in progress during the month. The number of workers involved in these disputes was approximately 95,000 with a resultant time loss of 725,000 man-working days. The comparable figures for the previous month, which have been partially revised but are not final show that there were 320 strikes in progress involving about 52,000 workers with a resultant time loss of about 615,000 man-working days.

Strikes of lumber and sawmill workers, numbering in all about 10,000, occurred early in December in the state of Washington. They lasted for a week or ten days and were settled by a compromise on the wage increases demanded.

Final Statistics of Home Improvement Plan Loans

On January 3, the Honourable J. L. Ilsley, Minister of Finance, released final figures showing the result of operations under the Home Improvement Plan to October 30, 1940. As at this date, the $50,000,000 loan authorization under the Home Improvement Loans Guarantee Act, 1937, having been exhausted, the Government's undertaking to provide a guarantee for the encouragement of this type of loan was terminated. Improvement loans made on or after October 31, 1940, will remain, as previously, direct obligations of the borrowers to the lending institutions, but will not qualify for Dominion guarantee.

The Home Improvement Plan which provided a convenient plan whereby home owners could secure through the banks and other approved lending institutions the required funds to improve repair and modernize their properties was brought into operation in November, 1936. (LABOUR GAZETTE, November, 1936, pp. 988-9). When the Plan was terminated at October 30, 1940, it had, therefore, been in operation for a period of four years. The number and volume of loans for each of these four years of operation are as follows:

Year	Number of Loans	Volume of Loans
November, 1936-October 1937	29,963	$11,721,129
November, 1937-October 1938	27,914	11,429,681
November, 1938-October, 1939	35,374	14,591,916
November 1939-October 1940	32,401	12,247,894
	125,652	$49,990,620

CANADA'S WAR EMERGENCY TRAINING PROGRAMME FOR 1941

Report of Inter-Departmental Committee on Labour Co-ordination

AN industrial training programme to meet the skilled labour requirements of Canadian industry geared to war production, was announced by the Hon. Norman A. McLarty on January 10. The revised programme is in effect an expansion and stream-lining of training machinery which has been in operation for some time.

This action was taken on the recommendations contained in a report of the Inter-Departmental Committee on Labour Co-ordination comprising the following members:

Dr. Bryce M. Stewart, Chairman, Department of Labour.

Colonel George S. Currie, Department of National Defence.

Dr. W. A. Mackintosh, Department of Finance.

Mr. H. B. Chase, Department of Munitions and Supply.

Major-General L. R. LaFleche, Department of National War Services.

Mr. A. J. Hills, Chairman, National Labour Supply Council.

Major R. J. Waterous, Department of National War Services.

Mr. J. C. Cameron, Executive Assistant.

Mr. Humphrey Mitchell, Secretary.

The following is the text of the report:

Memorandum on War Labour Demand & Supply for the Year 1941

After careful consideration of such data on man power requirements as are now available, the Inter-departmental Committee on Labour Co-ordination is reasonably confident that the total labour requirements for the armed forces and industry can be met. A careful study of the additional man power needed for war production in 1941, based on field visits, is now in process. The tentative figures here used are based on returns received by mail from a considerable proportion of the total number of war contractors and the partial returns already in hand from the above mentioned study. It is proposed that, when the study is completed early in January, these estimates will be checked and a revised report will then be submitted if any considerable change is indicated.

The increase in the personnel of the armed services during the year, as submitted by responsible officials, is estimated as follows:

Navy	5,400	
Army	80,000	
Air Force.....	31,800	117,200

For war production the following estimates, derived from a canvass of war contractors are submitted:

	Dec. 31/40	Dec. 31/41
Shells and Components.....	7,800	15,000
Aircraft (incl. civilian mtce.).....	18,000	40,000
Chemicals and explosives.....	2,000	21,000
Shell filling.....	500	
Construction	49,600	20,000
Guns	4,700	20,000
Small arms ammunition.....	4,000	20,000
Shipbuilding, boilers, engines and fittings.	16,000	25,000
Military motor vehicles.....	19,300	23,300

In short, the total additional drain on the labour market from these services in 1941 is estimated at approximately 200,000. This includes workers of all classes—skilled, semi-skilled, women as well as men.

The Committee holds the view that the requirements of unskilled labour can be met without serious difficulty. There is still a considerable surplus of unemployed unskilled labour and a reserve of women workers that may readily be trained in a short time and absorbed into the lower levels of skill in industry.

Nor does the Committee anticipate that the problem of finding the requisite number of semi-skilled workers will offer any insuperable obstacle.

The requirements of skilled labour, especially in the metal trades, will be the most difficult to meet, but here it is felt that by one means or another the men can be supplied. The demand of the armed forces for skilled labour in 1941 from the general labour market (the services will train additional numbers from their own enlisted personnel) are as follows:

Navy	750	
Army	14,000	
Air Force.....	6,000	20,750

	Dec. 31/40	Dec. 31/41
Military motor vehicle steel body elements	1,400	5,600
Military motor vehicle tires	1,800	2,200
Military garments	15,500	6,500
Primary textiles	8,000	5,500
Tanks	1,000	10,000
Steel	....	7,000
Extra clerical employment in industry	....	5,000
Total	149,600	226,100

Of the above, the army and air force are asking that their full quotas shall be trained in the industrial training programme and returned to them on graduation. This is being planned for. The relatively small requirements of the navy for skilled workers will, for the most part, have to be met by recruiting in the general labour market. Here, no serious difficulty is anticipated.

The quota of 90,000-100,000 additional employees required on war production must be increased by probably another 100,000 to meet the additional demands of industries ancillary to war plants (communication, transportation, service occupations, production of raw materials, etc.). It is estimated that of the total 200,000 not more than 75,000 would be skilled and semi-skilled workers.

This requirement can be met through the industrial training programme. Steps are now being taken to develop a training programme which will graduate 50,000 trainees from vocational schools and an equal number from plant schools during the coming year. If 20,000 of this total are assigned to the armed forces, 80,000 will remain to meet industrial requirements. As in Britain and the United States, the demand for skilled labour can be reduced through the process of up-grading semi-skilled workers. Jobs will be broken down, and the trained mechanics will devote their time to the most skilled part of the work. The rest of the work will be divided among others next the mechanics in line, each of whom ought to be broken in on his part of the job with a few weeks training. New employees will be taken on at the bottom on the least skilled jobs and moved up as rapidly as circumstances and their abilities permit. Each step up will bring an increase in pay.

With respect to the probable absorption of 125,000 unskilled workers, it is expected that the reserve of unskilled men will be ample. There is general agreement that as yet there is no evidence of a shortage of unskilled labour. At the end of September, 1940, 58,000 men were reported as unemployed on the registers of the Employment Offices and this is probably not more than 25% of the total supply available in the country. Employers are experiencing no difficulty at the moment in securing all the unskilled labour they need and they do not anticipate any problem in this respect for some time to come. Candidates for training in schools have been coming forward in large numbers and it now appears that the supply of trainees will be ample for some time ahead. In June, 1941, an additional 100,000 young people will graduate from secondary schools. This affords an additional reserve. Finally, if despite these estimates a shortage of unskilled labour should be experienced, it would be possible to enact measures enabling war industries to draw workers from non-war employment.

Administration of the War Emergency Training Programme

It is proposed that the training programme shall be administered through the machinery of the Youth Training Scheme in the Department of Labour. Under Youth Training Act agreements in effect in all provinces, the facilities of Vocational Schools and Special Training Centres, whether under the Provincial Departments of Education or of Labour, may be used to the fullest possible extent for training purposes.

The Labour Co-ordination Committee feels that, on the basis of estimated labour requirements for 1941, the present facilities are adequate, although it may be necessary to resort to two and three shifts to a greater extent than at present and to have recourse to training in industrial plants to a much greater degree. The Committee is assured that the school facilities are adequate to permit the training of 50,000 persons in 1941 and that an additional 50,000 can be trained in plant schools.

The proposed distribution of trainees in vocational schools by provinces, the services and industries in 1941 is shown in Appendix A.

In planning the programme the Committee has considered several moot questions, such as training of older persons, and has agreed on a set of principles as follows:

PRINCIPLES

1. War production will be greatly augmented in 1941, and the consequent increased demand for skilled and semi-skilled workers will necessitate a marked expansion in the present programme of training.

2. Large numbers of young people must be trained, but preference ought to be given to veterans of the Great War and those discharged from the armed forces in the present war. It will be necessary to train increasing numbers of men over forty years of age, women and others. Preference in the selection of trainees should be given in the above sequence.

3. Persons should be selected for training by reason of their capacity to benefit from it and for no other reason.

4. Adequate training facilities should be provided in order to meet the requirements of war industry and to supplement the trade training plans already operated by the armed forces.

5. The work carried on in schools and training centres must be co-ordinated with the needs of industry and the armed forces with regard to (a) the nature and extent of instruction with a view to making it as productive as possible; (b) selection of trainees; and (c) their subsequent absorption or placement.

6. While the control and administration of training in the schools is a provincial responsibility, continued and greater federal financial assistance will be necessary for war training purposes. It should be granted wherever the provinces are willing to amend or extend their training programmes as required by the Dominion Government.

7. In provinces where the responsibility for training is divided between different departments of government, it should be a condition of federal aid that a director of training or a single authority responsible for the entire programme and for the co-ordination of all phases of the work shall be designated.

8. Federal supervision should be established both in schools and industry in order that the output of trainees shall be geared to the demands of industry over the country as a whole and that there shall be adequate machinery for the transfer of graduates from the schools to the point of demand in industry. Conversely there should be provision for the transfer of enrolled students to the most appropriate schools.

9. It is recognized that training in schools and training centres will be, in many instances, preliminary or supplementary to plant training. Provision should, therefore, be made for training in plants to absorb a proportion of the output of the schools, and to train such additional numbers of workers as may be needed.

10. Certain classes of trainees in vocational schools should be granted reasonable living allowances.

11. A schedule of wages uniform over the whole country should be established for trainees in plants, except that special schedules may be established if it should become necessary to attract adult workers with the requisite experience to permit their being quickly trained for certain highly skilled occupations.

12. Each industrial plant accepting war contracts should be obliged to assume a large measure of responsibility for the training of its own new workers and for the training of other persons for essential war industries as required.

13. Industrial concerns should exhaust the local labour supply in the occupations required before drawing on other labour centres or recruiting trainees.

14. In planning and carrying out the war training programme its adaptation to the post-war situation should be constantly kept in mind.

15. In addition to short course training in technical schools, training centres and plants, provision should be made to train, over a relatively long period, a number of selected persons in the metal or other scarce trades. Such a plan is needed to meet the demand for workers with a relatively high degree of technical skill, which the progressive introduction of numbers of short term trainees will set up, and will be especially important if the war should be long.

16. Adequate training facilities should be provided for instructors.

17. If it should become necessary, the Government in negotiating contracts should require the contractor to train a specified number of workers in the scarce trades in addition to the contractor's own requirements.

18. If necessary, non-war industries should be encouraged and assisted to give training for war production in their plants. If after giving training employers in the non-war industries are required to release such workers to employers in the war industries, they should be reimbursed by the latter.

19. Employers shall be encouraged to train by the method of up-grading.

20. Necessary expansion in the training programme should be effected through training in plants rather than in schools.

21. The training programme should be allocated among the provinces in relation to their existing training facilities as far as possible.

Methods to be Used in the Carrying out of the War Emergency Training Programme

1. Immediate steps should be taken, either by machinery supplemental to the existing employment offices or by a separate organization, to receive applications for employment or training from the following groups in the order named: veterans of the Great War and those discharged from the armed forces in the present war, men over forty years of age, women and others. All other factors being equal unemployed men will be first assigned provided they have the requisite capacity to benefit from the training or to perform the work. Applicants will be directed to employment, to plant schools or to the proper technical or vocational schools for training as soon as arrangements for their reception have been completed. In this connection publicity of various types (radio and newspaper announcements) may be necessary.

2. The armed forces should train men for their own requirements particularly skilled labour as far as possible and they should indicate their total probable enlistment of additional skilled men for the year 1941. This is necessary in order to keep a proper balance between industry and the armed forces.

3. Employers on war contracts and war industries controlled by the Government, such as arsenals and explosive plants, should be asked to forecast their requirements for the year 1941.

4. These data should give the committee some measurement of skilled labour requirements at present and for some months ahead and should indicate in what occupations and locations the labour is needed. The information should be supplemented currently by reports from all departments of Government concerned. As soon as the enlistment of a quota of men, or a new governmental project, or a new contract is decided upon, the committee should be advised so that the necessary labour may be determined and measures to secure it considered as early as possible.

5. The training programme shall be conducted through the following divisions: (a) plants and plant schools; (b) industrial training centres; (c) pre-employment classes conducted in vocational schools. These classes might be divided into the following subdivisions:

A. Plant Schools

(i) Special training schemes for returned soldiers and married men.

(ii) Supplementary training for graduates from the pre-employment classes of vocational schools.

(iii) Training other groups for semi-skilled production jobs for which adequate training is not provided in vocational schools.

(iv) Supervised training and transfer of workers within the industry with a view to developing skilled mechanics and men for key positions.

Jobs should be broken down, and the trained mechanics should do only the most skilled part of the work, the rest of the job should be divided among a few others nearest him in line, each of whom should be broken in on his part of the job with a few weeks' training. Others behind them should move into their places and so on throughout the plant. Each step up should bring an increase in pay. New employees should be taken on at the bottom on the least skilled jobs and moved up as rapidly as their abilities and the circumstances permit.

B. Industrial Training Centres

Industrial Training Centres have been opened in certain areas where adequate facilities were not available in existing Technical Schools or where there were no technical schools. Additional centres will be opened wherever present facilities prove inadequate to meet the demand.

C. Vocational Schools

(i) Pre-employment classes in technical and vocational schools throughout the Dominion, designed to provide a general training in the use and care of tools and in the fundamental operations of those trades and occupations for which workers are required.

(ii) Specialized training in vocational schools for such occupations as welders (acetylene and arc) machine operators, riveters, and other scarce trades, etc. A list of the scarce trades shall be made available and revised from time to time as necessary.

(iii) More advanced training of a practical and technical nature for persons with previous training or experience, who will be further trained in industry for key positions.

(iv) Refresher courses for older men with previous experience in skilled occupations, who require intensive training to fit them for immediate employment in war industries.

6. In order that the work of plant schools, technical schools and industrial training centres may be closely related to the needs and requirements of industry and the armed forces, officials

shall be appointed whose duties shall be to see that the courses are adjusted to meet these needs in different localities and under different circumstances, and to act in a supervisory or consultative capacity in connection with any training programme. The division of duties will depend upon the nature and extent of the work in each area and may be either on a geographical or industrial basis. In some cases provincial officials can do this work. In others, additional staff may be required. Such officials will be responsible for the conduct of the training courses under the rules established, and they will see that the regulations respecting wages and promotion are observed.

7. In the navy and army, the training in special classes shall be confined to industrial courses for tradesmen and mechanics required by these services, and such courses shall be approved by responsible officers of the branches of the service concerned in so far as training beyond the requirements of the services provide.

8. Trainees in R.C.A.F. courses shall be selected in accordance with R.C.A.F. requirements and instruction shall be given in those trades requested by the R.C.A.F. The instructions given in each trade shall follow the syllabus prescribed by the R.C.A.F.

9. Suitable forms of application for employment or training shall be printed and distributed through Employment Offices, schools, post offices, and industries. Where there is a local vocational school or training centre, applications shall be sent there. Applications from other areas shall be directed to the Provincial Director of the programme who shall determine to which centre or school the applicant shall be sent.

Placement and Allowances

10. The following general procedure shall be adopted in placement work:

(*a*) Applications for employment shall be reviewed and applicants whose records show that they are suitable shall be called up for interview and classification.

(*b*) Where trainees in schools are sponsored by industrial employers or organizations, they shall be placed with such employer on completion of training, or when certified as proficient by the school.

(*c*) Efforts should be made to place trainees in local war industries by the Employment Service or by special placement officers or by the school staff or by the co-operative efforts of these agencies.

(*d*) When there are no openings for trainees in local war industries, arrangements shall be made to transfer trainees to other areas where their services are needed. In all such cases trainees travelling expenses shall be paid and use made of special travelling warrants issued by the Employment Service.

11. When two or more departments of a Provincial Government are associated with the work of the programme, a joint committee shall be set up to advise the Director of Training or other authority. It shall be left to the discretion of each Provincial committee or director to determine whether or not advisory committees representative of industry and labour are necessary for each industry or for particular areas.

12. The weekly allowances to be paid by the Dominion to trainees in industrial training centres and pre-employment classes in Vocational Schools shall be as follows:

(i) Single trainees living at home shall not receive any allowance except (a) where they have given up employment to attend a class; or (b) where there is financial need. In such cases the maximum weekly allowance shall be $3.

(ii) Single trainees living away from home shall receive a maximum weekly allowance of $7 except in those areas in which board and lodging cannot be obtained for this amount, when the maximum weekly allowance shall be $9.

(iii) Trainees who are heads of families shall receive $12 per week.

13. The Dominion Government will pay the necessary travelling expenses of trainees from their homes to the school (and return if necessary).

14. While the length of training to be given will depend on (a) the degree of skill required and (b) the aptitude and previous experience of the trainee, in general pre-employment courses should last from 6 weeks to 3 months, but training shall be given for 8 hours per day, and 40 hours per week. In special occupations a longer period of training will be required, but in those occupations requiring less than approximately 4 weeks training, such training shall be given in plant schools.

15. The minimum rates of pay for trainees employed in plant schools shall be as follows:

20 cents per hour for the first 30 days, 48 hours per week.

25 cents per hour for the second 30 days, 48 hours per week.

30 cents per hour for the third 30 days, 48 hours per week.

35 cents per hour for any additional training period required.

16. If for any reason a trainee should leave the services of an employer he shall be furnished with a certificate which shows clearly the length of time he was employed, in what capacity or capacities, the reason for the separation and the total amount of his earnings.

17. The head of each school shall give each trainee who satisfactorily completes a pre-employment course a certificate setting forth the period of his instruction, the different categories of work involved and his grading in each.

18. Each trainee from a recognized pre-employment school who holds a certificate referred to in Regulation 17, on entering employment, shall receive at least 35 cents per hour.

Allocation of Cost

19. The Dominion Government will contribute towards the cost of the above outlined pre-employment classes as follows:

(i) Salaries of teachers and instructors, in full;

(ii) Allowances to trainees, in full;

(iii) Travelling expenses of trainees, in full;

(iv) Materials and supplies, in full;

(v) Necessary hand tools, in addition to those already available in Schools, in full;

(vi) Breakages of machinery and equipment, in full;

(vii) Accident protection premiums, in full;

(viii) Rental of extra machinery and equipment, in full;

(ix) Purchase price of authorized extra machinery and equipment, one-half the purchase price;

(x) Extra cost to the school, for light, power and caretaking, in full;

(xi) Salaries of special placement officers and of directors of special projects, one-half the cost;

(xii) Salaries of extra authorized clerical help in individual schools, in full;

(xiii) Other authorized items not enumerated above, in full.

Provincial Training Organization

A typical provincial organization will be somewhat as follows:

1. The organization will be under the direct supervision of a single provincial department or, where several departments are concerned, under the supervision of an inter-departmental committee. Such a committee will meet frequently and at regular intervals to review and direct the work of the programme.

2. A full time Director acceptable to the Dominion Department of Labour and the Provincial departments concerned, shall be appointed and shall have full control of the training programme in the province. His salary shall be paid by the Federal Department of Labour.

3. Acting immediately under the Director, there shall be two persons to be known respectively as the Director of Training and the Director of Selection and Placement.

4. There shall also be an Office Manager whose duties shall be to supervise the staff to act as Secretary of the Provincial Inter-Departmental committee, and under the supervision of the Director to take charge of all advertising, accounts, records and other clerical work.

5. The Director of Selection and Placement, acting through regional Placement Officers and in close co-operation with the Director of Training, shall have charge of the selection of trainees for all pre-employment classes and shall co-operate closely with the Personnel Directors in each industrial plant in selecting suitable persons for training in plant schools. He shall also have charge of the placement of graduates of all pre-employment classes who are not directly sponsored by individual employers.

6. In order to facilitate the work of the Director of Selection and Placement, there shall be appointed a number of regional Placement Officers who shall take full charge of selection and placement activities within their allotted districts and who shall work in close co-operation with the schools and regional training committees. The regional Placement Officers shall work in close co-operation with the local Employment Service Offices, the clerks of municipalities where no employment office exists, the personnel directors and training directors in each industrial establishment and the Director of pre-employment classes in each school and training centre.

7. The Director shall work in close co-operation with the Director of Vocational Training for the Province in connection with the organization of courses, selection of instructors, etc., for all war emergency classes. He shall also supervise the instructors and courses of instruction in other training centres. Special courses which are established for Navy, Army and Air Force shall be subject, of course, to approval by the branch of the service concerned and the Director shall work in close co-operation with such organizations through the instructors in each training centre.

8. Every effort will be made to have each industrial plant set up its own training programme. The Dominion Government will co-operate with the Provincial Government in attempting to induce each industrial plant to appoint a Director of Training where the volume of work warrants such appointment and the Director through the regional Placement Officers shall co-operate with such plant directors in organizing suitable courses of instruction and in developing adequate systems of transfers and up-grading so that the work commenced in the pre-employment classes may be continued and further developed in the industrial plants.

Estimated Cost of the War Emergency Training Programme for the Fiscal Year Ending March 31, 1942

Air Force: Full cost for 1,500 trainees (others carried by Youth Training)		$ 450,000
Refund for R.C.A.F. Graduates		400,000*
Army: (14,000 Trainees) Instructors	$340,000	
Material, etc	360,000	
		700,000
Industry: (30,800 Trainees)		
Instructors salaries		675,000
Clerical salaries		20,000
Allowances to Trainees		1,335,000
Travelling expenses		100,000
Materials, etc		440,000
Equipment		100,000
Replacements of Hand Tools		30,000
Extras (N.O.P.)		50,000
Insurance Premiums		25,000
General Administration		40,000
		$ 4,365,000
Additional funds required for fiscal year ending March 31, 1941		$ 400,000

There will remain a balance under the Youth Training Act sufficient to meet this requirement, but it cannot be used for this purpose. The balance will revert to the Treasury and authority for the above sum will be requested from the war appropriation.

* Refund to the Provinces of expenditures made by them on R.C.A.F. courses.

APPENDIX "A"

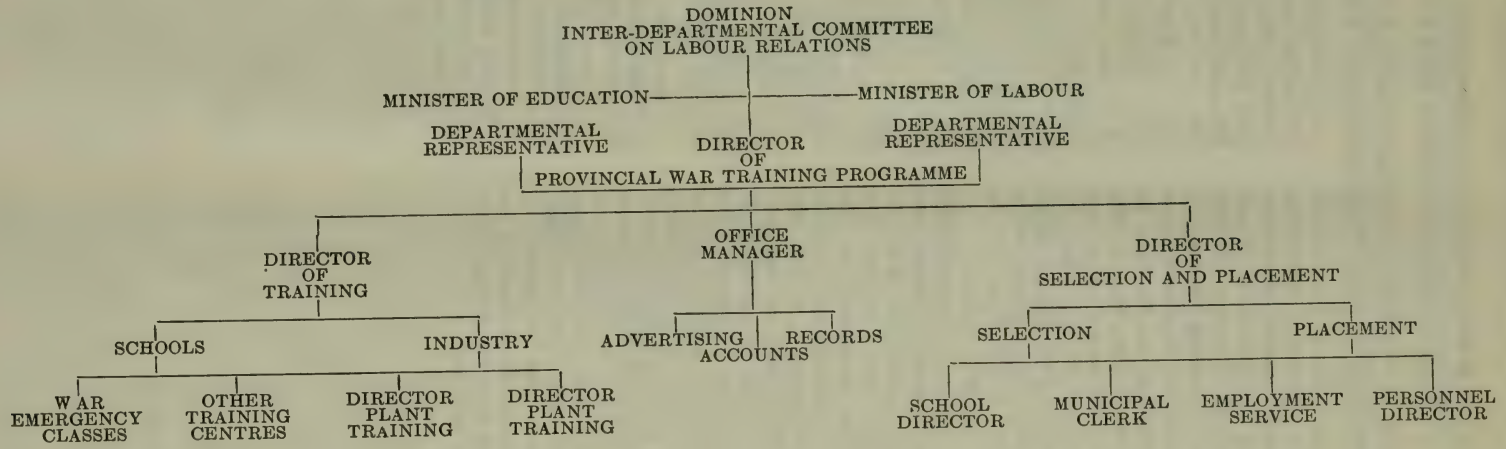
PROPOSED DISTRIBUTION OF TRAINEES IN VOCATIONAL SCHOOLS BY PROVINCES, THE SERVICES AND INDUSTRY IN 1941

Province	Army Classes			Air Force Classes			Industrial Classes		
	Quarterly Training Capacity	Output in 1941	Enrolment December, 1940	Quarterly Training Capacity	Output in 1941	Enrolment December, 1940	Quarterly Training Capacity	Output in 1941	Enrolment December, 1940
Nova Scotia	200		40	Nil	.....	.....	230	650	166
New Brunswick	200			180	500	164	415	1,000	161
†Quebec				120	300	60	2,000	7,200	465
Ontario	1,800			600	1,750	606	4,200	16,000	2,100
Manitoba	400		50	250	700	273	675	1,500	215
Saskatchewan	300			525	1,500	507	450	1,350	100
Alberta	400			250	700	250	750	2,000	545
British Columbia	500		50	200	550	145	346	1,100	56
Totals	3,800	14,000	140	2,125	6,000	2,005	9,066	30,800	3,808

NOTE.—Additional Army classes will start about January 15, 1941.
With the greater school capacity available in the summer months, the number of trainees enrolled will be greatly increased.
† Due to recent organization changes, information at present not available.

APPENDIX "B"

SUGGESTED ORGANIZATION OF WAR EMERGENCY TRAINING PROGRAMME IN ONTARIO



MAINTENANCE OF BASIC WAGE STANDARDS AND ADJUSTMENT TO THE COST OF LIVING IN CANADA

Terms of Order in Council Designed for the Guidance of Boards of Conciliation and Investigation in Wage Disputes

BY the terms of an Order in Council (P.C. 7440) issued on December 16, definite action has been taken toward maintaining basic wage standards and providing for any necessary adjustment to the cost of living with the objective of preventing abnormal inflationary tendencies in both prices and wages.

The Order in Council gives direction not only to employers and employees as to what may constitute a standard basis of wage computation geared to the cost of living, but it also sets forth for the guidance of Boards of Conciliation and Investigation the cardinal factors in determining a fair basis for the adjustment of wage disputes.

Accordingly, acting on the recommendations of the National Labour Supply Council and the Inter-Departmental Committee on Labour Co-ordination, the Minister of Labour, Hon. Norman A. McLarty, announced a plan whereby standards of wages are to be established in terms of wage scales which have been accepted as reasonable in the past. The standard or basic unit of measurement selected is the general wage levels prevailing during the period 1926-29, or any higher level established thereafter with two exceptions: (1) In a case where it can be clearly shown that when such level was established the wages of the workers in question were depressed and subnormal, or (2) Where it can be clearly shown that in particular instances wages, which otherwise might have been considered a standard, have heretofore been unduly enhanced and out of line with the general level in the particular trade or calling.

In other words, the standard is to be interpreted in terms of general levels and not of either subnormal or abnormal rates that may have been established in a particular period in some trade, locality or industry.

Wherever it is found, however, that the purchasing power of basic rates has been impaired as indicated by the Cost of Living index of the Dominion Bureau of Statistics, an offsetting cost of living bonus may be granted.

The principle on which the bonus is based is a democratic one which recognizes that the burden of a rise in the cost of the necessaries of life falls without distinction on all classes, and the bonus is therefore to be a flat amount uniform for all workers not recognizing any differentials in wages or salaries.

The Order in Council covers all industries within the scope of the Industrial Disputes Investigation Act and its extension by P.C. 3495 (which makes the Act applicable to war industries and defence projects).

Text of Order in Council

The following is the text of Order in Council (P.C. 7440) issued on December 19, 1940:

Whereas by Order in Council (P.C. 3495) dated November 7, 1939, the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work;

And whereas the Minister of Labour reports,—

(*a*) That experience has shown the said Act has not operated satisfactorily in all such disputes;

(*b*) That, if the Government through an extension of the principles of the Fair Wages Act were to attempt to determine wage rates and other working conditions in all those industries engaged on war work, innumerable arbitrary decisions would be involved and the institutions and practices of collective bargaining to which it is the declared policy of the Government to assure freedom (P.C. 2685, June 19, 1940) would be rendered superfluous and labour organizations deprived of their legitimate functions;

(*c*) That the Wartime Prices and Trade Board was established at the outbreak of war and has so operated that despite inescapable increase in the cost of some products, the increase in the cost of living since August, 1939, as measured by the new index of the Dominion Bureau of Statistics, has been 6·2 per cent; in some places more, in some places less;

(*d*) That the Government, in awarding war contracts, has exercised care that profits be restricted and, further in addition to provincial taxation and the corporate income tax of 18 per cent, there has been imposed, under the Excess Profits Tax Act, a further tax of 75 per cent on the excess of current profits over pre-war profits;

(*e*) That, in many trades and employments in this country, reasonable wage levels

were established during the period 1926-29, and that the cost of living as reported in the LABOUR GAZETTE for September, 1940, was 12·6 per cent below the average level of 1929;

(*f*) That the Labour Co-ordination Committee has formulated appropriate principles of wartime wage policy and has consulted with the National Labour Supply Council in order to secure the considered judgment of employees and employers on the reasonableness and effectiveness of these principles and their co-operation in establishing them in practice;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour (made on the advice of the Interdepartmental Committee on Labour Co-ordination, unanimously concurred in by the National Labour Supply Council), is hereby pleased, for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties, to direct attention to the principles enunciated in Order in Council P.C. 2685, June 19, 1940, which are hereby reaffirmed, and to approve the following principles of wartime wage policy applicable to conditions in industries coming within the purview of the Industrial Disputes Investigation Act, as extended by P.C. 3495, November 7, 1939, viz:—

(1) Minimum wage standards established by provincial law or regulation shall be regarded as minimum standards only.

(2) Wage rates established and in effect at the date hereof ought not to be reduced by reason of any principle herein set out.

(3) Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances.

(4) In cases where it is shown to the satisfaction of a Board that the wage levels of 1926-29 if restored would be out of alignment (in being higher than the present prevailing rates) it shall be accepted as reasonable by such Board that increases in wages granted in any calendar year shall be limited to 5 per cent of the prevailing rates.

(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:

(i) Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.

(ii) The bonus should be determined at intervals not more frequently than quarterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.

(iii) Bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life.

(6) Under war circumstances the urgent need for increased volume and speed of production is a justification for special provisions covering shifts and hours of work. This should be brought about by mutual agreement and should be understood as applying only for the duration of the emergency. The health and safety of the workers to be safe-guarded.

(7) In industries which must operate continuously or which cannot successfully be operated on a three-shift basis, arrangements should be made in any event to allow the workers at least one day's rest in seven, and such additional days of rest as may be necessary to ensure that a proper proportion of rest hours to work hours is maintained. Wherever such arrangements are made payment of overtime rates of pay should be adjusted to meet the conditions in a manner reasonable to both the employers and employees.

(8) Whenever, in the interests of war production, any suspension is necessary of any existing condition of work established by practice or agreement, it shall be a condition of any

such arrangement by which the suspension is effected, if the workers so desire the previously existing condition of work shall be restored on the termination of the emergency fully and without modification.

(9) It shall be the duty of the Registrar of the Industrial Disputes Investigation Act to record such suspensions or departures from trade practices during the war with a view to facilitating measures to restore the same after the war as may be required.

(10) In the case of any dispute in which a contract with a government department is involved, the Board of Conciliation and Investigation to which the dispute is submitted shall afford to the Department concerned the privilege of submitting to the Board a brief in writing as to the views of the Department on any matter touching the dispute.

(11) It shall be the duty of any Board of Conciliation and Investigation to ensure that all agreements arrived at as a result of the deliberations of the Board shall be filed with the Department of Labour.

His Excellency in Council on the same recommendation, and under and in virtue of the War Measures Act (Chap. 206, R.S.C. 1927) is pleased to order and it is hereby ordered that all agreements negotiated during the war period shall conform to the principles enunciated herein and in the said Order in Council, of the 19th June, 1940—P.C. 2685.

His Excellency in Council is hereby further pleased to direct that the report of any Board shall be at once communicated to the Minister of Labour who shall review the findings of such Board; and, to the extent which in his opinion the report deviates from the principles herein contained, shall direct a reconvening of the Board for reconsideration thereof.

A. D. P. Heeney,
Clerk of the Privy Council.

Appointment of Conciliation Adviser

In connection with the administration of this integral part of the national war effort, the Minister of Labour, Hon. Norman A. McLarty, announced the appointment of the Hon. Mr. Justice C. P. McTague as Conciliation Adviser to the Minister of Labour. Mr. Justice McTague's duties will relate to the requirement under P.C. 7440, that Boards of Conciliation shall forward their reports to the Minister of Labour, who shall review the findings and shall direct a reconvening of the Board for reconsideration of the report if it deviates from the principles of the Order. Mr. Justice McTague assumes this reviewing function, entering upon his duties immediately.

As already indicated, the Order in Council (P.C. 7440) embodies the Government's policy in forestalling a "vicious spiral" in prices and wages during the period of the war. Since the Order is in the form of an instruction to Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act, Mr. Justice McTague will be charged with ensuring that every Board dealing with a wage dispute renders findings within the terms of the Order.

Coverage of Order in Council

As already stated, this Order in Council (P.C. 7440) applies to all industries covered by the Industrial Disputes Investigation Act and its extension to wartime industries under P.C. 3495.

This Order sets out certain principles for the guidance of boards of conciliation and investigation set up under the Industrial Disputes Investigation Act. There may be no stoppage of work in any industry within the scope of the Act owing to a dispute until such dispute has been referred to and reported on by a board of conciliation and investigation.

The Industrial Disputes Investigation Act, as amended in 1925, relates to any dispute between an employer of ten or more persons and his employees where the employer owns or operates any agency of transportation or communication or public service utility including steam, electric or other railways, steamships, telegraph and telephone lines, gas, electric light, water and power works. The Act applies to disputes of the above class in industries which are within the legislative jurisdiction of the Dominion Parliament and to such disputes of that class as are within the legislative jurisdiction of the Legislature of any province on enactment of the province declaring the Act so to apply. Statutes enabling the application of the Act to disputes within its scope which are within provincial legislative jurisdiction are in effect in Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario, Quebec and Saskatchewan.

In the case of disputes to which the Act applies, a board of conciliation and investigation may be established by the Minister on the application of either party to a dispute or on the application of any municipality interested or of his own motion.

In any industry in which the two parties to a dispute agree to ask for the appointment of a board of conciliation and investigation, the Act may be applied.

By P.C. 3495, approved under the War Measures Act, the Industrial Disputes Investi-

gation Act (other than the section providing for the appointment of a board by agreement in industries to which it does not directly apply) is extended to any dispute between employers and employed engaged in the construction, production, repairing, manufacturing, transportation, storage or delivery of munitions of war or supplies and also to disputes involving persons engaged in the construction, repair or demolition of defence projects. "Munitions of war" is defined as arms, ammunition, implements of war, naval, military or air stores or any articles considered capable of being converted into munitions of war or useful in their production. "Supplies" means all materials, equipment, ships, aircraft, motor vehicles, goods and commodities of every kind including articles and equipment which, in the opinion of the Minister of Labour, would be essential for the needs of the Government or of the community in time of war and anything which, in his opinion, is, or is likely to be, necessary in connection with the production, storage or supply of any munitions of war or supplies. "Defence projects" means the construction, repair or extension of buildings, aerodromes, dockyards, roads, fortifications or other naval, military or air force works.

INDUSTRIAL TRAINING FOR DEFENSE PRODUCTION IN UNITED STATES

Report of Chief of Labour Division of National Defense Advisory Commission

SEVERAL references have been made in the LABOUR GAZETTE (December 1940, page 1230; October 1940, page 1002; September, page 894, and August, page 761) to the activities of Labour Supply Section of the United States National Defense Advisory Commission.

In the January 7th and 14th issues of *Defense,* the official bulletin of the National Defense Advisory Commission, Mr. Sidney Hillman, chief of the Labour Division, stated that the greatest training program in the history of the country had begun and that a nation-wide mobilization of labour skills was in full swing in co-operation with employers and employees.

Reviewing the Labour Division's work during the last six months, it was stated that nearly 2,000,000 Americans have gone back to work as a direct result of the stimulus of the defense program and it was estimated that 4,000,000 more workers will have found jobs within the next year.

Survey of Labour Supply

At the request of the Labour Division, the United States Employment Service, through its 1,500 employment offices throughout the country, classified some 5½ million unemployed men and women according to trades and skills in more than 1,000 different occupations. Employers have been using these lists to fill their personnel needs and thus to drain off the unemployed in their localities.

The Civil Service Commission made a similar inventory of its applications on file, and tapped the reservoir of older skilled workers by raising maximum age limits from 45 to 62 years in United States Army arsenals and United States Navy shipyards.

Labour unions co-operated with this program by making surveys of unemployed and employed members. Many skills useful for defense industries have thus been brought out from behind store counters and filling station pumps.

Demands for Labour

The next procedure taken by the Labour Division was to set up a system for the mapping of present and future demands on the labour market as new contracts and subcontracts are let for the defense industries. Under the direction of Dr. Isador Lubin, executive assistant to Mr. Hillman, in charge of labour requirements, contracts are immediately analyzed to show what manpower will be needed to turn out the scheduled materials.

To anticipate local labour needs the United States Employment Service is now sending its representatives once a month into all factories having defense contracts. These representatives ask employers to state their anticipated labour requirements for the ensuing 60 days.

Training of Labour in Vocational Schools

In the first month of the Labour Division's existence a joint system of vocational training to improve and refresh the skills of 150,000 workers had been planned in conjunction with the United States Office of Education and the W.P.A. (LABOUR GAZETTE, August 1940, page 761). Empowered by special legislation and an allotment of more than 17 million dollars, schools normally idle during the summer remained open.

By the end of August, more than 100,000 persons were enrolled—either unemployed workers refreshing skills in intensive courses fitting them for defense jobs, or employed workers receiving supplementary training to improve skills on the job. Within the next year it is expected that more than 500,000 persons will have received these courses which are keyed to new job-openings in each community.

Training in Industry

Following the establishment of training within vocational schools a nation-wide system of training in industry was instituted. As the result of a conference of six industrial labour leaders held in July, plans for a progressive program were instituted to aid industry in training apprentices, to stimulate the upgrading of those already at work in plants, and otherwise equip large sections of labour with the knowledge necessary for the most effective use of the many new tools and machines which the defense program has brought into being.

Co-ordination of Plan

To co-ordinate and expedite the adoption of the plan twenty district representatives have been supervising its undertaking in the country's chief industrial centre. They are to be aided by two management and two labour advisers, together with a panel of personnel and training experts.

Vocational training given by the N.Y.A. and the C.C.C. has been co-ordinated under the direction of the Office of Education. A large percentage of the 300,000 enrollees in the Civilian Conservation Corps camps is learning defense trades, while approximately 210,000 boys and girls are at work part time in over 3,500 National Youth Administration shops and construction projects obtaining experience in metal, mechanical and manual trades which will assist them to qualify for defense production work.

Distribution of Defense Production

Emulating the practice and experience of Great Britain, the Labour Division has inaugurated the plan of revitalizing the "ghost" towns and declining industries of America. Commissioner Hillman suggested in October that contractors extend sub-contracting in order to bring idle and near-idle factories and their reservoir of serviceable machinery and skilled help into the production of these parts.

Compensation of War Victims

The Compensation of War Victims is the title of a report issued by the International Labour Office. The study contains a comparative account of the essential features of compensation at the beginning of the present war: legal basis of the right to compensation, conditions under which this right comes into play, and benefits guaranteed. Four monographs are given presenting a survey of the measures in force during the early months of 1940 to regulate compensation for war victims in France, Germany, Great Britain and Italy.

The report indicates that the measures of assistance taken during the early months of the war on behalf of mobilized men and their families were primarily concerned with the most urgent and general problem, namely that of bringing aid to the homes of men called up for military service. Systems of allowances to the families of mobilized men were introduced or expanded in all those countries where mobilization affected a considerable proportion of the occupied population.

Family Unemployment is the title of a report issued by the United States Work Projects Administration. The report deals with the relation between unemployment in terms of individual workers and unemployment in terms of family units, the numerous relations between individual workers and family units. It is stated that the number of totally unemployed families is always markedly lower than the number of unemployed individual workers. Estimates of the number of totally unemployed families for the United States are presented by months from 1929 to date.

During the year 1940 there were 81,116 accidents reported to The Workmen's Compensation Board of Ontario, an increase of 20,596 over the number during the previous year. The all time high for a year was set in 1929 when 87,103 accidents were reported

Fatal accidents numbered 366, compared with 314 during 1939.

Total benefits awarded during the year amounted to $7,282,877.57, compared with $6,152,407.53 during 1939, the figures for 1940 being made up of $5,874,622.42 compensation and $1,408,250.15 medical aid.

There were 7,660 accidents reported during December, and the benefits awarded amounted to $722,165.79. The accidents reported during December a year ago numbered 5,138.

RECENT ACTIVITIES OF WARTIME PRICES AND TRADE BOARD

Year-End Review By Chairman of Board

IN a year-end review, Mr. Hector B. McKinnon, Chairman of the Wartime Prices and Trade Board, summarized the recent activities of that organization as follows:

People in Canada have become "price" and "cost of living" conscious since the outbreak of war. This is undoubtedly a good thing because an alert and sensitive public opinion in regard to prices is in itself an important protection against undue increases—a first line of defence against the insidious beginnings of price inflation.

As a matter of fact the cost of living in Canada has risen quite moderately—approximately 7·3 per cent in the past 18 months. Such an increase would have passed almost unnoticed in normal times of peace, for example, as between comparable months in 1935 and 1937 the cost of living rose by 8·0 per cent without there being any apparent disturbance to the public's peace of mind.

That the Canadian cost of living has risen so moderately in spite of the sharp depreciation in the value of the Canadian dollar, disorganized shipping, tremendous increases in ocean freight rates and war risk insurance costs and substantial increases in taxation on many commodities is due very largely to the fact that by careful planning and co-operation it has been possible to maintain an adequate and uninterrupted flow of supplies on to the Canadian market. Underlying all the work of the Wartime Prices and Trade Board is the belief that if ample supplies are kept available, monopolistic tendencies controlled and sporadic instances of local profiteering dealt with, fair and reasonable price levels will be maintained.

To forestall shortages whenever and wherever possible has been our major task in 1940. To do so in the face of greatly restricted international trade and rising domestic demand as a result of increasing national income, has necessitated long and careful planning. This planning involved problems ranging from the estimate of our total requirements of such commodities as sugar and wool to the highly technical problems of timing cargoes and negotiating charters, all of which must be made to fit in with crop seasons abroad and navigation seasons at home, and the whole dovetailed into the complex programs of the British Ministries of Food, Supply, and Shipping.

To do this work we have been fortunate in securing the services of some of Canada's outstanding business men and technical experts. Animal and vegetable oils and rents have been added this year to the fields of control which already included wool, sugar, hides and leather, and coal, and for each we have appointed an Administrator and a Technical Adviser. While the Technical Advisers are the best experts in their own fields that we can secure, the Administrators are deliberately chosen from outside the industry in question. One reason for this is to avoid jealousy and suggestions of favouritism within the industry. Another is that we want to bring first rate, but fresh and unbiased minds, to bear upon the problems of the industry. Wartime conditions often call for the abandonment or modification of established habits of trade which are deeply ingrained in the minds of those long associated with a particular industry.

Domestic Industry Fostered

The fish oils and wool industries offer examples of our attempt to ensure adequate supply by fostering domestic industry. Prior to the war, 75 per cent of the cod liver oil used in this country was imported, and a rapid expansion of processing facilities in the Maritime Provinces and Eastern Quebec was an immediate need. A survey of existing refining plants and new developments was undertaken in July, co-operation encouraged, and the animal and vegetable oils field brought under an Administrator in October. As compared with a 56,000-gallon production in 1939, the output of cod liver oil suitable for medicinal oil or as a feeding oil for livestock and poultry will this year total over 200,000 gallons. Again, in the woollen industry, the co-operation of the Wool Administrator was instrumental in the establishment at Acton, Ontario, of the Wool Combing Corporation of Canada Limited, a privately financed company, whose production of "tops" will further safeguard our supply of both military and civilian wools. By the introduction of a system of import and export licensing, the Board has acted to conserve available domestic supplies of fish livers and oils, hides and leather, and wool.

Government Purchasing

In the case of sugar and wool, it was considered wise that some measure of government purchasing be introduced in order to ensure not only adequate supplies at economical prices, but to allow the maximum co-operation with the United Kingdom in the use of shipping facilities.

Since Canada entered the Sugar Control scheme with the United Kingdom in September of last year, adequate reserves of sugar

have eliminated any wide fluctuations in the Canadian market, and the panic-buying which marked the preserving season just after the outbreak of the war, was totally absent this year. In the Empire buying pool, the purchasing is done by the United Kingdom Sugar Controller who sells to the Canadian Sugar Administrator, who, in turn resells the sugar to the Canadian refiners. The Governments concerned agree on an annual price for raw sugar and the only variation this year in the Canadian wholesale price structure was a rise of 35 cents per 100 pounds in May due to an agreed increase in the basic price paid to Colonial and Australian sugar producers.

A somewhat similar system of control operates in the matter of Wool. At the outbreak of the war the United Kingdom purchased the entire Australasian wool clip for the duration, and, as a result, wool purchases by Canadian mills are routed through the Wool Administrator and thence to the United Kingdom Wool Control. This arrangement has assured the maximum of co-operation within the Empire, and a continuous flow adequate for the greatly increased Canadian military contracts placed in 1940. A further extension of this principle is seen in the recent establishment of Melbourne Merchandising, Limited, a company incorporated by the Department of Munitions and Supply for the purpose of purchasing in bulk the wool required by the Government for military purposes. The Wool Administrator and his two advisers constitute the majority of the Board of Directors and the active management of the company is in the Wool Administrator's office.

Adequate Distribution

Adequate distribution of the necessaries of life and the avoidance of conditions of surplus in one part of Canada and scarcity in another has been a further task for the Wartime Prices and Trade Board during the past twelve months. Simultaneously with increased industrial demand in Ontario and Quebec for coal, came the increased need for ships for the Atlantic transport, and the scarcity of bottoms for the St. Lawrence route presented a grave problem in the spring of the year. Arrangements were, however, completed with the British Ministry of Shipping for the use of two-thirds of the number of ships normally engaged in this traffic. In addition a system of "trip charters" was inaugurated by means of which westbound trans-Atlantic freighters would take on loads of coal at Nova Scotia on their way to Montreal. By these two methods, water shipments of eastern coal to central Canada approximated those in the previous year.

Animal foodstuffs presented a similar problem in the past year. To meet a condition of scarcity in the East, plans were made by the Board's Committee on Animal Foodstuffs, formed this February, to move quantities of surplus food grains from Western Canada via water to the Maritimes. Increased hog raising on the prairies and slow deliveries of coarse grains by farmers made it impossible to carry out this plan on a large scale, but the Board is now co-operating with the Agricultural Supplies Board in certain alternative proposals to make economical feed available east of the Great Lakes.

Employment of Price Fixing

In only three instances in 1940 did the Board resort to price fixing.

Rents.—In areas in which military or wartime expansion had caused an influx of population and a consequent housing shortage, rental rates in effect on January 2, 1940, were fixed as a maximum for all housing accommodation except where landlords could show that special circumstances entitled them to an additional return on the property. Put into effect in fifteen localities on October 1, the rent control was extended later to six additional areas, and others are now under surveillance. Appeals relating to these special circumstances are heard by local Rental Committees, appointed by the Administrator for the areas concerned. This rental policy was made more effective by an Order respecting evictions, issued on November 21, which gives any tenant in a controlled area, subject to certain exceptions, the right to renew his present lease on the same terms and conditions, provided he gives his landlord adequate and proper notice of his intention to renew.

Flour and Bread.—A temporary price fixing order which on August 3 "froze" the prices of flour and bread as of July 23, and which resulted from a threatened increase in bread prices consequent upon the imposition by Parliament of a Wheat Processing Tax equivalent to 70 cents on a barrel of flour, was lifted on September 6. The Wartime Prices and Trade Board in the interval made a study of the industries affected, and, in revoking the price-fixing order, commented that, with September flour prices no higher with the tax included than they had been for the first four months of 1940, it could see no justification on that account for an increase in the price of bread. There has been no general increase in bread prices since the outbreak of war.

Butter.—Butter prices and butter supplies have received a great deal of attention from the Board during the past three months.

During the summer months the wholesale price of solids (Montreal basis) was low, fluctuating narrowly between 21 and 23 cents. Early in October the publication of the September production and storage figures revealed a marked decline in production and a trend toward substantially increased consumption, and as a result the butter market strengthened rapidly. From a 24-cent price late in September the market rose to 29 cents by the end of October.

As soon as this trend began to develop in October the Board took action to secure information on all holdings of storage butter in the nine principal storage centres in Canada, including the names, addresses, and occupations of all holders of butter in quantity, the dates of purchase and comparable holdings on the same date last year. The analysis of these returns showed no unusual speculative situation, the bulk of the butter being held by those who customarily purchase for their winter trade requirements. The knowledge that this survey of stocks had been made curbed any further tendency to speculative activity and the market price became stabilized at the 29-30 cent level.

Early in November the publication of the October production and storage figures indicated still further reductions in production and in stocks on hand, and an accentuated increase in apparent consumption. These figures provided a further strong undertone to the market and prices began to move upwards. To meet possible eventualities the Board asked and on November 12 received from the Governor in Council power to fix maximum prices for butter. The announcement of this power stabilized the market at about 30 cents.

In line with its policy of preventing undue increases in prices by making supplies available to the market, the Board had already been surveying possible sources of additional supplies, should the current trends in production and consumption continue. The statistical position in Canada was carefully analysed, and inquiries initiated into the possibility of securing, under Government supervision, sufficient imports to meet any developing shortage. These inquiries took some time, and in the meantime market prices remained relatively stable at about the 30-cent mark. During November the Board held conferences with several representative producer interests, and was fully informed of their points of view.

The publication of the December production and consumption figures, however, indicated that the trends of the preceding two months were continuing, and a physical shortage of butter before the new 1941 producing season got under way was being freely discussed in the trade. Prices began to move up once more, reaching 34 cents by December 11 and 37 cents by December 24.

By Christmas, on the basis of accumulating information, the Board became convinced that appreciable quantities of imports from any available source were highly improbable, and that additional supplies could not be counted upon to limit the price rise. It was also convinced, in the light of all relevant circumstances, and with special reference to Canadian commitments to the United Kingdom in respect of cheese, that the current prices were reflecting a runaway market, and by order of the Board made December 27 and effective December 28, maximum wholesale prices across Canada were fixed at the maximum prices which had prevailed on December 12. This order put the Montreal price of solids back to 34½-35 cents.

The Board realized that the fixing of a maximum price in itself would not meet the problem of possible physical shortage next spring. It, therefore, issued an appeal to housewives, hotel and restaurant proprietors and to all other users of butter as a patriotic duty to avoid waste and to exercise every reasonable economy in the use of butter during the winter months. The apparent shortage is not serious. The average Canadian family consumes about 10 pounds of butter a month. If each family, by avoiding waste and exercising reasonable economy, uses six or eight ounces a month less than usual there will be plenty of butter in the country to see us through to the season of flush production which begins in May.

The Board also announced that it was contemplated that the present maximum price would hold until toward the end of the winter season. At that time the situation will be reviewed in the light of existing supplies and trends in domestic consumption.

Investigation of Complaints

Although the Board has investigated diligently every complaint of profiteering or hoarding received during the past twelve months, it has continued in its desire to achieve its ends by means other than recourse to law. With the increase of between $1.50 and $1.90 per ton in domestic fuels due to the premium on U.S. funds, the higher prices at the U.S. mines, and the incidence of the 10 per cent war exchange tax, numerous complaints regarding coal prices were received. Probes were conducted in Windsor, Winnipeg, Fort William and Port Arthur. In the latter two municipalities it was found that dealers' margins were excessive and that there was evidence of collusion in price setting. A conference with the Commissioner of the Combines Investigation Act led the dealers to abandon their price agreement and material reductions in coal prices followed immediately.

Co-operation with the United Kingdom

Co-operation with the Food, Supply, and Shipping Controls in the United Kingdom has continued to be a prime factor in governing policy. Some mention has already been made of co-operation in the matter of wool, sugar, and hides and leather. It was in the marketing in Canada of some 220,000 tons of "refugee" British coal that this collaboration is perhaps most effectively illustrated. At the time of the fall of the French government, 34 British coal-carrying ships were in French waters and in immediate danger of capture. Ordered to proceed to Canada and there to exchange their cargoes for return loads to the United Kingdom, all but one of the boats made the hazardous crossing. Much of the coal and coke they carried was of types not used in Canada, but all of it, valued at over $900,000, was, with the co-operation of the trade, successfully marketed in the Dominion.

The Wartime Prices and Trade Board has sought at all times to co-operate with other government departments. Of the Board's staff of just over 100 persons, seven are serving without remuneration and fourteen have been loaned by or seconded from other departments. Full use has been made of the proffered services of other governmental agencies in carrying out the work of the Board, and, where it was desired, the Administrators and the Board have endeavoured to give assistance in the matters of general policy. The principles established in collaboration with the Department of Labour in the Britnell Cost of Living Commission for District 18 of the coal mining industry, for example, have now been extended with some modifications to all Canadian industry.

In June, Parliament charged the Wartime Prices and Trade Board with the responsibility of preventing excessive price increases arising from the imposition of the 10 per cent War Exchange Tax, and in December, a similar task was assigned to it in respect to the new excise taxes and import restrictions arising out of the so-called budget of December 2.

In each case the Board has emphasized that there must be no pyramiding of mark-ups as a result of the imposition of the taxes, and, as a result of investigations conducted by its auditors into the price structure of over 80 items affected by the War Exchange Tax, price schedules have been revised downwards in some fifty instances, effecting considerable savings to the public.

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Technical Education, Workmen's Compensation, Minimum Wages and Hours in Quebec—Trade Schools in Saskatchewan—Boiler Regulations in Alberta

QUEBEC has suspended for two months from December 7 hours provisions for factories employed on war contracts. An amendment in a regulation issued under the British Columbia Hours of Work Act makes an employer responsible for furnishing the Board of Industrial Relations with a copy of of payroll and overtime record within 15 days after work is done. Alberta has revised the regulations governing qualifications and examination of welders and the construction and inspection of boilers and pressure vessels. There is a new minimum wage order for the textile industry in Quebec and several amendments have been made in the levy By-law B-1 under the Minimum Wage Act. A number of industrial diseases have been added to the schedule of those compensatable under the Quebec Workmen's Compensation Act and a technical education fund is to be created by a levy on certain types of wood cut in the province. Saskatchewan has tightened its supervision over trade schools.

Alberta Boilers Act

New regulations governing qualifications and examination of welders were gazetted on December 14 and the regulations governing design, fabrication, installation and inspection of boilers and pressure vessels were revised. They forbid any person not holding a welder's certificate to weld a pressure vessel or piping carrying refrigerant or steam or used in fabrication of an oil still under more than 15 pounds pressure per square inch or piping used to carry air under more than 50 pounds pressure per square inch. Various provisions for inspection insure safety in the operation of pressure vessels.

As before welders' certificates may be provisional or permanent, the former expiring after 12 months or less if so stated on the certificate or if suspended by the Minister. Now the permanent certificates are Grade "A" and Grade "B".

Instead of requiring a written as well as a practical examination for both permanent and provisional certificates the written examination is now only for the former. To qualify for Grade "A" a candidate must obtain 60 per cent in the written examination and 90 per cent on the practical test. For a Grade "B" certificate the standing required is 50 per cent

and 80 per cent. The subject-matter of the examinations is unchanged with the exception that candidates must now qualify in regulation of electric current and choice of electrodes. Three years' experience as set out in the regulations is required for either the gas or electric welder's certificate, Grade "A" or "B" and four years for a certificate allowing a man to do both. To qualify for Grade "A" a candidate must have spent one of the years working under a holder of a Grade "A" certificate. Under the old regulations three years of a certain kind of experience were required for each, a certificate for welding boilers or pressure vessels and a certificate for repairing unfired pressure vessels. The new regulations provide that several listed types of experience may be considered equivalent to welding experience towards qualifying for a certificate but the combined credits for experience other than as a practical welder may not exceed one-half that required.

British Columbia Hours of Work Act

Regulation 12 which requires an employer to keep a record of overtime worked by his employees was amended on December 10 to make him responsible for furnishing the Board of Industrial Relations with a copy of his payroll or record showing the hours of overtime worked and the nature of the work performed not later than 15 days after its performance.

Quebec Act to Create Educational Fund from Natural Resources

On Order in Council, gazetted on December 14, provides for the creation of a fund for the technical education of engineers and workmen by imposing a levy of 10 cents a cord on wood cut within the timber limits of the province during 1940-41 and manufactured anywhere in the country into cellulose pulp and paper.

Quebec Minimum Wage Act

A resolution, gazetted on December 7, suspends for two months from that date for factories executing war contracts, the provisions in any order under the Act fixing hours of work as well as the weekly rest day provision.

The order allowing a 55-hour work-week without wage increase is continued for two months from January 1, 1941, in the meat packing, rubber, biscuit, chocolate, flour-milling, concrete pipe and narrow fabric industries. (LABOUR GAZETTE, September, 1940, p. 927).

A new levy By-law B-1, was gazetted on December 28 replacing the former by-law of the same name and amendments (LABOUR GAZETTE, 1939, p. 677). The more important changes are noted below.

The levy on the employer's payroll is reduced from one-third of one per cent to one-fifth of one per cent. As before, it is collectible on all work done in Quebec but it is now to be reckoned on the wages paid from January 1, 1941, instead of from July 1, 1940. As the levy is to be paid semi-annually instead of quarterly, the amounts of the exemptions have been doubled. No levy is now payable with respect to the first $1,200, instead of $600 of each wage-earner's wages, nor with respect to the first $1,500, instead of $750 of the total payroll.

A new provision exempts from the levy amounts paid by an employer to his employees during military training. Municipal and school corporations, archiepiscopal or episcopal corporations, parish fabriques, vestry boards and church trustees are exempt and no levy is payable on the wages of the managing staff, i.e., president, vice-presidents, directors and general manager of a corporation. The wages of the assistant managers and supervisors are subject to the levy.

The information to be sent in with the levy payment concerns, as before, wages paid, wages subject to levy and the amount of the levy. Instead of giving the number of employees the amount of deductions is to be shown. The provision that "any other information exacted by resolution of the Commission" is to be given has been dropped.

Order 8 for the cotton textile industry (LABOUR GAZETTE, 1938, p. 625) was revised from January 27, the new order to be in force for one year from that date unless otherwise decided by the Minimum Wage Commission. It applies, as before, to the Dominion Textile Company, Limited, and subsidiary companies throughout Quebec, the Montreal Cottons Limited and the Drummondville Cotton Company Limited; now also to the Carl Stohn Company of Canada, Limited and Esmond Mills Limited, Granby; the Goodyear Cotton Company Limited, St. Hyacinthe and the Three Rivers and Shawinigan Falls branches of the Wabasso Cotton Company, Limited, as well as to other establishments in the industry. Office employees in establishments separate from the plants and employees governed by Order 5 (Revised) for the silk textile industry (LABOUR GAZETTE, 1938, p. 985) are not covered.

There are seven categories of workers: (1) *converting journeymen*, i.e., employees in roller printing whose minimum wage is 75 cents an hour and those in hand and machine engraving, plate and die cutting, sketch making and clamming who must be paid 65 cents an hour; (2) *apprentices* in the above operations. In roller printing they are to be paid 35 cents an hour for the first year with an annual increase of five cents an hour until the fifth year when 55 cents an hour is reached. The rate rises to 65

cents for the sixth year and the full rate of 75 cents is payable for the seventh and subsequent years. In all other operations the rates are ten cents an hour less for comparative years; (3) *office employees, messengers and office boys* must be paid $1.25 a day and for all other employees the rate is $1.50 for the first year and thereafter $2 a day. No reduction is allowed when less than a full day is worked; (4) *supervisors'* and overseers' rates are to be fixed by agreement by the week, month or longer period regardless of hours worked; (5) *general converting employees* (all but converting journeymen and apprentices who work at operations pertaining to dyeing, bleaching, printing and finishing); (6) *beginners or learners* in a new operation who are paid at prevailing piece-work rates but never less than 20 cents an hour, and (7) *employees* not included in the other categories. For the three last-named classes the average hourly rate, meaning the average over two weeks excluding overtime and night rates, is not to fall below 32 cents an hour and the hourly rate of these last three classes is established by dividing the weekly rate by the number of hours after which overtime is payable.

For occupations paid by the hour and for piece-work, day rates are to be increased by five per cent when the greater number of hours are worked between 8 p.m. and 7 a.m. Instead of defining overtime as in the old order as all hours in excess of 50 a week or ten a day except for maintenance men (over 55), watchmen (over 72) it is declared to mean work done over and above the hours indicated for the various operations or on the four legal or religious holidays. The old order fixed a normal 54-hour week for all but maintenance men and watchmen. Now the normal hours are 50 in raw stock, yarn and cotton dyeing, finishing, printing and packing in relation to converting operations and for employees not otherwise mentioned in establishments where there is only one shift. For the last-named the normal day is ten hours. In establishments with more than one shift the hours are eight and 48.

Office employees who are not paid during vacations, sickness or other absences from work have a regular 48-hour week. There is a regular 12-hour day for chauffeurs and/or drivers of automotive transport and/or horse-drawn vehicles and their helpers (whose week is 60 hours) and for those employed in operations pertaining to the production and transmission of motive power and heat, watchmen, special war guards and/or special constables, who have a 72-hour week. (The old order fixed no hourly limits for special constables hired for war service who were to be paid at least $25 a week; sergeants $28.)

For piece-workers, overtime is to be paid at the average rate increased by 10 per cent. Those paid by the hour are allowed a 10 per cent increase in rates actually paid. Overtime for office employees is paid pro rata based on an eight-hour day. An employee working on more than one operation with different hourly limits fixed after which overtime is payable is entitled to overtime only after working the longest number of hours fixed unless he has worked the fixed regular number of hours in any department when he becomes entitled to overtime. The increased rate for overtime does not apply to work making up for time lost in observing legal and/or religious holidays except the four mentioned above if the time is made up in the week immediately preceding or following the holiday.

In addition to the deductions allowed under general Order 4 employers may withhold from wages the rental of houses leased to workers. They are to keep records and to post copies of the order and piece-work rates. When changes are made in the latter they are to be posted two weeks before they become effective. The Commission has power to investigate and redress grievances. As before, the terms of Order 4 apply where not incompatible.

There are provisions for dividing into groups operations of all but converting journeymen and apprentices, office employees and superintendents and overseers for which groups average minimum hourly rates, minimum hourly rates and minimum piecework rates are fixed; also for adjustment of wages of these workers when for any pay period not exceeding two weeks they do not conform with the order. However, those provisions are suspended for 60 days.

Quebec Workmen's Compensation Act

By-law 14, gazetted on December 7, adds to the schedule of industrial diseases compensatable under this Act the four types of ailment which were added to the Ontario schedule on August 16 (LABOUR GAZETTE, September, 1940, p. 926). These are: poisoning by nitro- and amido- derivatives of benzene, phenol and their homologues, (trinitrotoluene, dinitrophenol, anilin and others), or the sequelae; poisoning by chlorinated hydrocarbons (carbon tetrachloride, trichlorethylene, tetra-chlorethane, trichlornaphthalene and others) or the sequelae; inflammation, ulceration or malignant disease of the skin or other tissues due to exposure to X-rays, radium or other radioactive substances; cadmium poisoning.

Saskatchewan Trade Schools Regulation Act

Regulations under this Act covering all trade schools as well as beauty culture, hairdressing and barbering schools were revised

and gazetted on December 16. The former regulations were summarized in the LABOUR GAZETTE, February, 1940, p. 125, and the more important changes are noted below. The general regulations provide for stricter control over advertising which must now be approved by the Commissioner of the Bureau of Labour and Public Welfare. It is to contain no reference to prices charged to the public for work performed by students. Only regularly enrolled students may perform trade services for the public and a daily record must be kept of amounts received.

All who advertise or offer correspondence or home study courses must deposit the $1,000 which is required as security from every operator of a trade school. Instead of prohibiting any changes after registration in the course of instruction, fees, advertising, etc., they may now be made with the Commissioner's approval. Changes in premises must first be reported in writing to the Commissioner.

The provisions concerning retention and repayment of fees when a person ceases to take a course are tightened. Three schemes are set out: (1) if the fee is fixed for the complete course divided into lessons the keeper of the school may retain the moneys paid for lessons then taken plus 10 per cent of the total price of the course; (2) when the fee for the course is fixed and divided into weeks of study only the fees payable for the weeks of instruction then taken together with payment for an additional five weeks may be retained; (3) where the fee for the course is fixed and divided on the basis of months of instruction only fees payable for the months of instruction then taken together with one additional month's fee may be withheld. When students who do not pay in advance give notice of discontinuance the school may recover on whichever of the above three plans is applicable.

Among the changes in the regulations for beauty culture and hairdressing and barbering schools is a provision that students completing courses of instruction must submit to an examination by examiners appointed by the Commissioner, on passing which they will be given certificates of proficiency. The fee for an examination is $3, for re-examination $2.

Now graduate students and persons who have worked in a hairdressing or barber shop on returning for further instruction must report in writing to the Commissioner.

The hours during which student work may be done continue to be for beauty culture and hairdressing schools from 10.30 a.m. to 5 p.m., except on half holidays from 9 a.m. to 12 noon. For barbers' students the hours are from 9 a.m. to 5.30 p.m. and from 8.30 a.m. to noon. Now an additional half hour is allowed to complete a service commenced before the closing time.

LEGISLATIVE PROPOSALS OF CONFEDERATION OF CATHOLIC WORKERS OF CANADA

Memorandum Presented to Dominion Government

PRESENTING its annual memorandum of proposed legislation to the Dominion Government, a delegation of the Confederation of Catholic Workers of Canada, headed by its general president, Mr. Alfred Charpentier, met members of the Dominion Cabinet on January 7.

The delegation was received by the Hon. Norman A. McLarty, Minister of Labour, and the Rt. Hon. Ernest Lapointe, Minister of Justice.

The Confederation, in the introduction to its memorandum, re-affirmed its pledge of "entire co-operation to ensure the greatest possible efficiency to Canada's war effort and to maintain national unity through the difficult days in which we are living."

Rowell-Sirois Report

Expressing the Confederation's belief that the Rowell-Sirois report on Dominion-Provincial relations was "the most important document submitted to the Federal authorities since Confederation," it was submitted that "making uniform social legislation does not necessarily imply a centralization of the legislative power, any more than the distribution of the social charges implies the necessity of one single administrative authority." In the sphere of labour agreements and education, the Confederation expressed the hope that the existing provincial jurisdictions would be maintained.

Referring to the Dominion-Provincial Conference to be convened on January 14 for the purposes of considering the Rowell-Sirois report, the Confederation expressed the view that had these conferences been held since the foundation of the International Labour Organization in 1919, a larger number of International Labour Conventions might have been adopted.

The Confederation requested the privilege of expressing its views on the contents of the report at a meeting of the Dominion-Provincial Conference.

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War Contracts and Fair Wages

Referring to the great industrial expansion in Canada due to the war, and the increasing demand for skilled labour, the Confederation suggested that the Federal Government could give efficient help in technical training by enacting technical education legislation similar to that which was brought into force in July, 1919.

The Confederation also referred to the problem of housing in industrial areas where increased employment had resulted in a greater demand for housing, and suggested that the Federal Government should take the initiative in solving this situation.

It was also alleged in the memorandum that there had been "numerous complaints" of violation of the Federal Fair Wages Act. Reference was made to the work of the fair wages officers of the Department of Labour in investigating complaints and the return of thousands of dollars to workers as a result of these investigations. It was pointed out, however, that the fair wages officers only intervene in the event of a complaint and it was suggested that "the number of inspectors in the Province of Quebec be increased and that they check up on salaries paid by visiting regularly the industrial establishments where war contracts are being executed, whether there have been complaints or not. We believe that the Federal Government could at least name a permanent committee of investigators whose duty it would be to ensure the payment of the minimum salaries when war contracts are being fulfilled."

Industrial Disputes Investigation Act

Dealing with Section 2, Article 16, of the Industrial Disputes Investigation Act, the Confederation suggested that it be amended to provide that it be unnecessary to make a statutory declaration that failing a settlement of the dispute coming within the scope of the Act, a strike or lockout would occur.

Other Proposals

Other proposals suggested that soldiers' compensation be increased to include three children; that a member of the Confederation of Catholic Workers be included on the Advisory Committee to the Unemployment Insurance Commission; that a contributory old age pension scheme be established, pensions to be paid before 70 years; and that the Federal authorities co-operate with Provincial authorities in ensuring the "greatest possible respect for the Lord's Day."

Defense Housing in United States

Defense, the official bulletin of the National Defense Advisory Commission of the United States, in its issue of January 14, contained the following report of the establishment of a Division of Defense Housing:

By Executive Order of the President, dated January 11, 1941, a division of Defense Housing Co-ordination has been established within the office for emergency management of the executive office of the President.

The new duties of the co-ordinator of defense housing were set forth as follows:

(A) Establish and maintain liaison between the several departments and establishments of the Government, and such other public or private agencies as may seem necessary to the co-ordinator, to facilitate proper co-ordination and efficiency in the provision of housing facilities, essential to the national defence.

(B) Anticipate the need for housing in national defense areas, analyze reported defense housing needs, co-ordinate studies and surveys of federal housing agencies, and facilitate the full use of existing housing accommodations.

The term "Federal housing agency" as used in this order shall include all executive departments and independent agencies, including corporations in which the United States owns all or a majority of the stock, either directly or indirectly, which:

(*a*) Plan, construct, or operate defense housing facilities.

(*b*) Grant loans or subsidies for public housing purposes.

(*c*) Encourage or assist the financing or construction of private housing.

(*d*) Conduct surveys or analyses of housing conditions and housing markets.

(C) "Formulate and recommend to the President co-ordinated defense housing programs with the objective of avoiding shortages, delays, duplication, and overlapping in defense housing; and advise each federal housing agency of its part in each proposed program.

(D) "Facilitate the execution of approved housing programs through private industry or through appropriate governmental agencies, and take appropriate steps to eliminate obstacles, which impede the expeditious provision of defense housing.

(E) "Advise with private and federal agencies in the formulation of plans, terms, rental and management policies, and other factors involved in developing and operating approved defense housing projects.

(F) "Review proposed or existing legislation relating to or affecting defense housing activities and recommend such additional legislation as may be necessary or desirable to assure the effective and expeditious provision of adequate housing facilities for persons engaged or to be engaged in defense activities."

WARTIME INDUSTRIAL TRAINING IN GREAT BRITAIN

Program Provides for Training in Technical Schools and in Industrial Plants

DETAILS of industrial training for war-time production in Great Britain are given in the November British *Ministry of Labour Gazette*. Since the Canadian training program is being expanded (see elsewhere in this issue commencing on page 14), the methods employed in Great Britain are of particular interest. The British plan functions in two main channels, viz.—(1) training courses at technical colleges; (2) training by employers in industrial plants. (Basically the methods utilized in this program are similar to those being adopted in Canada.)

The British Ministry of Labour and National Service has issued a leaflet giving particulars of the facilities that are now being provided in all parts of the country for the training of workers for war-time in the engineering industry. It is pointed out that training is now being provided in 150 technical colleges and by taking a course at any one of these, men and women who wish to make a definite contribution in the war effort can fit themselves for employment on munitions work of vital importance. The training program in Great Britain is given in the following extracts from the *Ministry of Labour Gazette:*

Training Courses at Technical Colleges

Conditions of Training.—The training is given in a number of engineering occupations. The course lasts, as a rule, for eight weeks, but this may be varied according to the ability of the individual and the type of instruction given. Attendance is required for about 8 hours a day with a total of 40 to 48 hours per week. Night shifts will be necessary as the scheme develops; they are already working at some colleges.

Men and boys can be accepted for these courses from the age of 16 upwards; women and girls from the age of 18 upwards. There is no upper age limit, but all trainees must be adaptable, able to learn, and capable of keeping a job under the stress of war-time conditions. There are no fees. Maintenance allowances and daily travelling expenses are paid to the trainees on scales which are set out in an appendix to the leaflet.

Employment.—On the satisfactory completion of training, employment on munitions work is found by the Ministry of Labour and National Service, and wages are paid at the standard rate for the job. The opportunities both for training and for munitions employment vary from area to area. In some places it may be possible for a worker both to receive training and to obtain employment in his or her home area; in others the worker will have to leave home either for training or for employment, or both. Everything possible is done by the Ministry of Labour and National Service to provide training and employment in accordance with individual wishes, but trainees, like all other munitions workers, must be ready to go to any part of the country where their services are most required. Fares from home to the place of training and to the place of employment are paid by the Ministry; trainees who have to live in lodgings during the training course can obtain a list of approved lodgings from the Employment Exchange.

Women.—There is already a considerable demand for women workers, and this will increase as new factories are opened and as more men are required for service in H.M. forces. At some technical colleges there are special classes for women workers, and other such classes will be established in the colleges generally as the need arises.

Applications for Training.—Not everyone can be trained at once, but every effort will be made to find places without delay for those who are immediately available and especially for those who are at present unemployed. It will, however, be of assistance to the Ministry in organizing the training schemes if persons who are not immediately available but who want to take up training will make their applications now. Any applicant who is now in employment should not leave that employment until he or she is advised to do so by the Ministry. The success of training schemes of this kind depends upon a continuous flow of recruits into the technical colleges and other training centres and from there into the munitions works.

Other Training.—In some places training of the same nature as that provided at technical colleges is given by employers under special arrangements with the Ministry. The Ministry also have a number of its own training centres which are for men only.

Training by Employers

The Ministry of Labour and National Service have also issued, in a supplement to their "Manual on Training for War-Time Work in the Engineering Industry," particulars of new arrangements recently agreed upon with

representatives of employers and workers as to the conditions which will apply where employers, in addition to undertaking the maximum amount of training required for their own needs, are willing to train persons, in excess of such needs, on behalf of the Ministry. . . .

Every arrangement for training under this scheme will be the subject of a specific agreement between the Ministry and the employer. The agreement will include the following conditions:—

(1) The number of trainees, type of training and the period of the course will be prescribed.

(2) Recruits for training will be found by the Ministry and will be allocated to the employer through an Employment Exchange. It is proposed that the trainees should wear a badge during the time of training in the workshops to distinguish them from persons in the employment of the employer. The Ministry will provide badges, but in the meantime the employer may adopt any convenient means of distinguishing the trainees.

(3) The trainees will not be in the employment of the employer providing their training and will not be entitled to any wages from him. They will receive training allowances from the Ministry on the same basis as persons attending the Government training centres. These scales of allowances include payments in respect of dependents. It is expected that in general the persons to be trained will live within daily travelling distance of the employer's establishment, but, if not, boarding arrangements will be made by the Ministry and additional allowances will be payable to the trainees. Payment of allowances will be made either at the Employment Exchange or at the employer's premises, as may be convenient.

(4) The training will be subject to inspection by the Ministry.

(5) On completion of training the placing of the trainees will be arranged through the Employment Exchange. In no circumstances will a trainee be placed with the employer who has provided the training.

(6) The employer will provide the accommodation and the machines and equipment necessary for the purpose of training, and will arrange for selected employees to act as instructors. The Ministry realize that in the circumstances contemplated training will usually be associated very intimately with the productive work of the employer and that machines and equipment engaged on production work will frequently be used, but it is expected that employers will make suitable arrangements to ensure that adequate instruction is given.

(7) Employers will not be liable under the Workmen's Compensation Act in respect of the trainees, nor is the Ministry under any legal obligation to the trainees in respect of workmen's compensation. Every case where a trainee has been injured in the course of training will, however, be considered for the grant of an *ex gratia* payment by the Ministry where appropriate.

The Ministry are prepared to give financial assistance to employers in respect of their workers who are engaged in instruction. Where the employer allocates skilled workers whole-time on instruction duties, the Ministry will pay sums sufficient to enable him to pay up-standing salaries on the scale applicable to the instructors at the Government training centres. Where instructors are not whole-time on instruction the Ministry are prepared to pay to the employer sums sufficient to enable the instructors to be recompensed for any loss of earnings owing to the time which they give to instruction. The intention is that the instructors should not suffer any loss of earnings due to their part-time employment. In general the payment for such part-time instruction will be calculated on the basis of the average earnings over the last four weeks of each instructor. If, however, in any case this amounts to less than the instructors would receive if they were paid at the rate of instructors at the Government training centres, they should be paid at the latter rate proportionately for any period during which they are actually engaged on instruction duties and the Ministry are prepared to pay the employer accordingly.

The Ministry are also prepared to make arrangements with employers on the basis indicated in Part III of the above-mentioned Manual. Under these arrangements employers are expected to devote the necessary equipment and instructors more or less exclusively to the training of the persons concerned, production, if any, being entirely subordinated to training. Further, the curriculum prescribed by the Ministry must be followed, and trade tests are applied to the persons in training. The employer is paid on a fee per head basis. The persons in training receive the usual training allowances. It is appreciated that employers engaged more or less fully on war production will not in general be able to undertake training of the kind referred to in this paragraph but they will frequently be able to undertake the training of persons in excess of their own needs under the arrangements described in the Manual.

Employers will realize that as the war continues the employment of women in war production must increase, not only in repetition processes, but also at higher levels of skill. It is important therefore that the arrangements described above should be used to the full for the training of women.

Scale of Allowances

In a special call for trained workers, the Minister of Labour, Mr. Ernest Bevin, emphasized the necessity for recruiting workers for industrial training for war production, among those engaged in less essential trades, the unemployed, and those in unskilled jobs who feel they can do better.

Exhorting all such to do their bit for victory, the Minister urged that they proceed to their local Employment Exchange for direction to a training centre.

He outlined the scale of allowances for trainees as follows:

"For example, a married man living away from home receives 27s. a week for himself, of which 19s. goes to the cost of his lodgings; 30s. for his wife; 4s. for each of his first two children and 3s. for each subsequent child. Thus a married man with two children who has to live away from home while in training would get £3.5s. each week, of which 19s. would go towards the payment of his lodgings. A married man who is able to live at home while in training gets an allowance of 26s. a week for himself and 15s. for his wife. The children's allowances are the same as in the case of the man living away from home."

Training is given in the following trades: Draughtsmanship, Fitting, Instrument Making, Machine Operating, Panel Beating and Sheet Metal Working, Welding (Electric), and Welding (Oxy-Acetylene).

The Workmen's Compensation Acts do not apply to men in training, but in the event of a man sustaining personal injury by accident arising out of and in the course of his training, an allowance will normally be paid during the period of incapacity on substantially the same principles and under the same conditions as are laid down in those Acts, the amount of compensation being calculated by reference to the training allowance.

The Canadian Construction Industry in 1939

The value of work performed in 1939 by the Canadian Construction Industry amounted to $373,203,680, an increase over 1938 of $19,980,395 or 5·7 per cent, according to statement just issued by the Dominion Bureau of Statistics. Employment was given to 148,414 persons, being 1,223 more than in the preceding year, and disbursements in salaries and wages totalled $153,442,443, a gain of $6,037,045. Materials used cost $189,497,342, an increase in expenditure for this purpose of $12,935,134.

General and trade contractors and subcontractors were responsible for $286,712,459 or 77 per cent of the value of work reported, provincial government departments for $46,249,892, municipalities $23,723,692, Dominion government departments for $15,109,951 and the Harbours Board $1,407,686.

Work falling under the classification of engineering, harbours, rivers, etc., was valued at $168,302,939 in 1939 as compared with $171,768,145 in 1938, a decrease of $3,465,206. The most important item under this heading was that covering the construction, maintenance and repair of streets, highways, etc., a decrease of $3,951,684 being evident in the $86,666,394 expended.

The building trades (jobbing) reported work done to the value of $45,859,661, a decrease of $683,304. By far the most important item was plumbing, heating and air conditioning, for which the value of $15,899,175 was given compared with $16,619,462 in 1938. Electrical work was valued at $4,568,876, brick masonry and concrete, $2,102,490, carpentry, $1,953,966, painting, decorating and glazing, $6,071,890, lathing, plastering and stucco, $1,953,966, sheet metal and metal roofing, $3,597,205

Building construction amounted to $159,041,080, an increase of $24,128,905. Residential construction was of first importance under this heading, the value of work performed totalling $53,926,429 as against $46,423,856 in 1938. All other types of building construction recorded increases with the exception of institutional. Commercial construction advanced to $35,100,121 from $31,596,518, and industrial to $36,654,828 from $28,890,866.

As has already been pointed out the value of work performed was $373,203,680 as compared with $353,223,285. New construction totalled $258,662,409 and alterations, repairs etc., $114,541,271. In 1938 the respective totals were $240,549,164 and $112,674,121.

The provinces of Ontario and Quebec dominated the construction picture. Together they reported 70·6 per cent of the value of work performed, 72·8 per cent of the employment given and 71·4 per cent of the salaries and wagse paid. Ontario led Quebec in all items except the number of persons employed.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA, NOVEMBER, 1940

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting December 1 was 12,444, the employees on their pay-rolls numbering 1,364,348 persons.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were employed in the period under review. The number of unions reporting for November was 1,974 having an aggregate membership of 268,115 persons, 6·2 per cent of whom were without employment on December 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of December, 1940, as Reported by Employers

There was little general change in the employment situation at December 1, 1940, according to data received by the Dominion Bureau of Statistics from 12,444 establish-

Since the decrease at the beginning of with their staff of 1,365,146 at November 1, this was a reduction of 798, or less than one-tenth of one per cent. Industrial activity at the beginning of December in the years since 1920 has almost invariably shown a contraction, the only exception having been in 1933, when there was a slight improvement; the falling-off at the latest date was the smallest ever reported at December 1, being decidedly less than the average loss of 1·8 per cent indicated at that date in the last nineteen years.

The crude index of employment, based on the 1926 average as 100, slightly declined from its all-time maximum of 139·2 at November 1, 1940, to 139·1 at the date under review, when it was higher than in any other December of the record; the previous high figures for the year-end were those of 122·7 at December 1, 1939, and 121·6 at December 1, 1937.

Since the decrease at the begininng of December, 1940, was decidedly less-than-average in the experience of other years of the record, the index of employment, when corrected for seasonal influences, showed a considerable increase, rising from 133·2 at November 1, to 135·8 at the date under review; this was the highest seasonally-adjusted figure in the record of twenty years.

In recent years, the crude index, based on the 1926 average as 100, has been as follows at December 1:—1940, 139·1; 1939, 122·7; 1938, 114·0; 1937, 121·6; 1936, 110·1; 1935, 104·6; 1934, 98·9; 1933, 91·8; 1932, 83·2; 1931, 99·1; 1930, 108·5; 1929, 119·1; 1928, 116·7 and 1927, 108·1.

The trend in manufacturing continued upward; although the gain at December 1 was slight, there being an increase of not quite 500 workers, it was of particular interest because it was contra-seasonal, curtailment having been indicated at the beginning of December in sixteen of the preceding nineteen years for which statistics are available. The December 1 index of employment in manufacturing was 144·7, slightly above the previous, all-time peak of 144·6 recorded at November 1, 1940. There was an important expansion at the date under review in iron and steel, while large seasonal contractions were reported in the food and lumber industries.

Among the non-manufacturing classes, mining, transportation, communications, services and construction reported seasonal declines, of which those in the last-named were most pronounced. On the other hand, trade and logging were decidedly active, the gains being of a seasonal character.

The staffs of the 11,948 firms making returns for December 1, 1939, had aggregated 1,198,266, a reduction of 8,883 persons or 0·7 per cent from the preceding month. Communications, transportation, services and construction had then recorded curtailment,

while manufacturing has shown a small advance, and logging and trade had afforded decidedly more employment.

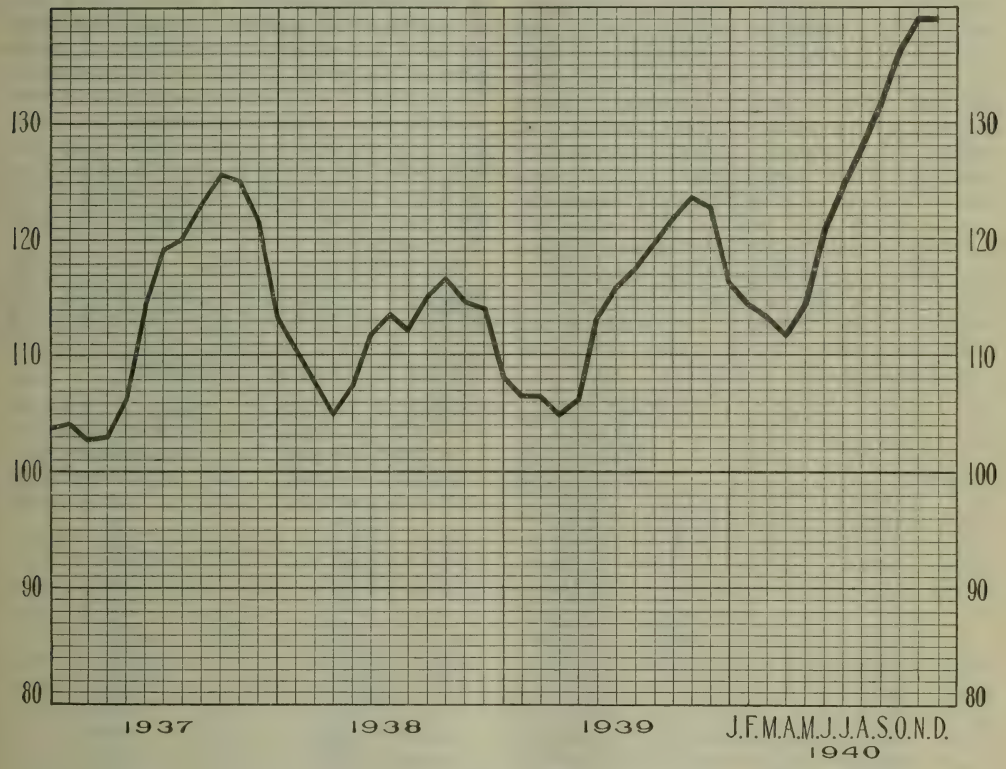
A review of employment during the year 1940, in some detail, is now in course of preparation and will be issued as soon as possible.

Employment in Financial Institutions

For some months, statistics of their employment have been collected from banks, trust companies and stock market operators. At the beginning of December, 401 companies and branches in these lines of business reported staffs aggregating 33,469 persons, compared with 33,550 in the preceding month. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, services and trade industries brings the total number of employees included in the December 1 survey of employment to 1,397,817 in 12,845 establishments, and slightly lowers the index of 139·1 in the industries above enumerated, to 138·2; when the employees of the co-operating financial organizations were added to the general figures for November 1, the index was lowered from 139·2 to 138·3. The December 1, 1939, index had stood at 122·7 without the figures from financial houses, and at 122·3 when they were included.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Estimates of Total Number of Wage-Earners in Employment and Unemployed

The Social Analysis Branch of the Dominion Bureau of Statistics prepared monthly estimates of the total number of wage-earners, of those in employment and those unemployed throughout the Dominion. The estimates are based upon the census definition of wage-earner as one who has or has had a job from an employer in any field of work, including the following and all other classes of industry: agriculture, fishing, trapping, forestry, mining, manufacturing, construction, transportation, communications, trade, finance and services—professional, public, domestic, personal, etc., etc. Also according to the definition given in

the census volumes, the unemployed are those who have at one time had gainful employment but are no longer employed. This definition automatically excludes young persons just leaving school and others who have never had a job; persons who have retired; those living on income, those reporting themselves at the census in the class, "No occupation"; employers and persons working on their own account are also excluded.

It may be noted that the estimated number of wage-earners shows some variation from month to month, the figure expanding or contracting in response to seasonal, secular and cyclical influences. The variation is largely at the expense of the workers classed as "on their own account"; it is, however, also true that when employment is active, either generally or in a particular industry, persons not normally belonging to the wage-earning class (in the broad sense of the word), will take positions, later to retire therefrom without actively seeking work at other periods, and without experiencing the privations frequently associated with unemployment. An illustration of such cases may be found during the canning season, when work of this nature will call forth a considerable body of workers who do not ordinarily look for employment outside their homes in other parts of the year; another example is the employment of students and others in summer hotels during the active season, and in retail trade during the Christmas rush.

It should be noted that the information available does not permit allowance to be made in these calculations for enlistments in the armed forces since the outbreak of war. Thus the estimates of the total number of wage-earners include some enlisted men who were unemployed wage-earners prior to enlistment. The estimates of wage-earners in employment are entirely exclusive of enlisted men, but the estimates of unemployed wage-earners include a considerable number of previously unemployed wage-earners who have now enlisted. Since enlisted men are not included as wage-earners, there is in these figures an overstatement of the total number of wage-earners, and also a corresponding overstatement of the number of unemployed wage-earners. Accordingly, the estimates of unemployment in recent months are exaggerated by the number of enlisted wage-earners who were without jobs when they joined the active forces. Such factors as unrecorded emigration within the last year or two may have an effect on figures based on the Census, which is now nine years away; no adjustment can be made for these factors.

The following table shows, in thousands, the estimated total number of wage-earners, and of those employed and those unemployed, in recent months, together with figures for October in the period, 1928-1940:—

October—	Total Estimated Number of Wage-earners (in thousands)	Estimated Number of Wage-earners in employment (in thousands)	Estimated Number of Wage-earners unemployed (in thousands)
1928	2,483	2,436	47
1929	2,646	2,556	90
1930	2,633	2,320	313
1931	2,580	2,108	472
1932	2,454	1,796	658
1933	2,512	1,932	580
1934	2,528	2,063	465
1935	2,606	2,218	388
1936	2,640	2,284	356
1937	2,819	2,577	242
1938	2,737	2,359	378
1939	2,828*	2,545†	283‡
1940	2,986*	2,867†	119‡
January, 1940	2,732*	2,355†	377‡
February	2,725*	2,338†	387‡
March	2,695*	2,304†	391‡
April	2,720*	2,353†	367‡
May	2,794*	2,489†	305‡
June	2,843*	2,568†	275‡
July	2,872*	2,634†	238‡
August	2,910*	2,709†	201‡
September	2,962*	2,805†	157‡
October	2,986*	2,867†	119‡

* Includes enlisted men who were previously unemployed wage-earners.

† Exclusive of enlisted men.

‡ Including a considerable number of enlisted men who were previously unemployed wage-earners.

The total estimated number of wage-earners increased by some 24,000 between September and October; this figure in recent months has been higher than in any other month for which an estimate has been made. The estimated number in employment, at 2,867,000, was also greater than in September, 1940, or any earlier month for which an estimate has been prepared.

The estimated number unemployed was 119,000, a decrease of 38,000 from the preceding month, and of 164,000 from October, 1939; the latest figure was the lowest for October in any year since 1929. The proportion of unemployed in the total estimated wage-earning population was four per cent, as compared with 13·8 per cent in January, 1940, and 5·3 per cent in September, 1940. In October, 1939, the percentage of unemployment calculated from these estimates had been ten per cent.

Employment by Economic Areas

In Nova Scotia, New Brunswick, Quebec and Ontario, the trend of employment at December 1 was moderately upward, the largest of the gains being in Quebec. In Prince Edward Island and the Western Provinces, however, there was a seasonal falling-off, that in British Columbia being most pronounced. Industrial activity in the various provinces generally continued extremely high; except in the Prairie Area, it was decidedly greater than in December of any other year for which information is available. In the Prairies, however, the latest index number was lower than at December 1 of either 1928 or 1929, although it was above the figure for any other December since 1920.

Maritime Provinces.—In this area, curtailment was indicated in lumber, food and pulp and paper manufacturing, and in mining, shipping and construction; the decreases in road work were most pronounced. On the other hand, logging and trade reported seasonal gains on a large scale. Returns were furnished by 874 firms in the Maritime Provinces, employing 99,157 workers, as against 99,554 at November 1. This decline of 397 was seasonal in character, the movement having been downward in fifteen of the nineteen preceding Decembers for which data are available. The index at the latest date, standing at 133·2, was the highest December figure in the record.

At December 1, 1939, the 840 reporting establishments had 91,090 employees, as compared with 87,342 in the preceding month.

Quebec.—Employment in Quebec showed further improvement, continuing the uninterrupted favourable movement indicated since April; the latest gain was contra-seasonal. Statements were received from 3,125 employers of 429,149 persons, or 2,756 more than at the first of November. The index rose from 148·7 in the preceding month, to 149·7 at December 1, 1940, when it was over 19 points higher than at the same date in 1939, being the highest December figure yet recorded.

Manufacturing reported moderate, contra-seasonal improvement as compared with November 1, 1940; the largest gains were in the iron and steel, non-ferrous metal, chemical, beverage and electrical apparatus divisions, while pulp and paper, lumber, clay, glass and stone and a few other classes were slacker, the losses in some cases being seasonal. Mining, transportation, services and construction and maintenance also released employees; the reductions in the last-named were the most pronounced. On the other hand, logging and trade afforded more employment, the increase in logging being particularly noteworthy.

Statistics for the same date in 1939 had been tabulated from 2,970 firms in Quebec with a combined pay-roll of 372,546 persons; this was a seasonal decrease of 3,431 from their November 1, 1939, staffs.

Ontario.—Employment in Ontario showed a slight advance at December 1, 1940, the trend at that date in other years of the record has usually been downward. Improvement was noted, on the whole, in manufacturing, largely in iron and steel, although there were also gains in leather, chemical, non-ferrous metal and electrical apparatus factories. On the other hand, contractions were reported in lumber, food, pulp and paper and textile manufacturing. Among the non-manufacturing industries, logging and trade afforded increased employment. Mining, transportation and construction, however, showed seasonal curtailment, that in construction being considerable. The 5,373 employers making returns for December 1, 1940, had a staff of 570,326, compared with 569,771 at the beginning of November. The index, at 142·7, compared favourably with that of 124·5 at the same date in 1939; the 5,221 establishments whose statistics were then compiled had 495,549 persons on their pay-lists.

Prairie Provinces.—Seasonal declines were indicated in each of the Prairie Provinces at the date under review, when the 1,771 co-operating firms reported that they had released 1,218 workers, reducing their staffs to 155,996 at the date under review; this decrease was the smallest ever shown at the beginning of December in the twenty years during which the monthly surveys have been made. Retail trade, coal-mining, logging and local transportation and storage showed improvement, mostly seasonal in character. There

were also increases in the personnel of iron and steel, non-ferrous metal and animal food factories, but curtailment was reported in the lumber, textile and clay, glass and stone divisions. Quarrying, metallic ore mining, steam railway operation and construction and maintenance also afforded less employment, the losses in all three branches of construction being considerable. Industrial activity at the beginning of December was at a higher level than at the same date in any other year of the record except 1928 and 1929.

British Columbia.—Further contractions were reported in British Columbia, in accordance with the movement almost invariably noted at the beginning of December. There were gains in building and retail trade, and, within the manufacturing division, in iron and steel factories. However, the trend in manufacturing as a whole was downward, due to seasonal curtailment in the animal and vegetable food and lumber groups. Transportation was also quieter. A much larger decrease had been noted at December 1, 1939, and the index was then many points below the latest figure, which is higher than that recorded in any other December for which information is available. The 1,300 firms making returns for the date under review had 109,720 employees, as compared with 112,214 in their preceding statement. At December 1, 1939, 1,210 employers had reported a staff of 96,908 persons.

Table 1 gives index numbers by economic areas.

Employment by Cities

Lessened activity was indicated in Ottawa; in Quebec City there was no general change in the situation, while the trend was upward in Montreal, Toronto, Hamilton, Windsor, Winnipeg and Vancouver. The gains ranged from 0·2 per cent in Windsor, to 2·8 per cent in Hamilton. Employment in each of these cities was at a high level. In Montreal, Quebec, Toronto, Hamilton and Vancouver, it was at its maximum in the record of twenty years, in Ottawa, the index was only exceeded by that for November, 1940, while the figures for Windsor and Winnipeg were the highest since 1929.

Montreal.—There was a considerable gain in the employment afforded in Montreal by the 1,804 co-operating firms, whose staffs were enlarged by 3,985 persons to 197,680 at the beginning of December. Manufacturing on the whole reported improvement, mainly in iron and steel factories, but also in lumber, beverage, electrical apparatus and non-ferrous metal works. Road construction and maintenance and trade likewise afforded more employment, while shipping, building and services were quieter. An increase had also been noted at the same date of last year, but the index of employment was then 14 points below that of 126·9 at the latest date, when it was at its maximum for this record of twenty years. The 1,726 establishments furnishing returns for December 1, 1939, had reported 175,112 men and women on their pay-lists.

TABLE I.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS.

(AVERAGE CALENDAR YEAR 1926=100)

—	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Dec. 1, 1927	108·1	99·1	110·1	109·1	110·8	101·0
Dec. 1, 1928	116·7	108·1	112·6	119·7	125·3	107·9
Dec. 1, 1929	119·1	113·3	118·4	123·1	119·0	108·3
Dec. 1, 1930	108·5	109·5	106·7	108·2	118·6	100·0
Dec. 1, 1931	99·1	112·7	94·7	99·3	106·0	90·5
Dec. 1, 1932	83·2	83·8	82·9	84·1	86·7	73·5
Dec. 1, 1933	91·8	93·4	92·4	93·3	89·3	85·4
Dec. 1, 1934	98·9	106·9	96·4	101·7	94·3	92·9
Dec. 1, 1935	104·6	107·5	103·8	107·0	101·3	99·3
Dec. 1, 1936	110·1	115·3	112·6	112·9	98·6	101·5
Dec. 1, 1937	121·6	122·5	129·6	125·8	100·5	107·5
Dec. 1, 1938	114·0	109·8	121·7	114·4	103·5	105·8
Dec. 1. 1939	122·7	123·0	130·3	124·5	108·9	110·0
Jan. 1, 1940	116·2	118·9	120·7	120·9	103·3	97·6
Feb. 1	114·4	118·4	116·0	120·2	100·8	100·0
Mar. 1	113·5	116·0	114·3	120·0	98·5	101·8
April 1	111·9	111·8	112·2	118·8	96·7	102·8
May 1	114·3	112·8	113·9	121·0	100·2	107·2
June 1	120·9	117·0	123·0	126·6	107·4	112·0
July 1	124·7	124·0	126·6	129·6	112·4	114·8
Aug. 1	127·9	124·5	130·6	132·8	114·9	119·0
Sept. 1	131·6	127·3	136·4	134·8	117·0	126·7
Oct. 1	136·2	128·2	142·8	140·9	118·1	127·8
Nov. 1	139·2	133·8	148·7	142·5	119·7	126·3
Dec. 1	139·1	133·2	149·7	142·7	118·8	123·6
Relative Weight of Employment by Provinces and Economic Areas as at Dec. 1, 1940	100·0	7·3	31·5	41·8	11·4	8·0

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

Quebec.—Industrial activity in Quebec City showed no general change, according to the 218 employers whose returns were received, and who had 20,753 employees at Dec. 1. There were further gains in manufacturing, mainly in the chemical, iron and steel and textile groups; trade was also busier, but construction showed a decline. A falling-off had been noted at the beginning of December in 1939, when the index was much lower than the latest figure of 149·0; this was the same as the all-time maximum established in November, 1940. Statements for Dec. 1, 1939, had been received from 211 concerns with 15,392 persons on their payrolls.

Toronto.—Decreases in personnel were recorded in Toronto by the 1,843 co-operating firms, who employed 177,350 workers, as compared with 175,858 at the beginning of November. Manufacturing and trade showed note-

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	[1]Relative Weight	Dec. 1, 1940	Nov. 1, 1940	Dec. 1, 1939
MANUFACTURING	54·6	144·7	144·6	122·2
Animal products—edible	2·4	165·6	172·1	144·0
Fur and products	·2	118·8	117·6	114·2
Leather and products	1·8	121·3	121·4	125·7
Boots and shoes	1·2	116·2	117·8	123·9
Lumber and products	3·8	97·5	104·1	84·1
Rough and dressed lumber	2·2	85·7	95·6	69·6
Furniture	·7	106·3	105·0	91·6
Other lumber products	·9	131·9	134·0	125·5
Musical instruments	·2	75·6	78·2	56·2
Plant products	3·2	139·7	150·5	138·5
Pulp and paper products	5·4	119·1	121·1	113·1
Pulp and paper	2·4	110·3	115·4	99·4
Paper products	·9	149·6	149·7	147·4
Printing and publishing	2·1	119·9	118·7	118·8
Rubber products	1·1	119·5	120·1	116·0
Textile products	9·7	151·4	152·8	135·7
Thread, yarn and cloth	3·6	162·6	162·0	149·8
Cotton yarn and cloth	1·8	121·4	121·0	115·2
Woollen yarn and cloth	·8	182·1	184·5	160·6
Artificial silk and silk goods	·8	542·9	529·4	495·1
Hosiery and knit goods	1·7	139·8	139·2	140·8
Garments and personal furnishings	3·3	147·5	151·6	124·1
Other textile products	1·1	148·2	150·3	119·7
Tobacco	·6	104·9	106·1	100·5
Beverages	·8	198·8	196·0	173·1
Chemicals and allied products	2·0	225·8	218·9	179·4
Clay, glass and stone products	·9	111·5	114·7	94·6
Electric light and power	1·3	145·6	146·8	139·8
Electrical apparatus	1·8	178·0	173·5	139·8
Iron and steel products	15·3	158·5	151·6	111·7
Crude, rolled and forged products	1·7	180·2	179·3	156·0
Machinery (other than vehicles)	1·4	182·5	165·8	124·7
Agricultural implements	·5	87·3	83·6	63·2
Land vehicles	6·2	138·7	131·6	101·4
Automobiles and parts	2·2	202·9	200·0	154·9
Steel shipbuilding and repairing	·9	291·4	287·3	70·9
Heating appliances	·4	153·8	157·0	139·7
Iron and steel fabrication (n.e.s.)	·9	192·8	185·6	132·4
Foundry and machine shop products	·7	170·9	162·7	122·0
Other iron and steel products	2·6	179·7	172·1	121·4
Non-ferrous metal products	2·6	218·9	211·5	169·2
Non-metallic mineral products	1·0	177·0	178·7	165·7
Miscellaneous	·5	162·9	159·6	154·2
LOGGING	6·6	303·6	258·6	263·6
MINING	5·9	172·6	174·0	171·3
Coal	1·9	97·4	95·8	96·0
Metallic ores	3·3	349·5	351·5	354·4
Non-metallic minerals (except coal)	·7	144·8	156·6	138·8
COMMUNICATIONS	1·8	90·0	90·4	85·5
Telegraphs	·4	102·3	105·5	96·8
Telephones	1·4	86·6	86·3	82·4
TRANSPORTATION	8·3	92·5	93·5	89·7
Street railways and cartage	2·4	141·2	140·0	135·0
Steam railways	4·6	79·0	79·6	77·0
Shipping and stevedoring	1·3	89·1	94·8	88·0
CONSTRUCTION AND MAINTENANCE	9·4	105·9	120·5	93·8
Building	4·0	125·9	137·8	75·2
Highway	3·7	132·2	157·6	158·1
Railway	1·7	59·0	66·0	52·1
SERVICES	2·4	147·8	148·8	132·9
Hotels and restaurants	1·4	140·1	140·5	127·6
Personal (chiefly laundries)	1·0	161·2	163·4	142·3
TRADE	11·0	154·4	148·9	144·7
Retail	8·4	162·6	154·9	151·8
Wholesale	2·6	132·8	133·4	126·0
ALL INDUSTRIES	100·0	139·1	139·2	122·7

[1] For explanation of term "Relative Weight", see footnote to Table I.

worthy improvement; within the former, the greatest gains were in iron and steel and non-ferrous metal plants, while textile factories were slacker. Among the non-manufacturing industries, construction was also quieter. A small advance had been registered at Dec. 1 of last year, and the index of employment then was many points lower than that of 136·3 at the latest date. For Dec. 1, 1939, 1,770 establishments had made returns, showing that they employed 151,386 men and women, compared with 150,984 at Nov. 1.

Ottawa.—There was a falling-off in industrial activity in Ottawa, where manufacturing and construction showed moderate curtailment; trade, however, was seasonally busier. Within the manufacturing division, increases in iron and steel were more than offset by losses in lumber mills. Two hundred and thirty-nine firms recorded a combined payroll of 17,655 workers, as against 17,923 in their last report. Employment was at a higher level than at the beginning of December, 1939, when a larger decline had been indicated by 228 employers, with 14,817 persons on their pay-lists.

Hamilton.—An important gain was made in Hamilton; an aggregate force of 45,072 employees was reported by the 333 firms furnishing data, an increase of 1,218 over their staffs at Nov. 1. Manufacturing as a whole was much more active, the improvement taking place largely in electrical apparatus and iron and steel plants. Construction and trade were also brisker, while other industries showed little general change. The index, at 138·1, was decidedly higher than at the same date of a year ago, when expansion had also been reported by the 331 co-operating establishments, whose payrolls had aggregated 37,830 men and women.

Windsor.—There was a further small increase in Windsor, mainly in iron and steel works, while food factories reduced their staffs, and other divisions, showed little general change. Statements were tabulated from 196 employers with 26,136 workers at the beginning of December, compared with 26,082 in the preceding month. A larger gain had been recorded at Dec. 1, 1939, when information had been received from 194 firms with 20,455 employees. The index then was many points lower than that of 188·8 at the date under review.

Winnipeg.—Employment showed another large advance in Winnipeg, according to data received from 540 establishments employing 48,245 persons, or 1,210 more than at Nov. 1. Substantial improvement was recorded in trade, and construction and services were also more active, while there was little general change in manufacturing. The general index, at 110·2, was 9·6 points higher than at the same date of last year, when a smaller gain had been reported by the 531 concerns furnishing data, whose working forces had aggregated 43,916.

Vancouver.—Employment in Vancouver was rather brisker, according to 571 employers of 44,145 workers, as compared with 43,536 in the preceding month. Manufacturing showed an advance, mainly in animal food and iron and steel products, and trade also afforded more employment. A moderate loss, on the whole, had been indicated at the beginning of December, 1939, when the 523 co-operating firms had employed 38,089 men and women; the index then was 16 points lower than that of 129·7 at the latest date.

Employment by Industries

Manufacturing.—A slightly upward movement was reported at Dec. 1 in manufacturing establishments, 6,794 of which employed 744,885 operatives, compared with 744,394 at Nov. 1. Reflecting this small gain, the index, (1926=100) rose from 144·6 at Nov. 1, to 144·7 at Dec. 1, when a new, all-time high was established. As compared with the Dec. 1, 1939, index of 122·2, there was an increase of 18·4 per cent, representing employment for some 116,000 additional workers over the twelve months.

As already stated, an advance in manufacturing at Dec. 1 is contra-seasonal, the trend having been downward in sixteen of the nineteen preceding Decembers for which statistics are available. After correction for seasonal movement, the index therefore showed a gain, rising from 143·3 at Nov. 1 to 146·4 at the beginning of December; like the crude index, the seasonally-adjusted figure was then at its maximum in the period since 1920.

Curtailment, largely seasonal in character, was indicated in the food, lumber, textile, pulp and paper, clay, glass and stone, electric light and power and miscellaneous non-metallic mineral product industries. On the other hand, improvement was reported in the tobacco, chemical, electrical apparatus, non-ferrous metal and iron and steel divisions. The greatest expansion was in iron and steel factories, whose staffs were enlarged by over 9,050 persons, bringing them to the highest figure ever recorded.

The unadjusted indexes of factory employment (based on the 1926 average as 100), have been as follows at Dec. 1 in recent years: 1940, 144·7; 1939, 122·2; 1938, 110·1; 1937, 116·3; 1936, 107·0; 1935, 101·4; 1934, 91·3; 1933, 84·4; 1932, 80·3; 1931, 89·6; 1930, 100·6; 1929, 112·8; 1928, 112·9 and 1927, 104·3.

For Dec. 1, 1939, 6,478 establishments had furnished statistics showing that they employed a force of 627,261 men and women, compared

with 626,821 in the preceding month. The index, at 122·2, was then decidedly lower than that of 144·7 at Dec. 1, 1940.

Animal Products—Edible.—The production of edible animal foods afforded less employment than at the beginning of November, 1940; there were losses in fish-preserving, but meat-packing was more active. The 334 establishments making returns released 1,274 persons from their staffs, reducing them to 32,584 at December 1. Although a smaller loss had been recorded at the same date in 1939, employment was then at a lower level.

Leather and Products.—Employment in this industry showed a small decline at the beginning of December, occurring largely in boot and shoe factories. Statements were tabulated from 341 manufacturers of leather products, employing 24,826 persons, as compared with 24,855 at November 1. A gain had been noted at December 1, 1939, when the index was several points higher.

Lumber and Products.—Seasonal curtailment of operations on a larger scale than at the beginning of December, 1939, took place in this group at the date under review; the shrinkage was principally in rough and dressed lumber mills. Data were received from 995 lumber firms, whose staffs declined from 56,103 workers at November 1 to 52,569 at December 1. The index was decidedly higher than at the same date of a year ago.

Plant Products—Edible.—There was a seasonal contraction of 3,316 employees in the 570 vegetable food factories whose returns were received; they reported a combined working force of 43,111 operatives. The decrease took place chiefly in canneries, but flour and cereal mills were also slacker, while sugar refineries were decidedly busier. The largest losses, on the whole, were in Ontario and British Columbia. The index of employment at December 1, 1940, was slightly above that indicated at the beginning of December, 1939.

Pulp and Paper.—Statements were received from 716 manufacturers in the pulp and paper industry, whose payrolls declined by 1,242 persons to 73,920 at the beginning of December. Employment was brisker than at the same date in 1939, although a smaller loss had then occurred. Improvement was shown at the date under review in printing and publishing establishments, while pulp and paper mills released employees. The largest reductions in personnel were in Quebec and Ontario.

Rubber Products.—A slightly downward movement was reported in the rubber group. The working forces of the 52 co-operating establishments stood at 14,987, compared with 15,036 at November 1. A small gain had been noted at the corresponding date in 1939, but the level of employment was then lower.

Textile Products.—There was a seasonal decline in employment in these industries; most of this occurred in woollen clothing and headwear factories, while cotton and silk mills showed somewhat heightened activity. Returns were compiled from 1,253 manufacturers employing 131,735 workers, or 1,172 fewer than in the preceding month. An increase on the whole had been recorded at the beginning of December, 1939, when the index was many points lower.

Tobacco.—Employment in tobacco factories moderately declined. An aggregate payroll of 8,659 persons was indicated by the 47 co-operating firms, compared with 8,757 at the beginning of November. Gains had been shown at the same date in 1939, but the index was then rather lower than at the date under review.

Beverages.—Rather greater activity was indicated in the production of beverages, according to 154 manufacturers with 10,948 employees, compared with 10,796 at November 1. Employment was decidedly brisker than at the same date in 1939.

Clay, Glass and Stone Products.—Seasonal reductions occurred in this industry, 419 persons being released by the 220 co-operating manufacturers, who had 12,557 on their payrolls. A downward tendency had also been in evidence at December 1, 1939; the volume of employment then was smaller.

Chemicals and Allied Products.—Continued improvement was indicated in the chemical group at December 1, according to data received from 335 firms having 26,918 employees, as compared with 26,092 in the preceding month. An increase had also been noted at the beginning of December, 1939, but employment was then at a much lower level than at the date under review.

Electric Light and Power.—There was a decrease in employment in electric light and power plants, 104 of which had 18,479 employees, or 152 fewer than at November 1. A larger recession had been reported at the beginning of December, 1939, and the index number then was several points lower.

Electrical Appliances.—A further gain was noted in electrical apparatus plants; 130 manufacturers employed 24,299 persons, as compared with 23,685 in their last report. Employment at December 1, 1940, was at a higher level than at the same date in the preceding year, when an increase had also been reported in this industry.

Iron and Steel Products.—There was considerable improvement in employment in iron and steel factories; the machinery, agricultural implement, automobile, aircraft, railway car, shipbuilding, structural iron and steel, foundry and machine shop and other divisions reported heightened activity. There was an increase of 9,052 in the staffs of the 992 co-operating manufacturers, who employed 208,584. The general level of employment in this group was decidedly higher than at the same date in the preceding year, or indeed, than in any other month for which statistics are available.

Non-Ferrous Metal Products.—Another large advance took place in this division at the beginning of December, according to data received from 210 employers of 35,135 persons, as compared with 33,955 in the preceding month. The index was higher than at December 1, 1939, although an increase had also then been registered.

Non-Metallic Mineral Products.—There was a decline in the manufacture of non-metallic mineral products; 100 firms employed 13,902 workers, or 133 fewer than at the beginning of November. Activity in this group was higher than at December 1, 1939, when a larger loss had been noted.

Logging

Continued advances were shown in logging, in which operations increased in New Brunswick, Quebec, Ontario and the Prairie Provinces. Statements were tabulated from 455 logging camps having 89,980 employees, or 13,369 more than in their last report. This gain was smaller than that registered at the same date in 1939, but exceeded the average increase from November to December in the years since 1920. The index was decidedly higher than at December 1 in 1939, or any other winter for which data are available, except 1937.

Mining

Coal.—Employment in coal mines increased at the beginning of December, 434 persons being added to the payrolls of the 105 co-operating operators, who had 26,741 employees. Most of the improvement was in Alberta. A similar advance had been shown at the corresponding date in 1939, but the index number was then slightly lower.

Metallic Ores.—There was a decline in employment in metallic ore mines; 259 workers were released since November 1 by the 209 employers from whom information was received, and who had 44,624 persons on their pay lists. An increase had been indicated in December, 1939, when the number on the staffs of the firms reporting in this division was rather larger.

Non-Metallic Minerals other than Coal.—Curtailment in employment was noted in the extraction of non-metallic minerals, other than coal. In these industries, 107 firms furnished data showing that they employed 9,897 persons, as compared with 10,603 at November 1. Activity was greater than in the same month of 1939, although a smaller loss had then been indicated.

Communications

Decreases in personnel were noted in the communications division; 109 persons were released by the co-operating companies and branches, which had 24,307 employees at the date under review. The index was a few points higher than in the early winter of 1939.

Transportation

Street Railways and Cartage.—This division was more active, the largest increase in employment occurring in Saskatchewan. Data were compiled from 307 firms whose staffs rose from 32,636 at November 1, to 32,897 at the beginning of December. This gain was not quite so large as that recorded at the same date in 1939, but the index was then somewhat lower.

Steam Railways.—The trend of employment in railway operation was downward, 102 employers and branches reporting 63,036 workers, as compared with 63,516 in the preceding month. There were decreases in the Western Provinces. The index number was two points higher than at December 1, 1939, when a contraction had also been indicated.

Shipping and Stevedoring.—Employment in shipping was quieter; 1,068 persons were released from the staffs of the 126 co-operating employers, whose payrolls aggregated 16,782. An advance had been noted at December 1, 1939, but the index then was slightly lower.

Construction and Maintenance

Building.—Employment in building construction showed a pronounced seasonal falling-off from the preceding month. Statements were compiled from 961 contractors employing 54,421 persons, as compared with 59,574 at November 1. The most extensive curtailment was in Ontario, Quebec and the Prairie Provinces. Shrinkage on a smaller scale had been reported at December 1, 1939, when employment was in decidedly less volume.

Highway.—Important reductions were noted in the staffs of the 420 highway contractors furnishing statistics, who employed 50,890 workers at December 1, as compared with 60,660 in the preceding month. Employment decreased in all provinces except British Columbia. The contractions noted in this

group at December 1, 1939, had been much more extensive; the index then, however, was many points higher.

Railway.—Activity in railway construction and maintenance showed another seasonal decline, which did not involve so many workers as that occurring at the same date in 1939; the index then was slightly lower. Statistics were received from 29 contractors and divisional superintendents whose staffs were diminished from 26,358 at November 1, 1940, to 23,554 at the beginning of December. The most pronounced contractions were in Ontario and the Prairie Provinces, although the tendency was downward in most parts of the Dominion.

Services

Reductions were reported by the 607 co-operating firms, who had 32,691 employees, or 233 fewer than in the preceding month. Hotels and restaurants and laundries and dry-cleaning establishments were rather slacker. The index of employment was considerably higher than at December 1, 1939, when a larger loss had been recorded.

Trade

Important seasonal increases were again noted in retail trade, but wholesale houses released some employees. Returns were received from 2,137 trading establishments with 149,913 employees, or 5,229 more than at November 1. The index was nearly ten points above that noted at the same date in the preceding year, being also higher than in any other December for which data are available.

TABLES

Index numbers of employment by economic areas, and industries are given in the accompanying tables. The columns headed "relative weight" show the proportion that the number of employees reported in the indicated area or industry is of the total number of employees reported in Canada by the firms making returns at the date under review.

(2) Unemployment in Trade Unions at the Close of November, 1940

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades or who are idle on account of illness are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

During November returns were received from 1,974 labour organizations having a total membership of 268,115 persons. Of these 16,703, or a percentage of 6·2, were idle, in contrast with 5·0 per cent in October and 9·7 per cent at the close of November, 1939. While the percentage of unemployed trade union members advanced slightly during November from that registered in the preceding month, thus indicating some contraction in work afforded, the volume of employment during the month under review was the highest recorded for any corresponding period since 1928. Reductions in activity among fishermen, quarry workers, garment workers, hat, cap and glove workers, leather workers and building tradesmen were the principal factors in the adverse change shown in November from the preceding month. Increased employment on a small scale from the October returns was reflected in New Brunswick, Manitoba and Alberta reports, while during the period under review Ontario and Nova Scotia organizations manifested slight recessions in activity. Moderate contractions in work afforded were observed among Quebec, Saskatchewan and British Columbia unions. When comparison was made with reports tabulated in November, 1939, when 9·7 per cent of the members was idle, it was noted that Quebec and Manitoba unions registered pronounced expansion in employment during the period under review. In Quebec during the month under survey leather workers, iron and steel tradesmen, and building tradesmen recorded employment advancement on a substantial scale, for November, 1939, thus accounting for the improved situation manifested in this province over that reported in the corresponding month a year ago. In Manitoba steam railway employees reported impressive gains in work afforded during November, which were largely responsible for the marked employment advance shown in that province from the corresponding month in 1939. Nova Scotia, Ontario and British Columbia members recorded moderate employment expansion during the month under review over that reported a year ago, while in Saskatchewan and New Brunswick the employment expansion was but nominal. Conditions as reported by Alberta unions reflected little change during November from the previous year, slight recessions only being indicated.

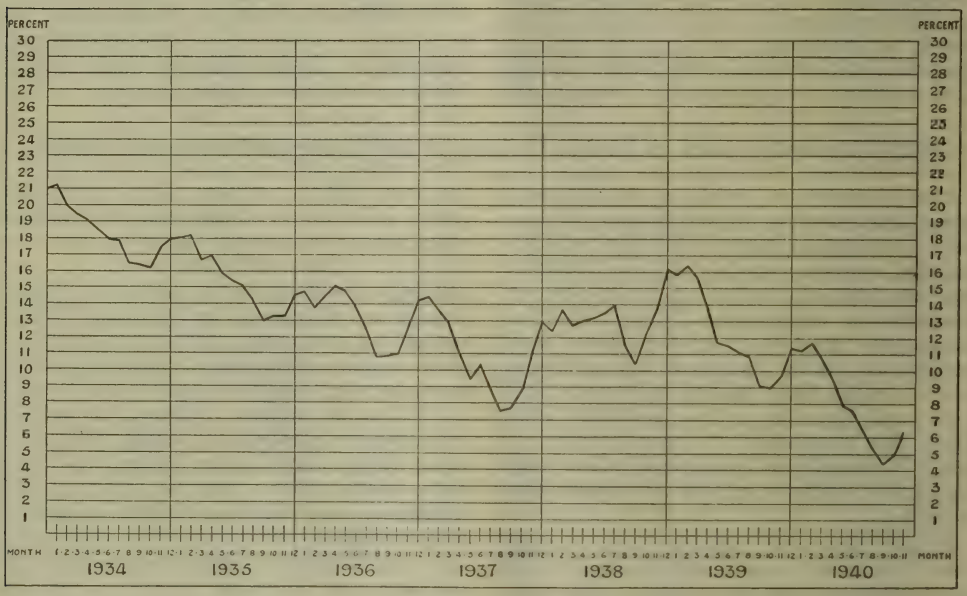
A separate compilation is made each month of unemployment among trade union members

in the largest city in each province, with the exception of Prince Edward Island. During November Halifax unions reported employment gains of noteworthy proportions over October returns, while in Saint John and Edmonton the change, though favourable, was slight. Reports tabulated from unions in Winnipeg and Regina reflected a tendency towards reduced activity though the contractions were but nominal. Moderate declines in work afforded during the month under review were reflected in reports tabulated from Montreal, Toronto and Vancouver organizations. A comparison of reports received in November with those recorded in the corresponding month of 1939 disclosed substantial employment advances in Montreal and Halifax, while important gains were also manifested among Winnipeg members. Increased employment of noteworthy proportions was also registered by Saint John, Toronto, Regina, Edmonton and Vancouver unions over the situation as reported by these organizations in the corresponding month of 1939.

From the chart which accompanies this article and shows the trend of unemployment by months from January, 1934, to date, it will be seen that the curve during November inclined slightly, thus indicating a slight rise in unemployment over the October situation. The level of the curve rested considerably below the point shown for the corresponding month of 1939, thus indicating marked improvement over conditions as registered by trade unions in November a year ago.

During November returns were received from 598 unions in the manufacturing industries. These organizations reported a combined membership of 109,699 persons, of whom 6,848 or a percentage of 6·2, were shown as idle on the last day of the month, contrasted with percentages of 4·6 at the close of October and 9·9 at the end of November, 1939. The moderate contraction in employment from October was principally due to reduced activity among garment and hat, cap and glove workers especially in the Province of Quebec. Noteworthy recessions among leather workers also contributed to the decline in these industries from October conditions. Viewed from a percentage standpoint, though affecting comparatively few members, tailors indicated a substantial decrease in employment. Moderate declines in available work were indicated in returns received from unions of papermakers. Compared with October reports wood workers, fur, rubber, metal polishers, mine and mill workers, clay, glass and stone workers, and general labourers manifested tendencies towards reduced activity during the month under review. Bakers and confectioners, printing tradesmen, textile and carpet workers, meat cutters and butchers, iron and steel tradesmen and jewellery workers all reflected slight improvement over the situation as reported by these unions in the

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



preceding month. As in October, adequate work was provided soft drink workers, cigar and tobacco workers, electric current employees, and gas workers. Comparison with reports tabulated in the manufacturing industries during November with those recorded during the corresponding month of 1939, when 9·7 per cent of the members was unemployed, disclosed marked improvement among leather workers and substantial gains for iron and steel tradesmen, especially in the Provinces of Ontario and Quebec. Employment advances of noteworthy proportions over November a year ago were also reflected in reports received from printing tradesmen. Viewed from a percentage standpoint extensive gains over the situation as recorded at the end of November, 1939, were manifested by electric current employees, meat cutters and butchers, clay, glass and stone workers, gas workers and general labourers. As the combined membership of these groups is not large, these changes had little effect on the manufacturing group as a whole. A nominal upward movement from a year ago was noted among soft drink workers, bakers and confectioners, papermakers, fur workers, hat, cap and glove workers, and metal polishers. Cigar and tobacco workers, as in the previous comparison, reported a fully engaged situation while jewellery workers likewise indicated that adequate work was provided, as was also recorded by these unions in November, 1939. A tendency toward reduced activity, when contrasted with conditions a year ago, was manifested by textile and carpet workers, rubber workers, and mine, mill and smelter men. A decline on a moderate scale was indicated by garment workers. Viewed from a percentage standpoint, wood workers' and tailors' unions indicated important recessions in employment from a year ago, but as their combined membership is small, the employment contraction among these tradesmen had little effect upon the situation in the manufacturing group as a whole.

During November returns were received from 55 unions of coal miners, with a combined membership of 21,912 persons, of whom 448 or a percentage of 2·0 were unemployed, contrasted with percentages of 2·6 at the end of October and 3·8 at the close of November, 1939. Compared with the preceding month, Alberta unions manifested gains of noteworthy proportions. The situation in British Columbia reflected slight improvement, while conditions in Nova Scotia manifested a tendency toward reduced activity, though the contractions were small. New Brunswick unions reported that their members were provided with adequate work during November, as was the case in the preceding month. Comparison of the returns for the month under review with those tabulated at the close of November, 1939, when 3·8 per cent of the members was reported as idle disclosed that British Columbia miners registered a considerably higher employment level, while conditions in Alberta reflected moderate improvement. Nova Scotia miners were slightly better engaged while New Brunswick unions indicated adequate work in November, as was also recorded in the reports tabulated from these organizations in the corresponding month a year ago.

At the close of November reports were received from 231 unions of building tradesmen. These organizations recorded a total membership of 29,069 persons, 3,375 of whom, or a percentage of 11·6, were idle, contrasted with percentages of 9·9 at the end of October and 25·0 at the close of November, 1939. Important employment gains over October conditions were manifested by granite and stonecutters' unions. Hod carriers and building labourers also registered heightened activity, though on a moderate scale. From a percentage standpoint, steam shovelmen, and bridge and structural iron workers indicated marked improvement over the preceding month, but the membership of these groups is small and their returns did not materially influence the situation in the building group as a whole. Bricklayers, masons and plasterers, and plumbers and steamfitters' unions reported a tendency toward increased activity, though the gains were small. Electrical workers showed a slight contraction from October, while a substantially lower level of employment was manifested by carpenters and joiners, and painters', decorators' and paperhangers' unions. Viewed from a percentage standpoint, tile layers, lathers and roofers suffered important losses from last month, though the combined membership of these unions is not large. When the situation in the building trades was compared with that reported by these unions at the close of November, 1939, when 25·0 per cent of these members was idle, it was noted that extensive advances in employment had occurred among bricklayers, masons and plasterers, carpenters and joiners, granite and stonecutters, painters, decorators and paperhangers, plumbers and steamfitters, and hod carriers and building labourers' unions. Impressive increases in employment in the month under review over the situation as recorded at the close of November, 1939, were also indicated by steam shovelmen and bridge and structural iron workers, but the membership of these groups is small, and these results had but little effect on the situation in the building group as a whole. Electrical workers and tile layers, lathers and roofers manifested a tendency toward improved

employment conditions, but the change was comparatively slight.

At the end of November 825 reports were received from unions in the transportation industries. These returns showed a combined membership of 71,390 persons of whom 3,262 or a percentage of 4·6 were without work. This percentage is contrasted with that of 4·5 reported at the close of October and with a percentage of 6·9 recorded at the end of November, 1939. Heightened activity, from October though on a moderate scale, was reflected in reports received from navigation workers. Among street and electric railwaymen slight gains only were indicated. Steam railway workers, whose returns constitute over 80 per cent of the entire group membership, reported a tendency towards slightly reduced activity during the month under review, while the contractions from October for teamsters and chauffeurs were small. Contrasted with the situation recorded at the end of November 1939, in the transportation industries, when the unemployment percentage stood at 6·9, teamsters and chauffeurs manifested pronounced employment expansion during the month under review. Employment gains over November, 1939, of noteworthy proportions were also reflected among navigation workers. Steam railway men also reported an appreciable employment advance from the corresponding month of a year ago. Nominal expansion only was noted among street and electric railway men.

During November reports were tabulated from 4 unions of retail shop clerks, with a combined membership of 1,890 persons. The unemployment percentage for these workers was 0·1, which was identical with that reported at the end of October. These members, however, registered a fully engaged situation at the close of November, 1939.

From unions of civic employees 80 returns were tabulated. These reports showed a total membership of 9,273 persons, 54 of whom, or a percentage of 0·6, were registered as idle contrasted with percentages of 0·1 in October and 2·2 at the close of the corresponding month in 1939.

On the last day of November reports were received from 141 unions in the miscellaneous group of trades. The total membership was listed at 10,429 persons. Of these 438, or a percentage of 4·2, were unemployed. This percentage is contrasted with 4·4 at the close of the preceding month and 5·5 at the end of November, 1939. Comparison with the October reports disclosed heightened activity for theatre and stage employees. Slight gains were shown by stationary engineers and firemen. Barbers' unions reported the same percentage of unemployment as that recorded in October, while among hotel and restaurant employees and unclassified workers the tendency was toward slightly reduced activity. Contrasted with the situation reported in these trades at the end of November, 1939, when 5·5 per cent of the members were unemployed, theatre and stage employees, and stationary engineers and firemen manifested slightly more activity. Unclassified workers reflected a substantial percentage improvement over November, 1939, though affecting but few workers. A slight tendency toward reduced activity for the period under review when compared with the returns tabulated a year ago was in evidence among hotel and restaurant employees, and barbers.

During November reports were tabulated from 5 unions of fishermen, whose combined membership was shown as 2,679, of whom 610, or a percentage of 22·8, were idle, contrasted with a percentage of 8·2 at the end of October and 4·8 per cent at the close of November, 1939.

From among unions of lumber workers and loggers 4 reports were tabulated. These returns showed a combined membership of 2,142 persons, 199, or a percentage of 9·3, being listed as idle. The November percentage was

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1929.....	4·0	1·6	7·7	4·3	7·1	5·3	6·4	5·9	5·7
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	23·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Nov. 1929.....	5·1	3·0	13·6	6·3	10·5	8·8	10·8	9·8	9·3
Nov. 1930.....	4·4	5·1	19·2	13·9	10·9	12·7	10·9	14·0	13·8
Nov. 1931.....	12·8	10·0	22·1	18·8	18·3	17·0	14·7	20·6	18·6
Nov. 1932.....	7·9	13·6	27·6	25·2	20·6	17·3	19·8	24·4	22·8
Nov. 1933.....	17·1	10·7	22·8	22·1	20·4	16·1	15·0	21·3	20·4
Nov. 1934.....	5·3	7·9	25·7	16·3	16·3	11·7	10·7	21·3	17·5
Nov. 1935.....	4·1	8·9	21·0	11·3	10·4	9·9	9·4	13·4	13·3
Nov. 1936.....	5·3	7·8	19·0	11·9	10·0	10·6	6·8	11·3	12·7
Nov. 1937.....	2·9	5·0	14·9	9·9	11·2	10·5	6·5	15·4	11·2
Nov. 1938.....	6·5	10·6	18·2	13·2	15·2	11·0	8·8	12·8	13·7
Nov. 1939.....	4·4	3·6	15·1	7·3	10·9	9·6	4·6	9·3	9·7
Dec. 1939.....	5·3	4·3	16·1	9·7	12·0	10·2	4·9	12·4	11·4
Jan. 1940.....	4·8	4·2	15·6	10·1	11·8	9·7	7·7	11·1	11·3
Feb. 1940.....	6·4	4·5	15·9	10·3	11·9	13·0	7·7	10·7	11·7
Mar. 1940.....	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	10·8
April 1940.....	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	9·6
May 1940.....	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Government	Miscellaneous	All occupations
November, 1929	19·7	6·3	3·9	12·8	1·5	2·0	1·1	2·5	....	8·5	43·2	2·6	46·5	....	19·8	8·3	3·3	16·6	0	27·9	16·3	7·0	20·2	7·6	·8	·7	·7	0	10·2	4·1	2·3	6·2	9·3
November, 1930	13·6	20·2	2·2	14·8	7·0	11·2	19·7	7·2	....	21·1	37·3	14·1	39·6	28·7	16·0	7·7	22·8	23·9	0	40·7	37·7	8·2	25·6	8·9	·7	6·3	6·4	0	·3	7·1	1·3	14·2	13·8
November, 1931	30·0	30·1	9·5	19·5	10·6	12·2	15·3	10·8	....	45·6	28·9	11·6	30·3	24·3	24·1	16·6	43·5	37·2	0	48·1	51·9	11·1	29·1	12·5	1·4	7·5	7·6	0	·5	9·3	1·4	19·2	18·6
November, 1932	27·0	46·5	7·0	26·0	10·3	16·0	17·6	15·4	0	49·1	37·7	24·4	36·6	72·9	20·6	28·3	46·9	32·3	0	39·5	63·5	13·5	19·6	15·8	1·5	13·4	13·7	0	5·8	10·8	5·6	21·3	22·8
November, 1933	26·3	20·3	12·7	20·5	10·4	14·0	14·0	14·0	0	15·4	11·6	15·4	6·7	53·8	41·5	23·2	13·3	35·1	0	44·4	67·6	13·2	31·4	14·6	1·1	11·6	11·8	0	0	8·2	3·2	16·8	20·4
November, 1934	83·3	38·8	6·2	18·0	5·9	8·4	5·6	10·4	0	33·0	25·2	16·8	27·2	18·0	9·2	20·2	15·8	9·5	100·	63·1	61·6	10·4	54·3	10·0	1·0	11·8	12·1	0	5·9	5·9	1·2	15·4	17·5
November, 1935	31·6	12·1	5·7	13·6	16·5	6·2	3·4	8·6	0	55·7	17·2	17·5	14·3	32·8	21·3	12·9	4·3	10·7	0	29·1	42·5	7·5	30·3	8·0	1·4	10·5	10·8	0	1·8	5·4	2·0	10·6	13·3
November, 1936	38·8	2·1	8·0	15·6	7·9	5·9	4·3	7·3	0	9·3	27·9	1·9	29·3	51·9	29·7	11·5	6·7	39·2	0	42·0	34·1	6·6	30·6	7·0	1·2	9·1	9·4	0	4·7	5·4	1·4	10·3	12·7
November, 1937	37·4	2·4	5·8	12·9	5·9	9·0	10·9	6·5	0	29·5	12·7	5·7	12·9	48·4	27·7	11·2	8·4	12·2	0	22·4	28·3	6·2	24·6	6·6	·9	7·9	8·1	0	0	4·4	2·3	6·4	11·2
November, 1938	11·7	30·4	5·2	14·8	9·0	7·3	8·4	5·6	20·	22·7	16·5	10·5	15·0	43·9	7·1	18·7	7·6	18·9	0	39·9	36·6	9·4	36·4	10·5	·6	6·0	6·2	0	0	6·6	2·0	10·6	13·7
November, 1939	4·8	20·8	6·3	9·9	4·1	5·7	3·7	8·8	34·2	5·9	8·9	1·0	7·8	24·2	23·8	10·8	·3	14·7	7·7	30·5	25·0	6·9	30·7	7·2	2·4	5·8	6·0	0	0	4·0	2·2	5·5	9·7
December, 1939	25·8	23·0	5·0	10·0	4·4	5·7	4·3	8·0	12·1	7·0	9·3	·7	8·0	29·0	33·1	8·7	·8	13·3	6·8	35·6	30·3	10·0	34·1	10·5	3·9	6·3	6·5	0	0	4·4	4·2	4·6	11·4
January, 1940	10·0	19·7	5·8	9·1	4·6	5·2	3·7	7·7	10·7	13·3	9·9	3·7	8·4	28·9	22·9	7·9	1·7	18·3	0	31·5	35·6	9·2	38·8	9·2	4·8	7·6	7·8	0	·4	4·8	5·2	4·5	11·3
February, 1940	10·4	15·9	7·1	8·9	4·4	5·4	4·0	7·6	5·7	9·4	8·1	3·4	6·5	24·5	23·1	8·1	1·1	10·9	6·6	44·5	38·2	10·2	52·5	10·1	3·7	6·9	7·1	0	·5	2·8	1·3	4·2	11·7
March, 1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	6·1	1·1	27·1	7·9	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	·9	5·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2

a pronounced improvement over that registered at the end of November, 1939, when 20·8 per cent of these workers was unemployed.

Table I shows by provinces the percentage of members who were on an average unemployed, each year, from 1929 to 1939 inclusive, and also the percentage of unemployment for November of each year from 1929 to 1938 inclusive, and for each month from November, 1939, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for November, 1940

The volume of business transacted during the month of November, 1940, in offices operated by the Employment Service of Canada was 15 per cent less than in October, according to the average daily placements effected, but over 46 per cent more extensive than that of November a year ago. In comparison with the preceding month, all industrial divisions recorded declines, the highest being in construction and maintenance, farming and services, with additional declines of gradually diminishing proportions in logging, transportation, manufacturing, mining and trade, the decreases in the last two being fairly small. When compared with November, 1939, pronounced gains were shown in construction and maintenance, services, logging, manufacturing and transportation, as well as a moderate increase in trade. Declines, however, appeared in farming and mining, the latter being nominal only.

The accompanying chart shows the trend of employment since January, 1938, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications showed a marked downward trend during the first half of November, but recovered slightly during the latter half. At the close of the month, however, both the levels attained were considerably higher than those recorded at the end of the corresponding period a year ago.

The ratio of vacancies to each 100 applications was 52·4 during the first half and 54·8 during the second half of November, 1940, in contrast with ratios of 44·6 and 40·1 during the corresponding periods of 1939. The ratios of placements to each 100 applications during the periods under review were 49·8 and 52·2, as compared with 42·8 and 39·2 in the corresponding month of 1939.

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during November, 1940, was 1,779, as compared with 2,150 during the preceding month and with 1,197 in November a year ago.

The average number of applications for employment received daily by the offices during the month under review was 3,319, in comparison with 3,213 in October and with 2,824 during November, 1939.

The average number of placements made daily by the offices of the Service during November, 1940, was 1,694, of which 1,141 were in regular employment and 553 in work of one week's duration or less, as compared with a total daily average of 1,992 during the preceding month. Placements in November a year ago averaged 1,159 daily, consisting of 768 in regular and 391 in casual employment.

During the month of November, 1940, the offices of the Service referred 43,855 persons to vacancies and effected a total of 42,326 placements. Of these, the placements in regular employment were 28,514, of which 22,891 were of men and 5,623 of women, while placements in casual work totalled 13,812. The number of vacancies reported by employers was 29,823 for men and 14,628 for women, a total of 44,451, while applications for work numbered 82,973, of which 61,762 were from men and 21,211 from women. Reports for October, 1940, showed 55,895 positions available, 83,525 applications made and 51,789 placements effected, while in November, 1939, there were recorded 29,911 vacancies, 70,581 applications for work and 28,953 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1930, to date:—

Year	Placements		
	Regular	Casual	Totals
1930	187,872	180,807	368,679
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940 (11 months)	298,490	140,407	438,897

Nova Scotia

There was a decrease of nearly 13 per cent in the number of positions offered through employment offices in Nova Scotia during November when compared with the preceding

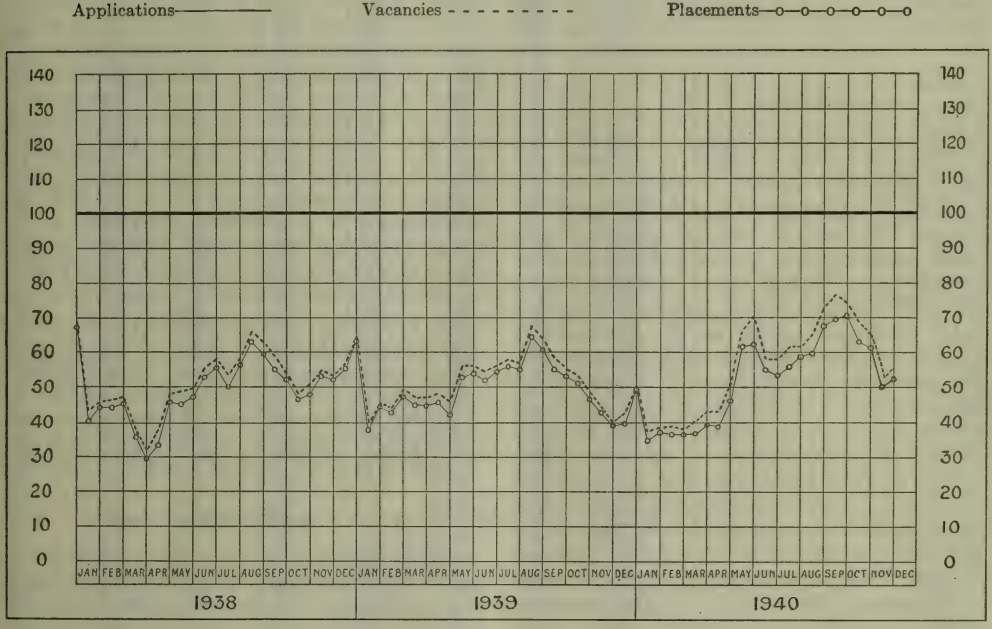
month, but an increase of over 165 per cent in comparison with the corresponding month of the previous year. Placements were over 12 per cent fewer than in October, but over 166 per cent above November, 1939. The substantial increase in placements over November a year ago was almost entirely due to construction projects undertaken by the Department of National Defence, although placements were also higher in services, logging, manufacturing and trade. There was a small decrease in mining and nominal changes only in all other groups. Placements by industrial divisions included manufacturing 59; logging 122; construction and maintenance 2,263; trade 57 and services 1,025, of which 822 were of household workers. During the month 2,286 men and 175 women were placed in regular employment.

construction and services. Industrial divisions in which most of the placements were effected during the month were manufacturing 44; logging 76; transportation 45; construction and maintenance 184 and services 794, of which 521 were of household workers. Placements in regular employment numbered 259 of men and 74 of women.

Quebec

Orders received at employment offices in the Province of Quebec during November called for nearly 15 per cent fewer workers than in the preceding month, but were nearly 86 per cent higher than during the corresponding month of 1939. Placements were 14 per cent fewer than in October but nearly 87 per cent above November a year ago. All industrial divisions participated in the increase

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



New Brunswick

During November, positions offered through employment offices in New Brunswick were nearly 14 per cent fewer than in the preceding month and nearly 5 per cent below the corresponding month of the previous year. Slightly higher percentage of loss were recorded in placements under both comparisons. Placements in the highway division of construction and maintenance were considerably fewer than during November, 1939, but this loss was largely offset by gains in all other groups, the most important of which were in building

in placements over November, 1939, the most important gains being in logging, construction and maintenance, transportation, services and manufacturing. Placements by industrial divisions included manufacturing 653; logging 3,278; transportation 1,055; construction and maintenance 3,165; trade 150 and services 4,303, of which 3,857 were of household workers. There were 7,913 men and 2,149 women placed in regular employment.

Ontario

Employment opportunities, as indicated by orders received at employment offices in On-

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF NOVEMBER, 1940

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1939
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**3,620**	**71**	**3,800**	**3,549**	**2,461**	**1,088**	**3,091**	**613**
Halifax	1,179	71	1,211	1,107	545	562	1,129	77
Kentville	332	0	466	333	192	141	953	358
New Glasgow	1,325	0	1,337	1,325	1,202	123	359	136
Sydney	784	0	786	784	522	262	650	42
New Brunswick	**1,189**	**13**	**1,217**	**1,191**	**333**	**858**	**974**	**302**
Chatham	129	0	130	129	63	66	80	0
Moncton	468	10	468	468	90	378	154	250
Saint John	592	3	619	594	180	414	740	52
Quebec	**14,430**	**2,629**	**23,930**	**14,021**	**10,062**	**2,617**	**13,883**	**5,114**
Chicoutimi	504	5	1,012	503	499	4	340	526
Hull	568	18	1,128	625	610	9	428	614
La Tuque	798	221	909	904	890	10	27	67
Levis	119	8	400	119	110	0	303	29
Matane	411	575	690	661	581	80	253	166
Montreal	6,302	1,295	8,232	5,391	2,893	1,724	2,725	1,564
Quebec	1,742	373	6,604	1,566	891	374	8,783	723
Rouyn	827	5	983	831	796	35	129	543
Sherbrooke	446	57	576	472	340	57	131	407
Thetford Mines	116	10	497	197	124	0	410	77
Three Rivers	1,780	42	1,995	1,919	1,518	319	239	272
Val d'Or	817	20	904	833	810	5	115	126
Ontario	**15,399**	**1,274**	**33,140**	**14,984**	**9,025**	**5,852**	**28,416**	**6,208**
Barrie	233	45	263	142	140	2	206	70
Belleville	453	35	730	431	255	176	332	176
Brantford	280	33	400	280	171	109	471	77
Chatham	287	0	373	286	111	178	291	98
Fort William	512	9	447	434	305	129	215	355
Galt	214	39	375	175	163	12	260	.....
Guelph	192	22	376	194	145	20	531	330
Hamilton	911	43	2,421	897	404	490	3,985	284
Kenora	99	0	248	129	68	61	139	57
Kingston	449	16	772	423	364	59	424	96
Kitchener	343	31	476	336	121	215	298	85
Lindsay	126	0	147	126	111	15	1,248	.....
London	866	38	1,144	846	623	188	969	419
New Toronto	143	4	864	135	96	39	712	59
Niagara Falls	442	15	504	433	391	42	357	120
North Bay	241	1	409	266	204	62	511	284
Oshawa	580	0	986	580	184	396	1,449	86
Ottawa	2,030	224	2,877	1,845	590	1,213	1,834	776
Owen Sound	238	0	287	238	41	197	203	96
Pembroke	742	2	973	710	625	85	141	115
Peterborough	208	23	416	213	151	62	515	78
Port Arthur	730	1	647	647	593	54	438	411
St. Catharines	438	38	615	409	172	237	1,110	99
St. Thomas	231	38	274	224	176	48	211	30
Sarnia	229	9	361	232	128	104	695	81
Sault Ste. Marie	261	103	520	293	193	100	140	115
Simcoe	71	0	129	71	46	25	64	32
Stratford	103	0	211	106	66	40	457	78
Sudbury	234	0	395	237	184	53	106	306
Timmins	705	385	982	707	535	172	364	210
Toronto	1,967	52	11,797	1,987	1,023	957	7,325	701
Welland	102	19	439	153	103	47	473	88
Windsor	519	36	734	515	325	190	1,367	319
Woodstock	220	13	548	284	218	66	575	127
Manitoba	**2,568**	**19**	**7,177**	**2,790**	**2,232**	**552**	**16,555**	**2,829**
Brandon	337	19	394	295	217	76	359	150
Dauphin	575	0	376	575	557	18	512	20
Portage la Prairie	32	0	66	32	30	2	760	28
Winnipeg	1,624	0	6,341	1,888	1,428	456	14,924	2,622
Saskatchewan	**1,674**	**117**	**2,018**	**1,679**	**1,068**	**611**	**2,533**	**841**
Estevan	17	4	22	18	18	0	33	6
Moose Jaw	347	37	382	344	190	154	959	130
North Battleford	33	11	39	20	19	1	54	26
Prince Albert	163	18	188	141	95	50	146	61
Regina	360	0	484	386	268	114	344	224
Saskatoon	235	0	400	261	188	73	538	158
Swift Current	155	5	173	151	135	16	284	38
Weyburn	123	27	129	118	88	30	168	102
Yorkton	241	15	201	240	67	173	7	90
Alberta	**2,316**	**68**	**4,692**	**2,320**	**1,915**	**405**	**3,518**	**1,598**
Calgary	948	33	2,417	907	717	191	1,598	516
Drumheller	34	0	45	25	22	3	43	62
Edmonton	989	21	1,654	1,008	847	161	1,429	858
Lethbridge	196	8	306	202	180	22	227	86
Medicine Hat	149	6	270	178	149	29	221	76
British Columbia	**3,255**	**49**	**6,999**	**3,321**	**1,418**	**1,828**	**10,144**	**1,389**
Kamloops	70	0	125	70	63	7	114	41
Nanaimo	356	2	365	349	309	40	309	325
Nelson	203	0	211	202	57	145	12	28
New Westminster	148	0	301	148	66	82	754	175
Penticton	88	7	180	87	31	56	159	32
Prince George	3	4	23	1	1	.....	31	0
Prince Rupert	94	0	119	94	78	16	136	0
Vancouver	1,291	35	3,989	1,369	374	920	7,318	488
Victoria	1,002	1	1,686	1,001	439	562	1,311	300
Canada	**44,451**	**4,240**	**82,973**	**43,855**	**28,514**	**13,812**	**79,114**	**19,200***
Men	29,823	1,926	61,762	30,333	22,891	7,255	56,948	13,545
Women	14,628	2,314	21,211	13,522	5,623	6,557	22,166	5,655

* 306 placements effected by offices now closed.

tario during November were over 23 per cent fewer than in the preceding month, but nearly 46 per cent above the corresponding month of last year. Placements were over 18 per cent fewer than in October, but over 41 per cent above November, 1939. The large increase in placements over November a year ago was due to substantial gains in construction and maintenance and services, with somewhat smaller advances in manufacturing, logging, transportation and trade. Placements by industrial divisions included manufacturing 1,813; logging 1,770, farming 766; mining 111; transportation 445; construction and maintenance 4,705; trade 494 and services 4,763, of which 2,768 were of household workers. During the month 7,461 men and 1,564 women were placed in regular employment.

Manitoba

Positions offered through employment offices in Manitoba during November were nearly 15 per cent fewer than in the preceding month and 16 per cent below the corresponding month of the previous year. Placements also showed a decrease of nearly 12 per cent when compared with October and of nearly 14 per cent in comparison with November, 1939. The decline in placements from November a year ago was due to a large decrease in farming and a somewhat smaller loss in construction and maintenance. These reductions were partly offset by small gains in services, manufacturing and trade. The changes in all other groups were nominal only. Industrial divisions in which most of the placements were effected during the month were manufacturing 113; logging 344; farming 517; construction and maintenance 923 and services 809, of which 654 were of household workers. There were 1,859 men and 373 women placed in regular employment.

Saskatchewan

Employment offices in Saskatchewan received orders for over 29 per cent fewer workers in November than in the preceding month, but over 43 per cent more than during the corresponding month of the previous year. There was a decrease of over 28 per cent in placements when compared with October, but an increase of 47 per cent in comparison with November, 1939. Except for a small decrease in farming, all industrial divisions showed improvement in placements over November a year ago, the largest gains being in construction and maintenance and services. Placements by industrial divisions included manufacturing 76; logging 52; farming 391; transportation 54; construction and maintenance 325 and services 740, of which 523 were of household workers. Placements in regular employment numbered 701 of men and 367 of women.

Alberta

During November, orders received at employment offices in Alberta called for over 44 per cent fewer workers than in the preceding month, but over 17 per cent more than during the corresponding month of the previous year. There was a decrease in placements of nearly 42 per cent when compared with October, but an increase of nearly 21 per cent in comparison with November, 1939. With the exception of a moderate decline in farming and a smaller loss in mining, placements were higher in all industrial divisions than during November a year ago, the largest increases being in services, manufacturing, logging, and construction and maintenance. Placements by industrial divisions included manufacturing 145; logging 330; farming 596; construction and maintenance 250; trade 53 and services 863, of which 564 were of household workers. During the month 1,443 men and 472 women were placed in regular employment.

British Columbia

There was a decrease of over 18 per cent in the number of positions offered through employment offices in British Columbia during November when compared with the preceding month, but an increase of nearly 18 per cent in comparison with the corresponding month of the previous year. Similar percentages of change were noted in placements under both comparisons. When comparing placements by industrial divisions with November, 1939, the only loss was in the highway division of construction and maintenance. This loss was, however, fairly substantial, but was largely offset by gains in all other groups. Of the increases, the most important were in services, manufacturing and transportation. Placements by industrial divisions included manufacturing 428; farming 76; transportation 136; construction and maintenance 1,127; trade 81 and services 1,357, of which 869 were of household workers. There were 969 men and 449 women placed in regular employment.

Movement of Labour

During the month of November, 1940, the offices of the Employment Service of Canada effected 28,514 placements in regular employment, of which 16,306 were for persons for whom the employment located was outside the immediate district at which they were registered. Of the latter, 1,179 were granted the Employment Service reduced transportation rate, 884 proceeding to centres within the same province as the despatching office and 295 to other provinces. The reduced trans-

portation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may desire to travel to distant employment for which no workers are available locally.

Transfers at the reduced rate in Quebec during November numbered 50, of which 7 were provincial and 43 interprovincial, the entire movement taking place within the logging industry, 7 bushmen being sent from Thetford Mines to La Tuque and the remaining 43 from Hull—32 to Pembroke, 10 to Sudbury and 1 to Port Arthur. Offices in Ontario during November granted 768 reduced rate certificates, all provincial. These were issued for the most part to workers bound for the logging districts of the province, the Port Arthur zone receiving 502 bush workers, including cooks, cookees and blacksmiths; the Fort William zone 156; the Sudbury zone 71, and the Sault Ste. Marie zone 10, a total of 739, the despatching offices being Fort William, Kenora, North Bay, Port Arthur, Sudbury and Toronto. Besides these men, who were destined for bush work, the following were sent out to National Defence projects—3 plumbers, 3 plumbers' helpers, 2 painters, 3 carpenters, and 10 labourers by Port Arthur, and one carpenter by Fort William, each to points within its own zone. Port Arthur also transferred within its own area 5 building labourers for dam construction and a woman for domestic service. The remaining person despatched was a chambermaid for a hotel, who was sent by Fort William to a point within the same territory. Workers taking advantage of the Employment Service transportation rate in Manitoba during November were 294 in number, 46 of whom were bound for provincial situations and 248 for employment outside the province. Provincially, Winnipeg despatched to points within its own zone 35 bushmen, one cook, 9 farm hands, and one tractor operator for mining, while the interprovincial movement, which was also from Winnipeg, consisted of 242 bushmen, 2 blacksmiths, one miner, one steel sharpener and 2 machinists' helpers to Port Arthur. In Saskatchewan during November, 6 bushmen and one cook were transported at the reduced rate to Prince Albert and one machinist to Fort William, the despatching office for all being Saskatoon. Reduced rate certificates were granted in Alberta during November to 53 persons, 50 of whom were travelling to provincial employment and 3 to work outside the province. Of the former, Calgary sent 3 farm hands—one to Drumheller, one to Edmonton and one to a point within its own zone, while Edmonton transferred within its own territory, 23 bushmen, one cookee, one engineer and one millwright, all for lumber camps, 2 farm hands, one carpenter, and one shipper for mining, as well as one cook, 15 labourers, and one blacksmith for various other industries. Interprovincially, Calgary sent one lathe machinist to Fort William and 2 sawyers to Nelson. In British Columbia during November 6 persons were conveyed at the reduced rate to provincial situations, the transfers being entirely from Vancouver and consisting of one miner to Prince Rupert and one steel sharpener, one cook, 2 mine labourers and one waitress to points within the Vancouver zone.

Of the 1,179 workers who profited by the Employment Service reduced transportation rate during November, 423 were conveyed by the Canadian National Railways, 755 by the Canadian Pacific Railway and one by the Temiskaming and Northern Ontario Railway.

(4) Building Permits Issued in Canada During November, 1940

The November report of building permits compiled by the Dominion Bureau of Statistics includes returns from 166 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 148 reported detailed operations. The remaining 18 advised that no permits had been issued during the month of November while 38 municipalities had failed to report at the close of December 10.

The total value of permits reported as issued in the month of November is $10,864,343. Revised values for the month of October include returns from 189 municipalities and aggregate $12,346,156. Reports were received from 54 of the original 58 municipalities and show a value of $7,530,566 for November. The corresponding value for October for all 58 municipalities is $8,466,440, while the November, 1939 value was $4,186,930.

The total value of permits issued by all municipalities during the eleven elapsed months of the current year is $105,096,724. The value for the 58 municipalities for the same period is $73,799,268, while their corresponding value in 1939 was $53,688,802.

During the month of November new construction of all types amounted to 71·0 per cent of the total value, while the percentage of new residential construction was 40·1.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, NOVEMBER, 1940

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	10,864,343	6,000	870,898	34,943	3,052,861
New construction	7,718,870	6,000	564,275	17,475	2,254,632
Additions, alterations, repairs	3,145,473	.....	306,623	17,468	798,229
Residential	4,739,456	6,000	311,742	24,853	1,732,558
New construction	4,341,931	6,000	290,425	17,025	1,635,512
Additions, alterations, repairs	397,525	.....	21,317	7,828	97,046
Institutional	411,090	.....	162,050	450	161,550
New construction	319,800	.....	160,000	450	146,950
Additions, alterations, repairs	91,290	.....	2,050	.....	14,600
Commercial	1,816,718	.....	142,652	9,640	279,710
New construction	1,345,178	.....	110,660	.....	200,360
Additions, alterations, repairs	471,540	.....	31,992	9,640	79,350
Industrial	3,609,380	.....	253,979	.....	837,940
New construction	1,467,600	.....	2,715	.....	247,860
Additions, alterations, repairs	2,141,780	.....	251,264	.....	590,080
Other building	287,699	.....	475	.....	41,103
New construction	244,361	.....	475	.....	23,950
Additions, alterations, repairs	43,338	.....	.....	.....	17,153

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	5,840,620	190,040	57,050	67,471	744,460
New construction	4,070,493	106,260	32,690	40,015	627,030
Additions, alterations, repairs	1,770,127	83,780	24,360	27,456	117,430
Residential	2,001,817	134,610	20,330	48,730	458,816
New construction	1,825,318	96,610	16,375	30,315	424,351
Additions, alterations, repairs	176,499	38,000	3,955	18,415	34,465
Institutional	81,910	4,830	300	.....	.....
New construction	12,400	.....	.....	.....	.....
Additions, alterations, repairs	69,510	4,830	300	.....	.....
Commercial	1,068,635	47,000	29,660	13,732	225,689
New construction	834,443	9,550	9,960	8,376	171,829
Additions, alterations, repairs	234,192	37,450	19,700	5,356	53,860
Industrial	2,458,411	3,500	2,000	3,520	50,030
New construction	1,185,425	.....	2,000	.....	29,600
Additions, alterations, repairs	1,272,986	3,500	.....	3,520	20,430
Other Building	229,847	100	4,760	1,489	9,925
New construction	212,907	100	4,355	1,324	1,250
Additions, alterations, repairs	16,940	.....	405	165	8,675

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1940 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	November	Eleven months	Eleven months	Eleven months		November	Eleven months	Eleven months	Eleven months
1940	10,864,343	105,096,724	(2) 72·5	(3)	1932	2,553,373	40,750,142	28·1	77·4
1939	4,186,930	53,688,802	37·1	89·3	1931	7,282,117	104,327,739	72·0	82·1
1938	4,702,337	57,434,417	39·6	89·2	1930	11,821,292	150,939,044	104·2	91·4
1937	4,925,202	52,288,022	36·1	94·3	1929	16,171,400	220,255,867	152·0	99·1
1936	3,097,508	38,043,527	26·3	85·1	1928	15,830,836	203,010,555	140·1	96·9
1935	3,447,653	44,158,767	30·5	81·2	1927	12,857,622	172,858,176	119·3	96·2
1934	2,622,534	24,935,704	17·2	82·7	1926	9,975,451	144,877,789	100·0	100·1
1933	1,624,138	19,793,204	13·7	78·1					

[1] Figures based on values reported by the original 58 municipalities. [3] Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED IN CANADA IN NOVEMBER, 1940, AND IN NOVEMBER, 1939

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during	
	November, 1940	November, 1939
	$	$
Prince Edward Island—		
Charlottetown	6,000	1,600
Nova Scotia—		
*Halifax	272,803	46,679
New Glasgow	1,054	1,955
*Sydney	137,550	20,178
New Brunswick—		
Fredericton	No report	1,050
*Moncton	22,985	27,910
*Saint John	11,958	41,356
Quebec—		
*Montreal (*Maisonneuve)	1,216,533	988,736
*Quebec	85,425	97,233
Shawinigan Falls	161,750	1,325
*Sherbrooke	87,800	138,200
*Trois-Rivieres	76,731	42,850
*Westmount	9,986	8,450
Ontario		
Belleville	19,190	5,850
*Brantford	13,782	9,460
Chatham	36,700	61,575
*Fort William	28,360	43,360
Galt	19,805	16,095
*Guelph	30,910	8,985
*Hamilton	1,197,299	122,618
*Kingston	72,040	45,415
*Kitchener	46,150	143,475
*London	102,140	106,025
Oshawa	16,295	4,000
*Ottawa	670,800	138,545
Owen Sound	1,805	13,870
*Peterborough	812,837	48,399
*Port Arthur	55,360	14,910
*St. Catharines	47,545	50,695
*St. Thomas	24,171	12,000
Sarnia	29,670	15,015
Sault Ste. Marie	43,471	21,619
*Stratford	11,537	5,200
*Toronto	677,587	761,937
East York Twp.	No report	119,706
Welland	121,745	1,260
*Windsor	124,780	69,872
Riverside	25,930	9,335
Woodstock	14,200	12,030
York Twp.	179,650	72,730
Manitoba—		
*Brandon	7,750	.....
St. Boniface	29,180	27,825
*Winnipeg	144,650	173,750
Saskatchewan—		
*Moose Jaw	3,475	15,220
*Regina	24,350	25,429
*Saskatoon	8,775	1,740
Alberta—		
*Calgary	37,201	77,145
*Edmonton	No report	48,530
Lethbridge	28,145	37,020
Medicine Hat	2,125	1,700
British Columbia—		
Kamloops	9,155	8,684
Nanaimo	5,000	5,300
*New Westminster	98,146	6,825
Prince Rupert	12,550	1,250
*Vancouver	546,795	287,230
North Vancouver	37,060	5,130
*Victoria	No report	74,274
Total 58 Municipalities	(3)7,530,566	4,186,930
Total 35 Municipalities	(4)6,708,211	3,702,631

* Indicates a municipality whose records are available back to 1910.
(3) 54 municipalities only, reporting.
(4) 33 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF DECEMBER, 1940

Reports of Superintendents of the Employment Service of Canada

THE employment situation at the end of December was reported by the Superintendents of the Employment Service to be as follows:—

Farming in the Maritime Provinces was confined to routine chores and odd jobs, but the markets were well stocked and very good prices prevailed. Logging was active and numerous woodsmen were sent out. Portable sawmills, also, were about ready to start the season's cut. Fishing was only fair, as catches of smelt, cod and hake were light; clams and scallops, too, were scarcer. Coal mines in the New Glasgow area operated 4 and 5 days per week, while those in Cape Breton and vicinity worked 5 to 6 days. Manufacturing plants were all busily engaged and no idleness was reported by the iron and steel industry. Favourable weather had benefited building tradesmen and satisfactory progress was noted in construction, repairs and alterations; few new projects, however, were being started, but unskilled labour was fairly well employed. Passenger transportation by rail, bus and auto was brisk during the holiday period and there was a heavy movement of freight, overseas traffic providing much additional work at the various ports. Trade, both wholesale and retail, had been exceptionally good and all business houses reported excellent sales during the holidays. There were many orders for maids and charwomen and sufficient household workers were hard to obtain particularly during Christmas week.

The demand for bushmen in the Province of Quebec continued to be very heavy and in some localities exceeded the supply available. All industrial plants were busily engaged and in many instances were calling more men to work. This was the case, particularly, at Hull.

Great activity prevailed at Montreal also, as overtime was being worked and substantial increases in production reported. Factories at Chicoutimi and Quebec were operating at full capacity and shipyards were busy at Lauzon, but at Three Rivers, due to the closing of navigation, paper mills had slowed down. Building construction and repairs progressed in fairly good volume. Some highway construction camps had been closed, but maintenance work and snow removal throughout the Province had kept many unemployed at work. Transportation was active and trade moderately good, but services were rather quiet.

Farm orders in Ontario were very light and confined largely to occasional calls for Winter choremen and boys. Logging was greatly curtailed during the holiday period, with many camps in the North Bay area operating at 20 per cent capacity. In the meanwhile, vacancies were being made available for needed replacements in the New Year. Skilled pulp cutters, teamsters and loaders were in demand, but not always easily obtained. Mining was quieter. Employment gains of recent months in manufacturing were being well maintained, with nearly every industry operating at full capacity, with no prolonged holiday shutdown. Textile and steel companies, in particular, were very busy, with the latter still calling for machinists, moulders, tool and die makers. Box factories and printing plants, also, were busier. The open weather had assisted greatly in keeping building mechanics at work, so that there were fewer unemployed in this line than in previous years. However, building construction in general had slowed down considerably, due partly to seasonal conditions, as well as to the completion of various large government contracts and partly to difficulty in securing certain types of building material, especially steel. Transportation and trade, both wholesale and retail, had been exceptionally good during the holiday season. Calls for workers in domestic service at that time also had been very numerous and often in excess of helpers registered. Orders for factory employees continued, though not in such great volume.

Farming was quiet in the Prairie Provinces, but logging fairly active, with plenty of applicants available. All coal mines were producing steadily and in some localities working with capacity crews, so as to catch up with orders on hand. Lethbridge reported considerable activity in the oilwell industry, where strikes of gas of sizeable proportions had been made at a depth of 3,225 feet; this was seen as significant of possible oil accumulation at lower levels. A further note of interest was that all the 36 wells completed during the past year in Turner Valley were in production, not one dry hole having been drilled. Industrial concerns showed little marked change, although somewhat quieter. Building construction also was slacker; however, at Winnipeg it was well over the corresponding period a year ago. Railroads, both running trades and shops, were busy, passenger service having been brisk during the holiday season. Trade was better than it had been for a number of years. Calls for household domestics and charwomen, too, were plentiful, but suitable applicants scarce.

A decrease in farm orders was noticeable in British Columbia, but fruit packing houses were working a few days weekly, filling domestic orders. Many logging camps were closed down over the holidays, but sawmills continued to operate on full time. Mining was quiet and building construction much slacker. Dry docks and shipyards were very busy at Prince Rupert, but not so much so at Victoria and shipping and longshore work was slacker at all ports. Transportation and trade showed decided improvement and hotels and restaurants, likewise, reported excellent holiday business. Calls for charwomen and domestics, too, showed a marked seasonal increase, and difficulty was experienced in filling all orders listed.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

SEPTEMBER-OCTOBER RECORD

The British *Ministry of Labour Gazette* for November summarizes the September-October employment situation as follows:

The number of males registered at Employment Exchanges in Great Britain as wholly unemployed at October 14 was 333,936, a decrease of 9,443 as compared with the number registered on September 16. The corresponding figure for females was 301,495, an increase of 31,203. The increase among women was largely due to the registration at Employment Exchanges of considerable numbers who were seeking work in districts to which they had been evacuated. At October 16, 1939, the numbers of wholly unemployed males and females on the registers were 800,616 and 421,039 respectively.

On October 14 there were 171,082 workers registered as on short time or otherwise temporarily suspended from work on the

understanding that they were shortly to return to their former employment—a decrease of 13,918 as compared with September 16. The corresponding total for October 16, 1939, was 146,451.

There were also on the registers, at October 14, 28,338 unemployed casual workers, being persons who normally seek their livelihood by jobs of short duration, a reduction of 2,837 as compared with September 16. The corresponding figure for October 16, 1939, was 62,532.

The number of applicants for unemployment benefit or allowances on the registers at October 14 was 696,962 as compared with 683,156 at September 16 and 1,214,562 at October 16, 1939.

United States

According to a report issued on December 27, by Miss Frances Perkins, Secretary of Labor, total non-agricultural employment in the United States in November reached new high levels, nearly 40,000 more workers being employed in November than October. Commenting on this gain in employment, Miss Perkins stated that it was remarkable since non-agricultural employment in the years since 1929 has usually declined in November, the average decline being 400,000. The current advance while small, reflects widespread gains in manufacturing, offsetting customary seasonal declines, and an actual gain in construction employment which usually falls off in November.

The following paragraphs taken from the official report indicate the employment situation in the United States to be as follows:—

Total non-agricultural employment, exclusive of the armed forces, in November, 1940 was 36,535,000, over 1,100,000 greater than in November of last year.

One of the predominant factors in sustaining the November level of non-agricultural employment was the contra-seasonal gain of 51,000 workers in manufacturing industries. Normally factory employment declines by about 150,000 at this season. Employment in wholesale and retail trade increased seasonally by approximately 60,000 and mines employed about 5,000 additional workers. Employment on construction projects showed a small gain. Federal, State, and local government employees, excluding the armed forces, declined by about 5,000, transportation and utility firms reported a decline of 56,000, and in the group of finance and miscellaneous services a decrease of 19,000 was shown.

The major portion of the gain of approximately 1,100,000 workers in total non-agricultural employment between November, 1939 and November, 1940 was in manufacturing industries, in which more than half a million workers were returned to jobs. Employment on construction projects was also considerably above last year's level, 270,000 more workers being employed. Proportionately the gain in construction was even larger than that in manufacturing. Wholesale and retail establishments were employing about 90,000 more workers, and employment in the finance and miscellaneous group and in the transportation and public utility group was 46,000 and 42,000 higher. Employment in the Federal, state, and local government services was 146,000 higher. The only decline over the year interval in the several major fields of employment was in the mining group, about 20,000. The armed forces which are not included in the revised non-agricultural totals, showed a gain of 420,000.

The gains from October to November of 0·6 per cent in factory employment and 0·2 per cent in weekly factory pay rolls represented increases of 51,000 in the number of wage earners and more than one-half million dollars in weekly wages in contrast to usual losses of 1·7 per cent or nearly 150,000 workers and 3·2 per cent, or nearly $7,000,000 in weekly pay rolls. During the past 21 years for which figures have been compiled by the Bureau of Labor Statistics gains in manufacturing employment and pay rolls between October and November have occurred in only 4 years.

The gains in factory employment and payrolls continued to be widespread, 110 of the 157 industries now surveyed showing increases in the number at work and 91 showing larger pay rolls. In the durable goods group employment rose 2·3 per cent, while in the non-durable goods group there was a decline of 1·0 per cent. Most of the increases in the individual industries were larger than seasonal and most of the declines were smaller than seasonal.

In retail trade, the better-than-seasonal employment gain of 1·8 per cent, or 47,000 workers, was due largely to the 6 per cent increase in employment in the general merchandise group in preparation for pre-Christmas trade. Department stores took on 5·8 per cent more workers; variety stores, 6·9 per cent; general merchandise stores, 5·5 per cent; and mail-order houses, 5·8 per cent. Men's and boys' clothing stores gained 2·6 per cent more workers, family clothing stores 2 per cent, while in stores dealing in women's clothing employment remained at the high October level. Grocery stores took on 1·1 per cent more workers, jewellers increased their employees 4·4 per cent to handle holiday trade, and automobile dealers reported a gain of 0·8 per cent. Firms dealing in lumber and building materials decreased employment by

2·5 per cent; heating and plumbing equipment, 4·1 per cent; and paint, glass, and wallpaper, 1·9 per cent.

A slight contra-seasonal employment gain of 1 per cent, or 17,000 workers, was reported by wholesalers between mid-October and mid-November.

Private building construction employment decreased 4·7 per cent from October to November and weekly pay rolls dropped 14·1 per cent. The seasonal drop in employment followed closely the average November decrease since 1932 (5·0 per cent). The observance of the Armistice Day holiday and inclement weather in many sections during the reporting week contributed to the sharp decrease in weekly pay rolls as compared with the normal November reduction in employment. The level of employment in November, 1940 was 21·5 per cent higher, and weekly pay rolls 17·9 per cent higher, than in November, 1939.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by an Order in Council of April 9, 1924. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On December 31, 1934, an Order in Council was passed rescinding the "B" conditions previously in effect and substituting other conditions therefor, the full text of which appeared in the LABOUR GAZETTE for January, 1935, pp. 24-25. Provision had been made in the "B" labour conditions in their original form for the payment of wages rates not less than those generally accepted as current for competent workmen in the district in which the work is to be performed, or if there were no current rates then fair and reasonable rates. This provision was retained in the amending Order in Council of December 31, 1934, but with the added proviso that in no event shall the wage rate for male workers 18 years of age and over be less than 30 cents an hour, and for female workers 18 years of age and over, less than 20 cents an hour. It is also provided that in any cases where the provincial Minimum Wages Law require the payment of higher wages than those set out above, such higher rates shall apply in the execution of federal contracts. With respect to males and females under 18 years of age, it is required that they shall be paid rates of wages not less than those provided for women and girls in the Minimum Wages Scales of the respective provinces.

Respecting contracts for building and construction work the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

> "All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:
>
> The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to work of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts

for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of work-

ing hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of a new block at R.C.N. Barracks at Esquimalt, B.C. Name of contractor, Mr. Ernest H. Shockley, Vancouver, B.C. Date of contract, December 2, 1940. Amount of contract, $87,900 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 75
Blacksmiths	0 75
Boilermakers	0 50
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or electric	0 55
Drill runners	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Electricians (inside wiremen)	0 75
Engineers, operating steam—	
Single drums	0 70
Double drums	0 90
Engineers on steel erection	1 12½
Firemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 45
Lathers—	
Metal	0 75
Wood	0 75
Machinists	0 75
Machinists' helpers	0 50
Motor truck driver	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	0 90
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Roofers, felt and gravel; patent; comp.	0 50
Riggers (general)	0 60
Rodmen, reinforced steel	0 55
Sheet metal workers	0 75
Steam shovel—	
Engineers	1 12½
Cranemen	0 90
Firemen	0 74½
Oilers	0 60
Shovel operators (gas.)	1 12½
Structural steel workers	1 12½
Tile setters—	
Asphalt	0 75
Ceramic	0 95
Helpers (all men assigned to help tradesmen)	0 50
Watchmen	0 45
Waxers and polishers (floors)	0 50
Welders and burners on steel erection	1 12½

Replacement of dolphins at automobile ferry landing at Sidney, B.C. Name of contractor, Mr. Wm. Greenlees, Vancouver, B.C. Date of contract, November 20, 1940. Amount of contract, approximately $4,286.10. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foreman	$1 25
Pile driver engineer	1 12½
Pile driver man	1 00
Pile driver derrick fireman	0 68¾
Pile driver boommen	1 00
Pile driver bridgemen	1 00
Labourers	0 45
Boatmen (rowboats)	0 45
Motor boat operators	0 50
Watchmen	0 45

Installation of water tube boiler and mechanical stoker at Westminster Hospital, London, Ont. Date of contract, December 20, 1940. Name of contractors, E. Leonard & Sons, Ltd., London, Ont. Amount of contract, $31,593. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 70
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Boiler makers	0 85

	Per hour
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 60
Engineers on steel erection	0 85
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck driver	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 60
Painters (spray)	0 70
Plumbers and steamfitters	0 80
Sheet metal workers	0 70
Structural steel workers	0 85
Welders on steel erection	0 85
Watchman	0 35

Construction of repairs to the wharf at Sayward, B.C. Name of contractors, W. R. Jaynes Co., New Westminster, B.C. Date of contract, December 19, 1940. Amount of contract, approximately $9,688. A fair wages schedule was included in the contract as follows:—

Piledriver and derrick—	Per hour
Foreman	$1 25
Engineer	1 12½
Man	1 00
Boomman	1 00
Bridgeman	1 00
Fireman	0 68¾
Labourers	0 45
Wharf and dock builders	1 00
Watchman	0 40

Construction of a wharf at R.C.N. Camp at Comox, B.C. Name of contractor, Mr. Wm. Greenlees, Vancouver, B.C. Date of contract, December 10, 1940. Amount of contract, approximately $20,908.50. A fair wages schedule was included in the contract as follows:—

Piledriver—	Per hour
Foreman	$1 25
Engineer	1 12½
Man	1 00
Boomman	1 00
Bridgeman	1 00
Derrick engineer	1 12½
Derrick men	1 00
Derrick firemen	0 68¾
Watchmen	0 40
Labourers	0 45
Wharf and dock builders	1 00
Electricians	0 75
Piledriver firemen	0 68¾

Replacement of dolphins and construction of a breakwater at Union Bay B.C. Name of contractor, Mr. R. Bumstead, Vancouver, B.C. Date of contract, December 18, 1940. Amount of contract, approximately $3,059.24. A fair wages schedule was included in the contract as follows:—

Piledriver—	Per hour
Foreman	1 25
Engineer	1 12½
Piledriver man	1 00
Boomman	1 00
Bridgeman	1 00
Fireman	0 68¾
Labourer	0 45

DEPARTMENT OF TRANSPORT

Development work at Trenton, Ont. Name of contractors, Brennan Paving Co., Ltd., Hamilton, Ont. Date of contract, December 16, 1940. Amount of contract, $126,735.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Concrete mixer operators—	
Gas. or elec.	0 50
Steam	0 65
Drivers	0 40
Driver, horse and cart	0 55
Drivers—team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Road grader operators—gas.	0 50
Road roller operators—gas. or steam	0 65
Shovel operators—Gas.	1 00
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Tractor operators	0 50
Watchmen	0 35
Road grader operators—	
Horsedrawn	0 45
Including team	0 80

Construction of a well at Windsor Mills, P.Q. Name of contractor, Mr. A. P. Duquette, Sherbrooke, P.Q. Date of contract, December 16, 1940. Amount of contract, $2,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drill runners	0 45
Driver	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Electricians (inside wiremen)	0 60

	Per hour
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck driver	0 40
Motor truck driver and truck	1 35
Watchmen	0 30

Development work at Penhold, Alta. Name of contractors, Crown Paving and Construction Co., Ltd., Edmonton, Alta. Date of contract, December 16, 1940. Amount of contract, $245,827. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 70
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 45
Cement finishers	0 55
Compressor operators (gas. or elec.)	0 45
Drill runners	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Engineers, crane (steam, gas. or elec.)	0 70
Firemen, stationary	0 45
Labourers	0 40
Motor truck drivers	0 40
Motor truck drivers and truck	1 40
Powdermen	0 45
Road grader operators—gas.	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators—gas.	1 00
Tractor operators	0 45
Watchmen	0 35

Erection of building at Charlottetown, P.E.I. Name of contractor, Messrs. Phillips and Matheson, Charlottetown, P.E.I. Date of contract, December 16, 1940. Amount of contract, $10,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—Gas. or elec.	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Electricians (inside wiremen)	0 60
Labourers	0 35
Lathers—wood	0 50
Linoleum layers	0 50
Motor truck driver	0 40
Motor truck driver and truck	1 35
Ornamental iron workers	0 55
Painters and glaziers	0 55
Plasterers	0 75
Plasterers' helpers (mixing and tempering material)	0 40
Plumbers and steamfitters	0 60
Roofers, felt and gravel; patent; comp.	0 40
Roofers, sheet metal	0 60
Rodmen, reinforced steel	0 45
Sheet metal workers	0 60
Watchmen	0 30
Waxers and polishers (floor)	0 40
Hoist operators—tower (gas. or elec.)	0 45
Firemen, stationary	0 40

Development work at Swift Current, Sask. Name of contractors, Dufferin Paving Co., Ltd., Toronto, Ont. Date of contract, December 16, 1940. Amount of contract, $281,573. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 50
Cement finishers	0 60
Compressor operator (gas. or elec.)	0 50
Drill runners	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Engineers, locomotive, crane (steam, gas. or elec.)	0 75
Firemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Powdermen	0 50
Road grader operators—	
Gas.	0 55
Horsedrawn	0 45
Including team	0 80
Road roller operators (steam or gas.)	0 70
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators—Gas.	1 00
Tractor operators	0 60
Watchman	0 35

Development work at Valley River, Man. Name of contractors, Messrs. Beragar Bros., Elm Creek, Man. Date of contract, December 16, 1940. Amount of contract, $25,565. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Drivers	0 35
Driver, team and wagon	0 65
Labourers	0 35
Motor truck driver	0 40
Motor truck driver and truck	1 40

	Per hour
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas.	0 50
Tractor operators	0 40
Watchmen	0 30

Development work at Hamlin, Sask. Name of contractors, McNamara Construction Co., Ltd., Toronto, Ont. Date of contract, December 16, 1940. Amount of contract, $37,935. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Drivers	0 40
Drivers, team and wagon	0 75
Labourers	0 40
Motor truck driver	0 45
Motor truck driver and truck	1 45
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 55
Tractor operators	0 60
Watchman	0 35

Construction of a cast iron pipe line at Fingal, Ont. Name of contractors, Ryan Contracting Co., Ltd., Windsor, Ont. Date of contract, December 16, 1940. Amount of contract, $5,600. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Pipelayers, caulkers and solderers	0 50
Pumpmen	0 50
Shovel operators—gas.	1 00
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Tractor operators	0 50
Watchman	0 35

Construction of a water main at Portage la Prairie, Man. Name of contractors, Nelson River Construction Ltd., Winnipeg, Man. Date of contract, December 16, 1940. Amount of contract, $12,376.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipe layers, caulkers and solderers	0 45
Pumpmen	0 45
Shovel operators (gas.)	1 00
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Tractor operators	0 45
Watchmen	0 30

Construction of a water main at Macleod, Alta. Name of contractors, Fred Mannix & Co., Calgary, Alta. Date of contract, December 19, 1940 Amount of contract, $15,250. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 90
Drivers	0 40
Driver—	
Horse and cart	0 50
Team and wagon	0 65
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipelayers, caulkers and solderers	0 40
Plumbers and steamfitters	0 95
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Pumpmen	0 45
Shovel operators (gas.)	1 00
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Tractor operators	0 45
Watchmen	0 40

Preliminary development work at Penticton, B.C. Name of contractors, Williams and Carrothers Ltd., Vancouver, B.C. Date of contract, December 26, 1940. Amount of contract, $20,368. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Compressor operators (gas. or elec.)	0 50
Dragline operators—	
Steam or gas.	1 12½
Firemen	0 74½
Oilers	0 60
Drivers	0 40
Driver, team and wagon	0 75
Drill runners	0 50
Labourers	0 40
Motor truck driver	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 75
Painters and glaziers	0 65
Powdermen	0 50

	Per hour
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators	0 70
Tractor operators	0 50
Watchmen	0 40

(2) *Dredging*

NOTE.—The labour conditions of each of the contracts referred to under this heading contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empowers the Minister of Labour to deal with any dispute which may occur thereon.

DEPARTMENT OF PUBLIC WORKS

Dredging work at Midland, Ont. Name of contractors, Canadian Dredge and Dock Co., Ltd., Toronto, Ont. Date of contract, November 28, 1940. Amount of contract, approximately $11,250.

GROUP "B" CONTRACTS

Manufacture and Repair of Equipment, Supplies, Interior Fittings, Etc.

NOTE.—Each of the contracts listed under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Blankets	Slingsby Mfg. Co., Ltd., Brantford, Ont.
Batons	Hugh Carson Co., Ltd., Ottawa, Ont.
Scarlet serge lining	Slingsby Mfg. Co., Ltd., Brantford, Ont.
Service trousers	S. S. Holden Ltd. Ottawa, Ont.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co. Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co. Ltd., Ottawa, Ont.
Letter carriers' uniforms	Paton Mfg. Co., Ltd., Montreal, P.Q.
Letter carriers' uniforms	Acme Glove Works Ltd., Montreal, P.Q.
Letter carriers' uniforms	Uniform Cap Co., Ltd., Ottawa, Ont.
Letter carriers' uniforms	Pollack & Dorfman, Quebec, P.Q.
Letter carriers' uniforms	Needlecraft Mills Ltd., St. Hyacinthe, P.Q.
Mail bag fittings	Pritchard-Andrews Co. Ltd., Ottawa, Ont.
Satchels	Hugh Carson Co., Ltd., Ottawa, Ont.
Scales	Pritchard-Andrews Co. Ltd., Ottawa, Ont.
Scales	E. T. Fairbanks & Co., Ltd., Sherbrooke, P.Q.
Stamping machine parts	Machine Works Ltd., Montreal, P.Q.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Fur, Leather and Leather Products

WINNIPEG, MANITOBA.—TWO GLOVE MANUFACTURERS AND THE INTERNATIONAL GLOVE WORKERS' UNION, LOCAL 90.

This agreement which originally came into effect August 1, 1939, continues until June 30, 1941, and thereafter from year to year, subject to notice.

All employees except foremen and certain classes of inexperienced workers are to be union members.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-quarter; double time for work on Sundays and Dominion legal holidays.

Wages: a schedule of piece-work prices is attached to the agreement, any changes to which will be arranged by the employer and the price committee.

During slack season the work of employees in each category to be divided equally.

Any disputes which cannot be settled between the parties will be referred to a joint arbitration board, and if they are unable to settle it, it will be referred to the Manitoba Department of Labour.

Manufacturing: Printing and Publishing

WINDSOR, ONTARIO.—A DAILY NEWSPAPER PUBLISHER AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 553 (PRINTERS).

Agreement to be in effect from April 1, 1940, to March 31, 1943, and thereafter from year to year, subject to notice. The wage scale may, however, be re-opened if either party gives notice 30 days before April 1 in 1941 or 1942.

The agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August 1939, page 853 and November 1937, page 1269, with these exceptions:

Regular hours which were reduced from 48 to 44 in 1939 are now 48 per week again under this agreement

The hourly wage rate of 85 cents per hour for day work and 90 cents for night work continues to be in effect for the months of July, August, January and February only, while the wage rates for the other months of the year are increased 5 cents per hour, to 90 cents for day work and 95 cents for night work. The hourly wage rate for the "lobster" shift (a shift beginning after 11 p.m. and before 6 a.m.) is $1 per hour.

Vacation: by a supplementary agreement, the annual vacation of four days which was in effect in 1939 is now increased to one week for all regular journeymen and apprentices.

WINDSOR, ONTARIO.—CERTAIN JOB PRINTING OFFICES AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 553 (PRINTERS).

The agreement mentioned in the August, 1939, LABOUR GAZETTE, page 853, and which runs from April 1 to March 31, each year until notice from either party, continues in effect but with a verbal agreement providing for an increase in wages of 5 cents per hour.

REGINA, SASKATCHEWAN.—DAILY NEWSPAPER PUBLISHERS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 75.

Agreement to be in effect from June 1, 1940 to May 31, 1941, and thereafter from year to year, subject to notice.

It is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1939, page 853, with these exceptions:

The wage rate for pressmen is increased from 81½ to 84 cents per hour, or to $38 per week (an increase of $1.35). Apprentice pressmen in their sixth year are added to the apprentices' wage scale at a wage rate of $30 per week.

REGINA, SASKATCHEWAN.—CERTAIN JOB PRINTING FIRMS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 75.

Agreement to be in effect from June 1, 1940 to June 1, 1941.

It is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August 1939, page 853, with this exception:

Minimum wages per week for journeymen and assistants: cylinder pressmen $36.30 (an increase of $1.10), cylinder assistant $26.80 (an increase of 85 cents), cylinder assistant working part time on cylinder and platens $21.45 (an increase of 50 cents), platen pressmen $34.20 (an increase of $1.10).

Manufacturing: Metal Products

VANCOUVER, B.C.—A CERTAIN AIRCRAFT MANUFACTURING COMPANY AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, AERONAUTICAL LODGE, No. 756.

Agreement to be in effect from August 28, 1940, for the duration of the war and thereafter until the completion of war contracts, and afterwards until either party gives 30 days' notice of change.

The Company agrees to bargain with the union as long as the union can give evidence that it represents the majority of the employees. The union agrees not to discriminate against non-union employees.

Hours: 48 per week, but to revert to 44 hours when conditions warrant it. These hours do not apply to watchmen, maintenance men, firemen, etc. Second shift to be allowed one-half hour for lunch for which they are to be paid; third shift to receive 8 hours' pay for 7 hours' work.

Overtime: time and one-half for first four hours; double time thereafter; double time for work on Sundays and statutory holidays.

Minimum wages per hour retroactive to July 1, 1940; leading hands 95 cents; tool maker, pattern maker, electrician 90 cents; journeymen and maintenance men 85 cents, specialists 70 cents, production workers 50 and 65 cents, except beginners over 18 years during their first three months and those under 18 years during their training period of three to nine months, for whom rates are as set out in the government fair wage scale of January 23, 1940; firemen 65 cents; janitors 55 cents, watchmen 50 cents. The wage rates are subject to adjustment quarterly in accordance with the cost of living and wages to be increased or decreased according to the changes in cost of living as ascertained by the federal Department of Labour, no adjustment to be made unless the percentage change is at least 5 per cent.

Apprentices to be governed by regulations of the federal Department of Labour for aircraft factories for war contracts and by the British Columbia Apprenticeship Act.

Seniority to apply in case of lay-offs and re-employment where seniors are competent.

Grievances to be handled by a shop grievance committee and disputes negotiated between the company and the union, and if necessary referred to the federal Department of Labour which may establish a conciliation committee on which the company and the union will be represented.

VANCOUVER, B.C.—SHIPPING FEDERATION OF BRITISH COLUMBIA AND THE CANADIAN WATERFRONT WORKERS' ASSOCIATION AND THE VANCOUVER LONGSHOREMEN'S ASSOCIATION (LONGSHOREMEN ON DEEP SEA WORK).

The agreement which came into effect March 25, 1937, and was summarized in the LABOUR GAZETTE, May, 1937, page 577, and August, 1936, page 749, was renewed (with a wage change) from June 17, 1940, to remain in effect for the duration of the war and six months thereafter.

Basic wages were increased by 5 cents per hour for straight time making these rates $1 per hour for ship work and 96 cents for dock work. The rates for overtime were correspondingly raised by 7 or 8 cents per hour, or higher in case of overtime for special commodities.

NORTH VANCOUVER, B.C.—SHIPPING FEDERATION OF BRITISH COLUMBIA AND THE NORTH VANCOUVER LONGSHOREMEN'S ASSOCIATION.

Under the agreement which came into effect January 22, 1937, and was summarized in the LABOUR GAZETTE, April, 1937, page 455, any change made in the Vancouver agreement was

to be incorporated into this agreement. The wage increase of 5 cents per hour in basic rates and corresponding increases in other rates as mentioned above at Vancouver, therefore, are in effect at North Vancouver from June 17, 1940.

NEW WESTMINSTER, B.C.—CERTAIN DOCK AND STEVEDORING COMPANIES AND THE ROYAL CITY WATERFRONT WORKERS' ASSOCIATION (LONGSHOREMEN).

The agreement which came into effect June 22, 1938, and was summarized in the LABOUR GAZETTE, August, 1939, page 859, has been renewed for the duration of the war and six months thereafter.

As this agreement provides that wage rates and working conditions be the same as at Vancouver, the basic minimum rate was, therefore, increased from June 17, 1940, to $1 per hour for ship work and 96 cents for dock work with corresponding increases for overtime and for special commodities.

Collective Agreement Act, Quebec

The following amendments and correction of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Bakers and Deliverymen, Quebec (amendment).

Bakers and Bakery Salesmen, Montreal (amendment).

Fine Glove Manufacturing, Province of Quebec (amendment).

Railway and Tramway Car and Bus Manufacturing Industry, Montreal (amendment).

Can, Container and Metal Utensil Manufacturing, Province of Quebec, (amendment).

Hardware and Paint Stores, Quebec (correction).

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings Under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A joint committee must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A joint committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the amendment of five agreements and the

correction of another. Request for the extension of a new agreement covering the fine glove industry throughout the Province was published in the *Quebec Official Gazette,* December 14. Requests for the amendment of certain agreements were published in the *Quebec Official Gazette,* as follows: building trades, Quebec, building trades, Chicoutimi, and the fur industry, Quebec, in the issue of December 7; bakers at Montreal, the work glove industry in the Province, and civic employees at St. Joseph d'Alma in the issue of December 14; the shoe industry in the Province, and checkers at the port of Quebec, in the issue of December 21; the shoe industry in the Province, and barbers in Missisquoi County, in the issue of December 28. In addition, Orders in Council were published in the *Quebec Official Gazette,* during December approving or amending the constitution of certain joint committees and approving the levying of assessments of others, as listed below.

Manufacturing: Vegetable Products

BAKERS AND BAKERY SALESMEN, QUEBEC.—An Order in Council, approved December 13, and published in the *Quebec Official Gazette,* December 21, extends the term of this agreement (LABOUR GAZETTE, January, 1940, page 68 and December page 1309) to February 1, 1941.

BAKERS AND BAKERY SALESMEN, MONTREAL.—An Order in Council, approved December 1, and published in the *Quebec Official Gazette,* December 7, extends the term of this agreement (LABOUR GAZETTE, October, 1939, page 1064 and September, 1940, page 970) from January 1 to December 31, 1941.

Manufacturing: Fur, Leather and Leather Products

FINE GLOVE MANUFACTURING, PROVINCE OF QUEBEC.—An Order in Council, approved December 13, and published in the *Quebec Official Gazette,* December 21, extends the term of this agreement (LABOUR GAZETTE, March, 1940, page 282 and April, 1939, page 434) from January 1 to April 1, 1941, or any earlier date on which a new decree may be ratified.

Manufacturing: Metal Products

RAILWAY AND TRAMWAY CAR AND BUS MANUFACTURING INDUSTRY, MONTREAL.—An Order in Council, approved December 1, and published in the *Quebec Official Gazette,* December 7, extends the terms of this agreement (LABOUR GAZETTE, March, 1940, page 282 and April, page 390) from December 1, 1940 to March 1, 1941.

CAN, CONTAINER AND METAL UTENSIL MANUFACTURING, PROVINCE OF QUEBEC.—An Order in Council, approved December 1, and published in the *Quebec Official Gazette,* December 7, provides that the term of this agreement (LABOUR GAZETTE, May, 1940, page 496, June, page 608 and July, page 730) be extended from January 1 to December 31, 1941.

Trade

HARDWARE AND PAINT STORES, QUEBEC.—An Order in Council, approved December 1, and published in the *Quebec Official Gazette,* December 7, changes the previous Order in Council (LABOUR GAZETTE, April, 1940, page 391 and December page 1312) by correcting the name of the employees' association, to read "L'Association nationale catholique des commis quincailliers de Québec" (The National Catholic Association of Hardware Store Clerks of Quebec). Another correction published in the same issue does not affect the LABOUR GAZETTE summary.

Joint Committees

The constitution and by-laws of the joint committees set up under the following agreements were approved or amended by Order in Council and published in the *Quebec Official Gazette,* December 14, 21 and 28:

Millinery Industry, Province of Quebec.
Lithographing Industry, Province of Quebec.
Longshoremen, Sorel.
Dress Industry, Province of Quebec (amendment).

Notices were published in the *Quebec Official Gazette,* December 7, 14 and 21, that authorization was given by Order in Council for the joint committees to levy assessments on employers and employees, parties to the following agreements:

Building Trades, Chicoutimi.
Fur Industry, Quebec.
Elevator Constructors, Western Quebec Province.
Elevator Constructors, Eastern Quebec Province.
Lithographing Industry, Province of Quebec.
Dress Industry, Province of Quebec.
Bakers, Quebec (amendment).
Fine glove industry, Province of Quebec (amendment).

INDEX NUMBERS OF RATES OF WAGES IN CANADA 1901-1940

THE report on Wages and Hours of Labour in Canada, 1929, 1939 and 1940, No. 24 in the series, published each year since 1921, not being available as a supplement to the present issue of the LABOUR GAZETTE, the table of index numbers of rates of wages for various classes of labour is given herewith in advance of the subsequent publication of the report as a supplement. Most of the reports in this series were issued as supplements to the Gazette for January, but No. 22, that for 1929, 1937 and 1938, and No. 23 for 1929, 1938 and 1939, were issued as supplements to the LABOUR GAZETTE for March, 1939 and March, 1940 respectively.

This table of index numbers was first published in Report No. 1, issued as a supplement to the LABOUR GAZETTE for March, 1921, and

TABLE OF INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA 1901-1940

(Rates in 1913=100)

Year	Building Trades (a)	Metal Trades (b)	Printing Trades (c)	Electric Railways (d)	Steam Railways (e)	Coal Mining (f)	Average* Unweighted	Average* ** Weighted	Common Factory Labour	Miscellaneous Factory Trades (g)	Logging and Sawmilling (g)	** General average weighted
1901	60·3	68·6	60·0	64·0	68·8	82·8	67·4	66·5	.....	.....	.....	.....
1902	64·2	70·2	61·6	68·0	72·0	83·8	70·0	69·3	.....	.....	.....	.....
1903	67·4	73·3	62·6	71·1	75·1	85·3	72·5	72·3	.....	.....	.....	.....
1904	69·7	75·9	66·1	73·1	76·9	85·1	74·5	74·4	.....	.....	.....	.....
1905	73·0	78·6	68·5	73·5	74·5	86·3	75·7	75·5	.....	.....	.....	.....
1906	76·9	79·8	72·2	75·6	79·3	87·4	78·6	78·7	.....	.....	.....	.....
1907	80·2	82·4	78·4	81·4	81·0	93·6	82·8	81·7	.....	.....	.....	.....
1908	81·5	84·7	80·5	81·8	86·1	94·8	84·9	84·5	.....	.....	.....	.....
1909	83·1	86·2	93·4	81·1	86·3	95·1	85·9	85·5	.....	.....	.....	.....
1910	86·9	88·8	87·8	85·7	90·1	94·2	88·9	88·8	.....	.....	.....	.....
1911	90·2	91·0	91·6	88·1	95·7	97·5	92·4	92·6	94·9	95·4	96·3	94·1
1912	86·0	95·3	96·0	92·3	97·9	98·3	96·0	97·1	98·1	97·1	98·8	97·3
1913	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
1914	100·8	100·5	102·4	101·0	101·4	101·9	101·3	101·1	101·0	103·2	94·7	101·3
1915	101·5	101·5	103·6	97·8	101·7	102·3	101·4	101·6	101·0	106·2	89·1	102·2
1916	102·4	106·9	105·8	102·2	105·9	111·7	105·8	105·4	110·4	115·1	109·5	100·5
1917	100·9	128·0	111·3	114·6	124·6†	130·8	119·9	122·4	129·2	128·0	130·2	125·6
1918	125·9	155·2	123·7	142·9	158·0	158·7	143·9	145·9	152·3	146·8	150·5	147·2
1919	148·2	180·1	145·9	163·2	183·9	170·5	165·3	169·5	180·2	180·2	169·8	173·4
1920	180·9	209·4	184·0	194·2	221·0	187·7	197·9	202·2	215·3	216·8	202·7	207·7
1921	170·5	186·8	193·3	192·1	195·9	208·3	191·2	186·8	190·6	202·0	152·6	189·9
1922	162·5	173·7	192·3	184·4	184·4	197·8	182·5	176·6	183·0	189·1	158·7	180·2
1923	166·4	174·0	188·9	186·2	186·4	197·8	183·3	178·3	181·7	196·1	170·4	184·2
1924	169·7	175·5	191·9	196·4	186·4	192·4	183·7	179·5	183·2	197·6	183·1	186·4
1925	170·4	175·4	192·8	187·8	186·4	167·6	180·1	178·4	186·3	195·5	178·7	185·1
1926	172·1	177·4	193·3	188·4	186·4	167·4	180·8	179·4	187·3	196·7	180·8	186·3
1927	179·3	178·1	195·0	189·9	198·4	167·9	184·8	185·6	187·7	199·4	182·8	190·4
1928	185·6	180·1	198·3	194·1	198·4	168·9	187·4	188·3	187·1	200·9	184·3	192·2
1929	197·5	184·6	202·3	198·6	204·3	168·9	192·7	195·0	187·8	202·1	185·6	196·0
1930	203·2	186·6	203·3	199·4	204·3	169·4	194·4	197·3	188·2	202·3	183·9	197·1
1931	195·7	182·9	205·1	198·6	199·2‡	169·4	191·8	188·7	183·4	197·3	163·0	189·1
1932	178·2	174·7	194·2	191·1	183·9	164·0	181·4	179·4	173·6	184·3	141·3	177·7
1933	158·0	169·2	184·3	182·7	179·7	161·9	172·6	170·2	168·1	175·7	121·7	168·3
1934	154·8	168·0	183·5	182·4	173·7	162·9	170·9	167·1	170·8	180·5	145·1	170·5
1935	159·8	169·7	184·5	183·7	183·9	165·8	174·6	172·4	174·9	184·7	152·3	175·4
1936	160·8	170·1	185·2	185·5	183·9	165·9	175·2	172·9	179·7	188·8	165·9	178·6
1937	165·3	187·4	187·8	190·5	196·1	166·8	182·3	182·9	195·5	203·7	188·1	191·7
1938	169·4	189·3	190·7	193·7	204·3	174·4	187·0	187·8	199·7	210·3	197·2	197·4
1939	170·7	189·8	191·5	194·9	204·3	174·5	187·6	188·4	201·4	211·8	194·3	198·3
1940	174·6	198·2	194·6	200·4	204·3	176·2	191·4	192·2	208·2	221·3§	201·1	204·4§

* Average of previous six columns.
** Weighted according to average numbers of workers in each group in 1921 and 1931.
† Including some increases effected near the end of the year.
‡ Including a ten per cent decrease for certain classes toward the end of the year.
§ Subject to revision.
(a) Seven trades from 1901 to 1920, eight from 1921 to 1926, nine for 1927 to 1940; 13 cities to 1927, 14 cities to 1930, thereafter 31 to 42 cities.
(b) Five trades from 1901 to 1926, four for 1927 to 1940.
(c) Two trades from 1901 to 1920, four for 1921 and 1922, six from 1923 to 1940.
(d) Two classes from 1901 to 1920, five classes 1921 to 1940.
(e) Twenty-three classes.
(f) Four classes 1901 to 1920, twelve classes 1921 to 1940.
(g) The number of samples (and industries) increased from time to time since 1920; machine operators, helpers, etc., also included.

covered the period 1901 to 1920. The index number for each group in each year since 1921 has been calculated by ascertaining the percentage change in each wage rate for the current year from the rate shown for the preceding year and averaging such percentage changes. The group index for the preceding year is then adjusted according to the average change so ascertained. Until 1935 only the figures for the first six groups were averaged but in Report No. 19 for the years 1929, 1934 and 1935 all the group figures were averaged, being weighted according to the approximate number of employees in each group of trades or industry as shown by the Census of 1921 and of 1931. The weights are as follows (in thousands): building trades 143; metal trades 131; printing trades 25; electric railways 18; steam railways 161; coal mining 28; common factory labour 110; miscellaneous factory trades 363; logging and sawmilling 77.

The figures were secured in June for the building trades, logging and sawmilling, pulp and paper mills, iron and steel products including automobiles, parts and accessories. For the other trades and industries the information was secured chiefly in September. Changes in wages after that month are not reflected in the index numbers, except in a few cases.

During 1940 all groups were higher except that for steam railways. The most important increases were in metal trades and in miscellaneous factory trades in which the greatest changes were in textiles clothing, metal products, pulp and paper.

PRICES RETAIL AND WHOLESALE IN CANADA, DECEMBER, 1940

Cost of Living, Prices of Staple Articles and Index Numbers

THE new official index number of the cost of living advanced from 107·8 at the beginning of November to 108·0 at the beginning of December due to increases in the food group and in home furnishings. Other groups were unchanged. The advance in the food group was due mainly to the higher prices for butter and eggs and to minor increases in cereals and in potatoes while in the home furnishings group slight increases were recorded in furniture, furnishings and in hardware. Comparative figures for the "total index" at certain dates are 108·0 for December; 107·8 for November; 103·8 for December, 1939; and 100·8 at the beginning of August and September, 1939. The advance since the outbreak of war was, therefore, 7·1 per cent in the general index, about 14 per cent in clothing, 10 per cent in each of the three groups, food, home furnishings and in fuel and smaller advances in rent and in miscellaneous items.

The index number was constructed on the basis of a survey of the expenditure of 1,439 families of wage earners and salaried workers with incomes between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food, (31·3 per cent) $443; shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent) $90.50; Clothing (11·7 per cent) $165.80; Home Furnishings (8·9 per cent) $125.70; Miscellaneous (22·6 per cent) $319.40, including Health (4·3 per cent) $60.80, Personal Care (1·7 per cent) $23.90, Transportation (5·6 per cent) $79.30, Recreation (5·8 per cent) $82.10, Life Insurance (5·2 per cent) $73.30. Other expenditure, not directly represented in the index was $40.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure the indexes for the new "Home Furnishings" and the "Miscellaneous" should be combined using the weights. By this method of calculation the figures of the old index for December are Food 123, Fuel and Light 148, Rent 153, Clothing 133, Sundries 161. All Items 140.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915 to September, 1940, has also been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of December was: Food $9.01; Laundry starch 4·1 cents; Fuel $2.96; Rent $6.21; and Total $18.22. The average cost of staple foods by provinces at the beginning of December was: Nova Scotia $9.24; Prince Edward Island $8.94; New Brunswick $9.33; Quebec $8.56; Ontario $9.03; Manitoba $8.73; Saskatchewan $8.56; Alberta $8.83; and British Columbia $9.72.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 showed little change during December advancing slightly during the second week while a decline was recorded during the following week. This was the first decline recorded since the end of September. The figures are 84·2 for the last two weeks in December, 84·3 for the week ended December 13, 84·1 for the week ended December 6, and 82·9 for the week ended September 27. The advance early in the month was due mainly to higher prices for fresh meats, lambs, calves, butter, cheese, leather and wheat and the subsequent decline to lower prices for grains, eggs, fish, cheese, oils and fats. In the classification according to chief component materials the Vegetable Products Group and the Wood Products Group were lower at the end of the month than at the beginning while the other groups were higher except the Non-Ferrous Metals Group and the Non-Metallic Minerals Group which were unchanged. The largest change in December was the increase recorded in the Animals and Animal Products Group.

(Continued on page 80)

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935-1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·5	92·8	102·5	96·9	97·7		95·7
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·1	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork			Bacon, medium, sliced, per lb.	Ham, boiled, sliced, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loin, per lb.	Fresh shoulder, per lb.	Pork, salt, regular mess, per lb.		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**29·9**	**25·8**	**25·0**	**17·6**	**14·3**	**19·3**	**27·2**	**24·5**	**18·4**	**20·2**	**32·2**	**55·2**
Nova Scotia (average)	**31·0**	**26·1**	**24·4**	**17·5**	**14·7**	**18·9**	**28·6**	**24·6**	**19·6**	**19·7**	**31·3**	**54·3**
1—Sydney	32·4	27·6	23	20·4	15·9	.....	28·5	25·6	20·6	20·6	30·4	52·9
2—New Glasgow	31·8	27·2	27·3	18·7	15·4	18	29·6	24·7	19·1	18·8	31·2	55·6
3—Amherst	28·7	25·7	21·5	15	13	20	29·5	22	19	19	32·5	52·5
4—Halifax	31·1	25·2	20·3	16·5	15·8	18·2	28·4	25	19·1	19·5	29·9	55·4
5—Windsor	30	25	27·5	17·5	15	.....	26·5	25	20	20	31·2	55
6—Truro	32	26	27	16·7	13	19·5	29	25	19·7	20·3	32·4	54·5
7—**P.E.I.**—Charlottetown	**28·6**	**24·2**	**24·4**	**16·6**	**14·6**	.....	**27·2**	**26·0**	**19·8**	**20·1**	**31·5**	**54·5**
New Brunswick (average)	**34·3**	**25·3**	**25·6**	**18·3**	**14·0**	**17·8**	**27·8**	**24·4**	**18·8**	**20·4**	**32·9**	**56·5**
8—Moncton	32	24·5	24·2	17	12·6	.....	27	25	19·9	20·1	33·7	56·9
9—Saint John	37·7	28·2	28·8	20	15·9	17·8	30·3	25·7	18·2	20·6	32·4	57·4
10—Fredericton	32·5	23·3	21·2	14	13·3	17·7	28·7	21·7	17·2	19·8	33·1	57·4
11—Bathurst	35	25	28	22	14	.....	25	25	20	21·2	28·6	54·3
Quebec (average)	**27·2**	**24·4**	**22·0**	**16·4**	**11·5**	**18·6**	**25·4**	**20·6**	**16·8**	**18·5**	**30·2**	**54·8**
12—Quebec	26·6	24·5	19·9	16·2	10·6	20·3	23·3	16	15	16·6	28·5	46·5
13—Three Rivers	26·9	22·5	21·9	16·7	12·1	16·6	25·5	20·7	17·8	18·7	32·2	54·9
14—Sherbrooke	33·6	27·4	22·9	18·2	12·1	19·2	27·7	23·7	16·9	19·4	27·7	54·6
15—Sorel	23·7	21·2	18·1	13·9	9·6	16·2	24·5	20·1	15·0	17·3	30·9	52·1
16—St. Hyacinthe	21·6	21·4	21·8	15	11·2	20	24·9	19·4	16·3	16·2	31·4	54·5
17—St. Johns	34·8	29·3	25·8	18·8	12·4	20	29	25·8	19·5	19·4	29·6	57·7
18—Thetford Mines	22	22	18·7	15·7	11·1	20	22·5	17·1	16	18·9	29·7	59
19—Montreal	30	26·8	25·8	16·4	13·1	17·7	26·6	21·5	18·3	20·5	30·1	57·1
20—Hull	25·7	24·4	23·1	17·1	11	17·8	24·9	20·7	16·4	19·1	31·5	56·6
Ontario (average)	**30·1**	**26·8**	**26·1**	**18·6**	**15·0**	**19·8**	**27·1**	**25·6**	**18·5**	**20·5**	**32·0**	**54·7**
21—Ottawa	33·6	27·9	29·4	19·5	15	19	26·6	24·6	17·1	20·1	32·5	55·7
22—Brockville	36·3	31·5	29	19·2	15·2	18·3	26·2	24·7	18·2	21	31·2	56·3
23—Kingston	27·6	24·2	22·2	17·7	13·5	16·6	25·5	24·7	18·4	20	31·2	51·2
24—Belleville	25·4	23	25·4	17	12·7	20·5	26·2	21·7	17·5	17	32·5	53·6
25—Peterborough	28·3	26·3	26	18·6	15·7	20·5	27	25·5	18·7	19·8	32·5	51·8
26—Oshawa	29·4	26·4	27	18·1	15·5	21	27·6	26·2	17·7	18·4	32	55·1
27—Orillia	29	26·5	24	17·5	15	19	28·5	23	19	20·5	34·2	55·5
28—Toronto	32·6	28·3	30·3	20·8	17·6	19·9	27·1	25·9	16·3	21·8	33·4	56·7
29—Niagara Falls	31·5	28·3	28·1	20·2	14·7	18·8	27·3	26·4	19·2	23·9	31·7	56
30—St. Catharines	32·2	27·8	31·8	21·4	13·1	18	28	25·6	17·3	20	31·1	54·8
31—Hamilton	30·5	27·4	27·2	19·1	17	20·7	26·9	25·4	18	21	30·5	54·8
32—Brantford	29·9	27·2	25·7	19·4	13·8	20·5	27·7	26·1	19·4	16	31·7	52·6
33—Galt	30	27·6	26·8	19·7	17·7	20·2	29·2	27·6	19·5	20	33·6	55·8
34—Guelph	27·8	25·5	25	18·2	16	19·6	27·5	25·3	16·8	22·7	30·2	54·3
35—Kitchener	27·5	25·7	25	17·7	15·7	20·7	27·8	26·1	17·1	18·5	32·5	53·7
36—Woodstock	34	29	24·5	20	12·5	21	26	27·7	20·2	22	30·8	52·5
37—Stratford	30·3	27·2	28	18·3	17·8	20·2	27·7	26·7	17·5	25	31·5	54·2
38—London	30·4	27·8	27·3	18·4	15	19·2	27·3	26·2	19·1	20·7	31·9	54·8
39—St. Thomas	30·5	27	28	19·5	13·5	19·7	27·2	24·5	18·7	19	32·7	55·9
40—Chatham	28·7	26·3	26·1	18·5	13·5	19·6	26·2	26·3	17·5	19·4	31·2	53·9
41—Windsor	30·2	25	24·5	17·3	15·3	23	27	25·6	19·4	19·3	30·9	55·1
42—Sarnia	33	28·1	28·6	20·4	16·4	22·5	25·5	26·6	21	22·4	33·7	57·9
43—Owen Sound	29·7	26	25·7	17·4	14·8	18·3	25·2	25	16·8	20·3	32·9	50·7
44—North Bay	32·3	30·5	28	19·8	15·8	18	27·3	27	20·3	21·6	34	56·8
45—Sudbury	26·6	25·8	21·3	17	15	22	27·7	26·3	18·8	19·6	30·6	51
46—Cobalt	31	26·7	22	18	17·5	.....	.....	26·3	19	21	32·1	55
47—Timmins	28	24·8	22·8	17·9	14·7	18·2	29·5	25	18	22·7	30	54·9
48—Sault Ste. Marie	29·7	26·1	26	17	13·4	19·5	27·2	24·1	17·8	18·8	30·7	56·8
49—Port Arthur	27·2	23·2	22·2	15·5	13·5	20·3	26·2	24·7	18·5	21·6	33·7	56·7
50—Fort William	29·4	26·4	24·3	17·6	13·9	20·3	26·2	26·3	20·7	20·1	33·3	58·2
Manitoba (average)	**27·4**	**23·3**	**24·3**	**16·7**	**14·0**	**16·2**	**24·8**	**24·3**	**17·4**	**19·8**	**34·0**	**55·6**
51—Winnipeg	28·6	23·6	23·5	17·1	14·8	16·3	25	24·4	18·1	19·6	33·6	55·9
52—Brandon	26·2	23	25	16·2	13·1	16	24·5	24·2	16·7	20	34·4	55·3
Saskatchewan (average)	**26·6**	**22·1**	**21·0**	**13·6**	**11·3**	**15·0**	**24·4**	**21·3**	**14·8**	**18·2**	**30·9**	**54·6**
53—Regina	27·1	21·6	21·6	14·2	13·1	16·2	25·1	22·4	15·6	19·2	30·1	56·4
54—Prince Albert	.....	.....	18	11·5	10	14	24	18	11·5	15·5	29·8	55
55—Saskatoon	23·6	20·4	21·1	13·8	10·8	16·2	22·6	21·8	15	17·1	31·8	51·1
56—Moose Jaw	29	24·2	23·2	14·9	11·4	13·5	25·7	23·1	16·9	21	31·8	55·9
Alberta (average)	**27·8**	**23·6**	**23·9**	**16·0**	**12·3**	**18·3**	**26·9**	**23·7**	**17·2**	**18·3**	**33·4**	**53·1**
57—Medicine Hat	29·6	26	25	17·6	14	20	26·7	23	16·6	19·2	33·6	53·3
58—Drumheller	28·7	26	25	18	13·2	.....	29	25·7	18·3	19·6	32·2	55
59—Edmonton	24·4	20·2	22·4	13·2	10·8	16·9	25·8	24·8	17·5	17·8	32·3	51
60—Calgary	27·2	22·6	25·4	15	13·8	18·9	27·5	23·6	17·6	18·1	34·7	51
61—Lethbridge	29	23·2	21·8	16·2	9·9	17·4	25·4	21·6	16·2	17	34	55·3
British Columbia (average)	**32·3**	**27·7**	**27·7**	**18·3**	**17·4**	**22·9**	**30·4**	**27·2**	**21·3**	**23·4**	**35·4**	**58·7**
62—Fernie	30	25	26·8	17·3	17	22·5	30	26	21·3	21·7	31·6	56·7
63—Nelson	28·9	26·2	27·7	19·4	15·4	22·7	30·5	29	22·2	23·3	35	62·5
64—Trail	31·2	27·5	27	19	16·4	23·7	29·5	30	23	23·5	37·1	59
65—New Westminster	30·3	26·2	27·3	16·9	17·1	21	27·7	24·8	19·2	22·4	34·1	57·1
66—Vancouver	32·4	27·5	28·3	17·9	18·3	20·7	28·9	25·2	19·3	24·1	36·9	57·9
67—Victoria	35·9	29·3	28·2	18·6	19·4	24·7	30·7	27·7	21·3	22·9	37·6	57·6
68—Nanaimo	35	30	26·5	20	19	25	31	25	19	25	35·2	58·7
69—Prince Rupert	35	30	30	17·5	16·6	.....	35	30	25	24·6	36	60

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1940

Fish						Lard, pure, per lb. package	Eggs		Milk, in bottles, per quart	Butter, creamery prints, per lb.	
Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin		Grade A, medium or large, per doz.	Grade B, medium or large, per doz.			
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
17·4	26·5	17·5	19·6	18·9	18·3	10·5	46·2	37·5	11·1	34·9	
11·1	31·4	.....	14·5	14·8	18·9	11·2	54·3	42·7	10·8	37·6	
9·3	27·5	.....	13·5	14·4	17·6	10·5	56·4	43·6	13	35·5	1
12	31	.....	14·9	14·5	19·4	10·9	51·5	40·8	10–11	37·6	2
.....	.....	.....	14·9	15	20·7	12	49·8	41·5	9 b	37	3
11·2	35	.....	14·5	15	18·8	11	56·2	43·6	12	38·4	4
.....	.....	.....	14·4	.....	19	11·3	55·8	42·5	10	38	5
12	32	.....	14·5	15	18	11·5	55·8	44	10	38·8	6
10	29·2	.....	14·6	17	17 4	12·0	48·0	38·4	9–10	35·7	7
14·3	32·5	18·0	15·2	16·7	18·8	11·4	51·7	40·2	11·0	36·3	
15·3	32	.....	15	16·1	19·2	11·5	54·6	41·8	11	37·2	8
13	30·4	18	15·3	15·6	19·1	10·9	57·5	39·4	12	35·6	9
16·7	35·2	.....	15·5	18·1	18·7	12	47·2	39·7	11	37·3	10
12	.....	.....	14·9	17	18·2	11	47·5	40	10b	35	11
14·9	28·1	22·1	18·4	18·6	17·6	11·1	45·6	38·6	10·5	33·8	
15	29	.....	15	15	18	11·1	45·1	36·6	12	34·7	12
14·2	26	.....	.....	18·2	17	10·7	46·2	38·3	11	33·1	13
18·2	30	.....	18·7	20	17·9	11·5	47·8	40·5	11·1a	34·1	14
.....	28	.....	.....	.....	17·8	10·9	42·6	37·8	9	33·4	15
15	30	.....	.....	20	16·2	11·6	43·5	39	9	34	16
.....	.....	.....	.....	.....	17·7	11·1	46·6	41·3	9	33·6	17
14	28	.....	.....	.....	17·6	12	41·8	36·4	9	33·8	18
15·6	28·8	22·1	21·4	20·7	17·8	10·7	49·1	38·8	12–13	34·2	19
12·5	25	.....	.....	17·5	18·4	10·7	48	38·3	12	33·2	20
17·2	25·1	20·4	19·2	18·7	18·4	10·6	45·7	38·2	11·5	34·5	
19	29	18·3	21·6	18·3	19·1	10·5	49	39·6	12	34·4	21
.....	27·5	.....	19·6	19·6	18	10·2	46·8	41·1	11	34·1	22
15	24·5	15	18·3	15·5	17·6	10·2	48·3	42·2	11	33·8	23
.....	25	15	20	17	18·6	10·8	43	40·6	10	34·1	24
.....	.....	.....	.....	19	18·4	10·7	43·1	35·9	11	33·9	25
.....	.....	.....	20	17·7	18	10·3	44·9	40·7	11	34·3	26
20	.....	.....	18	20	18·4	10	41·9	35·2	11	35·6	27
16·9	26·3	24·3	25	20·1	18·8	10·7	46·7	37·4	12	34·6	28
.....	.....	22·5	19	18·8	18·6	11·2	46·6	41·2	12	34·7	29
.....	.....	.....	20	17·2	18·6	11·1	43·9	32	12	34·8	30
19	28·7	22·6	.....	19	19·3	10·3	44·8	35·3	12	35·1	31
18	.....	18	18·5	17·9	18·7	10·2	43·6	39·2	11	34·7	32
18	.....	.....	.....	21·7	18·9	11	42·3	38·7	11	34·8	33
.....	27·5	17·5	18·3	17·9	18	9·7	43·2	35·4	11	34·7	34
.....	.....	.....	20	24	18·4	10·8	42·4	35·7	11	34·8	35
.....	.....	.....	17·5	19	17·7	10·7	38·3	33	11	35	36
.....	26	25	20	17·2	17·6	10	42·2	35·3	11	34·1	37
15	20	19·2	18·2	17·3	18	10·7	44·5	37·7	11	32·4	38
.....	.....	.....	19·1	19·6	18·2	10·9	44·9	37·2	11	35	39
.....	25	.....	18	20·5	18·6	10·3	41·3	34·2	11	34·8	40
15	25·4	23·2	18	19	17·2	10·3	44·3	37·7	12	33·7	41
.....	.....	25	17·7	18	17·9	10·5	43·5	37·5	11	35·1	42
.....	.....	.....	.....	16	17·4	10·3	43·6	41·3	11	35·2	43
.....	22·5	.....	20·2	19·8	18·5	11·1	52·4	39	12	34·8	44
.....	.....	.....	21	18	20·1	11·7	47·7	39	13	34·3	45
.....	.....	.....	19	20	19·6	12·6	55·1	44·6	11	35·6	46
.....	25	23·5	18·8	20	20·1	11·4	52·1	41·5	14	34	47
15	20	19·5	15·2	17·6	18·3	10·9	51·8	40·7	12	34·2	48
.....	25	.....	21·2	18	18·3	9·7	49·8	38·3	12	34·3	49
18	25	16·5	18	17	18·3	10·3	49·7	37·3	12	34·4	50
22·3	25·0	16·2	21·8	18·5	17·9	9·5	44·2	34·2	10·5	33·2	
22·3	25	16·2	22	19·1	18	9·3	46·4	35	11	33·4	51
.....	25	.....	21·5	17·9	17·8	9·7	42	33·4	10	33	52
24·2	24·8	10·8	23·9	19·1	17·8	9·0	42·6	33·4	10·8	33·2	
26	24·7	11·3	25	20·8	16·9	9·3	42·1	30·8	11	32·7	53
.....	24	10	.....	18	18·4	8·8	42	35·8	10	34·1	54
21·5	24·4	9·7	21·7	18·1	18	9·2	43·6	33·6	11	33·2	55
25	26	12	25	19·3	17·8	8·5	42·6	33·5	11	32·6	56
23·4	25·7	14·3	24·0	22·8	18·2	9·0	44·8	33·0	10·8	33·8	
24·2	27	.....	25	25	17·7	9·2	43·2	33	11	33·8	57
25	26·7	.....	24·5	22·5	19·7	8·9	49	35·6	10	34·5	58
23·5	24	16·7	21·5	20·7	17·9	9	41·8	31·8	11	33·8	59
22·8	24·7	12·2	24·6	24	17·8	8·5	44·5	32	11	33·6	60
21·6	26·2	14	24·2	21·6	17·8	9·4	45·6	32·4	11	33·5	61
18·9	24·3	13·9	24·6	21·7	18·4	10·4	42·7	34·3	11·5	36·8	
25	26·7	12	25·8	23·7	17·6	10·1	48·6	38	10	34·4	62
24·2	26·5	.....	25	24	19 5	9·8	46·5	36·3	12·5a	36·7	63
22·7	29	14	25	24·2	23·1	10·8	47·8	36·7	12·5a	35·9	64
15·7	20	.....	24·2	18	15·2	9·1	37·2	31·5	10	35·9	65
15·8	21	15·7	23·1	19	15·5	10	37·7	29·7	10	36	66
14·2	25	.....	24·3	19·9	16·4	10·6	40·1	33	12	37·2	67
15	22	.....	.....	20	23·2	9·8	38·7	35	11a	38·6	68
.....	.....	.....	.....	25	16·5	12·9	44·6	34	14·3a	39·5	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Rice, first grade, per lb.	Tapioca, per lb.	Canned Vegetables			
								Tomatoes, choice 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Baked beans, per 16 oz. tin
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**23·4**	**6·7a**	**17·6**	**3·5**	**5·1**	**9·1**	**11·4**	**13·5**	**11·8**	**11·6**	**10·8**
Nova Scotia (average)	**23·2**	**7·1**	**18·4**	**3·9**	**5·2**	**8·6**	**13·8**	**14·4**	**11·5**	**11·9**	**11·9**
1—Sydney	22·3	6·7–7·3	18·7	3·8	5·3	7·9	13·6	13·6	10·6	11·1	12·2
2—New Glasgow	24·6	6·7–7·3	18·9	4	5·1	9·3	13·2	14·2	11·3	11·4	11·6
3—Amherst	22·4	7·3	18·1	3·8	5	8·1	14·2	14·1	11·3	11·5	11·4
4—Halifax	23·2	6·7–8	18·8	4	5·5	9·7	13·9	14·5	11·6	11·7	11·8
5—Windsor	22·3	7·3c	17·2	4	5·2	8·2	15	15	11·7	12·7	12
6—Truro	24·3	6·7c	18·7	3·8	5·3	8·6	12·8	15·2	12·5	12·7	12·5
7—**P.E.I.**—Charlottetown	**23·4**	**7·3**	**18·7**	**3·8**	**5·3**	**8·6**	**13·6**	**13·8**	**13·3**	**12·8**	**11·4**
New Brunswick (average)	**23·8**	**7·5**	**18·3**	**3·8**	**5·2**	**9·1**	**13·4**	**14·3**	**12·0**	**12·0**	**12·1**
8—Moncton	24	8	19·1	3·9	5·3	9·9	13·3	14·3	12	11·9	12·1
9—Saint John	24·5	6–7·3	18·6	3·7	5·4	9·8	13·4	14·3	11·5	11·7	12·4
10—Fredericton	23	7·3	17·8	3·8	5·2	8·6	[illegible]·4	14·4	12·1	11·8	11·3
11—Bathurst	23·8	8c	17·8	3·8	5	8·2	.....	14·2	12·4	12·4	12·5
Quebec (average)	**21·5**	**5·3**	**15·1**	**3·8**	**5·1**	**8·5**	**11·1**	**11·9**	**11·8**	**11·3**	**10·6**
12—Quebec	22·6	5–8b	16·5	3·8	5·4	9·6	12	12·5	12	11·1	10·8
13—Three Rivers	21·8	5·3	14·8	4	5·2	8·3	11·8	12·1	11·5	10·9	10·5
14—Sherbrooke	22	5·3	14·6	3·8	5·1	8·8	11·8	12·3	11·5	11·3	10·1
15—Sorel	20·7	4·7	15·1	3·3	4·7	7	10·6	12·2	12·3	11·5	10·1
16—St. Hyacinthe	20·9	4	14·5	3·7	5·5	9·4	10·8	10·9	12·6	11·4	10·6
17—St. Johns	21·3	5	15·8	3·5	5·1	8·4	9·9	11·5	11·8	12	11·6
18—Thetford Mines	21	5·3	14·2	4·1	5	7·9	11·3	11·9	12·2	11·8	10·8
19—Montreal	22·1	5·3–6·7	15·8	4	5	8·7	10·1	11·7	11·3	10·5	10·7
20—Hull	20·7	5·3–6c	14·5	3·8	5	8·5	11·6	12·3	11	10·9	10·1
Ontario (average)	**22·9**	**6·2**	**16·5**	**3·4**	**5·1**	**9·5**	**11·3**	**13·2**	**11·2**	**11·2**	**10·7**
21—Ottawa	22·7	6·7	15·5	3·9	5·1	9·9	11·2	12·9	11·5	11·4	11·3
22—Brockville	21·6	6	14	3·8	5·1	9·6	11·6	12·9	11·5	12·5	10
23—Kingston	20·9	5·3–6·7	15	3·7	5	9·2	11·1	12·8	10·5	10·7	10·1
24—Belleville	21	5·3–6·7	16·1	3·2	5	9·2	12	12·8	10·7	10·7	10·6
25—Peterborough	23·5	5·3–6·7	17	3·2	5	9·7	10·7	12·5	11	10·9	10·5
26—Oshawa	22·2	4·7–6·7	17·7	3	4·9	9·5	10·9	13·1	11·1	11·2	11
27—Orillia	23·7	5·3	15·7	3·7	4·9	9·3	10·4	12·9	11	11·4	10·6
28—Toronto	22·5	6·7	17·4	3·3	5	8·9	10·1	12·7	10·7	10·9	11·1
29—Niagara Falls	22·8	6	17·5	3·3	5	9·3	10·6	12·7	10·7	10·9	10·5
30—St. Catharines	24·3	6·7	16·2	3·3	5	9·6	11·6	12·6	11·3	10·8	10·6
31—Hamilton	24	6–6·7	15·8	3·1	4·9	9·3	10·8	12·4	10·7	10·7	9·9
32—Brantford	24·6	5·3–6·7	17	3·2	5	9·8	11·2	13·5	10·8	10·6	9
33—Galt	24·8	6·7	16·9	3·1	4·8	9·8	11·5	13	11·5	10·9	10·8
34—Guelph	23·3	6·3	17·2	2·9	4·7	9·5	11·2	13·3	11	11·3	9·1
35—Kitchener	24·6	6·3	16·7	3·1	5·1	9·7	12·3	13·2	10·8	10·6	11·1
36—Woodstock	23	6	15·7	2·9	5·1	10	11	14·2	11·2	11	10
37—Stratford	23·1	5·3	17	2·9	4·8	9·2	12·1	13	9·7	10·1	11·7
38—London	22·5	6·7	17·4	2·9	5	9·2	11·3	13	10·6	10·4	10·8
39—St. Thomas	23·6	5·3–6·7	19·9	3·1	5	9·5	12·4	13·5	11·3	11·1	11·7
40—Chatham	23·4	5·3	17	3·3	4·8	9·6	11·4	13	11·2	11·2	9·6
41—Windsor	22·2	5·3–6·7	15·7	3	5	9·5	10·9	12·5	10·5	11·1	10·5
42—Sarnia	23·3	6	17·6	2·9	5	8·8	11·2	13·8	11·5	11·3	10·1
43—Owen Sound	22·1	5·7	15·6	3	4·9	9·4	12	13·2	11·1	10·5	10
44—North Bay	24·1	6·7c	16·2	3·9	5·5	10·3	10·7	14·2	12·8	12·3	11·8
45—Sudbury	21·9	6·7	15·1	3·9	5·5	8·6	11·4	13·1	11·2	11·7	11
46—Cobalt	23	6·7	15	4	5·5	9·8	11·7	14·6	12·5	12·3	11·6
47—Timmins	23·2	6·7	15·5	4·2	6	10·7	11·4	14·2	12·5	12·6	12·7
48—Sault Ste. Marie	21·8	6·7	15·3	3·7	5	9·8	11·9	13·7	12·4	12·5	11·7
49—Port Arthur	22·4	6–6·7	20·8	3·7	5·4	9·7	11·4	12·5	10·6	10·6	9·4
50—Fort William	21·6	6–6·7	14·4	3·6	4·6	8·8	12·3	12·9	11·6	11·5	11·4
Manitoba (average)	**24·1**	**7·0**	**15·1**	**3·6**	**5·2**	**9·7**	**11·0**	**14·7**	**12·0**	**11·6**	**10·7**
51—Winnipeg	24·7	6·4–8	13·7	3·5	5·2	9·5	10·8	14·5	12·1	11·4	11·9
52—Brandon	23·5	6·4–7·1	16·4	3·6	5·1	9·9	11·1	14·8	11·9	11·7	9·5
Saskatchewan (average)	**23·4**	**6·9**	**19·3**	**3·5**	**5·1**	**9·3**	**11·7**	**15·0**	**12·8**	**12·7**	**10·7**
53—Regina	23·8	6·4–7·2	18·9	3·5	5·2	9·4	11·6	14·9	13·2	12·6	12·1
54—Prince Albert	24·4	6·4	20·1	3·5	5	9·3	12·2	15·2	13	13·1	10
55—Saskatoon	22·3	7·2	21·3	3·5	5·1	9·9	11·7	15	12·3	12·4	11·2
56—Moose Jaw	22·9	7·2	17	3·5	5·2	8·6	11·4	14·7	12·8	12·5	9·6
Alberta (average)	**25·4**	**7·8**	**19·8**	**3·5**	**5·2**	**9·4**	**11·3**	**14·3**	**12·5**	**12·4**	**9·9**
57—Medicine Hat	26·5	8	20·4	3·5	5·4	9·1	11·6	14·2	12·5	12·5	9·9
58—Drumheller	22·8	7·1–8	20	3·5	5·3	9·5	10·7	14·7	12·4	12·4	10·3
59—Edmonton	24·9	7·2–8	18·6	3·5	4·9	9·1	12·2	13·9	12·4	12·4	10·4
60—Calgary	27	8	20·8	3·4	5	9·3	10·8	13·8	12·7	12·3	9·6
61—Lethbridge	25·6	8	19·2	3·7	.....	10·1	11	14·7	12·3	12·3	9·5
British Columbia (average)	**26·1**	**8·5**	**22·3**	**3·7**	**5·4**	**8·3**	**8·9**	**13·6**	**12·7**	**12·2**	**10·6**
62—Fernie	26·1	8c	21·4	3·8	5·3	8·3	9·4	13·4	13·2	12·1	12·6
63—Nelson	25	9	25	3·9	5	9	9	13·8	14·2	14·2	9·3
64—Trail	24·3	9	22	3·6	6·1	9·3	9·4	13·6	13·3	13·3	11·5
65—New Westminster	23·9	8–8·5	21	3·4	5·1	7·7	7·7	12·7	11·9	11·2	10·4
66—Vancouver	26·1	8–8·5	20·6	3·4	4·9	7·8	8·5	12·9	11·6	10·9	10·2
67—Victoria	27·8	8	21·5	3·6	5·5	8·2	8·5	13·7	12·2	11·3	9·7
68—Nanaimo	29	8	21·6	3·5	5·5	8·6	9	13·4	12·3	11·8	11·1
69—Prince Rupert	26·7	9–10	25	4·2	6	7·7	9·3	15	12·5	12·5	10

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs., other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1940

Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes *d*		Apples, fresh, cooking, per gal.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants in bulk, per lb.	Jam, raspberry, per 32 oz. jar †	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar †	Corn syrup, per 5 lb. tin	
		Per 100 lbs.	Per 15 lbs.									
cents	cents		cents	cents	cents	cents	cents	cents	cents	cents	cents	
7·0	3·8	1·397	25·6	20·8	11·4	16·6	14·7	†	15·7	†	45·1	
6·7	4·2	1·212	22·7	20·4	12·2	16·2	15·0	33·0	15·9	30·0	47·9	
6·7	3·7	1·227	22·6	25	11·7	15·5	14·6	31·7	16·1	28·9	44·2	1
6·3	4·4	1·264	24·3	25	12·6	15·7	15	33·3	15	28·6	40	2
6·5	4·4	1·125	20·2	17·5	12·1	16·1	14·7	31	15	30·8	56	3
7·3	4·1	1·198	22·7	20·2	12	17·2	17	33·2	15·9	30·1	48·5	4
7	4	1·232	22·5	16·2	12·2	16·7	14·3	34·7	16·5	31·2	52	5
6·5	4·3	1·225	24·1	18·3	12·6	15·8	14·2	34·3	17·1	30·2	46·7	6
6·4	4·6	·842	15·6	19·2	12·6	17	14·7	33·8	17·2	31·0	49·3	7
6·6	4·2	1·084	20·9	18·5	12·0	16·1	14·3	33·1	15·8	31·3	50·2	
6·9	4·1	1·073	19·6	21·3	12·7	16·4	14·7	34·4	16·3	33·2	52·3	8
6·6	4·4	1·047	20·5	19·1	11·5	15·4	13·7	33·8	15·2	29·9	51·2	9
6·8	4·4	1·137	22	18·5	12·5	16·2	13·8	34	15·1	31·5	49·7	10
6	3·9	1·08	21·3	15	11·2	16·4	15	30	16·5	30·5	47·5	11
6·6	4·5	1·087	21·4	20·8	11·7	16·8	14·0	30·2	15·2	29·8	43·5	
7	4·6	1·036	21·2	17·5	12·6	17·9	14·6	30·1	15·4	30·5	45·4	12
6·5	4·4	1·017	20·3	22·5	11·7	17	13·9	31·2	15·7	29·6	44·6	13
6·1	4·6	1·069	20·3	21	11·9	18	14·2	28·4	15·3	29·2	44·2	14
6·8	4·3	1·141	23·5	23	11·7	15·7	13·4	30·4	14·7	29·3	43·8	15
6·4	4·8	1·137	22·4	19·3	12·4	16·3	13·6	32	15·3	30·1	42·1	16
6·5	4·8	1·08	21	18·1	11·6	16·4	14·4	30·2	15	31	43·9	17
6·3	4·7	1·071	22·8	25	11·1	17·5	14·2	31·4	15·8	32·6	44·3	18
6·6	4	1·108	20·3	19·7	11·8	16·6	13·5	29·2	14·6	28·2	41·4	19
7·1	4·7	1·126	21·1	21·5	10·9	15·6	14·5	29	15·4	27·7	41·7	20
6·9	3·4	1·524	27·1	21·2	11·5	16·5	15·0	30·6	15·1	27·6	42·3	
7	4·5	1·27	25	22·1	11·2	16·1	14·9	30	15·4	26·9	43	21
7·1	4·1	1·457	25·8	25	11·3	17·3	15	29·2	14·7	28·4	44·4	22
6·5	3·7	1·348	25	19·5	11·5	15·8	14·8	28·8	15	26·3	41·9	23
7·5	3·7	1·452	25·7	16·7	12·1	16·6	14·4	29·5	15·9	26·8	42·5	24
6·9	3·2	1·411	24·7	20·1	11·2	15·6	14·7	29·5	15·7	27·3	43	25
6·8	2·9	1·449	25·5	20	11·8	16·2	14·5	30·1	14·4	26·8	42·9	26
7	2·9	1·511	26·8	20	10·5	15	14·5	30·3	15·1	28·9	43·4	27
6·7	3·1	1·426	26	20·4	10·8	15·9	14·6	28·3	14	25·6	41·5	28
7·2	3·3	1·562	26·5	20	11·1	18·1	14·7	29·4	14·2	28·5	45·1	29
7·3	3·2	1·577	28·3	25	11·6	16·7	14·6	29·2	14·3	27·2	43·3	30
6·1	3·5	1·524	25·4	20	10·7	16·2	14·2	29·4	14·6	26	41·6	31
6·8	3·5	1·499	25·3	18·2	11·8	15·7	14·8	28·7	14·5	25·9	42·2	32
6·7	3·1	1·587	28·1	19·4	11·6	15·7	14·7	28·3	14·7	26·5	41·8	33
6·5	3·5	1·458	26·2	20·5	12	15·7	14·1	29·9	14·4	26·2	42·1	34
7	3·1	1·535	28	19	11	16·4	15·2	29·7	14·8	27	42·4	35
7	3·2	1·577	26·5	18·7	13	16·2	15	30	15·5	26·5	41·7	36
7·2	3	1·527	25·8	18·2	11·5	16·8	14·1	30·1	15·3	25·8	41·7	37
6·8	3	1·474	25·5	17·7	11	16·4	14·3	29·7	14·6	26·9	42·3	38
6·9	3·1	1·58	27	17·2	11	16·8	15	31·8	15·6	27·8	42·5	39
5·4	3·3	1·457	25·4	20·9	10·8	16	14·4	29·3	14·4	26	41·7	40
6·6	2·6	1·322	21·3	17·7	10·3	14·9	14·4	29·7	14·5	27·6	41·4	41
7·2	3	1·466	24·8	18·8	11·2	15·6	15·3	31·6	15	26·8	41·8	42
6·6	2·8	1·557	27·5	18·1	11·9	16·8	15	31·3	15·4	27·7	43·7	43
7·1	3·7	1·71	32·4	30	11	15·8	15·9	33·4	16·2	29	46·6	44
7·5	4·3	1·629	30·3	38	11·7	16·4	16·5	31·7	15·3	29	46·3	45
7·6	3·8	1·675	35·3	.....	12·2	18·7	15·7	34·6	17·4	30·8	47·2	46
7·5	4·3	1·695	33·5	.....	13	18	16·7	34·4	16·6	30·4	45·8	47
6·9	3·7	1·659	28·5	23	11·8	17·7	15·7	32	15·6	27·7	45·4	48
6·7	3·6	1·663	28·4	29·3	11·2	17·1	16·4	35·4	14·2	29·7	44·3	49
6·9	3·3	1·655	28·8	20	11·7	17·6	15·4	33·4	14·3	31·5	45·5	50
7·0	3·1	1·310	23·9	.....	10·9	16·8	15·1	47·8	15·7	48·8	43·8	
7·2	2·7	1·43	26·8	.....	10·7	17·8	14·9	51·5	15·6	48	43·6	51
6·8	3·4	1·19	20·9	.....	11·1	15·8	15·3	44	15·8	49·6	44·1	52
7·2	3·7	1·399	25·2	.....	11·1	16·0	15·3	48·1	17·0	51·7	49·5	
7·2	3·5	1·436	26·2	.....	11·9	17·2	14·4	48·2	16·7	50·2	49·3	53
7·9	4·3	1·31	25	.....	9·7	17·4	16·9	48	18·2	54·2	52	54
7	4·1	1·45	24·1	.....	11·4	15·2	15	.....	15·9	50·7	47·1	55
6·5	3	1·40	25·3	.....	11·2	14·3	14·7	.....	17·2	51·7	49·7	56
7·7	3·6	1·030	22·6	.....	10·9	17·5	14·8	47·5	16·8	50·2	47·1	
7·4	3·1	1·062	22·8	.....	10·9	17·2	15·4	45	16·8	51·3	46·1	57
8·1	3·9	1·19	25	.....	10·4	19	15·4	51	17·3	52·8	49·6	58
8·3	4·2	·899	18·9	.....	11·3	16·3	14·4	49·1	15·7	49·1	46·3	59
7·9	3·3	1·04	22·2	.....	10·4	16·5	14·3	.....	17·2	48·3	47·2	60
6·9	3·4	·96	24	.....	11·6	18·7	14·7	45	17·1	49·5	46·2	61
7·8	4·0	1·883	33·6	.....	10·7	17·2	13·8	47·5	16·8	47·6	45·0	
8·4	3·3	1·15	25	.....	12·4	17·2	15·4	.....	18·4	54	49·2	62
9	4	2·025	.....	.....	11·2	18·5	15	.....	20	52·5	50	63
8·3	3·4	1·98	36·6	.....	10·7	16·7	14·1	53	18·4	49·4	47·8	64
6·7	4	1·733	30	.....	9·2	16·5	12·7	48	14·7	43·2	41·6	65
6·7	3·5	1·80	31·4	.....	9·8	16·2	12·5	44·9	14·9	43·6	41·3	66
7·8	4·2	2·079	36·7	.....	10·1	16·7	12·9	46	14·8	45·1	40·4	67
7·4	4·6	2·125	37·1	.....	11·2	17·5	13·1	45·7	16	45·5	42·2	68
7·7	4·7	2·175	38·7	.....	11·2	18	15	.....	17·5	47·5	47·5	69

† Ontario and east 32 ounce jar, Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb bar	Anthracite coal, United States stove, per ton
	Granulated, per lb.	Yellow, per lb.							
	cents	cents	cents	cents	cents	cents	cents	cents	$
Dominion (average)	**7·5**	**7·3**	**45·4**	**67·8**	**19·6**	**4·1**	**12·4**	**5·0**	***15·764b**
Nova Scotia (average)	**7·4**	**7·1**	**52·4**	**68·6**	**19·1**	**4·2**	**12·4**	**5·0**	**16·500**
1—Sydney	7·4	7·1	51	67·1	19·9	3·6	11·7	5	.....
2—New Glasgow	7·3	7·2	55·2	70	21	4·6	13·2	5	.....
3—Amherst	7·1	6·8	52·3	70	16·6	4·1	12·1	5	.....
4—Halifax	7·5	7·3	50·7	66·8	21·6	4·7	13·1	5·1	16·50
5—Windsor	7·5	7·2	50	68·7	17·3	3·8	12	5	.....
6—Truro	7·3	7·2	55·3	68·7	18·4	4·1	12·5	5	.....
7—**P.E.I.**—Charlottetown	7·5	7·2	52·2	68·9	17·0	3·6	12·6	4·9	16·400
New Brunswick (average)	**7·5**	**7·2**	**51·9**	**69·4**	**18·8**	**4·0**	**12·1**	**4·9**	**16·500**
8—Moncton	7·2	6·9	53·4	70	20·1	4·1	12·5	4·9	.....
9—Saint John	7·4	7·1	51·6	70	18·9	4·6	12·2	4·9	16·50
10—Fredericton	7·5	7·3	52·6	68·7	17·9	3·3	12	5·1	.....
11—Bathurst	7·9	7·6	50	69	18·3	4	11·5	4·8	.....
Quebec (average)	**7·1**	**6·9**	**44·4**	**73·9**	**20·8**	**4·0**	**11·5**	**4·9**	***15·683**
*12—Quebec	7·1	6·9	44·2	77·2	20·6	4·1	12·2	5	15·00
*13—Three Rivers	7·4	7·1	46	76·9	23·4	3·9	12·4	4·8	15·50
*14—Sherbrooke	7·1	7	39·9	72·6	20·6	4	11·2	5	16·50
*15—Sorel	6·9	6·8	43·2	71·7	20·6	3·7	11	4·9	15·00–15·25
*16—St. Hyacinthe	7	6·8	43·2	73·2	19·7	4·6	10·5	5	15·00–15·25
*17—St. Johns	7	7	41·8	73·8	19·2	3·9	11·8	5	15·00
*18—Thetford Mines	7·2	6·7	46·6	73·3	20·3	4·4	11·7	4·9	17·00
*19—Montreal	6·9	6·7	47·8	73·8	18·9	3·4	11·2	4·9	16·00
*20—Hull	7·2	7	46·5	72·2	23·6	3·7	11·1	5	15·90
Ontario (average)	**7·4**	**7·2**	**44·7**	**68·7**	**19·2**	**4·1**	**12·1**	**4·9**	**15·610**
21—Ottawa	7·2	7	45·1	67·2	19	4·1	11	5	15·90
22—Brockville	7·2	6·9	40·7	65·6	20·5	4·4	11	4·8	15·00
23—Kingston	7	6·9	41·6	68·3	16·9	3·8	11·7	5	15·50
24—Belleville	7·7	7·5	49·7	65·8	19·2	4·1	11·9	5·3	15·00
25—Peterborough	7·6	7·4	48·1	65·9	18·5	4·4	12	5	16·00
26—Oshawa	7·5	7·3	45·6	65·7	19·1	4·3	11·6	4·9	15·50
27—Orillia	7·2	7·2	42	70·1	19·3	4·2	10·8	4·9	16·00
28—Toronto	7·1	6·9	45·8	64·8	17·7	3·9	11·5	5	13·75
29—Niagara Falls	7·6	7·5	43·8	68·6	19·2	3·6	12·1	4·9	14·00–14·50
30—St. Catharines	7·7	7·2	45·2	70·7	19·2	4	12·1	5·1	14·90g
31—Hamilton	7·3	7·1	43·7	65	18·7	4·2	11·7	4·7	14·50
32—Brantford	7	7	46	69·3	19	4	10·8	5	15·50
33—Galt	7·5	7·1	44·4	70·1	19·3	3·6	11·7	4·6	15·25
34—Guelph	7·2	7·1	41·8	66·6	17·5	3·6	11·3	4·9	15·50
35—Kitchener	7·4	7·2	41·3	70·1	19·7	3·7	12	4·7	15·50
36—Woodstock	7·5	7·4	46	71	18·7	4·5	14·2	5	15·50
37—Stratford	7·5	7·3	43·8	67·4	18·4	4·1	11·9	4·7	15·25
38—London	7·3	7·1	44·7	68·4	17·6	3·8	10·9	4·7	15·25g
39—St. Thomas	7·5	7·3	47·4	71·8	17·5	4·5	11·7	5·1	15·00g
40—Chatham	7·5	7·3	45·3	71·7	19	3·7	12·2	4·7	14·50
41—Windsor	7·2	7	42·2	64·8	17·6	3·5	10·8	4·6	15·00g
42—Sarnia	7·6	7·4	45·4	72·1	17·7	4·2	13·2	5·3	15·50g
43—Owen Sound	7·4	7·2	49·8	69·1	18·8	4·4	12·3	5·1	15·50
44—North Bay	7·8	7·4	53	75·7	22	4·4	13·8	4·9	16·50
45—Sudbury	7·7	7·3	44·7	67·9	21	4·1	14	5	17·00
46—Cobalt	7·9	7·7	44	71·4	22·7	4·2	13	5	18·25
47—Timmins	7·7	7·6	41·8	73	20·4	4·9	14	4·9	19·00
48—Sault Ste. Marie	7·5	7·3	42·7	69·9	19·9	3·9	12·7	4·7	16·00
49—Port Arthur	7·2	7·2	42·3	65·5	21·6	3·7	12·5	4·9	16·00
50—Fort William	7·2	7·1	42·7	67·2	20·5	4	11·6	4·9	16·00
Manitoba (average)	**7·8**	**7·7**	**42·4**	**61·4**	**18·3**	**3·8**	**13·1**	**5·1**	**19·006**
51—Winnipeg	7·6	7·6	42·9	61·7	18·5	3·9	12·6	5·2	19·00
52—Brandon	7·9	7·8	41·8	61	18·1	3·6	13·5	5	.....
Saskatchewan (average	**8·1**	**8·1**	**42·2**	**63·4**	**21·1**	**3·8**	**14·0**	**5·0**	.....
53—Regina	7·9	7·9	43·4	62·3	18·8	3·1	13·5	5	.....
54—Prince Albert	8·4	8·4	41·7	65·1	23·8	4·1	14·8	5	.....
55—Saskatoon	8	8	41·8	63·4	21	3·7	13·4	5	.....
56—Moose Jaw	8·1	8	41·7	62·7	20·7	4·3	14·1	5	.....
Alberta (average)	**8·0**	**8·0**	**43·1**	**62·1**	**19·3**	**3·9**	**14·0**	**4·9**	.....
57—Medicine Hat	8·1	7·8	40·5	62·5	16·8	2·9	14·2	4·9	g
58—Drumheller	8·1	8·1	41·8	64	21	4·2	14·5	5	.....
59—Edmonton	8	8	46·7	61·1	19	4·4	13·3	4·9	g
60—Calgary	7·7	7·9	43·5	60·5	18·5	4·3	13·7	4·6	g
61—Lethbridge	7·9	8·1	43·2	62·2	21	3·8	14·2	4·9	.....
British Columbia (average)	**7·5**	**7·4**	**43·6**	**63·4**	**20·7**	**4·8**	**12·9**	**5·3**	.....
62—Fernie	8	7·9	45·2	63·4	18·6	4·4	14·6	5	.....
63—Nelson	8	7·5	48·5	67·5	22·5	5·7	15	5	.....
64—Trail	7·8	7·8	42·6	64·2	20	5·4	14	5	.....
65—New Westminster	6·9	6·7	42·4	61	19·8	4·4	10·6	4·9	.....
66—Vancouver	6·9	6·9	41·5	58·6	20	4·1	10·7	5	.....
67—Victoria	7·8	7·4	44·9	63·5	22·3	4	12·2	5·1	.....
68—Nanaimo	7·3	7·1	40·8	61·7	20·6	5·1	12·7	5·5	.....
69—Prince Rupert	7·5	7·5	42·5	67·5	22	5	13·5	6·5	.....

b For prices of Welsh coal see text. c. Calculated price per cord from price quoted d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite. i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, butsome at $35–$50, according to condition and conveniences. r. Few six-roomed houses occupied by working-

AND RENTALS IN CANADA AT THE BEGINNING OF DECEMBER, 1940

Bituminous coal, per ton	Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc. per cord	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	$	cents	$	$	
***10·003**	***12·728**	***9·908**	***11·978**	***7·420**	***8·858**	***7·380**	**9·3**	**24·852**	**18·319**	
8·040	**10·306**	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**9·3**	**21·250**	**15·250**	
6·90– 7·25s	9·50	6·50	8·00	5·50	7·00	7·00	9	18·00–26·00	14·00–18·00	1
6·75– 7·00s	9·50	5·00	6·00	4·00	4·00	6·00	9·4	15·00–25·00	10·00–15·00	2
6·75– 9·00	11·00	.....	.....	.....	.....	.....	9	15·00–18·00	10·00–15·00	3
8·75–10·50	11·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	9·2	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·6	18·00–25·00	14·00–18·00	5
7·75– 9·75	9·50–10·50	.....	.....	.....	.....	.....	9·7	18·00–25·00	15·00–17·00	6
9·650–10·150	**12·750**	**8·500**	**10·000**	**6·000**	**7·000**	**7·500**	**9·1**	**19·00–23·000**	**10·00–15·00**	7
10·313	**12·500**	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**9·3**	**24·125**	**17·375**	
9·50–10·50g	11·50g	7·00g	7·50– 8·00g	5·00g	6·00g	g	9·1	20·00–32·00	15·00–20·00	8
11·25–12·25	13·25	8·00	12·00	6·00	7·00	7·00– 8·00c	9·7	18·00–27·00	16·00–20·00	9
9·50–10·50	12·50–13·00	.....	.....	.....	.....	.....	9·2	25·00	18·00	10
9·50	.....	.....	.....	.....	.....	.....	9	23·00	16·00	11
***9·692**	***12·893**	***10·797**	***11·567**	***8·036**	***8·844**	***8·813**	**8·8**	**23·278**	**17·125**	
10·50	12·00	13·33c	13·33c	12·00c	12·00c	8·25c	9	22·00–32·00	.....	12
8·50– 8·75	13·50	8·00	11·00	6·00	9·00	7·00	8·8	23·00–31·00	17·00–23·00	13
10·00–11·75	12·75	10·00	11·00	8·00	9·00	9·00	8·7	23·00–30·00	18·00–25·00	14
9·00	.....	9·00–12·00	10·00–13·00	8·00	9·00	.....	8·7	15·00–19·00	9·00–14·00	15
9·00– 9·50	12·50–13·00	.....	.....	.....	.....	.....	8·9	18·00–25·00	16·00–20·00	16
9·50–10·00	.....	9·00– 9·50	10·00	7·00– 8·00	8·00	.....	8·7	18·00–26·00	14·00–18·00	17
11·00	14·00	.....	9·00c	.....	6·75c	.....	8·9	16·00–22·00	12·00–15·00	18
8·00– 8·50	11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	8·8	22·00–33·00	19·00–22·00	19
9·00–10·95	13·25	7·50– 9·50	8·50–10·25	5·50– 6·00	6·00– 8·00	.....	8·6	18·00–26·00	14·00–18·00	20
11·238	**13·177**	**10·516**	**12·891**	**8·333**	**10·387**	**8·950**	**9·2**	**26·170**	**19·527**	
10·45	12·00–13·25	9·00	10·00	6·50	7·50	9·00–10·00	9·2	20·00–30·00	15·00–22·00	21
8·00– 8·50	12·50	.....	.....	.....	.....	.....	9·5	18·00–24·00	14·00–18·00	22
8·75	13·50	11·00	12·00	9·00	10·00	.....	8·8	20·00–28·00	18·00–20·00	23
9·50–12·50d	13·00	9·00	11·00	8·00	9·00	10·00	9·6	18·00–28·00	14·00–20·00	24
10·50–14·00d	14·00–14·50	9·00	10·00	5·00	6·00	5·00	8·9	22·00–30·00	16·00–20·00	25
9·50–13·50d	13·50	13·00	14·00	10·00	11·00	9·00	9·3	25·00–32·50	15·00–22·50	26
10·50	14·00	8·50– 9·00	10·00–10·50	6·00	7·00	.....	9·4	20·00–27·00	15·00–22·00	27
11·25	11·50	14·00	16·00	10·00	12·00	12·00	8·9	28·00–37·00	20·00–28·00	28
8·00–11·50	12·25	.....	.....	.....	.....	.....	9·1	20·00–30·00	16·00–23·00	29
8·00–13·00g	13·00g	g	16·00g	g	g	g	9·3	25·00–37·00	20·00–27·00	30
9·50–11·25	12·00	15·00	15·50	11·50	12·00	.....	8·8	28·00–36·00	17·00–28·00	31
9·50–13·25d	13·50	.....	14·00	.....	12·00	.....	8·8	20·00–30·00	14·00–23·00	32
10·50–13·00d	13·25	.....	17·00–18·00	.....	13·00–14·00	10·00	9·4	20·00–27·00	15·00–20·00	33
9·50–13·00	13·50	12·00	13·00	8·00– 9·00	9·00–10·00	.....	9·1	22·00–30·00	16·00–22·00	34
9·00–13·00	13·50	14·00	15·00–16·00	11·00	13·00	.....	9·3	20·00–32·00	18·00–22·00	35
10·00–13·50	13·50	.....	.....	.....	.....	.....	9·1	20·00–26·00	15·00–20·00	36
10·00–12·50	13·50	14·00	16·00	12·00	14·00	.....	8·7	20·00–26·00	15·00–20·00	37
11·50–12·50g	12·50–13·00g	g	16·00g	g	13·00g	g	9·2	25·00–36·00	20·00–26·00	38
9·50–12·50g	13·00	g	16·00c	g	11·00–14·00c	8·00–12·00c	9·4	24·00–30·00	18·00–24·00	39
9·00–11·00g	11·00g	g	g	g	g	g	9	20·00–26·00	14·00–20·00	40
9·50–11·50g	12·00g	g	16·00–18·00c	g	12·00–14·00c	7·00–10·00c	8·6	25·00–37·00	20·00–27·00	41
8·90–12·50g	13·00g	g	g	g	g	g	9·3	20·00–28·00	15·00–15·00	42
8·50– 9·00	12·00	.....	.....	.....	.....	.....	8·7	21·00–26·00	15·00–21·00	43
14·00	14·50	8·50	10 00	6·00	.....	.....	9·6	.....	.....	44
11·00–14·50d	15·50	.....	11·25–13·50c	.....	9·00c	9·00c	9·4	30·00–40·00	25·00–30·00	45
13·00d	.....	.....	10·50c	.....	9·00– 9·75c	.....	9·9	17·50	15·00	46
12·50–16·50d	18·50	9·50	10·50	8·50	9·50	.....	9·8	p	p	47
9·50–12·25d	11·00	6·50	9·00	.....	.....	6·50	9·5	22·00–32·00	16·00–22·00	48
12·25–14·00d	13·00	7·50	8·75	6·50	7·75	.....	9·5	23·00–33·00	17·00–23·00	49
12·25–13·75d	13·00	7·50	8·50	6·50	7·50	.....	9·5	23·00–33·00	17·00–23·00	50
9·050	**14·625**	.....	.....	**7·813**	**8·563**	**6·750**	**9·4**	**26·750**	**19·500**	
6·25–13·75h	13·25–15·75	.....	.....	6·50– 8·75	7·50– 9·75	6·00– 7·00	9·3	26·00–37·00	18·00–26·00	51
5·00–11·20h	12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	9·5	18·00–26·00	14·00–20·00	52
8·381	**15·667**	.....	.....	**6·208**	**8·156**	**9·000**	**9·7**	**26·750**	**19·625**	
5·25–12·50h	14·00	.....	.....	7·00– 9·00	7·50– 9·00	9·00	9·8	28·00–37·00	20·00–28·00	53
8·25– 9·25h	19·00	.....	.....	3·50– 4·75	5·00– 6·25	.....	9·6	20·00–27·00	15·00–20·00	54
7·85– 9·60h	.....	.....	.....	6·25– 6·75	7·00– 9·50	7·00	9·6	22·00–30·00	15·00–22·00	55
5·25– 9·10h	14·00	.....	.....	.....	10·00–11·00c	11·00c	9·8	22·00–28·00	17·00–20·00	56
4·844	**11·500**	.....	.....	**5·500**	**6·500**	**4·167**	**9·7**	**26·750**	**18·875**	
g	g	g	g	g	g	g	10	21·00–27·00	15·00–21·00	57
4·00– 5·00h	.....	.....	.....	.....	.....	4·50	9·8	r	r	58
2·75– 4·50h	g	g	g	5·00g	6·00g	g	9·6	22·00–32·00	15·00–22·00	59
6·50– 7·00h	11·50g	g	g	6·00g	7·00g	4·00g	9·7	25·00–35·00	18·00–25·00	60
4·25– 4·75h	.....	.....	.....	.....	.....	4·00	9·6	20·00–32·00	15·00–20·00	61
10·500	**10·180**	.....	.....	**7·344**	**7·464**	**4·380**	**10·0**	**23·188**	**17·563**	
.....	.....	.....	.....	.....	.....	.....	9·6	16·00	14·00	62
9·50–11·00	10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	10·5	20·00–30·00	18·00–20·00	63
9·00–10·00	10·90	.....	.....	7·50– 8·50	8·25– 9·75	.....	10	25·00–32·00	20·00–25·00	64
10·00–11·50	10·75	.....	.....	.....	5·00	3·50	9·5	18·00–25·00	14·00–18·00	65
10·00–11·50	10·75	.....	.....	.....	6·25	4·25	9·5	22·00–27·00	16·00–22·00	66
9·25–10·75	8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	10·2	20·00–25·00	15·00–18·00	67
8·25s	.....	.....	.....	.....	5·50	5·00	9·8	20·00–25·00	12·00–20·00	68
12·50–15·50	.....	.....	.....	6·00–10·00i	8·00–12·00i	.....	11	20·00–30·00	15·00–20·00	69

men; rent for 4 and 5 roomed houses modern $25–$35 per month, semi-modern $10–15. s. Delivered from mines.

* In the province of Quebec a provincial sales tax of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Dec. 1926	Dec. 1929	Dec. 1930	Dec. 1933	Dec. 1936	Dec. 1937	Dec. 1938	Dec. 1939	Nov. 1940	‡ Dec. 1940
*All commodities	567	64·0	127·4	155·9	97·3	97·9	96·0	77·7	69·0	79·6	82·7	73·3	81·7	84·0	84·2
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	95·0	93·9	59·3	60·4	84·0	85·2	60·3	71·9	70·9	70·6
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	100·0	109·8	90·5	63·7	73·9	78·2	72·9	80·3	82·3	84·1
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	96·2	89·6	76·9	71·7	71·1	69·0	66·2	81·6	83·9	84·4
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	99·0	93·2	85·2	64·4	69·6	75·5	76·2	85·1	91·6	91·5
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·3	93·4	89·0	86·7	91·4	103·9	98·1	102·0	106·1	106·2
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	95·7	96·5	71·6	66·5	77·8	72·5	71·5	75·3	77·7	77·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	103·1	93·4	89·4	85·8	85·9	87·2	86·3	86·5	90·8	90·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·3	95·1	90·3	80·8	79·1	80·7	79·0	86·5	90·1	90·3
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	97·3	95·3	83·2	73·3	76·9	79·1	74·6	81·3	84·9	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	99·0	103·3	81·0	67·4	77·5	80·2	71·5	79·0	81·1	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	96·1	90·0	84·6	77·3	76·5	78·3	76·6	82·9	87·4	.....
II. Producers' Goods	402	67·7	133·3	164·8	98·8	97·8	95·9	71·3	64·3	80·4	82·6	68·2	77·9	78·9	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	110·4	96·2	91·5	87·2	91·8	94·3	95·2	96·6	102·1	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	96·4	95·9	69·0	61·8	79·1	81·3	65·2	75·8	76·3	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·8	97·9	85·0	80·6	87·8	91·7	87·3	94·2	98·5	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	96·1	95·5	65·5	58·6	77·6	79·5	61·4	72·7	72·5	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	95·2	91·5	60·5	60·3	79·5	80·2	58·8	69·9	69·4	.....
B. Animal	105	70·1	129·0	146·0	95·9	99·8	106·7	88·0	65·3	75·5	78·5	73·7	82·2	84·0	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	97·7	104·5	61·8	53·6	82·4	84·2	64·6	69·1	66·9	66·9
II. Marine	16	65·9	111·7	114·1	91·7	103·7	107·0	87·0	66·8	69·6	73·5	67·4	79·8	84·1	.....
III. Forest	57	60·1	89·7	151·3	106·8	99·0	93·1	85·1	64·7	69·5	75·3	75·9	84·8	91·2	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	100·2	92·3	85·3	82·2	85·1	87·8	85·6	87·8	92·1	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	98·2	98·9	67·3	58·9	79·3	80·8	64·9	74·2	76·2	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	97·5	93·2	81·5	72·0	77·3	80·3	73·6	81·1	82·7	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in Other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended December 27, 1940; monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

(*Continued from Page 73*)

The latest figures available on a monthly basis are for November when the index was 84·0 as compared with 81·7 for December, 1939; 72·4 for August, 1939 (pre war); and 73·3 for December, 1938. The movement in the index number during 1940 was relatively slight following the substantial increase between the outbreak of war and the end of 1939. The general index was about 2·5 per cent higher in December, 1940, than at the end of 1939 and 16 per cent higher than in August, 1939.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of December of sixty-five staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except milk and bread, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers in each. Information as to prices of milk, bread and fuel and the rates for rent is secured by the correspondents of the LABOUR GAZETTE, and also by the Bureau of Statistics.

The list of foods for which prices are published is changed as a result of the construction of the new index number. Some items have been dropped as the cost of living survey showed that they were no longer extensively used. Other items have been added and for others the quality, grade or description has been changed. For some cases the change in description does not mean that there has been a change in quality or grade but only in the size or weight of the unit, or in the

descriptive term commonly in use. Where there is a change in grade, quality, etc., there is a footnote to the table.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 78 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940. (LABOUR GAZETTE, December, 1940, page 1227.) The rental figures in the table for the beginning of December are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

Retail Prices

Beef prices continued slightly downward in December sirloin steak averaging 29·9 cents as compared with 30·1 cents in November and rib roast 25 cents as compared with 25·4 cents in November. Fresh pork also averaged lower following a decline in November in the prices of hogs. A factor in this decline was the somewhat lower price agreed upon for bacon for export to the United Kingdom. The price of fresh loin 24·5 cents per pound at the beginning of December was 1·4 cents per pound lower than for the previous month. Bacon was again slightly lower averaging 32·2 cents per pound for December, 32·5 cents in November and 34 cents in December, 1939. Fresh eggs continued upward in nearly all localities, the best grades averaging 46·2 cents for the beginning of December, 44·2 cents for November and 41·5 cents for December, 1939. Stocks in cold storage at the begininng of December were much lower than at November 1 and a further reduction was recorded at January 1, 1941, when the numbers were much smaller than at January 1, 1940. The price of creamery butter averaged 34·9 cents per pound at December 1, 32·8 for November, 26·4 cents for July, 1940, the low point for the year, and 32·7 cents for December, 1939. Stocks in storage at the begining of December were substantially lower than for the preceding month or for December, 1939, and a further reduction was reported at the begininng of January, 1941. Bread has been unchanged at an average price of 6·7 cents per pound since March. Rolled oats were down from 5·3 cents per pound to 5·1 cents. Potatoes were $1.40 per hundred pounds with $1.36 for November and $1.64 for December, 1939. A larger crop was reported for 1940 than for 1939.

The following are the prices reported for Welsh coal, "cobbles" and "French nuts" at the beginning of December, 1940: Halifax $17.50; Charlottetown $16.40; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; Thetford Mines $17; Montreal $17; Ottawa $18; Kingston $17.50; Belleville $17.50; Peterborough $18.50; Oshawa $17.50; Toronto $16; St. Catharines $15.75; Hamilton $16.50; Brantford $17.75; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.50.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measure of control over prices and distribution has been put in force. In some of these countries the publication of price data has been suspended and in other countries direct information is now unobtainable, although information contained in the publications of neutral countries is noted.

Great Britain

WHOLESALE PRICES.—The *Board of Trade* index number, on the base 1930=100, was 142·7 for October, an increase of 1·1 per cent for the month. Cereals showed a slight decline, the meat, fish and eggs group was 1·3 per cent higher, and the "other food and tobacco" group was 5·3 per cent higher than the previous month. Among the industrial materials groups, the most notable changes were a rise of 2½ per cent in wool prices and of 2·9 per cent in other textiles (other than cotton).

The *Statist* index number, on the base 1867-1877=100, was 131·8 at October 31, an increase of 0·2 per cent from the previous month. Vegetable foods and textiles each were about 1½ per cent higher, while sundries declined 2 per cent. "Compared with a year previously, the general index rose by nearly 25 per cent, the effect of increased ocean transport charges in the intervening period being reflected by the 45·6 per cent increase in the case of vegetable foods and that of over 39 per cent recorded for textile materials."

COST OF LIVING.—The *Ministry of Labour* index number, on the base July, 1914=100, was 192 at November 1, an increase of 1½ per cent for the month. Food was 2 per cent higher due principally to higher prices for eggs and potatoes. Rent was unchanged, clothing was 3 per cent higher, fuel and light and sundries were less than one per cent higher than for the previous month.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926=100, was 78·4 for October, as compared with 78·0 for September. Foods and farm products were slightly lower than the September level, while industrial materials were higher.

COST OF LIVING.—The index number of the National Industrial Conference Board, on the base 1923=100, was 85·5 for November, showing no change from the October level. Very small increases in housing and fuel and light was balanced by a slight decrease in food prices.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] FEBRUARY, 1941 [NUMBER 2

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment showed the customary season contraction at January 1, 1941, but the loss was the smallest reported at that date in the experience of the years since 1920. The firms furnishing data laid off some 47,827 workers, or 3·5 per cent of their December 1 payrolls, as compared with an average decline of not quite seven per cent recorded at January 1 in the period 1921-1940. Returns were tabulated by the Dominion Bureau of Statistics from 12,467 employers, whose staffs aggregated 1,316,774, as compared with 1,364,601 in the preceding month. The index (average, 1926=100) stood at 134·2, compared with 139·1 at December 1, 1940, and 116·2 at January 1, 1940. The crude indexes for the beginning of January in preceding years were as follows:—1939, 108·1; 1938, 113·4; 1937, 103·8; 1936, 99·1; 1935, 94·4; 1934, 88·6; 1933, 78·5; 1932, 91·6; 1931, 101·7; 1930, 111·2; 1929, 109·1; 1928, 100·7 and 1927, 95·9.

After correction for seasonal influences, the January 1, 1941, index was 139·4, as compared with 135·8 at December 1, 1940; the seasonally-adjusted index for January was the highest on record.

Unemployment in Trade Unions.—At the beginning of January, 1941, the percentage of unemployment among local trade unions stood at 7·4, in contrast with percentages of 6·2 at the beginning of December and 11·4 at the beginning of January, 1940. The percentage for January was based on returns compiled from 1,975 labour organizations, with a total membership of 270,637 persons.

Employment Office Reports:—Reports received from the offices of the Employment Service of Canada for December, 1940, indicated a moderate decline in the volume of business from that of November, but a marked gain over that of the corresponding month a year ago, this comparison being based on the average number of placements effected daily throughout the Service. The major changes under the first comparison consisted of substantial losses in construction and maintenance, transportation, logging and farming, and under the second, noteworthy gains in services, construction and maintenance and logging. Vacancies in December, 1940, numbered 37,953, applications, 63,847 and placements in regular and casual employment, 36,209.

Prices.—In retail prices the official index of the cost of living calculated by the Dominion Bureau of Statistics and based upon prices in 1935 to 1939 as 100 was 108·3 at the beginning of January, 1941, as compared with 108·0 for December, 1940; 103·8 for January, 1940; and 100·8 at the beginning of August and September, 1939, pre-war. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 advanced gradually during January and was 84·8 for the week ended January 31 as compared with 84·2 for that ended December 27, 1940, and 84·1 for that ended November 29, 1940. Figures on a monthly basis for certain earlier dates are 84·2 for December, 1940; 82·6 for January, 1940; 72·4 for August, 1939 (pre-war); 73·2 for January, 1939; 83·8 for January, 1938; and 63·5 for February, 1933, the low point in recent years.

Business Statistics.—The most recent statistics available reflecting industrial conditions in Canada are given in the table on page 84. The index of the physical volume of business calculated by the Dominion Bureau of Statistics was about three per cent lower in December, 1940, than in November but was 14 per cent higher than in December, 1939. Reflecting the increase in business due to war demands productive operations as indicated by this index were greater than in any other period. The index averaged 145·4 during 1940 as compared with 125·5 for 1929 the previous peak year. During the month under review manufacturing was slightly lower than in the previous month, after adjustment for seasonal changes, decline being indicated in the production of foodstuffs, in forestry production and in products of iron and steel. The group was considerably higher, however, than in December, 1939. Decline was shown

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941	1940		1940	1939	
	January	December	November	January	December	November
(6) Trade, external aggregate... $	.....	201,000,533	220,687,838	161,957,982	174,082,066	183,051,577
(6) Imports, merchandise for consumption..... $	.....	102,289,873	102,283,687	71,104,145	72,109,338	84,561,211
(6) Exports, Canadian produce. $	.....	97,620,927	117,452,172	90,100,133	101,021,522	97,163,176
Customs duty collected..... $	.....	13,182,849	13,133,802	9,691,945	12,244,702	10,992,919
Bank debits to individual accounts..... $	.....	3,208,347,577	3,049,322,205	2,674,344,955	3,056,866,581	2,930,345,995
Bank deposits savings..... $	.....	1,641,313,845	1,625,878,423	1,750,487,649	1,741,058,768	1,734,837,362
Bank loans, commercial, etc... $	.....	998,674,961	1,021,276,282	956,144,714	960,264,582	972,784,147
Security prices, index numbers—						
Common stocks.....	.....	70·3	74·5	90·9	92·2	94·4
Preferred stocks.....	.....	84·3	85·4	91·8	91·3	90·1
Index of bond yields, Dominion....	.....	69·8	70·5	74·4	75·1	74·0
(1) Index of bond yields, Ontario....	.....	69·1	71·4	71·8	73·5	72·9
(2) Prices, wholesale, index number	†84·8	84·2	84·0	82·6	81·7	80·4
(2) Cost of living index number.....	108·3	108·0	107·8	103·8	103·8	103·8
Index, retail sales, unadjusted.....	.....	135·0	105·8	70·8	122·1	88·5
(3) Index, retail sales, adjusted.....	.....	102·4	95·9	86·8	87·9	83·7
(2) Employment, index number (employers' pay-roll figures)....	134·2	139·1	139·2	116·2	122·7	123·6
(2) (4) Unemployment, percentage (trade union members).....	7·4	6·2	5·0	11·4	9·7	9·0
Railway—						
(5) Car loadings, revenue freight cars	198,248	216,872	239,295	184,926	181,488	227,967
Canadian National Railways, gross earnings.... $	20,926,967	23,565,123	22,389,448	17,601,735	18,869,470	20,584,777
Operating expenses..... $	.....	.....	14,680,335	13,598,324	.....	13,391,174
Canadian Pacific Railway, gross earnings..... $	14,685,000	16,335,666	15,889,425	12,244,545	13,731,169	15,437,307
Canadian Pacific Railway, operating expenses, all lines $	.....	11,529,460	10,861,808	10,416,039	9,349,200	9,845,031
Steam railways, freight in ton-miles.....	.....	.....	3,371,032,000	2,791,300,000	.....	3,371,336,000
(11) Building permits..... $	.....	7,357,898	11,128,942	3,303,212	6,035,212	4,148,889
(7) Contracts awarded..... $	26,579,800	16,918,300	54,981,900	8,844,700	11,815,000	12,739,300
Mineral Production—						
Pig iron.....tons	.....	110,477	109,576	104,703	94,620	87,822
Steel ingots and castings.....tons	.....	185,420	176,113	166,496	150,062	147,182
Ferro-alloys.....tons	.....	18,397	11,654	8,065	10,494	7,285
Gold.....ounces	.....	.....	.....	424,381	434,546	424,987
Silver.....ounces	.....	.....	.....	1,652,681	.....	1,696,215
Coal.....tons	.....	1,643,092	1,822,563	1,684,924	1,457,825	1,740,879
Timber scaled in British Columbia.....bd. ft.	.....	278,927,102	326,428,000	227,517,670	247,938,734	267,630,091
Flour production.....bbls.	.....	1,076,132	1,588,428	1,266,303	1,599,966	1,960,429
(6) Sugar, manufactured.....lbs.	37,921,156	87,221,405	164,005,409	54,728,387	125,981,000	146,317,261
Footwear production.....pairs	.....	2,044,725	2,230,387	2,073,528	2,208,374	2,623,356
Output of central electric stations, daily average.....k.w.h.	.....	83,665,000	84,162,000	81,488,000	81,766,000	86,718,000
Sales of insurance..... $	.....	33,364,000	32,506,000	33,390,000	36,295,000	35,710,000
Newsprint production.....tons	.....	252,900	282,340	251,030	240,660	288,730
Automobile prod., cars, trucks, etc.	23,195	23,364	23,621	17,213	16,976	16,756
(8) Index of Physical Volume of Business.....	.....	152·5	157·4	138·6	133·3	133·0
INDUSTRIAL PRODUCTION.....	.....	159·5	168·8	145·2	138·2	139·0
Mineral production.....	.....	219·2	231·0	215·6	202·4	236·7
Manufacturing.....	.....	156·6	157·2	146·8	136·9	136·9
Construction.....	.....	99·2	150·6	52·1	61·7	40·4
Electric power.....	.....	243·8	240·7	243·4	239·2	248·5
DISTRIBUTION.....	.....	132·3	124·5	119·7	119·1	115·8
Trade employment.....	.....	152·1	146·5	139·3	141·8	137·3
Carloadings.....	.....	95·6	87·7	86·7	82·6	84·0
Imports.....	.....	146·8	116·6	109·7	108·1	102·1
Exports, excluding gold.....	.....	118·9	130·2	130·5	123·7	114·3

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended January 31, 1941.

(1) Calculated from yields of Ontario bonds. (2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending January 25, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending January 25, 1941; December 31, November 30, and January 27, 1940; December 30 and December 2, 1939. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

in mineral production from the November level but an increase of about eight per cent as compared with December, 1939. The index of the volume of construction was substantially lower than in the preceding month there being declines in the value of contracts awarded and in the value of building permits. Substantial increase was shown, however, in both these factors compared with December, 1939. Electric power output and the volume of distribution of commodities were both higher after adjustment than November, 1940, and December, 1939. Information available for January, 1941, shows employment, the number of cars of revenue freight and railway earnings lower than in December, 1940, but higher than in January, 1940. Wholesale prices and the value of contracts awarded recorded advance in both these comparisons.

Strikes and Lockouts.—The number of strikes and lockouts recorded for January was 10, involving 1,453 workers with time loss of 3,238 man working days as compared with nine disputes during December, involving 903 workers and causing time loss of 3,360 days. The disputes in January included a one-day strike of 964 coal miners in Nova Scotia and strikes of hotel waiters at Vancouver, B.C., and plumbers at Ottawa, Ont. The principal disputes in December involved coal miners in Alberta and Nova Scotia and truck drivers at Toronto, Ont.

In January, 1940, most of the time loss was due to strikes of gold miners in British Columbia, electric wire workers at Brockville, Ont., and coal miners in Nova Scotia. There were six disputes recorded for this month, involving 919 workers and causing a time loss of 6,861 days.

Of the ten disputes in January, 1941, nine were recorded as terminated during the month. Four resulted in favour of the employers and two in favour of the workers involved. Compromise settlements were reached in three cases. One dispute, involving approximately twenty workers, was recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions involved.

Industrial Disputes Investigation Act

During the past month reports were presented by three Boards of Conciliation and Investigation. Ten applications for boards were received and five boards were established, one of which was to deal with two applications.

The texts of the three reports, together with details of recent proceedings under the Industrial Disputes Investigation Act, will be found in the section commencing on page 94.

Discontinuance of Dominion contributions to direct relief

On February 13 the Minister of Labour, Hon. Norman A. McLarty, announced that Dominion contributions for direct relief will be discontinued after March 31. In arriving at this decision the Government had chiefly in mind the vast expenditures entailed by the war, estimated by the Honourable J. L. Ilsley, Minister of Finance, at a billion dollars a year.

In a press release on this announcement issued by the Minister of Labour it was pointed out that:—

"The wide expenditure made by the Dominion Government for social services for the welfare of our citizens amounts to over $135,000,000 per annum at the present time. Of this amount, what might be termed ordinary or peace-time appropriations such as, for example, Old Age Pensions amount to over $70,000,000; and the special war-time appropriations as, for example, Dependents' Allowances amount to approximately $65,000,000 in all.

"Owing to this wide expenditure relief rolls have been so reduced that it is estimated by the Commissioner of Unemployment Relief that the withdrawal of the Dominion from this field will not place any greater burden on the provinces and the municipalities than has been borne in the current year, in fact this burden will be reduced by approximately $4,000,000.

"This vast expenditure by the Dominion Government, made in cash, makes available to provincial governments taxable incomes and revenues amounting to several times the amount of the contribution by the Dominion Government to unemployment relief.

"It should be borne in mind also that the Government's program of training workers for industry involves an expenditure in excess of $5,000,000.

"At the recent Dominion-Provincial Conference—irrespective of any attitude as to the adoption of the Report—each province pledged itself to co-operate with the Dominion in matters essential to the prosecution of the war.

"In the opinion of the Government this co-operation can be extended and be extremely helpful if each of the provinces will assume the responsibility of unemployment aid."

Between 1920 and 1930 the Dominion Government assisted the provinces and through the provinces the municipalities in connection with emergency expenditures for relief purposes, action being authorized by Order in Council and not covered by any formal Dominion legislation. The first relief act was passed in the fall of 1930, expiring at the end of the fiscal year. Since the expiry of the Act, legislation has been passed from year to year, the statute in effect to-day being the Unemployment and Agricultural Assistance Act, 1940, which expires March 31 of this year.

Since the inception of relief legislation to date the Dominion has paid approximately $387,000,000 to supplement provincial and municipal expenditures for relief of distress. Of this sum, approximately $235,000,000 is for direct relief, that is, food, fuel, clothing and shelter. It is estimated that Dominion, provincial and municipal expenditures for direct relief, public works, and other relief projects under relief legislation have in the last ten years amounted to about $970,000,000. From September, 1930, until August 1, 1934, the Dominion contribution to municipal direct relief was, generally speaking, 33⅓ per cent, but commencing in August, 1934, the system of percentage contribution was changed to a grant-in-aid, which was utilized at the discretion of the provinces either for direct relief or for other relief purposes. This system, on the recommendation of the National Employment Commission, was replaced in January, 1938, by a percentage contribution, which method has been followed to date, the present percentage payable being 40 per cent by the Dominion, 40 per cent by the province, and 20 per cent by the municipality. There are some variations in these percentages in regard to transients.

During earlier years relief works were carried out by municipalities and provinces on a fairly large scale, but more recently fewer such projects have been undertaken. From 1930 to date the Dominion contributed $119,000,000 to an estimated expenditure of $297,000,000 by provinces and municipalities for works and other relief projects. At the present time there are about 1,500 persons engaged in relief works undertakings contributed to by the Dominion.

In 1932 the relief land settlement arrangement was commenced under which the Dominion contributes one-third of the cost of settling unemployed persons, who would otherwise be in receipt of direct relief, on the land. The Dominion's contributions to relief land settlement which, generally speaking, are one-third of the provinces' and municipalities' have amounted to $1,824,626 since 1932, while the number at present on the land is 41,823, comprising 7,692 families.

The latest figures from the National Relief Registration are for December, 1940, and appear in the following note.

Statistics of Relief Recipients for December

The grand total of all classes of persons on urban and agricultural relief across Canada in December, 1940, showed an increase of 9·8 per cent from November but a reduction of 52·6 per cent from December a year ago, according to figures released by the Department of Labour. The grand total for December, as shown by the preliminary results from the registration of all direct relief cases carried out for the department by the provinces and municipalities, stood at 298,500. This total represented a decrease of 61·4 per cent from the peak figure of the year which occurred in the month of March; in December, 1939, the decrease from the peak month of that year was 38·8 per cent, while December, 1938, showed 14·2 per cent decrease from March, 1938.

Unemployed but fully employable persons on relief in December, 1940, numbered 48,500, an increase of 7·7 per cent from the revised November total. The figure for December, 1940, showed a decrease of 67·0 per cent from December a year ago, and a decrease of 70·1 per cent from December, 1938. From the peak figure of 172,683 in March, 1940, the December total of fully employable persons was down by 71.9 per cent.

A total of 248,500 persons were receiving non-agricultural relief in December, an increase of 7·0 per cent from the corrected figure for the previous month: December, 1939 had shown an increase of 9·6 per cent from November, 1939. This category includes all totally unemployable, partially employable and fully employable persons, together with all dependents of family heads. This aggregate showed a decrease of 55·4 per cent from the figure for December, 1939, and a decrease of 58·9 per cent from the figure for December two years ago. In relation to the high month of 1940, the December total on urban relief showed a decrease of 61·7 per cent.

The Dominion total on agricultural relief continued to show a major decline from the year before, following improved crop conditions in 1939 in the Prairie Provinces. A total of 11,000 farmers who, together with their dependents, accounted for a farm population of 50,000, were reported as receiving agricultural relief for subsistence in December; this total indicated a decline of 61·6 per cent from the high month of 1940. The Dominion

total on agricultural relief in December increased by 25·7 per cent from the revised November figure, but was 31·1 per cent less than December, 1939, and 82·9 per cent less than December, 1938. Figures for December for Saskatchewan alone showed decreases of 9·1 per cent and 84·7 per cent from December, 1939, and from December, 1938, respectively: the Saskatchewan total of 38,500 persons on agricultural relief accounted for 77·0 per cent of the Dominion total in December, 1940.

Establishment of Wartime Bureau of Technical Personnel

The Minister of Labour, the Honourable Norman A. McLarty, announced on February 14, that provision is being made for the establishment of a new agency to cope with the problem of furnishing scientific and technical personnel for the war effort.

By arrangement with the Government, the Engineering Institute of Canada, the Canadian Institute of Mining and Metallurgy and the Canadian Institute of Chemistry will organize immediately a Wartime Bureau of Technical Personnel, which, with certain other technical organizations, will act as the national agency to recruit and place scientific and professional personnel in the war industries.

With the expansion of the war effort the demand for technicians has so increased that it is becoming increasingly difficult to fill such positions. Mr. McLarty decided, on the recommendation of the Interdepartmental Committee on Labour Co-ordination, that special steps were necessary to meet this situation, and, after conferences between officials of the Department of Labour and the professional institutes, the new organization was agreed upon.

The Bureau will be directed by Mr. E. M. Little, General Manager of the Anglo-Canadian Pulp and Paper Mills, Limited and General Manager of Gaspesia Sulphite Company, Limited, who will be advised by a committee representing the co-operating institutes. Mr. Little proposes to establish an office in Ottawa but will utilize the services and facilities of the national and local secretaries of the institutes throughout Canada. It may be found necessary to open branch offices in Toronto and Montreal.

For some time the institutes have been compiling a complete file of the experience and qualifications of their members. This information, together with records available in various government departments, will form the nucleus for a basic register of scientific and technical personnel in Canada.

The minister is convinced that this arrangement is the best approach to the problem, since the officers of the institutes are the persons best acquainted with the qualifications of their members and most competent to indicate where they can best serve the war effort.

Meeting of Dominion-Provincial labour officials

Although the Dominion-Provincial conference on the Rowell-Sirois Report disbanded after two days of discussion it was apparent that there were many matters on which the report made recommendations which the provinces wished to discuss with Dominion Ministers and officials.

One of the important sections of the conference was that dealing with problems of labour. Questions within this purview had been assigned to the Labour and Unemployment Committee under the chairmanship of the Dominion Minister of Labour, Hon. Norman A. McLarty.

On January 16, the day after the conference disbanded, an informal discussion between the Provincial Ministers of Labour, their Deputy Ministers and other officials, and the Hon. Mr. McLarty and his senior officials, was held in the Minister's office and continued throughout the day. Every province in Canada was represented. The following is a list of those present:

Hon. N. O. Hipel, Minister of Labour for Ontario.
Hon. Edgar Rochette, Minister of Labour for Quebec.
Hon. J. André Doucet, Minister of Health and Labour for New Brunswick.
Hon. J. P. McIntyre, Minister of Public Works and Highways for Prince Edward Island.
Hon. L. D. Currie, Minister of Labour for Nova Scotia.
Hon. W. W. Cross, Minister of Health for Alberta.
Hon. George Pearson, Minister of Labour for British Columbia.
Hon. Errick F. Willis, Minister of Public Works for Manitoba.
Hon. S. J. Farmer, Minister of Labour for Manitoba.
Hon. R. J. M. Parker, Minister of Municipal Affairs of Saskatchewan.
Hon. Horace Wright, President of the Executive Council of Prince Edward Island.
Mr. H. R. Pettigrove, Deputy Minister of Labour for New Brunswick.
Mr. W. R. Shaw, Deputy Minister of Agriculture for Prince Edward Island.

Mr. E. A. Horton, Deputy Minister of Municipal Affairs for Ontario.
Mr. A. E. Cameron, Assistant to the Minister of Labour for Nova Scotia.
Mr. Adam Bell, Deputy Minister of Labour for British Columbia.
Dean F. C. Cronkite, University of Saskatchewan.
Mr. W. W. Dawson, Director of Relief of Saskatchewan.
Mr. George Collins, Department of Public Works for Manitoba.
Mr. A. A. Mackenzie, Commissioner of Public Welfare for Alberta.
Mr. E. W. Griffith, Relief Administrator for British Columbia.
Dr. Bryce M. Stewart, Deputy Minister of Labour, Ottawa.
Mr. A. MacNamara, Associate Deputy Minister of Labour, Ottawa.
Mr. Harry Hereford, Dominion Commissioner of Unemployment Relief, Department of Labour, Ottawa.

The discussion ranged over a wide variety of topics of mutual interest to the respective governments represented. The War Emergency Training Programme for 1941, elicited many questions from the provincial representatives. There were several inquiries concerning the continuance of the Youth Training Programme and the extent to which it would be supplanted by the war training scheme.

It was recognized that, while there was a scarcity of labour in certain provinces, others had workers available in certain occupations, and methods of bringing together supply and demand were considered in some detail. Several of the provincial representatives wished to know whether the Dominion would continue its present relief policy and provide assistance to the provincial authorities. Mr. McLarty pointed out that the adoption of the Rowell-Sirois Report would have cleared up most of these questions and would have made the responsibilities of the two authorities abundantly plain. However, he would give no commitment as to whether or not any further Dominion aid to the provinces for relief would be granted after the close of the present fiscal year. (The Dominion Government's decision regarding Direct Relief is contained in a preceding note.)

The Provincial Ministers stated their complete willingness to co-operate with the Dominion Department of Labour in developing programs to meet the many present labour issues of the war. It was agreed that, in practice at least, one of the recommendations of the Commission's report should be adopted, namely, that there should be frequent conferences between the Dominion and Provincial Departments of Labour.

Industrial hygiene control in Canadian war industries

The January 1941 issue of the *National Health Review* published by the Department of Pensions and National Health contains an interesting article entitled "Industrial Hygiene Control in Canadian War Industries" by Kingsley Kay, Industrial Hygienist.

In the introduction to the article it is pointed out that the experience of health workers in the early part of the last war showed that the rapid increase in production of war materials was accompanied by a corresponding increase in fatigue, accidents and occupational disease. The tendency at that time, it is stated, was to force health supervision into the background, making production at any cost the important goal. This situation was subject to a drastic change when it was found that fatigue, accidents and occupational disease were making significant inroads into the efficiency of the industrial war machine.

The situation in Great Britain during the last war lead to the establishment of a Committee on the Health of Munition Workers. (A detailed article concerning the work and findings of this committee in Great Britain appeared in the January 1940 issue of the LABOUR GAZETTE, pp. 28-30.)

Dealing with the action taken in Canada to maintain industrial efficiency in the greatly accelerated production of war requirements, reference is made in the article to the meetings of the Dominion Council of Health and the National Advisory Committee on Industrial Hygiene, in October 1939 (LABOUR GAZETTE, November 1939, page 1090). As an outcome of these meetings and in co-operation with the Federal Department of Labour and the then War Supply Board, now the Department of Munitions and Supply, it was arranged that there should be inserted in all government contracts a clause requiring that health and sanitary conditions be maintained at levels satisfactory to the Minister of Pensions and National Health.

The contract health clause provides the Department with the power to require that working conditions be healthful, that sanitary facilities and safe water supply be adequate, that suitable medical services be available and that health records be kept, wherever it be deemed advisable. This clause is an agreement between the Federal Government and the contractor and supplements legislative requirements under provincial Health and Factory Acts.

By means of this clause and provincial legislation, the Federal Divisions of Public Health Engineering and Industrial Hygiene co-operate with Provincial Health officers toward the

maintenance of health in Canadian war industry.

Following upon the insertion of the contract clause in the federal war contracts, it was arranged that the Divisions of Industrial Hygiene and Public Health Engineering, of the Department of Pensions and National Health, would be supplied with details of contracts let by the Federal Government, for the purpose of assisting in a comprehensive supervision of war contract premises. Every attempt is made to avoid duplication of supervision by Federal and Provincial Health Authorities and, to this end, contract information is routinely disseminated to the Provincial Health Departments.

Reference is also made to an extensive educational program being conducted by the Federal Division of Industrial Hygiene. A series of pamphlets written in non-technical language has been prepared for distribution to employers, trade unionists, insurance companies and others, the first in the series having already been issued, namely one on "Benzol (Benzene) Poisoning." Two other bulletins to be issued shortly deal with Nitrous Fumes Poisoning and T.N.T. (Trinitrotoluene) Poisoning. Copies of these pamphlets are being sent to all high schools and technical schools in Canada to assist in educating prospective industrial employees with respect to industrial hazards. Already many schools are giving talks on the subject of industrial health, as a result of receiving the first pamphlet in the series. A series of posters is being prepared, dealing with various aspects of industrial health and have been prepared primarily for the benefit of employees in companies holding contracts with the Federal Government.

Shortly after the commencement of war, an Industrial Hygiene Laboratory was opened. Studies are being conducted in this Laboratory for the purpose of setting health standards to be maintained in the manufacture of munitions of war. The problem of T.N.T. (Trinitrotoluene) poisoning and its control is at present being dealt with and a method of analysis for T.N.T. in air has been developed.

No satisfactory method for the analysis of air containing T.N.T. has been available before and this is required, in order to have some means of following the concentration of T.N.T. to which workers may be subjected. This method has already been used in a Canadian factory for the purpose of evaluating the efficiency of the ventilating system in use there and it is expected that, with the use of this method and by collection of medical data, a safe level of T.N.T. in workroom air will be established shortly.

Amendment of Wartime Prices and Trade Board Order governing eviction of tenants

On January 24, the Wartime Prices and Trade Board amended its Order respecting the eviction of tenants in controlled rental areas. (LABOUR GAZETTE, December, 1940, page 1227.) The amended Order provides that no tenant may be evicted from housing accommodation until the landlord has given due notice and satisfied the local Court as to the existence of circumstances validating such action.

The original eviction Order was designed to create rights which could be enforced before a Court. Some landlords have ignored these rights, and have been evicting tenants who would not pay an increased rental, taking a chance that the tenant would not go to the trouble and expense of commencing civil proceedings for damages for illegal eviction.

Henceforth an eviction contrary to the Board's Order is an offence punishable by fine or imprisonment or both.

To entitle the landlord to possession he must satisfy the Court as to the existence of one or more of the following circumstances: that the tenant has not paid his rental, has broken the terms of his lease, or is not willing to pay the rental authorized by the local committee or Administrator; that the tenant or some one living with him is committing a nuisance or has been convicted of using the property for immoral or illegal purposes; that he is not taking reasonable care of the property and allowing it to deteriorate; that the tenant, himself, has given the landlord notice of intention to vacate; or that the housing accommodation is bona fide required by the landlord as a residence for himself or for members of his family or a dependent or for any person employed by him.

Statement of rentals administrator re unwarranted increases in rent

Mr. Justice Martin, Rentals Administrator under the Wartime Prices and Trade Board, in a statement issued recently to a rentals conference in Hamilton, Ontario, declared that landlords who take advantage of a housing shortage to make unwarranted increases in rent, may expect an order adding their municipality to the list of areas in which the maximum rental has already been fixed at the January 2, 1940, level.

"The majority of Canadian property-owners are meeting the situation fairly and wisely," the Administrator stated, "but there are a small minority who appear to be profiteering.

"By reason of war activity, the problem of congestion will likely arise in the next few months in a number of towns and cities, indeed, housing accommodation in some of these has already reached the saturation point. If advantage is taken of the situation and rents are unduly increased, there is only one course open to those who have the responsibility, and that is to apply the orders of the War-time Prices and Trade Board regarding maximum rentals.

"We do not seek drastic action, but the housing situation is under close surveillance and every complaint is being thoroughly investigated. Landlords are warned that they should not attempt to evict a tenant because he complains. If they do, one more reason is furnished for the extension of rent control.

"It is also pointed out that rent control legislation was introduced primarily to protect wage-earners, and an increase of a dollar or two is often of great importance in a working man's budget.

"We are making every effort to ensure that rentals, especially in the lower brackets, are fair and reasonable," the Administrator concluded.

Appeal in Corrugated Box Combine Case

Hearing of the appeal of nineteen companies and one individual against the judgment of Mr. Justice Hope, finding them guilty of combining to restrain trade in corrugated and fibreboard boxes and related products in contravention of section 498 of the Criminal Code, was commenced in the Ontario Court of Appeal on January 20 with Chief Justice R. S. Robertson presiding. The conviction of the appellants following an investigation under the Combines Investigation Act was reported in the LABOUR GAZETTE, September, 1940, p. 986.

Annual convention of Canadian Construction Association

With a registration of six hundred delegates in attendance, the twenty-third annual convention of the Canadian Construction Association was held in Montreal on January 21-23.

The convention was featured by the adoption of a tentative plan for re-organization and increasing membership and the executive was enlarged to facilitate the working out of this new scheme.

Mr. John E. Clarke, in his presidential address, referred to the great responsibility which had been placed upon the construction industry and the implementing of the national war effort, and said "The construction industry has earned a performance record scarcely ever achieved by any other industry —not only in the construction of air fields and temporary accommodations for Canada's forces but in rushing up war plants."

The Deputy Minister of Labour, Dr. Bryce M. Stewart, spoke at one of the sessions of the convention on "Some Wartime Labour Problems."

Mr. A. M. Wiseman, Senior Trade Commissioner for the United Kingdom, Ottawa, gave an address, the general theme of which was "England can take it."

During one session, Mr. J. S. Hodgson, executive assistant to the Unemployment Insurance Commission explained the Unemployment Insurance Act and its application to the construction industry.

At the closing business session several resolutions were adopted. One of these voiced the Association's opinion that attention should be given to the planning of war industries so as to take precautions to minimize the destruction of an entire plant by possible bombing or sabotage. Another resolution recommended the construction of air raid shelters in large communities. It was recommended that the incoming executive make a study of the design and construction of air raid shelters, so that such information would be readily available to the membership.

Other resolutions dealt with different aspects of the war, approved the work of committees, etc. The Association offered its co-operation in the location of British industries in Canada and passed another resolution confirming that the services of the industry were at the disposal of the Dominion for any war purposes. Hearty approval was given to the work done by the special committee, headed by F. G. Rutley, which has been working on the Excess Profits Tax question. Still other resolutions instructed the incoming executive to make representations in connection with the Unemployment Insurance Act; expressed appreciation of the work of the Dominion Bureau of Statistics; and advocated extension of the work of the apprenticeship training committee.

Officers for 1941 were elected as follows: president, John E. Clarke, Toronto; past president, C. H. Gunn, Winnipeg; vice-president, John E. Stirling, Montreal; eastern vice-president, K. I. Campbell, Saint John; Quebec vice-president, W. L. R. Stewart, Sherbrooke; Ontario vice-president, A. Reg. Timms, Welland; mid-western vice-president, Charles Blake, Winnipeg; western vice-president, Allan S. Gentles, Vancouver; honourary secretary, E. R. Smallhorn, Montreal; honorary treasurer, E. F. Longfellow, Toronto; chairman of the membership committee, L. L. Anthes, Toronto; vice-chairman of membership committee, Tullis N. Carter, Toronto, representing the General Contractors' Section; Charles Ritchie, Toronto, representing the Trade Contractors' Section; V. C. Moynes, Toronto, representing the Manufacturing and Supply Section; chairman of the General Contractors' Section, Charles Robertson,

Brantford; vice-chairman, L. H. D. Sutherland; chairman of Trade Contractors' Section, G. P. Wilbur, Toronto; vice-chairman, G. C. Abbott, Toronto; chairman of Manufacturing and Supply Section, A. H. Pepper, Montreal; vice-chairman, E. S. Sargent, Toronto.

Message of Greek trade unionists to Canadian Labour

Indicative of the Greek determination to win through to victory is a message received recently by the Canadian High Commissioner in London from the General Council of Greek Workers' National Confederation and addressed to trade unions in Canada. The message is as follows:

"The General Council of the Greek Workers' National Confederation, assembled at the Piraeus on December 15-17, conscious of the honour bestowed upon their works by the President of Council Monsieur Jean Metaxas and proud of the fact that the youngest staffs of the Greek trade unions are taking part in the great fight against Italian imperialism; with full confidence and certainty about the future and as to the victorious issue of the struggle which will toll the knell of Fascism and its methods of perfidy, plunder and outrage, has entrusted me with the charge to address to Your Excellency and to the Trade Unions of Canada, the greetings of victory."

(sgd.) ARISTIDE DIMITRATOS,
General Secretary of the Greek Workers' National Confederation.

Application of Schedule of Reserved Occupations in Great Britain

Some idea of the procedures being established in Great Britain under the exigencies of war, in administering the Schedule of Reserved Occupations is contained in the British *Ministry of Labour Gazette* for December, 1940. (References to the control of wartime employment in Great Britain have been made in previous issues of the LABOUR GAZETTE, November, 1939, page 1091, and February, 1940, page 99.) An indication of how thoroughly the man-power of the nation is being utilized in its most effective capacity is seen in the recent announcement that the Ministry of Labour and National Service has set up an Advisory Committee

To examine the reservation position, under the Schedule of Reserved Occupations, of men in the London area who were registered under the National Service (Armed Forces) Acts in the occupational group of Office or Department Manager.

The Committee will advise the Minister:—(*a*) Whether the business of the man's employer is, or is not, of national importance in war time; and (*b*) whether the man's own responsibilities and duties are, or are not, sufficiently important to justify his retention in his employment as office or department manager.

Where it is decided that the man's retention is not justified, he will, after due notice, be called up for service in H.M. Forces unless in the meantime he has secured reserved employment of national importance. Before final steps are taken to call the man up for service, both he and his employer will be notified of the proposal.

Coal Mining Occupations.—As from December 1, 1940, the age of reservation has been raised to 30 for all the coal mining occupations, both above and below ground, which had hitherto been reserved at a lower age. This change was made by the Minister of Labour and National Service after consultation with the Secretary for Mines and the organizations of employers and employees in the industry.

In order to determine the number of men below 30 years of age who should be called up for service in the Forces, the Minister has set up Tribunals in the various coal-mining districts. Each Tribunal consists of an independent Chairman assisted by two representatives from the employers' side and two from the workers' side of the industry. After examining the position in their areas the Chairmen of the Tribunals will report to the Minister the number of men under 30 years of age who can be released from those areas for military service.

Electricians.—It has also been announced that the ages of reservation for certain classes of electricians are to be raised as from January 8, 1941. It is not proposed to withdraw from industry any men in these classes who are already engaged on work of vital national importance, and a number of employers have already been instructed by the Government Departments concerned with their work as to the action which they should take if they desire to retain men below the new ages of reservation.

Workmen's Compensation in Great Britain

The British *Ministry of Labour Gazette* (December, 1940 issue) summarizes the provisions of a new measure —Workmen's Compensation and Benefit (Byssinosis) Act—providing compensation for those disabled by respiratory illness in cotton spinning mills. This special type of compensation is summarized as follows:

Byssinosis is a term used to denote a disabling condition of the lungs, attributed to the inhalation of very fine particles of cotton dust, which has been found to be prevalent amongst men employed in dusty parts of cotton mills, particularly in card and blowing rooms. Owing largely to difficulties in diagnosis the disease has not been scheduled as an occupational disease under the Workmen's Compensation Act, 1925. It has, however, been repeatedly urged that workers affected by the disease should be brought within the scope of the Workmen's Compensation Acts, and a Committee, under the Chairmanship of Sir David Ross, was therefore appointed by the Home Secretary to consider whether an equitable and workable scheme could be devised for providing compensation in the case of persons who, after employment for a substantial period in card rooms or certain other dusty parts of cotton spinning mills, become or have become disabled by respiratory illness.

The Committee reported, in December, 1938, that where an employee suffers total incapacity due to byssinosis after not less than twenty years employment in the cotton industry, a properly constituted medical board should be able, after considering his industrial history as well as the medical evidence, to decide whether the disease was or was not occupational in origin. They therefore recommended that such cases occurring in the future should be brought within the framework of the Workmen's Compensation Acts by means of a scheme similar to those for silicosis and asbestosis. They also recommended that men who, disabled by the disease, had already left the industry, and could not properly be brought within the scope of the Workmen's Compensation Acts, should be provided for by a special scheme under which any benefits to which the workman is entitled under the Health Insurance Acts would be supplemented by ten shillings a week, payable out of a fund maintained by subscriptions paid by occupiers of factories engaged in the spinning of raw cotton.

The Workmen's Compensation and Benefit (Byssinosis) Act, 1940, which received the Royal Assent on November 20, enables statutory effect to be given to the Committee's recommendations by schemes, one applying the Workmen's Compensation Acts, with any necessary modifications, to future cases, and the other providing additional benefit for old cases.

Youth Employment Section in Australian Department of Labour and Industry

In the Australian *Employers' Review* published by The Employers' Federation of New South Wales, it is stated that a Youth Employment Section of the Department of Labour in Australia, has been established.

In officially opening the new section of the department, the Minister of Labour, Industry and Social Services, appealed for the full co-operation of employers generally in the conduct of the new branch, and stated that its aim was to reduce economic wastage of youth employment by eliminating, as far as possible, the danger of misfits in various occupations. To this end employers were invited to avail themselves of the service offered by the Youth Employment Section of the Department by insisting upon prospective employees undergoing the vocational tests and interviews undertaken by the psychologists attached to the Section. Such action would be not only of distinct benefit to the employer, but would also be to the ultimate advantage of the prospective employee.

In expressing appreciation of the scheme outlined by the Minister, Professor Tasman Lovell, Professor of Psychology at Sydney University, suggested that employers were perhaps inclined to question the science of industrial psychology. While admitting that as yet the system was not infallible, largely because of the temperament of the individual and other complexities, Professor Lovell claimed that results to date had more than justified its application, and for that reason he commended the scheme to all employers and to parents anxious to obtain vocational guidance for their children.

Report of Australian Youth Employment Committee

Another item of current interest from Australia is the report of the Select Parliamentary Committee on Youth Employment. The Committee's recommendations include the raising of the school leaving age with the necessary adjustment of the parents' income by increased child endowment; and unemployment insurance for adults. As a contribution to the problem of post-war adjustment, a comprehensive scheme of housing and slum clearance is recommended.

It is also suggested by the Committee that the technical training of apprentices should be given in the daytime, and that their requisites at the Technical College and transport should be provided free of charge by the State.

The Committee recommended in its report that the working of overtime by males under sixteen years of age and of females in shops and factories be prohibited. The Committee found that there had been displacement of male by female labour and, as a corrective, suggested equal pay for both sexes. A recommendation was also made that the Industrial Arbitration Act should be amended to direct industrial tribunals to fix the maximum proportion of juniors to adults in all industries.

Labour co-operation in U.S. National Defence Training Programme

In a statement issued on January 18, Dr. John W. Studebaker, United States Commissioner of Education declared that "Labour was not only a prime factor in inaugurating the national defence vocational training program but it had shown splendid co-operation in maintaining it."

Dr. Studebaker referred to the establishment throughout the country of more than 1,400 local advisory committees comprised of representatives of labour and industry, there not being one instance where requested co-operation from labour had failed to be forthcoming.

The statement of the Commissioner of Education continues:

"Take one typical example: In Joplin, Mo., funds were lacking to renovate an old building to be used as a vocational school in the national defence training program. The local labour unions, anxious to help,

donated the services of carpenters, painters, cement workers and machinists to renovate the structure and tune up the machinery.

"In Philadelphia, nearly 1,500 hosiery workers, members of the C.I.O. hosiery union, who were unemployed during the depression, were interviewed by local union officials. As a result, the majority of them were discovered to have latent skills in other trades, and now they are being trained in the national defence training program.

"In Detroit a similar situation was found. There a great number of the members of the C.I.O. United Automobile Workers' Union, who were unemployed, are being trained in the national defence vocational program.

"The story is the same for the rest of the country. Both the C.I.O. and the A.F. of L. have named special advisers on the national defence vocational training advisory committee. . . . .

"Labour has a special stake in the training of some 700,000 workers in national defence industries during the current fiscal year. Only about six months are left to reach our goal. We have every reason, therefore, to believe that the co-operation thus far shown by organized labour will continue and increase in the crucial, coming months of 1941."

Correction

In the article entitled "Maintenance of Basic Wage Standards and Adjustment to the Cost of Living in Canada" appearing in the January issue of the Labour Gazette, an omission was made in outlining the coverage of Order in Council P.C. 7440. On page 24, first column, third paragraph, under the heading "Coverage of Order in Council," fifth line, the words "mining property," should be added after the word "any", the corrected line reading "or operates any mining property, agency of transportation or."

Industrial Relations and United States Defence Production

Of the total working time for the entire year 1940, less than 2 hours per worker were lost because of strikes and this is less than one-quarter of the loss due to industrial accidents, Sidney Hillman, Associate Director General of the Office of Production Management, said to-day in making public the results of a special study on the current status of industrial relations. The study had been made at his request by the Bureau of Labour Statistics of the Department of Labour.

"This figure shows beyond question that, generally, harmony prevails in employer-employee relations," Mr. Hillman declared.

Out of approximately 300 threatened disputes arising since the beginning of the defence program in which experts of the Conciliation Service and the Labour Division of the National Defence Advisory Commission intervened, only a handful resulted in appreciable stoppages. And all these were of short duration.

The Bureau of Labour Statistics study shows that the first half-year of the defence program witnessed a drop of nearly 50 per cent in man-days idle due to strikes over the corresponding months of the previous year.

"This is truly a remarkable record," he said. "It is all the more remarkable in view of the fact that the period has been one of vastly quickened industrial activity accompanied by a tremendous expansion of employment and an increase in the stresses and strains which always go with adjustments to new personnel. Industrial history shows that periods of industrial expansion are marked by an increase rather than a decrease in the number of strikes."

These studies by the Bureau of Labour Statistics show:

(1) Work stoppages due to strikes in American industry during the year of 1940 accounted for an average loss of less than a quarter of a day per year per worker.

(2) This figure is put in perspective when compared with the time lost through industrial accidents. On-the-job accidents accounted for an average idleness of more than one day per worker, or upwards of four times that due to strikes. And the figure for accidents does not include the tremendous loss resulting from more than 11,000 deaths.

(3) The number of man-days idle due to strikes was only half as great during the first six months of the defence program as in the corresponding period for 1939.

(4) The number of men involved in strikes was 47 per cent less during the first six months of the defence program than when the United States was actually at war 24 years ago. This is all the more significant when it is realized that total non-agricultural employment is 22 per cent greater to-day than in 1917.

"Chief credit for this remarkable record," said Mr. Hillman, "should go to the patriotism of organized labour and to that vast majority of responsible industrialists who have accepted the orderly processes of collective bargaining."

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

TEN applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act have been received in the Department of Labour recently, as follows:—

(1) From carpenters in the employ of the Northern Construction Company, Vancouver, B.C., members of Local 527, United Brotherhood of Carpenters and Joiners of America. The applicants, who are employed on a government project at Nanaimo, B.C., are seeking an increase in wages from 75 cents per hour to 90 cents per hour, retroactive to December 1, 1940. They claim that their wages are not commensurate with those of carpenters employed on other government projects in the Province of British Columbia. It is stated in the application that approximately 330 workers are directly involved in the dispute.

(2) From employees of the Sault Structural Steel Company, Limited, Sault Ste. Marie, Ont., members of Local 2288, Steel Workers' Organizing Committee. Thirty-five workers were said to be directly affected by the dispute, which arose out of the employees' request for an agreement providing for union recognition, increased wages, holidays with pay, time and one-half for overtime and a cost of living bonus. With the assistance of a conciliation officer of the Department of Labour, however, a satisfactory settlement was reached without the necessity of recourse to board procedure.

(3) From carpenters in the Vancouver and New Westminster region of British Columbia, members of Locals 452 and 1251, United Brotherhood of Carpenters and Joiners of America. The applicants seek amendment of the existing agreement with the General Contractors' Association, Vancouver, in order to provide for increased rates of pay. Approximately 705 workers are said to be directly affected by the dispute.

(4) From patternmakers in the employ of the Dominion Engineering Works, Lachine, P.Q., members of the Montreal Patternmakers' Association (Patternmakers' League of North America). The dispute, arising out of the employer's refusal to grant the employees' request for increased wages and union recognition, is said to involve 35 workers directly and 860 indirectly. On February 6 the Minister of Labour established a Board of Conciliation and Investigation to deal with this matter, Mr. J. A. MacClelland, Valois, P.Q., and Mr. F. Curzon Dobell, Montreal, P.Q., being appointed members on the nomination of the employees and the employer, respectively.

(5) From employees of the West Coast Woollen Mills, Limited, Vancouver, B.C., members of the Pacific Textile Workers' Union, an affiliate of the Canadian Congress of Labour. Approximately 90 workers are said to be directly affected by the dispute, which arose out of the employees' request for higher wages, overtime pay and improved working conditions.

(6) From plumbers and steamfitters employed by the Saint John Dry Dock and Shipbuilding Company, Saint John, N.B., members of Local 213, United Association of Journeymen Plumbers and Steamfitters of America. The applicants seek an increase in wages from 70 cents per hour to 85 cents per hour. It is stated that 37 workers are directly affected by the dispute and 30 indirectly. An application for establishment of a board had already been received from machinists in the company's employ, members of Local 482, International Association of Machinists (LABOUR GAZETTE, January, 1941, page 9), and on February 6 the Minister established one board to deal with the two applications. Mr. F. S. A. McMullin, Saint John West, N.B., and Mr. F. Curzon Dobell, Montreal, P.Q., were appointed members of the board on the nomination of the employees and the employer, respectively.

(7) From 24 employees of the Hamilton Uniform Cap Company, Hamilton, Ont., members of Local 47, United Hatters, Cap and Millinery Workers' International Union. It is stated in the application that the dispute has arisen out of the employer's refusal to negotiate with a committee of the employees or their representatives with respect to the adjustment of wages, hours of labour and working conditions, to recognize the union or to reinstate certain employees alleged to have been unjustly dismissed. On February 6 the Minister of Labour established a Board of Conciliation and Investigation to deal with the dispute, Mr. J. L. Cohen, K.C., of Toronto, and Mr. Kevey Koskey, of Hamilton, being appointed members of the board on the recommendation of the employees and the employer, respectively. Messrs. Cohen and Koskey have been requested to confer with a view to their making a joint recommendation of a person to be appointed as third member and chairman of the board.

(8) From operators, linemen and patrolmen in the employ of the Quebec Power Company,

Quebec, P.Q., members of Local "B" 1106, International Brotherhood of Electrical Workers. The dispute, which is said to affect 39 workers directly, has arisen out of the employees' request for the renewal of their existing agreement with the company, with provision for an increase in wages of 10 cents per hour and a proper application of the classification of the employees.

(9) From 80 maintenance employees of the National Steel Car Corporation, Limited, Hamilton, Ont., members of the Steel Workers' Organizing Committee. The causes of the dispute are stated to be the allegedly unjust dismissal of certain employees and the employer's refusal to grant the employees' request for union recognition and the adjustment of wages and hours of labour.

(10) From 85 electrical workers employed in the Telephone, Electric Light and Power Departments of the Corporation of the City of Edmonton, Alta., members of Local "B" 1007, International Brotherhood of Electrical Workers. The dispute has arisen out of the Edmonton City Council's decision to institute a compulsory deduction from the salary of every civic employee, effective February 1, for the purpose of contribution to charities. This decision had been made by the City Council upon the request of the Edmonton Civic Employees' Federation over the protest of the applicants.

Other Boards Established

On January 28 the Minister of Labour established a Board of Conciliation and Investigation to deal with a dispute between Fairfield and Sons, Limited, Winnipeg, Man., and its employees, members of Fairfield Woollen Mills Employees' Unit, One Big Union (LABOUR GAZETTE, January, 1941, page 9). The personnel of the board is as follows: the Honourable Mr. Justice A. K. Dysart, chairman, appointed on the joint recommendation of the other two members; Mr. Edward Armstrong, appointed on the recommendation of the employees; and Mr. John L. M. Thomson, appointed on the recommendation of the employer. All three members of the board are residents of Winnipeg.

A Board of Conciliation and Investigation was established on January 30 to deal with a dispute between the Rayman Cap Manufacturing Company, Toronto, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union (LABOUR GAZETTE, November, 1940, page 1107). Mr. J. L. Cohen, K.C., and Mr. Harry J. Macdonald, both of Toronto, have been appointed members of the board on the recommendation of the employees and the employer, respectively. Messrs. Cohen and Macdonald will confer with a view to their making a joint recommendation of a person to be appointed as third member and chairman of the board. (See also page 107).

Application Withdrawn

The application for establishment of a Board of Conciliation and Investigation to deal with a dispute between the Canada Creosoting Company, Limited, North Vancouver, B.C., and its employees, members of Local No. 1, Creosote Workers' Industrial Union (LABOUR GAZETTE, November, 1940, page 1107), has been withdrawn following the mediation of an officer of the Department of Labour. Details of the settlement of the dispute are given in the article entitled "Conciliation Work of the Department of Labour from October 1, 1940, to December 31, 1940" (page 105).

Report of Board in Dispute between Shipping Companies Operating on the Great Lakes and the Unlicensed Personnel in Their Employ

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with differences between various shipping companies operating on the Great Lakes and Saint Lawrence River and the unlicensed personnel in their employ, members of the Canadian Seamen's Union.

The board was under the chairmanship of the Honourable Mr. Justice C. P. McTague, of the Ontario Court of Appeal, who had been appointed on the joint recommendation of the other two members, Mr. Frank Wilkinson, K.C., of Toronto, the employers' nominee, and Mr. J. L. Cohen, K.C., also of Toronto, nominated by the employees.

Since its establishment in April, 1940, the board had from time to time submitted interim reports on the progress of its proceedings (LABOUR GAZETTE, December, 1940, p. 1233). The full text of the board's final report is printed below.

Report of Board

To: The Honourable Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

Re: Industrial Disputes Investigation Act, re dispute between various shipping companies and their employees, unlicensed personnel, represented by The Canadian Seamen's Union.

1. This Board was constituted by you on the 22nd day of April, 1940, for the purpose

of dealing with a dispute between "various shipping companies operating on the Great Lakes and St. Lawrence River, and certain of their employees, being unlicensed personnel."

2. Upon examining the reference it appeared to us that greater particularity should obtain as to the parties involved. After some consultation this was referred to you and on the 8th day of May, 1940, we were advised of amendment of the reference, clarifying and fixing the parties to the dispute as follows:

- Canada Steamship Lines
- Tree Line Navigation Co.
- Upper Lakes and St. Lawrence Transportation Co.
- Paterson Steamships
- Quebec and Ontario Transportation Co.
- Algoma Central Steamship Line
- Northwest Steamships
- Union Transit Co.
- Sarnia Steamships
- McKellar Steamships
- Colonial Steamships
- Keystone Transports
- Canadian Lake Carriers
- Gulf and Lake Navigation Co.
- Lakehead Transportation Co.
- St. Lawrence Steamships
- Valley Camp Coal Co. of Canada
- Lake Erie Navigation Co.

and certain of their employees, being unlicensed personnel, represented by the Canadian Seamen's Union.

(NOTE: The companies bracketed together are under common management).

3. It was made clear at the outset that, of these companies, one group was composed of those companies which were prepared to acknowledge and accept the Canadian Seamen's Union as the bargaining agency for the unlicensed personnel and as to which the matters in dispute were the terms and provisions of an agreement to be concluded with the Union, while other companies refused to acknowledge or accept the Union at all, as a bargaining agency.

4. Since different interests and separate considerations applied to each of these two groups, the Board decided to deal with them separately. The parties were advised of this procedure, and after canvassing the situation at early sessions of the Board it was found, save as to two or three smaller companies, operating a total of six vessels, whose position was not made clear to us, that the companies involved fell into these categories, as follows:

	No. of Vessels Operated	Total
Group 1. Companies Recognizing the Union		
Canada Steamship Lines	73	
Tree Line Navigation Co.	3	
Upper Lakes and St. Lawrence Transportation Co.	35	
Quebec and Ontario Transportation Co.	7	
Algoma Central Steamship Line	4	
Northwest Steamships	2	
Union Transit Co.	1	
		125
Group 2. Companies Not Recognizing the Union		
"Misener" Companies—Sarnia Steamships, McKellar Steamships, Colonial Steamships	23	
"Beaupré" Line—Keystone Transports, Canadian Lake Carriers	13	
Gulf and Lake Navigation Co.	3	
Lakehead Transportation Co.	9	
Paterson Steamships (Later in Group 1)	30	
		78
Unclassified		
St. Lawrence Steamships	4	
Valley Camp Coal Co. of Canada	1	
Lake Erie Navigation Co.	1	
		6
		209

5. For convenient reference we have included in the above tabulation the number of vessels which it was reported to us were operated by the companies concerned. It will be seen from this that the group which recognized the Union constituted very definitely, both as to the number of vessels controlled and as to number of employees involved, the major portion of the industry. For this reason, and because this course seemed best designed to enable the Board to deal with the situation, we decided to deal with the group of companies which were prepared to negotiate with the Canadian Seamen's Union.

6. The many questions involved were very thoroughly canvassed. Considerable material was presented to the Board by written briefs, oral and documentary evidence, as well as supporting arguments, upon each of the issues. After considering all this, it seemed to us that these companies and the Union should be able to resolve their differences into a mutual agreement; indeed, that it was regrettable that this had not been done much earlier.

7. Private sessions were then held with the parties at some length, during which we tried to render them every possible assistance in discussing and negotiating their differences.

Following these deliberations the Board was able to advise you in its first interim report on the 26th day of June last that an agreement had been reached and signed between the Union and the following companies, namely: Canada Steamship Lines, Tree Line Navigation Co., Upper Lakes and St. Lawrence Transportation C., Quebec and Ontario Transportation Co., Algoma Central Steamship Line, Northwest Steamships, Union Transit Co. These companies, as shown on the tabulation above, represented a total of 125 vessels out of the total of 209 vessels operated by the Companies before the Board.

8. A copy of the agreement, approved by the Board in accordance with the provisions of the Act, was attached to our interim report of that date. Summarized, the agreement may be said to include the following:

1. Recognition of the Canadian Seamen's Union as the "sole collective bargaining agency for all unlicensed personnel from time to time employed by the companies."
2. Preferential employment of Union members, in co-operation with the Union, with provision for recruiting new personnel if needed for the efficient conduct of the industry.
3. A clearly outlined procedure for dealing with disputes or grievances.
4. Provision for ship's delegate for Union business, such as conferring with Union members, distribution of literature, collection of dues, but with clear provision for non-interference by such delegate with the Master's responsibilities.
5. Provision for the boarding of ships at principal shore points by Union representatives, credentialled as set out, for the purpose of conducting Union business or implementing the terms of the agreement.
6. An increase in wage rates of $10 per month for wheelsmen and oilers, and $7.50 per month to all other categories, all such wage increases to be retroactive to the opening of the 1940 navigation season.
7. Provisions defining overtime work and holiday, and payment for the same.
8. Provision for payment of transportation costs at the end of the navigation season.
9. Increased deckhand crews for canal bulk or package freighters, operting on the St. Lawrence Canals between ports within the limits of the port of Quebec and the port of Port Colborne.
10. Provision for further negotiation and consideration of any additional request of the Union for more deckhands.
11. Provision against discrimination or coercion by reason of trade union activity.
12. Provision against strikes or lockouts during the life of the agreement pending any negotiation or hearing.
13. Provision for duration of the agreement until the 15th day of March, 1942, with provision then for general review or automatic renewal, and with provision for a special review during the 1941 navigation season.
14. Establishment of a Maritime Adjustment Board to deal with any disputes during the life of the agreement arising out of the interpretation or application of the same, such Board to be composed of three members, one selected by the Union, one by the companies, and a third to be selected by the two so named or, failing agreement, to be appointed by the Minister of Labour.

9. The Board has already indicated in its interim report its approval of the terms of this agreement and its commendation of the constructive attitude taken by the parties who concluded it.

10. Particulars of this agreement were at once communicated to the remaining companies, so that opportunity could be afforded them of joining in the same. It is a matter of pleasure to us to be able to report to you that progress has been made in that regard.

11. During the course of the Board's deliberations it had been indicated to us on behalf of the Paterson Steamships that if, upon a vote being taken of their men, it should be established that the Union did, in fact, represent their unlicensed personnel, an agreement would be entered into with the Union. The Board accordingly met early in July and arranged for the taking of such a vote through the offices of the Department of Labour at Ottawa. Technical details arising out of the fact that the vessels of the company, 30 in number, were distributed over the Great Lakes, delayed completion of the vote. It was completed by September 10 and the result overwhelmingly substantiated the Union's contention. The vote was communicated to the parties, and the agreement above referred to has now been signed also by the Paterson Steamships. The result to date, therefore, is that the agreement has been signed by eight companies, operating a total of 155 vessels, out of a total of 209 involved.

12. The Companies which have not yet joined in this agreement with the Union and in respect to which we now submit our final report and recommendation are as follows:

	Vessels
1. The associated companies, sometimes referred to as "Misener" Group, Sarnia Steamships, Colonial Steamships, McKellar Steamships	23
2. The associated companies, Keystone Transports, Canadian Lake Carriers	13
3. Lakehead Transportation Co.	9
4. Gulf and Lake Navigation Co.	3
Total	48

13. In addition to these, three other companies are included in the reference to us—St. Lawrence Steamships, Valley Camp Coal Co. of Canada, and Lake Erie Navigation Co., involving a total of six vessels. These companies did not appear although some correspondence was received from them. We do not suggest that they share the dissenting position which so far has been taken by the groups above listed. On the other hand, it has not been demonstrated to us that any particular considerations apply to them which make the agreement already adopted inappropriate in their case. We include them, therefore, in the final recommendation which we make in this report respecting companies which have not yet entered into the agreement adopted by the rest of the industry.

14. The adoption of this agreement by such a decisive majority of the industry, is itself a recommendation both of its specific terms and the ralationship it establishes between the employers and the Union. It is the Board's opinion, reinforced by the judgment of three-fourths of the industry, that the specific terms of the agreement are proper, reasonable and constructive. In this connection it is not without interest to note that the agreement has already been in active operation for a period of several months, and that there is every indication that it has operated successfully and with mutual advantage to the parties concerned.

15. It should be further noted that no suggestion has been made to the Board, on behalf of any of the four dissenting companies above listed, that any separate or different conditions prevail with respect to their business, which would make inapplicable to their particular situation any of the specific provisions of the agreement now signed. If it is appropriate, therefore, and we now deal with that question, that if an agreement should be entered into by these companies with the Union, such agreement, in our opinion and recommendation, should be in the terms of the document already signed.

16. In the light of our experience with this situation since the constitution of the Board in April last, and of the information before us, confirmed by the decisiveness of the vote on the Paterson Steamships, the Union's contention that it represents the unlicensed personnel employed by these companies is well-founded.

17. The matter remains then to be disposed of on the basis of the general principles and considerations applicable to industrial policy and industrial relationship. As industry has grown and developed, the right of workpeople to organize into collective associations or trade unions, and through such organizations to bargain collectively with their employers as to the terms and conditions of their employment, has been increasingly emphasized. It is a right acknowledged now by law, by industrial practice, and by public policy. It has been verified by many important public pronouncements.

18. These rights cannot be said to be effectively acknowledged unless employers are willing to negotiate and enter into agreement with the organizations which the employees have selected or formed in the exercise, in good faith, of their legal and public rights. This is in accordance with the principle enunciated by the Government of the Dominion of Canada in its Order in Council of the 20th June (No. 2685) and later confirmed by P.C. 7440 of 16th December, 1940, of:

> *"The right of association (of workers) in labour bodies and the right of organized work-people to enter into collective agreements through which they may expect to exercise a more organic influence on the processes of industrial life".*

19. The abstract rights which it is now conceded belong to labour, can only be said to exist in a concrete sense if collective bargaining is practised and collective agreements are concluded. It cannot be said too clearly that labour can no longer be regarded, if it ever was correct so to do, merely as a commodity. Labour is a partner in industry, and as such it is entitled to have not only the right to organize but the corresponding right and opportunity to utilize its organization for collective negotiation and agreement with employers.

20. Three-fourths of the industry before the Board have now clearly recognized these principles by concluding with the Union the agreement we have above referred to. We are confident, certainly we hope, that this terminates any difficulty within the industry, in any event as to those subscribing to the agreement, by reason of failure or refusal to observe and implement the principles of collective bargaining. At the same time it must be recognized that acceptance by the industry in

good faith of the full principles of collective bargaining carries with it the duty of the employees, and of those who administer their Union, to discharge their own responsibilities constructively and with due regard to the problems of the industry.

21. We are clearly of the opinion that, pursuant to the policy adopted by the companies which have already signed this agreement, the companies which have not yet done so should concur and participate in the industrial process which has now been established. We recommend, therefore, that these companies, they are listed in paragraphs 12 and 13 above, should at once sign, and so concur in and complete, the industrial agreement which it is our privilege to report to you, Sir, is now established policy in the industry of Great Lakes freight navigation.

22. We cannot conclude without a word of sincere appreciation to all who have so far assisted in, and to those who will continue to assist in, the achievement of so desirable and important a result.

All of which is respectfully submitted.

(Sgd.) C. P. McTague,
Chairman.

(Sgd.) F. Wilkinson,
Member.

(Sgd.) J. L. Cohen,
Member.

Toronto, January 14, 1941.

Report of Board in Dispute between Montreal Tramways Company and Its Bus Chauffeurs

The Board of Conciliation and Investigation established to deal with differences between the Montreal Tramways Company and its bus chauffeurs, members of Division 210, Canadian Brotherhood of Railway Employees and Other Transport Workers, has submitted a unanimous report.

The personnel of the board was as follows: The Honourable Mr. Justice J. G. Gillanders, of the Supreme Court of Ontario, chairman, appointed on the joint recommendation of the other two members; Mr. F. C. Dobell, Montreal, appointed on the recommendation of the employer; and Mr. J. L. Cohen, K.C., Toronto, appointed on the recommendation of the employees.

In October, 1940, the board had made an interim report requesting the Registrar of Boards of Conciliation and Investigation to conduct a secret ballot among the employees concerned in order to ascertain whether they desired to be represented by Division 210 of the Brotherhood for purposes of collective bargaining. Upon completion of the ballot the board proceeded with its deliberations. The full text of the board's report is printed below.

Report of Board

To: The Honourable the Minister of Labour, Ottawa, Ontario.

Re: Industrial Disputes Investigation Act and re differences between Montreal Tramways Company and its bus chauffeurs, members of Division 210, Canadian Brotherhood of Railway Employees and Other Transport Workers.

Following the interim report made by this Board dated October 16, 1940, a vote was taken as indicated therein under the supervision of the Deputy Minister of Labour and Registrar of Boards and by letter dated November 1, 1940, he reported to the Board that the taking of the vote had been completed, the result being that 333 employees were eligible to vote and 284 ballots were deposited. Of the number voting 211 voted "Yes" and 73 voted "No."

Attached to the report was a certificate signed by representatives of the Company and of the employees expressing their satisfaction with the manner in which the vote was conducted.

In view of the fact that a substantial majority of the employees voting indicated their desire that Division 210 of the Canadian Brotherhood of Railway Employees and Other Transport Workers represent them in negotiation with the Montreal Tramways Company of an agreement governing their wages and working and employment conditions, the Board, on notice to the parties, met at the Windsor Hotel, Montreal, on November 13 and 14. Representatives of both parties were present.

The representatives of the Union concerned indicated to the Board that they would be satisfied with either:

(1) a representative on the general negotiating committee, or
(2) a separate agreement with the Company on behalf of the bus chauffeurs represented by them.

In support of this submission they pointed out that in the matter of seniority of employees there is no connection between the bus department and other departments of the Company, and that if an employee transfers to the bus department such employee must

start from the bottom of the list even although he may have several years' seniority to his credit in the other department; and that the same is true of bus chauffeurs who changed to another department.

It appears that the Company maintains separate seniority lists for:

1. Street car conductors in each of its four barns.
2. Motormen in two-man cars in each of its four barns.
3. One-man car operators in each of its four barns.
4. Bus operators.

There are approximately 1,200 motormen, 1,000 conductors and 330 bus chauffeurs in the employ of the Company. The same rule of seniority as outlined in the preceding paragraph applies for street car employees between each barn. A street car employee who transfers from one barn to another loses his seniority rights exactly the same as a bus chauffeur.

Under the new agreement recently negotiated between the Company and its employees through the negotiating committee, the bus chauffeurs and the operators of one-man cars are paid 65 cents per hour, and motormen and conductors on two-man cars are paid 60 cents per hour. This is an increase in each case of 5 cents per hour over and above the wage scale paid prior to July 1, 1940, and from and since that date the Company has paid all such employees on the new wage scale as provided in the new agreement.

The Company employs some 3,400 employees engaged in various lines. Mr. Blair, the General Manager of the Company, indicated that they might be divided into some 34 groups, carpenters, electricians, repair men, motormen, conductors, bus chauffeurs, etc., etc.

A member of the negotiating committee for the employees as a whole, who was a witness, in his view divided the employees into some six general groups:—

1. Car barns employees, i.e., maintenance men.
2. Youville shops, those engaged in major repairs.
3. Construction department, or maintenance of way.
4. Power house department.
5. The cashier department, including ticket sellers.
6. Platform men, including motormen, conductors and bus chauffeurs, who might be classed under the heading of the running trades.

The Company pointed out to the Board that it had for a number of years bargained collectively with all employes through a negotiating committee elected by the employees at large, such agreements being approved by vote of the employees at large before execution and confirmation; that it was in accord with this practice, and felt that, having executed a contract with its employees arrived at in the manner herein indicated, following the expiry of the old agreement on June 30, 1940, it could neither enter into a new agreement with any group nor could it amend the existing agreement except upon the request of the negotiating committee with which the agreement had been concluded. The Company also indicated the undesirability of entering into separate agreements with various groups of employees.

Mr. Raoul Trepanier, a member of the employees' negotiating committee of three, was a witness before the Board and indicated in detail the method by which the present agreement between the Company and its employees at large had been negotiated. First, a meeting of all employees was called on three days' notice posted in the various barns and depots. This was attended by some 900 to 1,000 employees. It was decided at this meeting to elect a new negotiating committee of three persons; and notice was given that any employee wishing to be a candidate, or to nominate another employee as a candidate for this committee, was free to do so.

Four men were nominated. Ballots were prepared, and, again on three days' notice, on April 26, 1940, a vote by secret ballot was taken for the election of the negotiating committee. Three of the four nominated having been elected, the committee proceeded to negotiate with the Company for a new contract. In doing so they consulted with the Provincial Department of Labour, and, having completed negotiations for an agreement satisfactory to the committee, the draft agreement was posted both in French and English on the various bulletin boards for a period of three days.

On like notice another meeting was held of all employees for the purpose of considering, approving or rejecting the agreement. At this meeting the agreement was read in French and English, clause by clause, and it was decided not to pass upon the agreement by show of hands but to do so by vote by ballot. On due notice a vote by secret ballot was again taken, on July 23, 1940, for approval of the agreement. The agreement was approved by a large majority, after which it was executed on behalf of the employees by the negotiating committee and by the Company.

Following the execution of the agreement, in and by its terms the negotiating committee continues in being during the life of the agreement and acts as a grievance committee for all employees.

The employees involved in this Board contend that they are not bound by the agreement of July 24 and refer to representations and correspondence addressed to the Company commencing with the communication of the 13th of February, 1940, claiming that the bus chauffeurs desired to be separately represented and to negotiate a separate agreement.

Neither wages nor hours nor appurtenant questions were seriously criticized before the Board. At one stage in the proceedings it was thought that the difficulties might be solved by adding to the present negotiating committee, with the committee's consent, a bus chauffeur elected by the bus chauffeurs exclusively. This would have satisfied the applicants and the Company had no objection to this being done if it was asked for such an amendment of the current agreement by the negotiating committee pursuant to the terms of that agreement. A majority of this committee, however, felt that there was objection to this being done since the other members had been elected by the employees at large, and one member was already a bus chauffeur, although not a member of the applicant union.

The events recited by us create a complicated situation which the Board must attempt to approach in a practical manner having regard to the scope of the authority and opportunity available to us. It would be improper for this Board to attempt to rule upon whether or not the agreement of the 24th July is a binding document under the terms of the provincial legislation under which it is said to have been negotiated or concluded.

This Board cannot with propriety make any findings which would prejudice either party in respect to the proceedings now pending before the Quebec Department of Labour. The parties to the agreement negotiated have proceeded with the assistance of the Quebec Department of Labour with a view to having that agreement ratified by the Minister of Labour for Quebec under Quebec legislation to which the parties to the agreement have resorted and in respect to which the applicant union has participated by filing its objections with the Quebec Minister of Labour.

It is our opinion, therefore, in view of these practical considerations, that the parties involved, including those who are affected by the matter, though not formal parties to the reference before this Board, should utilize the provincial legislation which has already been invoked, to bring about an understanding upon the whole matter. In view of the fact that the form of the agreement and the procedure which preceded it were deliberately adopted with a view to action under the Quebec Collective Agreement Act, and that an application under that Act is now pending, it is our opinion and recommendation that it is only proper that consistant use should be made of that legislation. We are quite sure that full co-operation, with a view to a practical and fair arrangement, should dispose of all differences.

The Board desires to express its appreciation of the assistance rendered to it by the representatives of the parties, both in their written statements and in their evidence and oral arguments. The Board must also thank the officers of the Montreal Tramways Company for writing at its request to the management of a large number of other transportation companies on this continent to ascertain the practice obtaining elsewhere in matters analogous to those submitted to the Board, and to the management of those other companies for their careful and comprehensive replies.

All of which is respectfully submitted,

(Sgd.) J. G. Gillanders,
Chairman.

(Sgd.) J. L. Cohen,
Member.

(Sgd.) F. C. Dobell,
Member.

Toronto, January 16, 1941.

Report of Board in Dispute between Sullivan Consolidated Mines, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with differences between the Sullivan Consolidated Mines, Limited, Montreal, and its employees, members of Sullivan Lodge No. 3, Miners' Union of Abitibi, Reg., has submitted a unanimous report.

Members of the board were His Honour Judge Albert Constantineau, Ottawa, chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. Paul D'Aragon, Montreal, nominated by the employer, and Mr. Guy Valiquette, Val d'Or, P.Q., nominated by the employees.

The text of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act, R.S.C. 1927, Chap. 112, and in the matter of a dispute between the Sullivan Consolidated Mines, Limited, and its employees, members of Lodge No. 3, Sullivan, "Le Syndicat des Mineurs de l'Abitibi Incorporé."

To the Honourable Norman McLarty, K.C., a member of His Majesty's Privy Council for Canada, and Minister of Labour.

The Report of the Board of Conciliation and Investigation constituted under the said Act by the Minister on the 8th day of November, 1940, respectfully sets forth as follows:—

In the following pages, the Board intends to make use of the word "Company" to designate the Sullivan Consolidated Mines, Limited, and the word "Union" to designate its employees, members of Lodge No. 3, Sullivan, "Syndicat des Mineurs de l'Abitibi, Incorporé."

In its application for a Board of Conciliation, the Union has formulated several grounds of complaint against the Company. These are as follows: Provocation on the part of the mining authorities by the wrongful dismissal of four miners on account of their Union activities; insufficient wages in view of the increased cost of living; working conditions inconsistent with the Provincial laws for the security of employees; compulsory examination by a medical examiner whose competence and spirit of justice are challenged.

In consequence, the Union demanded:—

1. The reinstatement of the discharged employees, together with reimbursement of lost wages;
2. Increase in wages of 10 per cent;
3. The miners to have the privilege of choosing their own physician, provided that he be competent to conduct a medical examination concerning work in the mine;
4. That the Union of Miners of Abitibi, Inc., which comprises 80 per cent of the miners employed in the Sullivan mine, duly enlisted on its roll, be recognized and accepted by the Sullivan mine to transact with it regarding grievances and other business in general which concern or may concern the interested employees.

The Company denied the allegations contained in the Union's statement of complaints, and furnished data and explanations which will be found embodied later on in this report.

The sittings of the Board were held in the office building of the Sullivan Mine, with the consent of the interested parties. They commenced on the 27th day of November, ultimo, and lasted four days.

The Company was represented by Mr. J. R. Gauvreau, the President, Mr. Pierre Beauchemin, the Vice-President and Managing Director, and Mr. Douglas Parent, the mine manager; and the Union by Dr. W. Desrosiers, business agent, and by Mr. Cyrille Levesque, and Mr. Armand Dastous, two employees of the Sullivan Mine and, respectively, Director and member of the Union.

Before proceeding further, the Board desires to express its deep appreciation of the spirit of conciliation and good-will manifested by both the representatives of the Company and the representatives of the miners during the whole proceedings, which rendered its task much easier than if it had been otherwise. This attitude portends well for the future harmonious operation of the mine.

The misunderstanding between the Company and the miners commenced when four of their number were discharged, and, in protest of such action, they declared a strike that lasted two days, the 9th and 10th of October last. First, the Quebec Bureau of Mines, and later on the federal Department of Labour, dispatched official conciliators in an endeavour to compose the difficulties, but their efforts met with no ultimate success. Very little evidence was adduced on the part of the Union, most of the evidence being given by witnesses on behalf of the Company. In fact, most of the questions affecting the dispute between the Company and the Union were settled by friendly discussion, rather than by the production of evidence.

The dismissal of the four miners by the Company did not present a difficult problem for the Board, since one of them had already left the mine, and two others had been fully reinstated, but the fourth one was the subject of serious discussion. In the course of the abortive negotiations which had been carried on between the Company and a committee of five of its employees, the Company had given a written undertaking that it would reinstate the men discharged provided they submitted to a joint examination by the mine doctor and another independent physician, and the medical examination showed they were fit to resume their former employment. This they did not do, but the miner whose fitness is still in doubt consulted two independent physicians, who pronounced him fit for underground work, contrary to the opinion of the mine doctor. The Company contended that it was not bound by the conclusion reached by the two independent doctors, since there had

been no joint examination in compliance with the written undertaking. After much discussion, the matter was eventually settled, it being agreed that the miner would submit to a joint examination by the mine doctor and another physician, and should these two be in disagreement a third one should be called in to act in the character of third arbitrator, and both the Company and the miner would abide by the result of that examination.

Regarding the demand for an increase of wages, the Company declared that some of the men had been increased in April last, and that recently another group of miners had been allowed a higher remuneration, making an increase of between 6 and 7 per cent since about a year ago. As these figures were only approximate, the Company promised the Board it would furnish it with accurate figures later on, which it did. According to this statement, the increase from the 15th November, 1939, has been 6·38 per cent on the payroll of the Company. However, in making this computation, the Company took into account, not only the direct increase, but also the promotions that had been accorded. Furthermore, the Company produced a schedule of wages paid by other mines in the district, and it claimed that on the whole, though there may be some exceptions, the wages allowed by Sullivan Mine reasonably compare with those of other mining Companies. In addition, the representatives of the Company expressed their willingness to readjust, from time to time, the wages of miners not already increased, whenever their efficiency justified it, they asserting that they employ in their mine oftentime men of little experience.

On the other hand, the representatives of the Union offered no evidence to establish the actual increase in the cost of living since a year or so, and relied exclusively on the Dominion Bureau of Statistics, which they claimed fixed such rise at around 5 per cent. However, according to these statistics, as published in the middle of December instant, the exact figures of such increase seem to be 4 per cent since November, 1939, and 6·2 per cent since August of that year, though in some cases it may be a little more, and in others it may be less. The business agent of the Union, though not insistent, suggested that the Company might, as a friendly gesture, and for the sake of harmony, consent to a nominal increase for the time being, but the Company did not feel there were sufficient reasons at the present moment to justify such action, considering what it had already done and what it contemplated doing in the future.

In view of the fact that the Company has already allowed increases, and that it is willing to make further readjustment of wages, as above mentioned, and in view of the further fact that, should the cost of living continue to rise, a general upward revision of wages may have to be made before long by all labour employers, the Board is of opinion that, under the circumstances, this is not an opportune time to recommend an increase of wages by the Sullivan Mine, and that this matter should be left for future consideration, as it depends on the trend of economic changes in the country.

Moreover, the Board feels that it has not been furnished with sufficient precise data, either by the Union or the Company, to reach a sound conclusion as to what increase, if any, should be granted the miners at the present moment. The subject presents a complex problem, for there are many factors that must be taken into account, and which require profound study. Were the Board to recommend an enhancement of wages to the employees of the Sullivan Mine without convincing evidence to justify its action, it realizes that its recommendation might have a most disturbing effect on all mines operating in the district in which the said mine is situated.

That the wage earners of Canada have immensely benefited by the war is undeniable, not only by the increase of wages, but still more by the increase in the volume of employment. Where formerly only the head of the family might be employed, and possibly just partially, now, not infrequently, all the members of a family are provided with remunerative work, if willing to accept it, and at full time. While the mention of this fact may not be of any solace to the individual who happens to be underpaid, and is the sole bread-winner of his family, yet it should not be overlooked by those interested in the general welfare of the wage earners of this country.

Since the Board has concluded its sittings on November 30 last, and its report has been prepared, His Excellency the Governor General in Council, on your recommendation as Minister of Labour, has issued directions (Order in Council dated December 16, 1940) for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in determining questions affecting wages. As these directions were not in existence at the time of the hearing of the present dispute, the Board naturally could not profit by them. Now, however, that the Government has expressed its own views in the matter, the Board recommends that the Company should act in accordance with the principles laid down in the Government's Order in Council regarding the granting of bonuses, whenever the circum-

stances warrant such course. Should the Company fail to do so, you might possibly reconvene the present Board to deal with the subject.

The Board is unable to agree with the demand of the miners relative to the choice of their own doctor, as it does not require much stretch of imagination to realize what utter confusion might arise were every miner privileged to consult his own physician and produce a certificate of health that would be binding on the Company. Since no mining Company is obliged to hire any particular man, no one can object if the Company relies on the examination of its own physician before it engages a miner. The trouble arises only in the course of the employment, where the mine doctor declares the man unfit after he has worked underground for a certain time. Then, as already seen, much dissatisfaction may arise, because the miner may suspect that the doctor has been influenced by the mine authorities or that the doctor's diagnosis is inaccurate, or again, that he is otherwise discriminated against. This may lead to serious trouble, as was the case at the Sullivan Mine. For this reason, the Board is strongly of the opinion that it would be conducive to harmony and cordial relations between mining companies and their employees were the Provincial Government to appoint a specialist in radiography (X-ray examination), to whom a dissatisfied miner might resort, and whose opinion would be decisive and binding on all parties. Such a specialist, whether a resident of the mining district or not, provided his duty was to attend at any mine where his presence was required, would be an appreciable protection to the mining company, the miner himself, and the Compensation Fund. However, the Board is not empowered to make such recommendations, so that its opinion must be regarded as a mere suggestion.

Though the miners laid charges of incompetency and injustice against the mine doctor of the Company, they made no attempt to substantiate such charges by any evidence whatever. They also asserted that he is very unpopular with the employees and that as they pay his salary, consisting of the payment of one dollar a month by each miner, a physician who has not the confidence of the miners should not be employed. While the Board does not wish to make any recommendation on that point, yet it feels that if it can be shown by a substantial majority of the miners that the doctor is not *persona grata* with them it might not be inadvisable to make a change. However, if a specialist were appointed as above suggested, the dissatisfaction might vanish, since the subject of radiographic examination seems to be the main source of discontent.

The miners did not press their demand for a recognition of the Union. As a compromise, it was suggested that a permanent committee, composed of five of the employees of the mine, chosen by them, be constituted and recognized by the Company, which committee should have the privilege of laying before the management of the mine any demand, complaint, or suggestion it might see fit to make, to be dealt with and discussed amicably beween the parties concerned. Both the Company and the Union accepted the suggestion with complete approval, it being thought that this would be the best means of promoting and maintaining peaceful relations between the mine and its employees.

Though the Union did not include in its demands that the working conditions of the mine be improved so as to conform with the regulations of the Quebec Bureau of Mines, nevertheless this was one of its subjects of complaint. On this point it was averred on the part of the Union that the mine authorities had occasionally been negligent in allowing dangerous material to lie about on the surface, or in the underground work of the mine; also that loose rock on the roof of the galleries had sometimes not been immediately removed. As to the latter charge, there was hardly any evidence to warrant it. Regarding the other alleged acts of negligence, the Company admitted that, during the erection of certain buildings or structures, it was possible that some slight non-compliance of a temporary character with the regulations might have occurred, but that whenever the attention of the manager of the mine, or of any foreman, had been called to any improper act or omission of that nature, the same had been remedied at once.

Mr. J. H. Herring, Inspector of Mines for the Quebec Bureau of Mines, testified under oath, before the Board, as to the general conditions and standard of equipment of the Sullivan Mine, and part of his evidence is as follows: "I think the conditions here compare very favourably with those of any other mine in this District. I visit about 28 to 30 mines and I find the conditions at the Sullivan, if anything, a little better than average, and I have had very good co-operation with the management of the Sullivan Mine. Any suggestions I may have had to make have always been adopted and carried out, and, personally, I am very surprised to hear that there are any conditions that are dangerous at the Sullivan."

Questioned as to the ventilation, he stated that "The ventilation here is very much better than average; the ventilation here is excellent."

As to the dry, he said, "The Sullivan dry is first class, and has one feature that no other mine in Canada, I believe, has—the swimming pool. I have never seen one before and I don't think there is another one in Canada; that is a very unusual feature, and I was surprised when I saw it, as it is in excess of what a mine is reasonably expected to provide."

Concerning the sanitation, his answer was, "It is the same as every other mine in the district."

On the subject of the dynamite, Mr. Herring remarked: "There again I would like to say I think twelve months ago I drew the Manager's attention to the inferior powder magazine, and he accompanied me to see it, and promised me he would do something about it, and now they have made a very fine powder magazine, and I imagine at the present moment the Sullivan Mine has the best powder magazine in the district."

Mr. Maurice Lafontaine, also an Inspector of Mines, though of less experience than Mr. Herring, practically corroborated the testimony of Mr. Herring.

In view of this sworn evidence by two Government officials, the Board is forced to the conclusion that the Sullivan Mine is operated with efficiency and with due regard to the welfare and security of its employees. That slight irregularities may creep in now and then is very possible, but presumably such will be found in every other mine.

However, considering that it should be the duty of the miners to report to the management anything that they regard as objectionable in the operation of the mine, and that in order to do so they should be conversant with the mining regulations, the Board is of opinion that each miner, especially when he first enters upon his work, should be provided with a copy of the regulations published by the Quebec Bureau of Mines.

Dated this 21st day of December, 1940.

Respectfully submitted,

(Sgd.) A. Constantineau,
Chairman.

(Sgd.) Paul D'Aragon,

(Sgd.) Guy Valiquette.

CONCILIATION WORK OF THE DEPARTMENT OF LABOUR FROM OCTOBER 1, 1940, TO DECEMBER 31, 1940

CONCILIATION proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

The Department of Labour has on its staff conciliators and mediators who are stationed at Vancouver, Toronto, Ottawa, and Montreal. The territory of the officer resident in Vancouver comprises the four western provinces. The conciliation officers resident in Toronto confines his activities to Ontario, while the officer in Montreal covers the province of Quebec and the Maritime Provinces. The headquarters of the Chief Conciliation Officer are at Ottawa.

The following statement covers the more important conciliation matters dealt with during the period October 1, 1940, to December 31, 1940. (An article covering the period July 1, 1940, to September 30, 1940, appeared in the LABOUR GAZETTE, October, 1940, page 1015).

LABOURERS, CRANE GANGS, ETC., NORTH VANCOUVER, B.C.—The October, 1940, issue of the LABOUR GAZETTE, at page 1018, carried a reference to a dispute between the Canada Creosoting Company, Limited, North Vancouver, B.C., and its employees, members of the Creosote Workers Industrial Union. The men were demanding wage increases and union recognition, and an official of the Department of Labour endeavoured to bring about a settlement. Early in October the Department was informed that the Company had granted a 2-cent per hour bonus for the month of October for all workers receiving 60 cents per hour and less. This, however, was not satisfactory to the employees and an application was made for the establishment of a Board of Conciliation and Investigation. During the week of October 6 approximately 50 workers were discharged owing to lack of work and the management stated that further lay-offs were contemplated, with a complete cessation of activities by the end of December. On

October 11 a joint conference took place in the offices of the Department of Labour in Vancouver, following which the Company submitted to the employees a memorandum of agreement. Late in December the employees notified the conciliation officer that they were willing to accept this memorandum, but requested the futher assistance of this officer. The Board application was accordingly withdrawn.

AUTOMOBILE WORKERS, ST. CATHARINES, ONT.—Differences of opinion as to the payment for overtime work performed on "continuous operations" in the Heat Treat Department of McKinnon Industries, Limited, St. Catharines, Ont., was the cause of a dispute between that Company and certain of its employees being members of Local Union No. 199, United Automobile Workers of America, and an application for the establishment of a Board of Conciliation and Investigation was received in the Department on September 11, 1940. It was ascertained, however, that the existing agreement provided a means of arbitration and in accordance with the provision of this agreement an officer of the Ontario Department of Labour dealt with the matter. The employees refused to accept the decision of the arbitrator and strike action was threatened. On September 27 the employees were notified by wire that if they still insisted on rejecting the arbitrator's award the Minister of Labour, upon being so advised, would be prepared to establish a Board. The following day (Saturday), however, the afternoon and evening shifts failed to report for work and, it was alleged when they did go back on Monday morning they were notified there was no work for them. A conciliator of the Department visited St. Catharines and conferred with the disputants on October 1 and following days. Considerable progress was made but the proposed basis of settlement was not acceptable to the union group concerned. As a result of the personal intervention of the Minister of Labour the strike was terminated on December 3, work being resumed the following day, and a Board was established at once. Fifty-four employees ceased work but only about one-half of this number were affected by the wage dispute.

GOLD MINERS, VAL D'OR, P.Q.—On October 7, 1940, the Department of Labour was notified that the management of the Sullivan Consolidated Mines, Limited, Val d'Or, P.Q., had laid off four miners, allegedly for union activity, and it was stated that unless these men were reinstated at once, a wage increase of 40 cents a day granted, and certain other undertakings given as to working conditions, a strike would be called. The following day the Company advised that a representative of the Provincial Government was dealing with the matter. On the morning of the 9th, however, the miners ceased work. The attention of the men was at once directed to the provisions of the Industrial Disputes Investigation Act whereby a strike in the mining industry is illegal until the dispute has been referred to a Board of Conciliation and Investigation. It was suggested to the miners that they resume work and, if further negotiations should fail, an application for a Board should be made. Work was accordingly resumed on the evening of the 10th, and federal conciliators at once proceeded to Val d'Or. A basis of settlement suggested by these officers was accepted by the employees' committee, but was rejected by the employer, and a Board was subsequently established to deal with the matter. The application stated that 285 employees were directly involved.

FOUNDRY EMPLOYEES, VICTORIA, B.C.—During October, 1940, an agreement was concluded between the Victoria Machinery Depot Company, Ltd., Victoria, B.C., and its foundry employees, members of Local 144, International Moulders' Union, following mediation by an officer of the Department of Labour. The terms of this agreement are similar to those in effect in the Vancouver area. Accordingly an application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act which had been made some weeks earlier for these and certain other classes was withdrawn. The dispute with the other classes of employees had been previously settled by negotiation. It was stated that 79 employees were affected. At the same time an agreement was also signed between the Victoria Brass and Iron Works, Limited, and its foundry workers. Thirty workmen were stated to be employed in the foundry section of this plant.

MACHINE OPERATORS, WINNIPEG, MAN.—A dispute involving the Hercules Garment Manufacturing Company, Winnipeg, Man., and certain of its employees being members of Local 35, United Garment Workers of America, arose in October, 1940. One machine operator, ignoring a warning from the employer, was discharged when she failed to report for work on October 14 (Thanksgiving Day). A number of others also failed to report but following telephone calls all but 18 resumed work. On the following day 17 of this number were taken back but one was refused employment and four special machine operators thereupon ceased work without notifying the officer of the union concerned. In conformity with the agreement in effect between the Company and this union the matter was referred to an

impartial chairman, and the assistance of an official of the Department of Labour was sought. Meetings were held with the disputants and on the evening of the 16th the strike was called off with the two workers remaining discharged.

Leather Goods Factory Employees, Oshawa, Ont.—Mediation by an officer of the Department of Labour during October resulted in a settlement of a dispute between the Robson Leather Company, Limited, Oshawa, Ont., and its employees, a number of whom were members of Local Union 205, International Fur and Leather Workers' Union. On October 11 the employees made application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. The conciliator conferred in Oshawa on October 21 and 22 with each of the parties, and on the afternoon of the 22nd a conference took place at which were present officials of the Company, a committee representing the employees, the General Organizer of the Union, and the conciliation officer of the Department. The matters in dispute were fully discussed, and it became apparent that a settlement could be secured on all points with the exception of union recognition. The Company refused to sign any agrement with the Union but offered to conclude one with its own employees. This offer was refused, and the employees insisted on Board procedure. Further efforts of the departmental officer, however, resulted in a resumption of negotiations on October 28, when a settlement was reached, an agreement being signed by the Company and by representatives of the employees. The Board application was accordingly withdrawn. Approximately 200 employees were covered by the agreement.

Shipyard Workers, Collingwood, Ont.—Following a report of a Board of Conciliation and Investigation established to deal with a dispute respecting wages between the Collingwood Shipyards, Limited, Collingwood, Ont., and certain groups of employees, numbering approximately 500, a strike of the workers concerned occurred on October 24. Following the strike arrangements were made by the Department of Labour for a further conference between the management and representatives of the employees with the understanding that the men would return to work pending the outcome of the meeting. Work was resumed accordingly but no settlement was reached at the conference. Eventually the Minister of Labour intervened personally and as a consequence an agreement was signed. (Labour Gazette, November, 1940, p. 1144.)

Shipyard Workers, Montreal, P.Q.—A strike of approximately 160 workers in the marine section of Canadian Vickers, Limited, Montreal, P.Q., occurred on October 25, 1940, in protest against alleged discrimination and excessive overtime. Recognition of the Independent Industrial Union of Shipyard Workers was demanded. A conciliation officer of the Department was instructed to deal with the matter, and he informed representatives of the strikers that as disputes in this industry come directly within the scope of the Industrial Disputes Investigation Act strike action was illegal until the matter had been referred to a Board of Conciliation and Investigation. On October 28 work was resumed with the understanding that all the strikers would be taken back without discrimination and, further, that the employees would have the right to discuss with the Management any grievances and if the same were not adjusted satisfactorily they might be referred to the federal Minister of Labour. After a few hours, however, the men again ceased work, alleging that four of the men had been refused employment. The conciliator again contacted the Company and made arrangements for the reinstatement of three of these workers, which was satisfactory to the union officer. Union recognition was, however, insisted upon and the strike continued. On October 31 a vote taken by an officer of the Department of Munitions and Supply showed the majority to be in favour of recognition of a shop committee rather than of the union, and the dispute was terminated. Work was resumed immediately.

Foundry Workers, Brantford, Ont.—Early in November, 1940, a request was received in the Department of Labour for mediation in connection with a dispute between the Canadian Car and Foundry Company, Limited, Brantford, Ont., and its employees, members of Local No. 29, International Moulders' Union, stated to number approximately 350. The main points in dispute were the demands of the men for a 5 per cent increase in wages and the payment of time and one-half for all overtime work. An officer of the Department visited Brantford on November 12 and conferred on that day and the two following days with the parties oncerned. Some small concession were granted but they were not sufficient to clear up the dispute. Upon receipt of the officer's report in the matter the Department contacted the head office of the Company. It was stated that the matter would be looked into further and it was anticipated that a satisfactory settlement could be reached.

Hat and Cap Makers, Toronto, Ont.—On November 2, 1940, an application was received in the Department of Labour for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act to deal with a dispute

between the Rayman Cap Manufacturing Company, Toronto, Ont., and its hat and cap makers, members of Local 47, United Hatters, Cap and Millinery Workers' International Union. The application, which stated that 30 employees were directly affected, gave as the cause of the disptue the refusal of the em-employer to renew the union agreement which had been in effect since September, 1939. In an effort to adjust the matter without the necessity of Board procedure conciliation officers of the Department conferred with the employer and representatives of the employees. The employer offered to renew the agreement in so far as private work was concerned but he definitely refused to enter into any agreement covering war orders being executed in the plant. This was not acceptable to the workers, who maintained that any agreement reached must cover all work. At the close of December the Department was still endeavouring to bring the parties together on some mutually acceptable basis.

KNITTING FACTORY WORKERS, DUNNVILLE, ONT.—A strike of 128 employees of the Monarch Knitting Company, Dunnville, Ont., was dealt with by the Department of Labour early in November, 1940. The employees, members of Local 16, Canadian Full Fashioned Hosiery Workers' Association, had ceased work on October 30 in protest against the lay-off a few days previously of 5 workers and the later dismissal of 9 others who had refused to work following the lay-off of the 5 mentioned. It was alleged that the Company had shown discrimination because of union activities, and demands were made for a 10 per cent increase in wages, union recognition and the abolition of the existing wage payment system. A conciliation officer of the Department visited Dunnville and through his efforts work was resumed on the morning of November 4. No wage increases were granted but it was agreed that all workers, including those laid off and dismissed, would be taken back according to seniority as business permitted, and that the employer would negotiate with a committee of the employees elected under the supervision of the Provincial Department of Labour.

BOILERMAKERS (MARINE), MONTREAL, P.Q.—On November 6, 1940, officers of the Department of Labour mediated in a dispute between Canadian Vickers, Limited, Montreal, P.Q., and boilermakers, helpers and welders, members of the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, employed in the marine plant of the Company. The employees were insisting on the Company's implementing fully the recommendation as to wages contained in a majority report of a Board of Conciliation and Investigation made early in October, and strike action was threatened. At a meeting held on the 6th, attended by officials of the Company, a committee of the employees and two officers of the Department of Labour, the Company put forward certain proposals for a settlement which the employees' committee accepted subject to ratification by the employees as a whole. A mass meeting held the same evening, however, rejected the Company's offer, and a strike occurred the following morning. As a result of further intervention by the Department, however, an agreement was signed, based on the Company's proposal. Work was resumed on November 11. It was stated that 176 workers were involved in this strike. Further details of the dispute may be found in the article on Strikes and Lockouts commencing on page 1242 of the December, 1940, issue of the LABOUR GAZETTE.

FREIGHT HANDLERS, MONTREAL, P.Q.—A dispute between the Canadian National Railways and the Canadian Pacific Railway Company, on the one hand, and their freight handlers on the Montreal Wharf, Montreal, P.Q., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on the other hand, was dealt with in the fall of 1940 by a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. The majority report of the Board recommended, among other things, a wage increase of 4 cents per hour. The two Railway Companies not only refused to implement this report but gave notice of a wage reduction of 3 cents per hour and other changes in working conditions which were not acceptable to the freight handlers. Strike action was threatened. A meeting of the parties concerned took place in the offices of the Department of Labour at Ottawa on November 8, and further meetings both in Ottawa and Montreal followed. On November 14 a settlement was reached, based on a proposal for a bonus arrangement made by a conciliation officer of the Department. This was covered by signed agreements.

TRUCK DRIVERS, TORONTO, ONT.—During the period under review departmental officials have been dealing with a dispute between the Martin Transports, Limited, Toronto, Ont., and its truck drivers, members of Locals 193, 670 and 21, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America. Officials of this Brotherhood contended that the majority of the Company's employees were members of that organization and that the agreement concluded on October 4, 1940, between the Company and the Automotive Transport Section of the Canadian

Brotherhood of Railway Employees and Other Transport Workers providing closed shop conditions did not represent the wishes of the larger number of the truck drivers. On October 18 an application was received in the Department for the establishment of a Board of Conciliation and Investigation but on November 11, while the Department was still endeavouring to ascertain the actual facts, the members of the International Union ceased work. Particulars of this case have previously appeared in the LABOUR GAZETTE in the articles on proceedings under the Industrial Disputes Investigation Act and Strikes and Lockouts. These will be found on page 1107 of the November issue, and pages 1233 and 1245 of the December issue.

At the end of December differences still existed and both parties had made known to the Department of Labour that they desired to confer with departmental officers jointly in the matter, to which the Department agreed. The dispute directly affected 325 employees.

TRUCK DRIVERS, TORONTO AND ST. CATHARINES, ONT.—On November 5, 1940, an application was received in the Department of Labour for the establishment of a Board of Conciliation and Investigation to deal with differences between members of Locals 670 and 21, International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America, on the one hand, and the Toronto-St. Catharines Transport, Limited, St. Catharines, and the Direct-Winters Transport, Toronto, on the other hand. The application, which purported to cover 280 employees directly, stated that the employees wished to conclude a union agreement which would give them better wages and working conditions. On November 8, however, an official of the union reported that the dispute with the Toronto-St. Catharines Transport had been adjusted through mediation by an officer of the Ontario Department of Labour.

The dispute with the Direct-Winters Transport received the attention of the Department, and it was learned that this Company already had an agreement with the Automotive Transport Section of the Canadian Brotherhood of Railway Employees and Other Transport Workers. On November 11, however, a number of drivers, members of the International union, ceased work, apparently partly in sympathy with the strike which had been called of drivers employed by Martin Transports, which is reported elsewhere in this article. Toward the end of November arrangements were made through a departmental officer for a conference between officials of the Company and the union executive as a result of which the dispute was terminated.

The union agreed to call off the strike; the Company undertook to take back all strikers without discrimination as business permitted and to discuss any differences (LABOUR GAZETTE, November, p. 1107: December, pp. 1234 and 1245).

GLASS FACTORY WORKERS, OSHAWA, ONT.—Under date of November 13, 1940, the International Representative of the United Automobile Workers of America requested the assistance of the Department of Labour in connection with difficulty which had arisen between the members of Local 222 and their employers, the Duplate Safety Glass Company of Canada, Limited, Oshawa, Ont. The management of the Company had refused to negotiate an agreement covering wages and working conditions with members of this union and the employees threatened strike action. The demands of the employees included a general increase in hourly rates, the establishment of minimum rates for junior employees, and time and one-half for overtime work. Through the conciliation service of the Department arrangements satisfactory to both parties were made for the desired negotiations and on November 25, 26 and 27 conferences took place between officials of the Company and a committee of the employees with a conciliation officer of the Department participating. At these meetings a number of points in dispute were adjusted and it was agreed that the other matters would receive further consideration, negotiations to be reopened early in January. As a result of meetings held on January 6 and 7 a mutually satisfactory agreement was reached with wage increases being effective as from February 1, 1941. Approximately 275 workers were affected.

SHIPYARD WORKERS, KINGSTON, ONT.—Boilermakers, welders, etc., members of Lodge 210, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, employed by the Kingston Shipbuilding Company, Limited, Kingston, Ont., ceased work on the morning of November 28, 1940, to enforce a demand for higher wages. A number of electricians, carpenters, machinists and plumbers joined in the strike. The boilermakers had made application early in September for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act but agreed that the application might remain in abeyance pending the findings of a Board which had been established to deal with the question of wages and hours for similar classes of workers employed at the Collingwood Shipyards, Limited. When the report of this latter Board became known, however, the men stated that the rate recommended was not satisfactory and on November 26 gave notice that they would strike on the morn-

ing of the 28th. Immediately upon receipt of this advice a Board was established and a conciliator of the Department visited Kingston on the 27th in an effort to persuade the workers to forego strike action. He pointed out that a Board had been set up and stated that everything possible would be done to expedite the hearings, also that in the circumstances strike action was illegal. Nevertheless, the men decided to cease work until enquiries commenced, and on the morning of the 28th work was stopped. The strikers' representatives were informed that the Board would not be fully completed by the appointment of a chairman until such time as the men returned to work and placed themselves within the law. Operations were resumed in the plant on December 2 and the Board was fully completed without delay. Two hundred workers were involved in the dispute.

COAL MINERS, LETHBRIDGE, ALTA.—A dispute between the J. J. Hamilton Coal Company (Federal Mine), Lethbridge, Alta., and its coal miners, members of District 18, United Mine Workers of America, regarding the contract price for mining coal in rooms was adjusted as a result of conferences held by a conciliator of the Department of Labour in the latter part of November, and an agreement effective as from November 20, 1940, was signed. Approximately 30 employees were involved in the dispute.

RUBBER FACTORY WORKERS, BOWMANVILLE, ONT.—On November 29 and 30 a conciliation officer of the Department conferred in Bowmanville with officials of the Goodyear Tire and Rubber Company and with representatives of the employees, members of Local 189, United Rubber Workers of America, in an effort to bring about a settlement of a dispute which had arisen when the employees requested a signed agreement covering wages, working conditions, etc. An application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act had been filed on November 26 by officials of the union. The conciliator conferred with each of the parties to the dispute, and on November 30 a joint conference was held. Plant conditions and general grievances were discussed and the management agreed to investigate the complaints. In regard to a signed agreement or wage increases, however, it became apparent that a settlement could not be reached by direct negotiations and on December 5 a Board was established to deal with the matter. The application stated that 360 employees were directly affected.

SMELTER EMPLOYEES, SAULT STE. MARIE, ONT.—Under date of November 4, 1940, representations were made to the Department of Labour that the Management of the Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, Ont., had not implemented the understanding which had been reached with its employees some weeks earlier regarding rates of pay and working conditions. In July the employees, members of Federal Labour Union 22200, had made application for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act but as a result of mediation by an official of the Department of Labour it was agreed that the points in dispute would be adjusted directly between the Company and its employees. Upon receipt of the further complaint the matter was again brought to the attention of the employer. It was learned that a 2-cent per hour war bonus had been made effective a short time before and that certain inequalities had been adjusted, and that the Company was under the impression that the matter had been disposed of to the satisfaction of the employees.

At a conference in Ottawa with the Manager of this Company certain understandings were reached as to what the Company would be prepared to do and subsequently on December 2, 3 and 4 a conciliation officer of the Department conferred in Sault Ste. Marie with the parties to the dispute. He succeeded in having the employees agree to accept the offer made by the Management, which provided for a further upward revision in wage rates, and was also able to bring about a settlement of certain other differences. The Board application was accordingly withdrawn. One hundred and sixty-two employees were stated to be directly affected by the dispute.

LONGSHOREMEN, SAINT JOHN, N.B.—Early in December, 1940, a serious situation developed in the Port of Saint John, N.B., between certain shipping companies and the longshoremen in that Port, members of the International Longshoremen's Association, relating to the provisions of the agreement respecting pay day. The agreement provided that each week's pay-roll should cover all wages earned up to 6 p.m. on Fridays, payment to be made as early as possible on the following Saturday afternoons. Certain of the shipping companies contended that because of the large number of men needed for the amount of work to be done in the Port and the requirements of the National Defence Tax Regulations, it was impossible, or practically so, to meet the agreement conditions. Three ships were tied up as a consequence of the dispute. The longshoremen maintained that the companies could very well meet this requirement and therefore would not agree to any compromise. An officer of the Department of Labour investigated the situation and conferred with both parties. He strongly urged the employers

to do everything possible to meet the conditions of agreement in this respect and thus avoid further stoppages of work. The companies have since co-operated fully and no further complaints have been received. There are approximately 2,000 longshoremen in this Port.

Coal Handlers, International Pier, Sydney, N.S.—On December 9, 1940, a strike occurred of coal handlers, members of District 26, United Mine Workers of America, employed by the Dominion Steel and Coal Corporation, Limited, at the International Pier, Sydney, N.S., the men having previously demanded guaranteed minimum wages which would give substantially higher earnings than the rates provided for in the existing agreement. On December 10 a conciliation officer of the Department of Labour visited Sydney and found that the Executive of the United Mine Workers of America had revoked the charter of the Local because of the illegal action of its members. In the afternoon of the same day a conference was held with representatives of this Local Union. The whole matter was thoroughly discussed and the representatives were urged to call off the strike at once and instruct the men to report for work. The representatives stated that the matter would have to be dealt with at a mass meeting of the members which was to be held the same evening and, while they had not the authority to state that the men would return to work, they agreed to make known to the meeting the views of the departmental officer. The employees returned to work the following morning.

Bus Operators, Garage Mechanics, etc., Guelph, Ont.—On December 2, 1940, an application was received in the Department of Labour for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act to deal with a dispute between the Guelph Transportation Commission and its bus drivers and garage mechanics, members of Division No. 1189, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The dispute had to do with the employees' request for a signed agreement covering increased wages, improved working conditions and union recognition. A conciliation officer of the Department visited Guelph and held conferences on December 11 and 12 with the parties concerned. As a result an agreement was reached which provided for a wage increase of 3½ cents per hour effective November 1. Working conditions were to remain unchanged, and the Commission undertook to negotiate at all reasonable times with a committee of the employees. The Board application, which stated that 20 employees were directly affected by the dispute, was accordingly withdrawn.

Woollen Mill Workers, Vancouver, B.C.—The failure of efforts to negotiate an agreement covering wages and working conditions was the cause of a dispute between the West Coast Woollen Mills, Limited, Vancouver, B.C., and the Pacific Textile Workers' Union (Canadian Congress of Labour), and on December 12, 1940, the assistance of the conciliation service of the Department of Labour was requested. The Company, while willing to negotiate with a committee of its own employees, definitely refused to confer with officials of the union. A conciliator of the Department conferred with each of the parties on several occasions and at the end of December the matter was still before the Department.

Shipyard Workers, Victoria and Esquimalt, B.C.—Mediation early in December, 1940, by an official of the Department of Labour, resulted in agreements being signed between the Dockyard and Shipyard Workers' Union (Canadian Congress of Labour), and the Victoria Machinery Depot Company, Limited, Victoria, B.C., and Yarrows, Limited, Esquimalt, B.C., respectively, covering certain of their employees in the semi-skilled and unskilled classifications. Wage scales in the Vancouver district established as a result of a reference to a Board of Conciliation and Investigation were used as a basis of these agreements. The question of the rates for staging crews and the matter of union recognition were the principal points in dispute during the negotiations. (Labour Gazette, June, 1940, pp. 534-7.)

Shipyard Workers, Lauzon, P.Q.—A dispute between the Davie Shipbuilding and Repairing Company, Ltd., Lauzon, P.Q., and its mechanics, helpers, labourers, etc., members of Local No. 3, Canadian Union of Boilermakers and Iron Shipbuilders (Canadian Congress of Labour), was dealt with during the period in review. A Board of Conciliation and Investigation under the Industrial Disputes Investigation Act had, on June 28, presented a unanimous report which was accepted by both parties, (Labour Gazette, July, 1940, pp. 656-7) and later it was alleged that certain of the workers were not being paid in accordance with the findings of this Board. An officer of the Department of Labour visited Lauzon in an effort to adjust the matter, and on December 30 a conference was held in the Department of Labour at Ottawa at which were present representatives of the Company, officials of the union, the Mayor of Lauzon, representatives of the employees, and officials of

the Department of Labour and an officer of the Department of Munitions and Supply. It was then agreed that the parties concerned would discuss the problem between themselves and endeavour to work out a pratical solution of the difficulty. It was understood that a further conference in the matter would be called early in February. The staff of the Company numbers approximately 900 at the present time.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1941

THE following table shows the number of disputes, workers involved and time loss for January, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time lost in man working days
*Jan. 1941	10	1,453	3,238
*Dec. 1940	9	903	3,360
*Jan. 1940	6	919	6,861

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While the number of disputes and the time loss in January were almost the same as in December, the considerable increase in the number of workers involved was due to a one day strike of over nine hundred coal miners in Nova Scotia. The other important strikes in January involved hotel waiters at Vancouver, B.C., and plumbers at Ottawa, Ont. In December most of the time loss was due to four strikes of coal miners in Alberta and two coal strikes in Nova Scotia, one of which involved shipping pier workers. In January, 1940, the important disputes involved gold miners at Pioneer Mines, B.C., electric wire workers at Brockville, Ont., and coal miners in Nova Scotia.

Two disputes, involving 66 employees, were carried over from December and eight disputes commenced during January. Of these ten disputes, nine were terminated during the month. Four resulted in favour of the employers and two in favour of the workers involved. Compromise settlements were reached in three cases. At the end of the month, therefore, there was one strike or lockout recorded as in progress, namely: cap factory workers, Hamilton, Ont.

The record does not include minor disputes such as are defined in a previous paragraph nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to five disputes of this nature, namely: hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8 to November 30, 1940, and truck drivers (highway), Toronto, Ont., etc., one employer, November 11, 1940, to January 31, 1941.

Disputes involving men on unemployment relief work who are not paid wages but receive subsistence for which work is performed or may be required are not included in the record, no relation of employer and employees being involved.

A stoppage of work by about forty employees in one department of a sawmill at Calumet, P.Q., for a short time on January 25, has been reported. It appears that the men objected to a reduction in earnings owing to reduced time and it was arranged that the full daily rate of $2.75 would be paid.

A refusal of certain workers in an aircraft factory at Montreal, P.Q., to work extra hours, that is on Saturday afternoon and Sunday, pending a settlement of back pay under a recently signed agreement, has been reported. Work during the regular hours, however, was carried on. The delay was reported to be due to the time required to make out the accounts.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to January

Truck Drivers (Highway), Toronto, Ont., Etc.—This dispute commenced on November 11 and involved 125 or more workers out of a total of 390 employed by one highway transport company at Toronto with branches at various cities from Windsor and Niagara Falls to Montreal. The strikers were members of the international teamsters' and truck drivers' union and ceased work in protest against a closed shop agreement with another union and to secure recognition of their own organization with increased wages and reduced hours. An application for a Board under the Industrial Disputes Investigation Act had been made but proceedings were interrupted by the strike. From time to time some of those on strike were replaced and some resumed work so that by the end of November operations were reported to be nearly normal. Negotiations for a settlement in December with the assistance of conciliation officers of the Department of Labour were only partially successful, resulting in all but twenty-five of those on strike resuming work. Further negotiations and conciliation in contemplation were delayed and by the end of January all who had not resumed work were reported to have secured work elsewhere. The strike has not been called off by the union and it has been included in the list carried elsewhere in this article of disputes not yet declared terminated by the union involved although employment conditions are no longer affected.

Hotel Waiters, Vancouver, B.C.—This strike which commenced on December 23 to secure union recognition, certain wage increases, etc., as recommended by a Board of Arbitration under the British Columbia Conciliation and Arbitration Act, was terminated on January 23 when those on strike applied for their positions and a wage increase as recommended was granted. Before the strike the employing company had refused to negotiate a closed shop agreement but had offered to grant the wage increase. The strikers were members of the Hotel and Restaurant local of the international union and it was stated that the employing company, which was controlled by two railway companies, had satisfactory informal or verbal relations with the union before the reference to the Board and offered to negotiate an agreement with a committee of employees as is the practice with the various classes of railway employees. The hotel was picketed throughout the dispute but no disturbances were reported. The Mayor of Vancouver attempted to bring about a settlement and he, as well as the British Columbia Minister of Labour, requested the federal Department of Labour to deal with the dispute. The question was taken up with the head offices of the railway companies and the western representative of the Department consulted with the parties in Vancouver. The union withdrew the demand for a closed shop agreement but insisted that those on strike should be taken back in a body. Finally, with the Trades and Labour Council of Vancouver as an intermediary, there were negotiations which resulted in the employing company offering to receive applications from all of those on strike and to engage those required, about thirty-five, and to increase wages as offered before the strike. Work was resumed on January 24.

Disputes Commencing During January

Coal Miners, Sydney Mines, N.S.—On January 21, sixty-four miners ceased work in protest against the suspension of one worker for three days for alleged improper performance of his work. On the next shift nine hundred miners ceased work but at a union meeting that night it was decided to resume work next day pending an investigation of the case as provided under the agreement, another employee to replace the suspended man for three days. The agreement provides for the payment during suspension of a worker found upon investigation to have been unjustly suspended. It is reported that the employing company and its employees had not yet reached an agreement providing for the reference of disputes for final settlement to the joint Board of Adjustment arranged for at the conference of officials of the Dominion and Nova Scotia Departments of Labour with representatives of the principal mining companies and the United Mine Workers of America at Halifax, N.S., on December 12, 1940 (Labour Gazette, December, 1940, p. 1239).

Women's Clothing Factory Workers (Dressmakers), Montreal, P.Q.—Employees in two establishments, members of the International Ladies' Garment Workers' Union, ceased work on January 8 to secure a five per cent increase in wages on January 1 awarded by the impartial chairman under an agreement between the employers in the dressmaking industry in Montreal and the union, in effect until March 15, 1941. One hundred and thirty other shops were reported to have complied with the award and the strike was called against the two refusing. Work was resumed on January 10 when the two firms complied.

Cap Factory Workers, Hamilton, Ont.—A number of employees in one establishment ceased work when their demand for restoration of one worker to her previous work was not conceded. Later other employees were reported to have left or been dismissed and

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to January, 1941				
TRANSPORTATION—				
Local and Highway—				
Truck drivers (highway), Toronto, Ont., etc.	1	4	50	Commenced Nov. 11, 1940; against closed shop agreement with another union and for increased wages and reduced hours; employment conditions no longer affected by Jan. 31, 1941; replacement and return of workers; in favour of employer.
SERVICE—				
Business and Personal—				
Hotel waiters, Vancouver, B.C.	1	62	800	Commenced Dec. 23, 1940; for union recognition, wage increases, etc.; terminated Jan. 23, 1941; conciliation (federal); in favour of employer.
(b) Strikes and Lockouts commencing during January, 1941				
MINING, ETC.—				
Coal miners, Sydney Mines, N.S.	1	964	964	Commenced Jan. 21; against suspension of worker; terminated Jan. 22; return of workers pending investigation; in favour of employer.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Women's clothing factory workers (dressmakers), Montreal, Que.	2	50	125	Commenced Jan. 8; for increased wages (as provided in agreement already in effect); terminated Jan. 10; negotiations; in favour of workers.
Cap factory workers, Hamilton, Ont.	1	20	150	Commenced Jan. 23; alleged discrimination against union employees; unterminated.
Miscellaneous Wood Products:				
Veneer factory workers, Mattawa, Ont.	1	107	54	Commenced Jan. 17; against dismissal of worker; terminated Jan. 17; return of workers pending negotiations; compromise.
Miscellaneous Manufacturing:				
Flax seed processing workers, De Beaujeu, P.Q.	1	150	525	Commenced Jan. 17; for increased wages; terminated Jan. 21; conciliation (federal); in favour of workers.
CONSTRUCTION—				
Buildings and Structures—				
Plumbers, etc., Ottawa, Ont.	15	80	480	Commenced Jan. 7; for increased wages and against increase in hours; terminated Jan. 13; negotiations; compromise.
TRADE—				
Fish packing plant workers (cutters and boners), Yarmouth, N.S.	1	12	54	Commenced Jan. 14; for increased wages; terminated Jan. 18; replacement and return of workers; in favour of employer.
SERVICE—				
Business and Personal—				
Elevator operators, Toronto, Ont.	1	4	36	Commenced Jan. 6; for increased wages and union recognition; terminated Jan. 15; negotiations; compromise.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

replaced. The United Hatters, Cap and Millinery Workers' International Union had been organizing the workers in the establishment and it was claimed that the employing company had discriminated against some employees for union activity. The employer stated that the employees had been informed that there was no objection to their joining a union but that the company would not recognize it. One employee had been laid off earlier in the month but reinstated later following negotiations between union representatives and the management participated in by a conciliation officer of the Department of Labour at the request of the employer. Early in February an application was made for a Board under the Industrial Disputes Investigation Act and the employer approved of the reference to such a Board.

Veneer Factory Workers, Mattawa, Ont.—Employees in one establishment ceased work on January 17 in protest against the dismissal of a worker, stated to be a local union officer, who objected to the discharge of another worker. The employees were members of the Lumber and Sawmill Workers' local of the United Carpenters and Joiners of America. Work was resumed after one-half day stoppage, it being arranged that the dispute would be dealt with at a meeting of the representatives of the union and of the employer with officials of the Ontario Department of Labour. The dispute was settled locally, however, between the parties, and it was reported that both discharged men were given employment.

Plumbers, Ottawa, Ont.—Employees on a number of jobs ceased work on January 7, negotiations between the United Association of Plumbers and Steamfitters and the Master Plumbers' Association not having resulted in a settlement of a dispute as to an increase in wages. The union sought an increase in wages from 95 cents per hour to $1.10 and the employers were reported to have offered $1 per hour if hours per week were raised from forty to forty-four. It was stated that there was no stoppage on government work so that only eighty out of one hundred and thirty employees were directly involved and some employers were not affected. As a result of negotiations a new agreement was signed to be in effect from January 1, 1941, to December 31, 1942, the forty hour week to be continued, except that on defence projects forty-four hours may be worked, the rate of wages to be $1 per hour until May 1, 1941, with $1.05 thereafter. It is provided that any cost of living bonus in accordance with the Order in Council issued on December 16, 1940 (P.C. 7440) is to be paid after January 1, 1942. Work was resumed on January 14.

Fish Cutters, etc., Yarmouth, N.S.—Employees in a fish packing and shipping establishment ceased work on January 14 to secure an increase in wages of $2 per week, the rates being $10 to $12 for a sixty hour week. It was reported that about half of the strikers were replaced and the others resumed work by January 20 without securing a change in wage rates.

Elevator Operators, Toronto, Ont.—Employees in one building ceased work on January 6 to secure an increase in wages from $19 per week to $21, and an agreement with the International Union of Elevator Operators and Starters. After ten days an increase to $20.50 per week was secured but not a union agreement. Extra pay, $1.50, for any Sunday work was continued. Work was resumed on January 16.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the Labour Gazette from month to month bringing down to date that given in the March, 1940, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1939. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940,

provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes which began during November was 79 and 9 were unterminated at the end of October, making a total of 88 disputes in progress during November. The number of workers involved was 20,100 and the resultant time loss 48,000 man-working days.

Of the 79 disputes which began during November, 21 arose out of demands for increased wages and 23 were over other wage questions; 5 over questions as to working hours; 13 were over questions regarding the employment of particular classes or persons; 14 arose out of questions respecting working conditions, 3 on questions of trade union principle. During October final settlements were reached in the case of 68 disputes, of which 10 were settled in favour of workers, 39 in favour of employers and 19 resulted in compromise settlements. In 12 other disputes, work was resumed pending negotiations.

A strike of nearly 2,000 shipbuilding workers at Port Glasgow occurred November 13 and was settled the next day. It was in protest against two employers' proposal to rearrange weekly hours to include 6 hours' work on Sunday. The agreement reached provided for the continuance of the existing normal hours, plus 6 hours' overtime per week to be allocated by the management of the firms.

United States

Preliminary estimates for October, 1940, show 235 strikes beginning in the month, while 135 were continued from the preceding month, making a total of 370 strikes in progress during the month, involving 95,000 workers, with a time loss of 865,000 working days for the month. Compared with October of 1939, there was an increase of 15 per cent in the number of strikes, but reductions of 41 per cent in the number of workers involved and 43 per cent in the time loss.

At New Castle, Indiana, a strike of 3,500 employees of a plant engaged in the manufacture of automobile parts occurred January 15 over payment for the 15 minute lunch period. January 18 the president of the international union stated the strike was unauthorized and instructed workers to return to work January 20, pending settlement of the dispute.

At Saginaw, Michigan, a strike on January 13 involved 3,500 workers engaged chiefly in the manufacture of airplane engine parts. The cause of the dispute was the alleged failure of the employer to re-hire workers who had been involved in a previous strike. The next day other plants of this company at Detroit, Battle Creek and Marshall, Michigan, and Cleveland, Ohio, came out in sympathy. A compromise settlement was reached January 15, through government conciliation.

A strike at a truck manufacturing plant at Fort Wayne, Indiana, involving 3,300 workers, was in effect from December 31 to January 9, when an agreement was made granting many of the union's demands. A strike of 6,500 of the same company's employees in their tractor works at Chicago began January 17, but no settlement of this strike had been made at the end of January.

An engineering plant at Milwaukee, Wisconsin, engaged in defence orders was closed January 22, due to a strike of 7,000 workers, whose principal demand was for a closed union shop. The strike was still in progress at the end of January.

At Mobile, Alabama, 3,400 employees of a drydock and shipbuilding company engaged in part in the repair of naval vessels went on strike January 24 for wage increases. An agreement providing for an increase in wages of 4 cents per hour and other changes was reached, and work was resumed February 3.

In addition to the above strikes, 4,300 persons in certain classes of civic employment at Chicago, Illinois, were on strike for six hours on January 9. They included plumbers, operating engineers, electricians, drivers and other mechanics and labourers. The dispute did not involve the police, fire or water supply departments. A compromise settlement was reached over the proposed reduction in wages for higher paid employees.

WARTIME CONTROL ESTABLISHED BY CANADIAN CONSTRUCTION INDUSTRY

National Joint Conference of Employers and Employees Results in Formation of National Board to Adjust Wages and Working Conditions

As a result of a national *conference of representatives of employers and employees in the building and construction industry, which was held in Ottawa on February 10-12, under the auspices of the National Labour Supply Council, there has been established a National Joint Conference Board of the building and construction industry. Briefly, the purpose of this body—which is composed of nine representatives of employers and nine of employees—is to carry forward the work of the conference and to act as a medium of consultation in matters affecting the construction industry's participation in the national war effort.

Decision to hold the conference originated when representatives on the National Labour Supply Council of employers and employees in the building and construction industry requested the Council to convene a meeting of representatives of both groups in the industry to ensure full co-operation in arriving at plans for the stabilization of matters broadly affecting labour supply under wartime conditions. In this decision the Council had the approval of the Minister of Labour to whom it reports. The authorization for the conference is contained in P.C. 868 under date of February 5, 1941.

Accordingly, thirty-one representatives of the employers in the industry and an equal number of employees' representatives (one of the latter was unable to attend), were invited by the Council to assemble in Ottawa.

Address of Mr. A. J. Hills, Chairman

These representatives were welcomed by Mr. A. J. Hills, chairman of the Council, in an address in which he briefly set forth the purposes and objects hoped to be achieved by the conference. Sounding a note of optimism, Mr. Hills urged that the representatives direct their efforts toward the common goal. He drew attention to the fact that "many of the measures of a government must, of necessity, be negations and prohibitions", and "in war time, especially in a country which has experienced peace for a long time and yet which is deeply interested and concerned to the extent of full participation in a war being conducted at a great distance, in so far as active action is concerned, it becomes necessary for a government to lead public opinion beyond the 'beliefs, theories, prejudices, or superstitions with which people have become indoctrinated early in life and which have therefore gained the strength of habit'."

In the present instance, he stated, the government comes in for criticism from persons with two points of view—one group which thinks the government has not gone far enough or fast enough in the matter of restrictions, regimentation or other controls; and another group which considers that the government should stand aside and let business and industry and labour handle the matter of war production without governmental interference.

The chairman expressed the view that though the normal conception seemed inclined to the desirableness of the government's non-interference to any great extent in certain phases of business, yet even as the country has had to abandon temporarily the idea of peace, so "we may have to abandon some of our preconceived ideas as to the conduct of industry because of the government's greater interest in industry due to the war."

The present conference afforded an opportunity to reach some general understanding on the particular application of certain Orders in Council to the construction industry and at the same time to give some thought to post war problems.

He quoted from Sir Walter Citrine's observation of the working out of democracy in Britain under the impact of war with its emphasis upon reason, consultation and comradeship, and also drew attention to the British labour leader's statement that "restrictions on the individual in war time is an inescapable concomitant of war." Referring to conditions in Britain and the British example of sacrifice, Mr. Hills urged that "we must ever remember it should be conceded as impracticable for either employer or

* This is the second national joint conference of employers and employees in the construction industry, the first taking place May 3-6, 1921—LABOUR GAZETTE, May, 1921, p. 646.)

employee in time of war to maintain all the restrictions considered necessary under peace conditions."

In conclusion Mr. Hills declared: "When the history of this conference is written I hope it can be truly said that those engaged in the construction industry have made a notable contribution to the war effort, which will stand out in bold relief as a model which other industries might well follow.

"It is with these thoughts in mind that I suggest that we approach the task of attempting in a democratic way, by reason, by consultation and by comradeship, to deal with the problems which the agenda will produce."

Address of Mr. Tom Moore, President of Trades and Labour Congress

Leading off for the workers, Mr. Tom Moore, president of the Trades and Labour Congress of Canada expressed his appreciation to Mr. Hills, chairman of the National Labour Supply Council in securing the co-operation of the Minister of Labour in calling the conference, and he paid tribute to Mr. Pigott for initiating the idea.

Referring to a similar national joint conference of the construction industry in 1921, Mr. Moore stated that the beneficial results of that assembly, held in the midst of post-war problems, have been demonstrated over the intervening period of years. One of its concrete results was the establishment of an apprecenticeship system within the industry, and the enactment by the provinces of apprenticeship laws, "which have given us the mechanics we now have in the industry". In making this statement, Mr. Moore pointed out, however, that the industry might yet be faced with a shortage of skilled workers.

Outlining the impact of war-time conditions on building and construction, Mr. Moore declared that "we have never known exactly what was required of our industry since the war broke out", adding that "the prohibitions of the last eighteen months have been obeyed more in the abstract than in the concrete". As a result of this and "government regulations imposed on the industry, confusion has been created and frictions have arisen all across Canada. One cause of friction was that regulations have been drawn up in a general abstract way, and imposed upon an industry to which they are not particularly applicable."

Referring to the necessity of preparing to meet the aftermath of the war, Mr. Moore stated that while the achievement of victory was paramount, yet those who refused to look to a post-war period were either defeatists or possessed only a single track mind. "Unless we give some thought to the organization of life after the war, we might well win the war and lose the peace" he declared.

Continuing, he emphasized that " in spite of many aggravations which we have been continually meeting we have come here in a spirit of good will." He pointed out that the building industry is one of the few that has contractual relations between employer and employee. "While the railway industry stands out pre-eminently in this regard, I can think of no other industry that exceeds us in the number of agreements negotiated since the 1921 conference", said Mr. Moore, who added that the construction industry, to an increasing extent, has recognized the right of organization on the part of the workers.

Continuing Mr. Moore asserted it was a matter of pride for the construction industry that notwithstanding the often unsatisfactory conditions which have prevailed, there have been no stoppages of work on war projects.

He hoped that before the conference adjourned "sufficient opinion will have been crystallized to guide the government in its policies toward the construction industry. In conclusion, Mr. Moore observed:

"We have the choice before us—either to show that we are capable of devising ways and means to regulate and control our own industry in this hour of national need, or the alternative that we must expect the Government to take greater and greater power in fulfilling its responsibility, with the attendant possibility of the formulation of laws by those not conversant with the particular problems of our industry."

Mr. J. M. Pigott, Canadian Construction Association

Mr. J. M. Pigott, past president of the Canadian Construction Association and speaking for the employers' group, indicated the important potentialities of the conference in attracting attention from other forms of industry in Canada. "It is quite possible," stated Mr. Pigott, "that our mutual approach to problems that confront us and our joint disposition of them may be of first importance to industrial relations generally, at a time when good relations and maximum effort mean everything to our immediate future."

He emphasized the advantages possessed by the construction industry in that both employers and employees had and maintained direct contact with each other on an organized basis. Because of the fact that the construction industry was accustomed to such organiza-

tion, embracing many trades and maintained in every city and town in Canada, it was accorded an opportunity, given to no other industry in the same degreee, "to show our government and industry as a whole, what may be accomplished by intelligent men—drawn from employers and employees—sitting down together to establish reasonable and fair conditions in their industry."

Continuing, he declared: "A conference such as this would be unique and constructive at any time, but at this time— if our deliberations are blest by success—is it too much to say that we will probably have laid the foundation for industrial peace for this year at least for all Canadian industry."

Mr. Pigott traced the history of the construction industry from its first joint conference in 1921—"when we looked on each other as opposites", and after which "we suddenly realized that our interests were the same"—right through the depression years to the war. "All that experience", he stated, "had resulted in a real appreciation of each other's problems." Dealing with the acute problems engendered by the war, Mr. Pigott said:

"During the year we have had a condition brought about by the war, where private construction has stopped and government construction and industrial expansion for government war business has been projected in large volume. This work is always wanted in time so short as to involve overtime, multiple shifts and concentration of skilled labour. We have had extremes in wages and working conditions; in supply and demand of certain kinds of labour within a score of miles. The cost of living has moved up enough to cause uneasiness. On some war contracts outside union jurisdiction, a ten hour day, 6 days a week has been general; in certain cities, and localities, in spite of utmost urgency and need of buildings, the eight-hour day and forty-hour week have been insisted upon.

"All these things warn us to lay down principles of adjustment and to set up control machinery of a satisfactory character before our affairs become disorganized and confusion becomes general.

"The government has endeavoured to deal with these matters and you will have placed before you certain Orders in Council, particularly 7440, for your guidance.

"But back of these practical immediate considerations is something that looms large and is almost frightening in its possibilities for disaster. That something can be called 'control of price levels'. Costs must be controlled if inflation is to be avoided."

Mr. Pigott then outlined the spiral of rising living costs and wages and the inflation of the last war and its aftermath. He stated that during the four years of that war "while wages went up 30 per cent the cost of living increased 50 per cent." Going a little further, he indicated that by 1920 wages had increased by 80 per cent over the wages of 1914 while the cost of living increase was 110 per cent. Indicating the effects of such inflation he concluded as follows:

"Some probably benefit temporarily. The retailer can mark up the goods on his shelf overnight. The manufacturer can march with inflation and change his prices almost from month to month, but it takes a long time to change wages. It takes a long time to build a building. And, when the crash comes—as it always does—is there any industry that drops so low and stays down so long as construction?

"As an industry—employers and employees—we are more vitally concerned with control. To us, control of costs—control of currency values—is more important than increasing wages. If experience means anything, it tells us it is more important by far to keep costs down than to put wages up. Let us not deceive ourselves. We can raise wages—raise the cost of building and other things easily enough—but if inflation comes—and that's what rising costs mean eventually—no matter how we try to defend ourselves, we can only lose. The dice are loaded against us.

"Let us, therefore, approach these problems carefully and intelligently. Safe and sane progression with the cost of living increase (if increase there should be); reasonable recommendations adapted to meet such cost of living increases as we have had; full consideration of the volume of work in various localities and the available mechanics in those districts or provinces; enlargement of sound training through apprenticeship and how this can be expanded, and some aspects of unemployment insurance. All these subjects call for our serious consideration."

Agenda and Committees

Following the opening session committees were appointed to consider and report on the conference agenda. The General Committee which allocated the agenda among the committees consisted of Messrs. A. J. Hills, Humphrey Mitchell, Tom Moore, Ernest Ingles

(employees), and J. M. Pigott, Albert Deschamps (employers). The agenda of the conference was as follows:

Wages

(*a*) Hours and Wages, War Work
(*b*) Hours and Wages, other construction—during the war.

Labour Conditions—Supply

(*a*) Methods of hiring.
(*b*) Transfer from non-essential work.
(*c*) Modifications—how to be arranged. Shifts etc. to meet abnormal conditions.
(*d*) Provincial Regulations.
(*e*) Priorities for war work.

Method of Control

(*a*) By collective agreements negotiation, etc.
(*b*) Principles and Machinery to adjust such disputes.
(*c*) Jurisdictional disputes.

Post War Planning and Rehabilitation Program

(*a*) Apprenticeship.
(*b*) Other methods.

Inquiry from Unemployment Insurance Commission as to status of Building Trades Workers under the Act.

The committees designated to deal with the above agenda were as follows:

Committee No. 1 (Wages).—Fred Molineux, Duncan Gillies, C. W. Pritchard, Arthur Skaling, A. Cooper, J. L. Smith, O. Filion, H. C. Holme (employees); and W. C. Wells, H. P. Frid, John Tucker, C. J. A. Cook, Frank E. Halls, E. F. Longfellow, John Flood, A. Ross Robertson (employers).

Committee No. 2 (Labour Conditions and Supply).—John McLeod, Arthur Crawford, J. N. Ross, Harold Peppin, Louis Gerard, E. Larose, G. Seller (employees); and Walter J. Hunt, J. A. Juneau, H. J. Graham, H. J. Bird, Fred Hale, A. J. Morrison, John Putherbough (employers).

Committee No. 3 (Methods of Control).—Arthur Martel, W. J. Burr, E. Ingles, R. C. Anderson, J. E. Worsley, W. Page, J. B. DeLisle (employees); and E. E. Poole, S. E. Dinsmore, A. Armstrong, G. W. Miller, J. F. Craik, W. R. L. Stewart, A. R. Timms (employers).

Committee No. 4 (Post War Planning and Rehabilitation).—J. W. Bruce, Albert Bell, A. Farmilo, J. Woolsey, G. M. Conrad, G. Thornewell, A. Charpentier (employees), and J. B. Stirling, Charles Robertson, A. G. Bennett, W. S. P. Hannaford, R. A. Seasons, H. J. Mero (employers).

Co-ordinating Committee.—Following discussion on the resolutions and reports submitted by the above committees, several amendments were adopted at a plenary session, and the work of preparing the final draft, embodying the decisions of the conference, was assigned to a Co-ordinating Committee. In order to ensure equal representation of employers' and employees' groups on this committee, it was agreed that it should consist of the chairmen and secretaries (or vice-chairmen) of the four sub-committees which had dealt with the conference agenda, plus the four members of the General Committee. Acting as chairman and secretary of the Co-ordinating Committee were the chairman and secretary of the National Labour Supply Council. Accordingly the Co-ordinating Committee comprised the following: A. J. Hills, chairman; Humphrey Mitchell, secretary; and Messrs. Joseph M. Pigott, Tom Moore, H. P. Frid, Fred Molineux, Walter G. Hunt, John McLeod, S. E. Dinsmore, R. G. Anderson, J. B. Stirling, J. W. Bruce.

Decisions of the Conference

The conference adopted unanimously the recommendations of the Co-ordinating Committee which had worked over the resolutions of the sub-committees and had incorporated the amendments or changes agreed upon at the plenary session. The text of the recommendations as adopted was as follows:

This conference, representative of the employers and employees of the Construction Industry, wishes to record their whole-hearted support of Canada's war effort, and desires to assure the Canadian Government that they stand ready to further the national cause in this time of trial, to the utmost extent and without any thought of self-interest.

In approaching the question of working conditions, wages, and other matters with which the industry is concerned, the Conference has been unanimous in endeavoring to set up standards, principles and machinery of control which would successfully prevent any exploitation of the war and of situations created by it. The Conference has also recognized the desirability of controlling the

cost of living and other costs, and throughout its deliberations, has kept this object in view.

Both employers and employees have stated that the Construction Industry is prepared to better its record of 1940, and to expedite the prosecution of the war by speeding up construction required, directly or indirectly, on that account.

Control By National Joint Board

During the past year, however, certain difficulties were encountered, and with the hope of removing them, the Conference proposes:

To carry forward the work of this Conference and as a first measure of efficient administration and practical control, that a National Joint Conference Board, composed of nine representatives of Employers and nine representatives of Employees be created;

That this National Board shall proceed immediately to establish zones throughout the Dominion, and assist local organizations to set up zone committees, composed of two representatives from each group;

That—since from time to time, it may be necessary to suspend temporarily working conditions established by law, agreement or usage in order to speed production on certain projects connected with the war effort, as contemplated by P.C. 2685, Clause 10—Government Departments, Contractors, Owners, or Architects shall submit a request for such suspension to these zone committees. That on receiving such a request, a zone committee shall immediately examine the necessity of extending working hours per day, or per week, extra shifts, or calls to other districts for additional men, and such other expedients as may be indicated as desirable in the circumstances, and shall advise the interested parties without delay of their findings, as a basis for mutual agreement;

Since provincial labour regulations are contractual obligations in connection with all construction work, whether civil or war work, and since it is recognized that it will be found expedient in many instances to supersede or set aside certain of these provincial regulations in order to expedite war construction—the zone committees should, when it is considered desirable, make representations to the provincial authorities to have these regulations suspended for the period of the war or for the period of the construction of any particular project;

That in areas where rates of wages are not established, the Department of Labour shall be requested to consult with the National Joint Board, to determine the rates of wages and conditions of employment before tenders are called or work undertaken by a Department of Government;

Since wage levels in effect throughout the Industry at the outbreak of war were generally accepted as fair and equitable—it is agreed that adjustments in wage rates from that time forward, and until the conclusion of the war shall be based upon increases in the cost of living; provided, however, that where it can be established that wage rates in any locality were unduly low, provision shall first be made for an appropriate adjustment of rates by negotiation.

As a measure designed for the prevention of stoppages of work, the Conference recommends the development of collective trade agreements between employers and employees in organized areas, and the inclusion of an arbitration clause in all such agreements.

Jurisdictional disputes shall be settled by the machinery already set up for this purpose by the various organizations interested, but no stoppage of work shall occur on war work while such dispute exists.

Labour Supply on War Projects

To facilitate adequate and efficient supply of labour for war projects, the Conference recommends that the following two last paragraphs of Order-in-Council P.C. 2685, dated June 20, 1940, be used as the basis for hiring labour in the Construction Industry:

The Committee further advise that the attention of employers in meeting their requirements as to labour supply be drawn to the available facilities of the local offices of the Employment Service of Canada in all of the provinces, where thousands of skilled and semi-skilled workers whose training and experience qualify them for war work and employment in industry generally have already been registered, and that advantage be taken of this service to the fullest possible extent.

Many employers have established contacts with trade unions in meeting their requirements as to labour supply, and the Minister of Labour is of opinion that the more general adoption of this practice would assist in the avoidance of unnecessary labour shortage.

It is suggested that the Employment Service of Canada should exercise care in classifying skilled tradesmen and that their qualifications for the trade should be checked.

Post War Planning and Rehabilitation

One of the immediate main problems is to devise an adequate plan to meet the conditions that in a measure must arise in the building industry when the present extensive war-time building program has been completed and employment has to be found for building trades workers.

When victory has been secured the necessity arises to provide for those who are being demobilized, that will permit of them returning from a war-time to a peace-time basis, as well as for those who have been engaged in war-time industry, so that there shall be no violent disruption of our economic and social life.

We are of the opinion that it would be disastrous to allow our people to again drift into the chaos of unemployment and depression as preceded the war, and that practical remedial measures to meet the unemployment problem should be planned.

We are of the opinion that a definite and well prepared plan for post-war construction and adjustment of our social and economic laws should be immediately undertaken.

This should be carried out by the Federal Government establishing the necessary machinery and it is suggested the responsibility be placed under a new department of Government.

The economics of total war have produced considerable changes in our industrial life, some of which are:—

1. Technological changes in the character of the work;
2. Dilution of labour by the use of semi-skilled workers;
3. Extension of the hours of labour and changes in the conditions of employment.

It is recommended that the agency created for the development of any plans to deal with these problems should consult with the National Joint Conference Board of the Building and Construction Industry.

It is of prime importance that the people and Government of Canada should attack our post-war problems with the same dynamic energy that is being expended in the conduct of the present campaign. We therefore submit the following as expressive of the needs of our country and that may indicate avenues of approach to meet the responsibilities that will arise at the termination of the war.

1. Extension of the present Federal Housing Act and the broadening of its provisions to include opportunities for those in business to secure the same measures of assistance as other citizens.

2. Reinauguration of the Home Improvement Plan and the broadening of this measure to include opportunities for small business men to secure assistance for necessary extensions.

3. A slum clearance programme and development of modern housing and town planning schemes, landscaping and garden home plans, with play-ground and park improvements.

4. Large scale development for the utilization of water power for the creation of electrical energy compatible with increased demands and modern development.

5. Reforestation.

6. Continuation and extension of the Prairie Farm Rehabilitation Scheme.

7. Highway development, to be progressively continued, that access may be provided to the national scenic beauties of Canada with the object of encouraging tourist traffic now recognized to be an important national asset.

8. Diversion and conservation of waters for a greater use of our lakes and rivers as a means of pure water supply.

9. Construction of sewage disposal plants for preventing the contamination of our lakes and rivers.

10. In the interests of health and sanitation, provision should be made to meet the requirements of numerous municipalities in Canada which lack the facilities of procuring a fresh water supply and proper disposal of sewage.

11. Extension to farmers of the advantages of science, by the installation of modern methods of sanitation and electrical energy.

12. Grade crossing elimination.

13. In co-operation with provincial and municipal authorities, undertake a survey of possible requirements of public buildings and schools and the establishment of a system of modernization.

14. To provide measures of protection for health, we suggest the extensive development of a system of public baths and swimming pools and other recreation facilities.

Apprenticeship and Training

The sudden stimulation of industry because of the war, and its urgent demands for mechanics, brings to us forcibly a realization of the mistake of not making more definite efforts to carry on any established method of the training of youth to meet the requirements of industry.

We cannot under-estimate the unfortunate consequences ultimately involved in our forced efforts to provide semi-skilled men to meet emergency conditions, and we are finding that we are unable to accomplish our purpose by any emergent method or partial system of training.

The present methods of intensified training by short mechanical courses for a period of a few months is not desirable and cannot be of any lasting advantage or assistance to the building industry as forced methods of training do not permit of instruction in the fundamental basis of workers in building trades.

Those systems of specialization attempting now as never before to produce skilled work-

men will result in a serious economic problem. Quick training of building trade mechanics has proved inadequate because it does not provide the time required for men to equip themselves as competent craftsmen.

Well-regulated and controlled methods of training are exceedingly important factors and cannot be ignored if the future needs of industry are to be provided for and the experience of employers of labour in the construction industry demands that lengthy and systematic training is necessary in equipping the youth for taking his place in the industry.

A new consciousness is apparent among the leaders of industry to the desirability of intensifying our efforts to overcome the present emergent methods by again attempting to have properly qualified systems of apprenticeship put into operation.

We request that the Federal Government encourage and promote technical education.

We endorse the principles of the Ontario Provincial Apprenticeship Act and are of the opinion that properly enforced and extended to other provinces this would provide a sound foundation for meeting the future requirements of trained skilled workers in our industry.

Inclusion Under Unemployment Insurance Sought

One other resolution adopted was:

"That this conference of employers and employees in the building and construction industry expresses the opinion that the employees of the industry should be designated as a class and in conformity with Section 14 of the Unemployment Insurance Act, brought within the scope of the Act, as the annual earnings of the employees in this industry do not exceed $2,000."

Messrs. A. MacNamara, Associate Deputy Minister of Labour and Acting Chairman of the Unemployment Insurance Commission, and R. J. Tallon, Commissioner, were present to give information on the operation of the Act.

Resolutions of Appreciation

The conference unanimously adopted resolutions of appreciation to: the Minister of Labour, Hon. Norman A. McLarty; the Deputy Minister of Labour, Dr. Bryce M. Stewart; the Assistant Deputy Minister of Labour, Gerald H. Brown; and the National Labour Supply Council (its chairman, A. J. Hills, and secretary, Humphrey Mitchell, and staff).

In his concluding remarks, Mr. Hills, as chairman, thanked the representatives for making a very important contribution to the national war effort, and in particular thanked Messrs. Moore and Pigott for their leadership, stating: "I believe that I voice the sentiments of the delegates to this conference if I express on their behalf sincere congratulations to Mr. Moore and to Mr. Pigott, who have by their sincere effort merited credit for their able and broadminded leadership, which in no small measure has contributed to the success of the conference that will be recognized as a milestone in the march of progress along the way of industrial relations in the construction industry."

Mr. Pigott expressed the employers' appreciation of the spirit shown by the leaders of labour, and Mr. Moore reciprocated for the employees, observing that there was a united desire to make the conference a success.

Remarks of Minister of Labour

Before adjourning, the Minister of Labour, Hon. Norman A. McLarty, addressed the representatives. Extending congratulations on the success of the conference, the Minister pointed out that "legislation, no matter how beneficial, was always coercive", and assured the delegates that "the government was not looking for opportunities to coerce either labour or industry, but on the contrary were looking for opportunities not to coerce."

Emphasizing the partnership basis in industrial relations, the Minister said: "You have performed a task that will be appreciated by the Government of Canada, and the construction industry has lighted a beacon that will be a guide to other industries in this country. We are all in the same fight, to win this war, and so I thank you for coming here to promote industrial peace while we are engaged in a vital war."

Messrs. Pigott and Moore, speaking for their respective groups, thanked the Minister and assured him of the support and help of the industry in the critical days ahead.

Composition of National Joint Board

Before the conference adjourned, an understanding was reached that the proposed National Joint Conference Board would serve without remuneration (so as to remain an independent body); and that the chairman of the National Labour Supply Council would be requested to act as convener for the Board; and that the Council would furnish any required secretarial services.

The nine representatives of the employees on the National Joint Conference Board are: A. J. Crawford (Sheet Metal Workers); J. Woolsey (Elevator Constructors); D. Gillies (Plasterers); J. McLeod (Bricklayers); William Burr (Engineers); F. Molineux (Painters); J. Bruce (Plumbers); A. Martel (Carpenters); E. Ingles (Electrical Workers). Alternates—A. Cooper (Carpenters); A. Bell (Sheet Metal Workers); J. Broderick (Electricians).

The representatives of the employers are: H. P. Frid, Hamilton; John Tucker, Vancouver; F. E. Halls, Winnipeg; John Flood, Saint John; E. F. Longfellow, Toronto; J. B. Stirling, Montreal; Ray A. Seasons, Ottawa; J. A. Juneau, Quebec; C. J. A. Cook, Montreal.

Alternates—Albert Deschamps, Montreal; J. M. Pigott, Hamilton; J. E. Clarke, Toronto.

List of Delegates

The delegates nominated to attend the conference were as follows:—

Employers' Section

Joseph M. Pigott, Hamilton.
George W. Miller, Halifax.
John N. Flood, Saint John.
A. J. Morrison, Campbellton.
Frank E. Halls, Winnipeg.
H. J. Bird, Winnipeg.
J. F. Craik, Saskatoon.
W. C. Wells, Wilkie, Sask.
A. Gordon Bennett, Calgary.
E. E. Poole, Edmonton.
John Tucker, Vancouver.
A. J. Armstrong, Vancouver.
Fred Hale, Vancouver.
J. A. Juneau, Quebec, Que.
W. L. Reford Stewart, Sherbrooke.
Walter G. Hunt, Montreal.
Charles J. A. Cook, Montreal.
Albert Deschamps, Montreal.
J. B. Stirling, Montreal.
J. E. Clarke, Toronto.
S. E. Dinsmore, Windsor.
H. P. Frid, Hamilton.
A. R. Timms, Welland.
R. A. Seasons, Ottawa.
H. J. Graham, Ottawa.
Charles Robertson, Brantford.
E. F. Longfellow, Toronto.
H. J. Mero, Walkerville.
John Putherbough, London.
W. S. Hannaford, Toronto.
A. Ross Robertson, Toronto.

Employees' Section

Tom Moore, President Trades and Labour Congress of Canada, Ottawa.

A. Charpentier, President Confederation of Catholic Workers of Canada, Montreal.

John McLeod, Vice-President, Bricklayers', Masons', and Plasterers' International Union, Toronto.

Arthur Skaling, President, Bricklayers', Masons', and Plasterers' International Union No. 1, and President, Building Trades Council, Saint John.

R. G. Anderson, Secretary, Bricklayers', Masons', and Plasterers' International Union No. 1, Winnipeg.

Arthur Martel, Executive Board Member, United Brotherhood Carpenters and Joiners of America, Montreal.

Andrew Cooper, General Representative, United Brotherhood Carpenters and Joiners of America, Toronto.

William Page, General Representative, United Brotherhood Carpenters and Joiners of America, Vancouver.

Ernest Ingles, Vice-President, International Brotherhood of Electrical Workers, London.

J. N. Ross, Business Agent, International Brotherhood of Electrical Workers, Local 213, Vancouver.

G. M. Conrad, Business Agent, International Brotherhood of Electrical Workers, Local 625, Halifax.

William J. Burr, General Representative, International Union of Operating Engineers, Hamilton.

Harold Peppin, Business Agent, Local 793, International Union of Operating Engineers, and Secretary, Building Trades Council, Labour Temple, Toronto.

J. Woolsey, General Representative, International Union of Elevator Constructors, Toronto.

Fred Molineux, Organizer, Brotherhood of Painters, Decorators and Paperhangers of America, Hamilton.

Duncan Gillies, Vice-President, Operative Plasterers' and Cement Finishers' International Association, Toronto.

Louis Guerard, Vice-President, United Association Plumbers and Steamfitters of United States and Canada, Montreal.

J. W. Bruce, General Organizer, United Association Plumbers and Steamfitters of United States and Canada, Richmond Hill, Ont.

C. W. Pritchard, Secretary, Local No. 170, United Association of Plumbers and Steamfitters of United States and Canada, and Secretary, Building Trades Council, Vancouver.

A. J. Crawford, General Organizer, International Association Sheet Metal Workers, Toronto.

A. Bell, Vice-President, International Association Sheet Metal Workers, and Business Agent, Building Trades Council, Ottawa.

J. L. Smith, Executive Board Member, Journeymen Stonecutters' Association of North America, Toronto.

Alfred Farmilo, Secretary and Business Agent, Journeymen Stonecutters' Association of North America, Edmonton Local, and Secretary, Building Trades Council, Edmonton.

James E. Worsley, Business Agent, Bridge, Structural and Ornamental Workers' Local No. 602, Calgary.

E. Larose, Sec., District Council, Inter. Bro. of Carpenters, Montreal.

George Thornewell, Sec., Bldg. Trades Council, Hamilton.

Osias Filion, President, National Catholic Federation of Building Trades, Montreal.

J. B. Delisle, Secretary, National Catholic Federation of Building Trades, Montreal.

H. C. Holme, Canadian Union of Woodworkers, London.

George Sellors, National Union of Carpenters, Bricklayers and Painters, Toronto.

W. E. Cocks, Inter. Bro. of Painters and Decorators, Regina.

SURVEY OF DIRECT RELIEF IN CANADA

Substantial Reductions in Numbers on Direct Relief to Which the Dominion Contributes

AFTER eighteen months of war, the numbers of persons on direct relief throughout Canada have been steadily and substantially reduced by the absorption of such persons into employment by increased industrial activity and by enlistment in the Armed Forces. This reduction in numbers of urban relief recipients has been carried still further by improved crop conditions in the West subsequent to the harvest of 1939, markedly lowering the numbers of resident farm operators and their dependents on agricultural relief. A recent survey showing the trend for September, 1936, to October, 1940, of persons by Dominion totals in receipt of direct relief to which the Dominion contributed is indicated by the accompanying charts and tables.

From the peak figure for the period considered of 1,208,902 persons on relief in March, 1937, the October, 1940, total shows 250,500 persons receiving urban and agricultural relief. This latter figure represents a reduction of 54 per cent from the total of 539,013 for the first month of the war. Further, the total of fully employable persons, that is to say, the unemployed on relief, as shown for October, 1940, is 44,272—representing a decrease of 65 per cent from October, 1939; reductions of 64 per cent respectively from October, 1938 and 1937; and a decrease of 79 per cent from October, 1936. From these comparable reductions, it is apparent that the available supply of fully employables in receipt of relief is being steadily exhausted.

The figures considered in the present survey are derived from the national relief registration which classification was first instituted for the month of September, 1936. The work of the national registration was undertaken by the Registration Branch of the National Employment Commission until the termination of the work of the Commission in February, 1938; following the recommendation in the Commission's final report that the registration be carried forward under the Department of Labour, the work of the registration has been placed under the Department where it has remained as the National Registration Branch.

While complete registrations of persons on relief have been taken in September of 1936, 1937, 1938, 1939 and 1940, follow-up returns were provided for subsequent months, thus making available the monthly trend from September, 1936, to October, 1940. Detailed monthly reports have been regularly published indicating a main separation of totals on relief into urban and agricultural relief by provinces and classes of municipalities in all detail; persons on urban relief have been further analysed as to their reported degree of employability. In the present survey, however, Dominion totals only are being shown for the main categories of relief so that the trend of the relief situation in the country as a whole is readily indicated.

Direct relief in the sense here used does not include persons being provided with work on relief projects paid for at wages even though such work was undertaken to alleviate unemployment. Direct relief is divided into urban and agricultural relief. Agricultural relief refers to relief given for human subsistence to persons living on, and endeavouring to secure their livelihood from, the farm. Urban relief refers to relief given to persons other than resident farmers and thus includes the unemployed, the unemployable and their dependents.

The Dominion totals as shown in the accompanying tables include all the provinces except New Brunswick which province had substituted a works program for direct relief subsequent to April 1, 1937. Similarly, the provinces (excluding New Brunswick) indicate having persons in receipt of both urban and agricultural relief with the exception of Nova Scotia where urban relief only is distributed. Moreover, as already indicated in the case of all provinces, the present figures include only persons receiving relief to which the Dominion Government contributed financially.

CHART No. 1

INDICATING TREND OF DOMINION TOTALS OF PERSONS ON DIRECT RELIEF
(I.E. URBAN & AGRICULTURAL RELIEF)
TO WHICH THE DOMINION CONTRIBUTED
SEPTEMBER, 1936, TO OCTOBER, 1940

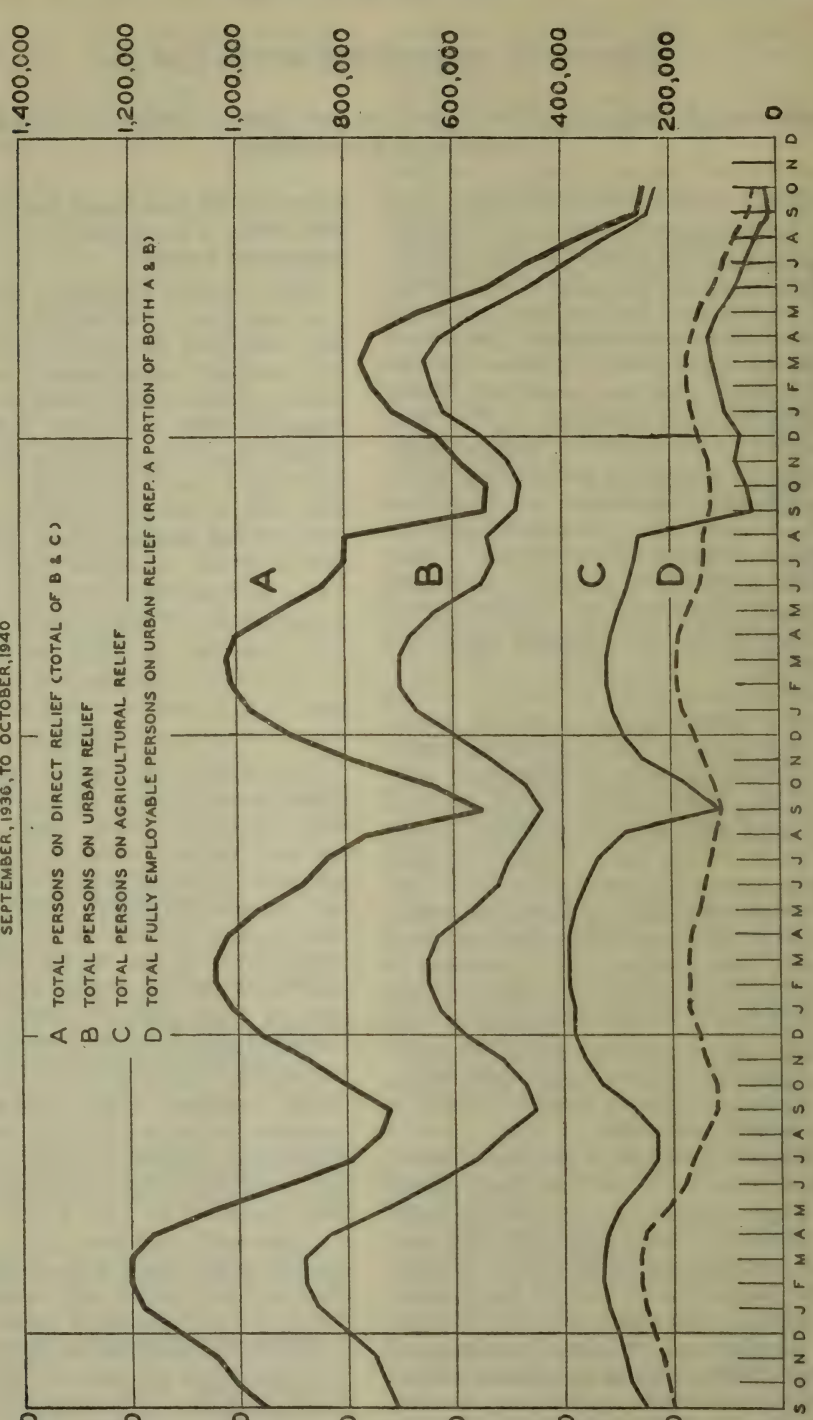
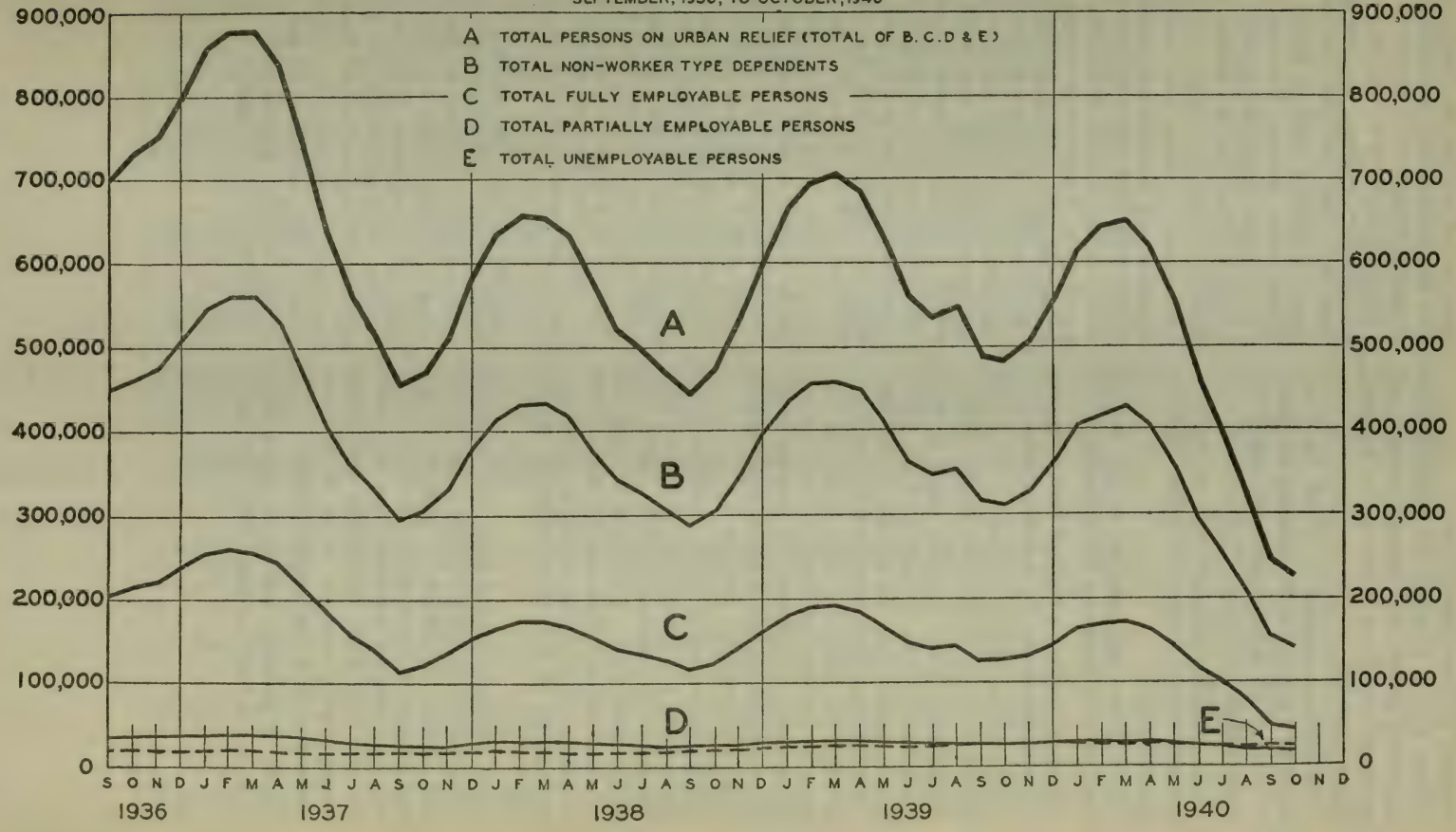


CHART No. 2

INDICATING SEPARATION INTO MAIN CATEGORIES OF DOMINION TOTALS OF PERSONS ON URBAN RELIEF TO WHICH THE DOMINION CONTRIBUTED

SEPTEMBER, 1936, TO OCTOBER, 1940



Summary of Charts and Tables:—

Chart No. 1 indicates the trend of fully employable persons and persons on urban and agricultural relief and relates to the totals of Tables I and IV;

The totals represented by Chart No. 2 are shown in Table II, which indicates the trend of persons on urban relief by degree of employability;

Table I shows numbers and per cent of fully employable persons on urban relief by domestic status;

Table II represents numbers of total persons on urban relief by degree of employability;

Table III indicates resident farm operators and their dependents by domestic status;

Table IV shows total persons on urban and agricultural relief by numbers and per cent.

Considering Table I or the totals of fully employable persons, the high and low points occur respectively in the months of February and September for the years 1937 and 1938; the peak for 1939 and 1940 appear in the month of March with October, 1939, the low for that year; final figures for 1940 are available up to October which month will probably be the low point for the year.

With the average numbers of fully employable persons (all classes) for the years 1937, 1938 and 1939 showing 187,204, 148,289 and 156,779, respectively, the totals for 1940 up to October indicate substantial decreases. From September, 1939, to the following September, the decrease in fully employables is 60 per cent.

The percentage break-down by domestic status reveals very slight change in the period being considered. Heads of families remain fairly constant at about two-thirds of the total; individual persons comprise from 10 to 15 per cent with fully employable dependents showing slightly more at 20 to 25 per cent of the total fully employable persons.

Table II shows all persons on urban relief by degree of employability. With the steady reduction of persons on relief, it is evident that the numbers of unemployables increase in number as well as in proportion to the corresponding decreases of fully employables and partially employables; the averages for the years 1937, 1938 and 1939 and the available figures to October, 1940, by degree of employability, clearly indicate this trend.

The largest single category of persons on urban relief are the non-worker type dependents who constitute about two-thirds of the total number of urban relief recipients; these dependents of family heads considered to be of the non-worker type consist of wives, children under 16 years, and dependents (other than wives) over 16 years—such classes who would not ordinarily be seeking gainful employment.

Resident farm operators and their dependents as shown in Table III indicate averages for the years 1937, 1938 and 1939 of 305,951, 312,261 and 219,882 persons respectively. Significant decreases in agricultural relief since September, 1939, due to improved crop conditions will further reduce the 1940 average. However, it is important to note that persons on agricultural relief are the victims of distress due to climatic or other conditions quite apart from unemployment or unemployability.

The trend is consistent over the years with the peak always occurring in March and the low point in September. The figure for September, 1940—15,356 represents the lowest total of persons in receipt of agricultural relief in the five year period shown; the total for March, 1938 showing 392,036 farmers and their dependents represents the peak.

All persons on direct relief (i.e., urban and agricultural relief) are indicated by Table IV. From the peak of 1,208,902 persons on relief in March, 1937, the October, 1940, figure shows a low of 250,500 persons on urban and agricultural relief combined. With the decrease in numbers on direct relief the proportion of urban relief recipients to the entire relief load has steadily increased from 1938 when it was approximately two-thirds of the problem to the present with approximately 85 to 90 per cent being on urban relief.

TABLE I—DOMINION TOTALS OF FULLY EMPLOYABLE PERSONS IN RECEIPT OF URBAN RELIEF TO WHICH THE DOMINION CONTRIBUTED

Months of September, 1936, to October, 1940

Classified by Domestic Status

—	Numbers					Per cent				
			Dependents					Dependents		
	Heads of Families	Individual Persons	Previously gainfully employed	Not previously gainfully employed	Total	Heads of Families	Individual Persons	Previously gainfully employed	Not previously gainfully employed	Total
1936										
September	120,665	28,872	19,193	37,693	206,423	58·4	14·0	9·3	18·3	100
October	124,222	32,481	19,380	38,188	214,271	58·0	15·2	9·0	17·8	100
November	127,788	35,555	19,625	38,197	221,165	57·8	16·1	8·9	17·2	100
December	138,151	38,781	20,844	39,918	237,694	58·1	16·3	8·8	16·8	100
1937										
January	148,211	41,274	22,322	42,382	254,189	58·3	16·2	8·8	16·7	100
February	152,269	42,219	22,676	43,229	260,393	58·5	16·2	8·7	16·6	100
March	151,606	42,038	22,463	43,373	259,480	58·4	16·2	8·7	16·7	100
April	143,206	39,723	21,135	40,959	245,023	58·5	16·2	8·6	16·7	100
May	125,971	34,089	18,378	36,180	214,618	58·7	15·9	8·6	16·8	100
June	108,094	26,648	15,546	31,401	181,689	59·5	14·7	8·5	17·3	100
July	95,733	23,706	13,107	27,030	159,576	60·0	14·9	8·2	16·9	100
August	86,324	21,082	11,470	24,085	142,961	60·4	14·7	8·0	16·9	100
September	76,090	13,805	8,608	18,187	116,690	65·2	11·8	7·4	15·6	100
October	78,796	15,783	8,845	18,198	121,622	64·8	13·0	7·2	15·0	100
November	86,243	21,498	9,361	19,184	136,286	63·9	15·1	6·9	14·1	100
December	99,792	21,752	10,860	21,514	153,918	64·8	14·1	7·1	14·0	100
Average	**112,694**	**28,635**	**15,397**	**30,478**	**187,204**	**60·1**	**15·3**	**8·3**	**16·3**	**100**
1938										
January	110,575	22,906	11,943	23,064	168,488	65·6	13·6	7·1	13·7	100
February	115,657	23,167	12,488	23,620	174,932	66·2	13·2	7·1	13·5	100
March	116,701	22,013	12,538	23,297	174,549	66·8	12·6	7·2	13·4	100
April	112,521	21,613	12,022	22,521	168,677	66·7	12·8	7·1	13·4	100
May	101,691	21,057	10,755	20,510	154,013	66·0	13·7	7·0	13·3	100
June	91,340	19,226	9,370	18,242	138,178	66·1	13·9	6·8	13·2	100
July	86,467	19,852	8,768	17,187	132,274	65·4	15·0	6·6	13·0	100
August	81,949	17,893	8,225	16,258	124,325	65·9	14·4	6·6	13·1	100
September	76,064	15,059	7,441	16,054	114,618	66·4	13·1	6·5	14·0	100
October	80,744	18,715	7,811	16,616	123,886	65·2	15·1	6·3	13·4	100
November	91,755	24,107	8,865	18,464	143,191	64·1	16·8	6·2	12·9	100
December	106,035	24,300	10,692	21,304	162,331	65·3	15·0	6·6	13·1	100
Average	**97,625**	**20,826**	**10,077**	**19,761**	**148,289**	**65·8**	**14·1**	**6·8**	**13·3**	**100**
1939										
January	119,099	26,624	12,244	23,431	181,398	65·7	14·7	6·7	12·9	100
February	125,406	27,608	13,053	24,449	190,516	65·8	14·5	6·9	12·8	100
March	126,939	27,397	13,223	24,648	192,207	66·0	14·3	6·9	12·8	100
April	123,404	26,237	12,848	24,091	186,580	66·1	14·1	6·9	12·9	100
May	112,310	22,946	11,556	22,011	168,823	66·5	13·6	6·9	13·0	100
June	98,910	20,121	9,924	19,590	148,545	66·6	13·5	6·7	13·2	100
July	93,850	18,520	9,425	18,870	140,665	66·7	13·2	6·7	13·4	100
August	95,325	16,909	9,831	20,233	142,298	67·0	11·9	6·9	14·2	100
September	84,098	14,232	8,624	18,453	125,407	67·1	11·3	6·9	14·7	100
October	81,653	16,039	8,954	18,501	125,147	65·2	12·8	7·2	14·8	100
November	84,631	19,404	9,395	19,473	132,903	63·7	14·6	7·1	14·6	100
December	93,720	21,666	10,403	21,077	146,866	63·8	14·8	7·1	14·3	100
Average	**103,279**	**21,475**	**10,790**	**21,235**	**156,779**	**65·9**	**13·7**	**6·9**	**13·5**	**100**
1940										
January	105,578	23,434	11,646	23,420	164,078	64·3	14·3	7·1	14·3	100
February	110,417	23,843	12,170	24,061	170,491	64·8	14·0	7·1	14·1	100
March	111,739	24,101	12,697	24,146	172,683	64·7	13·9	7·4	14·0	100
April	106,243	23,554	11,848	23,145	164,790	64·5	14·3	7·2	14·0	100
May	93,911	20,294	10,406	20,949	145,560	64·5	13·9	7·2	14·4	100
June	76,873	17,267	8,445	17,152	119,737	64·2	14·4	7·1	14·3	100
July	64,912	14,472	7,064	14,523	100,971	64·3	14·3	7·0	14·4	100
August	51,019	10,667	5,621	11,729	79,036	64·6	13·5	7·1	14·8	100
September	33,131	5,446	3,625	7,627	49,829	66·5	10·9	7·3	15·3	100
October	29,071	5,038	3,289	6,874	44,272	65·7	11·4	7·4	15·5	100

TABLE II—DOMINION TOTALS OF ALL PERSONS AND THEIR DEPENDENTS IN RECEIPT OF URBAN RELIEF TO WHICH THE DOMINION CONTRIBUTED

Months of September, 1936, to October, 1940

Classified by Degree of Employability

—	Numbers				
	Total of Fully Employable Persons	Total of Partially Employable Persons	Total of Unemployable Persons	Total of Non-worker type Dependents	Total of All Persons on Urban Relief
1936					
September	206,423	32,712	18,798	449,360	707,293
October	214,271	33,929	19,152	462,175	729,527
November	221,165	34,845	19,255	475,641	750,906
December	237,694	36,438	19,383	511,842	805,357
1937					
January	254,189	38,330	19,417	546,520	858,456
February	260,393	39,080	19,377	560,433	879,283
March	259,480	39,250	19,011	560,402	878,143
April	245,023	37,593	18,363	532,821	833,800
May	214,618	34,056	17,276	471,798	737,748
June	181,689	30,562	16,199	407,840	636,290
July	159,576	28,309	15,461	360,553	563,899
August	142,961	26,520	14,694	327,215	511,390
September	116,690	25,671	17,053	296,425	455,839
October	121,622	26,284	17,710	305,195	470,811
November	136,286	27,662	18,237	331,290	513,475
December	153,918	29,281	18,803	378,339	580,341
Average	**187,204**	**31,883**	**17,633**	**423,236**	**659,956**
1938					
January	168,488	30,542	19,132	413,812	631,974
February	174,932	30,951	19,211	429,435	654,529
March	174,549	29,205	17,794	431,142	652,690
April	168,677	28,305	17,731	417,581	632,294
May	154,013	26,731	17,044	378,172	575,960
June	138,178	25,171	16,439	341,092	520,880
July	132,274	24,366	16,066	324,421	497,127
August	124,325	23,523	15,596	307,655	471,099
September	114,618	22,689	18,989	288,436	444,732
October	123,886	23,668	19,749	305,959	473,262
November	143,191	25,564	21,009	345,129	534,893
December	162,331	26,966	21,636	393,733	604,666
Average	**148,289**	**26,473**	**18,366**	**364,714**	**557,842**
1939					
January	181,398	28,219	22,227	436,352	668,196
February	190,516	28,731	22,534	456,115	697,896
March	192,207	28,990	22,540	460,957	704,694
April	186,580	28,266	22,046	449,141	686,033
May	168,823	26,352	21,287	409,812	626,274
June	148,545	24,629	20,564	363,670	557,408
July	140,665	24,113	22,730	347,212	534,720
August	142,298	24,080	22,880	355,559	544,817
September	125,407	22,683	22,071	318,823	488,984
October	125,147	23,087	22,565	313,510	484,309
November	132,903	24,293	23,191	327,506	507,893
December	146,866	25,352	23,712	360,746	556,676
Average	**156,779**	**25,733**	**22,362**	**383,284**	**588,158**
1940					
January	164,078	26,557	24,146	403,269	618,050
February	170,491	27,136	24,450	418,895	640,972
March	172,683	27,376	24,464	424,346	648,869
April	164,790	26,558	23,980	404,520	619,848
May	145,560	24,111	22,678	357,901	550,250
June	119,737	21,881	21,487	295,864	458,969
July	100,971	19,911	20,514	252,914	394,310
August	79,036	17,422	19,288	205,477	321,223
September	49,829	19,397	21,435	156,055	246,716
October	44,272	18,887	21,353	142,210	226,722

TABLE III—DOMINION TOTALS OF RESIDENT FARM OPERATORS AND THEIR DEPENDENTS IN RECEIPT OF AGRICULTURAL RELIEF TO WHICH THE DOMINION CONTRIBUTED

Months of September, 1936, to October, 1940

Classified by Domestic Status

—	Heads of Families	Dependents of Heads of Families	Individual Persons	Total
1936				
September	44,991	196,989	6,347	248,327
October	51,346	220,642	7,281	279,269
November	54,782	232,946	7,733	295,461
December	57,400	244,616	7,936	309,952
1937				
January	59,263	252,417	8,095	319,775
February	60,846	259,033	8,297	328,176
March	61,343	261,190	8,226	330,759
April	60,099	257,826	7,942	325,867
May	55,543	237,234	7,375	300,152
June	49,552	208,212	6,731	264,495
July	44,037	178,921	6,414	229,372
August	44,889	181,337	6,618	232,844
September	52,913	209,049	7,114	269,076
October	65,379	257,425	8,421	331,235
November	71,763	282,190	9,120	363,073
December	74,428	292,624	9,531	376,583
Average	**58,338**	**239,789**	**7,824**	**305,951**
1938				
January	75,793	297,643	9,755	383,191
February	76,950	302,578	9,891	389,419
March	77,388	304,720	9,928	392,036
April	77,248	304,617	10,063	391,928
May	75,053	295,508	9,931	380,492
June	71,820	282,216	9,651	363,687
July	67,213	262,952	9,264	339,429
August	56,790	221,625	8,121	286,536
September	20,795	85,558	2,519	108,872
October	32,830	130,981	3,984	167,795
November	49,601	196,339	5,996	251,936
December	57,504	227,392	6,915	291,811
Average	**61,582**	**242,677**	**8,002**	**312,261**
1939				
January	60,636	240,445	7,251	308,332
February	63,116	250,130	7,525	320,771
March	63,392	251,877	7,573	322,842
April	62,488	248,862	7,473	318,823
May	58,180	231,947	7,020	297,147
June	55,366	219,780	6,772	281,918
July	53,302	211,027	6,605	270,934
August	50,777	200,725	6,333	257,835
September	9,718	38,856	1,455	50,029
October	11,541	46,492	1,541	59,574
November	15,030	60,912	1,861	77,803
December	13,494	57,464	1,612	72,570
Average	**43,087**	**171,543**	**5,252**	**219,882**
1940				
January	17,761	76,414	1,918	96,093
February	20,700	89,279	2,114	112,093
March	22,760	98,627	2,286	123,673
April	23,997	103,843	2,396	130,236
May	20,265	87,254	2,093	109,612
June	15,681	67,016	1,703	84,400
July	11,589	48,975	1,409	61,973
August	8,541	35,752	1,165	45,458
September	2,902	11,869	585	15,356
October	4,605	18,439	734	23,778

TABLE IV—DOMINION TOTALS OF ALL PERSONS IN RECEIPT OF DIRECT RELIEF TO WHICH THE DOMINION CONTRIBUTED

Months of September, 1936, to October, 1940

Classified by Urban and Agricultural Relief

—	NUMBERS			PER CENT		
	Total Persons on Urban Relief	Total Persons on Agricultural Relief	Total Persons on Direct Relief	Total Persons on Urban Relief	Total Persons on Agricultural Relief	Total Persons on Direct Relief
1936						
September	707,293	248,327	955,620	74·0	26·0	100
October	729,527	279,269	1,008,796	72·3	27·7	100
November	750,996	295,461	1,046,367	71·8	28·2	100
December	805,357	309,952	1,115,309	72·2	27·8	100
1937						
January	858,456	319,775	1,178,231	72·9	27·1	100
February	879,283	328,176	1,207,459	72·8	27·2	100
March	878,143	330,759	1,208,902	72·6	27·4	100
April	833,800	325,867	1,159,667	71·9	28·1	100
May	737,748	300,152	1,037,900	71·1	28·9	100
June	636,290	264,495	900,785	70·6	29·4	100
July	563,899	229,372	793,271	71·1	28·9	100
August	511,390	232,844	744,234	68·7	31·3	100
September	455,839	269,076	724,915	62·9	37·1	100
October	470,811	331,235	802,046	58·7	41·3	100
November	513,475	363,073	876,548	58·6	41·4	100
December	580,341	376,583	956,924	60·6	39·4	100
Average	**659,956**	**305,951**	**965,907**	**68·3**	**31·7**	**100**
1938						
January	631,974	383,191	1,015,165	62·3	37·7	100
February	654,529	389,419	1,043,948	62·7	37·3	100
March	652,690	392,036	1,044,726	62·5	37·5	100
April	632,294	391,928	1,024,222	61·7	38·3	100
May	575,960	380,492	956,452	60·2	39·8	100
June	520,880	363,687	884,567	58·9	41·1	100
July	497,127	339,429	836,556	59·4	40·6	100
August	471,099	286,536	757,635	62·2	37·8	100
September	444,732	108,872	553,604	80·3	19·7	100
October	473,262	167,795	641,057	73·8	26·2	100
November	534,893	251,936	786,829	68·0	32·0	100
December	604,666	291,811	896,477	67·4	32·6	100
Average	**557,842**	**312,261**	**870,103**	**64·1**	**35·9**	**100**
1939						
January	668,196	308,332	976,528	68·4	31·6	100
February	697,896	320,771	1,018,667	68·5	31·5	100
March	704,694	322,842	1,027,536	68·6	31·4	100
April	686,033	318,823	1,004,856	68·3	31·7	100
May	626,274	297,147	923,421	67·8	32·2	100
June	557,408	281,918	839,326	66·4	33·6	100
July	534,720	270,934	805,654	66·4	33·6	100
August	544,817	257,835	802,652	68·9	31·1	100
September	468,984	50,029	539,013	90·7	9·3	100
October	484,309	59,574	543,883	89·0	11·1	100
November	507,893	77,803	585,696	86·7	13·3	100
December	556,676	72,570	629,246	88·5	11·5	100
Average	**588,158**	**219,882**	**808,040**	**72·8**	**21·2**	**100**
1940						
January	618,050	96,093	714,143	86·5	13·5	100
February	640,972	112,093	753,065	85·1	14·9	100
March	648,869	123,673	772,542	84·0	16·0	100
April	619,848	130,236	750,084	82·6	17·4	100
May	550,250	109,612	659,862	83·4	16·6	100
June	458,969	84,400	543,369	84·5	15·5	100
July	394,310	61,973	456,283	86·4	13·6	100
August	321,223	45,458	366,681	87·6	12·4	100
Septêmber	246,716	15,356	262,072	94·1	5·9	100
October	226,722	23,778	250,500	90·5	9·5	100

THIRD REPORT ON COST OF LIVING FOR COAL MINERS IN ALBERTA AND BRITISH COLUMBIA

Bonus of Eighteen Cents Per Day Declared for Period January 1 to April 30, 1941

THE Commission appointed on May 4, 1940, by Order in Council under the Inquiries Act to determine the amount of the cost of living bonus payable to the coal miners in the Provinces of Alberta and British Columbia working under supplementary agreements with the United Mine Workers of America, District 18, made its third report on January 10, 1941, finding that a bonus of 18 cents per day was payable under the agreement from January 1 to April 30, 1941. (The first and second reports were published in the LABOUR GAZETTE for September, 1940, pages 918-925.)

The agreements between the union and employers were supplementary to agreements in effect since March 31, 1938, the time of the last revision of wage rates, and provided: that the existing wage scales would be continued for the duration of the war and one year thereafter, with a cost of living bonus determined every four months by a Commission appointed by the Federal Government; that the bonus be calculated according to a budget for a reasonable minimum standard of living for an average family, excluding rent, fuel, light and water (since these services are normally supplied by the coal mine operators); that increases resulting from new or increased Federal taxes imposed since the outbreak of war be deducted; that the bonus be payable only if the increase in the budget since the last date of the previous change in the bonus is five per cent or more; that the bonus be calculated in cents per day and payable to all workers whatever their wage rates may be; that the bonus be revised downward when the cost of the budget falls, the basic wage structure not to be affected; that the Commission report to the Minister of Labour through the Coal Administrator (under the Wartime Prices and Trade Board), the Coal Administrator to determine the amounts of price increases held to be due to Federal war taxation.

The Commissioners are G. E. Britnell, Professor of Economics in the University of Saskatchewan, Chairman, Garfield Graham, representing the miners, and C. Stubbs, representing the mine operators.

The Commission prepared a budget of items of food, clothing and furnishings, and collected prices in forty-four mining localities in Alberta and in the Crow's Nest Pass and in Vancouver Island fields in British Columbia as at March 31, 1938, and March 31, 1940. The furnishings group included the replacement cost of certain items only, viz., sheets, towels, etc. Local prices were averaged and weighted according to the numbers of miners in the various localities. The calculations were made for the Commission by the Dominion Bureau of Statistics. After deducting the increases due to taxation, the calculation of the cost of the budget at these dates, indicated an increase of 3·9 per cent. Therefore, the first report of the Commission, dated August 22, 1940, was that no bonus was payable for the four months ending July 31. The second report of the Commission dated August 30, 1940, covered costs on March 31, 1938, March 31, 1940, and August 1, 1940. The increase at the last of the above dates was found to be 4·5 per cent and a bonus was, therefore, not payable during the four months beginning on August 1, 1940.

The first two reports of the Commission included the items of the budget with average prices and costs at each date and explanatory notes. The third report of the Commission similarly included the average prices of all items at March 31, 1938, August 1, 1940, and December 2, 1940, with costs. The accompanying table is the summary of the comparative costs on these dates. The total weekly cost of the budget rose from $12 on March 31, 1938, to $13·0862 on December 2, 1940, an increase of $1·0862, or 9·1 per cent. The amount due to taxation was ascertained to be 18·85 cents per week, and the deduction of this resulted in a net increase of 90 cents or 7·5 per cent. Accordingly the Commission recommended that, since the average number of days worked per week in the coal mining districts was five, the bonus would be 18 cents per day, payable for a maximum of six days in any one calendar week from December 1, 1940, to April 30, 1941.

CHANGES IN THE COST PER WEEK OF A BUDGET OF FOOD, CLOTHING AND FURNISHINGS FOR COAL MINERS IN ALBERTA AND BRITISH COLUMBIA, MARCH 31, 1938, TO DECEMBER 2, 1940.

	March 31 1938	March 31 1940	Aug. 1 1940	Dec. 2 1940
	$	$	$	$
Food.	8·9609	9·1997	9·1899	9·4895
Clothing. . .	2·745	2·945	3·0204	3·0785
Furnishings. .	·2958	·32	·3269	·3297
Total. . . .	12·0017	12·4647	12·5372	12·8977

LABOUR LEGISLATION IN BRITISH COLUMBIA AND MANITOBA (SECOND SESSION) IN 1940

British Columbia

THE British Columbia Legislature, in session from October 29 to December 6, 1940, amended statutes relating to coal mines, apprenticeship, fair wages in municipal contracts, weekly half-holidays, licensing of moving-picture machine operators, and superannuation of municipal employees.

Coal Mines

The Coal Mines Regulation Act was amended with respect to the general rules governing safety and health. Transportation of men in cars on slopes or inclines underground is prohibited except with the written approval of the Inspector of Mines, who may fix the maximum number of cars or men that may be hoisted at one time and prescribe additional safety requirements.

In a mine where more than twenty persons are employed below ground, suitable washhouses, not in the engine house or boiler house, must be provided within six months from the receipt of a petition signed by a majority of the employees. The Chief Inspector may grant exemption from this Rule where the coal reserves are nearing exhaustion or have not been proven. This Rule is not to interfere with existing wash-house agreements or with those which may be made later at any new mine.

Where mining is carried on by the long-wall system the length of face-line between the roadways providing the entrance or exit from the face-line of the long walls may not be more than 300 feet, but the Inspector may, by written notice, order a shorter or longer distance where it is shown to be necessary. Other amendments deal with construction and equipment of cages used for hoisting or lowering persons, forbid any person to remove the contents of an ambulance box, except for the purpose of rendering first aid to any person injured in the mine, and provide that, where inflammable gas is present to a dangerous degree, no explosives may be used except with the written approval of the Chief Inspector, who may prescribe conditions for their use.

Apprenticeship

Amendments in the Apprenticeship Act, which are retrospective to the commencement of the Act, September 9, 1935, enable the Lieutenant-Governor in Council to reclassify or withdraw from the schedule of trades to which the Act applies any trade, whether originally in the schedule or added by the Lieutenant-Governor in Council.

Where, in a war industry, the Minister considers it expedient for a minor to be employed at specialized or repetitive work in a designated trade without entering into a contract of apprenticeship, he may give written permission to dispense with the contract for as long as the minor is engaged on such work, but he may impose such conditions as he deems desirable.

The Minister, on recommendation of the Provincial Apprenticeship Committee, may authorize the form of contract to be varied in any case and not only, as formerly, to suit the special circumstances of any designated trade. Provision is made for the signing of contracts by the representative of an employer and by any one of a minor's guardians.

Fair Wages in Municipal Contracts

A section added to the Municipal Act requires that every contract made by a municipality for construction, repair or demolition of any municipal works shall be subject to the condition that all workmen in the employ of the contractor, sub-contractor or other person doing or contracting to do all or part of such work, shall be paid such wages as are generally accepted by the Dominion or Provincial Government pursuant to the Dominion Fair Wages and Hours of Labour Act, 1935, as current in each trade for competent workmen. The contractor, sub-contractor or other person must comply with such condition and is bound to pay such wages.

Weekly Half-Holiday

Under an amendment in the Weekly Half-Holiday Act any Order in Council exempting trades or businesses from the provisions of the Act may apply to the whole or to any part of the Province and when it fixes any day of the week to be observed as a half-holiday the provisions of the Act are to apply to that weekly half-holiday.

Licence Cancellation as Penalty for Certain Offences

The Licence Forfeiture and Cancellation Act enables the Government or any member or officer of the Government or any municipal authority or any board or commission authorized to grant licences or permits for any purpose, to refuse to grant to, or to cancel a licence held by, any person who has failed to

register under the National Registration Act or who persistently fails to comply with the Vital Statistics Act or who, being a parent or guardian, fails to send a child to school as required by the Public Schools Act.

Moving-Picture Machine Operators

An amendment in the Fire Marshal Act raises the minimum age for employment as a moving-picture projectionist from 18 to 21 years. As formerly, apprentices must be at least 18 years of age.

Municipal Employees' Pensions

A number of amendments were made in the Municipal Superannuation Act. An employee granted leave of absence without salary may pay his contributions to the Commissioner and receive credit for that period. An employer may continue to pay his own and the employee's contributions in respect of an employee who is on service during the War, as a member of the Naval, Military, or Air Force of Great Britain or any of her Dominions or Allies and in such case time spent in such war service is to be counted as spent in the service of the employer.

Sections fixing age limits for persons becoming employees after April 1, 1939, were revised. The Act is not to apply to any such person if employed in a police or fire department unless he is under 30 years of age when hired, or if employed otherwise unless he is under 36 or is employed in a professional or executive capacity or unless the Commissioner, on special grounds, determines that the Act shall apply to him. Where necessary, the sections relating to age limits for coming under the Act and for retirement and to service pensions provided from employers' contributions are to apply to employees of a municipal employer to whom the Act does not apply at the date of coming into force but to whom it later becomes applicable.

The section dealing with the retirement annuity provided by the employee's contributions was amended to provide that, where an employee has been granted a disability pension for any of the war services mentioned above and where his contributions to the Fund have been continued during his absence, if the employee is unfit to return to the employment of his former employer he is to be granted the difference between the total disability allowance under the Act and his war service pension, if the latter is the smaller. Similarly, the widow of an employee who was a member of the said forces, if she is receiving a pension in respect of his war service, is entitled to the difference between the total widow's pension payable under the Act and the pension granted her in respect of her husband's war service.

Except with the approval of the Commissioner, no superannuation allowance is to be granted on the single life plan payable for the life of the employee.

Where an employee is totally and permanently disabled before reaching his minimum retiring age, his service for the purpose of the retirement annuity portion of his pension is to be reckoned from April 1, 1939, if he was in service on that date, and from the date of commencement of service, if after that date. "Total and permanent disability" is redefined to mean the total and permanent incapacity of the employee, arising from mental or physical disability, to fill or occupy any position the duties of which he ought reasonably to be expected to carry out. An employee is not considered totally and permanently disabled until he has been examined by two, or if possible three, qualified medical practitioners appointed by the Commissioner and at least two of them concur in certifying to such disability. The Commissioner must require further examinations not oftener than once a year and if the employee has ceased to be totally and permanently disabled prior to reaching the minimum retiring age his disability allowance is to be suspended until he becomes disabled or reaches minimum retiring age. Disability pensions are to be paid from the interest earnings of the Fund.

The section dealing with dependants' allowances was revised. The widow of an employee who dies in service is entitled to an allowance consisting of one-half of the service pension which would have been provided by the employer's contributions had the employee lived to the minimum retiring age, payable for life or until remarriage, and one-half of the retirement annuity which the employee's contributions would have provided had he lived to the minimum retiring age, this amount to be payable for life. Where a male employee remains in service after the minimum retiring age and dies in service, his widow is entitled to one-half of the service pension and one-half of the retirement annuity which would have been granted to him if he had retired immediately prior to his death. Where there is no widow an amount equal to the commuted value of the retirement annuity that would have been payable to the deceased employee is to be paid to his nominee or, failing such, to his estate. Amounts payable to a nominee are not subject to the control of the employee's creditors or available for payment of his debts nor are they to form part of his estate. If a female employee dies in service, her nominee or her estate receives a sum equal to her contributions with interest compounded annually at 3 per cent together with the reserve, as computed by the actuary, for her retirement

annuity provided by her contributions under the former Act. As formerly, no allowance is payable in respect of an employee who dies from any cause other than accident within five years of entering employment.

Sections dealing with employees who resign or are dismissed before reaching the minimum retiring age, are amended. In such cases a male employee is entitled to a refund of the reserves maintained for his retirement annuity or to receive such an annuity on reaching his minimum retiring age. A female employee is entitled to a return of her contributions with interest compounded annually at 2½ per cent per annum. This provision also applies to a female employee who at the time of her resignation or dismissal has completed 20 years' service but the latter has the option of a retirement annuity upon reaching her minimum retiring age. A male employee who has not completed 20 years' service on reaching the maximum retiring age may, at the discretion of the Commissioner, receive on retirement a refund of the reserves maintained for his retirement annuity.

A new section requires an annual audit of the accounts of the Commission by the Comptroller-General or by an auditor appointed by the Lieutenant-Governor in Council.

Bills Not Passed

Under a Bill to amend the Workmen's Compensation Act the period, or aggregate periods, of exposure to silica dust necessary before compensation is payable for silicosis would have been reduced from three years to two.

A Bill to amend the Hospital Act would have required conditions of work of matrons, nurses and nurses-in-training to be approved, in the case of each training school, by the Lieutenant-Governor in Council and regulations governing living and working conditions of hospital staffs, their hours of work, rates of pay and other matters relative to their term of service to be made for each class of hospitals by the provincial Department of Health, subject to approval of the Lieutenant-Governor in Council. Provision would also have been made for appeal boards to hear complaints of persons on hospital staffs who were dismissed or suspended.

Manitoba

The Manitoba Legislature held its second session in 1940 from November 18 to December 17, when amendments were made in statutes relating to collective bargaining and industrial disputes, fair wages, the provincial Department of Labour, trade schools, unemployment relief, and taxation of wages, as these statutes appear in the Revised Statutes of Manitoba, 1940.

Collective Bargaining

Amendments in the Strikes and Lockouts Prevention Act are designed to strengthen collective bargaining which is defined as "the negotiation carried on between representatives of employees and employer for the purpose of making an agreement in respect of wages, hours of employment, or other conditions of employment." The former section giving employers and employees the right to bargain with one another individually or collectively through their organizations or representatives was amended to give employees the right to engage, through their organizations or representatives if the representatives are British subjects, in collective bargaining with their employer or employers.

"Organization" is defined as any association, organization or group of employers or employees for the purpose of regulating relations between employer and employee, including a trade union of which a majority of the employees concerned in any dispute are members. The refusal of an employer to engage in collective bargaining with his employees through their organization or majority representative or the refusal of a majority of the employees to engage in collective bargaining with their employer now constitutes a labour dispute within the meaning of the Act.

Fair Wages

A section added to Part I of the Fair Wage Act, which provides for fair wages in the construction industry, including provincial public works and certain private works, was designed to give statutory effect, in Manitoba, to the provision in Dominion Government contracts for public works, to the effect that the contractor shall not be exempt from payment of a higher rate of wages than those specified in the contract if higher rates are fixed by provincial regulation. It is stipulated in the new section of the Fair Wage Act that where the rate of wages applicable, under any provincial Order, to public works, including highway, road, bridge or drainage construction works, is higher than the rate specified in the contract for any Dominion work, the contractor and any subcontractor are liable to pay the workmen at the rates fixed under the Order. The new provisions are not, however,

to exempt any contractor or subconstrator from paying the contract rate if such rate is higher than that fixed under the provincial Order.

The provisions of the principal Act enabling the Minister to require a contractor for provincial works to file, monthly, a sworn statement giving the names and wages of his employees, amounts paid and amounts due and unpaid, are made applicable to cases coming under the new section relating to Dominion works, as are also the penalty clauses and the provisions invalidating agreements by an employee to work for less than the fixed wage, and placing on the employer the onus of proof that Part I of the Act has been complied with. The provisions added at the first session of 1940, preserving the right of an employe to recover unpaid wages in a civil action, are also to apply to the new section.

Bread, cake and pastry making are brought within the scope of Part II of the Act, under which minimum wages and maximum hours of labour may be fixed by Order in Council in certain industries, if agreed upon by a sufficient proportion of employers and employees.

Dangerous Trades

A section added to the Factories Act, which is similar to one in Ontario of 1932 and 1936, enables the Lieutenant-Governor in Council to make regulations for the protection of persons engaged in any industrial process involving the use of benzol or other poisons or of any dangerous preparations or compounds. Such regulations may prescribe the conditions under which such poisons or substances may be used or manufactured and the labelling of containers; deal with posting of printed forms setting forth the dangers and safety measures; require manufacturers, distributors and others to provide accurate information regarding the percentage of poisonous, dangerous or harmful constituents; and generally deal with such matters as may be advisable for the protection of such persons. Penalties may be prescribed for the breach of such regulations.

Department of Labour

An Act to amend the Department of Labour Act and certain Acts administered by that Department, repeals the Bureau of Labour Act passed in 1915 and transfers to the Department of Labour the duties of the Bureau as to inspection under certain labour statutes and the collection and publication of labour statistics. Consequential amendments are made in other Acts affected by the transfer.

Mines

An amendment in the Mines Act makes it clear that the penalty, provided for an owner, agent, manager, superintendent or captain who is guilty of an offence against certain regulations, may be imposed for breach of the regulations which govern age and sex of persons employed, set maximum hours of labour and provide for safety measures at mines which are closed down.

Unemployment Relief

The Unemployment Relief Loan Act, 1933, was continued in force until April 30, 1942. The Act enables the Province to finance unemployment relief by means of loans and by payments from the Consolidated Fund and permits municipalities to borrow for relief purposes.

Trade Schools

The Trade Schools Regulation Act proclaimed in force June 1, 1940, was amended to make it clear that it applies to a corporation as well as to an individual or an unincorporated association, and to permit the use of designations indicating competency in a trade within the Act which have been approved by the Minister in charge of carrying out the Act as well as those authorized by statute.

Taxation of Pension Funds

The Income Taxation Act was amended by repeal of the clause providing for exemption of the income of a superannuation or pension fund if the trustee or corporation administering the fund so elected. The clause exempting an amount up to $300 deducted from wages of a taxpayer in connection with an employees' pension fund is still in effect. Under the repealed clause this provision did not apply in cases where the administrators of the fund elected that the fund should be exempt.

Credit Unions

Changes in the Companies Act deal with credit unions, enabling them to have unlimited capital and to form a federation for protection of their common interest. No letters patent may be issued to a credit union without the written approval of the Registrar of Co-operative Associations who must be satisfied that the proposed society would benefit its members and be consistent with the sections of the Act relating to credit unions. The treasurer and secretary are to be chosen from among the members and may be on the board of directors. The treasurer is to be general manager of the society. Credit unions are exempted from making annual returns to the Provincial Secretary giving a list of members.

Hairdressers

The Hairdressers Act requires every person desiring to secure employment or to engage

in business as a hairdresser to apply to the Department of Labour for examination and licensing. The Lieutenant-Governor in Council may appoint examiners and make regulations, which on publication in the Manitoba *Gazette* are to have the force of law, governing examinations, fixing fees, prescribing the area or areas to which the Act is or is not to apply, appointing and defining the duties of inspectors and other matters for carrying out the Act. Penalties are provided for engaging in the business of or working as a hairdresser without a licence and for refusing evidence of its possession. Nothing in the Act is to prevent a student at a hairdressing school or college from performing work under supervision of an instructor of such institution or to prevent a licensee under the Barbers Act from doing work in accordance with regulations under that Act.

Workmen's Compensation Committee

On December 9 the Legislature adopted a resolution favouring the appointment by the Government of a Special Committee of fifteen members, representing equally employers, employees and the Legislature, to investigate and report at the next session upon the operation of the Workmen's Compensation Act.

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Minimum Wages in Alberta, British Columbia and Quebec—Hours in Quebec—Teachers' Pensions in Alberta and British Columbia—Saskatchewan Workmen's Compensation Regulations

ALBERTA has fixed minimum wages for men employed in hotels in small towns, the minimum rates for janitors in British Columbia apartment houses have been raised and Quebec has extended for a further two months the resolution suspending limits on hours for factories engaged on war contracts. Amendments have been made in the Alberta regulations governing teachers' pensions and British Columbia has published the first regulations under the Teachers' Pensions Act passed last year. The general regulations under the Saskatchewan Workmen's Compensation Act have been revised and consolidated.

Alberta Male Minimum Wage Act

An order gazetted on January 31 to take effect March 2 fixes a minimum wage of $15 for a six-day week of nine-hour days in hotels in Alberta towns and villages with less than 600 population. The minimum hourly rate is 40 cents and part-time workers must be paid for at least four hours in a day when called. Overtime is to be paid pro rata.

The maximum deductions that may be made for board and lodging are as under the general order (LABOUR GAZETTE, 1938, p. 1093) $5 and $2 a week, respectively. The rate for a single meal or night's lodging is 25 cents.

Alberta Teachers' Retirement Fund Act

The section of the by-laws is repealed which fixed the term of service required for a pension at not less than 20 years in Alberta for a teacher retiring at 65 years of age after December 1, 1939. The new clause provides a pension for any teacher who has reached the age of 65 and retires between December 1, 1939, and December 31, 1940, after teaching not less than 20 years in Alberta but stipulates that any teacher retiring after the latter date, on reaching 65, must have served not only 20 years but one additional year for each year or part of a year between December 31, 1940, and the date of his retirement but in no case may a teacher be required to serve more than 40 years.

The Board administering the fund is given power to refund moneys standing to the credit of a contributor who has reached 65 but has not taught in Alberta long enough to qualify for pension. The provision allowing school boards to pay to the Board money retained from teachers' salaries as contributions to the fund is amended to make this compulsory on demand.

British Columbia Minimum Wage Acts

Orders effective on January 23 fix new and higher monthly rates for resident janitors, male and female, in apartment buildings. Instead of varying from $22 for buildings containing five residential suites to $125 when the number of apartments exceeds 50, the minima now range from $27 to $137.50 with the intermediate rates raised in somewhat similar proportion.

British Columbia Teachers' Pensions Act

The first regulation under this Act relating to employees' retirement annuities was gazetted on January 23. It shows the contributions necessary to provide a Single Life annuity of $10 a month commencing at 65 for men, 60 for women.

Total disablement after ten years' service makes the annuity payable and in case of death before retiring age of an annuitant with ten years' service or more, a man's widow or the nominated dependent relative of a woman is entitled to one-half the annuity.

For men, in order to provide $1,228 at 65, the monthly contribution commencing at age 20 is $1.82. It rises to $121.93 when payments commence at age 65. Women, in order to have a lump sum of $1,534 at 60, must contribute monthly from $2.21 commencing at age 20 up to $150.67 commencing at age 59.

Quebec Minimum Wage Act

Order 6 (Labour Gazette, 1938, p. 624) governing stationary enginemen in and about Montreal has been further extended for three months from January 15.

The resolution of the Minimum Wage Commission suspending the maximum hours as well as the weekly rest day provisions in all orders for factories engaged in war contract work has been renewed for two months from February 7.

Saskatchewan Workmen's Compensation Act

The general regulations under this Act were revised and consolidated from March 1. They replace those which came into effect on April 29, 1930, and were printed in full in the Labour Gazette, 1930, p. 392, and amendments which have been noted in the Labour Gazette from time to time.

The main change at this revision is the publication separately of the regulations pertaining to medical and surgical aid and hospitalization formerly included in the general regulations. These have not been materially altered.

There are amendments in the provisions for first aid equipment. Instead of requiring a first aid room and an elaborate first aid manual where 25 or more are employed, it is called for only when the employees number 50 or more. There is no change in the standard first aid equipment required but it must now be provided when there are more than five but less than 50 employees instead of for any number under 25. Specifications are laid down for a smaller kit for five or less. When an employer neglects to install the required equipment the Board may now do so and charge the cost to him.

Baking has been added to the industries excluded from Part I when carried on as part of or in immediate connection with and for the purpose of a retail store. Certain industries are added to the list of those excluded when the number of employees falls below six while "farming" when "less than six workmen other than farm labourers are usually employed therein" is dropped from this list. Industries expressly removed from Part I, when employing less than six except when they are incidental to a main industry which is under the Act, are lumbering, logging, river driving, rafting, booming, the operation of sawmills, shingle mills and lathmills, cutting, hewing or manufacture of wooden railway ties and similar forest operations, drilling or boring of wells for water as a business, mining (other than coal) including prospecting and development work.

The application of the Act to the wholesale distribution of gasoline, oils, greases and other petroleum products is generally limited to distributors who obtain the goods directly from producers in the province and direct importers on wages or salary who are not engaged in any other employment.

Safeguarding Manpower

Safeguarding Manpower is the title of a pamphlet issued recently by the Ontario Industrial Accident Prevention Associations. The booklet, which was prepared in recognition of the importance of safe working conditions in maintaining and increasing industrial output, deals with physical conditions in work places, with sanitation and hygiene, safety practices and construction.

Under the heading of physical conditions in work places the subjects dealt with are fire and explosion hazards, structures and maintenance, machine guarding, power and electrical hazards, and handling and transporting materials. Problems of sanitation and hygiene are dealt with under the following topic headings: heating and ventilation, lighting and vision, fatigue, dusts, fumes, vapours, gases, mists, personal hygiene facilities, personal protection, other methods of prevention, medical services and first aid.

Safety practices are sub-divided into the following subjects: safety organization and committees, instruction of new workers, accident investigations, accident records, absentee records, and safety equipment and its care.

Emphasizing that "What is needed at this time is not new information and research on industrial health and safety but a wider application of existing knowledge", the pamphlet presents in the briefest possible form the essential elements of the subject, together with suggestions on general methods for correcting hazards which commonly cause accidental injuries and health impairment of workers.

OLD AGE AND BLIND PENSIONERS IN CANADA

Financial and Statistical Summary as at December 31, 1940

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at December 31, 1940. (The text of the Old Age Pensions Act was given in the LABOUR GAZETTE for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (LABOUR GAZETTE, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $240 per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT DECEMBER 31, 1940

—	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective March 1, 1934
Number of pensioners	10,757	13,901	12,758	11,920	14,709
Average monthly pension	18·57	19·14	18·70	14·63	14·88
*Percentage of pensioners to total population	1·36	1·80	1·75	2·64	2·66
*Percentage of persons over 70 years of age to total population	2·36	3·54	3·11	4·18	4·97
*Percentage of pensioners to population over 70 years of age	57·88	50·67	56·44	63·17	53·38
Dominion Government contributions for quarter ending Dec. 31, 1940	$447,334 40	$590,006 15	$529,103 32	$389,442 84	$490,150 66
Dominion Government contributions April 1–December 31, 1940	$1,333,679 17	$1,743,819 27	$1,580,961 95	$1,166,056 62	$1,455,052 31
Dominion Government contributions from inception of Act	$12,783,391 21	$17,947,979 26	$18,336,930 55	$6,338,641 68	$12,046,848 30

* Percentages based on the estimated population as at June 1, 1939—Dominion Bureau of Statistics.

—	Ontario Act effective Nov. 1, 1929	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Total
Number of pensioners	60,127	2,034	48,790	13,096	7	188,099
Average monthly pension	18·56	11·30	15·76	16·89	20·00	
*Percentage of pensioners to total population	1·60	2·14	1·52	1·38	0·07	
*Percentage of persons over 70 years of age to total population	4·40	6·19	3·02	2·35	1·22	
*Percentage of pensioners to population over 70 years of age	36·41	34·57	50·29	58·78	5·74	
Dominion Government contributions for quarter ending Dec. 31, 1940	$2,480,083 37	$51,199 49	$1,729,861 14	$496,724 52	$415 54	$7,204,321 43
Dominion Government contributions April 1–December 31, 1940	$7,368,364 92	$152,742 11	$5,524,236 55	$1,479,412 20	$1,222 52	$21,805,547 62
Dominion Government contributions from inception of Act	$85,603,732 39	$1,205,679 57	$31,650,850 58	$16,636,365 09	$17,928 37	$202,568,347 00

* Percentages based on the estimated population as at June 1, 1939—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT DECEMBER 31, 1940

—	Alberta Act effective March 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	194	286	304	702	603
Average monthly pension	19·50	19·81	19·59	19·65	19·16
Dominion Government contributions for quarter ending Dec. 31, 1940	$8,542 16	$12,667 74	$13,263 20	$30,829 24	$25,978 17
Dominion Government contributions April 1–December 31, 1940	$25,037 85	$37,371 39	$37,589 27	$90,278 07	$76,082 00
Dominion Government contributions from inception of amendment to O.A.P. Act	$74,392 49	$124,347 29	$119,979 44	$294,413 18	$253,746 71

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Total
Number of pensioners	1,427	115	1,913	284	5,828
Average monthly pension	19·61	13·89	19·46	19·90	
Dominion Government contributions for quarter ending Dec. 31, 1940	$62,835 00	$3,577 80	$84,285 02	$12,879 82	$254,858 15
Dominion Government contributions April 1–December 31, 1940	$184,890 28	$10,832 88	$249,296 84	$37,912 55	$749,291 13
Dominion Government contributions from inception of amendment to O.A.P. Act	$648,034 88	$35,218 54	$864,053 82	$119,800 54	$2,533,986 89

LABOUR AND INDUSTRY IN MANITOBA

Annual Report of the Department of Labour

THE annual report of the Manitoba Department of Labour for the period May 1, 1939 to April 30, 1940, reviews the administration of the various Acts coming within the purview of that department.

Inspections.—During the fiscal period of 1939-40, a total of 19,641 inspections were made, and 7,808 orders were issued under the Acts administered by the department. In Winnipeg and District 1,701 inspections were made under the Manitoba Factories Act, resulting in 776 orders for the improvement of safety conditions and 93 orders for the amelioration of health and sanitary facilities. In the rest of the province Factories Act inspections during the fiscal year numbered 217, and resulted in 211 safety orders and 3 orders dealt with conditions of health and sanitation.

Accidents and Accident Prevention.—There was a considerable increase in the number of fatal accidents during the year covered by the report, compared with the previous fiscal period; the total being 24 and 15 respectively. Industrial activity in the building trades was greatly increased due to the war effort and the increased fatalities occurred largely in connection with that type of work. Tram operation caused the highest number of fatalities, with falls and falling objects being the next classification in order of importance.

Home accidents which resulted in fatalities numbered 74, of which 32 were from falls, and burns were second in the total with 13 deaths, many of the fatalities in this category being caused by quickening fires with gasoline or some other inflammable liquid.

The report also deals with traffic and general accidents, and states that a total of 1,695 industrial workers received instruction in First Aid during the year.

Overtime Permits.—During the year 155 overtime permits were issued and 10 for legal holidays. The largest number of these permits was issued to laundries, dry cleaning, dyeing and cleaning establishments (60), followed by garments, ladies' wear, cloaks, etc. (38), and offices (18).

Minimum Wages.—Twenty-four informations were laid during the fiscal year by the Bureau of Labour under the terms of the Minimum Wage Act. One hundred and sixty-six claims were adjusted on behalf of females resulting in the collection of $2,215.67 in wages due to them, while one hundred and thirty-four adjustments on behalf of males resulted in the collection of $2,736.70 in wages due.

A total of 2,473 day and 28 night inspections were made throughout the province under regulations governing the employment of persons coming under the scope of the Act. Of the orders issued 61 dealt with conditions; 149 with hours; 481 with wages and 188 with other regulations under the Act.

Steam Boiler and Pressure Plants.—Under the Steam Boiler and Pressure Vessels Act, 4,435 inspections were made, repairs being ordered in 1,702 instances. Fees received from the inspection of steam plants amounted to $10,370.40; for inspection of air tanks, $1,435, and from inspection of refrigeration plants $796. Thirty-two designs were registered for boilers, tanks, etc., during the twelve-month period resulting in fees of $225.50 collected. The Board of Examiners for Steam Engineers issued 1,142 certificates, by way of renewal (1,030) or examination (112), the fees resulting from this amounting to $2,486.50.

Fair Wage Act.—Twenty-three meetings of the Fair Wage Board were held during the year for the purpose of revising the schedule of the current year. Two public hearings were also held. Nine hundred and eighty-eight (988) inspections were made and 151 orders were issued. Forty-eight (48) wage claims were adjusted involving the collection of $2,153.63. Eight (8) informations were laid under the Act and were dealt with as follows: Convictions obtained fines imposed with costs of court in 2 cases; 1 case was dismissed as not coming within the scope of the Act; in 2 instances summons could not be served; stay of proceedings was entered in one instance and the 2 remaining cases were withdrawn at the claimants' request.

Strikes and Lockouts Prevention Act.—During the fiscal year 15 applications were filed with the Registrar of the Strikes and Lockouts Prevention Act. This legislation provides that all such applications are first investigated by the Conciliation Officer and, if possible, signed agreements obtained. In the case of failure to reach such agreement, the disputes are referred to a Board if such disputes come within the scope of the Act. When cases do not come within the scope of the said Act, the party making such application either agrees to withdraw or a Board is refused, and the Minister notifies the parties interested to this effect.

One Day of Rest in Seven Act.—There were 24 inspections made and eighteen orders issued under the One Day of Rest in Seven Act during the fiscal year reviewed by the report.

The report also deals with the administration of the Elevator and Hoist Act; the Building Trades Protection Act; the Public Buildings Act; the Electricians License Act; and the Fires Prevention Act.

DEVELOPMENT AND EXTENSION OF INDUSTRIAL ARBITRATION MACHINERY IN AUSTRALIA

THE Australian Advisory War Council, consisting of representatives of both the Government and the Opposition, has unanimously agreed upon the adoption of certain proposals whereby the machinery for the adjudication of industrial disputes would be made more adequate for the prompt consideration of grievances and their settlement. With the adoption of these proposals, industrial arbitration procedure is extended to facilitate the Commonwealth's war effort in preventing stoppages of work in defence industries. (In Canada, the Industrial Disputes Investigation Act was extended by Order in Council to cover war industries and defence projects, Labour Gazette, November, 1939, page 1087).

In a statement to the House of Representatives on November 2, the Prime Minister, Mr. Menzies, referred to the War Council's proposals as follows:

> The Council agrees that the Commonwealth Court of Conciliation and Arbitration must be preserved as the centre of the arbitration system, but is of the opinion that the means available to it should be made more extensive and flexible. In particular, it is desirable that ways and means should exist for prompt intervention in any dispute or difference, however small, the growth or aggravation of which might impair the war effort.
>
> The Council has also taken into account the fact that whereas the jurisdiction of the court is, in times of peace, limited to the prevention and settlement of industrial disputes extending beyond the limits of one State, there are in times of war no limits to the Commonwealth's industrial power except such limits as are to be found in the defence power itself.

The proposals made by the War Council were set forth by the Prime Minister as follows:

Additional Conciliation Commissioners

1. Three more conciliation commissioners are to be appointed, making four in all. The War Council will be consulted before the additional appointments are made. Two of the additional appointees will be stationed in New South Wales and one will be available for regular visits to Darwin.

2. The conciliation commissioners will be linked with the Arbitration Court and under the general jurisdiction of the judges.

Duty of Commissioner

3. The prime duty of each conciliation commissioner will be the prompt investigation of disputes on the spot. The committee method will be employed, but instead of a cumbersome system of standing committees in various industries, the conciliation commissioner will, in consultation with employers and union officials, constitute an *ad hoc* committee to assist him in any particular investigation. The commissioner will be a conciliator. He will report promptly to a judge of the court as to the nature of the dispute. If the judge is of the opinion that the matter of dispute is purely local or, for some other reason, suitable for determination by the commissioner, he will empower the commissioner to arbitrate. If not, he will refer the matter into court for adjudication there.

Changes in Procedure

4. Extensive reforms of procedure are agreed upon for the duration of the war and pursuant to the war powers—

(*a*) Limits placed upon the jurisdiction of the court to deal with industrial disputes will be removed;

(*b*) The court will have power to dispense with the serving and filing of documents in proper cases;

(*c*) The court will have power to make a common rule;

(*d*) The court will have power to make an industry award;

(*e*) Awards and agreements now in operation will continue until varied;

(*f*) The court will be given authority to exercise any of its powers on its own initiative;

(*g*) Government regulations affecting industrial conditions will come automatically within the ambit of the court's authority, particularly for purposes of interpretation.

(*h*) The court will be authorized to empower boards of reference to investigate, report upon, recommend with respect to, or decide any industrial matters referred to them by the court irrespective of whether any such matter arises under an award of the court or otherwise.

(*i*) The Minister for Labour and National Service will be empowered to institute proceedings in the court and to direct the court to hear and determine any matter which has led to or is considered by him to be likely to lead to a strike or stoppage of work.

(*j*) In order that State tribunals should continue to exercise their proper authority in matters appropriate for their decision and at the same time in order to avoid unnecessary overlapping of juris-

dictions, negotiations will at once be put in hand with the Premiers of the States with a view to making some mutual arrangement whereby the Chief Judge of the Commonwealth Court of Conciliation and Arbitration should have power to remit to a State tribunal or direct it to deal with such matters as he considers appropriate.

(*k*) An endeavour will be made to establish a fuller use by the Commonwealth court of assessors representative of employers and employees so as to reduce the volume of formal evidence and expedite decisions.

Common Rule in Industry

5. The reference to the common rule needs some elaboration. The Council recognizes that this power should be flexible so that the common rule may be one for an industry or portion of an industry or a group of industries, according to the discretion of the court. Care will also need to be taken to see that there is no unnecessary interference by the proclamation of the common rule with State industrial laws and determinations. Where, therefore, it appears that any projected common rule may affect rights under the decision of some State tribunal or State law, the relevant Commonwealth judge will be required to consult with the chairman or president of the relevant State tribunal before making his decision.

6. In order that the greatest possible speed may be obtained, it will be provided that any organization or employer knowing of any matter which may lead to a strike or the holding of a stop-work meeting or any other interruption of work shall forthwith inform the registrar or deputy-registrar thereof. Upon receipt of such notice the court will either of itself or through a conciliation commissioner or board of reference investigate and determine, or cause to be investigated or determined, the matters in dispute.

Commenting further on these proposals Mr. Menzies declared: "The Government is pleased to know that unanimity should have been obtained in the War Council in respect of these important matters. It shares the hope of the Council that this attempt to expedite and simplify the decision on matters in dispute will be widely appreciated by all those concerned in industry and by the public generally. It does not, of course, regard the proposals now made as necessarily the last word. Experience will no doubt suggest other improvements, and we shall not hesitate to make those improvements in order to serve the general ends of industrial justice and industrial peace."

UNEMPLOYMENT IN CANADA AS REPORTED BY TRADE UNIONS FOR THE YEAR 1940

THE Department of Labour receives monthly reports from local trade unions throughout the country, indicating their membership and the number of members unemployed on the last day of each month, a tabulation of these data furnishing a continuous gauge of the situation for organized workers during the year. The average number of local unions reporting during 1940 was 1,982, with a membership average of 258,931 persons, 7·8 per cent of whom were on an average unemployed. This percentage for 1940 was the lowest registered by trade unions for any year since 1929. The situation in 1940 was substantially better than that of the previous year and the percentage of idleness month by month was at a lower level than that recorded for each corresponding month in 1939. The maximum unemployment percentage for 1940 was in February, when 11·7 per cent of the membership was idle. The highest employment level was attained in September, when 4·4 per cent of trade union members were unemployed.

In the manufacturing industries employment advances of noteworthy degree were registered month by month when compared with the corresponding periods in 1939. In the iron and steel industries the situation in every month during the year under survey reflected marked advances in activity from those registered in the corresponding months a year ago. With the exception of April, May, November and December, the situation among garment workers showed substantial improvement in 1940 over the reports tabulated for the corresponding months during the year 1939. In the past year reports received from unions in the pulp and paper industry manifested increased activity in a substantial measure when compared with conditions among these trades a year ago. With the exception of June in the first nine months of 1940 the wood products division of the manufacturing indus-

tries reflected gains of noteworthy proportions but from October to the end of December, substantial employment recessions were reported from the corresponding months in 1939. The building and construction trades during 1940 manifested impressive advances in activity among their members from the situation reported by these organizations in the corresponding months a year ago. Employment advances from 1939 were particularly pronounced during the last six months of 1940. The level of employment reported by unions in the transportation industries also was higher in every month of the past year than that reported by these organizations in the corresponding months a year ago. The steam railway division of the transportation industries indicated substantial advances in activity over each month in 1939. Marked employment advances on the whole from 1939 were noted among navigation workers during the past year. The first five months of 1940 contrasted with the corresponding periods in 1939 disclosed extensive increases in employment among these members, and while slight recessions occurred in June, the returns from that point to the close of the year indicated that employment expansion was quite noteworthy. During January and February and from April to the end of September, 1940, unions of coal miners reported gains over the corresponding months a year ago. During November, 1940, the unemployment percentage indicated by these members was identical with that of November, 1939, but in March, October and December, there were slight employment recessions. As was reported in 1939 retail trade employees registered a high level of employment. During the latter part of 1940, communication workers were uniformly more active than in 1939. The services division recorded advances in employment in each month in 1940 over the corresponding months a year ago. With the exception of May, June, July and December, 1940, lumber workers' and loggers' unions reported rather substantial improvement over 1939 conditions. In the first four months of 1940 and for the period from August to the close of October, fishermen's unions were better employed although some contractions in activity for these members were manifested during the other months.

Fractional gains only were recorded by trade union members in January, 1940, over the situation as reported at the close of December, 1939. Marked advances in activity among fishermen and slight gains in the manufacturing and transportation industries were sufficient to offset noteworthy contractions in activity in the building trades. Moderate employment recessions from January were reflected in February reports, reduced employment in the building trades and some minor recessions among steam railway men being largely responsible for this decline. In March improved conditions in the manufacturing and transportation industries and expansion of employment in the building trades were the main factors in the employment advances shown from February. In April and in May continued increases in employment for trade union members were registered. This improvement was also continued in June, but the gain over May was fractional only. July reports indicated moderate expansion over June conditions. Substantial employment recovery among fishermen and garment workers and further increases in the building trades were the main reasons for the betterment manifested. Gains were indicated in August and in September, the latter month showing the lowest unemployment percentage for the year under survey. The September percentage of idleness was also the lowest in trade union records since the corresponding month of 1929. The September gain over August was principally reflected in increased activity in the iron and steel industries and noteworthy employment expansion in the building trades. For the first time since February, returns tabulated at the end of October indicated employment recessions from a preceding month, though this decline in activity was fractional only. A moderate contraction was manifested in November from October. This was mainly reflected in noteworthy declines in work afforded fishermen and employment decreases in a fair degree in the manufacturing industries and in the building trades. Reduced activity on a moderate scale was also shown during December when contrasted with November reports. Contractions in employment in the building trades and some recessions among steam railwaymen were largely responsible for this decline.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE PERIOD OCTOBER TO DECEMBER, 1940

THE work of the offices of the Employment Service of Canada during the quarter October to December, 1940, as indicated by orders received and placements effected, was nearly 50 per cent higher in volume in the first instance and nearly 47 per cent more in the second than during the corresponding quarter of 1939. Very heavy increases were reported in construction and maintenance and services, followed by others of marked proportions in logging, manufacturing and transportation. Trade also recorded moderate expansion and farming a small gain, while mining alone reported a minor decline. Provincially, all

VACANCIES AND PLACEMENTS OF THE EMPLOYMENT

Industry	Nova Scotia			New Brunswick			Quebec			Ontario		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Manufacturing	**149**	**98**	**51**	**151**	**47**	**93**	**2,156**	**1,700**	**79**	**6,678**	**4,537**	**1,151**
Animal products, edible	13	4	9	4	2	2	40	32	2	74	43	31
Fur and its products	.....	.....	.....	2	.....	2	5	3	.....	4	1	2
Leather and its products	.....	.....	.....	1	.....	1	20	11	.....	228	215	9
Lumber and its products	24	23	1	30	19	11	124	122	.....	267	206	71
Musical instruments	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	2	1
Pulp and paper products	.....	.....	.....	5	.....	5	497	438	59	371	137	226
Rubber products	.....	.....	.....	2	.....	2	1	1	.....	123	103	16
Textile products	1	1	.....	3	.....	3	69	51	5	553	467	74
Plant products, edible	15	5	10	28	11	17	24	21	.....	303	170	133
Plant products, n.e.s.	.....	.....	.....	1	1	.....	4	3	.....	79	40	39
Wood distillates	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chemical and allied products	.....	.....	.....	2	.....	2	23	16	1	89	60	29
Clay, glass and stone	3	.....	3	.....	.....	.....	13	11	2	155	83	70
Electric current	.....	.....	.....	.....	.....	.....	11	11	.....	916	874	40
Electric apparatus	.....	.....	.....	11	.....	11	6	6	.....	295	197	75
Iron and steel products	80	65	15	38	5	23	555	517	5	2,821	1,649	237
Non-ferrous metal products	.....	.....	.....	7	7	.....	445	443	.....	147	127	13
Mineral products	13	.....	13	17	2	14	18	12	5	118	71	45
Miscellaneous	.....	.....	.....	.....	.....	.....	1	2	.....	132	92	40
Logging	**267**	**266**	**2**	**217**	**179**	**38**	**8,680**	**9,495**	**18**	**6,483**	**5,127**	**19**
Fishing and Hunting	.....	.....	.....	**9**	**6**	**3**	.....	.....	.....	**2**	**1**	**1**
Farming	**47**	**45**	**2**	**22**	**15**	**7**	**252**	**249**	**4**	**3,186**	**2,024**	**1,109**
Mining	**13**	**8**	**5**	.....	.....	.....	**22**	**20**	**1**	**343**	**351**	**9**
Coal	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Metallic ores	13	8	5	.....	.....	.....	19	18	.....	311	298	3
Non-metallic ores	.....	.....	.....	.....	.....	.....	3	2	1	32	53	6
Communication	**9**	**8**	**1**	.....	.....	.....	**13**	**10**	**1**	**23**	**7**	**15**
Transportation	**16**	**3**	**13**	**89**	**31**	**58**	**2,862**	**1,336**	**1,545**	**1,083**	**176**	**905**
Forwarding and storage	14	1	13	44	1	43	581	343	237	714	118	594
Railway	1	1	.....	.....	.....	.....	9	1	8	82	8	74
Shipping and stevedoring	1	1	.....	45	30	15	2,269	989	1,300	285	48	237
Air	.....	.....	.....	.....	.....	.....	3	3	.....	2	2	.....
Construction and Maintenance	**6,952**	**6,483**	**469**	**575**	**464**	**116**	**9,598**	**9,278**	**273**	**13,937**	**9,695**	**4,440**
Railway	37	37	.....	45	3	42	113	67	61	851	283	570
Highway	457	8	449	29	16	13	4,186	4,063	16	3,390	443	2,950
Building and other	6,458	6,438	20	501	445	61	5,299	5,148	196	9,696	8,969	920
Services	**3,257**	**441**	**2,613**	**2,469**	**289**	**2,182**	**18,721**	**6,338**	**7,120**	**15,669**	**4,810**	**9,905**
Governmental	57	3	54	34	31	3	116	87	28	1,101	737	365
Hotel and restaurant	86	32	45	35	16	19	603	472	20	829	586	219
Professional	327	43	252	49	6	42	343	155	113	472	259	201
Recreational	6	1	5	3	.....	3	106	36	60	249	84	165
Personal	177	8	169	740	14	729	489	262	207	3,311	206	3,095
Household	2,604	354	2,088	1,608	222	1,386	17,064	5,326	6,692	9,698	2,930	5,860
Farm household	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	8	.....
Trade	**209**	**37**	**167**	**139**	**29**	**110**	**558**	**416**	**105**	**1,577**	**487**	**1,073**
Retail	157	31	121	134	28	106	427	301	93	1,418	452	954
Wholesale	52	6	46	5	1	4	131	100	12	159	35	119
Finance	**7**	.....	**7**	**13**	.....	**13**	**11**	**6**	**2**	**37**	**16**	**19**
All Industries	**10,926**	**7,389**	**3,330**	**3,684**	**1,060**	**2,620**	**42,873**	**28,842**	**9,148**	**49,018**	**27,231**	**18,646**
Men	7,722	6,943	780	1,982	818	1,160	24,532	22,647	2,283	36,955	22,565	12,207
Women	3,204	446	2,550	1,702	242	1,460	18,341	6,195	6,865	12,063	4,666	6,439

regions, except New Brunswick and Manitoba, registered more vacancies and placements than in the fourth quarter of 1939, Quebec and Ontario showing the most favourable change, all industrial divisions participating in the marked improvement recorded in these two provinces. The loss shown in Manitoba was moderate in volume and that in New Brunswick very small. The accompanying table gives the vacancies and placements of the Employment Service of Canada by industrial groups in the various provinces during the period October to December, 1940.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the Employment Service for the month of December, it will be noted that the curves of both vacancies and placements in relation to applications showed a downward trend during October and the first half of

SERVICE BY INDUSTRIES—OCTOBER–DECEMBER—1940

Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
366	**296**	**76**	**165**	**176**	**87**	**269**	**320**	**49**	**1,012**	**525**	**488**	**10,946**	**7,699**	**2,074**
16	16	.....	16	5	11	14	4	10	16	14	2	193	120	67
3	1	2	1	.....	1	.....	.....	.....	4	4	.....	19	9	7
16	6	10	3	2	2	.....	.....	.....	.....	.....	.....	268	234	22
36	36	.....	41	25	12	91	89	2	128	73	57	741	593	154
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	2	1
35	33	2	.....	.....	.....	2	.....	2	58	16	42	968	624	336
1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	127	104	19
33	26	7	2	1	1	4	1	.....	18	16	2	683	563	92
14	11	3	31	26	9	16	14	2	10	3	7	441	261	181
4	.....	4	1	1	.....	.....	.....	.....	1	.....	1	90	45	44
.....	.....	.....	.....	.....	.....	7	7	.....	4	4	.....	11	11	.....
6	3	3	.....	.....	.....	4	.....	4	6	6	.....	130	85	39
.....	.....	.....	9	6	3	8	8	.....	12	7	5	200	115	83
3	3	.....	.....	.....	.....	1	1	.....	.....	.....	.....	931	889	40
12	11	1	1	.....	1	3	.....	3	4	2	2	332	216	93
159	139	26	32	108	21	96	177	22	695	337	357	4,776	2,997	706
6	4	2	3	1	2	.....	.....	.....	47	38	9	655	620	26
17	3	14	7	1	6	21	18	3	6	2	4	217	109	104
5	4	1	18	.....	18	2	1	1	3	3	.....	161	102	60
356	**1,007**	.....	**74**	**81**	.....	**1,322**	**1,355**	.....	**60**	**61**	**2**	**17,459**	**17,571**	**79**
5	**5**	.....	.....	.....	.....	**20**	**20**	.....	**1**	**1**	.....	**37**	**33**	**4**
1,745	**1,734**	**11**	**1,068**	**972**	**42**	**2,645**	**2,318**	**323**	**319**	**239**	**66**	**9,284**	**7,596**	**1,564**
9	**18**	.....	**17**	**9**	**4**	**95**	**93**	**2**	**39**	**36**	**3**	**538**	**535**	**24**
.....	.....	.....	8	4	.....	87	87	2	.....	.....	.....	95	91	2
9	18	.....	.....	.....	.....	.....	.....	.....	34	34	.....	386	376	8
.....	.....	.....	9	5	4	8	6	.....	5	2	3	57	68	14
11	**5**	**6**	.....	.....	.....	**21**	**4**	**17**	.....	.....	.....	**77**	**54**	**40**
37	**17**	**20**	**160**	**8**	**152**	**107**	**17**	**90**	**411**	**34**	**377**	**4,765**	**1,622**	**3,160**
30	10	20	157	8	149	106	16	90	133	12	121	1,779	509	1,267
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	92	10	82
1	1	.....	.....	.....	.....	1	1	.....	278	22	256	2,880	1,092	1,808
6	6	.....	3	.....	3	.....	.....	.....	.....	.....	.....	14	11	3
2,534	**2,409**	**128**	**1,088**	**497**	**573**	**923**	**810**	**115**	**3,864**	**2,066**	**1,799**	**39,421**	**31,702**	**7,913**
88	83	5	10	10	.....	118	116	2	17	17	.....	1,279	616	680
89	82	10	34	28	10	163	97	6	1,785	209	1,579	10,073	4,946	5,033
2,357	2,244	113	1,044	459	563	702	597	107	2,062	1,840	220	28,119	26,140	2,200
2,690	**1,034**	**1,619**	**2,628**	**1,304**	**1,220**	**2,932**	**1,487**	**1,042**	**4,086**	**1,303**	**2,769**	**52,452**	**17,006**	**28,470**
110	94	16	225	216	12	325	304	6	81	47	32	2,049	1,519	516
153	141	21	86	70	6	169	142	19	165	106	59	2,126	1,565	408
42	31	12	149	119	30	43	26	8	471	29	438	1,896	668	1,096
19	2	17	15	8	7	34	2	32	35	4	31	467	137	320
274	15	259	338	14	322	253	18	235	602	29	572	6,184	566	5,588
2,019	591	1,294	1,704	797	843	1,828	790	742	2,731	1,087	1,637	39,256	12,197	20,542
73	60	.....	111	80	.....	280	205	.....	1	1	.....	474	354	.....
142	**76**	**66**	**164**	**27**	**135**	**136**	**48**	**88**	**259**	**72**	**187**	**3,184**	**1,186**	**1,931**
115	65	50	126	17	107	75	25	50	230	63	167	2,682	982	1,648
27	11	16	38	10	28	61	23	38	29	9	20	502	204	283
5	**1**	**4**	**3**	**1**	**2**	.....	.....	.....	**10**	**5**	**5**	**86**	**29**	**52**
7,900	**6,602**	**1,930**	**5,367**	**3,075**	**2,215**	**8,470**	**6,472**	**1,726**	**10,061**	**4,342**	**5,696**	**138,299**	**85,013**	**45,311**
5,501	5,596	578	3,312	2,033	1,311	6,102	5,285	933	7,052	3,097	3,944	93,158	68,984	23,196
2,399	1,006	1,352	2,055	1,042	904	2,368	1,187	793	3,009	1,245	1,752	45,141	16,029	22,115

November, followed by an upward course throughout the remainder of the quarter and at the close had reached levels noticeably higher than those recorded at the end of December a year ago.

During the period October to December, 1940, there was a ratio of 60·0 vacancies and 56·6 placements for each 100 applications for employment, as compared with 46·4 vacancies and 44·5 placements during the corresponding quarter of 1939.

The average number of positions offered daily during the quarter under review was 1,820, of applications registered, 3,031, and of placements effected, 1,715, in contrast with a daily average of 1,233 vacancies, 2,658 applications and 1,184 placements in regular and casual employment during the fourth quarter of 1939.

During the three months October to December, 1940, the offices reported that they had referred 134,499 persons to positions and had effected a total of 130,324 placements, of which 85,013 were in regular and 45,311 in casual work. Of the placements in regular employment, 68,984 were of men and 16,029 of women, while casual work was found for 23,196 men and 22,115 women. Comparison with the same period in 1939 showed that 88,758 placements were then made, of which 57,540 were in regular and 31,218 in casual work. Applications for employment during the period under review were received from 170,023 men and 60,322 women, a total of 230,345, in contrast with the registration of 199,347 persons during the corresponding period of 1939. Employers notified the Service of 138,299 vacancies, of which 93,158 were for men and 45,141 for women, as compared with 92,463 opportunities for work during the last quarter of 1939.

A report in detail of the transactions of the Employment Service for the month of December, 1940, will be found elsewhere in this issue.

Seniority Policies and Collective Bargaining

Seniority Policies and Procedures as Developed Through Collective Bargaining is the title of an interesting report issued recently by the Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, Princeton, New Jersey.

In a foreword to the report, the Director of the Industrial Relations Section states that seniority provisions had, by 1939, become one of the most complex problems in union-management negotiations and that this situation has been enhanced rather than lessened by the defence program. The report was therefore issued "to aid all concerned in clarifying their thinking as to what particular provisions were most workable in their particular situation."

The report discusses the subject under the following main headings: The acquisition and retention of seniority rights; the application of seniority provisions; seniority and ability; administration of seniority systems; seniority and work-sharing; summary and conclusions.

Commenting on the problem of seniority as related to the defence industries the report declares:

"Not only is the desire for security still fundamental in the thinking of the wage-earner regardless of current income and opportunities, but the recognition of this desire is still necessary to obtain maximum production. This is true in every period of business expansion. It is all the more true when expansion arises, in large part at least, from war orders of limited duration. Patriotism will go far in causing men to disregard the interests of themselves and their families in serving the common good. But the most valuable men in any enterprise, new or old, are those who exercise foresight and responsibility. To them the uncertainties of the 'morning after' are especially worrisome. It is unreal to assume that such uncertainties do not react on the incentive to assume new responsibilities and on the efficiency with which tasks are performed.

"While defence production is fraught with uncertainties for all, this is no reason for ignoring the means of providing that degree of security which any situation affords. Rather than detracting from the main effort toward maximum production, the provision of the best possible framework of security releases mental energy and interest for the job at hand . . ."

There were 7,744 accidents reported to the Workmen's Compensation Board of Ontario during January, as compared with 7,660 during December, and 5,542 during January a year ago. Benefits awarded amounted to $763,971.49, of which $623,674.22 was for compensation and $140,297.27 for medical aid.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA, DECEMBER, 1940

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting January 1 was 12,467, the employees on their pay-rolls numbering 1,316,774, persons.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were employed in the period under review. The number of unions reporting for December was 1,975 having an aggregate membership of 270,637 persons, 7·4 per cent of whom were without employment on January 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of January, 1941, as reported by Employers

Employment at the first of January in the years since 1920 has invariably shown curtailment, resulting from the completion or suspension of outdoor work in construction and other highly seasonal industries, together with the losses occasioned by establishments closing over the holidays and for inventories and repairs; the decreases from the preceding month have ranged from just under four p.c. to 13½ p.c. in the twenty years, averaging 6·8 p.c. in this period.

The Dominion Bureau of Statistics received information for Jan. 1, 1941, from 12,467 employers whose staffs aggregated 1,316,774, a reduction of 47,827 from the preceding month. This was a decline of 3·5 p.c., which is the smallest percentage contraction at the opening of any year in the period of observation.

Based on the 1926 average as 100, the crude index stood at 134·2, as compared with 139·1 at the beginning of December. The latest figure is 15½ p.c. above the Jan. 1, 1940 index of 116·2, the previous high figure for that date. Since the shrinkage at the beginning of January, 1941, was considerably below normal, the seasonally-corrected index showed an increase, rising from 135·8 at Dec. 1, 1940, to 139·4 at the date under review. The latter figure is the highest seasonally-adjusted index on record.

While there were declines in employment in many industries and areas at Jan. 1, 1941, these were not so widespread as has been customary in other winters. The distribution of the losses among the various industries also differed from that usually indicated. Thus, on the average, the number laid off by factories at the beginning of January in the period, 1921-1940, has constituted just under 55 p.c. of the total reduction reported by the firms furnishing returns, and that in construction, some 30 p.c., the remaining 15 p.c. being in transportation, mining, etc. At the date under review, however, the number of persons released from work in manufacturing was only about 24 p.c., while that in construction approximated 58 p.c. of the total number laid off. The increase in the proportion shown by the latter industry was not so much due to an unusually large falling-off in construction, as to the fact that the declines in certain other industries, particularly manufacturing, were below normal. On the other hand, logging reported a reduction that exceeded the average.

The curtailment of operations in manufacturing involved a smaller number of workers than in any other January on record; approximately 11,600 men and women were released from employment in these industries, a decrease of 1·6 per cent from the preceding month. This compared favourably with the average shrinkage of over seven per cent at Jan. 1 in the years since 1920. The crude index declined from its all-time high of 144·7 at Dec. 1, 1940, to 142·5 at the date under review. It was then higher than in any other month in the period of observation, except in the final quarter of last year. The seasonally-corrected index at Jan. 1, 1941, stood at 152·0, rising from 146·4 in the preceding

month. These two adjusted figures are the highest on record.

There were considerable gains at the date under review in iron and steel and tobacco factories; electrical apparatus, non-ferrous metal and chemical works were also busier. The general trend in the remaining manufacturing industries was downward. The most pronounced reductions were in the food, lumber, textile and pulp and paper divisions.

Following are the unadjusted, general indexes of employment at Jan. 1 in the years since 1927, based on the 1926 average as 100:— 1941, 134·2; 1940, 116·2; 1939, 108·1; 1938, 113·4; 1937, 103·8; 1936, 99·1; 1935, 94·4; 1934, 88·6; 1933, 78·5; 1932, 91·6; 1931, 101·7; 1930, 111·2; 1929, 109·1 and 1928, 100·7.

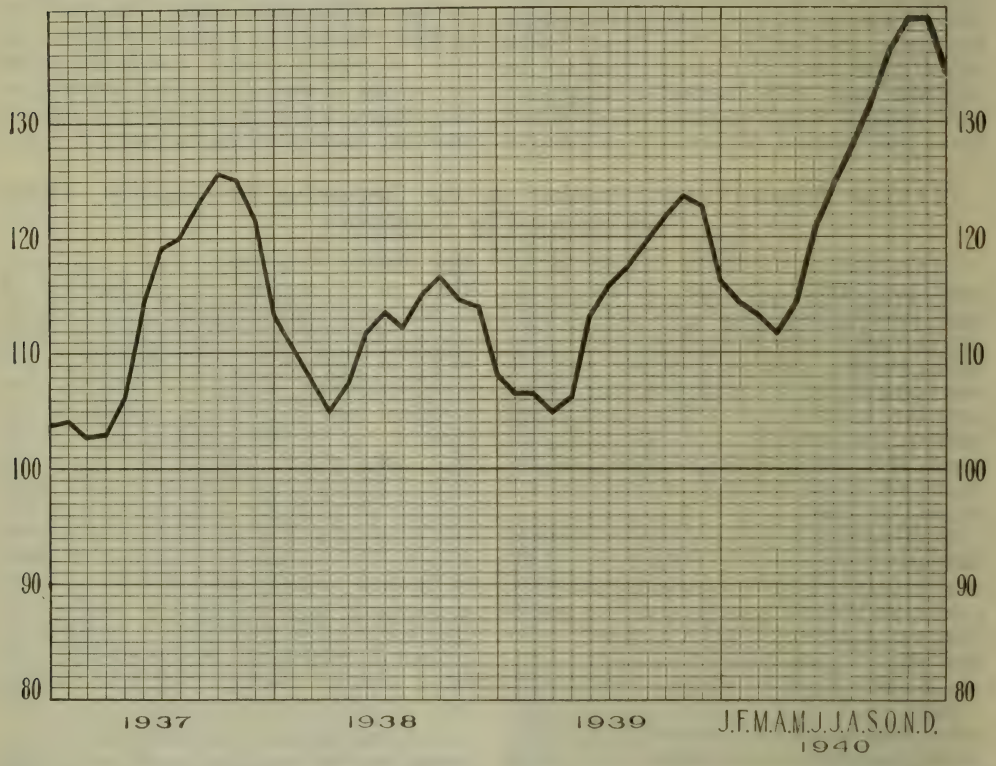
For Jan. 1, 1940, 11,891 employers furnished returns showing that they had an aggregate staff of 1,135,400 men and women; as compared with 1,198,541 in the preceding month, this was a reduction of 63,141, or 5·3 per cent. The largest losses had then taken place in the non-manufacturing industries.

Employment in Financial Institutions

For some months, statistics of employment have been collected from banks, trust companies and stock market operators. At the beginning of January, 401 firms and branches in these lines of business reported 33,413 employees, compared with 33,469 in the preceding month. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, services and trade industries brings the total number of persons included in the Jan. 1 survey of employment, to 1,350,187 in 12,868 establishments, and slightly lowers the index of 134·2 in the industries above enumerated, to 133·5; when the employers of the co-operating financial organizations were added to the general figures for Dec. 1, 1940, the index was lowered from 139·1 to 138·2. At Jan. 1, 1940, the general index had been 116·2, while that including the financial organizations was 116·1.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Employment by Economic Areas

Seasonally reduced activity was reported in all provinces except Prince Edward Island and Manitoba, where the movement was upward; the losses ranged from 1·1 per cent in Ontario and 1·2 per cent in New Brunswick, to 6·7 per cent in Quebec and 7·8 per cent in Saskatchewan. Employment in the five economic

areas was brisker than at the beginning of January of last winter, and in four of these areas was also in greater volume than at Jan. 1 of any other year for which statistics are available. The exception was the Prairie Provinces, where the index was slightly lower than at Jan. 1, 1929, the maximum for that date; the latest figure was otherwise the highest on record for January.

Maritime Provinces.—Most of the contraction in employment in the Maritime Provinces at Jan. 1, 1941, was in construction, but manufacturing, logging, mining and trade were also slacker. Within the manufacturing division, there were considerable gains in iron and steel plants. Heightened activity was also indicated in transportation, as a result of the re-opening of the winter ports. There were losses in employment in Nova Scotia and New Brunswick, while improvement was shown in Prince Edward Island.

Statements were received from 883 establishments in the Maritime area, employing 96,811 persons, compared with 99,231 at the beginning of December. The general recession at Jan. 1, 1941, approximated the average recorded at that date in the period, 1921-1940, although it was rather smaller than the decrease in employment noted at the beginning of January of last year. The index then, however, was some eleven points lower than at the latest date, when it was higher than in any other January of the record.

A total of 830 employers had furnished data for Jan. 1, 1940, showing pay-rolls aggregating 88,031 workers, compared with 91,099 in the preceding month.

Quebec.—The curtailment in Quebec at the beginning of January was slightly above normal in the experience of the years since 1920, although it was not equal to that indicated at Jan. 1, 1940. The index, at 139·6 at the latest date, was practically nineteen points higher than at the opening of 1940, being also higher than in any other January for which statistics are available.

Manufacturing (notably in textile, lumber, leather, pulp and paper and vegetable food plants), logging, transportation and construction reported the most pronounced losses, while the tendency was also downward in mining. On the other hand, seasonal improvement took place in hotels and restaurants and retail trade, and within the manufacturing division, in tobacco, chemical and electrical apparatus factories. In many cases, operations will have been resumed early in the New Year in the establishments closed over the holiday season and for purposes of inventory. The labour forces of the 3,120 co-operating firms aggregated 400,193 workers, as against 429,146 at Dec. 1, 1940.

For Jan. 1, 1940, 2,957 establishments had reported a staff of 345,228 men and women, compared with 372,544 in the preceding month; the index then stood at 120·7.

Ontario.—Manufacturing in Ontario showed seasonal declines, widely distributed among many of the branches of this industry. The greatest reductions were in lumber, textile, food and pulp and paper, while smaller losses took place in rubber, clay, glass and stone, beverage, leather, chemical and other factories. On the other hand, tobacco and iron and steel plants were decidedly busier and non-ferrous metals also afforded more employment. In the non-manufacturing industries, there were contractions in mining, transportation and construction. Logging and retail trade, however, showed further improvement.

A combined staff of 564,158 was employed by the 5,382 businesses from which returns were received, whose employees had numbered

Table I.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)

—	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Jan. 1, 1928	100·7	97·1	99·6	101·9	107·5	91·4
Jan. 1, 1929	109·1	103·3	103·3	113·8	116·6	100·4
Jan. 1, 1930	111·2	113·6	107·4	116·1	111·0	99·1
Jan. 1, 1931	101·7	119·3	99·3	100·1	106·4	94·1
Jan. 1, 1932	91·6	111·1	86·3	93·8	92·8	80·6
Jan. 1, 1933	78·5	80·1	77·8	78·8	84·4	69·7
Jan. 1, 1934	88·6	97·0	86·3	91·2	86·4	80·4
Jan. 1, 1935	94·4	99·0	91·3	98·0	91·2	88·8
Jan. 1, 1936	99·1	108·1	95·5	102·7	95·1	92·4
Jan. 1, 1937	103·8	109·5	104·0	107·5	94·2	95·4
Jan. 1, 1938	113·4	115·8	119·7	117·5	96·2	97·8
Jan. 1, 1939	108·1	109·2	114·9	108·8	97·1	98·0
Jan. 1, 1940	116·2	118·9	120·7	120·9	103·3	97·6
Jan. 1, 1941	134·2	130·0	139·6	141·1	116·2	116·0
Relative Weight of Employment by Provinces and Economic Areas as at Jan. 1, 1941	100·0	7·4	30·4	42·8	11·6	7·8

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

570,481 at Dec. 1. This decrease of 6,323 persons, or 1·1 per cent, was the smallest recorded at Jan. 1 in any year since 1920, the percentage loss being less than half that noted at the same date of last winter; the average loss at Jan. 1 in the period, 1921-40, was over six per cent.

The index, at 141·1 at the latest date, was many points above that of 120·9 at the beginning of January in 1940, being at its maximum for January in the period of observation. The firms furnishing data for January 1, 1940, had numbered 5,200, and their employees, 481,260, as compared with 495,743 in the preceding month.

Prairie Provinces.—Shrinkage on a smaller scale than at the opening of 1940 was noted in the Prairie Provinces at January 1, 1941, when statistics were tabulated from 1,777 employers of 152,570 workers, or 3,438 fewer

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	[1]Relative Weight	Jan. 1, 1941	Dec. 1, 1940	Jan. 1, 1940
MANUFACTURING	55·7	142·5	144·7	118·2
Animal products—edible	2·4	162·6	165·6	132·4
Fur and products	·2	112·9	118·8	106·0
Leather and products	1·8	116·3	121·3	120·9
Boots and shoes	1·1	110·4	116·2	119·7
Lumber and products	3·7	90·0	97·5	77·1
Rough and dressed lumber	2·1	77·7	85·7	62·4
Furniture	·7	106·2	106·3	87·9
Other lumber products	·9	120·2	131·9	116·9
Musical instruments	·1	63·9	75·6	53·9
Plant products.—edible	3·0	126·3	139·7	116·0
Pulp and paper products	5·5	116·7	119·1	110·2
Pulp and paper	2·5	107·2	110·3	97·5
Paper products	·8	144·9	149·6	137·8
Printing and publishing	2·2	119·2	119·9	116·9
Rubber products	1·1	116·9	119·5	109·8
Textile products	9·7	146·8	151·4	132·0
Thread, yarn and cloth	3·7	162·7	162·6	149·8
Cotton yarn and cloth	1·9	122·5	121·4	116·4
Woollen yarn and cloth	·8	180·1	182·1	156·5
Artificial silk and silk goods	·8	543·0	542·9	497·2
Hosiery and knit goods	1·7	134·0	139·8	131·8
Garments and personal furnishings	3·2	138·1	147·5	118·1
Other textile products	1·1	145·7	148·2	120·7
Tobacco	·9	146·9	104·9	150·8
Beverages	·8	193·8	198·8	174·3
Chemicals and allied products	2·1	227·0	225·8	176·5
Clay, glass and stone products	·9	106·0	111·5	87·4
Electric light and power	1·4	142·5	145·6	134·5
Electrical apparatus	1·9	179·5	178·0	140·2
Iron and steel products	16·0	160·0	158·5	110·0
Crude, rolled and forged products	1·7	181·2	180·2	151·3
Machinery (other than vehicles)	1·4	172·6	182·5	121·7
Agricultural implements	·6	88·4	87·3	63·2
Land vehicles	6·6	143·7	138·7	103·3
Automobiles and parts	2·3	208·3	202·9	155·4
Steel shipbuilding and repairing	·9	273·2	291·4	53·6
Heating appliances	·3	143·3	153·8	121·1
Iron and steel fabrication (n.e.s.)	1·0	196·9	192·8	129·8
Foundry and machine shop products	·7	175·6	170·9	118·3
Other iron and steel products	2·8	181·7	179·7	117·1
Non-ferrous metal products	2·7	219·5	218·9	166·5
Non-metallic mineral products	1·0	174·7	177·0	163·4
Miscellaneous	·5	161·7	162·9	146·1
LOGGING	6·2	276·1	303·6	237·8
MINING	6·0	167·6	172·6	164·7
Coal	2·0	96·3	97·4	94·0
Metallic ores	3·3	340·5	349·5	342·4
Non-metallic minerals (except coal)	·7	131·3	144·8	123·4
COMMUNICATIONS	1·8	90·2	90·0	84·3
Telegraphs	·4	101·6	102·3	95·7
Telephones	1·4	87·1	86·6	81·2
TRANSPORTATION	8·2	88·7	92·5	84·5
Street railways and cartage	2·4	136·7	141·2	128·3
Steam railways	4·9	80·2	79·0	75·8
Shipping and stevedoring	·9	65·5	89·1	67·1
CONSTRUCTION AND MAINTENANCE	7·7	83·0	105·9	68·8
Building	3·6	108·9	125·9	55·7
Highway	2·5	84·4	132·2	101·8
Railway	1·6	53·7	59·0	51·1
SERVICES	2·5	149·5	147·8	133·7
Hotels and restaurants	1·5	143·5	140·1	129·0
Personal (chiefly laundries)	1·0	159·9	161·2	141·8
TRADE	11·9	160·8	154·4	149·9
Retail	9·2	172·1	162·6	160·1
Wholesale	2·7	131·3	132·8	122·7
ALL INDUSTRIES	100·0	134·2	139·1	116·2

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

than at December 1. This shrinkage was decidedly below normal in the experience of the last twenty years. The index at the date under review stood at 116·2, as compared with 103·3 at January 1, 1940.

There were reductions in Saskatchewan and Alberta at the latest date, but improvement was reported in Manitoba.

Manufacturing, mining, transportation and construction showed reductions at the beginning of January, 1941, the largest of these being in construction. In the manufacturing division, the greatest declines were in vegetable foods and textiles, while iron and steel plants were busier. Employment also increased in logging and retail trade.

For January 1, 1940, 1,698 establishments had reported 134,934 employees, a loss of 7,321 as compared with the preceding month.

British Columbia.—The recession in British Columbia involved fewer workers than that indicated at the beginning of January of last year, and was smaller than the average loss at January 1 in the period, 1921-1940. The 1,303 employers furnishing information reported 103,042 persons on their staffs at the date under review, as against 109,734 at December 1, 1940. Lumber and food factories, logging, mining, construction, transportation and trade recorded curtailment, that in logging being most extensive. Employment generally was in much greater volume than at January 1, 1940, when the 1,206 co-operating firms and branches had employed 85,947 men and women; the index then stood at 97·6, compared with 116·0 at the opening of 1941. The previous high figure for January was that of 100·4 in 1929.

Index numbers of employment by economic areas are given in Table I.

Employment by Cities

There were contractions in four of the eight cities for which separate tabulations are made, firms in Montreal, Quebec City, Hamilton and Vancouver reporting reduced employment, while there were increases in Toronto, Ottawa, Windsor and Winnipeg. Employment in these centres was brisker than at January 1 in 1940, or any other year of the record.

Montreal.—The recession in Montreal involved a smaller number of workers than at January 1 in any earlier year for which information has been compiled, with the exception of 1935. Statements were received from 1,809 establishments with 191,216 employees, as compared with 197,640 at December 1, 1940. Curtailment was shown in manufacturing as a whole, the largest losses being in food, textile and leather plants; on the other hand, iron and steel, electrical apparatus and rubber factories were busier. Among the non-manufacturing industries, transportation and construction were slacker, while employment in retail trade was seasonally active. The index, at 122·8, was considerably higher than at the beginning of January in 1940, when 1,725 firms had reported payrolls aggregating 167,684 persons, compared with 175,114 in the preceding month.

Quebec.—Services and trade showed moderate gains, but manufacturing and construction released employees. The 218 co-operating employers in Quebec City reduced their staffs from 20,753 at December 1, to 20,094 at the beginning of January. This percentage decline was below the average in the experience of preceding years for which data are available. A smaller loss had been indicated at the same date in 1940; employment then, however, was at a lower level, according to the 210 establishments making returns, which had employed 14,999 men and women.

Toronto.—Toronto firms showed a contra-seasonal increase in personnel at January 1, 1941; this was the first time in the record that the trend has been upward at the opening of the year. The latest index, at 137·1, was decidedly higher than at January 1, 1940, when it stood at 116·6, being also higher than in any other month for which statistics are available. As compared with December 1, 1940, there were losses in manufacturing at the date under review, the most noteworthy being in the textile, food and printing and publishing groups, while iron and steel works afforded more employment. Construction and transportation were rather quieter, but there was pronounced, seasonal improvement in retail stores. Returns were tabulated from 1,847 employers of 178,365 workers at January 1, compared with 177,407 in the preceding month; at the beginning of January of last year, 1,768 firms had reported 150,019 persons on their payrolls.

Ottawa.—In Ottawa, manufacturing and trade were brisker, while building showed a decline. The result was a small increase in general employment in the city, according to the 241 reporting establishments, whose staffs included 17,838 men and women, as compared with 17,655 in the preceding month. A slight gain had been recorded at the same date of last year, when the index of employment was some 21 points lower. Statements had then been furnished by 228 employers with a personnel of 14,838.

Hamilton.—Data were received from 335 firms in Hamilton employing 44,762 workers, as against 45,068 in the preceding month. Manufacturing showed little general change,

while transportation and construction were dull. The general decline was decidedly below normal for January 1 in the experience of other winters for which information is available. The 332 establishments co-operating at the same date last year had reported 37,248 employees, compared with 37,826 at December 1, 1940; the index was nearly 23 points lower than the latest figure of 137·1, which is the highest ever recorded at the opening of the year.

Windsor.—There was a further gain in employment in Windsor at the beginning of January. The increase was mainly in manufacturing, notably in the iron and steel industries; trade was also rather brisker. Construction, however, released some workers, while little general change was shown in other divisions. Returns were compiled from 196 firms with 26,800 persons in their employ, as compared with 26,136 in the preceding month. Activity was at its maximum for the period of observation, being considerably greater than at January 1, 1940. The trend then had also been upward, according to information from 194 business men, whose payrolls had included 20,693 men and women.

Winnipeg.—Employment in manufacturing and services declined moderately in Winnipeg; transportation, building and trade, however, reported improvement, that in the last-named being particularly marked. In manufacturing, the largest loss was in vegetable food factories, while iron and steel works added to their forces.

The 545 co-operating establishments reported 51,451 employees, compared with 48,262 in the preceding month. This increase, which was contra-seasonal, resulted in a higher level of employment than at January 1 in any preceding winter for which information is available for this city. The index, at 117·5, was many points above that for January 1, 1940, when data had been tabulated from 530 employers of 42,685 persons.

Vancouver.—Reduced activity was indicated in Vancouver, according to returns from 576 firms employing a staff of 43,858, as compared with 44,159 at December 1. The decrease noted at the same date of last year had been larger, and the index then was nearly 18 points lower than that of 128·8 at the beginning of January. There were losses in manufacturing, notably in the lumber and non-ferrous metal divisions, while iron and steel works added to their forces. Building was also brisker than in the preceding month, but trade showed a falling-off. For January 1, 1940, 521 establishments had reported 37,173 men and women on their paylists, compared with 38,081 in the preceding month.

Employment by Industries

Manufacturing.—As already stated, the decline in employment in manufacturing at January 1, 1941, was the smallest reported at that date in any of the years since 1920, there being a loss of 1·6 per cent as compared with December 1, while the average reduction in this comparison since 1920 has been over seven per cent. The shrinkage at the date under review, as in January of other winters, was partly due to comparatively brief shutdowns for inventory and over the holiday season. In each of the preceding years for which data are now available, employment has shown partial recovery in the weeks succeeding January 1. On the average, this has amounted, up to date of the next report, (February 1), to about 50 per cent of the decrease indicated at the opening of the year.

The manufacturers making returns for January 1, 1941, numbered 6,814, and their staffs aggregated 733,367, compared with 744,981 at December 1. The index fell from 144·7 in the preceding month, to 142·5 at the date under review. As compared with 118·2 at January 1, 1940, the previous maximum for that date, there was an increase of 20·6 per cent.

The seasonally corrected index rose from 146·4 at December 1, 1940, to 152·0 at January 1. The latter was the highest figure recorded in any month for which statistics are available.

The most extensive reductions at the date under review were in vegetable food, textile and lumber factories, which released 4,137, 4,037 and 3,969 employees, respectively. Large losses also took place in pulp and paper, leather, clay, glass and stone and animal food plants, while there were smaller reductions in musical instrument, rubber, beverage and fur factories and in central electric stations. On the other hand, tobacco, iron and steel, non-ferrous metal, electrical apparatus and chemical works afforded more employment, the gains in iron and steel and tobacco being substantial. In most branches of manufacturing, activity at January 1, 1941, was at an exceptionally high level for the time of year. The expansion in iron and steel, (the twelfth successive increase in as many months), resulted in the greatest volume of employment yet recorded; over 210,700 men and women were employed in these industries at January 1, being 16 per cent of the total number on the staffs of the co-operating employers in all industries at the date under review.

The index numbers of factory employment at the first of January in the years since 1927 are as follows:—1941, 142·5; 1940, 118·2; 1939,

104·3; 1938, 108·6; 1937, 102·4; 1936, 96·8; 1935, 87·4; 1934, 80·0; 1933, 74·4; 1932, 83·9; 1931, 93·7; 1930, 106·5; 1929, 107·3 and 1928, 97·9.

The 6,468 manufacturers making returns for the same date in 1940 had reported a personnel of 606,636, a decline of 20,616 workers, or 3·3 per cent from the preceding month.

Animal Products, Edible.—Declines were noted in meat packing and fish-preserving plants, while dairies showed slight improvement. Statements were received from 334 manufacturers with 32,005 workers, as compared with 32,598 at the beginning of December. This loss was much smaller than that recorded at January 1, 1940, when the index number was decidedly lower. Four of the five economic areas reported lessened employment at the date under review, the Prairie Provinces being the exception; in that area, there was a small advance.

Leather Products.—There was a seasonal falling-off in the leather industries at the beginning of January. The shrinkage involved a rather larger number of employees than that indicated at the corresponding date of last year, when the index was several points higher. A combined working force of 23,808 persons was registered by the 341 firms making returns, as compared with 24,824 in the preceding month. Most of the loss took place in Quebec and Ontario.

Lumber Products.—Seasonal curtailment was noted in lumber mills, 986 of which reduced their payrolls from 52,474 employees at December 1 to 48,505 at the beginning of January. Employment was in greater volume than at the same date of last year; the percentage loss then indicated had been somewhat greater. Sawmills showed the most pronounced decreases, but there were also contractions in container and other wood-using industries. There were large declines in Quebec, Ontario and British Columbia.

Musical Instruments.—Thirty-six manufacturers of musical instruments reported a combined staff of 1,825, which was 332 fewer than in the preceding month. A smaller loss had been noted at January 1 a year ago, but the index number was then lower.

Plant Products, Edible.—There were important seasonal reductions in employment in most branches of the vegetable food group, the largest being in canning, sugar and syrup, bakery, chocolate and confectionery factories. The working forces of the 566 co-operating employers totalled 38,973 persons, as compared with 43,110 in their last report. While the movement was generally unfavourable, the most pronounced contractions were in Ontario. The declines at the beginning of January last year were decidedly more extensive, and the index number then was some ten points lower than at the date under review.

Pulp and Paper Products.—The shrinkage at the beginning of January, 1941, was on a smaller scale than that indicated at the same date in 1940, when employment was in less volume. Statistics were received from 717 firms, whose staffs aggregated 72,430 workers, or 1,490 fewer than in the preceding month. There were considerable losses in Quebec and Ontario. Pulp and paper mills reported reductions, and there were also declines in plants producing paper goods and in printing and publishing houses.

Rubber Products.—Rubber factories showed a decrease which involved fewer workers than that noted at January 1, 1940; 52 plants had 14,660 employees at the date under review, as against 14,987 at the beginning of December. Most of the recession took place in Ontario. The index number, at 116·9, was several points above that of 109·8 at the same date of last year.

Textile Products.—The 1,260 textile firms furnishing data released a larger proportion of their total operatives than was the case among the establishments making returns at the beginning of January, 1940, when the index was, however, much lower than that of 146·8 at the date under review. The reported payrolls included 127,765 persons at January 1, 1941, as against 131,802 in the preceding month. Quebec and Ontario recorded the bulk of the shrinkage, which was especially marked in the garment and personal furnishings and the hosiery and knit goods divisions.

Tobacco.—There was a large seasonal increase in employment at the beginning of January in the tobacco group. Statements were tabulated from 47 manufacturers, employing 12,119 workers, or 3,460 more than at December 1. The advance took place in Quebec and Ontario, mainly in the latter. The index was slightly lower than at January 1, 1940, when a greater gain had been noted.

Beverages.—Moderate curtailment was indicated in beverage manufacturing at January 1; 154 establishments reported 10,677 employees, compared with 10,948 in their last return. Improvement was shown over the same date in 1940, although the trend had then been upward.

Chemical Products.—Employment in chemical and allied products made its twelfth consecutive advance, 148 persons having been added to the labour forces of the 335 co-operating plants, which had 27,066 workers.

A decline had been reported at the corresponding date a year ago, and the index number was then decidedly below the all-time maximum figure of 227·0 recorded at the date under review.

Clay, Glass and Stone Products.—Further seasonal recessions in employment took place in the production of these goods; 219 works reported an aggregate staff of 11,944, as compared with 12,557 in the preceding month. Most provinces reported moderate curtailment. The greatest losses were in the stone division, but the manufacture of clay products was also quieter. The declines were on a smaller scale than those of January 1, 1940, when activity generally was at a lower level.

Electric Light and Power.—Employment in electric light and power plants again decreased, according to statistics from 104 producers, employing 18,080 workers, or 399 fewer than at December 1. There were general reductions. A greater falling-off had been noted at the beginning of January of last year, but the index was then eight points lower.

Electrical Apparatus.—A further gain in industrial activity was indicated by the 132 co-operating electrical apparatus factories, whose labour forces aggregated 24,502 at January 1, as compared with 24,299 in the preceding month. Employment was much brisker than at the same date of 1940, being also at a higher level than in any other period in the record.

Iron and Steel Products.—The engine, boiler and tank, machinery, heating appliance, sheet metal and certain other divisions reported curtailment, while additions were made to the personnel of railway car, locomotive, automobile, aircraft, structural iron and steel, firearms and other iron and steel plants. The staffs of the 1,012 firms furnishing data in the iron and steel industry totalled 210,714, against 208,699 at December 1. The increase was contra-seasonal in character, the trend having been downward at the opening of nineteen of the preceding twenty years of the record. The latest index was at the maximum in this period.

Non-Ferrous Metal Products.—Continued improvement was indicated in non-ferrous metal products, a gain which compared favourably with the decrease noted at January 1, 1940. Employment was then in less volume. Returns for the date under review were compiled from 212 employers of 35,245 persons, as against 35,135 at the commencement of December. Most of the advance took place in Ontario. An analysis of the data by industries shows increased activity in smelters and refineries and in aluminium products, but a slackening in the manufacture of other base metal and of precious metal products.

Mineral Products.—Reduced activity was noted in these industries, in which a similar shrinkage had been reported at the beginning of last year. A combined working force of 13,724 men and women was employed by the 100 establishments furnishing statistics, and which had 13,902 employees at December 1. The index was substantially higher than at January 1, 1940, standing at 174·7 at the latest date, as against 163·4 in the same month of last year.

Logging

Bush operations on the whole showed a considerable falling-off at January 1. In the years since 1920 there has customarily been an exodus from logging camps over the holiday season, but the general movement in the present year was more pronounced than usual. Improvement was shown in Nova Scotia, Ontario and the Prairie Provinces, while elsewhere reductions in staff were indicated, of which those in Quebec were much the largest. Employment was in greater volume than at January 1 of 1940, or of 1939, but was quieter than at that date in 1938. The index stood at 276·1, compared with 303·6 at December 1, 1940, and 237·8 at January 1, 1940. An aggregate paylist of 81,870 men was reported by the 466 co-operating firms, who had 90,016 employees in the preceding month.

Mining

Coal.—Curtailment was indicated in coal mines, 105 of which reduced their staffs from 26,741 at December 1, to 26,448 at the beginning of January. There were small gains in Nova Scotia, but the tendency was downward in New Brunswick, Saskatchewan, Alberta and British Columbia, the largest loss being in Alberta. The index number at January 1, 1940, was slightly lower, employment then having shown a greater decline from the preceding month.

Metallic Ores.—A considerable decrease was noted in metallic ore mines, according to data from 206 mines employing 43,479 persons at the beginning of January, as compared with 44,624 in their last report. The index was slightly lower than at the same date of last year, although a larger recession had then been indicated.

Non-Metallic Minerals (Other than Coal).—The trend of employment in this division continued seasonally downward; the reductions were on a smaller scale than at January 1 a year ago, but the index was then some points lower. Statements were received from 107 employers with 8,974 workers, as compared with 9,897 in the preceding month. There were general losses, those in Quebec being greatest.

Communications

A moderate increase took place on telephones and telegraphs; the index was slightly higher than at the same date in 1940, when a falling-off had been noted. The payrolls of the companies and branches furnishing data rose from 24,037 at December 1, 1940, to 24,099 at the beginning of January, 1941.

Transportation

Street Railways and Cartage.—Local transportation firms reported a seasonal contraction in personnel, involving fewer workers than that noted at January 1, 1940; the index then was lower by over eight points. A combined staff of 31,965 persons was employed by the 309 co-operating firms, who had 33,003 workers in the preceding month. The largest reductions were in Saskatchewan.

Steam Railways.—Employment in steam railway operation showed a decided increase, there being marked seasonal improvement in the Maritime Provinces. The forces of the 102 companies and divisional superintendents furnishing returns included 63,950 persons, as against 63,036 in their last report. A loss had been recorded at the same date last year, when the index was over four points lower than that of 80·2 at January 1, 1941.

Shipping and Stevedoring.—On the whole, there was a large, seasonal decrease in employment in water transportation; curtailment was indicated in Quebec and Ontario, while a considerable increase, also seasonal in character, was noted in the Maritime Provinces. The general reduction exceeded that indicated at January 1, 1940, and the index was then slightly higher. Returns for the date under review were compiled from 126 employers of 12,332 men, compared with 16,782 in the preceding month.

Construction and Maintenance

Building.—Continued, seasonal curtailment of operations was shown in building construction; 963 contractors reduced their staffs from 54,419 at the beginning of December to 47,057 at January 1. The most pronounced declines were in Quebec, Ontario and Alberta. A larger falling-off had been indicated at January 1 of last year, when the index was decidedly lower.

Highway.—Statements were received from 411 firms employing 32,499 workers, or 18,389 fewer than at December 1. Important curtailment took place in all five economic areas. Road construction generally afforded much less employment than in the winter of 1939-40.

Railway.—A downward movement was shown in this division, in which 29 employers reported 21,472 persons on their payrolls, as compared with 23,554 in the preceding month. The index was a little higher than at January 1 of a year ago, when curtailment had also been noted. There were general decreases in employment at the date under review.

Services

Improvement was reported in services, in which 605 firms employed 33,062 men and women, compared with 32,691 in the preceding month. There was a gain in the personnel of hotels and restaurants, while laundries and dry-cleaning establishments were slacker. A much smaller advance had been shown at the beginning of January, 1940, when the index was decidedly lower.

Trade

Trade afforded considerably more employment than at December 1; the general increase in the sales force throughout the country greatly exceeded the average gain indicated at the beginning of January in the preceding years for which statistics are available. There were moderate seasonal losses in wholesale houses, but the additions to staffs in retail stores were exceptionally large. The 2,138 co-operating establishments had 156,200 employees, compared with 149,932 in their last report. The index stood at 160·8 as compared with 154·4 in the preceding month, and 149·9 at January 1, 1940.

Tables

The accompanying tables give index numbers of employment by economic areas and industries. The columns headed "Relative Weight" show the proportion that the number of employees reported in the indicated area or industry is of the total number of employees reported in Canada by the firms making returns at the date indicated.

(2) Unemployment in Trade Unions at the Close of December, 1940

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are idle on account of illness, are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month, with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

At the close of December, reports were tabulated from 1,975 labour organizations with a combined membership of 270,637 persons,

of whom 20,000 were listed as idle at the end of the month, or a percentage of 7·4, contrasted with percentages of 6·2 at the close of November and 11·4 at the end of December, 1939. Although slight contractions in work available were manifested during the month under review compared with the preceding month, the December unemployment percentage was the lowest registered by trade unions since the corresponding month of 1928. Reductions in activity from November were principally due to seasonal declines in employment for building tradesmen and some contractions in the volume of work afforded steam railwaymen. Minor recessions in employment among coal miners, a slight decline in the manufacturing industries and noteworthy employment recessions among lumber workers and loggers, also contributed to this slightly adverse situation.

Unions in New Brunswick and Saskatchewan registered minor advances in activity, while a tendency towards reduced employment was reported from organizations in Nova Scotia, Ontario, Manitoba and Alberta. Recessions on a moderate scale were noted in Quebec and British Columbia. When December returns were compared with those tabulated in December, 1939, when 11·4 per cent of the membership registered was idle, it was noted that substantial employment advances were shown among Quebec and Manitoba unions. A pronounced expansion in work afforded building tradesmen and increases in employment for steam railwaymen were largely responsible in both these provinces for the gains recorded in December over the corresponding month of the previous year. Appreciable expansion in employment during the period under survey from December, 1939, was also in evidence among Nova Scotia, New Brunswick, Ontario, Saskatchewan and British Columbia members. In Alberta a fractional improvement only was indicated in December from the corresponding month a year ago.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. Halifax and Winnipeg unions indicated that slightly better conditions prevailed during December than in the preceding month. In Regina and Edmonton the returns showed a tendency towards reduced activity, while among Montreal, Toronto and Vancouver unions employment contractions on a moderate scale were in evidence. Saint John members registered the same percentage of idleness during the month under survey as that shown in November. When a comparison of December reports was made with those tabulated at the close of December a year ago it was observed that Halifax and Montreal unions recorded marked improvement. Gains in employment of noteworthy proportions were also reflected in Winnipeg reports, while appreciable advances were manifested by Saint John, Toronto, Regina, Edmonton and Vancouver memberships.

The chart which accompanies this article illustrates the trend of unemployment by months from January, 1934, to date. The curve of unemployment in January, 1940, showed but little variation from the close of 1939, the projection tending slightly downward, thus indicating a fractional improvement in conditions. In February the curve moved slightly upward reflecting some contraction in activity but from March to the end of September the curve pursued a downward course, thus indicating continued expansion in the employment volume among trade union members. During October, November and December the level of the curve rose slightly in each month, denoting some contractions in the volume of work afforded, largely due to seasonal influences. The peak of unemployment for the year was 11·7 per cent recorded in February. In September the maximum of employment for the year was attained when 4·4 per cent was idle. Comparison of the 1940 chart month by month with that of 1939 disclosed that the curve for the year under survey was at a consistently lower level than it was for the previous year, thus reflecting increased employment conditions.

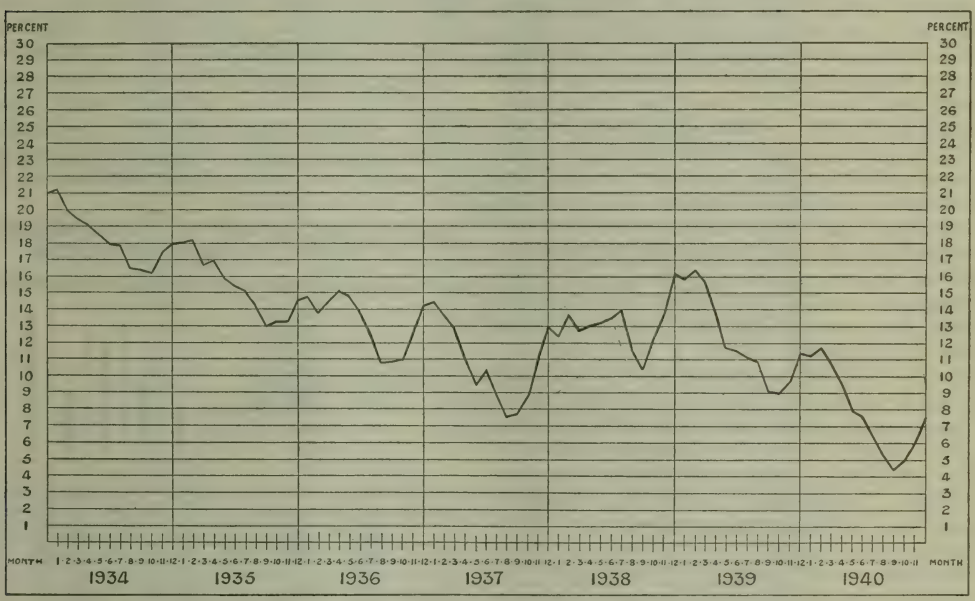
From unions in the manufacturing industries 586 reports were compiled at the close of December. These organizations indicated a combined membership of 111,589 persons, 7,542 of whom or a percentage of 6·8 were idle, contrasted with percentages of 6·2 at the close of the preceding month and 10·0 at the end of December, 1939. Viewed from a percentage standpoint, though involving comparatively few members, tailors registered noteworthy employment gains over November returns. Advances in work afforded, though of minor proportions, were reflected in reports tabulated from woodworkers' unions. Fractional employment advances were indicated by unions of printers, textile and carpet, garment and glass workers. A tendency towards reduced activity during the month was manifested by hat, cap and glove workers, fur workers, iron and steel tradesmen, general labourers and metal polishers. Fractional employment declines were shown by butchers, meat and fish packers and rubber workers. Soft drink workers, cigar and tobacco workers, electric current employees and jewelry workers reported a fully engaged situation, as was also recorded by these organizations at the close of November. Bakers and confectioners and gas workers'

unions reported noteworthy recessions in activity from the preceding month. Among paper makers' unions the same percentage of idleness was recorded. Comparison of reports tabulated in the manufacturing industries during December, 1940, with the returns received from these organizations at the end of December, 1939, when 10·0 per cent of the membership was unemployed, disclosed that substantial gains in activity were reflected among leather, fur workers' and general labourers' unions and important employment advances were noted among iron and steel tradesmen. Viewed from a percentage standpoint, although involving comparatively few members, electric current employees, rubber workers, and glass workers' unions reported substantial gains in employment in the month under review over conditions at the close of December, 1939. Employment advances of noteworthy proportions were reflected in reports received from unions of printers, hat, cap and glove workers and butchers, meat and fish packers. Minor advances in activity were reflected among soft drink workers, papermakers and metal polishers, while fractional improvement was noted among cigar and tobacco and gas workers. Nominal contractions in employment during December from the returns tabulated in the corresponding month of 1939 were reflected among unions of bakers and confectioners, textile and carpet, garment workers and mine men and smelter men, while fractional recessions were indicated by unions of tailors. A noteworthy decrease in employment was in evidence among woodworkers during the month under review from December, 1939, while among jewelry workers the returns indicated that the members were fully engaged.

Returns were tabulated in December from 55 unions of coal miners, comprising a membership of 21,876 persons, 637 of whom or a percentage of 2·9 were idle, compared with a percentage of 2·0 in November and 2·7 per cent at the close of December, 1939. Slight contractions in activity were manifested by Nova Scotia and Alberta unions, while British Columbia members indicated fractional improvement from November. In December, as in the previous month, New Brunswick unions reported a fully engaged situation. Comparison with conditions among these workers at the close of December, 1939, when 2·7 per cent of the members were idle, disclosed that Nova Scotia miners reported a fractional improvement, while among New Brunswick members, as in the previous comparison, a fully engaged situation prevailed. In Alberta and British Columbia a slight employment reduction was shown from the situation reported among these workers at the close of December a year ago.

During December, 1940, 232 reports were tabulated from unions of building tradesmen. The combined membership of these organizations was 29,027 and 4,516, or a percentage of 15·6 were unemployed, contrasted with a percentage of 11·6 at the close of November and

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



30·3 per cent at the end of December, 1939. Tile layers, lathers and roofers and painters, decorators and paperhangers' unions indicated slight employment gains over November, while fractional improvement was noted among electrical workers. On the other hand, fractional recessions in activity were recorded by plumbers' unions. Granite and stone cutters indicated declines in employment on a moderate scale from November. Substantial recessions in work afforded were reflected in returns tabulated from unions of bricklayers, masons and plasterers and carpenters and joiners. Among steam shovelmen and bridge and structural iron workers pronounced contractions were in evidence when viewed from a percentage standpoint, but as these unions embraced comparatively small memberships these changes had but little effect on the unemployment percentage for the building group as a whole. Comparison of the reports tabulated during December in the building trades with those received at the close of the corresponding month in 1939, when 30·3 per cent of the entire group membership was unemployed, disclosed that bricklayers, masons and plasterers, carpenters and joiners, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and building labourers' unions registered marked employment expansion during the period under review from that recorded by these organizations in the corresponding month a year ago. Although involving comparatively few members, gains of noteworthy degree were also in evidence among granite and stone cutters' unions, when reports from these organizations were contrasted with returns tabulated at the close of 1939. Viewed from a percentage standpoint, and also affecting comparatively few members, marked expansion was indicated by steam shovelmen and bridge and structural iron workers. Among electrical workers a nominally upward movement only was in evidence. The only group to indicate a decline from conditions as reported at the close of December of the preceding year was tile layers, lathers and roofers' unions, and the employment decrease shown, though impressive from a percentage standpoint, did not materially influence the situation in the building group as a whole as the combined membership of these organizations is small.

During December 831 reports were tabulated from unions in the transportation industries, combining a membership of 71,843 persons, 3,885 of whom were unemployed. The percentage of idle members in these industries at the close of December stood at 5·4, contrasted with percentages of 4·6 at the end of November and 10·0 at the close of December, 1939. Heightened activity, though involving comparatively few members, was indicated by navigation workers, while steam railwaymen, whose returns constituted over 80 per cent of the entire group membership, indicated a tendency towards reduced activity from November, though the contraction in employment was on a moderate scale. Fractional recessions from the preceding month were noted among teamsters and chauffeurs' unions, while the percentage of street and electric employees remained unchanged. Contrasting the December returns in these industries with those tabulated at the end of December, 1939, when 10·0 per cent were listed as unemployed, disclosed that navigation workers and teamsters and chauffeurs manifested marked improvement. Gains of noteworthy proportions were also noted among steam railwaymen, while among street and electric railway employees fractional recessions only were in evidence.

During December, 1940, reports were tabulated from 4 unions of retail shop clerks. These organizations indicated a combined membership of 1,840 persons. The percentage of unemployed among these members at the

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Dec. 1929.....	5·2	2·4	14·5	9·7	12·8	13·0	13·9	11·5	11·4
Dec. 1930.....	7·5	8·7	22·8	17·3	14·2	15·9	13·8	16·8	17·0
Dec. 1931.....	13·8	9·6	29·0	20·3	16·5	19·5	16·9	21·2	21·1
Dec. 1932.....	8·4	16·5	30·9	28·5	20·9	20·8	22·8	26·0	25·5
Dec. 1933.....	11·2	11·5	23·2	24·9	20·3	17·2	17·6	19·8	21·0
Dec. 1934.....	4·7	7·2	24·5	18·7	16·1	13·1	9·0	24·6	18·0
Dec. 1935.....	7·8	7·5	20·6	13·4	13·1	11·6	9·6	15·9	14·6
Dec. 1936.....	6·8	6·2	20·9	13·8	10·9	12·8	6·4	12·7	14·3
Dec. 1937.....	3·3	4·6	16·5	12·9	16·8	10·6	6·7	15·8	13·0
Dec. 1938.....	8·4	9·8	21·2	14·5	21·4	11·8	9·5	17·3	16·2
Dec. 1939.....	5·3	4·3	16·1	9·7	12·0	10·2	4·9	12·4	11·4
Jan. 1940.....	4·8	4·2	15·6	10·1	11·8	9·7	7·7	11·1	11·3
Feb. 1940.....	6·4	4·5	15·9	10·3	11·9	13·0	7·7	10·7	11·7
Mar. 1940.....	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	10·8
April 1940.....	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	9·6
May 1940.....	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	5·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
December, 1929	24·6	2·7	5·0	13·7	9·6	5·9	10·4	3·4	....	8·3	34·3	1·6	37·3	40·0	33·0	8·2	4·5	23·3	....	39·9	25·6	8·3	21·7	9·2	1·1	·7	·7	0	·1	3·8	2·0	5·6	11·4
December, 1930	11·5	41·2	7·6	17·7	6·4	14·5	28·4	7·3	....	31·4	38·9	13·2	40·6	53·8	24·2	9·8	22·0	39·9	0	38·6	44·5	10·6	31·5	12·1	1·0	6·7	6·8	0	·2	7·5	1·0	15·1	17·0
December, 1931	20·2	20·6	10·0	23·8	13·4	12·2	16·5	10·7	....	52·5	55·3	6·1	59·7	35·8	22·7	15·2	20·0	16·8	....	50·8	58·1	12·3	54·6	13·6	1·4	9·7	9·8	0	·3	9·2	2·3	19·1	21·1
December, 1932	28·4	51·9	8·3	28·9	12·2	18·0	24·3	15·4	0	54·8	48·4	18·4	49·2	74·1	22·5	29·4	36·2	56·1	0	44·8	69·2	15·5	36·7	18·1	1·0	15·0	15·3	0	·7	11·1	6·3	20·0	25·5
December, 1933	25·0	19·0	6·8	23·4	16·0	15·3	17·4	14·4	0	13·9	17·2	18·3	11·4	56·6	42·7	25·3	23·3	35·5	0	73·2	69·1	13·4	34·6	14·5	1·1	12·9	13·1	3·8	0	8·7	2·8	19·8	21·0
December, 1934	88·8	50·6	4·7	17·8	7·9	9·3	7·9	10·4	0	42·0	24·4	4·3	23·2	33·0	10·2	19·6	15·3	11·5	0	52·0	58·6	11·3	74·3	10·9	9	11·5	11·8	0	7·8	7·8	3·8	15·4	18·0
December, 1935	35·9	15·1	6·4	15·1	8·0	7·0	3·6	10·1	0	9·4	20·2	6·1	18·0	32·4	31·8	14·3	9·9	16·3	0	40·9	45·1	8·7	30·6	9·6	·9	10·5	10·8	0	3·7	5·9	3·2	10·4	14·6
December, 1936	36·8	2·3	7·9	16·8	5·3	5·3	3·5	6·9	0	10·0	33·3	1·0	35·9	46·9	24·8	11·6	4·4	50·9	0	56·9	40·0	8·6	37·0	9·5	·9	9·5	9·8	0	4·7	5·0	1·5	9·4	14·3
December, 1937	39·7	3·3	5·0	15·1	5·8	9·3	11·6	6·5	0	34·4	19·2	16·1	18·7	50·8	28·1	13·4	14·6	5·3	0	14·6	34·5	8·3	19·0	9·5	·8	7·3	7·5	0	0	4·3	1·9	6·5	13·0
December, 1938	19·4	47·5	6·4	16·6	8·1	7·3	8·4	5·7	25·0	20·8	22·6	10·9	21·5	57·0	18·4	17·9	2·2	34·7	2·0	40·5	41·2	12·5	53·6	13·7	·6	6·9	7·1	0	·2	6·6	2·4	10·4	16·2
December, 1939	25·8	23·0	5·0	10·0	4·4	5·7	4·3	8·0	12·1	7·0	9·3	·7	8·0	29·0	33·1	8·7	·8	13·3	6·8	35·6	30·3	10·0	34·1	10·5	3·9	6·3	6·5	0	0	4·4	4·2	4·6	11·4
January, 1940	10·0	19·7	5·8	9·1	4·6	5·2	3·7	7·7	10·7	13·3	9·9	3·7	8·4	28·9	22·9	7·9	1·7	18·3	0	31·5	35·6	9·2	38·8	9·2	4·8	7·6	7·8	0	·4	4·8	5·2	4·5	11·3
February, 1940	10·4	15·9	7·1	8·9	4·4	5·4	4·0	7·6	5·7	9·4	8·1	3·4	6·5	24·5	23·1	8·1	1·1	10·9	6·6	44·5	38·2	10·2	52·5	10·1	3·7	6·9	7·1	0	·5	2·8	1·3	4·2	11·7
March, 1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	6·1	1·1	27·1	7·9	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	·9	5·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·2	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4

end of December stood at 0·1, which was the same percentage as that registered at the close of November. At the end of December, 1939, however, these unions reported a fully engaged situation.

Unions of civic employees returned 82 reports, showing a combined membership of 9,093 persons, 119 or a percentage of 1·3 being idle, contrasted with a percentage of 0·6 in November and 4·2 per cent in December, 1939.

At the end of December 143 returns were tabulated from unions in the miscellaneous group of trades. The total membership reported by these organizations was 10,634 persons, of whom 425 or a percentage of 4·0 were unemployed, contrasted with 4·2 per cent at the end of the previous month and 4·6 per cent at the close of December a year ago. Fractional advances from November were shown by reports received from unions of barbers, stationary engineers and firemen, hotel and restaurant employees and unclassified workers, while among theatre and stage employees fractional decreases in activity were noted. A comparison with the conditions reported by these tradesmen at the close of December, 1939, when 4·6 per cent of the members were idle, disclosed heightened activity on a small scale among stationary engineers and firemen and fractional improvement for barbers. Unclassified workers reported the same unemployment percentage, while among hotel and restaurant and theatre and stage employees nominal contractions in employment were in evidence.

During December, reports were tabulated from 6 unions of fishermen, whose combined membership was 2,662, 610 of whom or a percentage of 22·9 were idle, contrasted with 22·8 per cent in November and 25·8 per cent at the close of December, 1939.

Reports were received in December from 5 unions of lumber workers and loggers. These returns comprised a membership of 2,397 persons, 682 of whom were idle, a percentage of 28·5, compared with 9·3 per cent in November and 23·0 per cent at the close of the corresponding month a year ago.

Table I shows, by provinces, the percentage of members who are on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for December of each year from 1929 to 1938, inclusive, and for each month from December, 1939, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for December, 1940

The volume of business transacted by offices of the Employment Service of Canada during the month of December, 1940, showed a decline of nearly 15 per cent in the average daily placements when compared with those of the preceding month, but an increase of more than 49 per cent over those of December a year ago. All industrial divisions except trade, in which a small gain was recorded, showed losses from November, the most substantial being in construction and maintenance, logging, transportation and farming. A fairly heavy decline also was shown in manufacturing, but the decreases in mining and services were minor only. In comparison with December, 1939, very marked gains were registered in services, construction and maintenance and logging, together with smaller increases in manufacturing, transportation and trade; farming, however, showed an appreciable decline but that in mining was nominal.

The accompanying chart shows the trend of employment since January, 1938, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications showed a marked upward trend throughout the month and at the close had reached levels considerably higher than those attained at the end of December, 1939. The ratio of vacancies to each 100 applications was 57·2 and 62·1 during the first and the second half of December, 1940, in comparison with ratios of 42·5 and 50·2 during the same periods of 1939. The ratios of placements to each 100 applications during the periods under review were 54·4 and 59·1, as compared with 39·9 and 49·2 during the corresponding month of 1939.

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during December, 1940, was 1,519, as compared with 1,779 during the preceding month and with 1,016 in December a year ago.

The average number of applications for employment received daily by the offices during the month under review was 2,554, in comparison with 3,319 in November, 1940, and with 2,229 in December, 1939.

The average number of placements made daily by the offices of the Service during December, 1940, was 1,449, of which 864 were in regular employment and 585 in work of one week's duration or less, as compared with

a total daily average of 1,694 during the preceding month. Placements in December a year ago averaged 972 daily, consisting of 576 in regular and 396 in casual employment.

During the month of December, 1940, the offices of the Service referred 37,008 persons to vacancies and effected a total of 36,209 placements. Of these, the placements in regular employment were 21,600, of which 17,406 were of men and 4,194 of women, while placements in casual work totalled 14,609. The number of vacancies reported by employers was 23,763 for men and 14,190 for women, a total of 37,953, while applications for work numbered 63,847, of which 46,639 were from men and 17,208 from women. Reports for November, 1940, showed 44,451 positions available, 82,973 applications made and 42,326 placements effected, while in December, 1939, there were recorded 25,395 vacancies, 55,709 applications for work and 24,300 placements in regular and casual employment.

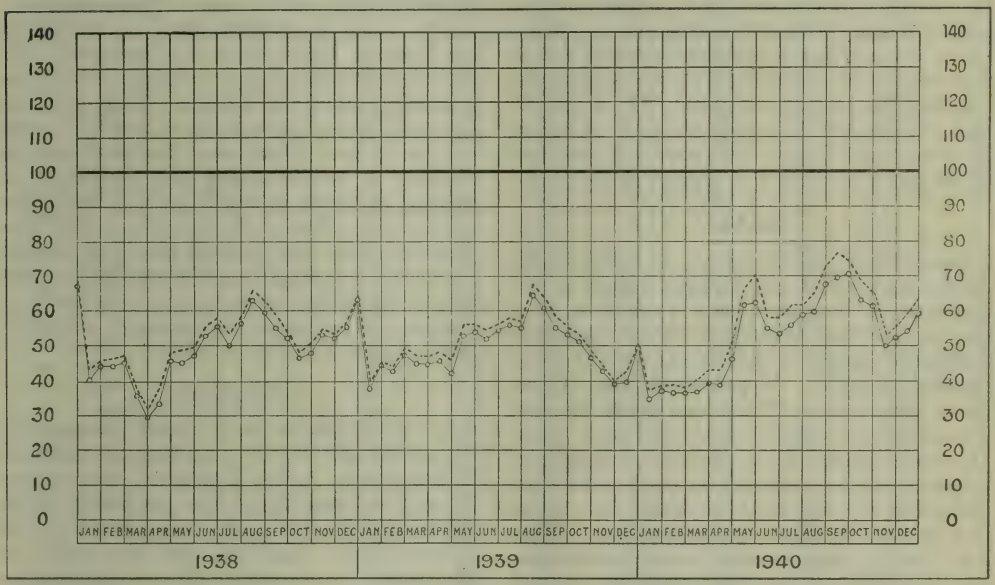
During the year 1940 the offices of the Service throughout Canada reported 511,876 vacancies, 888,595 applications and 475,106 placements in regular and casual employment, a gain of more than 23 per cent over the placements effected during the preceding year, 1939, and the highest number recorded in any year since the inception of the Service in 1918.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1930, to date:—

Year	Placements		
	Regular	Casual	Totals
1930	187,872	180,807	368,679
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



Nova Scotia

During the month of December, positions offered through employment offices in Nova Scotia were over 12 per cent less than in the preceding month, but nearly 138 per cent more than during the corresponding month of the previous year. There was a decrease in placements of over 12 per cent when compared with November, but an increase of 136 per cent in comparison with December, 1939. The substantial increase in placements over December a year ago was almost entirely due to building activity on National Defence projects, although there was a fairly large gain in services and moderate improvement in trade and logging. The changes in all other groups were unimportant. Placements by industrial

divisions included logging 84; construction and maintenance 1,782; trade 77 and services 1,120, of which 904 were of household workers. There were 1,765 men and 102 women placed in regular employment.

New Brunswick

Orders received at employment offices in New Brunswick during December called for nearly 6 per cent fewer workers than in the preceding month and over 13 per cent fewer than in the corresponding month of the previous year. Placements were nearly 7 per cent less than in November and nearly 14 per cent below those of December, 1939. A substantial reduction in the number of workers placed on highway construction and maintenance was responsible for the decline in placements from December, 1939. This loss was partly offset by increases in services, trade, manufacturing and logging. Industrial divisions in which most of the placements were effected during the month were manufacturing 69; logging 58; construction and maintenance 110; trade 67, and services 779, of which 582 were of household workers. During the month 230 men and 67 women were placed in regular employment.

Quebec

Employment opportunities, as indicated by orders received at employment offices in the Province of Quebec during December, were over 20 per cent fewer than in the preceding month, but nearly 91 per cent above the corresponding month of the preceding year. Placements were nearly 17 per cent below those of November, but nearly 102 per cent above December, 1939. All industrial divisions participated in the increase in placements over December a year ago, the gains in logging and services being quite substantial. There was a fairly large increase under construction and maintenance, and improvement of more moderate proportions in manufacturing, transportation and trade. Placements by industrial divisions included manufacturing 590; logging 2,572; transportation 415; construction and maintenance 2,297; trade 240, and services 4,376, of which 3,855 were of household workers. Placements in regular employment numbered 5,865 of men and 1,653 of women.

Ontario

There was a decline of over 11 per cent in the number of positions offered through employment offices in Ontario during December when compared with the preceding month, but a gain of over 56 per cent in comparison with the corresponding month of the previous year. Placements were nearly 14 per cent fewer than in November but nearly 51 per cent above December, 1939. All industrial divisions participated in the increase in placements over December a year ago, the most important gains being in construction and maintenance, services, logging and manufacturing. Placements by industrial divisions included manufacturing 1,597; logging 1,370; farming 417; transportation 217; construction and maintenance 3,948; trade 537, and services 4,667, of which 2,772 were of household workers. There were 5,625 men and 1,214 women placed in regular employment.

Manitoba

The demand for workers, as indicated by orders received at employment offices in Manitoba during December was over 9 per cent less than in the preceding month and over 7 per cent less than during the corresponding month of the previous year. Placements were nearly 7 per cent fewer than in November, but slightly higher than in December, 1939. The most important gains were in construction and maintenance and logging. These increases, however, were almost entirely offset by a large decline in farm placements and moderate reductions in manufacturing and services. Industrial divisions in which most of the placements were effected during the month were manufacturing 112; logging 454; farming 359; construction and maintenance 762; and services 846, of which 680 were of household workers. Placements in regular employment numbered 1,692 of men and 256 of women.

Saskatchewan

Opportunities for employment, as indicated by orders received at employment offices in Saskatchewan during December, were nearly 21 per cent fewer than in the preceding month, but nearly 21 per cent above those of the corresponding month of the previous year. Placements were nearly 25 per cent below November, but over 18 per cent above December, 1939. The only gain of importance by industrial groups over December a year ago was in services. There were, in addition, small increases in manufacturing, trade and transportation. Small decreases in placements were reported in construction and maintenance, farming and logging. Placements by industrial divisions included farming 223; construction and maintenance 109; and services 787, of which 591 were of household workers. There were 390 men and 279 women placed in regular employment.

Alberta

There was a decline of nearly 14 per cent in the number of positions offered through employment offices in Alberta during December when compared with the preceding month,

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF DECEMBER, 1940

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1939
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**3,171**	**57**	**3,190**	**3,119**	**1,867**	**1,251**	**1,886**	**485**
Halifax	1,121	57	1,090	1,068	394	674	237	140
Kentville	281	0	325	281	136	145	704	176
New Glasgow	1,102	0	1,107	1,103	923	179	294	105
Sydney	667	0	668	667	414	253	651	64
New Brunswick	**1,120**	**23**	**1,119**	**1,110**	**297**	**813**	**924**	**358**
Chatham	81	0	87	81	32	49	86	7
Moncton	459	10	459	459	141	318	154	244
Saint John	580	13	573	570	124	446	684	107
Quebec	**11,522**	**1,097**	**20,271**	**11,274**	**7,518**	**3,047**	**11,086**	**3,970**
Chicoutimi	576	3	1,206	576	570	6	359	455
Hull	985	11	1,441	1,017	880	141	278	461
La Tuque	862	0	988	988	984	2	6	33
Levis	38	6	223	36	32	1	186	.....
Matane	239	15	452	445	427	18	242	85
Montreal	4,595	519	6,950	4,070	1,535	2,196	2,119	1,044
Quebec	1,376	259	5,457	1,313	754	357	6,976	875
Rouyn	413	0	520	419	389	28	63	413
Sherbrooke	365	40	476	429	307	46	54	291
Thetford Mines	181	53	481	164	117	21	449	61
Three Rivers	1,324	66	1,499	1,358	1,095	205	256	82
Val d'Or	568	125	578	459	428	26	98	170
Ontario	**13,656**	**1,131**	**24,320**	**12,877**	**6,839**	**5,991**	**23,313**	**4,228**
Barrie	120	44	142	106	70	36	0	78
Belleville	445	1	637	424	302	122	365	85
Brantford	226	31	396	228	144	84	529	43
Chatham	251	0	338	253	47	206	295	87
Fort William	441	8	402	405	278	127	82	98
Galt	176	36	265	153	122	31	136	.....
Guelph	105	21	203	108	55	47	193	171
Hamilton	761	40	1,846	772	285	484	3,351	236
Kenora	49	0	122	49	32	17	99	41
Kingston	449	10	886	426	388	38	492	177
Kitchener	327	31	523	333	79	254	272	73
Lindsay	115	18	139	68	59	9	1,299	.....
London	605	46	833	599	175	406	901	280
New Toronto	163	0	448	163	118	45	339	51
Niagara Falls	525	19	681	511	464	43	301	48
North Bay	187	3	268	209	157	52	439	567
Oshawa	742	0	823	742	343	399	978	47
Ottawa	1,320	237	1,886	1,169	284	873	1,447	325
Owen Sound	102	0	154	103	46	57	133	43
Pembroke	378	1	572	367	286	81	76	88
Peterborough	130	20	246	148	92	56	548	72
Port Arthur	997	1	546	546	527	19	438	210
St. Catharines	329	47	496	294	176	118	861	68
St. Thomas	203	0	212	204	149	55	178	45
Sarnia	236	10	448	232	123	109	590	55
Sault Ste. Marie	176	71	313	188	99	84	54	44
Simcoe	49	0	126	67	60	7	74	25
Stratford	118	0	211	119	76	43	476	65
Sudbury	256	0	319	231	200	31	48	125
Timmins	598	332	899	597	372	225	396	139
Toronto	2,176	27	7,507	2,184	727	1,457	6,165	510
Welland	156	39	406	132	117	12	492	49
Windsor	468	32	629	468	215	256	1,038	176
Woodstock	277	6	398	279	172	108	228	107
Manitoba	**2,327**	**22**	**4,690**	**2,599**	**1,948**	**650**	**15,637**	**1,974**
Brandon	175	22	264	143	100	43	421	111
Dauphin	307	0	218	340	314	26	347	53
Portage la Prairie	58	0	65	58	51	7	683	8
Winnipeg	1,787	0	4,143	2,058	1,483	574	14,186	1,802
Saskatchewan	**1,328**	**118**	**1,466**	**1,266**	**669**	**597**	**1,265**	**741**
Estevan	17	2	25	15	15	0	33	64
Moose Jaw	287	29	297	272	143	128	537	86
North Battleford	29	17	27	17	13	4	64	93
Prince Albert	118	23	115	96	58	39	116	65
Regina	369	0	387	370	166	203	182	194
Saskatoon	232	0	343	235	126	109	322	106
Swift Current	55	24	50	36	25	12	0	21
Weyburn	97	12	94	98	67	31	6	49
Yorkton	124	11	128	127	56	71	5	63
Alberta	**1,999**	**115**	**3,338**	**1,889**	**1,455**	**434**	**3,090**	**1,666**
Calgary	631	79	1,444	571	341	230	1,223	472
Drumheller	36	0	30	16	16	0	31	48
Edmonton	993	24	1,391	982	835	147	1,376	986
Lethbridge	220	8	277	191	176	15	203	67
Medicine Hat	119	4	196	129	87	42	257	93
British Columbia	**2,830**	**33**	**5,453**	**2,874**	**1,007**	**1,826**	**8,935**	**981**
Kamloops	84	0	106	84	67	17	114	50
Nanaimo	206	0	232	204	167	37	277	320
Nelson	169	0	174	169	31	138	2	20
New Westminster	149	0	191	149	70	79	381	85
Penticton	69	3	118	71	32	39	157	31
Prince George	2	5	17	1	1	0	28	10
Prince Rupert	70	0	87	67	44	23	141	1
Vancouver	1,298	25	3,354	1,353	281	1,031	6,929	244
Victoria	783	0	1,174	776	314	462	906	220
Canada	**37,953**	**2,596**	**63,847**	**37,008**	**21,600**	**14,609**	**66,136**	**14,403**
Men	23,763	985	46,639	23,817	17,406	6,256	49,456	10,210
Women	14,190	1,611	17,208	13,191	4,194	8,353	16,680	4,193

but a fractional increase in comparison with the corresponding month of the previous year. There was a decrease in placements of nearly 19 per cent when compared with November and of nearly 1 per cent in comparison with December, 1939. A fairly large decrease in farm placements accounted for the decline in the province as a whole from December a year ago, although this loss was almost entirely offset by increases in services, logging and manufacturing. Placements by industrial divisions included manufacturing 99; logging 421; farming 357; construction and maintenance 225, and services 741, of which 575 were of household workers. Regular placements numbered 1,151 of men and 304 of women.

British Columbia

During December, employment offices in British Columbia received orders for over 13 per cent fewer workers than in the preceding month, but for over 19 per cent more than during the corresponding month of 1939. Slightly smaller percentages of change were reported in placements under both comparisons. The most important increases in placements by industrial groups over December a year ago were in services and manufacturing. The changes in all other groups were of moderate proportions, there being a gain in transportation and declines in construction and maintenance, farming, trade and logging. Placements by industrial divisions included manufacturing 224; farming 84; construction and maintenance 1,042, and services 1,326, of which 974 were of household workers. During the month 688 men and 319 women were placed in regular employment.

Movement of Labour

During the month of December, 1940, the offices of the Employment Service of Canada made 21,600 placements in regular employment, 12,395 of which were of persons for whom the employment found was outside the immediate vicinity of the offices at which they were registered. Of the latter 1,047 were granted the Employment Service reduced transportation rate, 796 travelling to centres within the same province as the despatching office and 251 to other provinces. The reduced transportation rate which is 2·5 cents per mile, with a minimum fare of $4, is granted by the railroad companies to bona fide applicants at the offices of the Employment Service who may wish to proceed to distant employment for which no workers are available locally.

Taking advantage of the reduced rate in Quebec during December, 37 bushmen secured certificates at the Hull office for transportation to points in Ontario—21 to Sudbury, 11 to Pembroke and 5 to Sault Ste. Marie. Offices in Ontario issued 616 reduced rate certificates during December, all provincial. The majority of these was for logging employees, 65 being sent from Fort William, 406 from Port Arthur and 73 from Sudbury, each to points within its own zone. Additional bushmen also were despatched as follows:—3 to Sudbury and 6 to Sault Ste. Marie by North Bay; 2 to Sudbury by Sault Ste. Marie; 18 to Lindsay by Simcoe; one to Sault Ste. Marie and one to Port Arthur by Sudbury; one to Sudbury by Toronto and 2 to Lindsay by Windsor. Although the greater part of the men were pulpwood cutters, a few blacksmiths, tractor operators, truck drivers, sawmill labourers, cooks and cookees were included, as well as one clerk. Kenora also sent one welder to Fort William; North Bay 13 shoe apprentices to Belleville and 2 machinists to St. Catharines; Port Arthur one carpenter for National Defence, 4 cooks and one cookee for road construction and 14 carpenters for hydro construction, also one lineman and one town domestic, all to points within its own zone. In Manitoba, 255 persons benefited by the Employment Service reduced transportation rate during December, 42 of whom went to provincial employment and 213 outside the province. Dauphin despatched 7 bushmen to Winnipeg and Winnipeg 34 bushmen and one farm hand to points within its own territory. The originating point, for those transferred interprovincially, also was in Winnipeg and the destination Port Arthur; the movement consisting of 209 bushmen, one miner, one machine runner, one restaurant cook and one garage mechanic. In Saskatchewan during December one machinist travelled from Saskatoon to Fort William. The Edmonton office was entirely responsible for the labour movement in Alberta during December, which involved the issue of 135 reduced rate certificates, all for points within its own zone, there having been transferred 117 bushmen, one engineer, 2 truck drivers, 4 cooks, one cookee, one saw filer, one mine labourer, one edgerman, 3 fishermen, 2 farm hands, and 2 labourers for railroad construction. British Columbia transfers at the reduced rate during December were all provincial, Prince Rupert sending one cook to a point within its own territory and Vancouver one steel sharpener and one electrician, likewise to centres covered by that office.

Of the 1,047 persons who were carried at the Employment Service reduced transportation rate during December, 589 travelled by Canadian National Railways, 457 by the Canadian Pacific Railway and one by the Pacific Great Eastern Railway.

(4) Building Permits Issued in Canada, During December, 1940

The December report of building permits compiled by the Dominion Bureau of Statistics includes returns from 184 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 132 reported detailed operations. The remaining 52 advised that no permits had been issued during the month of December while 20 municipalities had failed to report at the close of January 12th.

The total value of permits reported as issued in the month of December is $7,357,898. Revised values for the month of November include returns from 198 municipalities and aggregate $11,128,942. Reports were received from 57 of the original 58 municipalities and show a value of $5,994,478 for December. The corresponding value for November for all 58 municipalities is $7,710,170, while the December 1939 value was $6,037,582.

The total value of permits issued by all municipalities during the twelve elapsed months of the current year is $112,691,456. The value for the 58 municipalities for the same period is $81,331,474, while their corresponding value in 1939 was $60,272,379.

During the month of December new construction of all types amounted to 67·4 per cent of the total value, while the percentage of new residential construction was 35·4.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, DECEMBER, 1940

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	7,357,898	.....	135,995	192,753	2,390,880
New construction	4,957,383	.....	90,872	177,828	2,167,576
Additions, alterations, repairs	2,400,515	.....	45,123	14,925	223,304
Residential	2,853,769	.....	51,997	13,175	1,179,981
New construction	2,604,595	.....	36,570	4,050	1,139,716
Additions, alterations, repairs	249,174	.....	15,427	9,125	40,265
Institutional	1,263,688	.....	27,500	5,800	989,100
New construction	1,006,100	.....	27,500	.....	978,600
Additions, alterations, repairs	257,588	.....	.....	5,800	10,500
Commercial	928,327	.....	50,046	170,963	116,405
New construction	588,691	.....	25,150	170,963	25,100
Additions, alterations, repairs	339,636	.....	24,896	.....	91,305
Industrial	1,808,600	.....	5,852	.....	70,500
New construction	687,520	.....	1,652	.....	18,000
Additions, alterations, repairs	1,121,080	.....	4,200	.....	52,500
Other building	503,514	.....	600	2,815	34,894
New construction	70,477	.....	.....	2,815	6,160
Additions, alterations, repairs	433,037	.....	600	.....	28,734

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	3,465,956	149,030	87,955	168,929	766,400
New construction	1,593,181	65,450	44,350	140,540	677,586
Additions, alterations, repairs	1,872,775	83,580	43,605	28,389	88,814
Residential	825,673	69,845	45,765	150,026	517,307
New construction	734,859	43,150	41,300	133,987	470,963
Additions, alterations, repairs	90,814	26,695	4,465	16,039	46,344
Institutional	205,230	35,200	.....	33	825
New construction	.....	.....	.....	.....	.....
Additions, alterations, repairs	205,230	35,200	.....	33	825
Commercial	330,928	27,000	42,075	15,672	175,238
New construction	196,860	7,800	2,950	3,600	156,268
Additions, alterations, repairs	134,068	19,200	39,125	12,072	18,970
Industrial	1,663,428	16,900	.....	.....	51,920
New construction	612,168	14,500	.....	.....	41,200
Additions, alterations, repairs	1,051,260	2,400	.....	.....	10,720
Other Building	440,697	85	115	3,198	21,110
New construction	49,294	.....	100	2,953	9,155
Additions, alterations, repairs	391,403	85	15	245	11,955

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1940 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	December	Twelve months	Twelve months	Twelve months		December	Twelve months	Twelve months	Twelve months
1940.....	7,357,898	112,691,456	72·1	[3]	1932.....	1,569,255	42,319,397	26·7	77·2
1939.....	6,037,582	60,272,379	38·5	89·7	1931.....	7,895,106	112,222,845	71·8	81·9
1938.....	3,482,915	60,817,332	38·9	89·1	1930.....	15,440,281	166,379,325	106·4	90·9
1937.....	3,556,977	55,844,999	35·7	94·3	1929.....	14,688,682	234,944,549	150·2	99·0
1936.....	3,282,166	41,325,693	26·4	85·3	1928.....	16,095,160	219,105,715	140·1	97·1
1935.....	2,401,856	46,560,623	29·8	81·2	1927.....	11,755,566	184,613,742	118·0	96·1
1934.....	2,521,820	27,457,524	17·6	82·6	1926.....	11,508,818	156,386,607	100·0	100·0
1933.....	1,983,292	21,776,496	13·9	78·3					

[2] Figures based on values reported by the original 58 municipalities. [3] Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN DECEMBER, 1940, AND IN DECEMBER, 1939

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during		Cities	Value of Permits Issued during	
	December, 1940	December, 1939		December, 1940	December, 1939
Prince Edward Island—	$	$	*St. Thomas	3,500	8,875
Charlottetown	N.P.I.	2,700	Sarnia	19,060	21,994
Nova Scotia—			Sault Ste. Marie	11,210	13,166
*Halifax	46,035	50,400	*Stratford	1,320	1,557
New Glasgow	900	450	*Toronto	756,706	2,885,201
*Sydney	14,000	16,375	East York Twp.	No report	77,700
New Brunswick—			Welland	8,090	14,885
Fredericton	N.P.I.	.....	*Windsor	40,570	136,904
*Moncton	174,963	.....	Riverside	4,060	3,965
*Saint John	17,790	35,600	Woodstock	2,970	685
Quebec—			York Twp.	65,975	107,420
*Montreal (*Maisonneuve)	725,199	545,200	**Manitoba—**		
*Quebec	168,400	81,150	*Brandon	710	.....
Shawinigan Falls	4,500	95,920	St. Boniface	58,750	124,132
*Sherbrooke	866,500	24,400	*Winnipeg	89,250	68,750
*Trois-Rivieres	3,850	1,000	**Saskatchewan—**		
*Westmount	3,000	4,000	*Moose Jaw	7,300	4,075
Ontario			*Regina	72,845	10,284
Belleville	1,600	400	*Saskatoon	4,060	43,725
*Brantford	11,600	16,467	**Alberta—**		
Chatham	76,473	35,500	*Calgary	140,944	20,374
*Fort William	205,175	3,710	*Edmonton	19,680	86,954
Galt	7,340	14,985	Lethbridge	5,905	20,097
*Guelph	150	20,260	Medicine Hat	2,400	.....
*Hamilton	897,520	192,242	**British Columbia—**		
*Kingston	11,320	13,290	Kamloops	7,000	6,315
*Kitchener	12,300	85,885	Nanaimo	2,875	4,470
*London	82,015	186,460	*New Westminster	48,500	414,150
Oshawa	129,370	54,100	Prince Rupert	3,295	5,925
*Ottawa	122,600	67,570	*Vancouver	520,575	229,285
Owen Sound	2,300	6,950	North Vancouver	3,350	3,000
*Peterborough	1,875	4,443	*Victoria	168,557	49,699
*Port Arthur	10,346	36,230			
*St. Catharines	315,760	57,275	Total 58 Municipalities	[2]5,994,478	6,037,582
			Total 35 Municipalities	5,564,915	5,401,790

* Indicates a municipality whose records are available back to 1910.
[2] 57 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF JANUARY, 1941

Reports of Superintendents of the Employment Service of Canada

THE employment situation at the end of January, 1941, was reported by the superintendents of the Employment Service to be as follows:—

Farmers in the Maritime Provinces were busy with routine chores, as well as the breaking of roads to their wood lots, and comparatively little country produce had reached the city markets owing to storm-blocked highways. Fishing was lighter than usual, having been hampered by adverse weather. Logging conditions were more favourable, with a large number of men employed, although competent woodsmen in some localities were scarce. Coal mines in the New Glasgow area operated six days per week, while those in Cape Breton and vicinity worked from four to six days. All manufacturing plants were working with full staffs, war orders helping to maintain a steady output of commodities, and no idleness was reported by the iron and steel industry. Little new construction was under way and all contracts on hand were progressing, although outside work had been slowed down owing to extreme weather. This, too, had hampered motor transportation, but passenger and freight traffic, by rail and water, was heavy. Trade was fair and the demand for charwomen and household workers brisk.

Logging was satisfactory in the Province of Quebec and manufacturing centres also reported well sustained activity, particularly at Hull, where factories were busy with numerous war orders and at Quebec, where garment trades were operating at full capacity. Metal trades were active at Montreal and Sherbrooke and various other factories at Chicoutimi, La Tuque, Matane and Three Rivers. At Lauzon, the shipyards had secured a ten million dollar contract, which would result in increased personnel. Construction, both building and highway was active for this season of the year, although work in both groups consisted largely of maintenance and repairs; at Arvida, however, the construction of three units to the work shops of the Aluminum Company was providing employment for numerous applicants. Transportation was brisk, trade was good and requests numerous for workers in the domestic section.

Quietness prevailed in farming in Ontario, but vacancies were plentiful in logging for experienced bushmen, as log hauling was in full swing and competent pulpcutters, loaders and hookmen were very scarce. Mining was slack, except at Timmins, where a fair demand existed for various classes of experienced and partly experienced miners. Little change was shown in manufacturing. Practically all industries followed a continued upward trend, reversing the usual mid-winter contraction, some firms taking advantage of their slack period by working on war orders. A number were running night and day shifts and the turnover of skilled workers in the metal trades, such as tool and die makers, machinists, bench fitters and moulders was very brisk. Textiles, shoe and box factories, as well as the iron and steel group, likewise were very busy. Construction was slacker, although employment for building mechanics continued active and steady progress was made on factories or other buildings already in the course of erection. Maintenance of highways was carried on and much casual work had been provided for snow shovellers. Transportation was brisk and trade was good. There were many requests for female domestic help. Girls and women continued to register for work in munition plants. Employment for factory workers continued active, especially in the textile trades. Calls for clerical help were fewer, but many of those received were for permanent positions. A large number of boys and girls also were sent to the Vocational School at Fort William, where after graduation, they will be taken on by firms engaged in war work.

Very few vacancies were listed for farm help in the Prairie Provinces, although some farmers were endeavouring to secure men on a yearly basis. Logging continued active and the lower temperatures were favourable for mining. Manufacturing industries were running at full capacity, but there was little increase in staffs. Sugar factories at Lethbridge had completed their consignment, but had retained sufficient men to overhaul machinery. Much interest also centred in the testing of wells near Spring Coulee, as a strike of crude oil there would open an entirely new field. Heavy storms and severe weather had slowed down building construction, although satisfactory progress was still being made on National Defence projects. Railway freight haulage and passenger service were active and trade was fair. In the Women's Division there was a demand for city domestics with a continued shortage of experienced maids.

Farming in British Columbia was very quiet, although ideal weather for pruning had aided the fruit industry. More activity was reported in logging and crews were increased, but heavy rains had affected operations in the smaller

camps, as roads were difficult to maintain. Other sawmills, however, were operating with full crews. Coal mines were busy, but gold mines slack. Construction of military camps continued without interruption. At Vancouver, the 1940 annual report of the city's Building Inspector revealed considerable improvement over that of 1939, in the number and value of permits issued. Shipyards were busy at Prince Rupert and Victoria, but longshore work at all ports was quiet. Trade was slow, and fewer calls were listed for female help in domestic service, competent maids still being scarce.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

OCTOBER-NOVEMBER RECORD

The British *Ministry of Labour Gazette* for December summarizes the October-November employment situation as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at November 11 was 308,131, a reduction of 25,805 as compared with October 14. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 96,577, about 60 per cent of whom were miners; this was an increase of 952 as compared with October 14. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 23,548, a reduction of 3,481 as compared with October 14.

The corresponding figures for women and girls on the registers at November 11 were 295,110 wholly unemployed, 66,787 temporarily stopped, and 1,027 unemployed casual workers. As compared with October 14 there was a reduction of 6,385 in the number wholly unemployed, of 8,670 in those temporarily stopped, and of 282 in the number of unemployed casual workers. At November 18 there were 39,194 women registered as applicants for work in districts to which they had been evacuated, an increase of 1,034 as compared with October 21.

The number of applicants for unemployment benefit or allowances on the registers at November 11 was 669,428 as compared with 696,962 at October 14 and 1,204,499 at November 13, 1939.

United States

On January 24, Miss Frances Perkins, United States Secretary of Labour, reported that approximately 540,000 workers had been added during December to payrolls in non-agricultural employment, representing the largest December increase in the last eleven years. Total non-agricultural employment of more than 37,100,000, a new high for recent years was nearly 1,500,000 greater than in December, 1939.

The following paragraphs taken from the official report indicate the December employment situation in the United States to be as follows:

The major factor in the huge December increase in employment was the greater-than-seasonal gain of 430,000 workers in wholesale and retail trade establishments. The hiring of additional thousands of temporary employees to handle the best Christmas trade in years brought about the largest increase in trade employment on record. Manufacturing industries continued to expand under the spur of defence expenditures, adding nearly 120,000 workers in December.

This gain raised the December level of factory employment above that recorded in any month during the last 21 years. Factory employment usually declines from November to December, gains having been shown in only 7 of the past 21 years. The current increase has been surpassed in December in only two other years, 1919 and 1924.

The major portion of the gain of more than 1,500,000 in non-agricultural employment over the year interval was in the manufacturing and construction industries. While the increase of more than 640,000 workers in manufacturing industries was larger than the gain of approximately 450,000 in construction, the latter increase represents a percentage gain of approximately 40 per cent compared to a 7 per cent increase in total factory employment.

The only major group to report a decrease over the year was mining (15,000); decreases in the coal mining and crude petroleum pro-

ducing industries offsetting employment gains in quarries and metal mines.

The contraseasonal gain of 1·4 per cent in factory employment between November and December 1940 was coupled with an increase in weekly pay rolls of 5·4 per cent or nearly $12,000,000. In only one other year (1919) has a more pronounced pay-roll increase been reported for December. The employment gain was in contrast to a seasonally expected decline of 0.9 per cent or 82,000 and the pay-roll expansion was about fourteen times as large as the customary seasonal increase of 0·4 per cent or $880,000.

The December 1940 employment index for all manufacturing industries combined stood at 116·2 per cent of the 1923-25 average, a gain of 7·8 per cent since December 1939, which placed it at the highest point since the series began (January 1919). The corresponding pay-roll index was 122·8, an increase of 16·5 per cent over last year at this time, and above all levels since June 1920. The 12-month average of employment in 1940 was 107.5 compared with 99.9 in 1939, and corresponding pay-roll averages were 105·4 and 92·2.

For the durable-goods group of industries, the employment and pay-roll indexes in December 1940 were 117·5 and 132·2, the gains since last year being 14·3 and 25·0 per cent. The average 1940 indexes for this group were 104·2 in employment and 107·8 in pay rolls as against 1939 averages of 90·2 and 86·2.

The December 1940 employment and pay-roll indexes for the nondurable-goods group were 114·9 and 112·2, the gains since a year ago being 2·0 and 6·9 per cent. The average indexes for the year 1940 were 110·6 and 102·7, while for 1939 they were 109·2 and 98·9.

Of the 157 manufacturing industries surveyed, 105 showed more wage earners at work in December than in November and 129 industries showed larger pay rolls. The durable-goods group as a whole showed employment and pay-roll gains of 1·7 per cent and 5·6 per cent, respectively, which were slightly more pronounced than the increases of 1·1 per cent and 5·1 per cent shown by the nondurable-goods group. As in preceding months, most of the employment gains in the individual industries were larger than seasonal or contraseasonal, while most of the decreases were smaller than seasonal.

Employment in retail stores increased more than seasonally by 11·6 per cent, and payrolls increased 10·7 per cent, the latter gain being the highest December payroll increase recorded in 12 years. Department stores took on 35·8 per cent more employees to handle the holiday trade and pay rolls rose 33.6 per cent. Extra help contributed to the employment increase of 50.9 per cent in variety stores; 10.8 per cent in women's apparel, 22·8 per cent in men's and boys' apparel, 16·9 per cent in family clothing, and 23·7 per cent in jewellery stores.

In wholesale trade the employment gain of 1 per cent between November and December was greater than the December increase reported in any of the preceding 11 years with the exception of 1936.

Employment increased seasonally in anthracite mines by 0·9 per cent, and pay rolls rose 13·4 per cent, due to increased production. While employment remained virtually unchanged over the year interval, the December pay roll index, 42·7 per cent of the 1929 average, is 60 per cent above the level of December 1939. In bituminous coal mines, employment increased less than seasonally by 0·2 per cent while pay rolls showed a substantial gain of 8·1 per cent, reflecting increased production during the first half of December. Since December 1939, employment and pay rolls have decreased by 2·8 per cent and 8·4 per cent. Employment in metal mines decreased seasonally by 0·4 per cent. Pay rolls were 4·9 per cent above the November level. Winter shutdowns in quarries contributed to the seasonal employment loss of 3·5 per cent, which was less than the average December loss of 9.8 per cent for the last 11 years. Pay rolls showed a contraseasonal gain of 1·2 per cent. In crude-petroleum production employment and pay roll losses were 0·6 per cent and 1·8 per cent, respectively.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by an Order in Council of April 9, 1924. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On December 31, 1934, an Order in Council was passed rescinding the "B" conditions previously in effect and substituting other conditions therefor, the full text of which appeared in the LABOUR GAZETTE for January, 1935, pp. 24-25. Provision had been made in the "B" labour conditions in their original form for the payment of wages rates not less than those generally accepted as current for competent workmen in the district in which the work is to be performed, or if there were no current rates then fair and reasonable rates. This provision was retained in the amending Order in Council of December 31, 1934, but with the added proviso that in no event shall the wage rate for male workers 18 years of age and over be less than 30 cents an hour, and for female workers 18 years of age and over, less than 20 cents an hour. It is also provided that in any cases where the provincial Minimum Wages Law requires the payment of higher wages than those set out above, such higher rates shall apply in the execution of federal contracts. With respect to males and females under 18 years of age, it is required that they shall be paid rates of wages not less than those provided for women and girls in the Minimum Wages Scales of the respective provinces.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

> "All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:
>
> The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the

custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unles the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information

will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under the heading, besides stipulating working hours of not more than 8 per day and 44 per week provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours, shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of an addition to the Dominion Government temporary office building No. 1, Wellington Street, Ottawa. Name of contractors, Ross-Meagher Ltd., Ottawa, Ont. Date of contract, January 8, 1941. Amount of contract, $150,601 and unit prices. A fair wages schedule was included in the contract as follows:—

	per hour
Asbestos insulation workers	$0 70
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Labourers	0 45
Lathers (metal)	0 70
Linoleum layers	0 60
Hoist operators—tower (gas, or elec.)	0 55
Engineers operating steam:	
Single or double drums	0 70
Three or more drums	0 80
Firemen, stationary	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 70
Painters (spray)	0 85
Plasterers	0 85
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	0 95
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent: comp	0 50
Roofers, sheet metal	0 85
Sheet metal workers	0 85
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Terrazzo layers	0 75
Terrazzo finishers and helpers	0 60
Tile setters (asphalt)	0 70
Tile setters' helpers (all men assigned to help tradesmen)	0 50
Watchmen	0 40
Waxers and polishers (floors)	0 50

Construction of a road at Turpin Head, Halifax Co., N.S. Name of contractors, M. H. McManus, Ltd., Halifax, N.S. Date of contract, January 10, 1941. Amount of contract, approximately $15,595. A fair wages schedule was included in the contract as follows:—

	per hour
Axemen	$0 45
Blacksmiths	0 70
Carpenters and joiners	0 70
Compressor operators, gas, or elec.	0 50
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating, steam: single or double drums	0 65
Firemen, stationary	0 45
Hoist operators—tower, (gas. or elec.)	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Powdermen	0 50
Road grader operators:	
Horsedrawn	0 45
Gas	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators	0 50
Watchmen	0 35

Electrical work at Christie Street Hospital, Toronto, Ont. Name of contractor, Mr. Edgar L. Roxborough, Toronto, Ont. Date of contract, November 7, 1940. Amount of contract, $7,305. A fair wages schedule was included in the contract as follows:—

	per hour
Electricians (inside and outside wiremen)	$1 10
Drivers	0 50
Driver, horse and cart	0 65
Driver, team and wagon	1 00
Labourers	0 50
Motor truck driver	0 55
Motor truck driver and truck	1 55

Construction of an intercepting sewer, Quebec, P.Q. Name of contractor, Mr. J. A. Auclair, Monument, P.Q. Date of contract, January 10, 1941. Amount of contract,

approximately $347,851.40. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Brick and hollow tile layers	0 80
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 60
Cement finishers	0 60
Cement and concrete mixer operator:	
Steam	0 60
Gas. and elec.	0 55
Compressor operators—Gas. or elec.	0 55
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 65
Drill runners	0 55
Electricians (inside wiremen)	0 65
Engineers, operating, steam:	
Single or double drum	0 60
Three or more drums	0 70
Engineers on steel erection	0 75
Engineer, crane (steam, gas. or elec.)	0 65
Firemen—stationary	0 45
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 40
Lathers:	
Metal	0 65
Wood	0 55
Machinists	0 65
Machnists' helpers	0 45
Motor truck driver	0 45
Motor truck driver and truck	1 45
Painters—spray	0 65
Painters and glaziers	0 55
Patternmakers	0 60
Pipe fitters—surface—temporary work	0 55
Pipe layers, caulkers and solderers	0 50
Pile driver and derrick foremen	0 70
Pile driver and derrick engineers	0 60
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 45
Pile driver and derrick labourers	0 45
Plasterers	0 75
Plasterers' Helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 65
Powdermen	0 50
Pumpmen	0 50
Riggers—general	0 55
Road grader operators, horsedrawn	0 45
Road grader operators, including team	0 70
Road grader operators, gas	0 50
Road roller operators, steam or gas	0 60
Roofers—felt and gravel: patent: composition	0 45
Roofers—sheet metal	0 65
Roofers—shingles (wood, asbestos)	0 60
Rodmen—reinforced steel	0 50
Sheet metal workers	0 65
Sprinkler installers	0 85
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators—gas	1 00
Stone cutters	0 70
Stonemasons	0 80
Stonemasons' helper (mixing and tempering mortar)	0 45
Structural steel workers	0 75
Terrazzo layers	0 70
Terrazzo finishers and helpers	0 55
Timbermen and cribmen (measuring, scribing, and, by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operators	0 50
Watchman	0 35
Welders and burners:	
Acetylene or elec.	0 60
On steel erection	0 75

Construction of an office building at Pointe a-Carcy, Princess Louise Docks, Quebec, P.Q. Name of contractor, Mr. Delphe Maranda, Quebec, P.Q. Date of contract, January 9, 1941. Amount of contract, $21,980. A fair wages schedule was included in the contract as follows:—

	per hour
Asbestos insulation workers	$0 60
Brick and hollow tile layers	0 80
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 60
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 60
Gas. or elec.	0 55
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 65
Electricians (inside wiremen)	0 65
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 55
Plumbers and steam fitters	0 65
Roofers, sheet metal	0 65
Roofers, shingles (wood, asbestos)	0 60
Sheet metal workers	0 65
Watchmen	0 35
Waxers and polishers (floor)	0 45
Engineers, operating, team: single or double drums	0 60
Firemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 60

Construction of a breakwater at Gaspe, P.Q. Name of contractors, Messrs. Andre Chretien and Arthur Dunn, of Gaspe and Cap des Rosiers, P.Q., respectively. Date of contract, December 23, 1940. Amount of contract, approximately $34,064. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Boatman (row-boat)	0 35
Compressor operators (gas. or elec.)	0 45
Drill runners	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70

	per hour
Firemen, stationary	0 40
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 42
Watchmen	0 30

Construction work at Esquimalt, B.C. Name of contractors, Messrs. Williams, Therise and Williams, Ltd., Victoria, B.C. Date of contract, January 9, 1941. Amount of contract, $59,997 and unit prices. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths' helpers	$0 50
Asbestos insulation workers	0 75
Blacksmiths	0 75
Boilermakers on construction or erection	0 90
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Drill runners	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 90
Engineers on steel erection	1 12½
Firemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 45
Lathers—metal	0 75
Machinists	0 75
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 75
Painters and Glaziers	0 65
Plasterers	0 90
Plasterers' helpers	0 50
Rodmen, reinforced steel	0 55
Roofers, felt and gravel; patent: comp	0 50
Roofers, sheet metal	0 75
Sheet metal workers	0 75
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74⅛
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Structural steel workers	1 12½
Tile setters (asphalt)	0 75
Tile setters, helpers (all men assigned to help tradesmen)	0 50
Watchmen	0 45
Welders and burners on steel erection	1 12½
Plumbers and steamfitters	0 90
Plumbers and steamfitters' helpers	0 50

Removal and renewal of fresh water mains at the Federal Building, Vancouver, B.C. Name of contractors, F. Welsh and Sons, Vancouver, B.C. Date of contract, December 7, 1940. Amount of contract, $3,775. A fair wages schedule was included in the contract as follows:—

	per hour
Carpenters and joiners	$0 90
Drivers	0 45
Drivers, horse and cart	0 60
Drivers, team and wagon	1 00
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters and glaziers	0 80
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50

DEPARTMENT OF TRANSPORT

Additional development work at Jarvis, Ont. Name of contractors, Colas Roads, Ltd., Toronto, Ont. Date of contract, December 28, 1940. Amount of contract, $5,060. A fair wages schedule was included in the contract as follows:—

	per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Concrete mixer operators—gas	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators—gas	0 50
Road roller operators—gas	0 65
Shovel operators—gas	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators	0 50
Watchmen	0 35

Erection of a building at Penticton, B.C. Name of contractors, Kenyon-Killick Ltd., Penticton, B.C. Date of contract, December 31, 1940. Amount of contract, $3,740. A fair wages schedule was included in the contract as follows:—

	per hour
Brick and hollow tile layers	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators: gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 75
Labourers	0 40
Lathers—wood	0 65
Linoleum layers	0 60
Motor truck drivers	0 45

	per hour
Motor truck driver and truck	1 45
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Roofers—shingles (wood, asbestos)	0 75
Sheet metal workers	0 65
Watchmen	0 40
Waxers and polishers (floor)	0 45

Development work at Dewinton, Alta. Name of contractors, Dutton Bros. & Co., Calgary, Alta. Date of contract, January 2, 1941. Amount of contract, $35,600. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Drivers	0 45
Driver, team and wagon	0 75
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Road grader operators:	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Tractor operators	0 67½
Watchmen	0 40

Removal of wreck in St. Lawrence River near lower end of Cap de la Madeleine Curve, P.Q. Name of contractors, Sincennes-McNaughton Line Ltd., Montreal, P.Q. Date of contract, January 7, 1941. Amount of contract, $12,000. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
	per day
Divers (full day's pay to be allowed whether enmployed full or part time)	$14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	per hour
Drivers	$0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Engineers operating steam	0 70
Engineers, crane (steam, gas. or elec.)	0 70
Firemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 70
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 40
Riggers (general)	0 50
Welders and burners (acetylene or elec.)	0 55

Additional construction work at Malton, Ont. Name of contractors, Godson Contracting Co., Ltd., Toronto, Ont. Date of contract, December 23, 1940. Amount of contract, $9,682. A fair wages schedule was included in the contract, as follows:—

	per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Carpenters and joiners	0 95
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Dragline operators, steam or gas	1 10
Dragline firemen	0 65
Dragline oilers	0 55
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Pipe layers, caulkers and solderers	0 50
Road grader operators—gas	0 50
Road roller operators—steam or gas	0 65
Steam shovel engineers	1 10
Steam shovel cranemen	0 90
Steam shovel firemen	0 65
Steam shovel oilers	0 55
Shovel operators—gas	1 10
Tractor operators	0 50
Watchmen	0 35

Development work at Brada, Sask. Name of contractor, Mr. H. S. Stewart, North Battleford, Sask. Date of contract, January 10, 1941. Amount of contract, $33,470. A fair wages schedule was inserted in the contract as follows:—

	per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Drivers	0 40
Drivers, team and wagon	0 75
Labourers	0 40
Motor truck driver	0 45
Motor truck driver and truck	1 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 60
Gas	0 55
Tractor operators	0 60
Watchmen	0 35

Development work at Interlake, Alta. Name of contractors, Western Construction and Lumber Co., Ltd., Edmonton, Alta. Date of contract, January 10, 1941. Amount of contract, $49,950. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Drivers	0 45
Driver, team and wagon	0 75
Labourers	0 45
Motor truck driver	0 50
Motor truck driver and truck	1 50
Road grader operators:	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Tractor operators	0 67½
Watchmen	0 40

Construction of a water main at Mossbank, Sask. Name of contractors, R. B. MacLeod & Co., Saskatoon, Sask. Date of contract, January 15, 1941. Amount of contract, $6,433. A fair wages schedule was included in the contract as follows:—

	per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Machinists	0 70
Machinists, helpers	0 45
Motor truck drivers	0 45
Motor truck drivers and trucks	1 45
Pipelayers, caulkers and solderers	0 55
Plumbers and steamfitters	0 85
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Pumpmen	0 50
Shovel operators (gas.)	1 00
Tractor operators	0 60
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Watchmen	0 35

Construction of water supply works at Mossbank, Sask. Name of contractors, Poole Construction Co. (Sask.), Ltd., Regina, Sask. Date of contract, January 21, 1941. Amount of contract, $11,597. A fair wages schedule was included in the contract as follows:—

	per hour
Axemen	$0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 50
Drivers	0 40
Electricians (inside wiremen)	0 80
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 70
Pipe layers, caulkers and solderers	0 55
Plasterers	1 00
Plumbers and steamfitters	0 85
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Roofers, felt and gravel: patent: comp.	0 45
Roofers, shingles (wood, asbestos)	0 75
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators—gas	1 00
Tractor operators	0 60
Watchmen	0 35

GROUP "B" CONTRACTS

Manufacture and Repair of Equipment, Supplies, Interior Fittings, Etc.

NOTE.—Each of the contracts listed under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Cavalry Braid, yellow worsted	Belding-Corticelli Ltd., Montreal, P.Q.
Brown Serge Cloth	Paton Mfg. Co., Ltd., Montreal, P.Q.
Khaki Drill	Dominion Textile Co. Ltd., Montreal, P.Q.
Blue Beaver Cloth	Paton Mfg. Co., Ltd., Montreal, P.Q.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber Stamps, Daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter carriers' Uniforms.	Paton Mfg. Co., Ltd., Montreal, P.Q.
Letter carriers' Uniforms.	Uniform Cap Co., Ottawa, Ont.
Letter carriers' Uniforms.	Pollack & Dorfman, Quebec, P.Q.
Letter carriers' Uniforms.	Jay Wolfe Inc., Montreal, P.Q.
Satchels	Hugh Carson Co., Ltd., Ottawa, Ont.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Stamping machine parts.	Machine Works, Ltd., Montreal, P.Q.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the Labour Gazette from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Metal Products

Montreal, P.Q.—A Certain Aircraft Manufacturing Company and the International Association of Machinists, Local 712.

Agreement to be in effect from November 1, 1940, to June 30, 1941, and thereafter from year to year, subject to notice.

The company recognizes the shop committee of the union, who are employees of the company, as the sole bargaining agency of the employees as long as it represents a majority of the employees covered by this agreement. No discrimination on account of union membership or activity.

Hours: 9 per day for five days, 3 hours on the sixth day, a 48 hour week; when two shifts are worked, shifts to be 10½ hours for a 5 day week, with overtime allowed for all work in excess of 9½ hours. When 3 shifts are worked, all three shifts to work 8 hour shifts, Monday to Saturday inclusive, with a 20 minute lunch period in each, without loss of paid time.

Overtime: time and one half until 12 hours have been worked in one shift, double time after 12 hours; double time for work on Sundays and seven specified holidays. In the event that the factory or any departments are placed on a 7 day week, and in the case of men whose terms of employment call for Sunday work, double time will not be paid for Sunday when a regular day off is substituted, but in this case, double time will be paid for work on such substitute day off.

Minimum hourly wage rates for day work: tool, die and pattern makers 85 cents; journeymen machinists, electricians and steamfitters 80 cents; journeymen aircraft fitters, joiners, aircraft sheet metal, aircraft welding, painters, moulders, cable splicers and millwrights 75 cents; class A production workers 60 cents; class B production workers 50 cents; helpers, learners and labourers 40 cents; beginners 35 cents; apprentices from 25 cents during first year to 55 cents during fourth year. Minimum hourly wage rates for night shifts, 5 cents per hour higher than the day shift rates.

Seniority to be taken into consideration in case of lay-off.

Grievances and disputes are to be dealt with by the management with the shop committee. No strike or lockout to occur during the life of this agreement and while negotiations are in progress for a further agreement. In case of a deadlock, such dispute to be submitted to the Minister of Labour of the Dominion Government who may establish the necessary conciliation committee, upon which both the union and the company will be represented; the decision of such conciliation committee to be binding on both parties.

Construction: Shipbuilding

Vancouver, B.C.—A certain Shipbuilding Firm and the Amalgamated Building Workers of Canada, Electrical Workers' Shipyard Section.

Agreement to be in effect from December 11, 1940, for the duration of the war and thereafter until completion of any contracts entered into previous to the cessation of hostilities.

The Company may employ at any time at least three journeymen, or more if the number of non-union members employed does not exceed 10 per cent of the electricians employed. Such non-members must, however, pay the monthly dues to the union. If the union is unable to supply men, no man who is unfair to the union will be employed.

Hours: 8 per day, 44 hours per week for day shift; second shift 7⅞ hours' work with 8 hours' pay; third shift, 7⅞ hours with 9 hours' pay; a 40 hour week for the second and third shifts.

Overtime: time and one half for first four hours; thereafter and all work on Sundays and nine specified holidays, double time.

Minimum hourly wage rates: electricians $1, electric crane operators 65 cents, first year helpers 50 cents, experienced helpers 62½ cents.

"The above rates to be subject to adjustment quarterly in accordance with the cost of living, and wages to be increased or decreased in an equal percentage to the increase or decrease in the cost of living in British Columbia, as determined and publicized by the Dominion Department of Labour, it being understood that the average of the Federal index figures for cost of living in Vancouver, Victoria and Prince Rupert, as at October 1, 1940, be the basis of this arrangement, and that any adjustments that are made during the life of this agreement are to be made upon the average of the living costs in these cities. It is also understood that the above rates are to be the minimum rates to be paid during the life of the agreement."

Apprentices to be governed by provincial legislation.

Vancouver, B.C.—Two Shipbuilding Firms and the Blacksmiths' and Helpers' Union of Canada, Local No. 1.

Agreements to be in effect from June 20, 1940, for the duration of the war and thereafter until completion of any contracts entered into previous to the cessation of hostilities.

Only union members to be employed, if available.

Hours: 8 per day, 44 per week for day shift; second shift 7⅞ hours' work with 8 hours' pay; third shift 7⅞ hours with 9 hours' pay; a 40 hour week for second and third shifts.

Overtime: time and one half for first four hours; thereafter, and all work on Sundays and nine specified holidays, double time.

Minimum hourly wage rates: blacksmiths 85 cents, blacksmiths' helpers 65 cents. These wage

rates to be subject to adjustment quarterly in accordance with changes in the cost of living as ascertained by the Department of Labour of the provincial government of British Columbia, with cost of living figures as at December 1, 1939, being the basis of the arrangement, and it being understood that the above minimum rates are to be the minimum rates during the life of this agreement.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 692.

Agreement to be in effect from July 1, 1940, for the duration of the war and of contracts incidental thereto.

All machinists employed must become and remain union members, and preference will be given to those already members of the union when hiring new employees.

The other terms of this agreement are similar to the agreement with another Company which was summarized in the LABOUR GAZETTE, July, 1940, page 728.

The minimum hourly wage rates (90 cents for machinists and fitters, 65 cents for specialists, 50 to 60 cents for helpers) are the same, but it is provided that they may be adjusted quarterly on the basis of the cost of living figures for British Columbia as determined and publicized by the Dominion Department of Labour.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE AMALGAMATED BUILDING WORKERS OF CANADA, PATTERNMAKERS' UNIT.

Agreement to be in effect from June 20, 1940, for the duration of the war and completion of contracts then in effect.

This agreement is similar to the one summarized above for blacksmiths, with these exceptions:

Minimum wage rate for patternmakers: 90 cents per hour, subject to adjustment as provided in the blacksmiths' agreement.

Time and one-quarter to be paid for dirty work.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE INTERNATIONAL ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 170.

Agreement to be in effect from July 1, 1940, for the duration of the war and wartime contracts, and thereafter subject to 30 days' notice.

This agreement is similar to that between this same union and another shipbuilding firm, which was summarized in the LABOUR GAZETTE, July, 1940, page 728, with these exceptions:

Only union members to be employed, and in the event of the union being unable to supply men, no man who is unfair to the union will be employed.

The minimum wage rates of 90 cents for plumbers and pipefitters and 50 to 60 cents for helpers are the same as in the other agreement, but the basis for their adjustment according to the cost of living is the cost of living figures for British Columbia, as determined by the Dominion Department of Labour.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE AMALGAMATED BUILDING WORKERS OF CANADA, CARPENTERS' AND JOINERS' SECTION.

(The hours, wage rate and adjustment of wages according to the cost of living described below were also agreed to by letter by another shipbuilding firm and their joiner employees, effective from August 29, 1940, for the duration of the war and wartime contracts.)

Agreement to be in effect from August 26, 1940, for the duration of the war and thereafter until the completion of the wartime contracts.

Hours: for day shift, 8 per day, 44 per week; for second shift 7½ per shift with pay for 8 hours; for third shift, 7 per shift with pay for 8 hours; a 40 hour week for both second and third shifts, except in case of a second shift employed on emergent war work, when 44 hours may be worked.

Overtime: time and one-half for first four hours, double time thereafter; double time for work on Sundays and statutory holidays.

Time and one-quarter for all dirty work.

Wage rate for carpenters and joiners: 83 cents per hour. This rate is subject to adjustment quarterly in accordance with changes in the cost of living, as ascertained by the Dominion Department of Labour, with the figures at December 1, 1939, being the basis, and it being understood that the above minimum rate be the minimum rate for the duration of this agreement.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

(The hours, wage rates and adjustment of wages according to the cost of living described below were also agreed to by letter by another shipbuilding firm and their shipwright and caulker employees, effective from August 12, 1940, for the duration of the war and wartime contracts.)

Agreement to be in effect from August 26, 1940, for the duration of the war and thereafter until the completion of wartime contracts.

The terms of this agreement are similar to those of the agreement for carpenters and joiners summarized above, with this exception:

Wage rate for shipwrights and boatbuilders, $6.64 per day (83 cents per hour); for caulkers $6.88 per day (86 cents per hour), subject to adjustment according to changes in the cost of living, as provided in the carpenters' agreement described above.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE COPPERSMITHS AND COPPERSMITHS' HELPERS EMPLOYED BY THEM.

The following terms have been agreed to by letters by the firm with the coppersmiths and the coppersmiths' helpers employed by them. The wage rates and conditions for coppersmiths are in effect from August 12, 1940, for the duration of the war and wartime contracts: for coppersmiths' helpers from August 19, 1940, for the same period.

Hours for both coppersmiths and coppersmiths' helpers are 8 per day, 44 per week.

Wages: coppersmiths 90 cents per hour, coppersmiths' helpers from 50 cents during first six months to 60 cents after one year.

These rates to be adjusted quarterly according to changes in the cost of living on the basis of cost of living figures for British Columbia, as determined and publicized by the Dominion Department of Labour.

VICTORIA, B.C.—TWO SHIPBUILDING FIRMS AND THE DOCKYARD AND SHIPYARD WORKERS' UNION.

Agreements to be in effect from December 14, 1940, for the duration of the war and thereafter until the completion of wartime contracts.

Union members to be given preference in employment but if none available, other men may be hired. No discrimination against any employee for belonging to the union.

Hours: 8 per day, 44 per week; second shift, 7½ per shift with pay for 8 hours; a 40 hour week for second and third shifts, except in case of a second shift employed on emergent war work, when 44 hours may be worked.

Overtime: time and one-half for first four hours and double time thereafter; double time for work on Sundays and holidays.

Time and one-quarter for dirty work.

Basic hourly wage rates: labourers employed on ordinary work 50 cents, chipping 55 cents, cement washing and bitumastic workers on tanks 62½ cents, boiler cleaning and scaling 65 cents, dockmen 56¼ cents, tractor driver 56¼ cents, cementing seams 55 cents, stage riggers 62½ cents, divers tender 75 cents, jitney operator 75 cents, rigger on jitney 60 cents, band saw operator 75 cents, sand blasters 65 cents. These rates are subject to adjustment quarterly with changes in the cost of living, as ascertained by the Department of Labour of the Dominion Government, with the cost of living figures as at December 1, 1939, as the basis. "(This has been adjusted to October 1, 1940, at 2·89 per cent to nearest ½c.)"

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

(The hours and wage rate for electricians of this agreement were also agreed to by letter by another shipbuilding firm and their electrician employees, with provision for quarterly adjustment of the wage rate with changes in the cost of living for British Columbia, as determined and publicized by the Dominion Department of Labour; this arrangement to be effective from August 16, 1940, for the duration of the war and thereafter until the completion of wartime contracts.)

Agreement to be in effect from August 26, 1940, for the duration of the war and thereafter until the completion of wartime contracts.

The Company agrees to hire the employees covered by this agreement through the union representative, if such men are available. No discrimination against any employee belonging to the union.

Hours: 8 per day, 44 per week; for second shift, 7½ per shift with pay for 8 hours; for third shift, 7 hours per shift, with pay for 8 hours; 40 hours per week for second and third shifts, except in the case of a second shift employed on emergent war work, when they may work 44 hours.

Overtime: time and one half for first four hours and double time thereafter; double time for work on Sundays and holidays.

Time and one quarter for dirty work.

Hourly wage rates: journeymen wiremen 90 cents, experienced helpers 62½ cents, inexperienced helpers 50 cents. These rates are subject to adjustment quarterly in accordance with changes in the cost of living as ascertained and publicized by the Dominion Department of Labour, with cost of living figures as at December 1, 1939, as the basis; and the above minimum rates to be minimum rates during the life of the agreement.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 456.

(The hours and wage rates for machinists and machinist helpers [but not specialists] of this agreement were also agreed to by letters by another shipbuilding firm and their machinist employees and their machinist helper employees, with provision for quarterly adjustment of the wage rate with changes in the cost of living for British Columbia, as determined and pubicized by the Dominion Department of Labour; these arrangements to be in effect from August 1, 1940, in the case of the machinist employees and from August 12, 1940, in case of the machinist helper employees, both for the duration of the war and thereafter for the completion of wartime contracts.)

Agreement to be in effect from August 15, 1940, for the duration of the war and thereafter until completion of wartime contracts.

The terms of this agreement are similar to those of the agreement summarized above for electrical workers, with these exceptions:

There is no provision for hiring employees through a union representative.

Hourly wage rates: machinists 90 cents, specialists 65 cents, helpers 50 to 60 cents, subject to adjustment with changes in the cost of living as described in the electricians' agreement.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING FIRM AND THE PATTERNMAKERS EMPLOYED BY THEM.

The following terms have been agreed to, by letter, by the firm with the patternmakers employed by them. The wage rates and hours for patternmakers are in effect from August 19, 1940, for the duration of the war and wartime contracts.

Hours: 8 per day, 44 per week.

Basic wage rate: 90 cents per hour when patternmaking and 83 cents per hour when working at joiner work. These wage rates are subject to adjustment quarterly with changes in the cost of living figures for British Columbia, as determined and publicized by the Dominion Department of Labour.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THE INTERNATIONAL ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 324.

(The wage rate for pipefitters and hours of this agreement were also agreed to, by letter, by another shipbuilding firm with their pipefitter employees, with provision for quarterly adjustment of the wage rate with changes in the cost of living for British Columbia, as determined and publicized by the Dominion Department of Labour, the arrangement to be in effect from August 12, 1940, for the duration of the war and wartime contracts.)

Agreement to be in effect from August 12, 1940, for the duration of the war and thereafter until completion of wartime contracts.

The terms of this agreement are similar to those of the agreement summarized above for electrical workers, with these exceptions:

There is no provision for hiring employees through a union representative.

Hourly wage rates: pipefitters 90 cents, specialists 65 cents, helpers 50 to 60 cents.

Collective Agreement Act, Quebec

The following agreement, amendments and correction of agreements have recently been

made obligatory by Orders in Council and are summarized in the next article:—

Bakers and Bakery Salesmen, Quebec (amendment).

Bakers and Bakery Salesmen, Montreal (amendment).

Leather Tanning Industry, Province of Quebec (amendment).

Textile and Jute Bag Manufacturing, Montreal (amendment).

Printing Trades, Quebec (amendment).

Printing Trades, Montreal (amendment).

Building Trades, Sherbrooke and Eastern Townships (amendment).

Checkers (ocean navigation), Quebec (amendment).

Longshoremen (inland and coastal navigation), Montreal (amendment).

Retail Stores, Quebec (amendment).

Clerks and Accountants, Jonquiere, Kenogami, Arvida and St. Joseph d'Alma (correction and amendment).

Barbers and Hairdressers, Three Rivers District.

Industrial Standards Acts

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:—

NEW BRUNSWICK

Plumbers and Steamfitters, Saint John.

ONTARIO

Coal Handlers and Drivers, Toronto.

MANITOBA

Barbers, Brandon, Portage la Prairie and Dauphin.

SASKATCHEWAN

Barbers, Regina.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings Under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement, the amendment of eleven other agreements and the correction of one, all of which are summarized below. A request for the amendment of the agreement for building trades at Montreal was published in the January 4 issue of the *Quebec Official Gazette* and for the amendment of the sash, door and wrought wood industry at Jonquière and Kenogami in the issue of January 11. In addition, Orders in Council were published in the *Quebec Official Gazette* during January amending the constitution and bylaws of one parity committee, and approving the levying of assessments of certain other parity committees.

Manufacturing: Vegetable Products

BAKERS AND BAKERY SALESMEN, QUEBEC.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette,* January 25, extends the term of this agreement (LABOUR GAZETTE, January, 1940, page 68, December, page 1309, and January, 1941, page 70) to March 1, 1941.

BAKERS AND BAKERY SALESMEN, MONTREAL.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette,* January 25, amends the previous Orders in Council for this trade (LABOUR GAZETTE, October, 1939, page 1064, September, 1940, page 970 and January, 1941, page 70). The term of the agreement is extended to December 31, 1941.

The minimum wage rate for salesmen or distributors is $18 per week, with no provision for commission on sales. Any salesman or distributor required to work more than six days in any week to be paid $6 in addition to his weekly minimum wage of $18.

Manufacturing: Fur, Leather and Miscellaneous Animal Products

LEATHER TANNING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette,* January 4, amends the previous Order in Council for this industry (LABOUR GAZETTE, March, 1940, page 282).

The agreement governs, with the exception of office employees, all wage earners employed in establishments, throughout the Province of Quebec, in which one of the following operations is carried on: hide tanning, leather currying or any similar or related work, irrespective of the kind of work, the manufacturing process or the nature or quality of the products worked on.

Any wage earner doing piece work may not be compelled to work on an hourly basis if it causes a reduction in wages.

Manufacturing: Textiles and Clothing

TEXTILE AND JUTE BAG MANUFACTURING, MONTREAL.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette,* January 4, amends the previous Orders in Council for this industry (LABOUR GAZETTE, May, 1939, page 527, March, 1940, page 282, and June, 1940, page 608) by extending the term of the agreement to December 31, 1941.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette,* January 4, amends the previous Orders in Council for these trades (LABOUR GAZETTE, April, 1940, page 388) by changing the conditions as to overtime pay.

Overtime: time and one-half, except for the rural judicial districts, in which districts overtime is payable at time and one-quarter. However, overtime work is to be paid at his regular rate in the case of an employee who has an annual written employment contract by which he is assured of weekly wages equal to or higher than the weekly rates established in this agreement, and moreover, if he is entitled to paid holidays, an annual vacation of one week with pay, and to the payment of his wages in case of absence on account of sickness up to 15 days per year. Double time for work on Sundays and four specified holidays. However, work performed on Sunday evenings or holiday evenings in shops publishing morning papers will be paid at the regular wage rates for night work.

PRINTING TRADES, MONTREAL.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette,* January 4, amends the previous Orders in Council for these trades (LABOUR GAZETTE, April, 1938, page 452, June, 1936, page 546, December, 1936, page 1181, and October, 1939, page 1065) by extending the term of the agreement to March 31, 1941, or until a new agreement is made obligatory if this is done before this date.

Construction: Buildings and Structures

BUILDING TRADES, SHERBROOKE AND EASTERN TOWNSHIPS.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette,* January 4, amends the previous Orders in Council for these trades (LABOUR GAZETTE, June, 1938, page 693, October, page 1173, November, page 1299, July, 1939, page 729, November, page 1183, April, 1940, page 390, June, page 609, July, page 731 and December, page 1312) by adding "Le Syndicat catholique nationale des métiers de la construction de Victoriaville, Inc." (The National Catholic Union of Building Trades of

Victoriaville, Inc.) to the parties to the agreement.

Transportation and Public Utilities: Water Transportation

CHECKERS (OCEAN NAVIGATION), QUEBEC.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette*, January 4, amends the previous Order in Council for these workers (LABOUR GAZETTE, October, 1939, page 1067) by extending the term of the agreement to February 28, 1941.

LONGSHOREMEN (INLAND AND COASTAL NAVIGATION), MONTREAL.—An Order in Council, approved December 23, and published in the *Quebec Official Gazette*, January 4, amends the previous Order in Council for these workers (LABOUR GAZETTE, June, 1939, page 629, February, 1940, page 173, April, page 391, and June, page 610) by extending the term of the agreement to March 31, 1941.

Trade

RETAIL STORES, QUEBEC.—An Order in Council, approved December 24, and published in the *Quebec Official Gazette*, January 4, amends the previous Orders in Council for these stores (LABOUR GAZETTE, October, 1940, page 1076, January, 1939, page 96, March, page 336, July, page 729, October, page 1067, January, 1940, page 69, April, page 391 and August, page 867) by providing that from December 20 to 31 inclusive, regular employees are not to be entitled to any remuneration for additional overtime work. A new wage class of $30 per week for chief displayer is added.

CLERKS AND ACCOUNTANTS, JONQUIERE, KENOGAMI, ARVIDA AND ST. JOSEPH D'ALMA.—Two Orders in Council, approved January 22, were published in the *Quebec Official Gazette*, January 25. These correct and amend the previous Orders for these workers (LABOUR GAZETTE, July, 1939, page 730, January, 1940, page 69, October, page 1076, November, page 1203 and December, page 1312). The correction is in the termination date which in the last Order in Council should have been February 16 instead of January 19. The second Order in Council amends the previous ones by providing that the agreement remain in effect to December 8, 1941, and thereafter from year to year, subject to 30 days' notice.

The weekly hours of 60 per week in industrial establishments, 44 per week in financial establishments, etc., 63 hours in commercial establishments are subject to the provision that overtime be paid at regular rate.

Weekly wages in professional offices are added for junior clerk, stenographer and typist from $8 during first year to $15 after two years.

All employees who at the employer's request work over 40 hours in a week but less than the regular hours fixed by this agreement must nevertheless be paid the minimum weekly rates established in the agreement.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, THREE RIVERS DISTRICT.—An Order in Council, approved December 31, and published in the *Quebec Official Gazette*, January 11, makes obligatory the terms of an agreement between L'Union Nationale catholique des mâitres-barbiers et coiffeurs, des Trois-Rivières (The National Catholic Union of Master Barbers and Hairdressers, Inc. of Three Rivers) and l'Union nationale catholique des employes barbiers et coiffeurs des Trois-Rivières (the National Catholic Union of Employed Barbers and Hairdressers of Three Rivers).

Agreement to be in effect from January 11, 1941, to January 10, 1942, and thereafter from year to year, subject to notice. The territory is in two zones: zone I, the cities of Three Rivers, Cap-de-la-Madeleine, Shawinigan Falls and Grand Mère and within two miles of them; zone II, Louiseville and within two miles of it.

Hours are 56 per week in zone I, 62 in zone II.

Wages in both zones: barbers and male hairdressers for both men and women, $15 per week plus 50 per cent of all receipts in excess of $22 made by the employee, or $20 per week without commission; female hairdressers for women $14 per week.

A scale of minimum prices which must be charged customers is included in the agreement.

Apprentices are limited to one in any one shop. They are to be paid $5 per week after six months' practice, $7.50 after one year and $10 after 18 months.

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreements was approved by Order in Council and published in the *Quebec Official Gazette*, January 11:

Building Trades, Sorel.

Notices were published in the *Quebec Official Gazette*, January 4, 11 and 25, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees, parties to the following agreements:

Bakers, Three Rivers.
Plumbers, Three Rivers.
Bakers, Montreal.
Printers, Montreal.
Corrugated Paper Box Industry, Province of Quebec.
Bakers, Quebec.
Clerks and Accountants, Jonquière and Kenogami.
Building Trades, St. John.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders In Council in New Brunswick, Ontario, Manitoba, and Saskatchewan

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the Labour Gazette, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

New Brunswick

Construction: Buildings and Structures

Plumbers and Steamfitters, Saint John.—An Order in Council, dated January 9, and published in *The Royal Gazette*, January 29, makes binding the terms of a schedule of wages and hours for plumbers and steamfitters in the city of Saint John and within 15 miles from the county court house.

The schedule is to be in effect from January 1, 1941, to December 31, 1941.

Hours: 8 per day, a 48 hour week from October to May inclusive; 8 per day, 4 on Saturdays, a 44 hour week from June to September inclusive. If necessary to work at other periods of the day than the regular shift (8 a.m. to noon and 1 p.m. to 5 p.m.), 7½ hours to constitute a working day, with 8 hours' pay.

Overtime: time an one half for first four hours; thereafter and all work on Sundays and six specified holidays, double time.

Minimum wage rate for plumbers and steamfitters: 80 cents per hour (an increase of 15 cents per hour over the rate of the previous schedule).

Ontario

Trade

Coal Handlers and Drivers, Toronto.—An Order in Council, dated January 11, and published in *The Ontario Gazette*, January 18, makes binding the terms of a schedule of wages in the coal industry in the city of Toronto and neighbouring muncipalities, to be in effect from January 1, 1941, "during pleasure."

The coal industry is defined as all work usually performed in connection with the storage, warehousing, transfer and delivery of all kinds of coal and coke.

Work on Sudays and on seven specified holidays (except when unloading boats and except in the case of emergency deliveries authorized by the police licence bureau) to be paid at time and one-half.

Minimum hourly wage rates: boat trimmers, stackers on conveyers and truck drivers and teamsters 55 cents: yard men 50 cents; truck drivers' helpers 45 cents. (These are the same as the hourly wage rates in the previous schedule.)

An employer may engage truck drivers and helpers on a tonnage basis for the delivery of coal or coke in bags, and in such cases truck drivers without helpers to be paid 55 cents per ton, truck drivers with helpers 31 cents per ton, truck drivers' helpers 24 cents per ton. However, the Advisory Committee may grant a special permit authorizing the employment of truck drivers, teamsters and helpers at 45 cents per ton for truck drivers without helpers, 25 cents per ton for truck drivers with helpers and 20 cents per ton for truck drivers' helpers in case of hauling from an inland retail yard where the average haul is sufficiently shorter and the loading facilities and yard help are comparable to those supplied at the docks.

Manitoba

Service: Business and Personal

BARBERS, BRANDON, PORTAGE LA PRAIRIE AND DAUPHIN.—By an Order in Council under The Fair Wage Act (Part II) dated December 12, and published in *The Manitoba Gazette*, December 14, the schedule of wages and hours for barbers in Winnipeg and district which was summarized in the LABOUR GAZETTE, May, 1940, page 501, has been declared to also be in force in the city of Brandon, the city of Portage la Prairie and the town of Dauphin.

Saskatchewan

Service: Business and Personal

BARBERS, REGINA.—An Order in Council, approved January 23, and published in *The Saskatchewan Gazette*, January 31, makes binding the terms of a schedule of wages and hours for the barbering industry in the city of Regina and within five miles thereof except the buildings occupied by Royal Canadian Air Force training schools. The schedule is to be in effect from February 10, 1941, "during pleasure".

Hours: 51 per week divided into 5½ regular working days; barber shops may be open from 8 a.m. to 6 p.m. on Mondays, Tuesdays, Thursdays and Fridays, from 8 a.m. to 12 noon on Wednesdays, and from 8 a.m. to 8 p.m. on Saturdays.

Overtime for all employees: 40 cents per hour plus bonus described below.

Minimum wage rate for full time employees: $16 per week plus bonus for experienced employees (those with at least a year's experience); $10 per week plus bonus for inexperienced employees during their first six months and $12 plus bonus during second six months; 40 cents per hour plus bonus for part time employees.

Bonus: every employee to be paid as part of his or her wages a bonus equivalent to the amount by which 60 per cent of all charges made for work done by such employee during each week exceeds the amount paid to such employee for full time, part time or overtime work as provided above.

A scale of minimum charges for services is included in the schedule.

No employer may employ more than one part time or inexperienced employee for each three or fraction thereof full time employees without a permit from the Advisory Board.

PRICES RETAIL AND WHOLESALE IN CANADA, JANUARY, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

The new official index number of the cost of living rose from 108·0 at the beginning of December, 1940, to 108·3 at the beginning of January, 1941. The indexes of all of the main groups advanced except that for rent which was unchanged. The index for the food group recorded the largest advance, about one half of one per cent, due to higher prices for butter and certain meats, cereals and vegetables. Comparative figures for the general index at certain dates are 108·3 for January, 1941; 108·0 for December, 1940; 103·8 for January, 1940 and 100·8 for August and September, 1939. The increase since January, 1940, was therefore 4·3 per cent and since the outbreak of war 7·4 per cent.

The index number was constructed on the basis of a survey of the expenditure of 1,439 families of wage earners and salaried workers with incomes between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food, (31·3 per cent) $443; Shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent) $90.50; Clothing (11·7 per cent) $165.80; Home Furnishings (8·9 per cent) $125.70; Miscellaneous (22·6 per cent) $319.40, including Health (4·3 per cent) $60.80; Personal Care (1·7 per cent) $23.90; Transportation (5·6 per cent) $79.30; Recreation (5·8 per cent) $82.10; Life Insurance (5·2 per cent) $73.30. Other expenditure, not directly represented in the index was $40.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure the indexes for the new "Home Furnishings" and the "Miscellane-

ous" should be combined using the weights. By this method of calculation the figures of the old index for January, 1941, are Food 124, Fuel and Light 148, Rent 153, Clothing 133, Sundries 162. All Items 140.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915 to September, 1940, has also been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of January was: Food $9.06; Laundry starch 4·1 cents; Fuel $2.96; Rent $6.20; and Total $18.26. The average cost of staple foods by provinces at the beginning of January was: Nova Scotia $9.31; Prince Edward Island $8.71; New Brunswick $9.37; Quebec $8.52; Ontario $9.04; Manitoba $8.92; Saskatchewan $8.68; Alberta $8.82; and British Columbia $9.84.

(Continued on page 194)

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935-1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·5	92·8	102·5	96·9	97·7		95·7
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·1	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork			Bacon, medium, sliced, per lb.	Ham, boiled, sliced, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loin, per lb.	Fresh shoulder, per lb.	Pork, salt, regular mess, per lb.		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**30·3**	**26·1**	**25·5**	**18·0**	**14·7**	**19·9**	**28·3**	**24·5**	**18·3**	**20·0**	**32·1**	**55·0**
Nova Scotia (average)	**32·2**	**26·4**	**25·3**	**17·9**	**14·6**	**18·9**	**29·1**	**24·6**	**19·7**	**19·6**	**31·4**	**54·3**
1—Sydney	35·3	28·4	25	21·2	16·3	15	28·6	27·3	22·8	20·6	31·4	53·7
2—New Glasgow	32	27·6	26·5	18·4	15·6	18	30	25·7	20	19	31·1	54·5
3—Amherst	32·5	25	24·2	16	12	20	.....	20	17	18·4	32·2	51·7
4—Halifax	31·4	26·1	22·4	17·4	15·6	17·5	30·2	25·9	19·1	20·1	30·7	57·2
5—Windsor	30	25	27·5	18	15	20	27·5	23·5	20	19·7	31	55
6—Truro	32	26	26·3	16·5	13	22·7	29	25	19·2	19·8	32·1	53·5
7—**P.E.I.**—Charlottetown	**28·0**	**24·0**	**22·5**	**16·3**	**14·2**	**19·0**	**27·4**	**24·2**	**19·2**	**19·0**	**31·4**	**56·0**
New Brunswick (average)	**34·6**	**26·1**	**24·9**	**17·5**	**14·2**	**16·8**	**28·8**	**25·4**	**19·3**	**20·7**	**32·6**	**56·3**
8—Moncton	31·7	24·9	22·3	17·4	13·2	.....	29·7	24·6	19·9	20	33·8	58
9—Saint John	36·9	28·3	28·4	20·1	15·7	15·8	31·2	25·9	19·4	20·7	33	57·4
10—Fredericton	34·8	26·1	20·9	14·6	13·8	17·7	29·4	23·2	18	20·2	32·9	57·4
11—Bathurst	35	25	28	18	14	.....	25	28	20	21·7	30·7	52·5
Quebec (average)	**27·6**	**24·8**	**22·9**	**16·7**	**11·9**	**19·0**	**26·6**	**20·5**	**16·9**	**18·5**	**30·1**	**54·8**
12—Quebec	28·3	25	19·2	17·1	11·5	20·8	25·3	16·6	15·4	17·2	29·1	46·9
13—Three Rivers	27·8	24·1	23	16·4	13·4	17·5	26·2	19·5	17·4	18·4	31·9	54·8
14—Sherbrooke	34·8	28·5	23·8	18·9	13·5	19·5	29·4	23	17·2	19·1	28·5	55·6
15—Sorel	22·8	22·1	25·4	13·9	9·8	18·3	25·4	19·8	14·6	17·2	30·9	52·8
16—St. Hyacinthe	20·7	20	20	15·1	12	20·1	26·5	19·3	16·1	16·8	30·9	54·9
17—St. Johns	32·6	29·3	25·4	18·6	12·3	17·7	.....	26·2	20·2	19·3	30·4	58·3
18—Thetford Mines	22	22·3	20·7	15·3	10·5	20	25	17	16·4	19·9	29·7	56·4
19—Montreal	31·3	27	25·2	16·8	12·9	18·7	27·7	21·7	17·5	19·9	30·4	56
20—Hull	28·4	25·1	23·6	17·9	11·4	18·5	27·2	21·3	17	19·1	29·4	57·4
Ontario (average)	**30·9**	**27·3**	**26·8**	**19·0**	**15·4**	**20·4**	**28·4**	**25·8**	**18·6**	**20·3**	**31·7**	**54·6**
21—Ottawa	33·2	28·4	30·4	20·3	15	18·4	28·5	23·7	17·5	20·1	31·9	56·1
22—Brockville	36·3	31·5	30·3	19·3	15·3	18·5	29·7	25·8	18·5	21·3	31·5	57·2
23—Kingston	29·1	25·4	26·1	18·4	13·5	20·6	27·4	24·7	18·5	20	30·9	51·8
24—Belleville	26·3	24	25·5	17·4	13·9	21	27·5	21·5	17·5	18	32·3	53·2
25—Peterborough	30·6	26·9	27·1	19·4	16·3	22·7	27·3	26	19·3	20	31·1	53·1
26—Oshawa	29·6	26·6	26·6	19·2	16·1	21·7	27·3	26·8	17·3	19	31·6	54·9
27—Orillia	30·3	26	24·7	17·7	15·3	20·7	26·7	25·3	19·3	21·8	33·1	55·9
28—Toronto	33·1	28·9	29·2	20·7	18·1	20·8	29·5	26	17	21·8	33·6	56·2
29—Niagara Falls	32·4	29	27·8	21·2	14	19	28·3	27·1	17·9	25	31·3	54·9
30—St. Catharines	32·3	28·2	29·5	20·3	13·4	18·8	30	25·7	18·9	18·4	30·4	54·2
31—Hamilton	30·8	28·8	27·6	19·1	17·6	21·5	29·5	25·9	17·8	21·2	30·8	54·5
32—Brantford	30·2	27·3	25·8	19·8	14·2	20	29·4	26·1	19·6	16·7	31·6	51·9
33—Galt	33·3	29·3	30·7	21·7	18·5	23·3	29·3	26·3	20·7	.....	32·9	54·5
34—Guelph	29·5	27	24·4	18·5	16·6	19·4	29·2	25·8	16	20·3	30·9	54·3
35—Kitchener	28·3	26·3	23·1	18·2	15·7	20·6	30·7	26·3	17·4	19	32·5	52·6
36—Woodstock	32·6	28·4	27·6	19·8	13·5	20	25·2	26·9	18·3	21	30·5	51·7
37—Stratford	30·4	27·9	28	19·4	17·6	18	30·8	26·6	18·4	.....	31·9	54·6
38—London	30·2	27·6	27·5	18·8	15·6	20·2	29·5	25·9	18	19·8	31·8	53·5
39—St. Thomas	31·9	28	28·9	19·6	16·4	21·9	28·3	25·6	19·2	20	31·6	55·1
40—Chatham	29·3	26·9	26·6	18·9	14	21·1	28·9	26·4	20·4	19·4	32·1	54·6
41—Windsor	30	27	26·4	17·8	15·6	22	30·2	25·9	20·1	19·3	30·9	56·3
42—Sarnia	32·8	28·5	29	20·8	17·1	22·2	28	26·7	19·8	21·7	33·4	56·3
43—Owen Sound	30	26	25·7	17·7	14·4	20	26·3	24·5	16·5	21	31·7	51·3
44—North Bay	33	29·7	29·2	19·6	16·2	21·8	28·7	28	20	22·1	33·5	55·5
45—Sudbury	29	26·6	24·7	17·8	13·9	19·3	28·7	25·2	17·4	19·4	29·8	50·7
46—Cobalt	35	27·5	22	19	18	.....	.....	28·7	23	20·2	31·6	55·7
47—Timmins	28·6	25	26·5	17·6	14·4	19·1	29	23·5	17·5	21·3	29·1	54·5
48—Sault Ste. Marie	30·4	26·8	25	18·8	14·3	18·8	24·5	25·3	17·8	18·1	30·1	50
49—Port Arthur	26·6	24	22·2	16·4	14	19	26·6	24·2	17·8	21·5	33·7	58·2
50—Fort William	32·4	26·7	25·8	17·4	14·7	21·7	30	26·5	19·5	20·7	32·8	58·6
Manitoba (average)	**28·7**	**23·7**	**25·0**	**16·7**	**14·5**	**17·1**	**26·5**	**24·0**	**17·3**	**20·4**	**35·1**	**55·9**
51—Winnipeg	29·4	24·5	25·5	17·4	16·5	18·2	27	24·2	18·6	17·8	33·7	55·1
52—Brandon	28	22·9	24·5	16	12·5	16	26	23·7	16	23	36·4	56·7
Saskatchewan (average)	**25·4**	**21·1**	**21·3**	**14·9**	**11·5**	**16·8**	**25·6**	**21·3**	**14·8**	**17·6**	**31·7**	**54·0**
53—Regina	26·8	21·1	22·5	14·4	12·5	16·8	26·8	21·9	14·8	18·7	30·7	55·2
54—Prince Albert	20	16·5	18	.....	10	18	24·5	19	13	15·5	31·7	56·7
55—Saskatoon	25·7	22	22·3	15·3	11·6	17·5	25·1	20·8	15·3	16	31·9	50·3
56—Moose Jaw	29	24·9	22·4	15·1	11·8	15	26	23·6	16·2	20	32·6	53·9
Alberta (average)	**27·2**	**23·3**	**23·5**	**16·2**	**13·0**	**18·8**	**27·6**	**23·1**	**16·9**	**18·6**	**32·9**	**53·7**
57—Medicine Hat	28·6	25·2	25	17·8	15·4	21·5	28	23·4	16·8	19·3	33·4	50·8
58—Drumheller	29	26·5	25	18	13·5	.....	29	24	17·5	19·5	31·6	55
59—Edmonton	23·1	19·4	21·6	14·2	10·6	15·6	27·5	22·8	17·1	19·2	30·6	49·8
60—Calgary	27·8	22·6	25·1	15·8	14·6	18·8	28·7	24·1	17·6	18·5	34·8	53·1
61—Lethbridge	27·7	23	20·8	15·4	10·9	19·2	24·7	21	15·7	16·3	34	54·8
British Columbia (average)	**32·2**	**27·7**	**28·2**	**18·6**	**18·0**	**23·6**	**31·0**	**26·8**	**20·2**	**22·9**	**35·5**	**57·9**
62—Fernie	30	25	27·7	17·3	16	21	31·7	24	20	21·7	32·4	54·3
63—Nelson	28·9	26·2	27·7	20	16	23·3	30·5	29·5	23·2	20·7	34	61·2
64—Trail	30	27·7	27	18·5	18·1	25	29·7	30	23·3	23	37·8	59·3
65—New Westminster	31·9	28	28·4	18·3	18·7	21·3	29·3	24·7	18·2	22·6	34·3	57·7
66—Vancouver	34·3	28·3	28·7	18·2	19·5	22·8	29·9	24·6	18·9	24·1	36·3	59·9
67—Victoria	35·4	29·7	29	19·2	19·3	25·1	31·9	26·7	19·7	22·2	36·4	56·5
68—Nanaimo	34·7	29·2	30	20	20	25	32·5	26·3	19·7	25	37	56·7
69—Prince Rupert	32·5	27·5	26·7	17·5	16·4	25	32·5	28·7	18·7	23·8	35·7	57·4

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY, 1941

Fish						Lard, pure, per lb. package	Eggs		Milk, in bottles, per quart	Butter, creamery prints, per lb.	
Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin		Grade A, medium or large, per doz.	Grade B, medium or large, per doz.			
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
18·1	26·5	17·2	19·7	19·3	18·4	10·5	38·0	33·3	11·1	39·3	
11·6	29·8	.....	14·7	15·0	18·8	11·6	46·4	40·5	10·8	42·4	
9	26·5	.....	14·4	15·3	18	11·2	47·1	40·8	13	41·7	1
12	30·8	.....	14·7	15	19·1	10·9	47·7	39	10–11	42	2
.....	.....	.....	14·9	14·7	19·8	12·1	44·6	39·3	9b	41·1	3
13·3	.....	.....	15·2	.....	18·6	12·1	46·5	41	12	43·8	4
.....	.....	.....	14·7	.....	18·2	11·2	44·5	.....	10	42·7	5
12	32	.....	14·3	15	18·8	11·8	48·1	42·5	10	43·2	6
10·0	30·7	.....	14·8	17·3	18·0	11·3	37·4	30·2	9·0–10·0	39·3	7
14·8	29·8	.....	15·4	17·3	19·4	11·5	44·3	38·2	11·0	41·0	
13·3	30·7	.....	15·2	16·2	20	11·8	44·9	37·9	11	42·6	8
13·5	31·2	.....	15·6	15·4	19·5	11·1	43	35	12	39·9	9
17·6	32·4	.....	15·6	17·7	19·4	12·2	43·5	40·2	11	41·6	10
.....	25	.....	15·2	20	18·7	10·7	45·7	39·7	10b	39·7	11
16·2	28·1	20·1	18·4	18·8	18·2	11·0	38·8	34·1	10·5	38·5	
16	28·5	.....	15	17·3	18·1	11·2	38	33·5	12	38·8	12
16	27	16	15	14·1	17·8	10·2	39·4	33·2	11	38·2	13
19	30	.....	21	23·2	19	11·1	41·2	37·6	11·1a	38·6	14
15	27	.....	.....	.....	18·4	10·6	38·2	33·8	9	38·6	15
18	30	.....	.....	20	18·6	11·2	36	31·9	9	38·4	16
.....	.....	.....	.....	20	17·8	10·5	37·2	32·6	9	38·4	17
14	25	.....	18	18	17·7	12·7	38·3	34	9	38·6	18
16·1	29·7	23·2	21	21·6	17·6	10·5	39·6	34·2	12–13	38·5	19
15·7	27·4	21	20·2	15·8	18·8	10·8	40·9	36·5	12	38·6	20
17·9	26·0	19·5	19·0	19·0	18·6	10·7	36·3	32·1	11·5	39·4	
15·2	28·8	.....	22	17·8	19·3	10·3	41	35·8	12	38·8	21
.....	27·5	.....	19·9	20	18·5	10·2	34·9	31	11	38·8	22
15·7	29	19·2	18·4	16·4	18·2	10·4	38·3	32·6	11	38·9	23
.....	23	.....	20	18·3	18·6	10·8	35·4	33	10	39·5	24
.....	28	.....	20	19·3	18·9	10·4	34·3	29·3	11	39·5	25
17	.....	.....	20	17·5	19	10·5	36·5	32·3	11	39·6	26
.....	.....	20	20	20	18·3	11·3	33·2	30·7	11	40·1	27
18	26·2	23·2	23	18·8	17·6	10·7	36·1	32·7	12	39·8	28
.....	.....	20	18·5	18·4	18·6	10·9	37·2	32·3	12	39·8	29
.....	.....	.....	19·5	17·8	18·2	11·3	36	.....	12	39·7	30
19·5	28·5	23·9	18	18·6	17·3	10·4	36	34	12	39·8	31
.....	.....	19	18·7	18·2	19·5	10·3	31·6	30·3	11	38·6	32
.....	.....	.....	17	21·7	18·3	11	34	30	11	39·3	33
.....	32	14	16·5	18	18·4	9·9	33·9	30	11	39·9	34
19	.....	17	.....	24	18·9	10·7	31·6	27·1	11	39·5	35
.....	.....	.....	17·3	17·4	18·3	10·2	32	26	11	39·4	36
18·5	26	22·5	19	19·3	18·4	10·2	33·1	29·1	11	39·1	37
13·7	21·5	20·7	18	17·8	18·1	10·8	33·2	28	11	39·4	38
15	25	.....	18·4	22	18·1	10·2	33·7	32	11	40·1	39
.....	.....	.....	19	19·3	19·1	10·6	30·4	25·4	11	38·5	40
17·3	24·8	22·7	18·5	20	17·5	10·5	35·2	.....	12	38·6	41
.....	25	.....	18·2	19	18·9	11	34·3	30·5	11	39·5	42
.....	.....	.....	.....	.....	18·6	10·2	34·1	30·7	11	39·2	43
23·3	24·7	18	19	19·3	20	11·2	42·2	.....	12	39·6	44
.....	22	17	18·3	17·5	19·4	11·3	39·6	36	13	38·9	45
.....	.....	.....	18·5	20	19·4	12·5	45·5	40	11	40·4	46
20	24·6	18·7	19·4	19·9	19·9	11·4	43·5	39·3	14	39·5	47
20	.....	19·3	18·3	17·9	18·8	10·7	39·7	36·7	12	39·4	48
.....	.....	19	20	17·2	17·6	9·8	41·2	35·7	12	39·3	49
.....	25	17·5	17·5	18·5	18	10·4	40·4	36·1	12	39·2	50
24·0	25·0	15·6	22·1	18·1	18·1	9·6	40·3	32·7	10·5	37·3	
23	26·3	15·6	22·7	18·4	18·3	9·4	37·8	31·7	11	37·4	51
25	23·7	.....	21·5	17·8	17·8	9·7	42·7	33·7	10	37·2	52
23·2	24·8	11·0	23·8	19·5	17·9	8·9	40·2	33·5	10·8	36·2	
25·8	24·4	10·8	24·3	20·2	17·2	9	38·7	32·7	11	35·9	53
20	24·5	.....	25	19	18·7	8·8	41·6	36·2	10	36·9	54
22	24·7	10	21·7	19·3	18·1	9·1	41·8	34·2	11	36	55
25	25·6	12·2	24	19·6	17·6	8·5	38·6	30·8	11	36	56
23·8	26·0	13·6	24·0	23·7	18·5	8·9	36·0	31·6	10·8	37·1	
24·2	27·2	.....	25	25	17·8	9·1	36·7	34	11	37·1	57
25	27·5	14·5	23·6	25·2	19·4	9·2	35·6	31·3	10	38·1	58
23·7	24·4	15·5	23·2	21·5	18·1	9·1	35·7	30·4	11	36·5	59
24	25·2	12·7	24·2	23·7	19·3	8·4	37·4	31	11	37·3	60
22	25·7	11·7	24	23·3	17·7	8·9	34·4	31·3	11	36·7	61
18·3	23·1	14·2	24·8	22·7	17·6	10·3	34·2	30·5	11·7	40·0	
24	26·5	12·7	25·8	23·7	17·4	10	42·1	37	11	38·6	62
18	22	.....	25	24	19·5	9·8	38	32·5	12·5a	39·4	63
23·7	26·7	13·7	23·7	25·3	18·7	11·4	39	35·3	12·5a	39·1	64
16·2	21	.....	23·4	20·7	15·7	9·5	27·9	24	10	39·6	65
16·7	20·5	12·5	22·2	20·1	15·9	10·1	28·5	.....	10	39·3	66
14·4	.....	18	24·6	19·8	16·9	10·4	30·4	28	12	40·3	67
18	22	.....	.....	.....	20·2	9·8	30·6	26	11	41·7	68
15	.....	.....	30	25	16·6	11·6	37·4	.....	14·3a	42·3	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Rice, first grade, per lb.	Tapioca, per lb.	Canned Vegetables			
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Baked beans, per 16 oz. tin
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**23·7**	6·7a	**18·0**	**3·6**	**5·2**	**9·2**	**11·4**	**13·6**	**11·9**	**11·8**	**10·9**
Nova Scotia (average)	**23·8**	**7·1**	**18·8**	**3·9**	**5·3**	**8·8**	**13·6**	**14·5**	**11·9**	**12·2**	**12·2**
1—Sydney	23·1	6·7-7·3	18·8	3·8	5·4	8·3	12·7	13·7	11·3	11·4	11·8
2—New Glasgow	25·1	6·7-7·3	18·7	4	5·1	9·3	13·3	14	11·3	11·5	12·1
3—Amherst	22·3	7·3	18·8	3·9	5	7·8	13·2	14·7	11·5	11·5	11·6
4—Halifax	24·4	6·7-8	19·1	4	5·6	9·6	15	14·9	11·8	12·3	12·2
5—Windsor	23·2	7·3c	18·5	4	5	9	15	15	13	13·1	13·7
6—Truro	24·7	6·7c	19	3·9	5·4	8·6	12·6	14·7	12·6	13·2	11·5
7—**P.E.I.**—Charlottetown	22·7	7·3	18·6	3·8	5·0	8·3	13·2	13·7	12·9	12·8	12·0
New Brunswick (average)	**23·9**	**7·5**	**18·7**	**3·8**	**5·2**	**8·9**	**14·2**	**14·6**	**12·2**	**12·0**	**11·4**
8—Moncton	24·3	8	19·5	3·9	5·5	9·7	13·6	14·4	12·7	12·1	11·3
9—Saint John	24·8	6-7·3	19·5	3·6	5·4	9·7	14·5	14·8	11·9	11·8	12·3
10—Fredericton	22·6	7·3	18·1	3·9	5·1	8·7	14·4	14·5	12	12	11·1
11—Bathurst	23·8	8c	17·7	3·8	4·8	7·4	.....	14·5	12·3	12·2	11
Quebec (average)	**21·9**	**5·3**	**15·1**	**3·8**	**5·1**	**8·9**	**11·2**	**12·1**	**12·1**	**11·5**	**10·4**
12—Quebec	23·2	5-8b	16·3	3·8	5·3	9·6	11·4	12·8	11·9	11·5	10·7
13—Three Rivers	22·2	5·3	14·8	4	5·1	8	12	12·4	12·8	11·7	10·6
14—Sherbrooke	22·5	5·3	13·8	3·8	5·4	9·3	12	12·4	12·4	12·1	10·2
15—Sorel	20·6	4·7	15·4	3·4	4·6	10·7	10·8	11·8	11·6	11·2	10·3
16—St. Hyacinthe	20·8	4	14·9	3·7	5·3	9·4	11·1	11	12·3	10·8	10·2
17—St. Johns	21·4	5	15·8	3·6	5·1	8·5	10·7	12	12·5	11·9	10
18—Thetford Mines	23·1	5·3	13·8	4	5	7·2	11·2	11·8	11·9	11·7	10·6
19—Montreal	21·7	5·3-6·7	16·4	4	5	8·7	10·2	11·8	11·3	10·8	10·6
20—Hull	21·9	5·3-6c	15·1	3·8	5·2	8·6	11·5	12·7	12·5	11·7	10·4
Ontario (average)	**23·1**	**6·2**	**16·5**	**3·3**	**5·0**	**9·5**	**11·2**	**13·3**	**11·1**	**11·3**	**10·7**
21—Ottawa	23·2	6·7	15·6	3·8	5·1	9·9	11·3	13·1	11·7	11·9	11·2
22—Brockville	21·4	6	13·9	3·8	5·2	9·4	12	13	11·7	12·6	10·3
23—Kingston	21·5	5·3-6·7	14·9	3·6	4·9	9·4	10·9	12·9	10·9	11·1	10·4
24—Belleville	21·4	5·3-6·7	16·3	3·1	5	9·3	12	12·8	11·3	10·7	10·4
25—Peterborough	24·1	5·3-6·7	17·3	3·3	4·9	9·4	10·5	12·7	11·4	10·8	10·8
26—Oshawa	23	4·7-6·7	17·4	2·9	5·1	9·3	10·7	13·3	11·3	12	10·6
27—Orillia	24	5·3	16·5	2·5	5	9·1	11·2	13·4	11·7	11·7	11·5
28—Toronto	22·4	6·7	17·2	3·2	5	9	10	12·7	10·6	11·1	10·8
29—Niagara Falls	23·6	6	17·2	3·3	5	9·3	10·9	12·8	11	11	11
30—St. Catharines	23·5	6·7	14·9	3·3	4·8	9·2	11·7	12·6	10·4	10·7	11·1
31—Hamilton	24·4	6-6·7	16·4	3·2	5	9·5	10·5	12·7	10·7	10·9	10·8
32—Brantford	24·5	5·3-6·7	17·3	3·1	5	10	11·1	13·6	10·9	11·5	9·5
33—Galt	24·7	6·7	17·7	3·1	4·8	9·6	10·9	13·3	11·2	11·3	10·8
34—Guelph	23·4	6	17	2·9	4·8	9·4	11·2	13·1	10·9	11·5	10·3
35—Kitchener	24·7	6-6·3	16·6	3·1	5·2	9·7	11·9	13·3	10·7	11·1	11
36—Woodstock	22·1	6	15·8	2·8	4·9	9·9	10·6	13·8	10·8	11	9·9
37—Stratford	22·8	5·3	16·5	2·8	5·1	9·6	11·9	13·2	10·1	10·1	11·5
38—London	22·1	6·7	17·5	2·9	4·9	9·3	11·5	13	10·5	10·7	10·2
39—St. Thomas	23·9	5·3-6·7	19·6	3·1	5	10	11·5	13·9	11·2	10·8	11·2
40—Chatham	24	5·3	16·3	3·3	5	9·4	10·9	13·3	11	11·2	8·4
41—Windsor	21·8	5·3-6·7	15·6	3	4·9	9·3	10·3	12·3	10·7	10·9	10·1
42—Sarnia	23·3	6-6·3	17	3	5	9·3	11·7	14·1	11·6	11·9	10·2
43—Owen Sound	22·6	5·7	16·1	2·9	4·7	9·5	11·2	13·1	10·1	10·3	10·2
44—North Bay	24·5	6·7c	16·7	4	5·5	10·2	11·7	14	11·8	12	11·9
45—Sudbury	21·2	6·7	14·2	3·8	5·2	8·1	11·2	13·5	11·5	12·1	10·6
46—Cobalt	23·3	6·7	15·3	4·1	5·3	9·8	10·8	14·8	12·5	12·8	11
47—Timmins	23·5	6·7	16·2	4	5·9	10	12·2	14·3	12·6	12·7	11·9
48—Sault Ste. Marie	22·7	6·7	17·5	3·7	5	10	11·5	14·2	11·5	11·8	12
49—Port Arthur	23·3	6-6·7	21·1	3·6	5	9·4	11·3	12·9	10·6	10	9
50—Fort William	23·1	6-6·7	14·2	3·6	5·2	9	12·2	13·4	11·3	11	11·1
Manitoba (average)	**24·6**	**7·0**	**16·6**	**3·6**	**5·3**	**9·8**	**10·9**	**14·5**	**12·5**	**12·3**	**11·0**
51—Winnipeg	24·8	6·4-8	15·5	3·5	5·4	9·4	10·7	14·5	12·2	11·9	11·3
52—Brandon	24·4	6·4-7·1	17·6	3·6	5·2	10·2	11	14·5	12·7	12·6	10·7
Saskatchewan (average)	**23·7**	**6·9**	**19·9**	**3·7**	**5·1**	**9·5**	**11·8**	**15·0**	**13·1**	**12·9**	**11·1**
53—Regina	23·4	6·4-7·2	18·4	3·6	5·2	9·2	11·5	14·8	13·3	12·7	12·9
54—Prince Albert	25·3	6·4	21·6	3·8	5	9·5	12·6	15·4	13·1	13·5	10
55—Saskatoon	22·4	7·2	21·1	3·5	5	9·8	11·8	15	12·9	12·8	11·1
56—Moose Jaw	23·5	7·2	18·3	3·7	5	9·3	11·1	14·9	12·9	12·7	10·4
Alberta (average)	**25·6**	**7·8**	**20·5**	**3·6**	**5·2**	**9·2**	**11·5**	**14·2**	**12·5**	**12·4**	**10·8**
57—Medicine Hat	25·9	8	21·5	3·6	5	9·2	11·7	14·2	12·5	12·3	10·4
58—Drumheller	25·5	7·1-8	22·3	3·5	5·5	9·7	11·7	14·6	12·8	12·8	11
59—Edmonton	25	7·2-8	19·3	3·6	5·2	8·9	12·2	14·1	12·4	12·3	10·9
60—Calgary	27·1	8	19·8	3·5	5·2	9·2	11·6	13·8	12·4	12·3	11·6
61—Lethbridge	24·7	8	19·7	3·8	5	9·2	10·5	14·5	12·4	12·3	9·9
British Columbia (average)	**26·7**	**8·6**	**23·3**	**3·8**	**5·7**	**8·5**	**9·3**	**13·7**	**12·8**	**12·5**	**11·3**
62—Fernie	26·1	8c	20·2	3·8	5·5	8·7	9·7	13·8	13·3	13·3	11
63—Nelson	26·2	9	24	4	6	9	10	14·7	13·3	14·2	10·8
64—Trail	24·4	9	22·1	3·6	6·4	9·4	9·9	13·5	13·4	13·4	12·3
65—New Westminster	25·4	8·3-8·8	21·8	3·5	5·3	7·7	8·8	13·2	12·2	11·2	12·1
66—Vancouver	26·8	8·3-8·8	21·1	3·6	5·5	8·1	8·7	12·8	11·7	10·9	10·2
67—Victoria	27·6	8	21·2	3·8	5·5	8·5	8·3	13·4	12·2	11·9	11·5
68—Nanaimo	30	8	21·2	3·6	5	9·2	9·6	13	12·7	11·6	10
69—Prince Rupert	26·8	9-10	25	4·2	6	7·5	9	15	13·2	13·2	12·1

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs., other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY, 1941

Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes *d*		Apples, fresh, cooking, per gal.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants in bulk, per lb.	Jam, raspberry, per 32 oz. jar †	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar †	Corn syrup, per 5 lb. tin	
		Per 100 lbs.	Per 15 lbs.									
cents	cents	$	cents	cents	cents	cents	cents	cents	cents	cents	cents	
6·9	**4·0**	**1·407**	**25·7**	**20·6**	**11·4**	**16·7**	**14·7**	†	**15·6**	†	**45·1**	
6·6	**4·4**	**1·200**	**23·3**	**20·7**	**12·4**	**16·6**	**14·7**	**32·6**	**15·4**	**29·8**	**50·5**	
6·8	4·5	1·245	23·5	25	12·8	15·5	14·2	32·4	15·7	29·9	51	1
6·1	4·4	1·296	24·2	22·5	13·1	16·2	15	32·3	15	29·7	47·8	2
6·5	4·7	1·017	19·2	20·2	11·9	16·3	14·7	30·3	15	29·8	52·3	3
7	4·6	1·186	23·5	19·7	12·4	17·5	17·3	33·4	16·2	30·2	52·4	4
7·2	5	1·195	25	17·5	.....	17·5	13·7	33	14·7	29·5	52	5
6·2	5	1·263	24·1	19·4	12	16·4	13·5	34·3	15·8	30·7	47·2	6
6·6	**4·8**	**·837**	**15·6**	**19·6**	**11·9**	**17·0**	**14·8**	**33·6**	**16·4**	**30·1**	**51·1**	7
6·5	**4·4**	**1·086**	**20·6**	**19·4**	**11·8**	**16·2**	**14·4**	**34·1**	**15·8**	**31·4**	**48·6**	
6·6	4·5	1·115	19·7	23·3	13·2	16·6	15	35·3	16·6	31	50·1	8
6·7	4·6	1·052	20·3	20·3	10·8	15·6	14·2	33·9	15·1	30·5	49·6	9
6·5	4·2	1·096	22·4	19	12	16·1	14·5	34·5	14·9	31·3	48·1	10
6	4·4	1·08	20	15	11·2	16·6	14	32·5	16·4	32·7	46·7	11
6·5	**4·7**	**1·105**	**21·3**	**21·1**	**11·8**	**16·9**	**13·7**	**30·2**	**15·3**	**29·9**	**43·7**	
7·1	4·7	1·072	21·7	18·4	11·8	17·5	14·2	30·7	15·6	29·8	46	12
6	4·7	1·05	21·5	24·4	12·1	16·4	13·9	30·6	16·1	29·7	45	13
5·9	4·9	1·107	20·4	21·9	11·8	18·3	14·5	28·6	16·1	30·2	44·5	14
6·9	4·1	1·116	22·6	23	11·8	15·2	13·6	31·1	14·8	29·1	44·5	15
6·4	5·1	1·132	20·6	15·7	11·8	16·8	14·1	31·5	14·9	30·8	42·1	16
6·1	4·6	1·068	19·5	21	11·8	17·1	11·4	29·8	14·7	31·1	43·2	17
6·2	5	1·116	22·9	24	12·2	18	13·6	30·6	15·8	34	45·3	18
6·3	4	1·157	20·7	21·1	11·3	16·7	13·6	29·6	14·5	27·9	40·8	19
7·3	4·8	1·126	21·4	20·8	11·3	16	14·7	29·4	15	26·5	42·2	20
6·7	**3·5**	**1·547**	**27·3**	**20·7**	**11·4**	**16·7**	**15·0**	**30·6**	**15·0**	**27·5**	**43·1**	
6·9	4·5	1·253	23·9	24·2	11	15·9	15	29	15·2	26·7	42·6	21
6·9	3·7	1·449	25·8	25	11·4	16·9	14·6	30·5	15	27·9	43·9	22
6·7	3·7	1·373	25·1	19·9	11·4	16·5	14·4	29·7	15	25·7	41·6	23
7·5	3·7	1·462	26·3	20·1	11·4	16·3	14·1	29·6	15·3	26·4	42·8	24
6·5	3·5	1·484	24·6	21·8	10·8	16·6	14·5	29·7	15·8	27	42	25
6·8	3	1·463	25·6	21·8	12·5	17·2	15·1	30·6	15	26·9	43·4	26
6·7	2·9	1·516	26·1	22·3	11·6	17·2	15	31·8	15	27·8	43·6	27
6·6	3·4	1·467	25·9	21·1	10·7	16·4	14·5	28·6	14	25·6	41·6	28
7·4	3·3	1·602	26·3	20	10·3	17·8	14·6	29·6	14·7	29·2	44·5	29
7·1	3·4	1·594	28·4	.....	11·6	16·9	14·7	29·3	14·3	27·9	42·8	30
6·1	3·7	1·548	28·4	23·6	11·1	16·7	14·2	29·3	14·4	26·3	41·8	31
6·6	3·6	1·523	25·3	20·4	12·3	16·2	14·8	28·8	14·6	26·1	42	32
6·6	3·2	1·572	28·5	18·5	11·8	16·8	14·7	28·8	14·3	26·2	41·6	33
6·6	3·7	1·511	26·4	19·4	11·9	16·3	14·4	29·4	14·4	25·9	42·3	34
6·9	3·3	1·558	27·7	21·6	11·4	17	15·4	30	15·5	26·8	42·2	35
6	3·1	1·532	25	16·8	11·4	15·3	14·4	29	15·2	26	41·8	36
7·1	3	1·535	26·7	17·2	10·3	16	14·5	30·3	14·9	26·8	42·3	37
6·5	3·3	1·486	25·5	20·3	11·2	16·5	14·1	29·2	14·7	25·8	42·1	38
6·8	3·4	1·637	27·5	16·7	11·2	17·2	14·8	31·3	15·2	28·3	42·9	39
5·7	2·9	1·484	25·1	16·2	11·6	16·2	14·7	29·2	15·1	26·1	41·8	40
6·3	3·1	1·478	23·9	15	10·1	15·4	14·1	29·3	14·5	26·8	40·6	41
7·1	3·1	1·462	25·1	17·2	11·8	17	15·2	31·6	15·5	27·8	42	42
6·6	2·9	1·577	27·3	19·2	10·9	16·1	15	31·1	15	26·6	42·3	43
7·1	3·9	1·722	32·4	26·8	11·9	16·1	15·6	32·7	16·1	29·6	44·8	44
6·6	4·1	1·575	29·1	.....	11·1	16·7	17·2	31·3	15	29·4	44·8	45
7·5	4·3	1·788	34·9	.....	12·5	17·7	16	34·9	16·8	31·4	47·6	46
6·9	4·5	1·71	34·2	.....	12·6	17·3	16·1	33·5	16·4	29·5	45·9	47
7·1	4	1·687	28·9	22·1	11·4	16·9	15·9	31·6	15·6	28	45·1	48
6·5	3·7	1·689	29·6	27·5	11·7	16·9	17·2	35·1	14·1	30	45·1	49
6·3	3·5	1·67	28·8	23·3	10·9	17·6	15·3	33·4	13·9	30·3	45·7	50
7·2	**3·3**	**1·335**	**24·5**	.....	**11·6**	**15·9**	**15·2**	**45·2**	**15·5**	**49·8**	**44·2**	
7	2·8	1·493	27·3	.....	11·8	17·2	14·7	46·4	14·8	48·4	43·3	51
7·3	3·7	1·177	21·6	.....	11·3	14·5	15·7	44	16·1	50·1	45·1	52
7·3	**4·2**	**1·419**	**26·5**	.....	**11·0**	**16·0**	**15·5**	**46·9**	**16·7**	**51·3**	**48·2**	
6·8	4·1	1·438	26·9	.....	10·5	15·3	14·6	49·5	15·9	49·7	48·1	53
7·8	4·4	1·45	25	.....	11·4	18·5	17·4	49	17·5	51·8	49·2	54
7·3	4·4	1·399	25·4	.....	11	14·8	14·9	44	15·8	50·7	47·1	55
7·4	3·7	1·389	28·8	.....	11·2	15·2	15	45	17·4	53	48·6	56
7·3	**3·7**	**1·036**	**21·1**	.....	**10·9**	**17·2**	**14·9**	**46·0**	**17·3**	**50·4**	**47·0**	
7·3	3·4	1·027	21·4	.....	10·2	16·5	15·6	45	17	52·4	47·4	57
7·8	3·8	1·20	23·6	.....	10·8	18·3	15·3	49	18·6	52·7	50·3	58
7·5	4·2	·924	18·4	.....	11·2	16·7	14·4	43	16·1	48·2	45·7	59
7·2	3·4	1·156	22·4	.....	10·8	17·5	14·7	.....	17·3	48·9	45·6	60
6·6	3·9	·874	19·8	.....	11·5	17·1	14·7	47	17·5	49·8	46	61
7·9	**4·2**	**1·853**	**33·4**	.....	**10·8**	**17·3**	**14·2**	**46·7**	**16·7**	**47·6**	**44·8**	
8·5	3	1·087	27·1	.....	11·7	17·2	15·4	.....	17·8	53	49·7	62
10	5	2·05	35	.....	11·2	18·5	15	.....	19·5	52·5	52·5	63
8·5	3·6	1·975	35·2	.....	11	17·8	14·7	49	18·7	51·2	47·3	64
6·9	4·3	1·714	29·8	.....	10	16·8	13·1	47·3	14·4	42·4	42·5	65
6·9	4	1·80	30·9	.....	9·6	16·1	13·1	41·3	14·7	42·9	41	66
7·8	4·3	2·05	36·7	.....	10	16·7	13·3	47	15·9	44·4	40·8	67
7·2	4·6	2·021	36	.....	11·9	17·8	13·9	45·4	15·7	46·3	40·4	68
7·7	4·9	2·125	36·3	.....	10·9	17·2	14·7	50	16·8	48·3	44	69

† Ontario and east 32 ounce jar, Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb bar	Anthracite coal, United States stove, per ton
	Granulated, per lb.	Yellow, per lb.							
	cents	cents	cents	cents	cents	cents	cents	cents	$
Dominion (average)	**7·5**	**7·4**	**45·5**	**68·2**	**19·7**	**4·1**	**12·4**	**4·9**	***15·805b**
Nova Scotia (average)	**7·4**	**7·1**	**52·1**	**68·5**	**19·9**	**4·0**	**12·4**	**5·0**	**17·125**
1—Sydney	7·5	7·2	54·7	69·7	20·7	4	11·7	5·1	.....
2—New Glasgow	7·2	7	52·5	68·8	21·2	4·3	12·9	5	.....
3—Amherst	7·1	6·8	54	70	18	4·2	12	5	.....
4—Halifax	7·7	7·4	51·7	67·6	23·5	4·6	13·1	5	17·00–17·25
5—Windsor	7·5	7	45·5	67·5	17·5	2·7	12	5	.....
6—Truro	7·4	7·1	54·1	67·4	18·3	4·4	12·6	5	.....
7—**P.E.I.**—Charlottetown	**7·5**	**7·0**	**50·7**	**68·4**	**18·4**	**3·7**	**12·6**	**5·0**	**16·400**
New Brunswick (average)	**7·5**	**7·2**	**53·1**	**69·1**	**18·8**	**3·9**	**12·2**	**5·0**	**16·500**
8—Moncton	7·3	7	55·3	70	19·9	4	12·5	5	.....
9—Saint John	7·5	7·2	51·4	69·6	19·5	4·5	12·2	5	16·50
10—Fredericton	7·3	7·1	52	68·3	18·1	3·5	12·1	5·1	.....
11—Bathurst	7·8	7·5	53·7	68·3	17·7	3·4	12	5	.....
Quebec (average)	**7·1**	**6·9**	**44·4**	**73·5**	**20·4**	**4·0**	**11·3**	**4·9**	***15·753**
*12—Quebec	7·2	6·9	46·4	76·1	20·4	3·7	12	4·9	15·00
*13—Three Rivers	7·4	7·1	43·9	76·4	20·5	3·9	11·8	4·8	15·50
*14—Sherbrooke	7·1	6·9	41·9	73·1	21·3	4·3	11·8	5	16·50
*15—Sorel	6·9	6·7	41·7	73·1	19·7	3·9	10·7	4·9	15·25–15·50
*16—St. Hyacinthe	6·9	6·8	44	72·1	20·3	4·6	10·5	4·9	15·25
*17—St. Johns	7	7	43·7	70·4	20	4·1	11·2	4·9	15·25
*18—Thetford Mines	7·2	6·7	44·7	72·6	20·2	4·1	11·1	4·8	17·00
*19—Montreal	6·9	6·7	46·5	75·1	19·3	3·5	11·3	4·5	16·00
*20—Hull	7·3	7	46·7	72·7	21·8	3·9	11·4	5	15·90
Ontario (average)	**7·5**	**7·3**	**44·8**	**69·3**	**19·4**	**4·1**	**11·9**	**4·9**	**15·627**
21—Ottawa	7·3	7	44·3	67·6	19·6	3·9	10·6	5	15·90
22—Brockville	7·3	7	42·2	66·4	20·1	4·1	10·5	4·9	15·00
23—Kingston	7·1	6·9	40·6	65·3	17·6	4·6	12	4·9	15·50
24—Belleville	7·7	7·4	47·5	68·5	19·1	4·2	11·9	5·2	15·00
25—Peterborough	7·5	7·4	46·4	67·1	18·9	4·1	11·9	5·2	16·00
26—Oshawa	7·7	7·6	49·6	66·5	19·1	4·3	11·8	5	15·50
27—Orillia	7·3	7·3	46·7	66·7	19·7	4·3	11·1	4·7	16·00
28—Toronto	7·1	6·9	43·6	66	18	4	11·5	4·8	13·75
29—Niagara Falls	7·7	7·5	42·5	68·1	18·5	3·8	12·3	4·9	14·00–14·50
30—St. Catharines	7·6	7·2	44·4	69·8	19·2	4·3	11·7	4·9	14·90g
31—Hamilton	7·2	7·1	42·7	66	18·5	4·1	11·8	4·8	14·50
32—Brantford	7·1	7·1	47·3	72·2	19	4·2	10·8	5	15·50
33—Galt	7·6	7·3	45·1	67·4	18·3	3·6	12·5	4·5	15·25
34—Guelph	7·4	7·3	46·1	70·5	18·8	3·5	11·1	5·1	15·50
35—Kitchener	7·5	7·3	40·9	70·6	19·7	3·6	11·7	4·9	15·50
36—Woodstock	7·3	7·2	42·2	67·8	18·3	3·9	11·9	4·9	15·50
37—Stratford	7·6	7·4	44·4	69·3	18·9	4	12·5	4·8	15·25
38—London	7·5	7·2	44·4	68·7	18·3	4	11·4	4·9	15·25g
39—St. Thomas	7·6	7·4	47	73·2	19·1	4·1	11·7	5·2	15·00g
40—Chatham	7·6	7·4	44·8	69·3	17·7	3·7	11·2	4·9	15·00g
41—Windsor	7·3	7·1	40·4	65·1	18·7	3·5	10·7	4·6	15·00g
42—Sarnia	7·8	7·6	40·5	75·9	17·8	4·4	11·8	4·9	15·50g
43—Owen Sound	7·6	7·4	51·7	73·8	19·3	4·1	12·3	4·7	15·50
44—North Bay	7·8	7·5	49·8	73·5	22·1	4·7	13·5	4·9	16·50
45—Sudbury	7·5	7·4	45·7	72·8	21	4	13·5	4·8	17·00
46—Cobalt	7·9	7·7	46·7	70·7	22·9	4·4	12·7	4·7	18·25
47—Timmins	7·8	7·7	42·2	72·8	21·6	4·6	13·3	5	19·00
48—Sault Ste. Marie	7·5	7·3	44·4	70·4	21·8	4·2	13	4·8	16·00
49—Port Arthur	7·2	7·1	45·7	70	20·6	4·4	12·7	4	16·00
50—Fort William	7·4	7·2	42·8	66·3	20·3	4·4	11·8	4·7	16·00
Manitoba (average)	**8·0**	**7·8**	**42·4**	**63·9**	**19·3**	**3·7**	**13·1**	**5·2**	**19·000**
51—Winnipeg	7·8	7·7	41·8	63·2	19·5	3·9	12·5	5·3	19·00
52—Brandon	8·1	7·9	42·9	64·5	19·1	3·4	13·7	5	.....
Saskatchewan (average)	**8·4**	**8·4**	**42·7**	**63·6**	**21·5**	**3·6**	**14·3**	**5·0**	.....
53—Regina	8·4	8·7	40·7	63·1	20·1	3·1	13·8	5	.....
54—Prince Albert	8·4	8·4	44·3	64·7	24·3	4·6	15	5	.....
55—Saskatoon	8·2	8·3	43·6	63	20·5	3·7	13·8	5·1	.....
56—Moose Jaw	8·4	8	42	63·4	21·1	3·1	14·6	5	.....
Alberta (average)	**8·1**	**8·1**	**43·2**	**63·9**	**18·5**	**3·9**	**14·1**	**4·9**	.....
57—Medicine Hat	7·9	8	41·4	64·8	18·1	2·9	14·2	4·9	g
58—Drumheller	8·1	8	40·3	64·3	19·2	4·2	14·6	5	.....
59—Edmonton	8·1	8·2	47·3	63·9	18·2	4·8	13·8	4·9	g
60—Calgary	7·8	7·8	44·4	62·2	19·9	3·9	13·5	4·7	g
61—Lethbridge	8·7	8·3	42·8	64·2	17·3	3·8	14·3	4·9	.....
British Columbia (average)	**7·6**	**7·4**	**43·7**	**63·2**	**20·4**	**4·5**	**13·3**	**5·0**	.....
62—Fernie	8	7·9	45·4	63·4	17·4	4·4	15·2	5	.....
63—Nelson	8	8	48·5	67·5	23·7	5·1	15	5	.....
64—Trail	7·6	7·7	42·2	65	21·3	5·2	13·8	5·3	.....
65—New Westminster	6·8	6·6	40·6	58·2	18·2	3·6	10·9	5	.....
66—Vancouver	7·1	7	41·4	60·5	18·8	4·4	10·6	4·9	.....
67—Victoria	7·8	7·4	45·5	63·7	22·1	4	12·2	5·1	.....
68—Nanaimo	7·4	7·2	42·5	62·1	20·5	4·7	15·3	5	.....
69—Prince Rupert	7·7	7·3	43·3	65	20·8	4·9	13·7	5	.....

b. For prices of Welsh coal see text. c. Calculated price per cord from price quoted d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite. i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to condition and conveniences. r. Few six-roomed houses occupied by working-

AND RENTALS IN CANADA AT THE BEGINNING OF JANUARY, 1941

Bituminous coal, per ton	Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc. per cord	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	$	cents	$	$	
*9·992	*12·764	*9·908	*11·994	*7·418	*8·858	*7·380	9·4	24·792	18·281	
8·040	10·600	6·667	7·833	5·500	6·333	6·167	9·6	21·250	15·250	
6·90– 7·25s	9·50	6·50	8·00	5·50	7·00	7·00	9	18·00–26·00	14·00–18·00	1
6·75– 7·00s	9·50	5·00	6·00	4·00	4·00	6·00	9·8	15·00–25·00	10·00–15·00	2
6·75– 9·00	11·00	.....	.....	.....	.....	.....	9·1	15·00–18·00	10·00–15·00	3
8·75–10·50	12·25	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	9·8	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	10	18·00–25·00	14·00–18·00	5
7·75– 9·75	10·50–11·00	.....	.....	.....	.....	.....	9·7	18·00–25·00	15·00–17·00	6
9·650–10·150	12·750	8·500	10·000	6·000	7·000	7·500	9·5	19·00–23·000	10·00–15·000	7
10·500	12·667	7·500	9·875	5·500	6·500	7·500	9·3	24·125	17·375	
10·00–10·50g	12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	9·2	20·00–32·00	15·00–20·00	8
11·25–12·25	13·25	8·00	12·00	6·00	7·00	7·00– 8·00c	9·5	18·00–27·00	16·00–20·00	9
10·00–11·00	12·50–13·00	.....	.....	.....	.....	.....	9·3	25·00	18·00	10
9·50	.....	.....	.....	.....	.....	.....	9·2	23·00	16·00	11
*9·487	*12·893	*10·547	*11·379	*7·917	*8·839	*8·813	8·8	23·278	17·125	
10·50	12·00	13·33c	13·33c	12·00c	12·00c	8·25c	8·9	22·00–32·00	.....	12
8·50– 8·75	13·50	8·00	11·00	6·00	9·00	7·00	9	23·00–31·00	17·00–23·00	13
10·00–11·75	12·75	10·00	11·00	8·00	9·00	9·00	9·1	23·00–30·00	18·00–25·00	14
8·00	.....	9·00	10·00	.....	.....	.....	8·6	15·00–19·00	9·00–14·00	15
8·50– 9·00	12·50–13·00	.....	.....	.....	.....	.....	8·6	18·00–25·00	16·00–20·00	16
9·00–10·00	.....	9·00	10·00	7·00	8·00	.....	8·7	18·00–26·00	14·00–18·00	17
11·00	14·00	.....	9·00c	.....	6·75c	.....	8·7	16·00–22·00	12·00–15·00	18
8·00–8·50	11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	8·8	22·00–33·00	19·00–22·00	19
9·00–10·95	13·25	7·50– 9·50	8·50–10·25	5·00– 6·00	6·25– 8·00	.....	8·7	18·00–26·00	14·00–18·00	20
11·247	13·177	10·625	12·979	8·433	10·313	8·950	9·3	26·170	19·527	
10·45	12·00–13·25	9·00	10·00	6·50	7·50	9·00–10·00	9	20·00–30·00	15·00–22·00	21
8·00–8·50	12·50	.....	.....	.....	.....	.....	9·6	18·00–24·00	14·00–18·00	22
8·75	13·50	11·00	12·00	9·00	10·00	.....	9	20·00–28·00	18·00–20·00	23
9·50–12·50d	13·00	9·00	11·00	8·00	9·00	10·00	9·5	18·00–28·00	14·00–20·00	24
10·50–14·00d	14·00–14·50	9·00	10·00	5·00	6·00	5·00	8·9	22·00–30·00	16·00–20·00	25
9·50–13·50d	13·50	13·00	14·00	10·00	11·00	9·00	9·4	25·00–32·50	15·00–22·50	26
10·50	14·00	8·50– 9·00	10·00–10·50	6·00	7·00	.....	9·4	20·00–27·00	15·00–22·00	27
11·25	11·50	14·00	16·00	10·00	12·00	12·00	9	28·00–37·00	20·00–28·00	28
8·00–11·50	12·25	.....	.....	.....	.....	.....	9	20·00–30·00	16·00–23·00	29
8·00–13·00g	13·00g	g	16·00g	g	g	g	9·1g	25·00–37·00	20·00–27·00	30
9·50–11·25	11·50	15·00	15·50	11·50	12·00	.....	8·7	28·00–36·00	17·00–28·00	31
9·50–13·25	13·50	.....	14·00	.....	12·00	.....	10·9	20·00–30·00	14·00–22·00	32
10·50–13·00d	13·25	.....	17·00–18·00	.....	13·00–14·00	10·00	9·5	20·00–27·00	15·00–20·00	33
9·50–13·00	13·50	14·00	15·00	10·00	11·00	.....	9	22·00–30·00	16·00–22·00	34
9·00–13·00	13·50	14·00	15·00–16·00	11·00	13·00	.....	9·1	20·00–32·00	18·00–22·00	35
10·00–13·50	13·50	.....	.....	.....	.....	.....	9	20·00–26·00	15·00–20·00	36
10·00–12·50	13·50	14·00	16·00	12·00	14·00	.....	9·2g	20·00–26·00	15·00–20·00	37
11·50–12·50g	12·50–13·00g	g	16·00g	g	13·00g	g	9·3g	25·00–36·00	20·00–26·00	38
9·50–12·50g	13·00	g	16·00c	g	11·00–14·00c	8·00–12·00c	9·4g	24·00–30·00	18·00–24·00	39
9·00–11·50g	11·50g	g	g	g	g	g	9·2g	20·00–26·00	14·00–20·00	40
9·50–11·50g	12·00g	g	16·00–18·00c	g	12·00–14·00c	7·00–10·00c	8·8g	25·00–37·00	20·00–27·00	41
8·90–12·50g	13·00g	g	g	g	g	g	9·3g	20·00–28·00	15·00–20·00	42
8·50– 9·00	12·00	.....	.....	.....	.....	.....	8·9	21·00–26·00	15·00–21·00	43
14·00	14·50	7·00– 9·50	9·75–10·50	6·00	7·00– 7·50	.....	9·7	.....	.....	44
11·00–14·50d	15·50	.....	11·25–13·50c	.....	9·00c	9·00c	9·6	30·00–40·00	25·00–30·00	45
13·00d	.....	.....	10·50c	.....	9·00– 9·75c	.....	9·7	17·50	15·00	46
12·50–16·50d	18·50	9·50	10·50	8·50	9·50	.....	9·6	p	p	47
9·50–12·25d	11·00	6·50	9·00	.....	.....	6·50c	9·5	22·00–32·00	16·00–22·00	48
12·25–14·00d	13·00	7·50	8·75	6·50	7·75	.....	9·8	23·00–33·00	17·00–23·00	49
12·25–13·75d	13·00	7·50	8·50	6·50	7·50	.....	9·3	23·00–33·00	17·00–23·00	50
9·050	14·625	.....	.....	7·688	8·563	6·750	9·6	26·750	19·500	
6·25–13·75h	13·25–15·75	.....	.....	6·50– 8·75	7·50– 9·75	6·00– 7·00	9·6	26·00–37·00	18·00–26·00	51
5·00–11·20h	12·50–17·00	.....	.....	6·00– 9·50	7·00–10·00	7·00	9·5	18·00–26·00	14·00–20·00	52
8·381	15·667	.....	.....	6·208	8·156	9·000	9·7	26·750	19·625	
5·25–12·50h	14·00	.....	.....	7·00– 9·00	7·50– 9·00	9·00	9·6	28·00–37·00	20·00–28·00	53
8·25–9·25h	19·00	.....	.....	3·50– 4·75	5·00– 6·25	.....	9·5	20·00–27·00	15·00–20·00	54
7·85– 9·60h	.....	.....	.....	6·25– 6·75	7·00– 9·50	7·00	9·7	22·00–30·00	15·00–22·00	55
5·25– 9·10h	14·00	.....	.....	.....	10·00–11·00c	11·00c	9·8	22·00–28·00	17·00–20·00	56
4·844	11·500	.....	.....	5·500	6·500	4·167	9·8	25·750	18·250	
g	g	g	g	g	g	g	10·2	21·00–27·00	15·00–21·00	57
4·00– 5·00h	.....	.....	.....	.....	.....	4·50	9·8	r	r	58
2·75– 4·50h	g	g	g	5·00g	6·00g	g	9·6	22·00–32·00	15·00–22·00	59
6·50– 7·00h	11·50g	g	g	6·00g	7·00g	4·00g	9·7	22·00–30·00	18·00–20·00	60
4·25– 4·75h	.....	.....	.....	.....	.....	4·00	9·5	20·00–32·00	15·00–20·00	61
10·493	10·180	.....	.....	7·344	7·464	4·380	10·0	23·188	17·563	
.....	.....	.....	.....	.....	.....	.....	10·3	16·00	14·00	62
9·50–11·00	10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	10·5	20·00–30·00	18·00–20·00	63
9·00–10·00	10·90	.....	.....	7·50– 8·50	8·25– 9·75	.....	10·1	25·09–32·00	20·00–25·00	64
10·00–11·50	10·75	.....	.....	.....	5·00	3·50	9·5	18·00–25·00	14·00–18·00	65
10·00–11·50	10·75	.....	.....	.....	6·25	4·25	9·5	22·00–27·00	16·00–22·00	66
9·25–10·75	8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	10·5	20·00–25·00	15·00–18·00	67
7·70– 8·20s	.....	.....	.....	.....	5·50	5·00	9·5	20·00–25·00	12·00–20·00	68
13·00–15·50	.....	.....	.....	6·00–10·00i	8·00–12·00i	.....	10·3	20·00–30·00	15·00–20·00	69

men; rent for 4 and 5 roomed modern houses $25–$35 per month, semi-modern $10–15. s. Delivered from mines.

* In the province of Quebec a provincial sales tax of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1930	Jan. 1933	Jan. 1937	Jan. 1938	Jan. 1939	Jan. 1940	Dec. 1940	‡ Jan. 1941
*All commodities	567	64·0	127·4	155·9	97·3	103·0	94·0	95·3	63·8	81·9	83·8	73·2	82·6	84·2	84·8
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	105·1	87·1	92·0	50·5	87·6	87·4	60·4	73·8	70·8	72·2
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	103·0	107·0	109·9	57·2	75·4	77·2	73·0	79·9	83·6	83·8
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	104·3	93·2	88·6	67·9	72·2	68·6	65·9	82·0	84·4	84·6
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·6	93·7	93·3	63·5	73·0	79·6	76·2	86·3	91·5	91·9
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·8	93·3	92·9	85·4	92·1	103·9	97·6	102·8	106·1	106·3
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	105·7	96·9	95·5	56·9	82·5	72·5	70·3	76·2	77·7	77·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	100·6	93·4	93·4	86·0	85·6	87·1	85·7	87·1	90·8	91·0
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·9	94·9	94·6	81·9	79·2	80·8	78·8	85·5	90·8	91·4
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	103·2	94·1	95·2	69·7	78·0	78·7	74·4	82·3	85·2	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	103·1	96·6	103·4	59·3	79·4	79·8	71·7	79·6	81·8	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	103·2	92·4	89·8	76·6	77·1	78·0	76·2	84·1	87·5	.....
II. Producers' Goods	402	67·7	133·3	164·8	98·8	103·2	93·6	94·5	57·8	83·5	84·5	68·1	79·0	79·3	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	102·7	94·4	96·2	87·7	92·1	94·5	95·0	96·6	102·2	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	103·3	93·5	94·3	54·5	82·5	83·4	65·1	77·0	76·7	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	102·3	98·0	97·4	75·7	90·0	91·6	87·3	94·0	98·3	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	103·5	92·5	93·6	50·9	81·2	82·0	61·3	74·1	73·0	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	107·2	86·6	89·6	51·0	82·2	82·2	58·9	71·4	69·6	.....
B. Animal	105	70·1	129·0	146·0	95·9	104·0	105·1	106·7	58·6	77·1	77·8	73·8	82·1	85·1	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	105·1	95·6	102·7	43·6	86·0	86·3	64·8	70·0	67·1	67·4
II. Marine	16	65·9	111·7	114·1	91·7	98·3	105·6	104·8	59·1	69·1	73·2	67·4	77·7	82·9	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·7	93·6	93·1	63·8	72·9	79·2	76·0	85·9	91·1	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	101·1	92·8	92·2	80·4	85·9	87·8	85·0	88·5	92·1	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	106·0	94·2	97·6	51·2	82·5	82·0	64·8	75·3	76·2	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	103·0	92·6	92·6	67·2	78·5	81·6	73·5	81·7	83·2	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in Other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended January 31, 1941: monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

(Continued from page 187)

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 continued gradually upward in January the figures being 84·8 for the week ended January 31 as compared with 84·2 for the week ended January 27 and 84·1 for the week ended November 29. The latest figures available on a monthly basis are for December, 1940, when the index was 84·2 as compared with 81·6 for June, 1940, the low point during the year and 82·6 for January. Comparative figures for certain other dates are 72·4 for August, 1939, prewar; 73·2 for January, 1939; 83·8 for January, 1938; 87·5 for July, 1937, the highest point reached in recent years; and 63·5 for February, 1933, the low point of the depression. During the month under review six of the eight principal groups in the classification according to chief component materials advanced. One, the Animal Products group declined slightly and the Non-Ferrous Metals group was unchanged. In the Vegetable Products group the advance was slightly more than two per cent and in the Chemical Products group one per cent. Among the commodities which advanced in price during the month the largest increases were recorded in the prices of grains, vegetable oils, fresh meats, live stock, raw cotton, and raw wool.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of January of sixty-five staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The

prices of foods and groceries in each city, except milk and bread, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers in each. Information as to prices of milk, bread and fuel and the rates for rent is secured by the correspondents of the LABOUR GAZETTE, and also by the Bureau of Statistics.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 192 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941. (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of January, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

Retail Prices

Beef prices averaged slightly higher at the beginning of January following a period of gradual decline since the early autumn. Sirloin steak averaged 30·3 cents per pound as compared with 29·9 cents in December, 1940, 31·3 cents in August and 28·1 cents in January, 1940. Veal advanced from 19·3 cents per pound to 19·9 cents increases being recorded in most localities. Lamb was about one cent per pound higher at an average price of 28·3 cents per pound. Pork and bacon were little changed from the levels of the previous month. Egg prices declined in all localities, fresh averaging 38 cents per dozen at the beginning of January as compared with 46·2 cents for December. The price at January 1, 1940, was 33·9 cents per dozen. Creamery butter was generally higher averaging 39·3 cents per pound as compared with 34·9 cents for December first and 26·4 cents for July first. Stocks in storage at the beginning of January were lower both as compared with the previous month and with January, 1940. Production of butter in January was reported to be about 12 per cent greater than in January, 1940. Effective on December 28, 1940, the Wartime Prices and Trade Board fixed the maximum wholesale price of butter at the price prevailing in various localities on December 12, 1940. The price of cheese also was higher in most localities the Dominion average being up from 23·4 cents per pound in December, 1940, to 23·7 cents in January, 1941. The production in 1940 was reported to be about 16 per cent greater than in 1939. Potatoes at $1.41 per 100 pounds at the beginning of January averaged the same as for the preceding month as compared with $1.69 for January, 1940. Increases in the prices of anthracite coal were reported from several cities and the Dominion average price rose from $15.76 for December, 1940, to $15.80 for January, 1941. Coke also averaged slightly higher at $12.76 per ton.

The following are the prices reported for Welsh coal, "cobbles" and "French nuts" at the beginning of January, 1941: Halifax $18.25; Charlottetown $16.40; Moncton, $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; Thetford Mines $17; Montreal $17; Ottawa $18; Kingston $17.50; Belleville $17.50; Peterborough $18.50; Oshawa $17.50; Toronto, $16; St. Catharines $15.75; Hamilton $16.50; Brantford $17.75; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.50.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and several of the principal commercial and industrial countries are included in "Prices in Canada and Other Countries, 1940" which will be issued shortly as a supplement to the LABOUR GAZETTE.

Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the

government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measure of control over prices and distribution has been put in force. In some of these countries the publication of price data has been suspended and in other countries direct information is now unobtainable, although information contained in the publications of neutral countries is noted.

Great Britain

WHOLESALE PRICES.—The *Board of Trade* index number, on the base 1930=100, was 148·2 for December, an advance of 0·9 per cent for the month. Small increases were shown in all groups with the exception of "other food and tobacco" and non-ferrous metals which were slightly lower than the November level.

The *Statist* index number, on the base 1867-1877=100, was 132·7 at the end of November, an increase of 0·7 per cent for the month. Of the food groups, vegetable food increased 1·6 per cent, animal food was unchanged "under control", while the sugar, coffee and tea group was 3·8 per cent lower, due to lower prices for tea. Materials as a whole increased 0·7 per cent, the greatest increase being one of 2·7 per cent in the coal and iron group.

COST OF LIVING.—The *Ministry of Labour's* index number, on the base July, 1914=100, was 195 at the end of November, an increase of 1½ per cent for the month. Food prices rose ½ of one per cent due to increases in the prices of potatoes and of some kinds of fish (other than those the prices of which were controlled by Order of the Minister of Food). Higher averages were also recorded in the other groups, with the exception of rent which was unchanged.

United States

COST OF LIVING.—The index number of the Bureau of Labour Statistics, of the cost of goods purchased by wage earners and lower salaried workers in large centres, on the base 1935-1939=100, was 100·7 as at December 15, an increase of 0·6 per cent for the month due principally to an increase of 1·4 per cent in food prices.

The National Industrial Conference Board index number, on the 1923=100, was 85·8 for December, an increase of 0·4 per cent for the month. The principal change was an increase of 1·3 per cent in food prices.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1940

DURING the fourth quarter of 1940 there were 373 fatal industrial accidents (including deaths from industrial diseases reported by workmen's compensation boards, etc., as well as fatalities incidental to occupational pursuits) as compared with 254 fatal accidents in the fourth quarter of 1939. Of the 373 fatalities, in the period under review, 107 occurred in October, 170 in November, and 96 in December. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain three fatalities for 1939, and 41 for the first three quarters of 1940.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners of Canada, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE, and newspaper reports.

Classified by groups of industries, the fatalities occurring during the fourth quarter of 1940 were as follows: Agriculture, 39; Logging, 48; Fishing and Trapping, 11; Mining, Non-Ferrous Smelting and Quarrying, 41; Manufacturing, 43; Construction, 42; Electric Light and Power, 6; Transportation and Public Utilities, 109; Trade, 18; Service, 16.

Of the mining accidents, 26 were in "metalliferous mining", 13 in "coal mining" one in "non-metallic mineral mining and quarrying, n.e.s.," and one in "structural materials."

Of the accidents in manufacturing, one was in "vegetable foods, drink and tobacco," one in "animal foods," three in "textiles and clothing," one in "rubber products," eight in "saw and planing mill products," two in "wood products," five in "pulp, paper and paper products," nine in "iron, steel and products," three in "non-ferrous metal products," two in "non-metallic mineral products," seven in "chemical and allied products," and one in "miscellaneous products."

In construction there were 20 fatalities in "buildings and structures," three in "shipbuilding," nine in "highway and bridge," and 10 in "miscellaneous construction."

In transportation and public utilities there were 21 fatalities in "steam railways," one in "street and electric railways," 61 in "water transportation," three in "air transportation," 18 in "local and highway transportation," one in "storage," three in "telegraphs and telephones," and one in "express."

In trade there were 11 fatalities in "wholesale," and seven in "retail."

Of the fatalities in service, eight were in "public administration," one in "recreational," and seven in "personal, domestic and business."

There were three disasters in water transportation during the period under review, the most serious of which occurred on November 12, when a grain freighter foundered and sank in a severe storm, near Ludington, Lake Michigan, and all of the 21 members of the crew were drowned. On the same day, and also near Ludington, on Lake Michigan, a pulpwood carrier ran aground in the storm and two of the crew were swept overboard and drowned; the other 17 members of the crew were rescued by a fishing tug after clinging to the hulk for more than twenty-four hours. A tug-boat also foundered and sank in the storm on November 12, in Beauharnois Canal, Quebec, and nine members of the crew were drowned, bringing the total of the number drowned from three boats during that storm to 36.

Another disaster occurred on November 26, when a freighter foundered and sank in a storm on the Atlantic ocean, en route from an eastern Canadian port, and 12 members of the crew lost their lives, two of whom died from exposure in a life-boat. The other 17 members of this crew reached port safely after drifting in lifeboats for several days.

Other accidents involving the loss of two or more lives were as follows:

Six loggers were killed, near Rimouski, Quebec, on November 25, when a train struck a truck in which they were returning to camp. A truck driver and two loggers were drowned in Rainy Lake, Ontario, on December 17, when a truck load of wood broke through the ice.

A farmer, a labourer and a farmer's son were drowned, near Sudbury, Ontario, on November 3, when a boat capsized while ferrying sheep from an island.

A hay baler and a trucker were killed when struck by a truck while putting chains on their truck.

A lumberman and a logger were killed at Folley Lake, N.S., on October 7, when a train struck their truck.

When boats were wrecked in storms, two fishermen were drowned near Port Alberni, B.C., on November 7; another two fishermen were drowned, off Lockport, N.S., on November 27; and another two fishermen were similarly drowned, off Little Harbour, N.S., on December 5. Three fishermen were drowned in Lake Manitoba, on November 14, when an auto crashed through the ice.

Three coal miners lost their lives at South Wellington, B.C., on December 22, when crushed by falling rock following an explosion of "fire damp".

Two linoleum plant workers died following an explosion in a cork grinding plant, at Montreal, on November 22.

Three explosives plant workers were killed in an explosion in a T.N.T. plant, at Nobel, Ontario, on November 18.

When a scaffold collapsed, at Montreal, on October 12, two labourers lost their lives.

A railway engineer and a fireman were killed near Smithers, B.C., on October 19, when a bridge collapsed owing to floods; and an engineer and a fireman lost their lives in a derailment, near Willow Grove, Ontario, on December 18.

A truck driver and his helper were killed by a train at Montreal on November 16. A truck driver for a Soft Drink Co. and his helper were drowned, near St. Jovite, Quebec, on November 14, when their truck crashed into the river. Two grocery employees were drowned at Fort William, Ontario, when a truck went into a river from an open bridge.

An assistant fire chief and two firemen lost their lives at Fort William, Ontario, on November 16, when crushed by a collapsing wall and overcome by smoke while fighting fire.

During this quarter other fatalities occurred on the Atlantic Ocean which are not included in the statistical record, since the seamen were employed on ships not registered in Canada. On October 8, 20 seamen, 10 of whom were Canadian and 10 British, were reported lost in the sinking of a British oil tanker in the Atlantic. Another seaman on a British freighter was washed overboard and drowned in a storm on the Atlantic, about October 30.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first three quarters of 1940 has been compiled which contains 41 fatalities, of which five were in logging, six in mining, non-ferrous smelting and quarrying, seven in manufacturing, 10 in construction, seven in

transportation and public utilities, two in trade and four in service. Four of these accidents occurred in January, four in February, four in March, two in April, three in May, three in June, four in July, four in August, and 13 in September.

A further supplementary list of accidents occurring in 1939 has been made. This includes three fatalities, of which one was in logging, one in manufacturing, and one in transportation and public utilities. One of these accidents occurred in July and two in September.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1940 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electric Light and Power	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	1	....	....	2	5	1	....	1	....	....	....	....	10
B.—Working machines	1	....	....	....	....	1	....	....	....	....	....	....	2
C.—Hoisting apparatus (elevators, conveyors, etc.)	....	....	....	4	1	2	....	3	....	....	....	....	10
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	8	....	1	4	14	4	4	1	1	....	3	....	40
E.—Striking against or being struck by objects	....	....	....	....	....	....	....	2	....	....	....	....	2
F.—Falling objects	4	19	....	14	4	4	....	6	....	....	3	....	54
G.—Handling of objects	....	6	....	....	2	1	....	....	....	....	....	....	9
H.—Tools	....	1	....	....	2	....	....	....	....	....	....	....	3
I.—Moving trains, vehicles, watercraft, etc.	15	14	9	6	3	9	1	54	14	....	7	....	162
J.—Animals	4	....	....	....	....	....	....	....	....	....	....	....	4
K.—Falls of persons	5	7	....	2	8	17	1	11	3	....	3	....	57
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	1	1	1	9	4	3	....	1	....	....	....	....	20
Totals	39	48	11	41	43	42	6	109	18	....	16	....	373

RECENT LEGAL DECISIONS AFFECTING LABOUR

Appeal Dismissed by Ontario High Court Against Conviction for Picketing Under Defence Regulations

On January 6 Mr. Justice Hogg of the Ontario High Court of Justice dismissed an appeal by way of a stated case from a conviction by Magistrate Brodie at Windsor on a charge laid under Regulation 6 of the Defence of Canada Regulations. The appellant, an organizer of the United Automobile Workers, together with others, claimed that they were picketing the plant of the Chrysler Corporation of Canada in connection with an industrial dispute.

The Defence of Canada regulations made under the War Measures Act stipulate in Regulation 6 that "no person loitering in the vicinity of a protected place or any premises to which this Regulation primarily applies . . . . .shall continue to loiter in that vicinity after being requested by the appropriate person to leave it. The premises to which this regulation primarily applies are premises used or appropriate. . . .for the performance of any essential services. Essential services are defined in Regulation 2 as "such services as may, for the time being, be declared by the Governor in Council to be essential for the prosecution of the war or to the life of the community". By order in council of July 20, 1940, the premises of the Chrysler Corporation of Canada are declared to be "essential services".

The questions of law submitted by the magistrate for the determination of the Court, as amended on consent of the parties were:

"(1) Does the conduct of the accused. . . justify the conclusion that the accused did 'loiter' within the meaning and terms of Regulation 6 of the Defence of Canada Regulations?

(2) Did the evidence support the conviction?"

The judgment of Mr. Justice Hogg sets out that evidence was given to the effect that on November 13 at 7.15 a.m. the accused and 24 other men walked slowly up and down in front of the gates of the Chrysler plant while employees were going into the plant to work. A constable warned the men that it was un-

lawful for any one to loiter near the premises and requested them to leave. The warning was repeated twice. Shortly afterwards the appellant informed the police officers that they would leave but told the others of the group to be back at 12 o'clock noon. At noon 46 men, including the appellant, came to the same gate and walked back and forth in the same manner. When warned to withdraw, the appellant informed the police officers that the men had decided to remain. They were thereupon arrested. There was evidence that some of the men in the group were heard to ask persons going into the plant to join them and one was heard to say: "Don't go into work, come with us". The constable gave evidence that one of the men had stated that they were picketing the premises in question and it was clear to the police officer that this was the reason that they were there, also the appellant was known to be a trade union organizer and that the other men were associated with him.

Counsel for the appellant argued that the word "loiter" could not be properly given the meaning placed upon it by the magistrate so as to embrace the actions of the men at the time of their arrest and, secondly, that their actions were merely done as part of a strike at the Chrysler plant and constitute what has been termed peaceful picketing and, as such, they were entitled to the protection given by a clause in Regulations 27 and 29.

Regulations 27 and 29, under the heading of "Sabotage and Misrepresentation" prohibit any act intended to impede the working of any machinery or any undertaking engaged in the performance of essential services or with the work of persons engaged in essential services. Both regulations contain the proviso "that a person shall not be guilty of an offence under this regulation by reason only of his taking part in, or peacefully persuading any other person to take part in, a strike".

Mr. Justice Hogg stated that there was no evidence to connect the appellant with the employees alleged to have been on strike in the Chrysler Plant or that they were members of any trade union of which the Chrysler employees may have been members other than the statement that the accused were picketing the premises. The Court held that "assuming that picketing in the interests of those engaged in an industrial dispute was the purpose of the actions of the appellant and the others with him upon this occasion, the means or manner at the time and place when this picketing was carried out was an acto of loitering within the meaning of that word in Regulation 6". He was of the opinion that "the fact that the men. . . were 'loitering' is the essential act which the Regulation is intended to prevent although by so doing it may be necessary to hinder or even to prohibit an act which might be carried out in peace time by means of loitering." Both questions submitted to the Court were, therefore, answered in the affirmative but no costs were awarded. *Rex v.* (1941) O.W.N. 17.

King's Bench Affirms Judgment Denying Joint Committee under Quebec Collective Agreement Act Right to Exempt Establishment From Legal Rates

The Quebec Court of King's Bench on November 28, 1940, unanimously dismissed an appeal from a judgment of Mr. Justice Mackinnon of the Superior Court of Montreal (LABOUR GAZETTE, 1940, p. 88) awarding to a man employed in the women's clothing industry at Laprairie a sum based on the hourly rate of 75 cents fixed for underpressers by the collective agreement for the women's cloak and suit industry which was made legally binding on all employers and employees in the province by order in council on September 11, 1937.

Following complaint by the workers of insufficient wages and a threat on the defendant's part to close his factory if he were required to pay more, the joint committee set up by order in council to enforce the agreement had in 1936 given the defendant permission to pay all his employees at a lower rate than that fixed for other establishments in the industry, and the claim was for $272.78, the balance alleged to be owing to the plaintiff who was paid at a reduced rate. The only question before the Court was the validity of this arrangement.

For the plaintiff it was argued that the order in council making the agreement legally binding stipulated that all individual contracts between employers and employees are governed by the agreement. Moreover, the only power given by the order in council to the joint committee to permit wages at rates below those fixed in the agreement, related to employees whose production was below the average.

The Court held that there was no evidence to show that the plaintiff was a less competent worker than others in the establishment, nor was there proof that the workmen in the factory as a whole did not produce as much as other workmen. The defendant probably believed that the arrangement was valid, but because he acted in good faith was no justification for the plaintiff's loss in wages, which were determined by law. The appeal was therefore dismissed with costs. *Levin v. Hebert* (1940) 69 Rapports Judiciaires de Québec, Cour du Banc du Roi, 493.

United States Supreme Court Holds Order of National Labour Relations Board to Bargain Collectively Means Entering into a Written Agreement

On January 6 the Supreme Court of the United States upheld a ruling of the National Labour Relations Board, to the effect that the refusal of the H. J. Heinz Company to join with representatives of a labour organization authorized to represent its employees in collective bargaining in signing a written agreement embodying conditions concerning wages, hours and other matters affecting employment, constituted a refusal to bargain collectively in violation of the National Labour Relations Act. The Board instituted proceedings in the Court of Appeals for the Sixth Circuit to enforce its order directing the Company to cease certain unfair labour practices among which was the refusal to recognize and bargain collectively with the Canning and Pickle Workers Local. The Court of Appeals confirmed the findings of the Board and directed compliance with the Board's order without modification. Appeal to the Supreme Court was then made.

The part of the judgment of the Supreme Court relating to the employer's refusal to sign a written agreement follows:—

It is conceded that although petitioner has reached an agreement with the Union concerning wages, hours and working conditions of the employees, it has nevertheless refused to sign any contract embodying the terms of the agreement. The board supports its order directing petitioner, on request of the Union, to sign a written contract embodying the terms agreed upon on the ground, among others, that a refusal to sign is a refusal to bargain within the meaning of the Act.

In support of this contention it points to the history of the collective bargaining process showing that its object has long been an agreement between employer and employees as to wages, hours and working conditions evidenced by a signed contract or statement in writing, which serves both as recognition of the Union with which the agreement is reached and as a permanent memorial of its terms. This experience has shown that refusal to sign a written contract has been a not infrequent means of frustrating the bargaining process through the refusal to recognize the labour organization as a party to it and the refusal to provide an authentic record of its terms which could be exhibited to employees, as evidence of the good faith of the employer. Such refusals have proved fruitful sources of dissatisfaction and disagreement. Contrasted with the unilateral statement by the employer of his labour policy, the signed agreement has been regarded as the effective instrument of stabilizing labour relations and preventing, through collective bargaining, strikes and industrial strife.

Before the enactment of the National Labour Relations Act it had been the settled practice of the administrative agencies dealing with labour relations to treat the signing of a written contract embodying a wage and hour agreement as the final step in the bargaining process. Congress, in enacting the National Labour Relations Act, had before it the record of this experience. . .

We think that Congress, in thus incorporating in the new legislation the collective bargaining requirement of the earlier statutes included as a part of it, the signed agreement long recognized under the earlier acts as the final step in the bargaining process. It is true that the National Labour Relations Act, while requiring the employer to bargain collectively, does not compel him to enter into an agreement. But it does not follow, as petitioner argues, that, having reached an agreement, he can refuse to sign it, because he has never agreed to sign one. He may never have agreed to bargain but the statute requires him to do so. To that extent his freedom is restricted in order to secure the legislative objective of collective bargaining as the means of curtailing labour disputes affecting interstate commerce. The freedom of the employer to refuse to make an agreement relates to its terms in matters of substance and not, once it is reached, to its expression in a signed contract, the absence of which, as experience has shown, tends to frustrate the end sought by the requirement for collective bargaining. A business man who entered into negotiations with another for an agreement having numerous provisions, with the reservation that he would not reduce it to writing or sign it, could hardly be thought to have bargained in good faith. This is even more so in the case of an employer who, by his refusal to honour, with his signature, the agreement which he has made with a labour organization, discredits the organization, impairs the bargaining process and tends to frustrate the aim of the statute to secure industrial peace through collective bargaining.

Petitioner's refusal to sign was a refusal to bargain collectively and an unfair labour practice defined by [s. 8 (5) of the Act]. The Board's order requiring petitioner at the request of the Union to sign a written contract embodying agreed terms is authorized by [s. 10 (c) of the Act]. This is the conclusion which has been reached by five of six courts of appeals which have passed upon the question. *H. J. Heinz Company* v. *National Labour Relations Board* U. S. Supreme Court, Adv. Ops. Oct. Term, 1940.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] MARCH, 1941 [NUMBER 3

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment at the beginning of February showed a decidedly upward trend, according to returns received by the Dominion Bureau of Statistics from 12,467 firms, each with a minimum of fifteen employees. The staffs of these firms at February 1 aggregated 1,326,092 persons, as compared with 1,316,869 at January 1. The crude index, based on the 1926 average as 100, rose from 134·2 at January 1 to 135·2 at the beginning of February, when it was higher than at mid-winter in any other year for which statistics are available. At February 1 in preceding years, the index was as follows:—1940, 114·4; 1939, 106·5; 1938, 110·4; 1937, 104·1; 1936, 98·4; 1935, 94·6; 1934, 91·4; 1933, 77·0; 1932, 89·7; 1931, 100·7; 1930, 111·6; 1929, 110·5; 1928, 102·0 and 1927, 96·6.

The movement at February 1 in 1940, 1939 and 1938 had been downward; however, in the years, 1929-1937, upon whose experience the factors of seasonal adjustment are computed, employment showed practically no change between January and February. The increase at the date under review therefore resulted in a gain in the seasonally-corrected index, which advanced from 139·4 at January 1, to 140·5 at the beginning of February; this was the highest adjusted index for any date in the record of more than twenty years.

Unemployment in Trade Unions.—At the beginning of February, 1941, the percentage of unemployment among local trade unions stood at 6·6 in contrast with percentages of 7·4 at the beginning of January, and 11·3 at the beginning of February, 1940. The percentage for February was based on returns compiled from 2,032 labour organizations with a total membership of 274,912 persons.

Employment Office Reports.—Reports received from the offices of the Employment Service of Canada indicated a slight decline in the volume of business transacted in January, 1941, when a comparison was made with the preceding month, but a substantial gain over January a year ago, these computations being based on the average daily placements effected during the periods under review, construction and maintenance recording the greatest loss under the first comparison and services, logging, manufacturing and construction and maintenance the highest gains under the second. Vacancies in January, 1941, numbered 37,988; applications, 82,392 and placements in regular and casual employment, 34,990.

Prices.—In retail prices the official index of the cost of living calculated by the Dominion Bureau of Statistics and based upon average prices in 1935 to 1939 as 100 was 108·2 at the beginning of February as compared with 108·3 for January; 103·8 for February, 1940; and 100·8 at the beginning of August and September, 1939, pre-war. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 85·3 for the week ended February 28 as compared with 84·8 for that ended January 31 and 84·3 for the week ended January 3. Figures on a monthly basis for certain earlier dates are 84·6 for January, 1941; 82·8 for February, 1940; 72·4 for August, 1939, pre-war; 73·2 for February, 1939; 83·6 for February, 1938; and 63·5 for February, 1933, the low point in recent years.

Business Statistics.—The table on page 202 gives the most recent statistics available reflecting industrial conditions in Canada. The index of the physical volume of business, now on the base 1935 to 1939 as 100 replacing the series on the base 1926 as 100, was 130·5 for January, 1·7 per cent higher than in the previous month, and 15 per cent higher than in January, 1940. Greater economic activity has been indicated by this index in recent months than at any previous time in the record due mainly to increased production arising from the war. Mineral production and manufacturing declined slightly during the last two months but both are still substantially higher than in January, 1940. In the latter group the manufacture of sugar was in smaller volume in January than in the

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MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1941		1940	1940		1939
	February	January	December	February	January	December
(3) Trade, external aggregate... $	.....	187,335,121	201,000,533	143,355,624	161,957,982	174,082,066
(3) Imports, merchandise for consumption..... $	.....	98,382,462	102,289,873	71,041,553	71,104,145	72,109,338
(3) Exports, Canadian produce. $	.....	86,921,468	97,620,927	71,078,946	90,100,133	101,021,522
Customs duty collected..... $	.....	11,290,626	13,182,849	9,016,645	9,691,945	12,244,702
Bank debits to individual accounts..... $	.....	2,941,104,197	3,208,347,577	2,953,217,112	2,674,344,955	3,056,866,581
(1) Bank notes in circulation... $	.....	343,836,589	341,455,563	237,909,463	230,238,013	246,828,803
Bank deposits savings..... $	.....	1,668,130,415	1,641,313,845	1,658,990,498	1,750,487,649	1,741,058,768
Bank loans, commercial, etc... $	.....	998,650,175	998,674,961	981,919,794	956,144,714	960,264,582
Security prices, index numbers—						
Common stocks.....	.....	71·3	70·3	90·2	90·9	92·2
Preferred stocks.....	.....	101·4	101·7	109·7	110·7	110·1
Index of bond yields, Dominion....	.....	96·3	97·0	101·9	103·3	104·3
(2) Prices, wholesale, index number	185·3	84·6	84·2	82·8	82·6	81·7
(2) Cost of living index number.....	108·2	108·3	108·0	103·8	103·8	103·8
Index, retail sales, unadjusted.....	.....	102·0	174·2	90·4	90·0	.....
(4) Index, retail sales, adjusted.....	.....	124·2	131·0	111·5	110·8	.....
(3) Employment index number (employers' pay-roll figures)....	135·2	134·2	139·2	114·4	116·2	122·7
(2) (4) Unemployment, percentage (trade union members).....	6·6	7·4	6·2	11·3	11·4	9·7
Railway—						
(5) Car loadings, revenue freight cars	217,663	198,248	216,872	189,959	184,926	181,488
Canadian National Railways, gross earnings.... $	20,243,494	20,926,967	23,565,123	17,722,756	17,601,735	18,869,470
Operating expenses..... $	.....	.....	.....	13,756,285	13,598,324	.....
Canadian Pacific Railway, gross earnings..... $	14,107,000	14,685,000	16,335,666	11,915,419	12,244,545	13,731,169
Canadian Pacific Railway, operating expenses, all lines $	.....	12,019,583	11,529,460	9,942,997	10,416,039	9,349,200
Steam railways, freight in ton-miles.....	.....	.....	.....	2,757,080,000	2,791,300,000	.....
(11) Building permits..... $	.....	4,356,096	7,357,898	3,847,157	3,303,212	6,035,212
(1) Contracts awarded..... $	24,704,600	26,579,800	16,918,300	11,768,900	8,844,700	11,815,000
Mineral Production—						
Pig iron.....tons	.....	103,085	110,477	87,032	104,703	94,620
Steel ingots and castings.....tons	.....	186,303	185,420	140,343	166,496	150,062
Ferro-alloys.....tons	.....	15,231	18,397	7,711	8,065	10,494
Gold.....ounces	.....	.....	450,006	405,365	424,381	434,546
Coal.....tons	.....	1,745,482	1,643,092	1,474,832	1,684,924	1,485,826
Timber scaled in British Columbia.....bd. ft.	.....	.....	278,927,102	256,009,998	227,517,670	247,938,734
Flour production.....bbls.	.....	1,177,369	1,076,132	1,246,798	1,206,303	1,599,966
(6) Sugar, manufactured.....lbs.	43,313,001	37,921,156	87,221,405	33,158,321	54,728,387	125,981,000
Footwear production.....pairs	.....	1,901,085	2,044,725	2,279,562	2,073,528	2,208,374
Output of central electric stations, daily average.....k.w.h.	.....	.....	83,665,000	81,621,000	81,488,000	81,766,000
Sales of insurance..... $	.....	.....	33,364,000	31,562,000	33,390,000	36,295,000
Newsprint production.....tons	.....	.....	252,900	231,823	251,030	240,660
Automobile prod., cars, trucks, etc.	23,710	23,195	23,364	18,193	17,213	16,976
(8) Index of Physical Volume of Business.....	.....	130·5	128·3	108·6	113·8	.....
INDUSTRIAL PRODUCTION.....	.....	145·1	140·6	117·0	123·8	.....
Mineral production.....	.....	122·7	123·5	108·6	116·4	.....
Manufacturing.....	.....	141·9	142·3	120·0	130·2	.....
Construction.....	.....	244·3	187·4	116·4	94·9	.....
Electric power.....	.....	116·7	111·2	109·4	111·0	.....
DISTRIBUTION.....	.....	105·4	107·1	94·0	96·7	.....
Trade employment.....	.....	115·3	116·8	107·2	107·0	.....
Carloadings.....	.....	123·3	125·1	108·8	113·4	.....
Imports.....	.....	171·0	171·6	125·5	128·2	.....
Exports, including gold.....	.....	130·5	119·9	107·3	132·4	.....

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended February 28, 1941.

(1) Chartered bank note circulation and Bank of Canada notes not held by chartered banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending March 1, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending February 22, January 25, 1941; December 31, February 24, and January 27, 1940; December 30, 1939. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

previous month while there was increased production of creamery butter. Greater volume was also indicated in the production of textile products and forestry products while there was a slight decline in the production of pig iron and steel and an increase in imports of iron and steel products as well as in the manufacture of automobiles after seasonal adjustment. The value of contracts awarded indicated greater activity in the construction industry and the output of electric power also was higher than in the previous month. The factors indicating the volume of distribution were mainly downward from the previous month, trade employment, carloadings, and imports recording declines while the figures for exports were higher. All of the main groups except exports were higher than in January, 1940. Information available for February shows wholesale prices continuing the gradual advance in progress since June, 1940. Employment while lower than in December, 1940, was slightly higher than in January and 18 per cent higher than in February, 1940. The value of contracts awarded was slightly lower than in January but more than double that of February, 1940, while the number of cars of revenue freight was considerably greater in both comparisons.

Strikes and Lockouts.—The number of strikes and lockouts recorded for February was eight, involving 1,787 workers with time loss of 7,514 man working days, as compared with 10 disputes during January, involving 1,453 workers and causing time loss of 3,238 days. The important disputes during February included three strikes of coal miners at Stellarton, N.S., and Sydney Mines, N.S. The only important disputes in January were strikes of coal miners at Sydney Mines, N.S., and hotel waiters at Vancouver, B.C.

In February, 1940, there were 13 disputes, involving 3,041 workers with time loss of 12,749 days. The principal disputes involved coal handlers and drivers at Toronto, Ont., steel mill workers at Sydney, N.S., gold miners at Pioneer Mines, B.C., and salt mine workers at Malagash, N.S.

Of the eight disputes in February, 1941, seven were recorded as terminated during the month. Three resulted in favour of the workers involved and the results of four were recorded as indefinite. One dispute, involving approximately seventy workers, was recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions involved.

Industrial Disputes Investigation Act

During the past month reports were presented by five Boards of Conciliation and Investigation. Eight applications for boards were received and three boards were established.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section commencing on page 209.

Dominion-Provincial Conference on War Emergency Training Program

As this issue of the LABOUR GAZETTE goes to press a conference is in progress of Dominion and provincial representatives of the War Emergency Training Program held under the auspices of the Department of Labour. A complete report of the proceedings will appear in the next issue of this publication. Elsewhere in this issue is a statistical summary of the numbers of trainees in the war industrial training classes.

Agreement providing adequate supply of shore labour for loading British cargoes

By the terms of two Orders in Council (P. C. 744 and P. C. 1706) recently passed, which confirm an agreement entered into between shipping interests and the Longshoremen's Association, there is assured an adequate supply of shore labour to expedite the loading of ships on a twenty-four hour basis.

In announcing the agreement with its supporting Orders in Council, the Minister of Labour, Hon. Norman A. McLarty, stated that these measures were designed to prevent any "bottle-neck" at an eastern Canadian port by ensuring that cargoes destined for Britain will be loaded at whatever hour the ships put into port.

The procedure is unique in that the union consented to enlarge its membership on a temporary basis to meet a situation arising out of the war. This agreement was then incorporated in the terms of an Order in Council (P. C. 744) whereby:

"If the Association (Longshoremen's) desires to add temporarily to its membership for the purpose of meeting the extra work resulting from the war it may be assured that any persons so admitted as temporary members of the Union shall not have any claim to be kept on as members during the summer season when longshoremen's work is slack,

or for any period after the additional war work which resulted in their being taken on as members has come to an end, and that they shall have no claim to any share in or benefit from the funds of the Association."

Longshoremen's work at this port, it should be stated, is at best seasonal and sporadic. Because of this fact, the Longshoremen's Association has naturally endeavoured to conserve the available work for its fairly limited membership in order that union mortuary and sick benefits, built up by membership contribution, might not be depleted by an influx of workers into the union under war exigencies.

This policy of dividing the work among a restricted membership had been achieved partly by virtue of an agreement (under provincial labour legislation) whereby employers bargained collectively with a recognized union of employees; and partly by the union men working longer hours in loading ships rather than letting in non-union labour.

Under the stress of war conditions, this often resulted in confusion and delay. Ships could only be unloaded as fast as the union men alone could do the job. This in turn resulted in fatigue of the workers which further slowed down operations.

In this emergency, the Minister sent to the port M. S. Campbell, Chief Conciliation Officer of the Dominion Department of Labour. There also developed a matter of Dominion-Provincial jurisdiction. But, working in complete co-operation, the Dominion Labour Minister and the Nova Scotia Labour Minister, Hon. L. D. Currie, arrived at a solution. Finally the Dominion Minister made a special visit to the port, and the problem was settled at a joint conference by the Union agreeing to take in sufficient members on a temporary basis, and without claim to union benefits, in order that there might be sufficient labour to load ships 24 hours per day.

This agreement then received the further protection of another Dominion Order in Council (P.C. 1706) which provides:

(1) (*a*) That in addition to the members recently admitted upon the basis set out in Dominion Order in Council P.C. 744 the Association as soon as possible will admit to membership, if required, upon the same basis, a further number of men sufficient for the working of ships 24 hours per day;

(*b*) That double shifts be instituted as soon as possible;

(*c*) That the Longshoremen's Association will furnish the men when possible as required for the continuous working of the Port on application of the Steamship and Stevedoring Companies.

(2) That an Arbitrator be appointed by Dominion Order in Council to investigate and decide upon all disputes arising between the Parties under the terms of the Agreement made in November, 1939 and under the terms of the said Supplementary Agreement; and that all decisions of the Arbitrator thereon shall be final and binding upon the Parties to said Agreements.

(3) That Vincent C. MacDonald, K.C., of Halifax be so appointed Arbitrator for the purposes and with the powers abovementioned.

(4) That this Agreement herein shall be as effective and binding in all its conditions as the Agreement of November 30, 1939.

Canadian wartime housing organization established

On March 12, the Minister of Munitions and Supply, Hon. C. D. Howe, announced the appointment of the directors of Wartime Housing Limited, a Government-owned company incorporated recently to deal with the problem of providing housing accommodation in areas where it is required in order to prevent delays in the production of war material and the construction of defence projects.

Mr. Joseph M. Pigott of Hamilton was named president of the company and the directors are: Mr. Wilfrid T. Gagnon, president, Wilfrid Gagnon Ltd., shoe manufacturers, Montreal; William Lyon Somerville, architect, Toronto; Ernest Ingles, international vice-president of the International Brotherhood of Electrical Workers, London, Ont.; William E. Tibbs, secretary, Halifax Relief Commission; Robert J. Gourley, general manager, Beaver Lumber Co., Winnipeg; Hedley C. Wilson, manager, Maritime Trust Company, Saint John, N.B.

The directors, as in other Government-owned companies, will serve without remuneration.

In a statement announcing the establishment of Wartime Housing Limited, Mr. Howe said that $100,000 would be available to the company to meet initial operating expenses and that a limit of $10,000,000 had been placed upon commitments it may make without further authority.

Report of Canadian Federation of Mayors on Wartime Housing

The Canadian Federation of Mayors and Municipalities has recently issued a monograph entitled *The War-Time Housing Problem.*

As pointed out in a foreword to the monograph, most Canadian municipalities are presently faced with a housing problem brought about by increased industrial production of war requirements.

The report gives an outline of a proposed plan whereby this wartime problem might be

met both for the war period and to some extent the post-war period.

The proposed plan is summarized briefly as follows:

1. Large scale housing requires large scale capital. In this regard it is suggested that the major portion of the housing required could be financed through the National Housing Act.

2. The special housing required in communities where there are government-owned war industries will require a special federal organization. It is suggested that while the Housing Act Branch of the Department of Finance might undertake such a responsibility, "there is much to be said for the setting up of a quite distinct and separate organization." Such a Federal Housing Authority, it is suggested, should be a legally-constituted body, with wide powers to permit it freedom and rapidity of action.

3. Appointment of regional or local Housing Boards in different parts of the country to survey the housing needs of their locality, to act as agents for the Federal Housing Authority, be responsible for erection and management of projects in their area, and at the termination of the war to be responsible for the salvage, transfer or final disposition of temporary housing.

4. Nation-wide survey required to determine war-housing conditions and needs throughout the Dominion.

It is also suggested, in concluding the proposed plan, that "While the primary purpose of such a Housing Authority would be to assume responsibility and take appropriate action to meet the special war housing problem, it probably would be found in practice desirable to maintain the organization in anticipation of the post-war housing program which is likely to be even more monumental in proportion, although different in character, than the problem which the present emergency has created."

Copies of this monograph (price $1.00) may be obtained from the Canadian Federation of Mayors and Municipalities, Mount Royal Hotel, Montreal, Que.

Statistics of Relief recipients for January

The grand total of all classes of persons on urban and agricultural relief across Canada in January of this year showed an increase of 5·4 per cent from December but a reduction of 54·6 per cent from January a year ago. The grand total for January, as shown by the preliminary results from the registration of all direct relief cases carried out for the Department of Labour by the provinces and municipalities, stood at 324,000. This total represented a decrease of 58·1 per cent from the peak figure of 1940 which occurred in the month of March: in January, 1940, the decrease from the peak month of 1939 was 30·5 per cent, while January, 1939, showed 6·5 per cent decrease from March, 1938.

Unemployed but fully employable persons on relief in January this year numbered 53,000, an increase of 7·6 per cent from the revised December total. The figure for January this year showed a decrease of 67·7 per cent from January a year ago, and a decrease of 70·8 per cent from January, 1939. From the peak figure for 1940, of 172,683, which occurred in the month of March, the January total of fully employable persons was down by 69·3 per cent.

A total of 267,000 persons were receiving non-agricultural relief in January, an increase of 6·4 per cent from the corrected figure for the previous month: January, 1940, had shown an increase of 11·0 per cent from December, 1939. This category includes all totally unemployable, partially employable and fully employable persons, together with all dependents of family heads. This aggregate showed a decrease of 56·8 per cent from the figure for January, 1940, and a decrease of 60·0 per cent from the figure for January two years ago. In relation to the high month of 1940, the January total on urban relief showed a decrease of 58·9 per cent.

The Dominion total on agricultural relief continued to show a major decline from the year before, following improved crop conditions in 1940 in the Prairie Provinces. A total of 12,000 farmers who, together with their dependents, accounted for a farm population of 57,000, were reported as receiving agricultural relief for subsistence in January; this total indicated a decline of 56·2 per cent from the high month of 1940. The Dominion total on agricultural relief in January increased by 1·0 per cent from the revised December figure, but was 40·7 per cent less than January, 1940, and 81·5 per cent less than in January, 1939. Figures for January for Saskatchewan alone showed decreases of 26·1 per cent and 83·3 per cent from January, 1940, and from January, 1939, respectively; the Saskatchewan total of 44,000 persons on agricultural relief accounted for 77·2 per cent of the Dominion total in January this year.

Further Survey of Canada's Industrial Resources

In order to harness all possible industrial resources to war needs, the Dominion is now being organized into industrial zones with a chairman and a committee for each zone who will work in direct conjunction with the Department of Munitions and Supply, according to

an announcement made recently by Hon. C. D. Howe. The purpose of these zones is to collect and to maintain current industrial information and on request to advise the Department of Munitions and Supply thereon. The Minister said that the entire organization work is being carried out by the Canadian Manufacturers' Association and the Canadian Chamber of Commerce with the approval and support of the Department of Munitions and Supply.

The subdivision of the Dominion into industrial zones is being accompanied by a national survey of industrial resources which is now being launched by the C.M.A. and the C.C.C. This survey, it is stated, will provide information on: the labour available; the machine tools and other equipment in existing plants; the extent to which this equipment is now used; and the extent to which it may be made available for war needs.

In the United Kingdom similar policies are now being pursued with a resulting greater utilization of the resources of the country. The United States is embarking on similar policies. Although Canada has already employed this plan extensively, the national industrial survey aims to extend it still further.

Thus one of the chief aims of the survey, according to the C.M.A. and the C.C.C., is to attempt to learn how far the Dominion can go in the utilization of existing plants, both directly and more particularly as subcontractors for other firms. The purpose is to have available information which will permit the use of existing industrial resources with the least dislocation to labour, transportation facilities, and other elements in the economic picture.

Retirement of R. A. Rigg as Director of Employment Service

Mr. R. A. Rigg, Director of the Employment Service of Canada since 1922, has retired on superannuation from that post. His retirement marks the active close of a career unique and prominent in such varied spheres of service as labour leader, legislative representative, soldier and administrator.

When a boy of ten he was earning his living in a Lancashire cotton mill. Denied further regular schooling, he proceeded to acquire a liberal education by his own efforts. Nurtured in the labour movement of Great Britain during the arduous struggle of the late nineteenth century when it was winning recognition of its rights, he was profoundly influenced by that momentous period. His first direct contact with trade unionism occurred when he became a member of the Lancashire Weavers' Association.

In 1903 he came to Canada and continued his active participation in the labour movement in this country. His natural talent for leadership soon earned him a place on the executive of the Trades and Labour Congress of Canada on which body he served as vice-president for five years.

In addition to his activities in the labour movement, Mr. Rigg took a prominent part in the duties of citizenship. Before the last war he served as alderman in the Winnipeg City Council and subsequently was elected as Labour member of the Manitoba Legislature. He saw active service in France during 1917 and 1918 when he was long past the enlistment age. On his return to Canada the Government was glad to avail itself of his services as the Wartime Representative of the Employment Service of Canada. When in 1922 the post of Director of the Employment Service became vacant he was promoted to that office.

The Employment Service of Canada now forms a part of the new set-up under the Unemployment Insurance Act. Succeeding Mr. Rigg as the administrative chief of this work is Mr. V. C. Phelan, who was appointed to the post under the title of Chief Employment Officer. Mr. Phelan was formerly Assistant Director of the Employment Service of Canada and Director of Registration, and is also president of the International Association of Public Employment Services.

Inauguration of hospitalization plan in Ontario

The president of the Ontario Hospital Association, Mr. C. J. Decker, announced recently the inauguration of an insurance plan providing for the prepayment of hospital expenses for Ontario families.

The plan, which was approved at the annual convention of the Ontario Hospital Association, (LABOUR GAZETTE, November 1940, page 1105), is open to any group of employed workers in the province, and as announced, provides subscribers with complete hospitalization for 21 days in any 12-month period. In maternity cases, subscribers will be able to obtain a 50 per cent reduction in hospital charges. Premiums are 50 cents a month for individuals or one dollar a month for families.

Standard hospital accommodation will be provided under the plan, and subscribers will have a free choice of hospitals and doctors. Benefits consist entirely of hospital service and no cash indemnity will be paid to the subscriber, the hospital bill being paid directly by the plan which is to be operated on a non-profit basis.

In announcing the establishment of the scheme, Mr. Decker referred to similar com-

munity services in the United States where there were about 6,000,000 subscribers enrolled in 66 separate community and statewide plans. He also referred to the successful operation of a similar scheme in Manitoba where it was entering upon its third year of existence.

Position of men in training for munitions work in Great Britain

The position of men in training for munitions work in Great Britain under the Schedule of Reserved Occupations is further outlined in the British *Ministry of Labour Gazette* for January, 1941, as follows:

For the purposes of the Schedule of Reserved Occupations, men in training for any particular occupation in munitions work are treated, as a general rule, during the period properly necessary for such training, as if they were employed in that occupation. This rule applies not only when the training is being given in a Government Training Centre or under a Training Scheme on behalf of the Ministry of Labour and National Service but also when the training is being given by an employer for employment at his own works.

Men who are accepted for training under any of the Ministry's schemes are not called up while they are receiving training. Men who satisfactorily complete their training and qualify for the new occupation will be classified accordingly and will take the age of reservation of that new occupation.

Men who may be accepted for such training are (*a*) young men of the age of 16 and under 20, (*b*) men of ages not yet registered under the National Service (Armed Forces) Act (men born in 1904 have now been registered), and (*c*) a limited number of men over 30 under the current age of registration who have not yet been called up.

Men who qualify for their new occupation will be placed in employment on munitions production. A considerable proportion of the men who enter upon training under the age of 20 will, on reaching military age, go into the Forces as tradesmen, although a few of them may be reserved under the Schedule and will accordingly be retained in industry. The older men will normally have been trained for occupations in which they will be reserved under the Schedule and will thus be retained in industry, although it may be that some of them will go into the Forces as tradesmen.

Many men are, of course, taken on by employers and trained in the course of their employment. Such men are regarded as following the occupation in which they are employed and take the reservation age, if any, appropriate to it.

21569—2

Employers and employees approve of registration of labour in Great Britain

A joint Consultative Committee of employers and representatives of the British Trade Union Congress recently approved of orders for the registration of labour. The orders will now go before the Cabinet for action.

The proposed orders provide for the registration of workers in Great Britain according to age groups in classifications similar to those used in registration for the armed forces.

Factories and workers in essential industries will be required to observe special conditions, such as the provision of welfare and canteen facilities, restrictions on dismissals and on workers missing work without valid reason.

The joint committee also approved of an order permitting the Minister of Labour to require any man or woman to register for war work where and when the Ministry decided they were needed.

Labour and social policies in Great Britain in wartime

In its series on economic conditions, the International Labour Office has recently issued a booklet entitled *The Labour Situation in Great Britain*, the purpose of the report being to present a general picture of the manner in which Great Britain adapted its administrative machinery and its labour and social policies and practices to the needs of total war during the period May-October, 1940.

The report deals with such subjects as the political background to the situation, the machinery of control, regulation of labour supply, schedule of reserved occupations, regulation and distribution of civilian labour, transference of labour, industrial training, wages, earnings, hours, holidays, industrial relations, and the standard of living.

Copies of the report (25 cents each) may be obtained from the Washington Branch of the International Labour Office.

Survey of unemployed man-power in Australia

A parliamentary committee consisting of five members, has been appointed in Australia to investigate the Commonwealth's resources of unemployed and partially unemployed man-power.

The committee is to inquire into the extent to which the unemployed may be used in the manufacture of munitions and other war equipment and will also examine the possibility of expanding present establishments engaged in the manufacture of munitions.

Report on U.S. defence vocational school training

In a recent report from the United States Commissioner of Education, to the Federal Security Administrator, it is indicated that if present trends continue about 1,000,000 persons will have been trained for defence occupations by June 30, 1941. This report places the United States defence vocational school training program ahead of the scheduled plan to train 700,000 workers for defence industries by that date. (Earlier progress reports on the United States defence vocational training scheme were referred to in the LABOUR GAZETTE, August 1940, page 761 and September, page 894.)

More than 800 of the 900 cities with vocational trade and industrial schools are, according to the report of the Commissioner, making their facilities available for defence training. Over 300 cities have placed their vocational schools on a 24-hour, 6-day week schedule.

Enrolments in the regular vocational education program are the highest in history, the report states, being approximately 2,000,000. A large proportion of the occupations trained for in the regular classes are directly useful in meeting the labour requirements of defence industries.

Trade and industrial education alone enroll more than 750,000 including hundreds of apprentices who attend part time. Persons taking these courses receive basic and related training in such skills as patternmaking, welding, sheet metal, drafting, machine shop, electricity and auto mechanics.

The report anticipates that more than 3,000,000 persons will receive various vocational education courses during the coming year.

(Elsewhere in this issue will be found a detailed statistical summary of the progress of the War Emergency Training Program in Canada.)

Appointment of Director of I.L.O. as U.S. Ambassador to Great Britain

Mr. John G. Winant, Director of the International Labour Office, a position he had held since June, 1938 (LABOUR GAZETTE, July 1938, page 722), resigned recently upon his appointment as United States ambassador to Great Britain.

Mr. Winant was named an Assistant Director of the International Labour Office in April, 1935. At the request of President Roosevelt he returned to the United States in October of the same year to accept the chairmanship of the newly-created Social Security Board but returned again to Geneva in 1936 to resume his duties with the International Labour Office. In June, 1938, he succeeded Mr. H. B. Butler as Director of that unit of the League of Nations, and, in this capacity, came to Canada in September, 1940, when the personnel of the International Labour Office was transferred to Montreal, where it is now temporarily located at McGill University.

Immigration to Canada During 1940

A decrease of 33·4 per cent in the number of immigrants entering Canada during 1940 compared with the number in 1939 is indicated in a statistical statement issued recently by the Immigration Branch of the Department of Mines and Resources. A total of 11,324 entered the Dominion during 1940 compared with 16,994 in 1939.

Of the total entering Canada during the year, 3,021 came from the British Isles compared with 3,544 in 1939, a decrease of 14·8 per cent in this group. There was an increase of 26·3 per cent in the number of immigrants to Canada from the United States, 7,134 coming from the United States in 1940 compared with 5,649 in 1939.

The second largest decrease in the number of immigrants entering Canada during 1940 compared with 1939, took place in the group classified as Northern European races, there only being 339 from this source during the year compared with 1,957 in the previous year. As would be expected, the largest decrease within this group was the German, there only being 119 from that country in 1940 compared with 1,071 in 1939.

The largest decrease in numbers took place in the group classified as "other races." During 1940 only 830 persons in this group entered Canada compared with 5,844 in 1939.

Classified according to sex, there were 3,939 adult males, 4,517 adult females and 2,868 children under eighteen comprising the total number, 11,324; while occupationally this number was divided into farming class, 435 males, 173 females and 174 children; labouring class, 531 males, 59 females and 70 children; mechanics, 715 males, 239 females and 158 children; trading class, 588 males, 363 females and 195 children; mining class, 33 males and 5 females; female domestic servants 18 years and over numbered 523 and under 18 years, 70; "other classes" accounted for 1,637 males, 3,155 females and 2,201 children.

The destinations of these immigrants were as follows: Nova Scotia, 1,188; New Brunswick, 407; Prince Edward Island, 47; Quebec, 2,556; Ontario, 4,447; Manitoba, 314; Saskatchewan, 250; Alberta, 458; British Columbia, 1,645; Yukon Territory, 8;; and Northwest Territories, 4.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS have been received recently from the Boards of Conciliation and Investigation established to deal with the following disputes:—

(1) Between the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees, members of the Atlantic Sugar Workers' Union;

(2) Between the Kingston Shipbuilding Company, Limited, Kingston, Ont., and its employees, members of Lodge 210, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local 221, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, etc.;

(3) Between H. F. McLean, Limited, and its plumbers, steamfitters, sprinklerfitters and general pipefitters employed at Ile de Salaberry, P.Q., members of Local 144 (Montreal), United Association of Journeymen Plumbers and Steamfitters of the United States and Canada;

(4) Between the Goodyear Tire and Rubber Company of Canada, Limited, Bowmanville, Ont., and its employees, members of Local 189, United Rubber Workers of America; and

(5) Between the Hamilton Uniform Cap Company, Hamilton, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union.

A tribunal established to deal with disputes between four coal mining companies in the Province of Nova Scotia, namely, the Dominion Coal Company, Limited, the Cumberland Railway and Coal Company, Limited, the Acadia Coal Company, Limited, and the Old Sydney Collieries, Limited, and their employees, members of District 26, United Mine Workers of America, also has submitted its report.

Eight applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act have been received in the Department of Labour recently, as follows:—

(1) From machinists, specialists and helpers in the employ of the Reliance Motor and Machine Works, Limited, Vancouver, B.C., members of Lodge 692, International Association of Machinists. The dispute, which is said to involve 30 workers, arose out of the employees' request for union recognition and an agreement covering wages and conditions of employment. A board was established on March 1, Mr. Percy R. Bengough and Mr. William D. McLaren being appointed members thereof on the recommendation of the employees and the employer, respectively. Subsequently Professor H. F. Angus was appointed to the chairmanship of the board on the joint recommendation of the other two members. All three members of the board are residents of Vancouver.

(2) From certain employees of the National Harbours Board at Quebec, P.Q., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Twenty-five general and miscellaneous employees, exclusive of mechanics (excepting those engaged in maintenance), are said to be directly affected by the dispute, which has arisen out of the employees' request for the negotiation of an agreement covering wages and working conditions. The applicants being employees of the Crown, the dispute therefore did not come within the scope of the Industrial Disputes Investigation Act and a board was not established.

(3) From certain employees of the National Harbours Board at Montreal, P.Q., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. One hundred general and miscellaneous employees, exclusive of mechanics (excepting those engaged in maintenance), are said to be directly affected by the dispute, which has arisen out of the employees' request for the negotiation of an agreement covering wages and working conditions. The applicants being employees of the Crown, the dispute therefore did not come within the scope of the Industrial Disputes Investigation Act and a board was not established.

(4) From certain employees of the Chrysler Corporation of Canada, Limited, Windsor, Ont., members of Local 195, United Automobile Workers of America. It is stated in the application that 62 machine operators, assemblers and precision workers, engaged in engine manufacturing and assembly, are directly affected by the dispute, which arose out of an alleged violation by the employer of seniority rights in the transfer of a workman from one position to another. A strike occurred on November 8, 1940, and the strikers were replaced (LABOUR GAZETTE, December, 1940, p. 1243). The applicants request the reinstatement of employees alleged to have been unjustly dismissed and the establishment, through collective bargaining, of grievance machinery to deal with future disputes.

(5) From 106 employees of the Kitchen Overall and Shirt Company, Limited, Brantford, Ont., members of Local 237, United Garment Workers of America. The cause of the dispute is said to be the employer's refusal to grant the employees' request for a union agreement providing for increased wages, a 44-hour week, time and one-half for overtime, and certain changes in working conditions.

(6) From 25 electrical workers in the employ of the Saint John Dry Dock and Shipbuilding Company, Limited, East Saint John, N.B., members of Local B502, International Brotherhood of Electrical Workers. The dispute, arising out of the employees' request for a union agreement providing for increased wages and changes in working conditions, was referred on March 10 to the board which had previously been established to deal with applications from (i) machinists and (ii) plumbers and steamfitters in the company's employ (LABOUR GAZETTE, February, 1941, p. 94). The personnel of the board had been completed with the appointment on February 20 of Judge H. O. McInerney, Saint John, N.B., as third member and chairman, on the joint recommendation of the other two members, Mr. F. S. A. McMullin and Mr. John N. Flood, both also of Saint John. On the employer's recommendation, Mr. Flood was appointed on February 17 to fill the vacancy caused by the death of Mr. F. Curzon Dobell, the original nominee of the employer.

(7) From approximately 400 truck drivers and helpers, warehousemen, foremen, checkers, clerks, mechanics and helpers, etc., employed in the Provinces of Ontario and Quebec by Martin Transports, Limited, Toronto, Ont. The applicants, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers, state that the dispute arises out of the employer's rejection of the employees' proposals for revision of their existing agreement with respect to wages and conditions of employment.

(8) From radio operators employed throughout Canada by the Radio Division of the Dominion Department of Transport, members of the Canadian Communications Union. Some 260 employees are said to be directly affected by the dispute, which has resulted creased wages. The applicants being employees of the Crown and appointed under the provisions of the Civil Service Act, the dispute therefore did not come within the scope of the Industrial Disputes Investigation Act and a board was not established.

Other Boards Established

On March 10 the Minister of Labour established a Board of Conciliation and Investigation to deal with a dispute between the West Coast Woollen Mills, Limited, Vancouver, B.C., and its employees, members of the Pacific Textile Workers' Union (LABOUR GAZETTE, February, 1941, p. 94), and, on the employees' recommendation, appointed Mr. John Stanton, Vancouver, a member of the board.

A board was also established on March 10 to deal with differences between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain maintenance employees, members of the Steel Workers' Organizing Committee (LABOUR GAZETTE, February, 1941, p. 94), and, on the employees' recommendation, Mr. J. L. Cohen, K.C., Toronto, Ont., was appointed a member of the board.

Other Boards Fully Constituted

On February 17 Mr. E. A. Shaunessy, Petrolia, Ont., was appointed third member and chairman of the board established to deal with a dispute between the Rayman Cap Manufacturing Company, Toronto, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union (LABOUR GAZETTE, February, 1941, p. 95). The appointment was made in the absence of a joint recommendation from the other two members, Mr. J. L. Cohen, K.C., and Mr. Harry J. Macdonald, both of Toronto, who had been appointed on the nomination of the employees and the employer, respectively.

During the period under review the personnel of the board established to deal with a dispute between the Dominion Engineering Works, Limited, Lachine, P.Q., and its patternmakers, members of the Montreal Patternmakers' Association (LABOUR GAZETTE, February, 1941, p. 94), also was completed. On February 18 Mr. E. Stuart McDougall, Montreal, was appointed, on the employer's recommendation, to fill the vacancy caused by the death of Mr. F. Curzon Dobell, the original nominee of the employer. In the absence of a joint recommendation from Mr. McDougall and Mr. J. A. McClelland, Valois, P.Q., the employees' nominee, the Minister on March 1 appointed His Honour Judge Albert Constantineau, Rockland, Ont., third member and chairman of the board.

Commissioner Appointed

On February 24, pursuant to Section 65 of the Industrial Disputes Investigation Act, the Honourable Mr. Justice M. B. Archibald, of the Supreme Court of Nova Scotia, Halifax, N.S., was appointed a Commissioner under the provisions of the Inquiries Act to inquire into the causes of the lack of capacity production in the coal mines in the Minto-Chip-

man district of the Province of New Brunswick and to make such recommendations as in his opinion may serve to bring the coal mines in the district into full production and maintain such production for the duration of the war.

Representations had been received concerning serious curtailment in the production of coal in the Minto-Chipman district due to absenteeism, sporadic strikes, and other causes arising out of management and employee action.

Report of Board in Dispute Between Atlantic Sugar Refineries, Limited, and Its Employees

The Board of Conciliation and Investigation established to inquire into differences between the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees, members of the Atlantic Sugar Workers' Union, has reported to the Minister of Labour.

The report of the board is signed by the chairman, His Honour Judge James Parker, and the employer's nominee, Mr. R. M Fowler. Attached to the report is a memorandum of settlement, which was prepared by the board and subsequently signed by the representatives of both parties to the dispute. Rev. J. Arthur Burns, the member nominated by the employees, submitted a minority report.

The texts of the board's report, the memorandum of settlement and the minority report are printed below.

Report of Board

To the HONOURABLE NORMAN A. MCLARTY, K.C., Minister of Labour, Ottawa.

In the matter of The Industrial Disputes Investigation Act, and of a dispute between Atlantic Sugar Refineries, Limited, and Atlantic Sugar Workers' Union.

The Board of Conciliation established by you to investigate this dispute has the honour to report that it has been successful in effecting a settlement of the dispute. A memorandum of the settlement has been drawn up by the Board and signed by the parties. A copy of this memorandum of settlement is attached to this Report.

Application for a Board of Conciliation under the Act was made on August 9th, 1940, by the Atlantic Sugar Workers' Union, representing certain of the employees of Atlantic Sugar Refineries, Limited. Reverend J. Arthur Burns was nominated by the Union as its representative on the Board. Subsequently Mr. R. M. Fowler was nominated by the Company as its representative. On the 26th of October, 1940, His Honour James Parker, Judge of the County Court of the County of York, was appointed Chairman of the Board by the Minister of Labour.

The Board immediately proceeded to enquire into the dispute. A preliminary meeting was held in Montreal on November 4th, 1940, when representatives of the Union and the Company attended and plans were made for the hearings. Sessions of the Board for the taking of evidence were held at Saint John, New Brunswick, on November 18th, 19th and 20th, 1940.

The Company operates a sugar refinery at Saint John in which there are presently employed 203 workmen who are paid on an hourly basis. A number of other men, employed on a weekly or monthly salary basis, were not affected by the dispute. The Board visited the refinery in company with representatives of the Union and the Company. This visit assisted the Board in appreciating the evidence of workmen as to the operations carried on at the refinery, and enabled the Board to form its own opinion as to working conditions. Physical working conditions at the refinery appeared to be good and indeed Mr. Roy W. Henderson, President of the Union, stated that no complaint existed as to physical working conditions. It appears that, for several years, the figures for both frequency and severity of injuries to workmen have been remarkably low—have indeed been the lowest in the industry in Canada and the United States—and this desirable result has arisen from the splendid co-operation between the employees and the management of the refinery. Useful suggestions for the improvement of working condition have been made, from time to time, by the employees and have been adopted by the management; and no witness before the Board made any suggestions whereby present working conditions could be improved.

The Board was greatly impressed by the friendly relations which existed between employees and employer in this refinery. Notwithstanding the existence of a dispute, leading to the establishment of this Board, this friendly and co-operative spirit was quite apparent, both in the oral evidence of the employees and the manager, and in the attitude of the representatives of the Union and the Company before the Board. Without this desirable attitude on the part of both parties to the dispute, the task of the Board would have been much more difficult, and a satisfactory settlement of the dispute might have been impossible.

The Atlantic Sugar Workers' Union was formed in the year 1937 as a local union and now has a membership of 195. Of this number approximately 50 are in arrears for fees, but under the rules of the Union are regarded as full members; an additional 47 members were reinstated as members in good standing by a compromise of their arrears of fees during the period between June and November of 1940. The Union is an affiliate of the Canadian Congress of Labour. The Company has recognized the Union since it was formed. In a written statement, read at a meeting with the employees on June 22nd, 1937, the refinery manager stated the Company's attitude toward the Union. It would not discriminate against any man by reason of joining or of not joining the Union. It was prepared to recognize the appointment of Union stewards in all departments and to receive representations from the Union at any time. Evidence was given that a "Grievance Committee" of the Union had met with the management frequently, and on a number of occasions these grievances were satisfactorily met by the Company.

One of the contentions of the Union before the Board was the claim to be recognized as the sole bargaining agent for all employees. The officers of the Union, in giving evidence before the Board, stated that they did not seek a "closed shop". In view of this statement, it was somewhat difficult to discover what power the right of sole bargaining would give the Union, that it did not already possess. It appeared, however, that the Union was somewhat apprehensive that its recognition by the Company should rest on a course of policy or practice, and the Union felt that it did not have any assurance of a continuation of the present recognition in the future. While there was nothing to suggest that the Company contemplated a change in its attitude, the Board felt that, in order to allay any possible fears, a definite statement of policy should be made and accepted. The Board accordingly suggested that the Company should state in writing to the Union that it would continue the recognition presently given to the Union, and that the Union should accept in writing this statement of policy as being satisfactory to it. This suggestion was accepted by both the representatives of the Company and of the Union.

A further contention of the Union before the Board sought an increase in wages paid to employees. Witnesses were called who explained the amounts of their incomes and the necessary living expenses which each required. Most of these witnesses were men with large families and many of them laboured under a burden of debt arising from past illnesses and other misfortunes. These cases aroused the utmost sympathy of the members of the Board, but for reasons that will be explained the Board did not feel it could suggest a general increase in the scale of wages to be paid to these men at the present time, but sought to effect a compromise. There was a startling difference in the budgets of necessary expenditures submitted by these witnesses, which undoubtedly reflects in part the differences that exist in the thrift and managing abilities between individuals in all walks of life. It appeared, moreover, that if the increases asked for by the Union were to be granted many of these men would still be faced with expenditures greater than their income. The difficulties under which these men suffered appeared to spring from more fundamental causes. In some cases there were heavy financial burdens arising from individual misfortunes. But generally it appeared that housing conditions in Saint John were deplorably bad, and resulted in many of the men living in most unsatisfactory circumstances, which produced high rentals and high incidental expenses for fuel and medical care. These conditions were not matters with which the Board could deal, but the Board feels that they are worthy of note and attention by the proper authorities.

The Board believed that the only sound basis for determining the claim for increased wages was a consideration of the prevailing wage rates in the industry generally and in other industrial activities in Saint John. It was stated in evidence by the Company (and not denied) that the base rate paid by the Company of 37 cents an hour was fairly comparable to the base rate paid in other sugar refineries in Canada. It was also stated that the average base rate paid by fifteen other industrial concerns in Saint John was 34 cents an hour as compared with 37 cents an hour at Atlantic Sugar Refineries, Limited.

It appeared, moreover, that the productive capacity of sugar refineries in Canada is far in excess of the demand. The Company's refinery at Saint John has an annual capacity of approximately 400,000,000 pounds, while the annual production is about 180,000,000 pounds. It was stated that the most economical method of operation would be to operate at capacity for six months of the year, and close down operations for the balance of the year. This method of operation is followed by a number of other refineries in Canada. The Company has, however, for many years adopted the deliberate policy of operating continuously at less than capacity for the purpose of providing continuous employment for its men. It has done so at some cost to itself in order to avoid the serious social problem that would arise if several hundred men in a small

community were thrown out of work for long periods. It has, for the same reason, employed no boys and no female labour in its plant at lower rates of pay than the base rate, and has continued many men in employment to an unusually advanced age. The Company has maintained this policy notwithstanding that 75 per cent of its production is sold in Central Canada and the West, involving competitive disadvantages in comparison with refineries in Ontario and Quebec arising from higher transportation costs.

It may also be noted that the Company has, for a number of years, paid the entire cost of group life and disability insurance on its employees. This policy provides insurance protection commencing at $500 and increasing by $100 each year thereafter until the face amount of $1,000 is reached. In the event of an employee's death the insurance money is payable to the beneficiary named by the employee. If the employee becomes wholly and permanently disabled, the amount of the insurance on his life is payable to him in one sum or in instalments. It was stated by the manager of the refinery that the cost of this insurance protection, which is borne entirely by the Company, is equivalent to a payment of one cent per man per hour for the employees covered by the policy.

Considering these various factors, the Board did not feel that it could recommend a general increase in hourly rates of pay at the present time.

It was felt, however, that certain changes could be recommended. Complaints were voiced by the Union representatives as to payment of overtime rates on Sundays and holidays, and as to the need of providing a minimum payment where men were called out to work and work was not available for them on their arrival at the refinery.

The nature of the sugar refining process—particularly where a refinery is operated below its capacity—is such that a rigid eight-hour day is inefficient from the Company's standpoint and likely to result unprofitably to the employees. So far as possible the Company operates on an eight-hour day but certain operations which are not continuous require longer than eight hours for completion. In general, witnesses stated that they were glad to have overtime hours of work provided they did not continue for unduly long periods. The Board felt it would not be advantageous to present employees to suggest payment of extra wages for all overtime beyond a rigid eight-hour day; but the Board felt that the Company should pay time and a half to men called in to work on Sundays or on New Year's Day, Victoria Day, Dominion Day, Labour Day or Christmas Day, provided that men such as water tenders, firemen, engineers, oilers, switchboard operators and watchmen working on operations which are carried on continuously should be paid regular rates for Sundays and holidays if they are given a day off at another day during the week, and provided further that men working on regular shifts finishing early on a Sunday or holiday morning, or commencing in the evening of a Sunday or a holiday, will not be entitled to payment at overtime rates.

The Board also felt that in any case where men were called out to work, and for whom no work was provided on their arrival, a minimum of two hours' pay at regular rates should be given.

The Board further felt that mono-rail operators should receive an increase of 2 cents per hour in advance of the base rate of pay. These men are charged with special responsibility for the care and operation of complicated machinery and this fact should be recognized in a reasonable advance beyond the base rate of pay. In addition, the Board felt that the man working in the cooperage shop manufacturing barrels should receive an increase of 2 cents per hour having regard to the nature of his work. Moreover, the Board felt that a definite practice should be established for the relief of mono-rail operators when necessary.

Having these conclusions in mind, the Board at the close of the evidence met the representatives of the Company and of the Union separately and presented to them the Board's recommendations for a basis of conciliation. Subsequently the representatives of the parties met together and informed the Board that the suggested basis of conciliation was acceptable to both parties. The Board then reduced this basis of conciliation to writing which was later signed by the accredited representatives of both parties.

The Board desires to express its appreciation of the wisdom and fairness of the representatives of both parties in thus accepting the suggested basis of conciliation.

All of which is respectfully submitted.

Dated this 3rd day of December, A.D. 1940.

(Signed) J. Parker,
Chairman.

(Signed) R. M. Fowler,
Company's Nominee.

Memorandum of Settlement

MEMORANDUM OF SETTLEMENT *between* ATLANTIC SUGAR WORKERS' UNION and ATLANTIC SUGAR REFINERIES, LIMITED, reached during the reference to the Board of Conciliation and Investigation appointed under the Industrial Disputes Investigation Act.

The parties acting through their designated representatives before the Board of Conciliation established for the purpose of concilia-

tion and investigation of a dispute between Atlantic Sugar Refineries, Limited (hereinafter called "the Company") and Atlantic Sugar Workers' Union (hereinafter called "the Union") agree to the settlement of the dispute on the following terms:—

1. The Company will pay time and a half to men called in to work on Sundays or on New Year's Day, Victoria Day, Dominion Day, Labour Day or Christmas Day; provided that men such as water tenders, firemen, engineers, oilers, switchboard operators and watchmen working on operations which are carried on continuously shall be paid regular rates for Sundays and holidays if they are given a day off at another day during the week; and provided further that men working on regular shifts finishing early on a Sunday or holiday morning, or commencing in the evening of a Sunday or holiday, will not be entitled to payment at overtime rates.

2. The Company will pay a minimum of two hours' pay at regular rates whenever an employee is called out to work.

3. The Company will increase the rate of wages of mono-rail operators and of the man working in the cooperage shop manufacturing barrels from 37 cents per hour to 39 cents per hour.

4. The Company will establish a definite practice for the reasonable relief of mono-rail operators when necessary.

5. The Company will state in writing to the Union that it will continue in the future the recognition presently given to the Union by the Company, and the Union will accept in writing this statement of policy as being satisfactory to it.

DATED this 3rd day of December A.D. 1940.

Atlantic Sugar Workers' Union, by its designated representatives:

(Signed) Roy Henderson
(Signed) James McCarthy
(Signed) F. J. O'Connor

Atlantic Sugar Refineries, Limited, by its designated representatives:

(Signed) L. J. Seidensticker
(Signed) (Hon.) Salter A. Hayden
(Signed) A. F. Blake

Minority Report

To the Honourable NORMAN A. MCLARTY, K.C.,

MINISTER OF LABOUR,
Ottawa.

In the matter of The Industrial Disputes Investigation Act, and of a dispute between Atlantic Sugar Refineries Limited, and Atlantic Sugar Workers' Union.

As a member of the Board of Conciliation established by you to investigate the above-mentioned dispute I have the honour to report that the Board has been able to effect a settlement. A memorandum of the settlement has been drawn up by the Board and signed by the parties. As I am not, however, in agreement with my honourable colleagues regarding the report to be submitted to you, I am making this separate one.

The members of the Board, viz., His Honour James Parker, Mr. R. M. Fowler and myself met in Montreal, November 4, 1940, to arrange for sessions to take evidence in Saint John, said sessions to begin Monday, November 18, 1940.

The Company operates a sugar refinery in Saint John employing 203 workmen, paid on an hourly basis. Regular salaried men were not considered in this dispute. Physical conditions are good at the plant and the men apparently had no cause for complaint there. Relations between the management and the men seem to be friendly and co-operative.

The Atlantic Sugar Workers' Union was formed in 1937 and has a membership of 195. Those in arrears are considered members and some 47 have been reinstated. The Union is an affiliate of the Canadian Congress of Labour. No signed agreement between the Company and the Union, however, existed, although this had been requested by the Union. The management, nevertheless, recognized the existence of the Union and dealt with it through Union stewards in the various departments and also through the "Grievance Committee."

The Union requested (1) a signed agreement with the Company, (2) an increase in hourly rates of pay for its members, (3) time and a half for overtime and for work done on Sundays and holidays, (4) a minimum of two hours' pay for men called in to work when no work was found for them, (5) relief for mono-rail operators.

(1) *Re signed agreement:* The Union did not present its case very clearly. In giving evidence the men confused the terms "sole bargaining" and "collective bargaining" and "closed shop" and so were not able to present their case as clearly as they should have. The Union was prepared to submit an agreement to be signed by them and the Company, as is the common practice in many industrial plants, but the Company did not wish it for reasons of its own. The only thing then that the Board could do was to recommend that a letter should be sent by the Company to the Union recognizing the status quo of the Union and the Union to accept this in lieu of a signed agreement.

(2) *Re increase in hourly rates of pay:* The second portion of the Union's petition dealt with the matter of wages. Many witnesses were called who explained in great

detail the amounts of their incomes and the necessary living expenses which each required. Most of these witnesses were men with large families and many laboured under a burden of debt arising from past illnesses and misfortunes. They did not seem to be able to cope with their economic situation due to insufficient income. These witnesses were representative of a majority of the workingmen receiving the base rate. There were wide differences in some of the budgets of necessary expenditures submitted by these witnesses, but this was due, I feel sure, to their individual managing abilities. A great many of these witnesses were living under truly wretched conditions.

Figures were submitted by the Union to show that the Company was in a position to pay higher wages and it was clearly stated in the beginning of the proceedings "that the Company would not plead inability to pay". The total cost of the increase as asked for by the Union would have been very small in comparison with the income of the Company. Figures were submitted by the Company to show that its base rate compared very favourably with those of some industries in Saint John. There were others, however, whose base rate was much higher.

Evidence submitted by the Company showed that the productive capacity of sugar refineries in Canada is far in excess of the demand. The Company's refinery at Saint John has an annual capacity of approximately 400,000,000 pounds, while the annual production is about 180,000,000 pounds. It was stated that the most economical method of operation would be to operate at capacity for six months of the year, and close down operations for the balance of the year. This method of operation is followed by a number of other refineries in Canada. The Company has, however, for many years adopted the deliberate policy of operating continuously at less than capacity for the purpose of providing continuous employment for its men. It has done so at some cost to itself in order to avoid the serious social problem that would arise if several hundred men in a small community were thrown out of work for long periods. It has, for the same reason, employed no boys and no female labour in its plant at lower rates of pay than the base rate, and has continued many men in employment to an unusually advanced age. The Company has maintained this policy notwithstanding that 75 per cent of its production is sold in Central Canada and the West, involving competitive disadvantages in comparison with refineries in Ontario and Quebec arising from higher transportation costs.

However, it should be noted that there are differences in the cost of landing raw sugar which the Upper Canadian companies must face. Then there is the increased cost of warehousing which would have to be borne by this Company if the refinery were operated only on a six months' basis.

The Company has for many years adopted the practice, in common with many large industries, of paying the cost of a group life insurance policy on its employees and also the cost of certain non-occupational disability benefits paid to its employees.

The above-mentioned insurance policy provides insurance protection commencing at $500 and increasing by $100 each year thereafter until the face amount of $1,000 is reached. In the event of an employee's death, the insurance money is payable to the beneficiary named by the employee. If the employee becomes wholly and permanently disabled the amount of the insurance on his life is payable to him in one sum or in instalments. The non-occupational disability benefits, which are provided by the Company in addition to the above, provide for a payment of 55 per cent of wages for any period of disablement after the first week up to six months. It was stated by the manager of the refinery that the combined cost of this insurance protection and these disability benefits, which is borne entirely by the Company, is equivalent to a payment of 1 cent per man per hour for the employees covered by the policy.

(3) *Re time and a half for overtime and for work done on Sundays and holidays*: It was shown by the Company that under the present circumstances in the sugar refining process a rigid eight hour day is inefficient from the Company's standpoint and would be unprofitable for the employees. The Company would not, therefore, pay time and a half for all overtime but would do so for Sundays and holidays except in the case of regular employees who must work on these days, such as water tenders, firemen, engineers, etc. (cf. Memorandum)

(4) *Re call pay* and (5) *Re relief of monorail operators*: These matters were settled satisfactorily on the recommendation of the Board.

Summing up my report, I feel that the Union was justified in making the demands that it did and also that the Company was in a position to pay the increases asked. However, as it seemed impossible to effect a settlement along these lines, I agreed with my honourable colleagues in drawing up certain recommendations which we submitted as a basis of conciliation between the parties. They were accepted and I believe you have a copy

of this Memorandum signed by the parties concerned.

This report is not intended to be a detailed account of all evidence submitted but merely a summary of the various points leading up to the framing of a memorandum for a basis of conciliation.

All of which is respectfully submitted.

Dated this 27th day of February, A.D. 1941.

(Signed) (Rev.) J. ARTHUR BURNS.

Report of Board in Dispute between Kingston Shipbuilding Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with differences between the Kingston Shipbuilding Company, Limited, Kingston, Ont., and its employees, members of Lodge 210, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local 221, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, etc., has submitted its findings.

The report of the board bears the signatures of the chairman, the Honourable Mr. Justice W. D. Roach, of the Supreme Court of Ontario, Toronto, and of the employer's nominee, the late Mr. F. Curzon Dobell, Montreal, P.Q. Mr. J. A. McClelland, Valois, P.Q., the member nominated by the employees, presented a minority report.

The texts of the majority and minority reports are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of differences between The Kingston Shipbuilding Company, Limited, Employer, and Its Employees, being members of Lodge No. 210, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, and other Employees not members of Lodge No. 210.

To the Honourable the Minister of Labour of Canada,
Ottawa, Ontario.

SIR:—

Your Board appointed in this matter under date of the 5th day of December, 1940, proceeded to investigate the several matters referred to it. The Board is unable to submit a unanimous report and this is the report of the majority of the Board, consisting of the Honourable Mr. Justice Wilfred Daniel Roach, Chairman, and Mr. F. Curzon Dobell, and therefore the report of the Board.

Sittings were held at the City of Kingston on December 12, 13 and 14, 1940, and on January 3 and 4, 1941, and evidence and argument were received by the Board from representatives of the employer and employees. The original application for the appointment of a Board was made by and on behalf of the members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Lodge No. 210. Subsequently the scope of the enquiry to be made by the Board was enlarged to include all the employees. This was due to differences between the employer and employees other than those who were members of Lodge No. 210.

There are, in all, employed by the Kingston Shipbuilding Company, Limited, at its shipbuilding plant in the City of Kingston approximately 217 employees. For the purpose of this report these employees may be divided as follows:—

Steamfitters, pipefitters and Helpers, 20 in number; all other employees, 197 in number.

The purpose for this division in classification of employees will be apparent from consideration of what is hereafter contained in this report.

The cause of the dispute as originally set forth in the application for the appointment of a Board was said to be "Refusal on the part of the Company to meet with Union representatives and negotiate an agreement". At the first sittings of the Board it became apparent that the differences between the employer and employees had been reduced to the following matters:—

Group 1, as to steamfitters, pipefitters and helpers:

(*a*) wage rates;
(*b*) hours of regular work as distinguished from overtime;
(*c*) wage rates for work on Sundays and holidays.

Group 2, as to all other employees:
(*a*) wage rates.

There apparently had been some other earlier differences between the employer and some or all of its employees, but these had been settled between the employer and employees and had been set out in an agreement dated the 26th day of November, 1940, which had been signed by the Company and signed on behalf of the employees by one W. J. Coyle, International Vice-President of the International Brotherhood of Boilermakers,

Iron Shipbuilders, Welders and Helpers of America, for the members of Local Union No. 210, and also in his capacity as International Vice-President of the Sheet Metal Workers, for the members of Local Union No. 210. This agreement was subsequently repudiated by the employees owing to those differences and disputes which have been enumerated above. The efforts of the Board therefore were directed to an attempted conciliation between the employer and employees with respect to the foregoing differences and every effort was made to bring about a voluntary and amicable agreement between the parties. To that end the representatives of the employer and employees, adopting the suggestions of the Board, both in the presence of the members of the Board and by themselves, attempted to negotiate with a view to an amicable settlement.

This Board was appointed prior to December 16, 1940, on which date Order in Council P.C. 7440 became effective, but because the Board was still functioning it felt that it was subject to the provisions of the said Order in Council. Accordingly, all efforts to bring about an amicable settlement having failed, the Board directed its attention to the consideration, as the result of evidence given and representations made to it, of the wage rate levels in the shipbuilding industry during the period 1926 to 1929 and subsequently and it finds and reports that the wage rate levels in this industry are presently higher than in the period 1926 to 1929 or at any time in the interim.

In attempting to ascertain the level of these higher wage rates the Board took into consideration wage rate levels in this industry in the Great Lakes area, including the St. Lawrence River from Quebec west. It was found that even in this area there were variations in the wage rates and that it would be unreasonable to conclude that either the lowest or the highest wage rate in any of the localities in that area represented a proper, adequate or reasonable wage rate in the City of Kingston. The Board investigated wage rates in the area mentioned because it was felt that in that area, speaking generally, climatic and geographic conditions were uniform. The Board was prompted to make this investigation by its conclusion that the reference in Section 3 of Order in Council P.C. 7440 to national or local wage rate levels made the average wage rate in a particular industry within a larger area a better criterion than would be the wage rate in one plant or one municipality only.

The Board, in attempting to ascertain the current wage rate level, took into consideration the wage rates in force generally in the shipbuilding industry within the area above referred to. In particular the Board considered the wage rates agreed to by the employer and employees in an agreement between the Collingwood Shipyards, Limited, and its employees bearing the date of November 5, 1940, and this both for the reason that Collingwood is in close proximity to Kingston and conditions affecting the industry and its employees are comparable. The rates specified in that agreement for the skilled workers or journeyman class are the same, and for the other employees are substantially the same, as those provided for in the agreement signed by the Kingston Shipbuilding Company on November 26, 1940, to which reference has been made above.

Accordingly the Board has concluded and hereby reports that the wage rates set forth in the said agreement between Kingston Shipbuilding Company, Limited, and its employees dated the 26th day of November, 1940, constitute the proper wage rates for such employees. That agreement with two schedules thereto is hereto appended as Exhibit (1). This therefore concluded the Board's consideration of the matters in dispute between the employees classified in Group 2 above, that is, the members of Lodge No. 210, and the employer.

Dealing now with the disputes between the employer and the employees hereinbefore classified in Group 1, the Board, after careful investigation and deliberation, reports:—

(*a*) That the wage rates set forth in the attached agreement dated the 26th day of November, 1940, constitute the proper wage rates for such employees;

(*b*) That the hours of regular work set forth in the said agreement are reasonable and proper having regard to the national emergency;

(*c*) That, for the same reason and having regard to wage rates for regular working hours, the wage rates set forth in the said agreement for Sundays and holidays are also fair and reasonable.

Having reached the conclusion, as above referred to, that the agreement of November 26, 1940, between the Kingston Shipbuilding Company, Limited, and its employees provides the proper solutions of the differences between them submitted to this Board, the Board then considered in detail the other terms of that agreement and of the two schedules attached thereto. The Board recommends and reports that the said agreement should be modified or varied only in the following respects:—

Firstly, that the wage rates therein set out should be retroactive to October 31, 1940,

without altering the term during which the agreement is to be in force;

Secondly, that clause 18 in the First Schedule to the said agreement should be replaced by the following:

> "Notwithstanding clauses 13 and 14 above, so long as Daylight Saving Time is in effect, the regular working hours from the Monday nearest to November 30th to the Monday nearest to April 30th shall be 48 hours per week, 8 hours per day";

Thirdly, any agreement between the parties should provide for payment of a bonus to employees in certain events as a protection to them against increases in the cost of living, in the manner following:

> Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board; the bonus to be a sum of three (3) cents per hour worked by each man regardless of his regular wage rate and to be determined at quarterly intervals, commencing on January 31, 1941, and paid in the first instance only if the cost of living has risen by as much as five per cent (5%) since October 31, 1940, and thereafter to be adjusted only if the cost of living has risen by five per cent (5%) or more since the last previous determination of a bonus payment, and to be decreased only in case the cost of living has decreased by five per cent or more since the last previous determination of a bonus.

The Board desires to express its appreciation of the assistance given to it by the representatives of the parties.

All of which is respectfully submitted and recommended.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) F. CURSON DOBELL,
Member.

Kingston, Ontario,
January 4, 1941.

EXHIBIT (I)

This agreement made in the City of Ottawa, Province of Ontario, this twenty-sixth day of November, A.D., 1940. Between: Kingston Shipbuilding Company, Limited, a body corporate having its head office in the Town of Collingwood, and its operations in the City of Kingston, both in the Province of Ontario, (hereinafter called the "Company") of the First Part; and—The employees of the Kingston Shipbuilding Company, Limited, employed by the Company in the City of Kingston, (hereinafter called the "Employees") of the Second Part.

Whereas: It is the desire of both parties hereto, to enter into an Agreement covering Working Conditions and Rates of Wages:

Witnesseth: that, the parties hereto hereby covenant, promise and agree each with the other to accept the following:—

1. The Working Conditions in the Company's plant at Kingston shall be in accordance with Schedule "A", "Working Conditions", attached hereto marked "EXHIBIT A" and made a part hereof.

2. A Basic Wage Scale hereto attached and marked "Exhibit B" is hereby accepted and approved by the parties hereto.

This Agreement shall be effective as and from November 27, 1940, and shall continue to and including November 30, 1941, and for each succeeding period of one year ending November 30th, unless notice, terminating this agreement, be given by either party not later than the previous October 31, but provided however that, after the cessation of present hostilities, either party hereto can terminate this agreement on thirty days' notice in writing.

In witness whereof, This Agreement has been executed by the parties hereto:

Executed for Kingston Shipbuilding Company, Limited.

(Sgd.) R. M. WOLVIN,
President.

Executed for Employees, Members of International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Members of Local Union No. 210.

(Sgd.) W. J. COYLE,
International Vice-President.

Sheet Metal Workers' Members of Local Union No. 210.

(Sgd.) W. J. COYLE,
International Vice-President.

KINGSTON SHIPBUILDING COMPANY, LIMITED

SCHEDULE "A"

Working Conditions

1. There shall be no discrimination against any employee by reason of his belonging to a Labour or Trades Union.

2. Employees shall have the right to post, in conspicuous places on the Company's property designated by the superintendent, notices of meetings of employees and such other notices as may be approved by the superintendent.

3. The principle of seniority, subject to ability to perform the work required, shall govern when forces are reduced. When employees are furloughed due to lack of work, they will, subject as aforesaid, be given preference of employment in other departments if additional men are required.

4. If any employee considers that he has a legitimate cause of grievance or complaint he shall be entitled, in his negotiations with the Company's representatives, to the assistance of his Shop Committee, or, if he has none, to the assistance of one or two other employees selected by him. If such grievance or complaint is not settled to mutual satisfaction within ten days, either party shall have the right to refer it to the Minister of Labour, whose decision shall be final and binding.

5. When employees are called to work after the close of their regular working hours they shall receive not less than 4 hours' pay for the

call unless they be notified to return to work before leaving the premises.

6. In case of disagreement over the interpretation of this agreement or other causes, there shall be no cessation of work until the matter has been decided in accordance with Clause 4 above.

7. Employees going on Trial Trips shall be allowed time from pier to pier at their regular shop rates, with bed and meals.

8. Any employee laid off, discharged or quitting of his own volition shall receive all wages due him and personal property within 24 hours of the termination of his employment.

9. When an employee is required in an emergency to fill the place of another employee receiving a higher rate of pay, he shall receive the higher rate during the time he is required to fill the vacancy.

10. All staging that employees may be required to work upon must be constructed in a safe and proper manner.

11. All toilet and wash-rooms shall be kept in a sanitary condition.

12. A suitable first-aid equipment shall be available during working hours.

13. 48 hours per calendar week, without limitation of hours per day, shall constitute a week's work for each employee engaged upon Government contract work. Time and one-half shall be paid for any excess over 48 hours in any week and for work on Sundays and Holidays.

14. 9 hours per day shall constitute a day's work for each employee engaged on repair work. Time and one-half shall be paid for any excess over 9 hours in any day and for work on Sundays and Holidays.

15. When employees on any shift are required to change from one shift to another and work two shifts or part of two shifts in any 24 hours they shall receive time and one-quarter. No employee shall be required to lay off in order to equalize time.

16. All employees shall be paid every two weeks on the employer's time.

17. Time and a quarter shall be paid for all dirty work such as tarring and personal contact in handling creosoting material, working in oil or acid tanks, or tanks on boats carrying oil, or acid, and such tanks shall be cleaned and steamed according to government regulations, and men working in excessive heat when boilers are under pressure.

18. The regular working hours in the Company's operations shall be 50 hours per week, 9 hours daily except Saturday, on which day 5 hours only may be worked.

19. Holidays by name New Year's Day, Labour Day and Christmas Day shall not be worked unless absolutely necessary, and, if worked, the work shall be paid for at double the regular wage rates.

SCHEDULE "B"

NOVEMBER 26, 1940.

BASIC WAGE SCALE

	Hourly rate cents	Helper's hourly rate cents
Anglesmith	70	46
Blacksmith	70	46
Boilermaker	70	46
Burner	65	45
Chipper and Caulker	70	46
Plater	70	46
Riveter	70	
Riveter (Holder-on)	55	
Riveter (Heater)	50	
Riveter (Passer)	30	
Slabman	70	46
Welder (over 2 yrs. experience)	70	
Welder (over 18 mths. ")	65	
Welder (over 1 yr. ")	60	
Welder (over 6 mths. ")	55	
Welder (apprentice or beginner)	Company can set	
Driller (not over 6)	70	45
Punch and Shear Operator	55	46
Reamer	52½	45
Countersinker	52½	45
Bolter-up	47½	
Rigger	55½	46
Crane Operator	58½	
Tester-Rivet	70	
Machinist and Machine Fitter	70	46
Millwright	70	46
Coppersmith	70	46
Steam and Pipe Fitter	70	46
Electrician	70	46
Moulder	70	46
Patternmaker	70	46
Joiner	70	46
Template Maker	70	46
Shipwright	70	46
Painter	65	
Red-leader	46	
Stage Builder	47½	
Sheet Metal Worker	70	46
Labourer	42	
Apprentice	Company can set	
Liner Man	55	
Slinger (Hook-on)	50	

NOTE: In an effort to develop mechanics, the Company may designate employees under the classification of Boilermakers and Iron Shipbuilders, who shall be termed "Improved Helpers", and may pay these particularly designated employees an additional rate per hour over the minimum helpers' rate of 2½ cents per hour for the first six months and an additional 2½ cents per hour for each succeeding six months, until the end of the fourth year, after which these "Improved Helpers" shall receive the Mechanics' minimum rate of pay.

That all red-leading inside and outside, and painting of outside of the hull of a vessel, below the main deck shall be classed as "Red Leading" and all other painting shall belong to the other Painter classifications.

Minority Report

MONTREAL, Que., January 6, 1941.

To the Honourable the MINISTER OF LABOUR, Ottawa, Ont.

Re: The Industrial Disputes Investigation Act and the differences between the Kingston Shipbuilding Company, Limited, and its employees, members of Lodge No. 210, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, also members of Lodge No. 221, United Association of Journeymen Plumbers and Steamfitters of United States and Canada.

The Board of Conciliation and Investigation established in this matter has given full opportunity to the representation of the

parties to this dispute to explain their cases and submit evidence in support of their contention.

At the meetings which were held in Kingston, the Company was represented by Mr. R. M. Wolvin, the President of the Company, and Mr. Thompson, the General Manager.

The employees were represented by Mr. W. J. Coyle, Vice President of the International Brotherhood of Boilermakers and Iron Shipbuilders of America, and Mr. J. A. Charron, Provincial Representative of the Brotherhood, also a committee of three members of the Brotherhood employees of the Company, and Mr. J. W. Bruce, General Representative of the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, and a committee of members of the Association, employees of the Company.

The employees, through their representative, submitted a written Brief in support of their demand for an agreement with the Company respecting classification of the employees, working conditions and minimum rates of pay. The Company representatives also presented a written Brief outlining the Company's attitude toward the various points raised by the employees.

In a general way, it was found that as far as rules and working conditions were concerned, they were not far apart, except in the matter of wages and overtime regulations. However, on the question of wages it transpired that the men had previously been on strike against a proposed agreement which provided a wage rate of seventy (70) cents per hour for journeymen with a correspondingly lower rate for the various other classifications, and time and a half for overtime after forty-eight (48) hours had been worked. Their original demand being for eighty-five (85) cents per hour for the journeymen classification, but as stated in their brief, this demand had been reduced to seventy-five (75) cents per hour in an endeavour to meet the expressed wish of the Minister of Labour for a more uniform rate of wages in the various industries.

The Board succeeded in getting both parties together in an effort to bring about a mutual agreement on the main points at issue, but they reported back to the Board that they had been unable to reach an agreement. There remained, therefore, nothing else for the Board to do but make a report.

In this, it is regrettable that we could not arrive at a unanimous decision, the difference being on the two important points: those of minimum rates and overtime. The majority report will doubtless deal with the hearings in greater detail than the report herewith submitted.

For your information, Sir, I wish to say that when wage rates are being discussed and considered, the comparatively few men in an industry of this nature who would enjoy the journeymen rates need not necessarily cause undue concern as to the apparent large increase, for in the present instance the number of journeymen of the organizations coming within the scope of this investigation amounts to forty-seven (47) out of approximately one hundred and forty-one (141) employees; the rates ranging from seventy-five (75) cents per hour to fifty (50) cents per hour. The overtime regulations demanded are generally being observed throughout the Dominion, namely: time and one half for all time worked in excess of the agreed upon number of hours in each day, and double time for Sundays and statutory holidays.

Therefore, Sir, in consideration of the fact that the employees of the Kingston Shipyard, having shown a willingness to recede from their former demands of eighty-five (85) cents per hour, in an endeavour to promote amicable relations with the Company, and taking into account the evidence put before the Board relative to the cost of living, house rent, etc., etc., the seasonal aspect of employment and the sincere desire on the part of the men for a continued operation of shipbuilding on account of the war situation, I have concluded that the seventy-five (75) cents per hour demanded by the men for the journeymen classification, with a corresponding increase in the hourly rates for the lower paid classifications, is completely justified.

In the case of the plumbers and steamfitters, there need not arise any question of a particular industry, as these men, like many others, engaged in shipbuilding work, can secure employment in many other fields where even higher wages prevail.

On the question of hours of labour, I cannot agree with the existing practice of what in reality amounts to the forty-four (44) hour week during these times of stress, and recommend that the fifty (50) hour week should be established at nine (9) hours per day for five (5) days and five (5) hours on Saturday, and that overtime regulations should include time and one half for all time worked in excess of the stipulated number of hours per day, and that double time be paid for Sunday work and all statutory holidays.

I have attached hereto a proposed schedule of hours of labour, working rules and rates of pay covering the employees coming within the scope of this investigation, all of which I trust will meet with your approval and recommendation.

Before closing this report, I wish to express my deep appreciation of the courtesy extended to me throughout the entire hearing by the other members of the Board.

I have the honour, Sir, to remain,

Your obedient servant,

(Sgd.) J. A. McCLELLAND,
Board Member.

PROPOSED SCHEDULE

KINGSTON SHIPBUILDING COMPANY, LIMITED

Working Conditions

1. There shall be no discrimination against any employee by reason of his belonging to a Labour or Trades Union.

2. Employees shall have the right to post, in conspicuous places on the Company's property designated by the superintendent, notices of meetings of employees and such other notices as may be approved by the superintendent.

3. The principle of seniority, subject to ability to perform the work required, shall govern when forces are reduced. When employees are furloughed due to lack of work, they will, subject as aforesaid, be given preference of employment in other departments if additional men are required.

4. If any employee considers that he has a legitimate cause of grievance or complaint he shall be entitled, in his negotiations with the Company's representatives, to the assistance of his Shop Committee, or, if he has none, to the assistance of one or two other employees selected by him. If such grievance or complaint is not settled to mutual satisfaction within ten days, either party shall have the right to refer it to the Minister of Labour, whose decision shall be final and binding.

5. When employees are called to work after the close of their regular working hours they shall receive not less than 4 hours' pay for the call unless they be notified to return to work before leaving the premises.

6. In case of disagreement over the interpretation of this agreement or other causes, there shall be no cessation of work until the matter has been decided in accordance with Clause 4 above.

7. Employees going on Trial Trips shall be allowed time from pier to pier at their regular shop rates, with bed and meals.

8. Any employee laid off, discharged or quitting of his own volition shall receive all wages due him and personal property within 24 hours of the termination of his employment.

9. When an employee is required in an emergency to fill the place of another employee receiving a higher rate of pay, he shall receive the higher rate during the time he is required to fill the vacancy.

10. All staging that employees may be required to work upon must be constructed in a safe and proper manner.

11. All toilet and wash-rooms shall be kept in a sanitary condition.

12. A suitable first-aid equipment shall be available during working hours.

BASIC WAGE SCALE

	Hourly rate cents	Helper's hourly rate cents
Anglesmith	75	55
Boilermaker	75	50
Burner	70	
Chipper and Caulker	75	
Plater	75	50
Riveter	75	
Riveter (Holder-on)	65	
Riveter (Heater)	55	
Riveter (Passer)	35	
Slabman	80	55
Welder (over two years' experience)	75	
Welder (over 18 months' experience)	70	
Welder (over 1 year's experience)	65	
Welder (over 6 months' experience)	60	
Welder (apprentice or beginner)	Company can set	
Driller (not over 6)	75	
Punch and Sheer Operator	70	50
Reamer	55	
Countersinker	55	
Bolter-up	75	
New Men	53	
Rigger	60	
Crane Operator	65	
Tester—Rivet	75	
Template Maker	75	50
Shipwright	75	
Liner Man	65	
Slinger (Hooker-on)	55	
Coppersmith	75	
Steam and Pipe Fitter	75	

NOTE.—In an effort to develop mechanics, the Company may designate employees under the classification of Boilermakers and Iron Shipbuilders, who shall be termed "Improved Helpers", and may pay these particularly designated employees an additional rate per hour over the minimum helpers' rate of 2½ cents per hour for each succeeding six months until the end of the fourth year, after which these "Improved Helpers" shall receive the Mechanics' minimum rate of pay.

13. When employees on any shift are required to change from one shift to another and work two shifts or part of two shifts in any 24 hours they shall receive time and one-quarter. No employee shall be required to lay off in order to equalize time.

14. All employees shall be paid every two weeks on the employer's time.

15. Time and a quarter shall be paid for all dirty work such as tarring and personal contact in handling creosoting material, working in oil or acid tanks, or tanks on boats carrying oil, or acid, and such tanks shall be cleaned and steamed according to government regulations, and men working in excessive heat when boilers are under pressure.

16. The regular working hours shall be 50 hours per week. 9 hours daily except Saturday, on which day 5 hours shall be worked.

17. Statutory Holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, for which double time shall be paid when men are required to work.

18. Overtime shall be paid at the rate of time and one-half for all time worked in excess of the regular working hours in any one day.

Report of Board in Dispute Between H. F. McLean, Limited, and its Plumbers, Steamfitters, etc.

The Board of Conciliation and Investigation established to deal with a dispute between H. F. McLean, Limited, and its plumbers, steamfitters, sprinklerfitters and general pipefitters employed at Ile de Salaberry, P.Q., members of Local Union 144 (Montreal), United Association of Plumbers and Steamfitters, has submitted its findings to the Minister of Labour.

The report of the board is signed by the chairman, Honourable Mr. Justice Paul Mercier, and the employer's nominee, Mr. D. A. Paterson. A minority report was presented by Mr. Robert Lafleur, the member nominated by the employees.

The texts of the majority and minority reports are printed below.

Report of Board

Re Industrial Disputes Investigation Act and re differences between H. F. McLean, Limited, and its plumbers, steamfitters, sprinklerfitters and general pipefitters employed at Ile de Salaberry, Quebec, members of Local 144, United Association of Plumbers and Steamfitters.

Montreal, 24th February, 1941.

The Honourable NORMAN A. MCLARTY,
Minister of Labour,
Parliament Buildings,
Ottawa, Ont.

SIR,—Exhaustive sessions of the Board of Conciliation appointed herein have been held, at which the parties to the dispute presented their respective arguments and submissions in an able and comprehensive manner. All information necessary to the proper consideration of the case was received, filed and considered. In addition the members of the Board of Conciliation paid a visit to the development at de Salaberry in order to have a precise understanding of the nature of the undertaking and to view for themselves the conditions under which the workmen carried on their duties and to learn of the arrangements made by the Employer for the material and bodily comfort of the Employees.

The Chairman of the Board and the Employer's representative thereon, Mr. D. A. Paterson, find themselves in agreement upon the following points:—

1. That the wage schedule established by the Department of Labour to govern the operations provides a rate of 85 cents per hour for the trades of sprinklerfitting, plumbing and steamfitting.
2. That at the time of the preparation of said schedule, a rate of 75 cents an hour applied to plumbing and steamfitting in the City of Montreal and 85 cents to sprinklerfitting, the first figure being shortly thereafter raised to 85 cents.
3. That in the Valleyfield district the prevailing rate for plumbers and steamfitters at the time of the award of the contract did not exceed 60 cents an hour, and that, therefore, on this particular project the trades of plumbing and steamfitting enjoyed a favourable differential of 20 cents an hour.
4. That the Employer has at no time violated any of the provisions of the wage schedule governing the operations.
5. That, while the rate of 85 cents an hour happens also to be the rate applicable to those trades in the City of Montreal, very few of the other trades engaged on the undertaking enjoy the appropriate Montreal rate.
6. That not all of the plumbers and steamfitters engaged on the operation are of Montreal domicile, the ratio being about 60 per cent.
7. That the Employer has complied with all the requirements of the schedule of wage rates and with all provincial regulations in effect in the Valleyfield district.

Considering that the wage rate referred to appears to be eminently fair and reasonable, particularly when compared with those of other trades, and

Considering that the Employer is not legally or morally bound by any agreement effective in the City of Montreal governing the trades mentioned, he not being an employer of labour or contractor of that city, and

Considering that the demand of the Union upon the Employer for board and travelling expenses has not been made by other trades also engaged, and

Considering that an award of the nature demanded would, without any doubt, be the signal for similar demands by all such other trades and would constitute discrimination against them unless their demands were also granted, and

Considering that such award would inevitably result in a tremendous increase in the cost of all such undertakings throughout the Dominion, to the loss and detriment of the citizens of Canada, and

Considering that such an award would constitute a principle or practice which could not equitably be confined to constructional operations, but must by its nature be extended to workmen similarly situated and engaged on manufacturing operations in regions distant from their domicile,

Resolved that, under all the foregoing considerations and circumstances, the demand submitted on behalf of the Union must fail and be denied.

Respectfully submitted,

(Sgd.) Paul Mercier,
Chairman,

(Sgd.) D. A. Paterson,
Member.

Minority Report

In the matter of The Industrial Disputes Investigation Act and of a dispute between H. F. McLean, Limited, Employer, and its Plumbers, Steamfitters, Sprinklerfitters and General Pipefitters on Ile de Salaberry, near Valleyfield, Quebec, members of Local 144 (Montreal), United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, Employees.

Montreal, February 25, 1941.

To the Honourable NORMAN A. MCLARTY,
Minister of Labour,
Ottawa, Canada.

SIR,—Complying with your instructions, this Board of Conciliation and Investigation, composed of his Honour Mr. Justice Paul Mercier, Chairman, and Messrs. D. A. Paterson and Robert Lafleur, members, convened at Montreal during the months of January and February, 1941, so as to properly study and investigate the nature and cause of the existing disputes and complaints:

Both parties pleaded before the Board, submitted briefs in writing on all matters touching the dispute, and filed exhibits in support of their respective contentions.

In accordance with clause 10 of Order in Council P.C. 7440, dated December 16, 1940, Mr. Howard Chase submitted a brief in writing on behalf of the Department of Munitions and Supply of the Dominion of Canada. Not only did Mr. Chase submit his brief, as provided for in section 10 of Order in Council P.C. 7440, but he furthermore read it, added comments, made comparisons and even touched the legal aspect of the fair wages policy of the Government of Canada, together with possible legal rights being derived from a collective labour agreement, now in force in the district of Montreal.

If Mr. Chase at pages 3 and 4 of his written brief is representing the views of the Department concerned, I must therefore take for granted that sections 8 and 9 of Order in Council P.C. 7440 could not possibly find application, and that, furthermore, the Canadian Government should take on itself to depart from certain trade practices during the war, but as an emergency measure only, and so do away with such disputes.

Section 8 of Order in Council P.C. 7440 deals with *"any existing conditions of work established by practice or agreement"*. This, I believe, is the problem now before this Board. We are not called upon to determine or establish hours of work or a scale of wages; we are merely asked to investigate the rights of the complainants to obtain an allowance for board.

Although the copy of application and statement in reply reads that a demand is being made for board and transportation, Mr. John W. Bruce, speaking on behalf of the members of Local Union 144 (Montreal), stated very emphatically at the first hearing that the cause of complaint should be limited to the following:—

1. The obtention of an allowance for board;
2. That all sprinklerfitters should receive the hourly rates provided for in their Dominion-wide agreement, and also established and made obligatory by law in the Province of Quebec, in virtue of Order in Council 2522 of the 26th of June, 1940, published in the *Quebec Official Gazette* of June 29, 1940.

I shall deal immediately with the second ground of complaint, that is, "the hourly rates to be paid to sprinklerfitters working at Ile de Salaberry".

The schedule of wages forming part of the contract made and entered into between H. F. McLean, Limited, and the Department of Munitions and Supply provides the hourly rate of eighty-five cents for all sprinklerfitters. It also states that: "Nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

Considering, therefore, that there exists in the Province of Quebec provincial legislation which provides as follows (Order in Council 2522, Section XXVI, Paragraph B),

> "Sprinklerfitters living in the city of Montreal shall receive an extra of twenty cents (0·20) per hour to the regular rate of eighty-five cents (0·85) per hour for all work performed outside a radius of ten miles from the island of Montreal",

I must come to the obvious conclusion that all sprinklerfitters, living in the City of Montreal, and now working for H. F. McLean, Limited, at Ile de Salaberry, near Valleyfield, are entitled to receive an extra twenty cents per hour to their regular rate of eighty-five cents per hour.

Pertaining to the first ground of complaint, that is, "the obtention of an allowance for board", I regret to state that there again I cannot concur with my colleagues. The

evidence submitted establishes definitely that the complainants have an undisputable right to demand an allowance for board.

Copies of sixteen agreements were filed on behalf of the United Association of Plumbers and Steamfitters, Sprinklerfitters, Gasfitters and Pipewelders. All these agreements were made and entered into between the associations of the complainants and associations of employers of Montreal, Toronto, Vancouver, Winnipeg, Calgary, St. Thomas, London, Windsor, Ottawa, the Canadian Automatic Sprinklerfitters' Association, the Master Plumbers of Timmins, the Hamilton Master Plumbers, the Master Plumbers of Montreal and Vicinity, and so forth.

All these agreements, and particularly the one made and entered into between the Master Plumbers of Montreal and Vicinity and the association of the complainants, contain the following clause or condition:—

"*a*) Workmen hired in the City of Montreal to be employed elsewhere than within said jurisdiction, as mentioned in paragraph 2, shall be paid the rates specified in this agreement.

"*b*) Men working out of Montreal shall have their board and railroad fare paid for by the employer. Time travelling to and from such work during day shall be paid at the rate of single time only. If travelling at night, a sleeper is to be provided."

In view of the above-mentioned agreements and of a long respected practice in the trades of the complainants, considering also that there has been no suspension of this condition of work, or established practice, as provided for in Section 8 of Order in Council P.C. 7440, I must conclude that said condition of work or practice still applies and must be respected. I might further state that it has always been the policy of the Dominion of Canada to recognize and enforce such condition of work or established practice and to see that same be properly complied with and respected.

H. F. McLean, Limited, alleged that it was in no way bound by the existing agreement between the Montreal Master Plumbers' Association and the complainants, first, because the jurisdiction of said agreement did not apply to Ile de Salaberry, at Valleyfield, and, secondly, because it was merely an agent supervising work on a percentage basis for the benefit of the Department of Munitions and Supply of the Dominion of Canada.

Answering the above allegation, I may state that it has always been the policy of the Department of Labour that the wages, hours of labour and conditions of work would conform to those rates and conditions existing in the area from which men would have to be secured. Under these circumstances, the project at Salaberry would come within the Montreal area and be governed by its prevailing conditions.

Fair Wages Policy, page 3, A, last seven lines, Paragraph 1:

"By the term 'current wages' and the term 'hours of labour fixed by the custom of the trade' in the foregoing are meant respectively the standard rates of wages and hours of labour either recognized by signed agreements between employers and workmen *in the district from which the labour required is necessarily drawn or actually prevailing,* although not necessarily recognized by signed agreements."

Because H. F. McLean, Limited, is or might be merely an agent supervising work on behalf of the Department of Munitions and Supply, is not and can never be, legally or otherwise, a reason or principle to evade a condition of work which has been enforced for the past forty years (this from evidence), which is still applied throughout the country and respected by all employers and mostly by the Dominion of Canada.

Furthermore, I do not see why the obligations of a Department of the Government of the Dominion of Canada could not extend and apply to contractors, subcontractors or agents, if said contractors, subcontractors or agents are submitted to the same fair wages policy and bound by the same conditions generally established by practice or agreement. (P.C. 1206 and amendments; P.C. 7440, Sections 8 and 9.)

It was further stated that the Department of National Defence, in carrying out other projects adjacent to Montreal and also in other parts of the Province of Quebec, secured the necessary men through the office of the local union and paid the prevailing rate of wages, board and transportation.

The following defence projects were supplied with members from Local 144:—

Military Camp, Huntingdon, P.Q.
Military Camp, Sorel, P.Q.
New Arms Plant, St. Malo, P.Q.
C.I.L., Brownsburg, P.Q.
Kingston Aluminum Plant.
Military Camp, Truro, N.S.
Military Hospital, Prince Edward Island.

At my request and complying with Section 24 of the Act, Chapter 112, R.S.C., 1927, H. F. McLean, Limited, accepted to meet with the representatives of the United Association of Plumbers and Steamfitters, so as to endeavour to bring about a settlement of the dispute.

The result of negotiations was subsequently submitted to the Board.

Mr. John W. Bruce, speaking on behalf of Local 144, stated:—

"We agree on behalf of Local 144 that to adjust the claims as submitted to your

Board and maintain harmonious relationship to secure the greatest measure of production and assist in the early completion of the project, that an allowance of 10 cents an hour in addition to the present hourly wage rate be granted to these classes of pipe mechanics. This award to take effect as from the date of the establishment of this Board of Conciliation by the Minister of Labour".

It was understood, however, that should this offer be accepted, that it would only be as a means to suspend an existing condition or practice, which said condition or practice would have to be restored at the termination of the emergency, fully and without modification.

Mr. C. H. Gordon, speaking on behalf of H. F. McLean, Limited, flatly rejected the offer.

I then asked Mr. Gordon as to whether he and his principals would be willing to meet again with the other side, compromise and effectuate an amicable settlement. He again said, "No", very definitely.

Mr. John W. Bruce, on behalf of Local 144, answering a similar question, stated that he and his principals would be and were willing to meet again the representatives of H. F. McLean, Limited, to further compromise and, if possible, settle amicably.

Our Board was then faced with an impossible issue and I could not but state to the parties that he who refuses to compromise is working against industrial peace.

However, I feel that if proper recommendations had been made to the parties, the dispute could and would have been settled peacefully.

In conclusion, I am of the opinion that the United Association of Plumbers, Steamfitters and Sprinklerfitters has proven its case and that its contentions are fully supported by: 25-26 Geo. V, Chapter 39; P.C. 1206 and amendments (Fair Wages Policy); P.C. 7440.

There could be only three solutions to our problem.

1. The Department of Munitions and Supply of the Dominion of Canada could obtain a suspension of this established practice, according to Section 8 of P.C. 7440;

2. The Department of Munitions and Supply could enact a special Order in Council, which would dispose of all said disputes and would form part of any and all government contracts;

3. H. F. McLean, Limited, must comply with existing conditions of labour and pay to the members of the United Association of Plumbers, Steamfitters and Sprinklerfitters an allowance for board, and respect the conditions of labour recognized by practice and established by agreements.

Since there is no special legislation dealing with the matter on hand, and since no suspension has been obtained, as could be, according to P.C. 7440, I recommend that the sprinklerfitters be paid according to the provision of Order in Council 2522 of the Province of Quebec and that an allowance for board be paid to all pipe mechanics living in Montreal and now working at Ile de Salaberry, near Valleyfield.

This adjustment should be retroactive to the date of the formal demand of application for establishment of a Board of Conciliation and Investigation.

Respectfully submitted,

(Sgd.) Robert Lafleur,
Member.

Report of Board in Dispute Between Goodyear Tire and Rubber Company of Canada, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Goodyear Tire and Rubber Company of Canada, Limited, and its employees at Bowmanville, Ont., members of Local 189, United Rubber Workers of America.

The board was under the chairmanship of the Honourable Mr. Justice J. G. Gillanders, of the Ontario Court of Appeal, Toronto, who had been appointed on the joint recommendation of the other two members, Messrs. F. A. Brewin and V. A. Sinclair, both of Toronto, the nominees of the employees and the employer, respectively.

Attached to the report was an original of an agreement concluded with the board's assistance. A summary of the terms of the agreement will be found elsewhere in this issue (see the section entitled "Recent Industrial Agreements and Schedules of Wages").

The text of the board's report is printed below.

REPORT OF BOARD

The Honourable
The Minister of Labour of Canada,
Ottawa, Ontario.

SIR:

Re: The Goodyear Tire and Rubber Company of Canada, Limited, and its employees, members of Local 189, United Rubber Workers of America.

The Board of Conciliation and Investigation established in this matter begs to report on the matters referred to it.

The board, after having the parties to the dispute prepare and file their submissions in writing, held public hearings in Bowmanville (where the plant with which this investigation is concerned is located), and subsequently the board sat from time to time in Toronto meeting with the parties and their representatives.

The main items of dispute between the parties were the making and terms of a written agreement, and a wage increase. There was an exhaustive discussion as to whether or not the facts justified a recommendation for increased wages and, if so, how much, in accordance with the principles set out for the guidance of Boards of Conciliation and Investigation in Order in Council P.C. 7440, passed on December 16, 1940. It was submitted by the employees that some increase was justified by the terms of this Order in Council; and on behalf of the company that the wages paid were fair and reasonable and no increase was justified by its terms.

Wages are paid on a piece-work basis. There was no criticism of the differential between the rates paid on various operations. What was asked was a flat increase applying to all hourly-rated employees. In November, 1940, the company had initiated a war bonus to its employees to offset the rise in the cost of living since the outbreak of the war. This bonus was two dollars ($2) per week to men, one dollar and fifty cents ($1.50) per week to women, and one dollar ($1) per week to youths.

After discussion and consideration the board suggested to the parties that the company pay, and the employees accept, an increase of five cents per hour. The company, while not retracting from its submission that no increase was justified in accordance with the principles laid down by the Order in Council mentioned, promptly accepted the suggestion of the board, and without making its acceptance contingent on the settlement of the other grounds in dispute, put the suggested increase into effect as and from January 20, 1941, and it has been subsequently accepted by the employees. The board is of opinion that the adjustment is fair and not at variance with the provisions of the Order in Council mentioned.

Instead of making recommendations as to the basis on which the dispute should be settled, the board deemed it advisable to endeavour to have the parties arrive at a completed agreement, and to this end discussed with the parties a proposed agreement clause by clause, with the result that a draft agreement between the company, on the one hand, and the hourly-rated employees of the company at its Bowmanville plant, as represented by the employees' general committee, on the other hand, was completed which was approved by both parties to the dispute. The agreement includes provision for the payment of a wartime cost of living bonus if justified by future increases in the cost of living in accordance with the provisions of the Order in Council mentioned.

The board then in pursuance of Section 39 of the Industrial Disputes Investigation Act, and with the consent and approval of both parties to the dispute, authorized in writing two representatives of the employees to interrogate by way of vote the employees concerned as to their approval or disapproval of the draft agreement and the execution thereof on their behalf. The employees so appointed in due course reported and certified to the board that the draft agreement had been approved by a very large majority of the employees concerned (the vote being 386 approving the draft agreement and only 12 opposed) and that five representatives had been authorized to execute it on behalf of the employees. Thereupon the agreement was executed by the company and on behalf of the employees. An original of the agreement, which was completed in triplicate, is attached hereto and forms part of this report.

The board acknowledges its indebtedness to the representatives of the parties concerned, both for the very conciliatory and fair attitude taken, which has resulted in settlement of the differences, and also for the very helpful and able manner in which their various submissions and material were presented to the Board.

All of which is respectfully submitted.

Dated at Toronto this 18th day of February, A.D. 1941.

(Signed) J. G. GILLANDERS,
Chairman.

(Signed) V. A. SINCLAIR,
Member,

(Signed) F. A. BREWIN,
Member,

Report of Board in Dispute between Hamilton Uniform Cap Company and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Hamilton Uniform Cap Company, Hamilton, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union.

The board was under the chairmanship of Mr. E. A. Shaunessy, K.C., Petrolia, Ont., appointed by the Minister of Labour in the absence of a joint recommendation from the other two members, Mr. J. L. Cohen, K.C., Toronto, Ont., and Mr. Kevey Koskey, Hamilton, Ont., who had been nominated by the employees and the employer, respectively

The text of the board's report is printed below.

Report of Board

To the Honourable the Minister of Labour, Ottawa, Ontario.

Re: Industrial Disputes Investigation Act and re differences between the Hamilton Uniform Cap Company and its employees being members of Cap Makers' Union, Local No. 47 of the United Hatters, Cap and Millinery Workers' International Union.

The Board appointed by you to deal with the above dispute has concluded its deliberations and, subject to the observations hereafter contained, begs leave herewith to make its report and recommendations.

Public sessions were held with the parties, at which considerable evidence was taken, on Friday and Saturday, the 21st and 22nd of February, respectively, and again on Friday and Saturday, respectively, the 28th of February and 1st of March.

Mr. Isadore Drucker, Mr. Wilfred Bircher and Mr. J. F. Cauley represented the employees and Mr. G. W. Dent, Mr. Norman Firth and Mr. Moris Lager represented the employers.

The facts as they have been presented to the Board are as follows.

The employing company manufactures uniform hats. Before the outbreak of the war it was a very small business employing only about six people. Since the outbreak of the war, the company has been working on government orders on the production of uniform hats, with the result that the operations of the firm have increased to such an extent that at the time of the dispute in question herein the employees numbered about 70.

The immediate events relative to this dispute began about the end of December, 1940, or early in January, 1941, when the applicant Union, the United Hatters, Cap and Millinery Workers' Union, acting, they say, on the initiative of employees of the plant, commenced unionization activities. Meetings of the employees were held at which the question of unionization was broached and a number of the employees became members of the Union. It would appear that the first meeting of an official character was held on the 11th day of January, 1941.

The company is a partnership enterprise owned by M. Lager, the father, L. Lager, the son, and Lilly Lager, the daughter.

Whatever its explanation may be, and there is some suggestion that Mr. Lager, senior, had trouble with a union a considerable number of years ago in his business, it was known that Mr. Lager was intensely opposed to the idea of his shop becoming a union shop. His views appeared to have been shared by his son and daughter, his co-partners in the business, and were known to others of the executive staff as, for instance, Miss Nellie Church, who had been employed as bookkeeper for the company for approximately 20 years.

Following the meeting of the Union on the 11th day of January, and following the activities generally in connection with union activities, the employees allege that a series of incidents occurred in the nature of dismissal of employees, lay-offs and changing conditions of work, all, the employees claimed, for the purpose of either getting rid of employees who had joined, or who were contemplating joining, the Union, or to influence other employees against joining the Union. Up to the time of the events of January 23rd, of which we speak hereunder, there had been four instances of this nature of which the Union complained:—

1. The discharge, on the 8th day of January, of the employee Anne Curto;
2. The discharge of one George Smeadon;
3. The discharge of Mable Cummings; and
4. The discharge of Sam Brown.

So far as Smeadon is concerned it is in evidence that he was hired on a temporary basis to take the place of another employee, Mardenberg, and the company contends that he was laid off, in accordance with the temporary basis on which he was hired, when Mardenberg again became available for work. No other evidence was put in by the employees with respect to the case of Smeadon, and we make no finding thereon. With

respect to the case of Anne Curto, while it is not impossible that the matter of union organization played some part in the matter of her lay-off, it is a fact that she was given one week's notice by the firm and that she, instead of working out the week during which time the matter might have been adjusted, immediately took her pay and quit the job. We understand that she has since been re-employed elsewhere, and that there is no occasion for making any finding in her case. With regard to Mable Cummings, the facts disclose that she had only recently been hired and while here again the question of union affiliation may have played some part in the lay-off, the evidence is not conclusive on that point and since we are informed that almost within a day or so of her lay-off she obtained and took other employment, there is no need for making any specific finding in her case.

The case of Sam Brown, together with the cases of the other three above referred to, was the subject of a conference between the company and the representative of the employees' Union and Mr. E. N. Compton, of the Department of Labour, held at Hamilton on the 21st day of January, 1941. While nothing conclusive appears to have been arrived at at that conference either specifically as to those employees or with respect to the attitude generally of this firm towards the matter of unionization of its employees, it is in evidence before us that the firm did agree the following day with Mr. Isadore Drucker, representing the employees' Union, that Brown could return to work. We include Brown, therefore, in the list of employees whom we later in this report recommend should be reinstated in employment with the firm.

Apart altogether from the question of these four dismissals, and apart from the question of fact as to whether or not these dismissals, or any of them, either wholly or in part, were due to the displeasure of the employer with the activity of these employees with respect to the formation of a Union, there were clearly other indications of the hostile attitude of the firm towards the fact that its employees, or some of them, were proceeding to organize themselves into a Union. It is in evidence that on the 15th day of January, several days after the first meeting of the Union above referred to, and just about the time of one or two of these dismissals, the company advertised for help in the Hamilton *Spectator*. The explanation furnished to us at the Board hearing for this was that it was then expected that a new addition to the plant might be built which would involve the hiring of new employees and that it was thought that through the medium of this advertisement a night crew could be trained which would be available for the enlarged premises. We prefer to refrain from making any finding on this specific point, but refer to it as one of the items which, with other items, led the employees to believe that the company intended to further its displeasure with the union formation in the plant by replacing such workers.

On the pay-day of Friday, the 17th of January, the employees were brought down in groups of two and three to the office to receive their pay, although it was the usual practice of the company to give the pay envelope to each employee at his or her machine, and as the employees came down in such groups they were informed by Miss Church, generally in the presence of Mr. Lager, Sr., that, while they had every legal right to join the Union if they chose, Mr. Lager wanted it known to them that he would never sign an agreement with the Union and would never tolerate a union shop. Other instances have been referred to us indicating the manifestation by the company, and its executives, of their displeasure with the union activities.

Against this background a series of occurrences transpired on the 23rd day of January which can only be regarded as unfortunate. On the morning of that day one Freda Viola, an operator working in the upper floor of the company's premises, about the quality of whose work no question had ever previously been raised, and who had been doing this work approximately since July or so, 1940, was told by Mr. Lager to go down to the lower floor, there to work on thread cutting or cleaning of caps, an operation of a lower category than the operating job which she held. It is not clear whether this girl was told that this was merely a temporary matter as a result of some special production need in the plant, nor is it clear whether she was told that this move would not affect her wages. The girl immediately protested against what she thought was a penalty being imposed upon her because of her union membership and her activity in obtaining at least some of the signed applications from other employees for membership in the Union, and the other Union employees in view of the events which had occurred, reacted similarly. Evidently a meeting, or at least some conference among the Union employees, or some of them, took place during the lunch hour. Mr. Tater, who was Shop Chairman of the Union group, states that he had advised Freda Viola that she should continue doing the lower-skilled operation for the

balance of the day until Mr. Drucker, the Manager of the Union, whose office was in Toronto, could be contacted on the matter. When the employees returned from their meal hour at 1 o'clock, Miss Viola again approached the Lagers requesting to be permitted to work on her operating job on her machine, and when told again that she was to go down to do the unskilled work in the lower floor, she put on her hat and coat in protest and left the premises. She was immediately followed by ten other employees, who informed Mr. Lager that they were leaving to hold a meeting on the matter.

The employees evidently had some difficulty in contacting Mr. Drucker at once, but did reach him during the afternoon and he immediately came to Hamilton. Upon telephoning Mr. Lager, Sr., at 5 o'clock, he was informed that the employees had walked out. Mr. Drucker, in turn, informed Mr. Lager that he would meet with the employees and would call him later in the evening to discuss the matter. Mr. Drucker evidently then held a meeting with the employees and telephoned Mr. Lager at 7 o'clock or so in the evening for the purpose of arranging for the return of these workers to work and a discussion of the whole situation. Mr. Drucker was then informed by Mr. Lager that he regarded these employees as having been discharged by reason of their having left their employment that afternoon, and that there was nothing further to discuss. Following the 23rd day of January several other employees voluntarily quit work out of sympathy with the group who were out of the plant and in dispute with the company.

The events of the 23rd day of January precipitated the application for the appointment of this Board, and following the application the Board was set up by you on the 6th of February, 1941, to deal with the dispute, the dispute being stated in the employees' application to consist of:—

> "Refusal to negotiate with committee of employees or their representatives in respect to adjustment of wages, hours and working conditions; refusal to recognize the employees' Union; unjust dismissals and demands for reinstatement."

It is our opinion that the events above described, together with many other details of a like or corroborate nature, which, for the purposes of condensation of this report, need not be here further gone into, establish clearly that the company completely misunderstood its obligations as an employer of labour as to the policy to be pursued towards employees who desired to form a trade union. We regard that policy as having been laid down in Order in Council P.C. 2685, of the 20th of June, 1940, and particularly that portion of paragraph 6 which states clearly that:—

> "The employees should be free to organize in trade unions, free from any control by employers or their agents."

and the provisions of paragraph 7 of the same Order in Council, reading as follows:—

> "That employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement."

It is our view that this Order in Council lays down accepted industrial and public policy in respect to industrial relations, and that it was wrong for the employer to manifest to these employees or any of them in any way any displeasure about their proposed formation of a Union, and much worse to be influenced in the treatment of any of them or to alter the conditions of work of any of them by reason of such union activity. The duty of the employer to refrain from any such conduct would appear to us to be particularly clear in the case of a plant, such as here, which, having regard to the growth from six employees before the war to about twelve times that amount as a result of war work, is virtually a plant based on work arising out of war needs.

It is our opinion that this unfortunate failure of the employer to appreciate the rights of his employees to form a union and in turn the obligation of the employer to refrain from interfering with such organization, and when formed to deal fairly and appropriately with such union or its representatives, provoked the unfortunate events of Thursday, January 23. There is no doubt about the fact that the employees were wrong in precipitately leaving their work at 1 o'clock for the purpose of holding their meeting and that the situation might well have been handled by the employees' continuing to do their work during the day and Freda Viola's continuing to do the work downstairs as requested, and a meeting of the employees affected held after plant hours for the purpose of dealing with the situation. We feel that particularly the older employees such as William Tater and Harry Goldstein should have been governed by such considerations and that they should have been able to influence any employee against the course which was taken, and we do not desire to be taken as approving or condoning the act of the employees in walking

out to the meeting at 1 o'clock on the day in question.

In view, however, of our opinion that the departure of these employees to hold their meeting is not an isolated incident and must be regarded and dealt with in relation to the whole background and sequence of preceding events, we are of the opinion that these employees, as well as the employees above-mentioned who later walked out in sympathy with the first group, should be reinstated at once on their former jobs.

So far as the specific cases of specific employees are concerned, two other instances were brought before the Board, one the case of Florence Fidieu, who left the plant on the 29th of January, and a second, Melinda Litt, who was laid off some several days after the 23rd of January. So far as Melinda Litt is concerned the evidence disclosed that she was a recently hired employee and that she was laid off on the same day as another girl who was not a member of the Union, and since we are unable to find that the Union membership of Melinda Litt was a factor in her lay-off we do not recommend her immediate reinstatement, but do recommend that if the firm requires other employees she be given preference in the hiring of help. With respect to the case of Florence Fidieu there was considerable controversy before the Board as to whether she had been, in fact, fired or whether she had herself quit the job as a result of her complaint about the treatment she was receiving from the forelady, this ill-treatment being attributed by her to her union membership and activity. The firm contended that this girl quit; she, in turn, that conditions were made so impossible for her that her leaving the firm was deliberately provoked. Having regard to all of the considerations involved the Board feels that no recommendation should be made in her instance.

Summing up the above, therefore, our specific recommendations are as follows:—

1. That the eleven employees who left on the 23rd of January to hold the meeting, namely,

Sam Stone,
Harry Weiner,
Harry Goldstein,
Eleanor Curto,
John C. Cortula,
William Tater,
Freda Viola,
Katherine Erk,
Edna Green,
Helen DeRose, and
Agnes Fuller,

and that the five employees who subsequently voluntarily quit their jobs in sympathy with the group above, being as follows,

Hyman Weinstein,
Norman Draluck,
Irene Bakos,
J. Mardenberg, and
Sam Koren,

and that Sam Brown, whose re-employment in any event had already been agreed upon, making a total of seventeen employees, should be at once reinstated by the firm in the positions previously held by them, and that in respect to Melinda Litt, if new employees are taken on, she be preferred for employment.

It is our earnest hope and desire, with the realization which both parties, with the benefit of the experience of these events behind them, will now have secured both of the rights and the responsibilities of each party, that upon these reinstatements being effected, any further matters in dispute between the Union employees and the Company can be adjusted between them.

In our opinion employees who desire to form a Union not only have every right to do so but have every right to be free of any manifested displeasure or interference or threatened or actual reprisal from the employer, and when such employees or any of them form their union the employer should negotiate with the accredited representatives of such union "with a view," as set out in the Orders in Council, "to a collective agreement."

This, of course, does not give employees who are forming a Union any right to intimidate or coerce other employees to join or assist in the formation of a Union unless they voluntarily desire to do so, nor, on the other hand, is the employer in any way entitled to object to lawful efforts of employees to persuade each other to join and form such a Union.

In the hope that these principles will have now been made clear to the parties concerned, it is our further recommendation that upon the above reinstatements being effected, the company should negotiate with the accredited representatives of the Union formed by the employees, or any of them, on behalf of the employees so represented.

If the parties will act upon this recommendation and negotiate with good faith, each with regard to the position and responsibility of the other, and each with due regard to the national interests of this moment of endeavour, we feel that they, with their intimate knowledge of the industry and of the particular facts prevailing, should be able to arrive at an agreement upon all outstanding disputes. In these circumstances we feel that the Board should refrain now from entering into these broader questions of wages, hours, working conditions, form of agreement, and such matters, unless the parties them-

selves should find it impossible to conclude an agreement.

In the event that the parties are unable to agree upon the matters still outstanding the Board can be reconvened for the purpose of dealing with the same, in which case this report will be in the nature of an interim report. If, on the other hand, on the reinstatement of these employees being effected, the parties are able to arrive themselves at a mutual agreement there will be no further occasion for activity by this Board, and this report will constitute its final report and recommendations.

The Board would like to express its appreciation to the parties, their representatives, and to the many witnesses who attended at the hearings, for the complete and exhaustive manner in which the whole matter was gone into and to compliment them upon the care and ability, respectively, with which their cases were presented.

We express every hope that with the carrying out of the Board's recommendations, the events which have occurred can be treated as a thing of the past, and that harmonious and mutually helpful relations will be established between the employer and the employees concerned.

All of which is respectfully submitted.

(Signed) E. A. Shaunessy,
Chairman.

(Signed) J. L. Cohen,
Member.

(Signed) Kevey Koskey,
Member.

Hamilton, Monday, March 3rd, 1941.

Report of Tribunal in Disputes between Various Coal Mining Companies in the Province of Nova Scotia and Their Employees, Members of District 26, United Mine Workers of America.

A unanimous report was received on March 8 from a tribunal set up to deal with disputes between various coal mining companies in the Province of Nova Scotia and their employees, members of District 26, United Mine Workers of America.

The tribunal functioned in accordance with the following recommendation of the Board of Conciliation and Investigation which during 1940 inquired into differences between the Dominion Coal Company, Limited, and its employees, members of District 26, United Mine Workers of America: "That between December 1 and December 15, 1940, the parties agree on a tribunal to which they would refer the matter of a new contract if unable to negotiate one themselves. That the parties should commence negotiations themselves on a new contract on January 5, 1941, and if unable to agree refer the matter to the tribunal already named on January 15, 1941, for final disposition if possible before the first day of February, 1941."

At a conference held in Halifax, N.S., on December 12, 1940, attended by officials of the Dominion and Nova Scotia Departments of Labour and representatives of the coal mine operators in Nova Scotia and of District 26, United Mine Workers of America, it was agreed between the union officials and the representatives of the Dominion Coal Company, Limited, and of the Cumberland Railway and Coal Company, Limited, that the same persons who constituted the aforementioned Board of Conciliation and Investigation, namely, the Honourable Mr. Justice C. P. McTague, chairman, Mr. Ralph P. Bell and Professor F. R. Scott, should act as the tribunal to settle the terms of a new contract if the operators and the men should have failed to reach an agreement on or before January 15, 1941. In addition, at the Halifax conference the union officials and the representatives of the Acadia Coal Company, Limited, and of the Old Sydney Collieries, Limited, agreed that in the event of their failure to reach accord on wage contracts the differences would be referred to the same tribunal (Labour Gazette, December, 1940, pp. 1239-40).

Negotiations between the union officials and the representatives of the four companies having proven unsuccessful, the matters in dispute were accordingly referred to the tribunal, composed of Mr. Justice McTague, chairman, Mr. Bell and Professor Scott.

The text of the tribunal's report is printed below.

Report of Tribunal

In the matter of disputes between the Dominion Coal Company, Limited, The Cumberland Railway and Coal Company, Limited, The Acadia Coal Company, Limited, and The Old Sydney Collieries, Limited, Employers, and their employees, being members of District No. 26, United Mine Workers of America.

To the Honourable Norman A. McLarty, K.C., Minister of Labour,
Ottawa, Ont.

Under the terms of the contract in force from February 1, 1940, to January 31, 1941, between the Dominion Coal Company and

the Cumberland Railway and Coal Company and their employees, members of the United Mine Workers of America, District No. 26, it was agreed that if the parties were unable to negotiate a new contract at the termination of the old one they would refer the matters in dispute to a special tribunal "for final disposition if possible before the 1st day of February, 1941". At a conference held in Halifax on December 12, 1940, attended by officials of the Dominion and Provincial Departments of Labour, the coal mine operators in Nova Scotia and executives of the United Mine Workers of America, District No. 26, the tribunal selected by representatives of the union and of the Dominion Coal Company and the Cumberland Railway and Coal Company to act under the contract was to be composed of the Honourable Mr. Justice C. P. McTague, Mr. Ralph P. Bell and Professor F. R. Scott.

At this Halifax conference of December 12, 1940, the union officials and representatives of the Old Sydney Collieries, Limited, and of the Acadia Coal Company, Limited, also agreed that in the event of their failure to reach accord on wage contracts their differences would be referred to the same tribunal.

Thus the one tribunal became charged with authority from all the employers and employees aforesaid to deal with the matters in dispute in their respective areas, and the members of the tribunal beg leave to report to you as follows:

Sittings were held in Halifax from Thursday, February 27th, up to and including Saturday, March the 1st, 1941. Because of the pressure of other duties on certain members of the Tribunal no visits were paid to the colliery districts. A year ago, however, an inspection of the Dominion Coal and Cumberland Coal and Railway properties was made by all the members of the Tribunal, and besides the benefit of their previous experience in the field they had the advantage of consulting the reports of the Board of Conciliation which, under the chairmanship of the Honourable Mr. Justice W. H. Harrison, had investigated conditions at the Acadia Company and Old Sydney Collieries in the summer of 1940. In addition, briefs were presented by the parties who appeared before us and we were furnished with all the supplementary financial statements, documents and statistics necessary to give us a comprehensive picture of the industries involved.

In our deliberations we were of course bound by the restrictions imposed by the Order in Council of December 16, 1940, P.C. No. 7440, which takes the wage levels of the 1926-29 period as being generally fair and reasonable unless it is shown that exceptional circumstances prevail. This new war measure is designed to prevent a rapid rise in the cost of living which would be detrimental to the national economy as well as injurious to the long-run interests of labour, and left the Tribunal considerably less freedom of action than it possessed when acting as a Board of Conciliation in the previous year.

The chief matters in dispute between the parties may best be discussed in relation to the different companies concerned.

DOMINION COAL COMPANY AND CUMBERLAND RAILWAY AND COAL COMPANY

The Dominion Coal Company and its wholly-owned subsidiary, the Cumberland Railway and Coal Company, employing approximately 11,000 men, were the subject of our investigation last year. At that time we recommended an increase in the basic datal rate from $3.71 to $3.90, and proposed certain other changes for the benefit of the lower-paid groups. We are pleased to be able to report that these recommendations were adopted by both the companies and their employees and were in effect at the time the contract came up for revision on January 31, 1941.

The employees presented a number of demands for an upward revision of the 1940 wage scale, basing their contention mainly upon the inadequacy of the present rates in face of the rising costs of living, and upon the increased ability of the employers to pay on account of improvements in the price of coal and the general growth of business activity, particularly in steel, consequent upon Canada's increasing war effort. Among particular matters for which adjustments were requested, special emphasis was placed on the claims of the mechanics and machinists in the shops and collieries and of the men on call at the International Pier, Sydney, during the slack season from about the middle of November to the first of February. In order to bring their demands squarely within the limitations of Order in Council No. 7440, the men brought evidence to support their contention that all wage levels in the coal industry of Nova Scotia during 1926-29 were abnormally depressed and hence could lawfully be raised in accordance with the provisions of the Order in Council itself.

The employers in reply contended that the demands of the men amounted to a total cost quite unjustified in the light of the financial position of the companies. They stressed that wages must be based on ability to pay and that such ability must be measured on accomplished performance and not on future prospects. With regard to the price of coal, figures were presented to show that increased transportation costs consumed the

greater part of the price increase received in the St. Lawrence market. The price to the steel company at Sydney was stated to be based on the general selling price of slack coal to customers using large quantities of similar coal for industrial purposes, after deduction of transportation and distribution cost.

We find that the companies worked 240 shifts in 1940 as against 210 in 1939, indicating a general improvement in the demand for coal. Fortunately the difficulties in securing bottoms for the water transportation of the coal to the St. Lawrence market were substantially overcome, although the cost of freight mounted considerably. The steel plant at Sydney took a larger quantity of the output than in the previous year, thus helping to maintain steady employment. The price charged Dosco for coal was the same in 1940 as in 1939. On the evidence before us we were unable to conclude that the price was unfair for the period under review, but if there is any upward revision in the realized price at the mines of coal supplied on similar contracts we should expect to find it reflected in the contract between Dominion Coal and Dosco.

Our survey of the financial situation of the companies shows that after setting aside what appeared to us to be reasonable allowances for interest, depreciation, renewals and betterments, reserve for contingencies and dividends on preferred shares, but before reserve for income tax, the earnings were shown at approximately $858,000. After setting up reserves of $600,000 for income tax including Excess Profits Tax, the actual net profit for the year 1940 was approximately $258,000. There is, therefore, some available fund out of which certain advances in wages may be paid. We have taken the ground before, and we repeat here, that it is in the national interest that standards of wages should be raised wherever it can be shown that industry can afford to do so—always bearing in mind the new situation created by the Order in Council, which, while permitting a cost of living bonus, requires no change from 1926-29 basic rates unless exceptional circumstances prevail.

Our attention was directed to the special claim of the machinists and mechanics in the shops and collieries. It was quite clear from the evidence and accepted by both parties that their case was exceptional, the wages paid being out of alignment with those paid for similar work in other industries. We therefore felt that their demands for special consideration should be conceded within the terms of the Order in Council.

A further group of men who seemed to require special adjustments were the shippers and trimmers on the International Pier. Their work by its nature is seasonal, being active in the navigation season and slack during the period from the middle of November to the beginning of February. Hitherto they have been paid in this off season at their regular tonnage rate, and they demanded a flat weekly rate of $25 a man. On examining the whole situation from all the angles involved we are of the opinion that those who actually work should be paid during the winter season referred to at the hourly rate and in the manner set out below.

The problem of estimating the rise in the cost of living since August, 1939, caused us some difficulty. The Order in Council No. 7440 refers to a new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board. Unfortunately this new index was not yet prepared for the special regions. Using the Dominion Cost of Living Index, however, we have assumed that the rise since August, 1939, to December, 1940, is approximately 7·2 per cent. That would represent the basis upon which, under the Order, the amount coming to the men as a war bonus should be estimated, unless an allowance up or down were required on a regional basis for the Province of Nova Scotia. The finances of the companies and general condition of the industry at the present time, however, do not in our opinion warrant the full payment of this amount now. The bonus of 15c. per day which we are suggesting, therefore, is to be taken as a payment on account of this full amount of 7·2 per cent, and we recommend that, as contemplated by the Order in Council, there should be a revision of the situation at intervals not more frequent than every three months to see if a further payment is warranted under all the circumstances. Once the 7·2 per cent increase has been reached, then no subsequent increase of bonus is possible, under the Order, until at least 5 per cent has been added to the Cost of Living Index since the last increase was granted. We think that this type of adjustment can be worked out by the officials of the companies and of the Union without the need of reference to any tribunal. This would of course also apply in the case of the Acadia Company and Old Sydney Collieries.

After reviewing these various factors, we recommend that the contract of February 1st, 1937, existing between the Dominion Coal Company and the Cumberland Railway and Coal Company and their employees, as amended by the acceptance of the report of this Board dated March 21st, 1940, and with the grievance procedure as agreed upon at the Halifax conference of December 12th, 1940, already referred to, be renewed for

another period of one year, subject to the following changes:—

(1) The mechanics and machinists in the shops and collieries, specified below, to be increased 10 per cent in their basic rates:

Classifications

Machinists—Chargehand, 1st Class, 2nd Class, Helper.
Mechanics—1st Class, 2nd Class.
Electricians—1st Class, 2nd Class.
Carpenters—1st Class, 2nd Class.
Pattern Makers.
Blacksmiths—1st Class, 2nd Class, Helpers (over 3 yrs.)
Boilermakers—1st Class, 2nd Class, Helpers (over 3 yrs.)
Moulders—Chargehands, 1st Class, 2nd Class, Helper, Brass Moulder, Iron Melter.
Painters—1st Class, 2nd Class, Paint Machine Operator.
Linemen—1st Class, 2nd Class, Helper.
Mining Machine Repairers.
Chippers.
Roller Turners.
Roller Turners' Helpers.
Car Repairmen.
Air Brake Repairmen.
Lead Burners.
Tool Room Keeper.
Scale Repairmen.
Grab Fitter.
Wheel Press Man.
Tool Dresser.
Bolt Threader.
Bulldozer Operator.
Punch and Shear Operator.
Cranemen.
Drillers—1st Class, 2nd Class.
Acetylene Welders—1st Class, 2nd Class, Butt Welders.
Tubmen—Chargehand, Ordinary.
Tinsmith—1st Class, 2nd Class.
Plumbers, Plumber's Assistant.
Iron Workers—1st Class, 2nd Class.
Bricklayer and Mason.
Plasterers.

(2) For shippers and trimmers on International Pier:

I. A rate of 60 cents per hour for all men actually working in the slack season (November 15th—February 1st approximately) to be paid at the rate of 2 hours for time worked if called out at all; 4 hours if working more than 2, but less than 4; 8 hours if 4 or more.

II. Rate to shippers for bank slack increased from ·0408 to ·0475 per ton.

III. For shippers operating the haulage system $10 per man per year.

IV. Rate to shippers on foreign bunker boats 5 cents per ton.

(3) Free rent and coal to all enlisted men or their families.

In addition, there should be an over-all payment of 15 cents per shift on account of war bonus.

We estimate that these recommendations will represent a cost to the Dominion Coal Company of approximately $500,000.

ACADIA COAL COMPANY

The position of this company, from both the financial and the operating point of view, is very different from that of the Dominion Coal Company. Acadia is one of the subsidiaries of the Nova Scotia Steel and Coal Company, which in turn is a subsidiary of Dosco, which owns Dominion Coal. There is thus a unified control of both Dominion Coal and Acadia through successive stock ownerships, and Dominion Coal Company supplies Acadia with technical and sales services in return for a reasonable fee. Acadia, however, has been in an extremely difficult financial condition for a number of years, for reasons set out in the Harrison Report referred to above, and in the Report of the Royal Commission presided over by the Honourable Mr. Justice W. F. Carroll of January 19, 1939. That condition we found to be but slightly improved since it was examined by the Harrison Board last July. The company's accounts for 1940 showed a loss for the year of $100,671.36 after allowing depreciation of $120,000.

Approximately 1,200 men are employed. The number of days worked during 1940 was 292. This is high in comparison with the other companies we examined. But the basic rates at Acadia are so low ($3 datal rate) that the earnings even for this number of days' work are wholly inadequate and quite out of line with wages at Dominion Coal (basic rate $3.90) or even at Old Sydney Collieries ($3.40). The men represented to us their strong conviction that they were entitled to a full day's wage at the standard rates prevailing in Dominion Coal Company regardless of any other considerations. The company officials contended that the financial position, with deficits continuing for the past 4 years, made any change in rates quite impossible. It was shown, too, that the mining conditions at Acadia, at least with regard to some of the property, were extremely costly and unremunerative. Output per man was 1·40 tons in 1940 as contrasted with 2·37 for Dominion Coal and 1·76 for Old Sydney Collieries. We approve the general principle, referred to in our report of March 21, 1940, that workmen should be entitled to standard rates of wages paid to men doing similar work in equivalent industries in the province, where-

ever there is the ability to pay, but in this instance the balance sheet of the Acadia Company shows a complete absence of such ability. We understand, however, that the management, in the furtherance of better industrial relations, is willing to make some adjustment to relieve the actual situation, and hopes to be able to recoup the additional charges out of future sales and increased production. We therefore recommend as follows:—

(1) A contract to be drawn up between the Acadia Coal Company and the employees, embodying the general provisions and conditions (save as to wage rates) of the existing contract between the Dominion Coal Company and its employees.

(2) That existing datal rates at Acadia be increased as follows:

Old rate	New rate
2.90	3.05
3.00	3.15
3.05	3.19
3.06	3.20
3.11	3.21
3.14	3.21
3.19	3.21

(3) That the arrears of rent and coal, prior to the reorganization of the company in August, 1938, be written off.

(4) That free rent and coal be given to all enlisted men or their families.

In addition, that 15 cents per shift be paid to all employees on account of war bonus.

We estimate that the cost of wiping out the arrears of debt will be $40,000, and of the increase in war bonus and datal rates approximately $70,000.

THE OLD SYDNEY COLLIERIES

The outlook for this company, which is also a subsidiary of Nova Scotia Steel and Coal, we find to be somewhat better than that of Acadia, though it is not in as economically sound a position as the Dominion Coal Company from either a financial or the mining point of view. It employs some 1,700 men in the mines. At the basic rate of $3.40 per day, for the 217 days they worked in 1940, they would receive only $737.80 in the year. We feel that here, as in the case of Acadia, the low rates indicate an exceptional condition within the terms of the Order in Council No. 7440, and call for an upward revision if it is at all possible to make it.

Our examination of the books of the company showed a profit for the year 1939 of $16,646.52 and a loss during 1940 of $28,604.37. The properties are owned by the parent company, Nova Scotia Steel and Coal Company, the Old Sydney Collieries paying an annual rent of $60,000 and making no reserve for depreciation. The fees paid to Dominion Coal for services granted appeared to us to be reasonable. We are told that an additional expenditure of $41,800 shown in 1940 was necessary to maintain output and would result in larger production for the coming year. In viewing the whole situation we feel that the financial condition of the company has not improved since the Harrison Board found that there were not sufficient earnings to justify an increase in wages. One particular difficulty on the side of the management has been the fact that owing to scarcity of shipping space a greater portion of the output in 1940 has had to be transported by rail at increased cost. Moreover, the production rate of 1·76 tons per man is low and, owing to a number of causes, declined from 1939.

There is no contract existing between the company and the United Mine Workers of America, District No. 26. The value of a written contract was stressed by the Harrison Board and we heartily concur in that finding.

To meet some of the increased burden on the men imposed by the rising cost of living, and by way of adjusting some of the discrepancies in rates, we understand that the management here, as in the case of Acadia, is prepared to assume greater obligations with respect to wages and we therefore recommend as follows:—

(1) A contract to be drawn up containing the same general provisions and regulations (save with respect to wages) as that obtaining between the Dominion Coal Company and its employees.

(2) The basic datal rates to be increased as indicated below:

Old rate	New rate
3.40	3.50
3.41	3.50
3.43	3.52
3.44	3.52
3.45	3.53
3.48	3.55
3.50	3.55
3.52	3.55

(3) All debts for rent and coal existing prior to August, 1938, to be written off.

(4) Free rent and coal to all enlisted men or their families.

In addition a payment of 15 cents per shift to be paid on account of war bonus.

We estimate that the cost of these changes will be in the neighbourhood of $50,000 for back debts, and $80,000 for increases in wages and bonus.

CONCLUSION

In the past the negotiation of contracts has taken a great deal of time in the coal

industry and there has been unnecessary delay and confusion while the terms of new contracts were being decided upon. We think it is in the interests of both the men and the management that contracts should be negotiated and signed with reasonable speed, and the officials of the union and of the companies freed for other constructive activities. We therefore recommend that the conditions herein set forth with regard to all four companies should be signed by the union and the company officials within thirty days from the receipt of this report. If that is done, the advances should retroact to February 1, 1941. If the acceptance of the contracts occurs after 30 days, then the advances should begin from the date of signing the new agreements.

It will of course be clear that once the new contracts are accepted, the same method of negotiation will be followed at the termination of these contracts as we outlined in our report of March 21, 1940.

We wish in conclusion to thank all those who co-operated with us at the sessions of the Tribunal, for their readiness to provide all necessary information and for the courteous way in which they presented their differing points of view. It has been the hope of the members of this Tribunal that constructive steps might steadily be taken for the improvement of industrial relations and working conditions in the coal industry of Nova Scotia, based on mutual understanding and a real analysis of the economic factors involved. The amount of coal produced in Nova Scotia and the price at which it can be sold are factors closely related to the coal problems, the railway rate structure, and industrial conditions in the Dominion of Canada. The co-operation of public authorities, both provincial and Dominion, is required if Nova Scotia coal is to move into Canadian markets and Canadian coal miners are to receive fair wages.

All of which is respectfully submitted this 7th day of March, 1941.

(Sgd.) C. P. McTAGUE,
Chairman.

(Sgd.) Ralph P. BELL,
Member.

(Sgd.) F. R. SCOTT,
Member.

CANADIAN RAILWAY BOARD OF ADJUSTMENT No. 1

Summary of Recent Decisions

REPORTS have been received of four cases heard recently by the Canadian Railway Board of Adjustment No. 1. Earlier decisions were outlined in the LABOUR GAZETTE, December, 1940, page 1240, and in previous issues, and the seventh report of the proceedings of the Board covering the period from October 1, 1936, to September 30, 1939, was recently issued as Bulletin No. 14 in the Industrial Relations Series published by the Department of Labour.

The Board was established under a voluntary agreement concluded in 1918, between the various railway companies and certain of the railway organizations, its original purpose being to secure uninterrupted service on the railways during the continuance of the war of 1914-18. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

The Board consists of six representatives of the railway companies and six representatives of labour, one for each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Railway Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 491.—Canadian Pacific Railway (Western Lines) and the Brotherhood of Railroad Trainmen.—This case, heard at Montreal on February 11, dealt with a controversy with respect to Article 16 of the Trainmen's Schedule. The question of the interpretation of this article developed from a bulletin posted at Revelstoke which stated that trains operated from Kamloops and Field would be operated without train baggagemen, and that the train baggagemen usually assigned to such trains would exercise their seniority rights on other runs.

The employees contended that the first sentence of Article 16, Clause "A" of the Trainmen's Schedule, was mandatory, that all passenger trains and mixed trains have at least one baggageman and one brakeman; that when such trains have eight or more cars and there is a local baggage car on the train such trains to be manned with two brakemen and one baggageman; that the Article 16 provides for two brakemen in

addition to baggagemen on all passenger trains between Revelstoke and Field, irrespective of how many cars are on the train, whether or not there is any baggage car on such passenger train.

It was further contended that the definition of a local baggage car as provided in the rule was a car that is worked between terminals irrespective of who works the car "be it the train baggageman, station agent or his staff."

The company maintained that as the baggage car handled on these trains was not a local car the manning of the trains without a baggageman was not in violation of Article 16.

The Board decided that the contention of the company would appear to constitute a claim for a revision of the trainmen's agreement and that it was not the function of the Board to express an opinion upon the merit or lack of merit in such a claim, its function being confined to questions raised in regard to the interpretations of agreements.

The Board's decision was that the claim of the employees be sustained.

Case No. 492—Canadian National Railways (Western Region) and the Order of Railroad Telegraphers.—This case concerned a controversy respecting the appointment of a temporary relief agent at Mirror, Alberta.

In a joint statement it was declared that the operator (a woman) at Mirror had been employed in that capacity since July, 1923, that during the vacation leave of the regular agent in 1939 and 1940, relief was supplied by spare operators junior in service to the appellant operator.

The employees claimed that the operator be compensated for the difference between the remuneration received as operator and that which she would have received as agent, and that in future she be allowed to relieve the agent when he is on leave of absence.

The company maintained that the work of station agent was such that it could not be properly assigned to a woman and that as the appellant nor any other woman has the necessary ability to qualify for this position, therefore there had been no violation of the schedule rule. It was also pointed out by the company that it is not the practice at any other point on the Western Region of the Railways to allow female employees to be around yards or tracks in the exercise of their duties.

Representatives of the Railways and the Telegraphers appeared before the Board and presented additional evidence and information. The Board's decision "in the circumstances of the individual case involved" sustained the claim of the employees.

Case No. 493—Canadian National Railways (Central Region) and the Order of Railway Conductors and the Brotherhood of Railroad Trainmen.—The appellant in this case, claimed that earnings as assistant conductor on two days during September, 1939, should not be used to the extent necessary to make up his monthly guarantee as a passenger brakeman.

The employees claimed that under the provisions of the schedule rule, mileage made as a conductor by a man regularly assigned as a brakeman, cannot be used to make up the monthly guarantee to which he is entitled as a brakeman. The employees contended likewise that mileage made as a brakeman by a man regularly assigned as a conductor, cannot be used to make up the monthly guarantee payable to him as a conductor.

The Railways contended that the service rendered by the appellant as assistant conductor was "extra service" for which he was paid no less than a minimum day for each day and the earnings in such service were properly used to the extent necessary to make up the monthly guarantee as provided in the relevant article of the rule.

Representatives of both parties to the dispute appeared before the Board and presented additional oral evidence. The decision of the Board in this particular case sustained the claim of the employees.

Case No. 494—Canadian Pacific Railway (Western Lines) and the Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Firemen and Enginemen.—This case dealt with a controversy arising out of the method of payment to engineers and firemen in short run service, the company contending that on sub-divisions of less than 100 miles, engine crews can be either tied up or turned around as traffic conditions warrant.

Representatives of the parties to the dispute appeared before the Board and presented evidence. The question at issue originally arose in connection with crews in unassigned or pool service running from Moose Jaw to Assiniboia. It also developed that in a number of cases in which mileages are less than 100 miles between terminals of runs in general practice the minimum day of 100 miles is paid in each direction and crews are running first in—first out of the terminals of the runs, and it was accepted that such established practices would not be changed except by agreement. It was further stated, however,

that in other cases of runs of less than 100 miles between terminals of the runs crews were sometimes paid as in turnaround service and sometimes as in single run service. The Board was of the opinion that it was desirable that in so far as possible, runs should be known and services compensated for either as single runs or as turnaround runs. The Board also regarded it as unreasonable that crews should be called for a run without knowing whether or not they were engaged in turnaround or single run service. The Board recognized that under exceptional conditions there may be runs in which it would be reasonable that crews should on some occasions operate on a turnaround basis and on others on a single run basis, but in any such exceptional case it was the opinion of the Board that the crew should be specifically called for one or the other class of service.

The Board recommended, on the basis of the views expressed, that the representatives of the classes of employees concerned and of the company, should confer in an effort to reach an agreement which would remove the uncertainties in respect to the method of payment on runs between terminals where the distances are less than 100 miles.

Foreman Compensation

"Foreman Compensation" is the title of a recent bulletin issued by the National Industrial Conference Board in its series of studies in personnel policy. This survey is a comprehensive review of the position of foremen in industry with a conclusion on the changing role of the foreman in recent industrial trends. In an analysis of the foreman's status the bulletin states:

"Many executives to-day believe that the proper approach to the problem of the foreman's status as a member of management is through the proper understanding and handling of the related problem of foreman compensation. Although many executives state that they do not at present face a serious problem in this respect, most of them agree that if longer working hours under forced-draft operations should prevail in the near future they will have to protect the prestige of their foremen by providing some method of supplementing their income. Otherwise, overtime premiums may advance the income of their workers beyond that of their foremen. One company executive has stated that 'in 1929 working foremen were making more per week than salaried foremen, and skilled workers were taking home more money than the working foremen.' In 1941 there is marked interest in forestalling a repetition of that situation."

Other questions that are now being raised about foreman compensation, the report states, include the following:

"How large should the differential be between the earnings of foremen and their subordinates?

"Should foremen be paid a bonus in addition to salary?

"What specific salaries prevail on certain typical high-grade foremen's jobs?

"How is the problem of the temporary supervisor being handled?"

With these questions and other related ones in mind, the Conference Board has completed a survey of foreman compensation problems and policies of companies representing a cross-section of industry. Fifty-two companies contributed information, which in most cases was obtained through a personal visit so as to assure a better understanding of the problems discussed.

The chapter headings under which this subject was treated included: "The Foreman's Status Under the Fair Labor Standards Act"; "Differentials in Supervisory Pay"; "Methods of Paying Foremen"; and "Present Trends Relating to Foremen".

In a concluding summary the changing role of the foreman is set forth as follows:

Industrial trends during recent years that have seemed to play an important part in enlarging the scope and value of the foreman's role in American industry include the following:

1. Decentralization of manufacturing operations and executive authority.

2. Increasing attention to employee safety and plant housekeeping.

3. Rise in the average level of education among workers in industry.

4. Increasing use of new management techniques, such as job evaluation, employee evaluation and work simplification, in which the foreman plays an administrative part.

5. Increasing volume and importance of labour legislation.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1941

THE following table shows the number of disputes, workers involved and time loss for February, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time lost in man working days
*Feb. 1941	8	1,787	7,514
*Jan. 1941	10	1,453	3,238
Feb. 1940	13	3,041	12,749

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

A slight decrease in the number of strikes and lockouts was accompanied by an appreciable increase in the number of workers involved and a considerable increase in time loss in man working days owing to three strikes of coal miners in Nova Scotia, involving 1,320 workers and causing time loss of 6,640 days. In January the only important strikes involved coal miners at Sydney Mines, N.S., and hotel waiters at Vancouver, B.C. In February, 1940, the important disputes involved coal handlers and drivers at Toronto, Ont., steel mill workers at Sydney, N.S., gold miners at Pioneer Mines, B.C., and salt miners at Malagash, N.S., and these accounted for 1,768 workers and time loss of 9,180 days.

Two disputes, involving 180 employees were carried over from January and six disputes commenced during February. Of these eight disputes, seven were terminated during the month. Three resulted in favour of the workers involved while the results of four were recorded as indefinite. At the end of the month, therefore, there was one strike or lockout recorded as in progress, namely: iron foundry workers, St. Catharines, Ont.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to five disputes of this nature, namely: hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8 to November 30, 1940; and truck drivers (highway), Toronto, Ont., etc., one employer, November 11, 1940, to January 31, 1941.

Disputes involving men on unemployment relief work who are not paid wages but receive subsistence for which work is performed or may be required are not included in the record, no relation of employer and employees being involved.

A strike of women's clothing factory workers (cloak and suit makers) in one establishment in Montreal, P.Q., from January 23 to January 27 was reported too late for inclusion in the LABOUR GAZETTE for February. The workers demanded a twenty per cent increase in wages and union recognition. An increase in wages of ten per cent was secured and a union agreement.

Another strike of cloak and suit makers in one establishment in Montreal occurred on January 23 for the same causes as the above and with the same result, but in this case the settlement was reached in one day.

A number of newspaper carrier boys in Rossland, B.C., ceased work from January 25 to February 17 to secure an increase in payment. In Trail a number of boys were involved after February 10 bringing the total number to 21. A bonus instead of an increase in the rate of pay was agreed upon.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to February

COAL MINERS, SYDNEY MINES, N.S.—The loaders in one mine, 160 in number, ceased work on January 31, their demand for extra pay for work unfinished on January 29 being refused. Work in moving the coal cars on the surface was interrupted by a snow storm and

the men claimed that the agreement provided for extra pay for moving the coal after an involuntary interruption. The management claimed that the extra pay was due only after a mechanical breakdown. The mine was tied up involving 740 men indirectly. Work was resumed on February 10 when it was agreed to refer the dispute to the president and the district executive of the union and finally to the Joint Board of Adjustment for arbitration if a settlement was not reached. It was reported that owing to storms the mine could not have been operated in any case for about half the time of the strike.

CAP FACTORY WORKERS, HAMILTON, ONT.—A Board of Conciliation and Investigation was established on February 6 to deal with this dispute between the employer and members of the United Hatters, Cap and Millinery Workers' International Union, it being alleged that union employees had been laid off and replaced. The stoppage, an alleged lockout, is, therefore, recorded as terminated on that day. On March 6 the Board reported that the workers should be reinstated and negotiations for an agreement entered into, the dispute to be again referred to the Board if a settlement could not be reached.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to February, 1941.				
MINING, ETC.—				
Coal miners, Sydney Mines, N.S.	1	160	(a) 960	Commenced Jan. 31, 1941; for datal wages instead of contract rates *re* time loss due to storm; terminated Feb. 8, 1941; return of workers pending negotiations or arbitration; indefinite.
MANUFACTURING—				
Textiles, etc.—				
Cap factory workers, Hamilton, Ont.	1	20	100	Commenced Jan. 23, 1941; alleged discrimination against union employees; terminated Feb. 6, 1941; reference to I.D.I. Board; in favour of workers.
(b) Strikes and Lockouts commencing during February, 1941.				
MINING, ETC.—				
Coal miners, Stellarton, N.S.	1	470	3,500	Commenced Feb. 1; against suspension of workers; terminated Feb. 10; return of workers pending investigation; indefinite.
Coal miners, Stellarton, N.S.	2	685	2,000	Commenced Feb. 7; sympathy with strike in another colliery of the same company on February 1; terminated Feb. 10; return of workers; indefinite.
Coal miners, Minto, N.B...	1	250	278	Commenced Feb. 13; for extra pay for work in alleged dangerous sections; terminated Feb. 14; return of workers pending investigation; indefinite.
MANUFACTURING—				
Metal Products—				
Steel foundry workers, Selkirk, Man.	1	88	264	Commenced Feb. 10; for discharge of employee refusing to pay union dues; terminated Feb. 12; conciliation; (provincial); in favour of workers (dues paid).
Brass foundry workers, Windsor, Ont.	1	44	132	Commenced Feb. 19; against discharge of worker alleged to be for union activity; terminated Feb. 22; conciliation (provincial); in favour of workers.
Iron foundry workers, St. Catharines, Ont.	1	70	280	Commenced Feb. 25; for increased wages and improved working conditions; unterminated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 740 indirectly affected.

Disputes Commencing During February

Coal Miners, Stellarton, N.S.—Employees in the mines of one company ceased work on February 1 owing to a dispute as to the transfer of one employee, four other workers being suspended for ceasing work in his support. The union officials ordered a resumption of work and on February 4 some miners did preparatory work. A miners' committee demanded the reinstatement of the men suspended but the management refused to deal with the dispute until a full shift had been worked, and the strike continued. The international president, on the recommendation of the district executive, notified the local union that its charter would be suspended unless work was resumed in accordance with the agreement. Work was resumed on February 11, the dispute to be investigated and miners unfairly suspended to be compensated. It was reported that a coal shortage in the locality developed due to the stoppage and to the blocking of roads and railways tracks with snow, two industrial establishments being closed for a short time.

A strike of 685 miners in the other collieries of the employer occurred on February 7, work being resumed on February 11.

Coal Miners, Minto, N.B.—Contract miners, 28 in number, ceased work in one mine on February 13 owing to a dispute as to cutting the seam. On the following day they were joined by the other employees. The men claimed that cutting as ordered involved extra work and made the mine unsafe. It was also stated that the management refused to negotiate with a committee or recognize the United Mine Workers of America to which they belonged. The union asked the Federal Department of Labour to investigate and was informed that the strike was contrary to the provisions of the Industrial Disputes Investigation Act and that work should be resumed. The miners returned to work on February 15. Later as a result of numerous complaints as to conditions in the coal mines in New Brunswick a commission was appointed under the Inquiries Act as provided in Section 65, Industrial Disputes Investigation Act, to investigate coal mining operations in New Brunswick, as reported elsewhere in this issue.

Iron Foundry Workers, St. Catharines, Ont.—A number of employees in one establishment ceased work on February 25 to secure increases in wages and improved working conditions. A conciliation officer of the Department of Labour met with the parties to the dispute and arranged that work should be commenced on March 4 to provide for a complete resumption on the following day and that negotiations would be entered into on all matters in dispute.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the Labour Gazette from month to month. The annual review containing a table summarizing the principal statistics as to strikes and lockouts in Great Britain and other countries appears elsewhere in this issue.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the Labour Gazette, August, 1940, page 760.

The number of disputes which began during December was 61 and 8 were unterminated at the end of November, making a total of 69 disputes in progress during December. The number of workers involved was 16,500 and the resultant time loss 50,000 man-working days.

Of the 61 disputes which began during December, 12 arose out of demands for increased wages and 24 were over other wage questions; 3 over questions as to working hours; 11 were over questions regarding the employment of particular classes or persons; 8 arose out of questions respecting working conditions, 2 on questions of trade union principle; one was a sympathetic dispute. During December, final settlements were reached in the case of 49 disputes, of which 6 were settled in favour of workers, 33 in favour of employers and 10 resulted in compromise settlements. In 10 other disputes, work was resumed pending negotiations.

United States

Preliminary estimates for November, 1940, show 200 strikes beginning in the month, while 140 were continued from the preceding month, making a total of 340 strikes in progress during the month, involving 98,000 workers, with a time loss of 660,000 working days for the month. Compared with November of 1939, there was an increase of 12 per cent in the number of strikes, and 46 per cent in the number of workers involved, but a decrease of 60 per cent in the time loss.

ANNUAL REVIEW OF STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1940

THE number of strikes and lockouts during 1940 was 168, involving 60,619 workers with time loss of 266,318 man-working days as compared with 122 disputes during 1939, involving 41,038 workers with time loss of 224,588 days. The increases occurred chiefly in the textile and clothing and metal manufacturing industries. In coal mining there was an increase in the number of disputes, from 48 to 65, but the number of workers involved was practically the same, about 31,000, with a decrease in the time loss from 111,274 days to 68,734. None of the coal strikes was prolonged or caused great time loss.

The most important dispute during the year involved silk factory workers at Drummondville, P.Q., from May 11 to June 26, to secure union recognition and improvements in working conditions. As a result of conciliation by provincial and federal authorities an arrangement was made for recognition of a committee of employees with changes in working conditions. A strike of cotton factory workers at Milltown, N.B., from March 18 to April 15, for a closed union shop agreement with adjustments in wages and hours was settled by negotiations resulting in a union agreement with changes in wages. A strike of dressmakers in Montreal, P.Q., for a week in April to secure increases in wages resulted in a compromise. A strike of 6,000 seamen on the Great Lakes and St. Lawrence River on certain days during a week in April for a union agreement with wage increases, etc., was referred to a Board under the Industrial Disputes Investigation Act following conciliation. Union agreements with a compromise on the wage increase were secured. A strike of 1,500 salmon fishermen on the British Columbia coast for increases in prices of fish early in July resulted in a compromise.

Over one-half of the time loss for the year was in manufacturing industries, 148,631 days, most of it being in textile and clothing factories, 118,533 days. Three of the strikes mentioned above accounted for 107,500 days. In metal manufacturing the time loss was 19,626 days due to 17 disputes involving 3,579 workers. None of these strikes caused considerable time loss. The only other industries experiencing much time loss were coal mining, fishing and water transportation.

The predominant cause of disputes, as in most of the years in the past, was the demand for increases in wages, 49 causing time loss of 55,614 days, but there were also 43 other disputes over causes affecting hours, wages and working conditions and these caused approximately 35,000 days in time loss. Measured in time loss, however, the most important cause of disputes was recognition of union which led to 19 disputes, involving 9,647 workers with time loss of 100,696 days.

Nearly sixty per cent of workers in all disputes were partially successful, nearly nine per cent were successful while nearly thirty per cent were involved in disputes which terminated in favour of employers. Two disputes were unterminated at the end of the year and five were recorded as indefinite in result.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the LABOUR GAZETTE each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each dispute. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the LABOUR GAZETTE are necessarily of a preliminary nature the annual review constitutes the revised record for the year. A special report on "Strikes and Lockouts in Canada, 1901 to 1912", issued in 1913, contained a complete list of strikes and lockouts for that period with analytical tables. The annual reviews in the LABOUR GAZETTE have brought the lists of disputes and analytical tables down to date each year.

The annual review for 1930 appearing in the LABOUR GAZETTE, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were also made.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical tables, therefore, strikes and lockouts are recorded together, the term dispute being used with reference to either.

A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting one working day or more. Disputes of less than one day's duration and disputes involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such disputes involving less than 10 days' time loss is maintained in the Department. Although not included in the statistical record, such disputes are mentioned in the LABOUR GAZETTE at the time of their occurrence. During 1940 there were 15 such disputes, involving 338 employees, causing a time loss of only 98 working days.

In Tables I and X the number of employers involved is given. In disputes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all disputes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is impossible always to secure exact information, but the estimate made in such cases is the result of pains-taking methods in the collection of data, and with increasing experience in dealing with the subject it is believed that the statistics indicate the conditions with reasonable pre-

TABLE I—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1940

Year	Number of disputes beginning during the year	Disputes in existence during year									
		All Industries				Coal Mining			Industries other than Coal Mining		
		Number of disputes	Number of employers	Number of workers involved	Time loss in man-working days	Number of disputes	Number of workers involved	Time loss in man-working days	Number of disputes	Number of workers involved	Time loss in man-working days
1901	97	99	285	24,089	737,808	2	1,760	7,040	97	22,329	730,768
1902	124	125	532	12,709	203,301	3	510	10,120	122	12,199	193,181
1903	171	175	1,124	38,408	858,959	7	5,410	173,441	168	32,998	685,518
1904	103	103	591	11,420	192,890	4	184	792	99	11,236	192,098
1905	95	96	332	12,513	246,138	10	5,564	101,770	86	6,949	144,368
1906	149	150	965	23,382	378,276	13	4,549	146,622	137	18,833	231,654
1907	183	188	950	34,060	520,142	13	8,990	102,824	175	25,070	417,318
1908	72	76	178	26,071	703,571	7	3,541	13,600	69	22,530	689,971
1909	88	90	372	18,114	880,663	13	8,618	720,180	77	9,496	160,483
1910	94	101	1,233	22,203	731,324	3	2,950	485,000	98	19,253	246,324
1911	99	100	533	29,285	1,821,084	6	9,890	1,513,320	94	19,395	307,764
1912	179	181	1,321	42,860	1,135,786	2	2,243	107,240	179	40,617	1,028,546
1913	143	152	1,077	40,519	1,036,254	4	4,837	562,025	148	35,682	474,229
1914	58	63	261	9,717	490,850	3	2,500	280,800	60	7,217	210,050
1915	62	63	120	11,395	95,042	9	2,753	11,907	54	8,642	83,135
1916	118	120	332	26,538	236,814	8	11,270	72,387	112	15,268	164,427
1917	158	160	758	50,255	1,123,515	21	17,379	584,890	139	32,876	538,625
1918	228	230	782	79,743	647,942	46	22,920	130,696	184	56,823	517,246
1919	332	336	1,967	148,915	3,400,942	20	10,130	383,659	316	138,785	3,017,283
1920	310	322	1,374	60,327	799,524	35	12,128	99,920	287	48,199	699,604
1921	159	168	1,208	28,257	1,048,914	10	1,456	31,318	158	26,801	1,017,596
1922	89	104	732	43,775	1,528,661	21	26,475	795,548	83	17,300	730,113
1923	77	86	450	34,261	671,750	23	20,814	299,539	63	13,447	372,211
1924	64	70	435	34,310	1,295,054	15	21,201	1,089,484	55	13,109	205,570
1925	86	87	497	28,949	1,193,281	17	18,672	1,040,276	70	10,277	153,005
1926	75	77	512	23,834	266,601	16	8,445	35,193	61	15,389	231,408
1927	72	74	480	22,299	152,570	20	16,653	53,833	54	5,646	98,737
1928	96	98	548	17,581	224,212	14	5,033	88,000	84	12,548	136,212
1929	88	90	263	12,946	152,080	8	3,045	6,805	82	9,901	145,275
1930	67	67	338	13,768	91,797	15	6,228	24,183	52	7,540	67,614
1931	86	88	266	10,738	204,238	9	2,129	11,523	79	8,609	192,715
1932	111	116	497	23,390	255,000	33	8,540	132,766	83	14,850	122,234
1933	122	125	617	26,558	317,547	21	3,028	33,019	104	23,530	284,528
1934	189	191	1,100	45,800	574,519	26	11,461	91,459	165	34,339	483,060
1935	120	120	719	33,269	284,028	17	6,131	61,032	103	27,138	222,996
1936	155	156	709	34,812	276,997	22	8,655	56,766	134	26,157	220,231
1937	274	278	630	71,905	886,393	44	15,477	112,826	234	56,428	773,567
1938	142	147	614	20,395	148,678	25	5,054	21,366	122	15,341	127,312
1939	120	122	243	41,038	224,588	48	31,102	111,274	74	9,936	113,314
1940	166	168	894	60,619	266,318	65	31,223	68,734	103	29,396	197,584
Total	5,221	*5,362	*26,839	*1,351,027	26,304,051	*700	*388,948	9,676,177	*4,664	*962,079	16,627,874

* In these totals figures for disputes extending over the end of a year are counted more than once.

cision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved in the dispute from time to time so far as known and not replaced. The number of employees recorded for each dispute is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected have been shown in footnotes to Table X, which is a detailed list of the strikes and lockouts during the year. The workers indirectly affected in each dispute are those in the establishment who are unable to continue work because of the stoppage but not participating in the dispute.

The statistical tables do not include minor disputes as described in a previous paragraph, nor disputes, previously recorded, as to which information has been received indicating that employment conditions are no longer affected but which the unions or organizations concerned have not yet declared terminated. Such disputes are listed in a paragraph in the monthly article on strikes and lockouts for a period up to one year after their removal from the table of current strikes.

Information is available as to the following disputes of this nature still on record at the end of 1940: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; and dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940. Information is also available as to the following disputes of this nature carried over from 1939 but removed from the list during 1940; stationary engineers, Toronto, Ont., one employer, March 2, 1939, to March 11, 1939, removed from the list in April, 1940; fur factory workers, Toronto, Ont., one employer, October 17, 1939, to October 31, 1939, called off by the union involved in August, 1940; and work clothing factory workers, Winnipeg, Man., one employer, December 1, 1939, to December 15, 1939, called off by the union on May 3, 1940.

Charts

The accompanying chart of the time loss in working days by groups of industries for each year back to 1901, shows that in Mining considerable time loss occurred in 1909, 1910, 1911 and 1913, and again in 1917, 1922, 1924 and 1925, while in 1932, in 1934 and again in 1937 and 1939, time loss was greater than in the other years since 1925. In 1919 the time loss due to general strikes is shown separately. In Manufacturing considerable time loss occurred in metal manufacturing in 1919, 1920 and 1937; in clothing (including textiles, furs, boots and shoes, leather, etc.) in 1903, 1908, 1912, 1914, 1917, 1919, 1925, 1926, 1930, 1931, 1932, 1933, 1934, 1936, 1937, 1939 and in 1940; in cigar manufacturing in 1901; in printing in 1921, 1922, 1923 and 1924; and in saw-milling in 1931 and 1932. In Construction time loss was considerable in 1912 and 1919. In Transportation, etc., there was considerable time loss only in 1901, due to a strike of trackmen; in 1903 due to a strike of railway clerks and freight handlers throughout western Canada, and a strike of longshoremen at Montreal, with a sympathetic strike of teamsters; and in 1908, due to a strike of railway shop machinists. In Other Industries considerable time loss was due to strikes of fishermen in 1901, to strikes of loggers in 1919, 1920, 1933, 1934 and 1935.

From the chart showing results of the disputes it appears that the majority of employees were successful or partially successful in 1901, 1902, 1907, 1915, 1916, 1917, 1918, 1926, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939 and in 1940, but were unsuccessful in 1908, 1921 and 1923. In 1919, a large percentage of the workers who were unsuccessful were involved in the general strike at Winnipeg and in general strikes in other localities in sympathy with it.

Analysis of Statistics, 1940

Table I is a summary of the principal statistics for the period for which the record has been compiled, beginning in 1901. The table shows the number of disputes beginning in each year and the number in existence during the year, the difference in each case being the number of disputes carried over at the end of the previous calendar year. A small number of disputes have been carried over at the end of every year except 1903, 1929 and 1934. The approximate number of employers involved in all disputes as well as the number of workers involved and the time loss, is given. In addition to these data, the number of disputes in existence during each year in coal mining and in industries other than coal mining is given, along with the number of workers involved and the time loss. A study of the latter figures reveals that a few disputes in coal mining in some years account for a large proportion of the workers involved and for a still larger proportion of the time loss resulting.

Table II, an analysis by numbers of workers involved, shows that there were 12 disputes each of which involved over 1,000 workers and these caused 50 per cent of the total time loss for the year; also that 40 per cent of the disputes involved under 100 workers in each case and caused a very small proportion of the time loss for the year. The numbers of disputes which involved over 500 workers and over 100 workers were also proportionately large and these caused nearly 45 per cent of the total time loss.

Table III, an analysis by time loss, shows that five disputes caused nearly 50 per cent of the time loss for the year, one of these causing 64,000 days loss or 24 per cent. Forty per cent of the time loss was due to 42 disputes each of which had time loss from 1,000 to 10,000 days. On the other hand, 121 disputes caused less than 12 per cent of the total time loss and these involved approximately one-third of workers in all disputes.

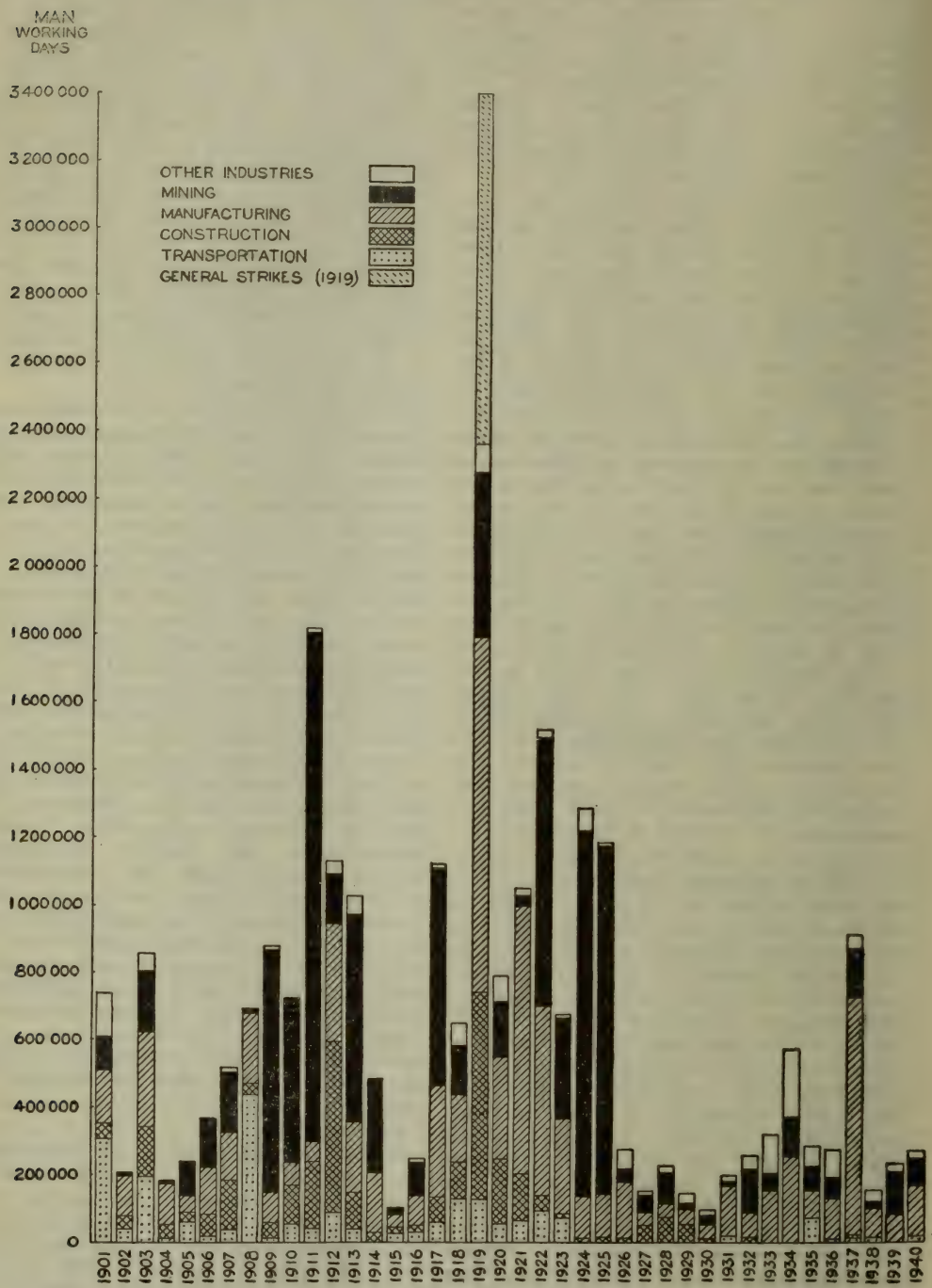
Table IV, an analysis by duration, shows that 121 out of the total of 168 disputes lasted less than five days but involved nearly 38,000 workers, 62 per cent of those in all disputes, causing time loss of nearly 60,000 man working days, 22·2 per cent of the total time loss for the year. There were 22 disputes which lasted between five and ten days and these involved over 16,000 workers, 26·6 per cent of those in all disputes, and caused nearly 72,000 days' time loss, 27 per cent of the total for the year. These 143 comparatively brief stoppages caused nearly half of the total time loss during the year. The seven disputes which lasted 25 days and over involved only 2,405 workers, four per cent of the total, but resulted in nearly 75,000 days time loss or 28.1 per cent of the total.

Table V, an analysis by provinces, shows the largest number in Nova Scotia, 71 out of the total of 168 for the year. Nearly all of these were in coal mines and were of brief duration, involving a total of 31,096 workers and causing time loss of 66,323 days, an average of approximately two days per man on strike. These were chiefly "pit head" strikes, sudden stoppages by small groups of miners over local disputes, sometimes supported by large numbers of the miners in the colliery affected but in many cases not supported by the others although involving them indirectly by preventing operations partially or wholly for one or two days. In most cases these stoppages were not authorized by the union or by meetings of miners and were terminated by resumption of work pending negotiations. In Ontario there were 51 disputes, involving over 10,000 workers with time loss of 41,495 days, nearly 16 per cent of the total for the year. In Quebec there were 23 disputes involving 8,653 workers with time loss of 106,579 days, the greatest time loss in any province for the year, due largely to a six weeks' strike of artificial silk factory workers at Drummondville, which caused a time loss of 64,000 days. There was also a seven day strike of dressmakers in Montreal with time loss of 29,000 days. Most of the time loss of 16,850 days in New Brunswick was due to a cotton factory strike at Milltown which lasted 22 days. In British Columbia the time loss was 16,450 days, due chiefly to a strike of salmon fishermen. In the other provinces the numbers of disputes and the amounts of time loss were small. The only interprovincial strike involved steamship crews, deck hands, etc., on the Great Lakes and the St. Lawrence River with a duration of six days and time loss of 10,000 man working days.

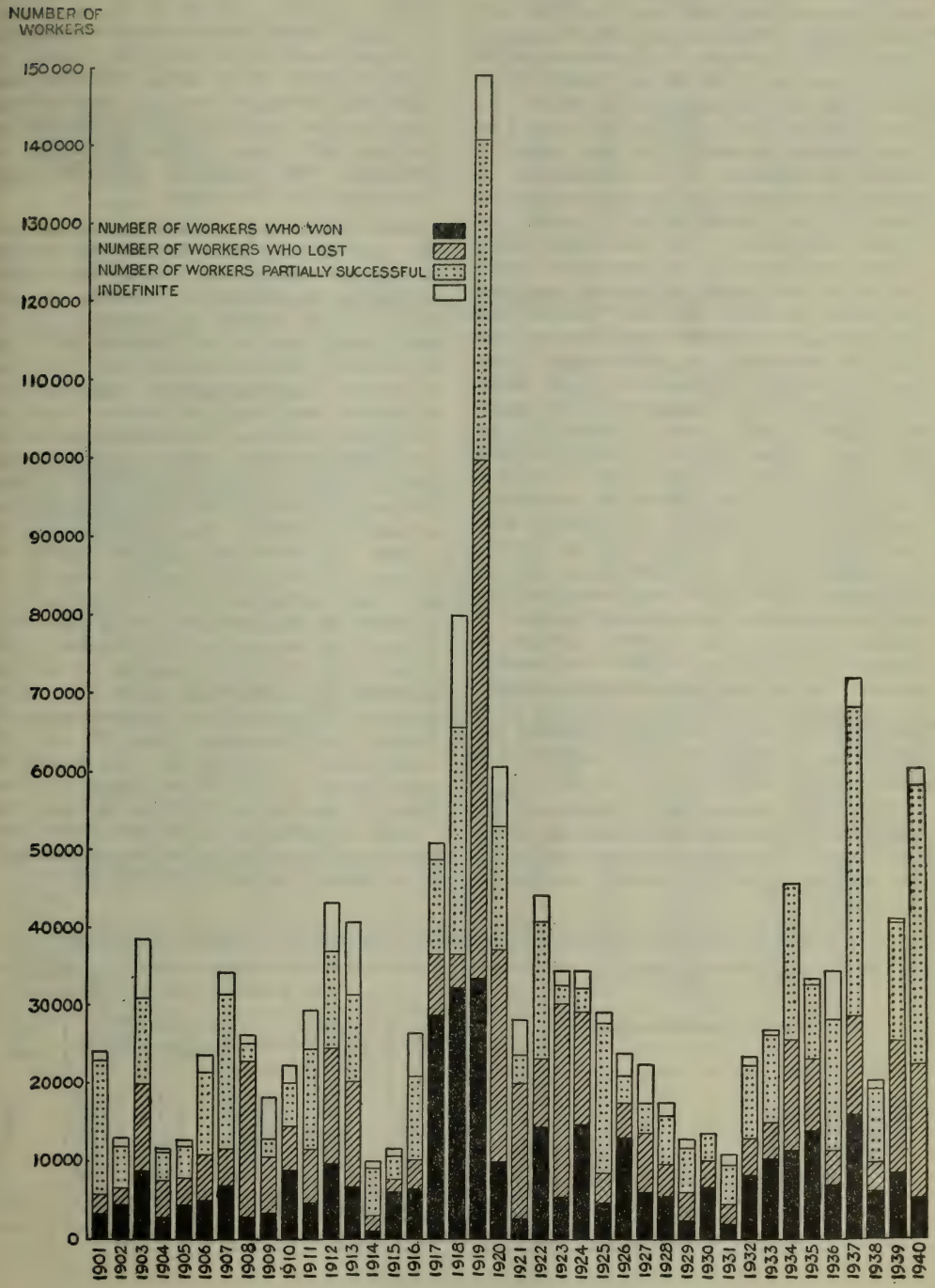
Table VI, an analysis by industries, shows that the largest number of disputes, seventy, occurred in mining and involved 31,652 workers with time loss of 76,303 days. The greatest time loss, however, appeared in manufacturing in which there were 56 disputes involving 16,118 workers, with time loss of 148,631 days, nearly 56 per cent of the total for the year. A large part of this occurred in the textile and clothing industries, 118,533 days, due chiefly to strikes of silk factory workers at Drummondville, P.Q., and Cornwall, Ont., a strike of dressmakers at Montreal, P.Q., and to a strike of cotton factory workers at Milltown, N.B. In metal manufacturing there was time loss of 19,626 days, due to 17 disputes involving 3,579 workers, the average duration being, therefore, less than six days per man on strike. In water transportation there were only five disputes with time loss of 11,287 days, nearly all due to a strike of steamship crews on the Great Lakes. In highway transportation there were two strikes of truck drivers with time loss of 3,800 days. In fishing, five strikes involved 1,855 workers with time loss of 12,070 days, due chiefly to a strike of salmon fishermen in British Columbia. In trade, four strikes involved 1,404 workers with time loss of 6,668 days. In the other industries the figures for numbers of workers involved and the time loss were small.

Table VII, an analysis by causes and results, shows that 92 out of the 168 disputes recorded were about wages and hours or other causes affecting wages and working conditions, resulting in time loss of over 90,000 days. Of these 49 were strikes for increases in wages, nine for increases in wages and reduced hours or other changes, one was

LOSS IN MAN WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1901-1940



RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBERS OF WORKERS INVOLVED EACH YEAR 1901-1940



against a decrease in wages and one was for reduced hours. The strikes for increases in wages involved 12,186 workers and 9,263 of these were partially successful, while 1,246 were successful and 1,446 were involved in 13 strikes which terminated in favour of the employers. The 19 strikes for union recognition caused time loss of 100,696 days, nearly 40 per cent of the total time loss during the year and these involved 9,647 workers, of whom 8,462 were partially successful. In most cases this meant recognition of a committee of employees to deal with the employer, in most cases with an agreement as to wages and working conditions. There were eight strikes or lockouts regarding the securing or maintenance of union wages and working conditions but these involved only 577 workers and caused time loss of 4,634 days. Four of these disputes terminated in compromises, three were in favour of workers and one in favour of the employer. There were 25 strikes regarding the employment of particular persons and these involved 14,937 workers causing time loss of 23,163 days. These were chiefly strikes of coal miners in Nova Scotia regarding the employment of workers of alien enemy origin and resulted in the persons complained of being investigated by the authorities. Finally it was arranged that such workers would be separately grouped in working places. Out of 60,619 workers involved in all disputes, 35,805 were partially successful or were in disputes which resulted in compromises, 17,252 were in disputes which terminated in favour of the employers and 5,284 were in disputes which terminated in favour of the workers.

Table VIII, an analysis by industries and methods of settlement, shows that, out of the 168 disputes recorded, 59 were settled by negotiations and 49 by return of workers, in most cases on employers' terms but in 17 cases pending negotiations. The number settled by conciliation was 38, of which 11 were in mining, 10 in clothing, textile and leather factories, and 6 in metal manufacturing. There were 14 disputes terminated by replacement of workers, this being the deciding factor, there being also in most cases some return of workers. Two of the disputes were unterminated at the end of the year and in one dispute the method of settlement was indefinite, operations being discontinued for the season.

Table IX gives an analysis by months for the past eleven years, showing the number of disputes commencing during the month, as well as the number of disputes in existence, and the number of workers involved each month, both in new disputes and in all disputes in progress, with the total time loss by months. Prior to 1930 the largest number of disputes was usually in May or June due chiefly to strikes in the building trades but since 1930 there have been comparatively few disputes in the construction industry. During 1938 and 1939 the greatest number of disputes occurred in October. Many of these were in mining. In 1940 the greatest number of disputes began in July and October, 21 in each, but the largest number of disputes in existence in any month was 23 in May, with 22 each in August and in October. The month with the largest number of workers, however, was April when there were 13,839 involved. The smallest numbers were in January and December, with 916 and 953 respectively. The time loss was greatest in April when it was 64,914 days, and the lowest for the year was 3,150 days in December.

Table X gives the list of strikes and lockouts in existence during the year, with details as to causes, results, dates, etc.

TABLE II.—STRIKES AND LOCKOUTS, 1940, BY NUMBER OF WORKERS INVOLVED

Number of workers involved	Disputes		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
1,000 and over	12	7·1	26,597	43·9	135,175	50·8
500 and under 1,000	25	14·9	16,804	27·7	48,151	18·1
100 and under 500	64	38·1	14,702	24·3	71,767	26·9
50 and under 100	21	12·5	1,413	2·3	7,117	2·7
10 and under 50	44	26·2	1,091	1·8	4,040	1·5
Under 10	2	1·2	12	0·0	68	0·0
Total	168	100·0	60,619	100·0	266,318	100·0

TABLE III.—STRIKES AND LOCKOUTS, 1940, BY TIME LOSS

Number of man working days lost	Disputes		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
50,000 and over	1	0·6	2,000	3·3	64,000	24·0
10,000 and under 50,000	4	2·4	12,663	20·9	63,500	23·8
1,000 and under 10,000	42	25·0	25,150	41·5	107,774	40·5
500 and under 1,000	25	14·8	9,855	16·3	16,377	6·2
100 and under 500	47	28·0	7,588	12·5	12,793	4·8
Under 100	49	29·2	3,363	5·5	1,874	0·7
Total	168	100·0	60,619	100·0	266,318	100·0

TABLE IV.—STRIKES AND LOCKOUTS, 1940, BY DURATION

Period of duration	Disputes		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Unterminated or carried over from previous year	4	2·4	371	0·6	8,328	3·1
25 days and over	7	4·2	2,405	4·0	74,790	28·1
20 days and under 25	1	0·6	663	1·1	14,500	5·4
15 days and under 20	5	3·0	975	1·6	15,896	6·0
10 days and under 15	8	4·7	2,480	4·1	21,710	8·2
5 days and under 10	22	13·1	16,157	26·6	71,855	27·0
Under 5 days	121	72·0	37,568	62·0	59,239	22·2
Total	168	100·0	60,619	100·0	266,318	100·0

TABLE V.—STRIKES AND LOCKOUTS, 1940, BY PROVINCES

Province	Disputes		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Nova Scotia	71	42·2	31,096	51·3	66,323	24·9
Prince Edward Island	2	1·2	75	0·1	75	0·0
New Brunswick	4	2·4	1,763	2·9	16,850	6·3
Quebec	23	13·7	8,653	14·3	106,579	40·0
Ontario	51	30·3	10,167	16·8	41,495	15·6
Manitoba	4	2·4	129	0·2	308	0·1
Saskatchewan	.....	.....	.....	.....	.....	.....
Alberta	7	4·2	882	1·5	8,238	3·1
British Columbia	5	3·0	1,854	3·0	16,450	6·2
Interprovincial	1	0·6	6,000	9·9	10,000	3·8
Total	168	100·0	60,619	100·0	266,318	100·0

TABLE VI.—STRIKES AND LOCKOUTS, 1940, BY INDUSTRIES

Industry	Disputes		Workers involved		Time loss	
	Number	Per cent of total	Number	Per cent of total	Man working days	Per cent of total
Agriculture						
Logging	1	0·6	50	0·1	200	0·1
Fishing and Trapping	5	3·0	1,855	3·1	12,070	4·5
***Mining, etc.**	70	41·6	31,652	52·2	76,303	28·6
***Electric Light and Power**						
Manufacturing	56	33·3	16,118	26·6	148,631	55·8
Vegetable foods, etc.	3	1·7	290	0·5	410	0·2
Tobacco and liquors						
Rubber products	2	1·2	347	0·6	1,564	0·6
Animal foods						
Boots and shoes (leather)	2	1·2	86	0·2	2,645	1·0
Fur, leather and other animal products						
Textiles, clothing, etc.	27	16·1	10,992	18·1	118,533	44·5
Pulp and paper						
Printing and publishing						
Miscellaneous wood products	2	1·2	318	0·5	913	0·3
Metal products	17	10·1	3,579	5·9	19,626	7·4
Non-metallic minerals, chemicals, etc.	2	1·2	430	0·7	4,750	1·7
Miscellaneous products	1	0·6	76	0·1	190	0·1
***Construction**	18	10·7	1,953	3·2	4,476	1·7
Building and structures	6	3·6	508	0·8	1,398	0·5
Railways						
Shipbuilding	3	1·7	900	1·5	2,450	0·9
*Bridge						
Highway						
Canal, harbour, waterway						
Miscellaneous	9	5·4	545	0·9	628	0·3
Transportation and Public Utilities	7	4·2	6,816	11·3	15,087	5·7
Steam railways						
Electric railways						
Water transportation	5	3·0	6,591	10·9	11,287	4·2
Local and highway transportation	2	1·2	225	0·4	3,800	1·5
Telegraphs and telephones						
*Electricity and gas						
Miscellaneous						
Trade	4	2·4	1,404	2·3	6,668	2·5
Finance						
Service	7	4·2	771	1·2	2,883	1·1
*Public administration	1	0·6	35	0·0	70	0·0
Recreational						
Custom and repair	1	0·6	100	0·2	1,000	0·7
Business and personal	5	3·0	636	1·0	1,813	0·4
Miscellaneous						
Total	168	100·0	60,619	100·0	266,318	100·0

* The Electric Light and Power group does not include undertakings mainly public utilities; non-ferrous smelting is included with mining; erection of all large bridges is under Bridge Construction; water service is under Public Administration.

TABLE VII.—STRIKES AND LOCKOUTS, 1940, BY CAUSES AND RESULTS

Cause or object	In favour of workers			In favour of employers			Compromise or partially successful			Indefinite or Unterminated			Total		
	Disputes	Workers affected	Time loss in man working days	Disputes	Workers affected	Time loss in man working days	Disputes	Workers affected	Time loss in man working days	Disputes	Workers affected	Time loss in man working days	Disputes	Workers affected	Time loss in man working days
Wages—															
Increase in wages	9	1,246	3,480	13	1,446	4,007	25	9,263	47,496	2	231	631	49	12,186	55,614
Decrease in wages	1	145	725	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	145	725
Increase in wages and shorter hours	.....	.....	.....	1	59	59	1	60	60	.....	.....	.....	2	119	119
Increase in wages and other changes	2	84	91	.....	.....	.....	5	729	10,904	.....	.....	.....	7	813	10,995
Hours of Labour—															
Reduced hours	.....	.....	.....	.....	.....	.....	1	53	53	.....	.....	.....	1	53	53
Increased hours	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Other causes affecting wages and working conditions	5	1,498	2,920	19	8,159	17,763	8	1,488	3,864	.....	.....	.....	32	11,145	24,547
Unionism—															
Recognition of union	2	60	290	9	938	14,860	6	8,462	82,796	2	187	2,750	19	9,647	100,696
Employment of union members only (a)	1	350	700	.....	.....	.....	3	2,223	21,400	.....	.....	.....	4	2,573	22,100
Discharge of workers for union activity or membership	.....	.....	.....	.....	.....	.....	1	128	512	1	285	570	2	413	1,082
Union jurisdiction	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
To secure or to maintain union wages and working conditions	3	166	970	1	20	20	4	391	3,644	.....	.....	.....	8	577	4,634
Other union questions	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Discharge of workers (b) (c)	1	250	250	9	5,134	16,753	5	1,887	4,237	.....	.....	.....	15	7,271	21,240
Employment of particular persons (b)	4	875	825	3	1,366	2,032	16	11,121	17,531	2	1,575	2,775	25	14,937	23,163
Sympathetic	1	610	1,220	1	90	90	.....	.....	.....	.....	.....	.....	2	700	1,310
Unclassified	.....	.....	.....	1	40	40	.....	.....	.....	.....	.....	.....	1	40	40
Total	29	5,284	11,471	57	17,252	55,624	75	35,805	192,497	7	2,278	6,726	168	60,619	266,318

(a) Including employment of members of one union only. (b) Other than in connection with union questions. (c) Including refusal to reinstate.

TABLE VIII.—STRIKES AND LOCKOUTS, 1940, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between parties		Conciliation or mediation		Arbitration		Reference to Board under I.D.I. Act		Return of workers		Replacement of workers		Indefinite or unterminated		Total	
	Disputes	Workers	Disputes	Workers	Disputes	Workers	Disputes	Workers	Disputes	Workers	Disputes	Workers	Disputes	Workers	Disputes	Workers
Agriculture																
Logging											1	50			1	50
Fishing and Trapping	2	1,600	2	165					1	90					5	1,855
Mining, etc.	19	7,184	11	4,267			1	285	38	19,681	1	235			79	31,652
Manufacturing	27	8,607	19	5,348	1	1,772	1	28	3	145	5	218			56	16,118
*Clothing, textiles and leather	15	5,946	10	3,227	1	1,772					3	133			29	11,078
Metal	7	2,050	6	1,328			1	28	2	113	1	60			17	3,579
Other	5	611	3	793					1	32	1	25			10	1,461
Construction	7	774	2	700			1	200	6	228	1	20	1	31	18	1,953
Transportation and Public Utilities	1	50	3	600			1	6,000			2	41	1	125	7	6,816
Trade	1	18	1	1,260							2	126			4	1,404
Finance																
Service	2	55	1	500					1	100	2	54	1	62	7	771
Miscellaneous																
Total	59	18,288	38	12,840	1	1,772	4	6,513	49†	20,244	14	744	3	218	168	60,619

* Textiles, clothing, etc.; fur, leather and other animal products; boots and shoes (leather).
† Pending negotiations in 17, of which 14 were in mining.

TABLE IX.—STRIKES AND LOCKOUTS, 1930-1940, BY MONTHS

Month	Number of disputes beginning in month										
	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
January	5	7	7	5	23	10	4	13	18	10	5
February	4	6	13	6	15	2	8	11	7	5	11
March	3	4	3	7	20	8	15	19	12	4	10
April	8	9	4	4	13	10	10	32	10	6	15
May	9	7	7	13	23	20	10	29	9	11	19
June	8	8	11	9	18	9	12	27	17	8	12
July	1	4	20	7	22	19	11	33	11	9	21
August	1	6	6	18	18	10	29	31	17	17	20
September	12	12	8	17	10	12	17	25	6	14	13
October	8	7	11	10	13	8	15	22	25	21	21
November	4	7	10	18	11	10	11	22	5	8	10
December	4	8	11	8	3	2	13	10	5	7	9
Year	67	86	111	122	189	120	155	274	142	120	166

Month	Number of disputes in existence during month										
	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
January	5	9	12	8	25	10	5	17	23	12	7
February	6	9	18	8	24	8	8	18	9	8	13
March	4	6	9	12	29	13	15	21	14	7	12
April	11	12	9	4	22	14	17	37	14	6	19
May	12	14	13	15	32	25	14	46	15	13	23
June	10	14	16	13	24	15	15	41	22	13	14
July	6	9	29	9	32	26	13	41	16	10	21
August	3	11	17	21	31	18	36	43	22	18	22
September	12	17	15	23	20	18	27	32	15	17	15
October	10	17	16	13	19	16	19	32	32	27	22
November	6	12	12	20	15	16	17	27	9	14	13
December	8	14	12	16	8	8	20	17	8	12	10
Year	*67	*88	*116	*125	*191	*120	*156	*278	*147	*122	*168

Month	Number of workers involved in new disputes										
	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
January	2,169	688	665	388	5,546	4,832	175	4,820	2,042	1,164	732
February	1,107	1,756	3,422	4,446	3,896	34	3,071	856	1,547	1,818	2,599
March	1,592	125	679	1,234	4,755	2,989	2,872	5,586	2,103	424	1,775
April	289	588	50	370	1,420	2,564	999	11,696	2,795	315	12,629
May	1,694	282	564	1,395	2,179	4,325	3,658	6,035	1,090	3,519	8,327
June	1,005	637	3,129	2,770	2,980	4,740	956	3,688	1,897	1,746	4,826
July	45	437	4,248	1,278	9,410	3,322	4,048	5,624	1,012	4,415	8,563
August	40	679	3,089	2,204	8,245	5,143	9,576	15,315	2,134	10,623	6,894
September	2,990	3,498	2,422	6,622	2,192	3,852	4,187	5,558	915	7,434	2,746
October	825	759	916	424	4,804	676	1,794	4,849	2,494	5,649	8,102
November	1,884	477	930	4,153	921	737	1,076	4,297	407	2,920	2,339
December	128	732	2,824	1,064	62	235	2,350	2,216	133	839	903
Year	13,768	10,658	22,938	26,348	45,610	33,269	34,762	70,540	18,569	40,866	60,435

Month	Number of workers involved in all disputes in existence										
	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
January	2,169	768	1,117	598	5,736	4,832	225	6,185	3,868	1,336	916
February	2,959	2,066	3,330	4,521	4,910	1,551	3,071	2,236	1,627	2,622	3,041
March	1,598	1,635	1,395	2,030	7,098	3,303	2,872	5,826	2,258	1,598	1,981
April	386	1,292	1,350	370	5,368	4,429	1,909	12,771	2,871	315	13,839
May	1,826	1,184	1,823	1,580	5,950	5,923	3,928	10,393	1,741	3,728	8,590
June	1,190	1,068	4,006	3,097	3,184	5,531	1,060	7,531	2,516	2,355	6,837
July	196	836	6,291	1,834	11,463	6,339	4,082	7,083	1,428	4,420	8,563
August	66	847	4,612	2,603	13,263	5,684	9,864	18,556	2,375	11,823	6,923
September	2,990	3,694	3,458	6,996	5,572	4,303	6,554	7,521	2,132	8,190	3,057
October	2,240	3,044	2,388	1,101	5,993	2,360	2,158	6,571	3,233	6,496	8,130
November	2,000	1,081	980	4,718	1,896	1,113	1,768	6,277	675	4,863	3,657
December	723	1,258	2,854	3,902	340	431	2,995	3,851	267	1,666	953
Year	*13,768	*10,738	*23,390	*26,558	*45,800	*33,269	*34,812	*71,905	*20,395	*41,038	*60,619

Month	Time loss in man-working days for all disputes in existence										
	1930	1931	1932	1933	1934	1935	1936	1937	1938	1939	1940
January	7,254	7,558	8,280	6,250	44,142	22,105	999	64,850	29,287	10,472	5,962
February	14,360	10,431	10,452	54,730	30,169	16,315	20,577	17,347	3,575	24,098	12,749
March	7,049	25,026	15,969	15,692	88,642	12,844	17,144	34,345	9,391	9,982	14,940
April	3,616	19,314	28,517	2,270	72,146	19,472	14,424	124,039	16,449	1,361	64,914
May	9,293	14,045	30,565	11,798	31,284	33,024	28,712	53,818	12,589	16,732	51,122
June	4,007	17,724	40,186	37,500	31,689	42,140	3,310	60,322	12,672	8,616	38,827
July	2,152	5,627	40,186	9,090	71,763	52,118	44,987	67,587	9,768	12,445	21,186
August	529	9,192	51,815	17,285	75,660	29,588	72,034	296,676	12,745	32,298	13,821
September	13,138	22,907	7,992	38,274	59,490	26,506	32,577	41,288	16,268	17,546	6,476
October	9,931	35,450	9,554	18,141	50,244	17,983	11,644	50,616	17,295	33,724	17,949
November	11,807	21,315	2,338	51,040	17,415	8,781	13,344	42,007	6,409	36,351	15,222
December	8,661	15,649	9,146	55,477	1,875	3,152	16,245	33,498	2,230	20,963	3,150
Year	91,797	204,238	255,000	317,547	574,519	284,028	276,997	886,393	148,678	224,588	266,318

* These figures relate only to the actual number of disputes in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
LOGGING										
Loggers, fallers and buckers	Port Alberni, B.C.	For increased wages, piece rates.	Replacement	In favour of employer.	Sept. 24	Oct. 1	1	50	200	6
								50	200	
FISHING AND TRAPPING—										
Fishermen	North Sydney, N.S.	For higher prices for fish	Conciliation, municipal.	Compromise	May 14	May 23	25	150	1,200	8
Fishermen, gillnet	Fraser River, B.C.	For increase in spring salmon prices.	Negotiations	In favour of workers	June 24	June 30	10	100	600	6
Fishermen, salmon	Pacific Coast, B.C.	For increase in salmon prices offered (*re* revision of 1939 rates).	Negotiations	Compromise	July 1	July 10	234	1,500	10,000	10
Fishermen	Port Dover, Ont.	For union recognition and restrictions in fishing.	Conciliation, provincial.	In favour of employer.	July 30	Aug. 11	1	15	180	12
Fishermen	Port Dover, Ont.	In sympathy with strike of July 30.	Return of workers.	In favour of employer.	Aug. 6	Aug. 7	2	90	90	1
								1,855	12,070	
MINING, ETC.—										
Gold miners and mill workers	Pioneer Mines, B.C.	For union recognition, check-off and wage increase.	Return of workers.	In favour of employer.	Oct. 8, 1939.	Mar. 11,1940	1	142*1	5,200	59
Coal miners	Port Hood, N.S.	For increase in wages	Conciliation, provincial.	Compromise: agreement signed for preliminary work; rates $3.00–$3.50 per day.	Jan. 12	Feb. 1	1	15	250	17
Coal miners	Westville, N.S.	Refusal of 100 workers to join union.	Return of workers when men joined union.	In favour of workers	Jan 18	Jan. 20	1	350	700	2
Gold miners	Golden City (Porcupine), Ont.	For increase in wages, improved working conditions, and reduced hours.	Negotiations	In favour of workers	Feb. 8	Feb. 9	1	14	21	1½
Salt mine workers	Malagash, N.S.	For increase in wages, reduced hours, etc.	Conciliation, provincial.	Compromise	Feb. 19	Mar. 8	1	106	1,696	16
Coal miners	Port Hood, N.S.	Alleged violation of agreement *re* discharge of workers and wage rates paid.	Conciliation, provincial.	In favour of workers	Feb. 19	Mar. 7	1	30	240	8
Coal miners	Stellarton, N.S.	For restoration of extra pay for certain work, to do which new machine attachments were unsatisfactory.	Negotiations	In favour of workers, attachments removed.	Feb. 26	Feb. 27	1	480	480	1
Coal miners	Mountain Park, Alta.	Against employment of a certain man as fire boss.	Return of workers.	In favour of employer.	Mar. 18	April 9	1	350*2	5,950	17

Coal miners	Inverness, N.S.	Against re-employment of one miner, reducing average earnings per miner.	Negotiations	Compromise: man given other work.	April 1	April 1	1	54	54	1
Coal miners	Glace Bay, N.S.	For piece rates instead of day rates.	Return of workers, pending negotiations.	In favour of workers	April 1	April 2	1	10	10	1
Coal miners	Westville, N.S.	Against change in duties of one miner.	Return of workers	In favour of employer.	April 2	April 3	1	425	425	1
Coal miners	Sydney Mines, N.S.	Against laying off miners when work curtailed.	Negotiations	In favour of employer.	April 8	April 10	1	301	602	2
Coal miners	Stellarton, N.S.	Against transfer of two miners from another mine.	Return of workers pending negotiations.	In favour of workers	April 19	April 20	1	486	486	1
Coal miners	Glace Bay, N.S.	For payment for brushing in one section.	Return of workers pending negotiations.	In favour of employer.	May 3	May 6	1	250	250	1
Coal miners	Florence, N.S.	For increased wages in a difficult section.	Return of workers pending negotiations.	Compromise: increase for men directly affected.	May 6	May 8	1	700	1,400	2
Coal miners	Reserve Mines, N.S.	For continued suspension of miner accused of cheating.	Negotiations	In favour of workers	May 14	May 15	1	250	250	1
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers	Compromise: men to work pending investigation.	May 15	May 20	1	275	825	3
Coal miners	Sydney Mines, N.S.	To secure adjustments in conditions for one section.	Negotiations	In favour of employer.	May 15	May 20 *(a)*.	1	500	2,000	5
Coal miners	Glace Bay, N.S.	To secure payment for time lost due to alleged explosion and unsafe conditions.	Negotiations	Compromise: work resumed pending investigation.	May 15	May 27	1	28*[3]	196	7
Coal miners	Springhill, N.S.	Against employment of foreign born workers suspected of sabotage.	Negotiations	Compromise: men to work pending investigation.	May 30	June 1	1	1,300	1,950	1½
Coal miners	Westville, N.S.	Delay in re-engagement of miner who had left to enlist.	Conciliation, federal and negotiations.	Compromise: worker to be re-engaged	June 5	June 10	1	500	2,000	4
Coal miners	Minto, N.B.	Employment of certain man as foreman.	Conciliation, federal	In favour of employer.	June 5	June 6	1	325	325	1
Coal miners	Glace Bay District, N.S.	Employment of miners of alien enemy origin.	Negotiations	Compromise: men not to work pending investigation.	June 10	June 12	1	1,165	965	1
Coal miners	Glace Bay, N.S.	Against employment of miners of alien enemy origin.	Negotiations	In favour of workers	June 12	June 13	1	270	270	1
Coal miners	New Waterford, N.S.	Against employment of miners of alien enemy origin.	Negotiations	In favour of workers	June 13	June 14	1	350	350	1
Coal miners	Florence, N.S.	Against employment of miners of alien enemy origin.	Return of workers	In favour of employer.	June 20	June 24	1	16	32	2
Coal miners	Florence, N.S.	Against refusal of minority to work with eight miners of alien enemy origin approved after investigation.	Return of workers	Compromise—five of the eight returned to work.	June 21	June 24	1	700	700	1

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
MINING, ETC.—*Con.*										
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiations.	Compromise *(b)*	June 24	June 25	1	400	400	1
Shipping pier workers	North Sydney, N.S.	Misunderstanding as to wage deduction.	Return of workers pending negotiations.	Compromise	June 25	June 27	1	65	130	2
Coal miners	Sydney Mines, N.S.	Misunderstanding as to payment for special work.	Conciliation, federal and reference to I.D.I. Board.	In favour of employer.	June 25	July 2	1	800	3,000	5
Coal miners	Glace Bay District, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiations.	Compromise *(b)*	July 2	July 3	1	3,000	3,000	1
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiations.	Compromise *(b)*	July 3	July 4	1	250	250	1
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiations.	Compromise *(b)*	July 8	July 9	1	300	300	1
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiations.	Compromise *(b)*	July 10	July 12	1	150	150	1
Coal miners	Stellarton, N.S.	For extra pay for alleged deficient place.	Conciliation, federal	In favour of workers.	July 17	July 22	1	481	1,924	4
Coal miners	Stellarton, N.S.	In sympathy with strike at Stellarton on July 17	Conciliation, federal	In favour of workers.	July 19	July 22	1	610	1,220	2
Coal miners	Florence, N.S.	Against employment of three workers from another mine.	Conciliation, provincial.	In favour of employer.	July 23	July 25	1	700	700	1
Coal miners	Glace Bay, N.S.	Employment of miners of alien enemy origin.	Return of workers pending negotiattions.	Compromise *(b)*	July 30	July 31	1	200	200	1
Coal miners	Florence, N.S.	For extra pay for alleged deficient place.	Return of workers	In favour of employer.	Aug. 2	Aug. 5	1	700	700	1
Coal miners	Florence, N.S.	Against suspension of worker pending investigation of accident	Negotiations	In favour of employer.	Aug. 5	Aug. 12	1	700	3,500	5
Coal miners	Springhill, N.S.	For extra pay for alleged deficient place.	Return of workers pending negotiations.	In favour of employer.	Aug. 7	Aug. 8	1	200	200	1
Coal miners	Sydney Mines, N.S.	Alleged shortage in coal credited to miners.	Return of workers	In favour of employer.	Aug. 9	Aug. 15	1	850	2,500	3
Coal miners	Westville, N.S.	Against alleged delay in conveying men out of mine.	Return of workers	In favour of employer.	Aug. 9	Aug. 10	1	18	18	1
Coal miners	Springhill, N.S.	Against reduction of one gang by one man.	Return of workers	In favour of employer.	Aug. 13	Aug. 14	1	1,400	1,400	1
Coal miners	Florence, N.S.	Against suspension of miner who caused accident (Strike Aug. 5).	Return of workers	In favour of employer.	Aug. 13	Aug. 15	1	700	1,400	2

Coal miners	Sydney Mines, N.S.	Against suspension of miner.	Return of workers	In favour of employer.	Aug. 20	Aug. 22	1	900	1,350	1½
Coal miners	Springhill, N.S.	Against suspension of miner re alleged low air pressure for drilling	Negotiations	Compromise—miner reinstated pending further investigation.	Aug. 28	Aug. 29	1	531	531	1
Coal miners	New Waterford, N.S.	Against change in working conditions for two miners.	Return of workers pending negotiations.	Compromise — no change pending negotiations.	Sept. 12	Sept. 14	1	75	150	2
Coal miners	Ardley, Alta.	For changes in wage payments to increase earnings.	Negotiations	Compromise—wages to be negotiated when conditions improve.	Sept. 12	Sept. 26	1	21	250	12
Salt mine workers	Malagash, N.S.	Re application of 8 hour day.	Negotiations and conciliation, provincial and federal.	Compromise	Sept. 16	Sept. 17	1	53	53	1
Coal miners	Stellarton, N.S.	Against suspension of miner refusing certain work.	Negotiations	Compromise—miner to do work pending investigation.	Oct. 1	Oct. 2	1	481	481	1
Coal miners	Glace Bay, N.S.	Against transfer of miners from another mine.	Negotiations	Compromise—equal number of local men to be employed.	Oct. 2	Oct. 3	1	650	650	1
Coal miners	Minto, N.B.	Against dismissal of worker for insubordination.	Conciliation, provincial and federal	Compromise—miner later reinstated conditionally.	Oct. 3	Oct. 7	1	275*[4]	825	3
Coal miners	Glace Bay, N.S.	Alleged delay in fulfilling terms of settlement of strike Oct. 2.	Return of workers	In favour of employer.	Oct. 7	Oct. 9	1	650	1,300	2
Coal miners	Sydney Mines, N.S.	For datal pay instead of piece rates following mechanical breakdown.	Return of workers	In favour of employer.	Oct. 8	Oct. 10	1	900	1,400	1½
Coal miners	Florence, N.S.	Re seniority for new positions as brushers.	Return of workers	In favour of employer.	Oct. 8	Oct. 9	1	700	700	1
Gold miners	Val d'Or, P.Q.	Against dismissal of miners allegedly for union activity, and for increased wages, union recognition, etc.	Reference to Board under I.D.I. Act.	Indefinite	Oct. 9	Oct. 10	1	285	570	2
Coal miners	Florence, N.S.	For extra pay for deficient place.	Return of workers pending negotiations.	Compromise	Oct. 15	Oct. 17	1	700	1,400	2
Coal miners	Westville, N.S.	Re alleged delay in conveying men out of mine.	Conciliation, federal	In favour of employer.	Oct. 19	Oct. 29	1	425	3,400	8
Coal miners	Drumheller, Alta.	Re transportation to the coal face.	Return of workers	In favour of employer.	Oct. 29	Nov. 1	1	130	390	3
Coal miners	Glace Bay, N.S.	Re employment of miners of alien enemy origin.	Return of workers	Compromise *(b)*	Oct. 30	Nov. 7	1	1,100	7,700	7
Coal miners	Reserve, N.S.	Re employment of miners of alien enemy origin.	Return of workers	Compromise *(b)*	Oct. 31	Nov. 4	1	550	550	1
Coal miners	Glace Bay, N.S.	Re employment of miners of alien enemy origin.	Return of workers	Compromise (b)	Nov. 5	Nov. 6	1	650	650	1

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
MINING, ETC.—*Conc.*										
Coal miners	New Waterford, N.S.	Re wage payment following accident.	Return of workers pending investigation.	In favour of employer.	Nov. 19	Nov. 25	1	900	3,000	4
Coal miners	Round Hill, Alta.	For increase in wages, piece rates.	Negotiations	In favour of workers.	Dec. 2	Dec. 7	1	15	60	4
Coal miners	Rosedale, Alta.	For discharge of foreman	Return of workers	In favour of employer.	Dec. 3	Dec. 11	1	220	1,400	7
Coal miners	Round Hill, Alta.	For increased wages	Negotiations	Compromise	Dec. 3	Dec. 6	1	21	63	3
Coal miners	Stellarton, N.S.	Against suspension of miner.	Return of workers	In favour of employer — miner suspended for six days.	Dec. 6	Dec. 9	1	144	216	1½
Coal miners	Aerial, Alta.	For dismissal of workman alleged to be under age.	Return of workers	Compromise: age to be proved in future	Dec. 9	Dec. 10	1	125	125	1
Coal pier workers	Sydney, N.S.	For increased wages	Replacement: loading done elsewhere.	In favour of employer.	Dec. 9	Dec. 10	1	235*5	470	2
								31,652	76,303	
MANUFACTURING—										
Vegetable Foods—										
Apple processing workers	Bridgetown, N.S.	For increased wages	Negotiations and replacement.	Partially successful, some increase secured.	Mar. 5	Mar. 8	1	115	235	3½
Canning factory workers	St. David's, Ont.	For increased wages	Negotiations	Compromise	May 28	May 29	1	150	150	1
Canning factory workers	Belleville, Ont.	For increase in wages from 25c. to 30c. per hour.	Replacement	In favour of employer: 2½c. per hour increase in minimum rate granted a week later.	Sept. 22	Sept. 23	1	25	25	1
								290	410	
Rubber Products—										
Rubber factory workers	Kitchener, Ont.	Change in production methods alleged to speed up operations.	Return of workers and replacement.	In favour of employer.	Jan. 3	Jan. 5	1	32*6	64	2
Rubber factory workers	Guelph, Ont.	Alleged lockout to enforce wage changes in new contract and replacing men by women and boys.	Conciliation, provincial.	Compromise: three month's trial, no lay off, few to receive lower rate.	July 15	July 22	1	315	1,500	5
								347	1,564	
Boots and Shoes (leather)—										
Shoe factory workers	Montreal, P.Q.	To secure change in method of wage payment and against discharge of worker.	Replacement	In favour of employer	Mar. 28	April 1	1	16	45	3

Shoe factory workers	Toronto, Ont.	*Re* wages and conditions with new machinery.	Conciliation, provincial.	Compromise: new agreement signed.	April 9	May 27	1	70	2,600	38
								86	2,645	
Textiles, Clothing, etc.—										
Women's clothing factory workers (dresses).	Montreal, P.Q.	For adjustment in piece work rates.	Negotiations and replacement.	Partially successful: piece work rate adjusted, four workers replaced.	Dec. 19, 1939	Jan. 15, 1940	1	42	378	9
Women s clothing factory workers (dresses).	Montreal, P.Q.	Increase in wages, piece rates.	Negotiations	Compromise	Jan. 22	Jan. 24	1	35	70	2
Women s clothing factory workers (dresses).	Montreal, P.Q.	Alleged discrimination against certain workers and against sending work to contract shops when regular workers unemployed.	Negotiations	In favour of workers.	Feb. 2	Feb. 9	1	120	720	6
Women s clothing factory workers (dresses).	Montreal, P.Q.	Increase in wages of 20 per cent.	Negotiations	Compromise: 10 per cent increase	Feb. 6	Feb. 8	1	25	50	2
Women's clothing factory workers (dresses).	Montreal, P.Q.	Against "speed-up" in production.	Negotiations	In favour of workers.	Feb. 8	Feb. 9	1	41	20	½
Cotton factory workers	St. Gregoire de Montmorency, P.Q.	Change in method of wage payment alleged to reduce earnings.	Conciliation, provincial.	In favour of workers.	Feb. 19	Feb. 26	1	145*[7]	725	5
Textile factory workers (spinners).	Magog, P.Q.	For discharge of foreman	Conciliation, provincial.	Compromise: foremen to be closely supervised.	Mar. 4	Mar. 8	1	100*[8]	400	4
Cotton factory workers	Milltown, N.B.	For closed union shop agreement with adjustments in wages and hours.	Negotiations	Compromise: union agreement secured with certain wage changes, all new employees to join union.	Mar. 18	April 15	1	663	14,500	22
Hat factory workers	Montreal, P.Q. *(c)*	For union recognition	Replacement and negotiations.	In favour of employer; strikers taken back as needed.	Mar. 18	June 6	1	17	500	67
Cotton factory workers	St. Gregoire de Montmorency, P.Q.	Misunderstanding *re* posting of schedule of piece work rates.	Negotiations	In favour of employer.	April 1	April 1	1	65*[9]	35	2/3
Men's work clothing factory workers.	Winnipeg, Man.	Alleged violation of agreement *re* wage payment and work to be performed.	Negotiations	Compromise: clothing manufacturers association to enforce agreement.	April 17	April 22	1	69	276	4
Women's clothing factory workers (dresses).	Montreal, P.Q.	For increase in wages, etc.	Negotiations	Compromise: 5% increase in June and 5% in September.	April 22	April 30	70	4,500	29,000	7
Men's work clothing factory workers.	Winnipeg, Man.	For union recognition and agreement with increased wages and reduced hours.	Negotiations	In favour of workers	May 3	May 3	1	16	10	2/3
Artificial silk factory workers	Drummondville, P.Q.	For union recognition and against alleged increase in production without increase in wages.	Conciliation, provincial and federal.	Compromise: employees' committee to deal with grievances.	May 11	June 26 *(d)*	1	2,000	64,000	38

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
MANUFACTURING—*Con.*										
Artificial silk factory workers	Drummondville, P.Q.	To secure weekly bonus alleged to have been promised in strike settlement June 26.	Replacement.....	In favour of employer.	July 5.....	July 6.....	1	100	100	1
Textile factory workers (cotton)	Cornwall, Ont.....	Alleged violation of seniority clause in agreement.	Conciliation, federal	Compromise: man given another position.	July 10.....	July 12.....	1	223	280	1½
Knitting factory workers.....	Dunnville, Ont.....	Against introduction of new wage incentive plan.	Conciliation, provincial.	In favour of employer.	July 25.....	July 29.....	1	287	574	2
Women's clothing factory workers (cloaks and suits).	Toronto, Ont.....	For union agreement, with increased wages.	Negotiations.....	Compromise: wages increased and agreement promised later.	Aug. 7.....	Aug. 9.....	1	8	12	1½
Woollen mill workers.....	Renfrew, Ont.....	For increased wages and closed union shop.	Conciliation: reference to I.D.I. Board cancelled.	Compromise, adjustments negotiated.	Aug. 8.....	Aug. 8.....	1	104	18	1/6
Woollen mill workers.....	Almonte, Ont.....	For increase in wages of 10%.	Conciliation, federal	Compromise: 5% increase.	Aug. 12.....	Aug. 14.....	1	105	150	1½
Woollen mill workers.....	Campbellford, Ont..	For increase in wages of 10%-15%.	Conciliation, federal	Compromise, changes to be negotiated.	Aug. 13.....	Aug. 16.....	1	65*10	195	3
Women's clothing factory workers (embroiderers).	Montreal, P.Q.....	For renewal of agreement with 20% wage increase.	Negotiations.....	Compromise: agreement with 10% increase.	Aug. 28.....	Sept. 11....	22	306	3,300	11
Women's clothing factory workers (cloaks and suits).	Montreal, P.Q.....	For union agreement, with increased wages.	Negotiations.....	Compromise: union agreement with some wage increase.	Aug. 29.....	Aug. 30.....	1	12	12	1
Artificial silk factory workers	Cornwall, Ont.....	For discharge of worker.	Arbitration (also conciliation, federal).	In favour of employer.	Sept. 26....	Sept. 27....	1	1,772	2,600	1½
Women's clothing factory workers (dressmakers).	Montreal, P.Q.....	*Re* interpretation of agreement.	Negotiations.....	Compromise: union shop later.	Oct. 7.....	Oct. 24....	1	4*11	56	14
Knitting factory workers.....	Dunnville, Ont.....	Against discharge of workers and to secure increased wages and union recognition.	Conciliation, federal	Compromise: discharged workers to be taken back as needed without discrimination, etc.	Oct. 30.....	Nov. 4.....	1	128	512	4
Silk factory workers (weavers)	Toronto, Ont.....	For union agreement, increased wages and reduced hours.	Negotiations.....	In favour of workers	Nov. 1.....	Nov. 4.....	1	40	40	1
								10,992	118,533	
Miscellaneous Wood Products— Woodenware factory workers.	Owen Sound, Ont...	For increase in wages up to 20%.	Conciliation, provincial.	Compromise: union agreement with 5%-10% increase secured.	Feb. 14.....	Feb. 19.....	1	118	413	3½

Upholsterers	Toronto, Ont.	For increased wages and closed shop agreement.	Negotiations	In favour of workers, 10% increase and signed agreement secured.	Oct. 15	Oct. 18	5	200	500	3
								318	913	
Metal Products—										
Electric wire factory workers.	Brockville, Ont.	For change in agreement to provide for closed shop, increased wages, etc.	Conciliation, provincial.	Compromise: new agreement with increased wages.	Jan. 26	Feb. 5	1	300	2,400	8
Steel mill workers	Sydney, N.S.	Against employment of three junior workers on newly installed equipment when senior men available.	Conciliation, federal	Compromise, junior men suspended pending arrangements.	Feb. 9	Feb. 17	1	260*[12]	1,820	7
Foundry workers (iron)	Oshawa, Ont.	For closed union shop agreement, wage increases, etc.	Conciliation, provincial.	Compromise: agreement with employees' committee and wage increases.	Mar. 27	April 29	1	180	5,040	28
Foundry and machine shop workers.	Oshawa, Ont.	For increased wages in renewal of agreement, reduced hours and closed shop.	Conciliation, provincial.	Compromise: agreement renewed, wages increased 5-day week secured.	April 3	April 23	1	404	6,500	17
Foundry workers	Trenton, N.S.	*Re* difference between workman and superintendent.	Negotiations	In favour of employer.	April 16	April 17	1	40	40	1
Foundry workers	Toronto, Ont.	For union agreement, wage increase, etc.	Conciliation, federal	Compromise: agreement with employees' committee, no discrimination, wages to be increased as offered before the strike.	April 24	May 10	1	174	2,244	14
Automobile factory workers.	Windsor, Ont.	Against working with employees of alien enemy origin.	Negotiations	Compromise: aliens not naturalized dismissed.	May 22	May 22	1	1,600	60	1/24
Plating plant workers	Toronto, Ont.	Discharge of worker	Return of workers and replacement.	In favour of employer, 15 taken back.	May 27	May 28	1	23	12	½
Foundry workers	Renfrew, Ont.	For increase in wages	Negotiations	In favour of workers.	July 10	July 12	1	12	24	2
Rolling mill workers	Amherst, N.S.	For increase in wages	Negotiations	In favour of workers.	July 15	July 18	1	111	333	3
Automobile parts factory workers.	Sarnia, Ont.	*Re* employment of a certain worker.	Negotiations	Compromise	July 16	July 17	1	21	11	½
Iron moulders	Toronto, Ont.	For increase in wages of 15 per cent.	Conciliation, federal	Compromise: 5 per cent. increase and other concessions secured.	Aug. 13	Aug. 17	1	10	40	4
Automobile factory workers.	Oshawa, Ont.	For increase in wages and union agreement.	Negotiations	In favour of workers.	Sept. 14	Sept. 16	1	90	45	½
Automobile parts factory workers.	St. Catharines, Ont.	To secure time and one-half for work on Saturdays and Sundays.	Reference to I.D.I. Board.	Compromise	Sept. 28	Oct. 4	1	28*[13]	154	5½
Automobile factory workers. (body builders)	Oshawa, Ont.	For increase in wages, piece rates, on new model.	Return of workers pending further negotiations.	Compromise: agreement for factory reached later.	Oct. 4	Oct. 10	1	90	315	3½

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
MANUFACTURING—*Con.*										
Boiler shop workers (marine)	Montreal, P.Q.	For increase in wages of 10c. per hour.	Negotiations	Compromise: 3c.-10c. per hour secured.	Nov. 7	Nov. 11	1	176	528	3
Automobile factory workers	Windsor, Ont.	Dispute as to seniority rights in transfer of worker.	Replacement	In favour of employer.	Nov. 8	Nov. 12	1	60	60	2
								3,579	19,626	
Non-Metallic Minerals, Chemicals, etc.—										
Glass factory workers	Ville St. Pierre (Montreal), P.Q.	For union recognition and closed shop agreement.	Conciliation, federal and provincial.	In favour of employer.	May 6	May 21	1	360	4,680	13
Chemical plant workers	Windsor, Ont.	For increased wages, seniority rights, etc.	Negotiations	In favour of workers.	Nov. 4	Nov. 5	1	70	70	1
								430	4,750	
Miscellaneous—										
Box factory workers	Montreal, P.Q.	For increase in wages of 20 per cent.	Negotiations	Compromise: 10 per cent. increase to machine operators, wages of others to be adjusted.	May 14	May 17	1	76	190	2½
								76	190	
CONSTRUCTION—										
Buildings and Structures—										
Plasterers	Toronto, Ont.	For increase in wages from 90c. to $1.00 per hour.	Negotiations	In favour of workers.	Mar. 1	Mar. 11	12	200	1,200	6
Electricians	Kingston, Ont.	For increase in wages from 70-75c. to 85c. per hour.	Negotiations	Compromise: 80c. per hour secured.	Mar. 21	Mar. 23	5	34	34	1
Labourers	Cornwall, Ont.	For increased wages and reduced hours.	Negotiations	Compromise: wages increased from 35c. to 40c. per hour.	May 3	May 4	1	60	60	1
Labourers	Cornwall, Ont.	For increase in wages (from 35c. to 50c.) and 8 hour day.	Return of workers	In favour of employer.	May 10	May 13	1	59	59	1
Building trades workers	Halifax, N.S.	Against employment of workers of alien enemy origin.	Negotiations	In favour of workers, aliens dismissed.	June 11	June 11	1	135	25	½
Plasterers and helpers	Toronto, Ont.	Alleged lockout *re* union wages and working conditions.	Replacement	In favour of employer.	Sept. 16	Sept. 17 (•)	1	20	20	1
								508	1,398	

Shipbuilding—										
Shipyard workers	Collingwood, Ont.	For increased wages and higher overtime rates.	Conciliation, federal	Compromise on wages and overtime rates, agreement signed.	Oct. 24	Oct. 26	1	550	1,100	2
Shipyard workers	Montreal, P.Q.	For union recognition.	Conciliation, federal	In favour of employer.	Oct. 24	Oct. 31	1	150	750	5
Shipyard workers	Kingston, Ont.	For increased wages	Reference to Board under I.D.I. Act.	Indefinite	Nov. 28	Dec. 2	1	200	600	3
								900	2,450	
Miscellaneous—										
Truck drivers	Reserve, N.S.	For increased wages and against outside help.	Negotiations	Compromise: wage adjustment secured	July 22	July 23	1	180	180	1
Truck drivers	Glace Bay, N.S.	For increased wages and against outside help.	Negotiations	Compromise: 25c. per ton increase secured.	July 24	July 26	1	45	90	2
Truck drivers	Summerside district, P.E.I.	For increase in wages, piece rates.	Return of workers pending negotiations.	In favour of employer.	Aug. 14	Aug. 15	1	40	40	1
Truck drivers	Kensington district, P.E.I.	For increase in wages, piece rates.	Return of workers pending negotiations.	In favour of employer.	Aug. 15	Aug. 16	1	35	35	1
Truck drivers	Sydney district, N.S.	Against employment of workers from another district.	Negotiations	In favour of workers.	Aug. 20	Aug. 21	1	120	180	1½
Truck drivers	Cap de la Madeline, P.Q.	For increase in wages, piece rates.	Return of workers	In favour of employer.	Sept. 16	Sept. 17	1	50	50	1½
Truck drivers	Dauphin, Man.	For increase in wages, piece rates.	Return of workers	In favour of employer.	Oct. 15	Oct. 15	1	22	11	½
Truck drivers	Dauphin, Man.	For increase in wages, piece rates.	Return of workers	In favour of employer.	Oct. 18	Oct. 18	1	22	11	½
Truck drivers	Port Morien–Reserve, N.S.	To secure rate per ton instead of hourly rates.	Indefinite: operations discontinued.	Indefinite	Dec. 20	Dec. 21	1	31	31	1
								545	628	
TRANSPORTATION, ETC.—										
Water Transportation—										
Deckhands	Cobourg, Ont.	For increase in wages	Replacement	In favour of employer.	April 12	April 16	1	11	22	2
Seamen	Great Lakes and St. Lawrence River.	For union agreement providing for closed shop, increased wages and additional staff.	Reference to I.D.I. Board following conciliation, federal.	Partially successful: union agreements and part wage increase secured.	April 15	April 21	20	6,000	10,000	6
Longshoremen	Newcastle district, N.B.	For increase in wages	Conciliation, federal	Compromise	May 4	May 7	6	500	1,200	2¾
Longshoremen	Sydney, N.S.	For increase in wages	Replacement and negotiations	In favour of employer.	May 21	May 22	1	30	30	1
Longshoremen	Shelbourne, N.S.	For increase in wages	Negotiations	Compromise	Dec. 17	Dec. 18	1	50	35	¾
								6,591	11,287	
Local and Highway—										
Truck drivers	Toronto, Ont.	For union agreement with increased wages and reduced hours.	Conciliation, federal	Compromise: employer to deal with union *re* certain matters.	Nov. 11	Nov. 29	1	100	1,500	16

TABLE X—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1940

Industry and occupation	Locality	Cause or object	Method of settlement or termination	Result	Date of commencement	Date of resumption of work	Number involved		Time loss in man working days	Duration in working days
							Employers†	Workers		
TRANSPORTATION, ETC.—*Con.*										
Truck Drivers—Con.										
Truck drivers	Toronto, Ont.	Against closed shop agreement with another union and for increased wages and reduced hours.		Unterminated	Nov. 11		1	125	2,300	43
								225	3,800	
TRADE—										
Coal handlers, drivers, etc.	Toronto, Ont.	For closed union shop agreement.	Conciliation, provincial.	Compromise: grievance committee to be established.	Feb. 19	Feb. 22	225	1,260	4,500	3¾
Poultry buyers (packing plant)	Toronto, Ont.	*Re* union dues and against recognition of another union.	Replacement	In favour of employer.	Sept. 24	Oct. 1...(*e*)	1	36	150	6
Dairy employees	Toronto, Ont.	For union agreement with increased wages, reduced hours and changes in working conditions.	Replacement	In favour of employer.	Oct. 8	Dec. 2..(*e*)	1	90	2,000	47
Dairy drivers	London, Ont.	For increase in wages and against responsibility for collections.	Negotiations	In favour of workers	Nov. 14	Nov. 14	1	18	18	1
								1,404	6,668	
SERVICE—										
Public Administration—										
Civic labourers	Picton, Ont.	For increase in wages	Negotiations	Compromise	July 22	July 24	1	35	70	2
								35	70	
Custom and Repair—										
Garage employees	Halifax and Dartmouth, N.S.	For union recognition, increased wages and reduced hours.	Return of workers and replacement.	In favour of employers.	Mar. 4	Mar. 19	15	100	1,000	13
								100	1,000	
Business and Personal—										
Beverage room employees	St Catharines and district, Ont.	For union agreement with increased wages and reduced hours (some renewals).	Negotiations	In favour of workers	April 5	May 10	12	20	250	30
Hotel chambermaids	Montreal, P.Q.	For union recognition and adjustment of back wages, etc.	Replacement and return of workers.	In favour of employer; back wages collected by Quebec Fair Wage Board.	July 19	Sept. 15	1	28	400	50
Beverage dispensers	Toronto, Ont.	For increased wages in renewal of agreement.	Conciliation, provincial.	In favour of workers.	Sept. 2	Sept. 3	78	500	700	1½

Kitchen maids, etc. (hospital)	Toronto, Ont.	For increased wages and improved working conditions.	Replacement	In favour of employer.	Sept. 23	Sept. 24	1	26	13	½
Hotel waiters	Vancouver, B.C.	For union recognition, increased wages, etc.		Unterminated	Dec. 23		1	62	450	7½
								636	1,813	

† Number of employers or establishments.
(*a*) One day lost later on May 23.
(*b*) Miners of alien enemy origin to be re-employed in equal numbers with Canadians but separately
(*c*) Picketing at Marieville, P.Q.
(*d*) Partial resumption of work on June 13.
(*e*) Employment conditions no longer affected.
(*f*) Terminated Feb. 27.
* 1— 240 workers indirectly affected.
* 2— 350 " " "
* 3— 75 " " "
* 4— 212 " " "
* 5—2,000 " " "
* 6— 100 " " "
* 7— 180 " " "
* 8— 200 " " "
* 9— 250 " " "
*10— 89 " " "
*11— 60 " " "
*12—1,670 " " "
*13— 900 " " "

21569—54

Strikes and Lockouts in Other Countries During 1940

The accompanying tables give the principal figures as to strikes and lockouts in certain other countries since 1919, as compared with Canada, showing the number of disputes (strikes and lockouts), the number of employees involved in stoppages of work and the time loss in man-working days. All countries for which this information was available were included in the tables published in the LABOUR GAZETTE, March, 1940, page 234. The countries included in the tables published below are restricted to those for which additional information was received since March, 1940. Throughout the year the latest available figures (including those from annual reports) for each country are given in a monthly article in the LABOUR GAZETTE.

Methods of compilation of trade dispute statistics vary greatly in various countries. In some countries figures as to strikes and lockouts are published separately, but where possible, they have been included together in the table here given. In some cases the number of strikes and lockouts shown for a year is the number beginning during the year, in other cases it is the number ending during the year and in still other cases it is the number in existence during the year, including those carried over from the previous year with those beginning during the year.

The figures as to the number of employees involved published by some countries show not only the number of employees directly involved, but also the number of those indirectly affected, that is thrown out of work by disputes to which they were not parties; but exact information on this point is not always given. In the table given herewith the column showing the numbers of employees involved include figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned.

Footnotes to the table indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval of some length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In most cases the statistics dealing with disputes in other countries, published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

Very few countries with the exception of Canada and the United Kingdom give detailed accounts of individual strikes in their official publications. Where information as to such disputes appears in this annual article or the monthly article in the LABOUR GAZETTE, it is obtained chiefly from newspaper reports. It should be noted, in this connection, that the amount of material on labour matters appearing in the press is dependent upon its relative importance, in comparison with other events occurring at any given time.

Great Britain and Northern Ireland

The number of trade disputes involving stoppages of work in Great Britain and Northern Ireland which began during 1940 was 914, as compared with 940 in the previous year. Including about 300 workers involved in three disputes which began in 1939 and extended into 1940, the total number of workers, either directly or indirectly involved in all disputes which were in progress during 1940, was about 300,500 the comparable figure for 1939 being 337,300. The time loss was estimated at about 941,000 man-working days during 1940 as compared with 1,356,000 during 1939. This is stated to be the smallest total time loss recorded in any year during the whole period of nearly fifty years for which comparable statistics are available.

There were no major disputes during 1940 lasting for any lengthy period. Most of the important disputes occurring were in the coal mining industry. At one colliery in Lanarkshire, 1,000 miners were on strike from January 12 to February 17 against the dismissal of certain employees; the dismissed men were reinstated after one week's suspension. In connection with this strike, 26,000 other coal miners in the district went on strike in sympathy, but returned to work the same day.

Coal miners in Yorkshire were involved in a number of stoppages of work, during the latter half of February and the beginning of March. In all, 20,000 workers were involved for short periods, and work was resumed pending negotiations.

Two other coal mining disputes, each involving between 2,000 and 3,000 members took place: one at Neath, Glamorganshire, in March, and the other near Barnsley in July. Both were settled in twelve days; in the first, work was resumed pending negotiations, and in the second, a compromise was reached.

Reports of five other disputes involving between 2,000 and 2,500 workers in various

industries have been noted during the year but work was resumed in each case in less than a week.

A statistical analysis of strikes in Great Britain and Northern Ireland during 1939 was published in the *Ministry of Labour Gazette* for May, 1940, and was reviewed in the LABOUR GAZETTE, July, 1940, page 674. Similar detailed figures for 1940, it is expected, will be available later.

Australia

A general strike of 23,000 coal miners, from March 11 to May 15, in four states, was the most important dispute during the year. The dispute arose out of the refusal of the miners to accept the majority award of the Arbitration Court, providing for the 40 hour week for all except certain classes of surface workers. A minority report recommended the 40 hour week for all. The strike was reported to have seriously affected other industries and public utilities. The strike terminated when it was arranged that the head of the Arbitration Court would call a conference. Arrangements were also made to prevent any further stoppage during the war. A further strike of 15,000 coal miners in northern coal fields, in December, over a seniority question, was settled the next day.

India

A strike of 150,000 textile workers in Bombay was in progress from March 5 to April 12, when more than half of the wage increase demanded was granted.

United States

The total number of strikes in the United States during 1940, has been reported as 2,450, the smallest number in four years, and about one half of the number in 1937, "the last previous year of expanding business activity". The time loss for the first eleven months of 1940 was 5,977,843 man working days, as compared with 17,427,958 for the same months in 1939.

Two strikes in the women's cloak and suit industry occurred: one in New York City, in Brooklyn only, involving over 5,000 workers over the alleged non-compliance of some contractors with the existing agreements, lasted for four days in January; the other affecting 15,000 workers throughout the whole New York City area in July at the time of renewal of agreements was settled after two days when it was agreed to refer the question of eliminating unfair competition to an impartial board.

A strike of 4,500 longshoremen in South Atlantic ports was in effect from February 25 to March 13, when it was agreed to refer the demand for an increase in wages and a 44 hour week to a special committee to determine the ability of employers to meet the demands.

A five week strike of 5,000 taxi cab drivers and maintenance employees of two companies in New York City, began on April 24, to obtain new agreements with increased wages, vacations with pay and a closed shop. Work was resumed May 28 without the conclusion of agreements, but with the understanding that the City Council would enact remedial legislation for taxi drivers.

Milk drivers and other dairy workers in Chicago involving between 6,000 and 7,000 employees (and indirectly about 16,000 farmers who thereby had no outlet for their milk) were on strike from May 1 to May 3, and again between May 19 and 26, against a reduction in wage rates. Milk distribution to 75 per cent of the consumers in Chicago and suburbs was seriously curtailed. Work was resumed at the previous wage rates with provision for further negotiations, and arbitration later if necessary.

A strike of 15,000 painters in New York City, which began August 26, continued to September 26, when they returned to work under an agreement to arbitrate the issues in dispute, the most important being an increase in wages.

About 8,500 employees in an artificial silk manufacturing plant at Cumberland, Maryland, were on strike from September 17 to September 30, due to a disagreement over the discharge and lay offs of several union members.

A week's strike involving 7,500 employees in an aluminum plant at New Kensington, Pennsylvania, who had demanded the discharge of a worker, ended November 30 by a compromise.

Early in December strikes of lumber and sawmill workers in the State of Washington involved in all about 10,000 workers. After a week or ten days they were settled by a compromise on the wage increases demanded.

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES 1919-1940

Year	Number of disputes	Workers involved	Time loss in man working days
	CANADA		
	(c)	(e)	(e)
1919	336	148,915	3,400,942
1920	322	60,327	799,524
1921	168	28,257	1,048,914
1922	104	43,775	1,528,661
1923	86	34,261	671,750
1924	70	34,310	1,295,054
1925	87	28,949	1,193,281
1926	77	23,834	266,601
1927	74	22,299	152,570
1928	98	17,581	224,212
1929	90	12,946	152,080
1930	67	13,768	91,797
1931	88	10,738	204,238
1932	116	23,390	255,000
1933	125	26,558	317,547
1934	191	45,800	574,519
1935	120	33,269	288,703
1936	156	34,812	276,997
1937	278	71,905	886,393
1938	147	20,395	148,678
1939	122	41,038	224,588
1940	168	60,619	266,318
1940—January	7	916	5,962
February	13	3,041	12,749
March	12	1,981	14,940
April	19	13,839	64,914
May	23	8,590	51,122
June	14	6,837	38,827
July	21	8,563	21,186
August	22	6,923	13,821
September	15	3,057	6,476
October	22	8,130	17,949
November	13	2,657	15,222
December	10	953	3,150
	ARGENTINA (o)		
1919	367	308,967	3,262,705
1920	206	134,015	3,693,782
1921	86	139,751	976,270
1922	116	4,737	150,894
1923	93	19,190	895,842
1924	77	277,071	1,268,318
1925	89	39,142	125,367
1926	67	15,880	287,379
1927	58	38,236	352,963
1928	135	28,109	224,800
1929	113	28,271	457,022
1930	125	29,331	699,790
1931	43	4,622	54,531
1932	105	34,562	1,299,061
1933	52	3,481	44,779
1934	42	25,940	742,256
1935	69	52,143	2,642,576
1936	109	85,438	1,344,461
1937	82	49,993	517,645
1938	44	8,871	228,703
1939	49	19,718	241,099
	AUSTRALIA		
	(c)	(e)	(f)
1919	460	100,300	6,308,226
1920	554	102,519	1,872,065
1921	624	120,198	956,617
1922	445	100,263	858,685
1923	274	66,093	1,145,977
1924	504	132,569	918,646
1925	499	154,599	1,128,570
1926	360	80,768	1,310,261
1927	441	157,581	1,713,581
1928	287	82,349	777,278
1929	259	88,293	4,671,478
1930	183	51,972	1,511,241
1931	134	34,541	245,991
1932	127	29,329	212,318
1933	90	26,988	111,956
1934	155	46,963	370,386
1935	183	44,813	495,124
1936	235	57,118	497,248
1937	342	92,121	557,111
1938	376	132,480	1,337,994
1939	416	143,228	459,154
1940—1st quarter	110	94,497	488,813
2nd quarter	23	3,830	734,646
	BELGIUM		
	(b)	(e)	
1919	372	164,030	.....
1920	517	296,192	.....
1921	258	127,293	.....
1922	172	85,605	.....
1923	168	126,278	.....
1924	188	84,447	.....
1925	112	81,988	.....
1926	140	77,368	.....
1927	186	39,873	1,658,836
1928	192	74,707	2,254,424
1929	168	60,557	799,117
1930	93	64,718	781,646
1931	74	20,024	399,037
1932	63	162,693	580,674
1933	87	39,136	664,044
1934	79	33,628	2,441,335
1935	150	98,543	623,002
1936	999	564,831	.....
1937	209	81,544	647,647
1938	126	32,338	240,937
1939	68	42,598	157,242
	EIRE		
	(a)	(g)	
1923	131	20,635	1,208,734
1924	104	16,403	301,705
1925	86	6,855	293,792
1926	57	3,455	85,345
1927	53	2,312	64,020
1928	52	2,190	54,252
1929	53	4,533	101,397
1930	83	3,410	77,417
1931	60	5,431	310,199
1932	70	4,222	42,152
1933	88	9,059	200,126
1934	99	9,288	180,080
1935	99	9,513	288,077
1936	107	9,443	185,623
1937	145	26,734	1,754,949
1938	137	13,736	208,784
1939	99	6,667	106,476
	FRANCE (o)		
	(a)	(e)	(e)
1919	2,026	1,150,718	15,478,318
1920	1,832	1,316,559	23,112,038
1921	475	402,377	7,027,070
1922	665	290,326	3,935,493
1923	1,068	330,954	4,172,398
1924	1,083	274,865	3,863,182
1925	931	249,198	2,046,563
1926	1,660	349,309	4,072,163
1927	396	110,458	1,046,019
1928	816	204,116	6,376,675
1929	1,213	239,878	2,764,606
1930	1,093	581,927	7,209,342
1931	261	35,723	949,564
1932	330	54,088	2,244,281
1933	331	84,391	1,199,334
1934	361	61,445	2,395,463
1935	412	89,726	1,182,159
1936	17,091	2,422,844	.....
1937	3,678	426,587	.....

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1940—*Continued*

Year	Number of disputes	Workers involved	Time loss in man working days
	GREAT BRITAIN AND (a)	NORTHERN (f)	IRELAND
1919	1,352	2,401,000	34,970,000
1920	1,607	1,779,000	26,570,000
1921	763	1,770,000	85,870,000
1922	576	556,000	19,850,000
1923	628	399,000	10,670,000
1924	710	613,000	8,420,000
1925	603	441,000	7,950,000
1926	323	2,734,000	162,230,000
1927	308	108,000	1,170,000
1928	302	124,000	1,390,000
1929	431	533,000	8,290,000
1930	422	307,000	4,400,000
1931	420	490,000	6,980,000
1932	389	379,000	6,490,000
1933	357	136,000	1,070,000
1934	471	134,000	960,000
1935	553	271,000	1,960,000
1936	818	316,000	1,830,000
1937	1,129	597,000	3,410,000
1938	875	274,000	1,334,000
1939	940	336,600	1,356,000
1940 (h)			
1940—January	73	56,800	108,000
February	57	40,800	168,000
March	82	52,600	165,000
April	91	22,500	82,000
May	92	35,800	91,000
June	30	7,300	14,000
July	40	11,700	33,000
August	50	7,400	13,000
September	83	20,900	52,000
October	91	24,700	87,000
November	79	20,100	48,000
December			

BRITISH INDIA

	(c)	(g)	
1921	396	600,351	6,984,426
1922	278	435,434	3,972,727
1923	213	301,044	5,051,704
1924	133	312,462	8,730,918
1925	134	270,423	12,578,129
1926	128	186,811	1,097,478
1927	129	131,655	2,019,970
1928	203	506,851	31,647,404
1929	141	532,016	12,165,691
1930	148	196,301	2,261,731
1931	166	203,008	2,408,000
1932	118	128,099	1,922,437
1933	146	164,938	2,168,961
1934	159	220,808	4,775,559
1935	145	114,217	973,457
1936	159	169,029	2,358,062
1937	379	647,801	8,982,257
1938	399	400,075	9,198,708
1939	406	409,189	4,992,795
1940—1st 3 months	128	273,990	4,003,016

NETHERLANDS

	(c)	(e)	
1919	649	61,700	1,094,700
1920	481	66,500	2,333,900
1921	209	47,700	1,383,700
1922	325	44,000	1,108,300
1923	289	56,400	3,986,500
1924	239	27,100	427,100
1925	262	31,700	780,860
1926	212	9,100	281,300
1927	216	12,200	220,500
1928	195	15,380	647,700
1929	214	20,330	990,800
1930	204	10,260	273,000
1931	200	27,050	856,100
1932	204	31,230	1,772,600
1933	168	13,300	533,800
1934	148	5,670	114,200
1935	142	11,580	262,400
1936	92	9,070	94,800
1937	95	4,650	38,800
1938	141	6,450	136,200
1939	88	6,050	81,700

Year	Number of disputes	Workers involved	Time loss in man working days
	NEW (b)	ZEALAND (f)	(f)
1919	45	4,030	
1920	77	15,138	54,735
1921	77	10,433	119,208
1922	58	6,414	93,456
1923	49	7,162	201,812
1924	34	14,815	89,105
1925	83	9,905	74,552
1926	59	6,264	47,811
1927	36	4,384	10,395
1928	41	9,822	22,817
1929	49	7,831	26,808
1930	45	5,632	33,233
1931	24	6,356	48,486
1932	23	9,335	108,528
1933	16	3,957	111,935
1934	24	3,733	10,393
1935	12	2,323	18,563
1936	43	7,354	16,980
1937	52	11,411	29,916
1938	72	11,388	35,456
1939	66	16,082	54,101
1940—1st 9 months	43	8,633	19,667

SOUTH AFRICA

	(a)	(g)	
1919	47	23,799	537,138
1920	66	105,658	239,415
1921	25	9,892	112,357
1922	12	29,001	1,339,508
1923	2	50	740
1924	7	1,856	10,129
1925	0	0	0
1926	3	768	890
1927	12	5,158	9,126
1928	10	5,746	10,535
1929	10	2,962	
1930	12	5,050	2,600
1931	19	6,278	54,575
1932	12	4,011	26,034
1933	10	1,585	16,081
1934	12	2,379	52,132
1935	17	2,367	19,564
1936	20	2,198	5,009
1937	28	5,121	25,690
1938	20	3,798	4,070

SWEDEN

	(d)	(g)	
1919	440	81,041	2,295,900
1920	486	139,039	8,942,500
1921	347	49,712	2,663,300
1922	392	75,679	2,674,580
1923	206	102,896	6,907,390
1924	261	23,976	1,204,500
1925	239	145,778	2,559,700
1926	206	52,891	1,711,200
1927	189	9,477	400,000
1928	201	71,461	4,835,000
1929	180	12,676	667,000
1930	261	20,751	1,021,000
1931	193	40,899	2,627,000
1932	182	50,147	3,095,000
1933	140	31,980	3,434,000
1934	103	13,588	760,000
1935	98	17,189	788,000
1936	60	3,474	438,000
1937	67	30,904	861,000
1938	85	28,951	1,284,000

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1940, *concluded*

Year	Number of disputes	Workers involved	Time loss in man working days	Year	Number of disputes	Workers involved	Time loss in man working days
	(a)	UNITED STATES			UNITED STATES—*con.*		
1919	3,630	4,160,348	.....	1935	2,014	1,117,213	15,456,337
1920	3,411	1,463,054	.....	1936	2,172	788,648	13,901,956
1921	2,385	1,099,247	.....	1937	4,740	1,860,621	28,424,857
1922	1,112	1,612,562	.....	1938	2,772	688,376	9,148,273
1923	1,553	756,584	.....	1939	2,613	1,170,962	17,812,219
1924	1,249	654,641	.....	1940—January	118	25,189	239,217
1925	1,301	428,416	.....	February	153	28,613	284,616
1926	1,035	329,592	.....	March	161	22,104	381,083
1927	707	329,939	26,218,628	April	209	39,114	439,287
1928	604	314,210	12,631,863	May	218	51,725	660,242
1929	921	288,572	5,351,540	June	182	35,690	464,476
1930	637	182,975	3,316,808	July	199	60,997	551,523
1931	810	341,817	6,893,244	August	193	59,016	679,215
1932	841	324,210	10,502,033	September	210	66,574	768,184
1933	1,695	1,168,272	16,872,128	October (h)	235	65,000	850,000
1934	1,856	1,466,695	19,591,949	November (h)	200	63,000	660,000

(a) Disputes beginning in period. (b) Disputes ending in period. (c) Disputes in existence in period. (d) Method of counting disputes not stated. (d) Directly involved only. (f) Directly and indirectly involved. (g) It is not stated whether or not employees indirectly involved are included. (h) Preliminary figures. (i) Strikes only.

Report of United States National Mediation Board

The sixth annual report of the United States National Mediation Board for the fiscal year ended June 30, 1940, states that the year covered by the report saw the disposition of the largest number of cases in the history of the National Mediation Board. Sixteen per cent more cases were docketed and 8 per cent more were settled than in any previous year. It is also stated that the year was the most successful in the Board's existence for in spite of the increase in the number of cases handled, none of the disputes became sufficiently serious to warrant the issuance of an Executive order and the appointment of an emergency board in accordance with the terms of the Act.

The National Mediation Board was created in 1934 by amendments to the Railway Labour Act of 1926, to the end that strikes and threatened strikes would be averted resulting in an efficient operation of railway transportation. In 1936 the Act was extended to cover commercial air lines. As a result, the report declares, with but few exceptions, both the railroads and the air lines have been free from strikes and threatened strikes growing out of differences between employees and employers.

During the fiscal year reviewed by the report, the National Mediation Board received and docketed 293 new cases and disposed of 281 cases, while at the commencement of the fiscal year the Board had 89 unsettled cases on hand. The Board therefore dealt with 382 cases during the period July 1, 1939 to June 30, 1940. At the latter date the Board had 94 applications on hand which had not yet been docketed or declined for lack of jurisdiction. During the year the Board secured settlements in 281 cases and 101 cases were pending and unsettled as of June 30, 1940.

Labour disputes subject to the jurisdiction of the National Mediation Board are broadly defined in the report as follows:—

(1) Disputes among employees as to who is their duly authorized representative.

(2) Disputes between carriers and their employees which arise out of negotiating new agreements or changing existing agreements.

(3) Interpretation of mediation agreements where differences arise between carriers and their employees as to the meaning or application of such agreements.

Disputes in these categories are designated as "representation", "mediation", and "interpretation" cases respectively.

Of the total of 281 cases disposed of during the fiscal year July 1, 1939 to June 30, 1940, "representation" cases numbered 95; "mediation" cases, 182; and "interpretation" cases, 4.

Referring to the disposal of these cases, the report states:—

Of the 95 representation cases, 65 were resolved by secret elections and subsequent Board certifications. In 59 of the elections the votes were cast in the ballot box by the voters personally and in only 6 cases were mail ballots used exclusively. The Board has found by experience that the personal ballot is far more satisfactory in registering the desires of the employees and uses this method whenever practicable. In some cases, however, where the employees are widely scattered over a carrier's lines the expense of a personal ballot makes it impracticable. It is of course necessary in practically all cases to use some mail ballots in order to secure the votes of eligible employees who for one reason or another may be absent from their places of work or where relatively few employees are located at some points.

Fifteen of the representation disputes were resolved by checking employee signatures on authentic carrier records against their signatures on authorization cards. In two cases the Board was able by mediation to obtain the carrier's recognition of employees' representatives without the necessity of issuing formal certifications. Nine cases were withdrawn by the applicant organizations after the Board had begun its investigation and one was withdrawn prior to investigation. Three cases were dismissed after investigation revealed that only a minority of the employees concerned desired a change of representation.

PROGRESS OF CANADA'S WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for Months of January and February Indicate Numbers in Training, Skilled Trade Categories, etc.

CANADA'S War Emergency Training Program, recently expanded, has produced a total of 15,758 trainees during the months of January and February according to statistics tabulated for these two months during which the plan has been in operation on its new expanded basis. (Details of the expanded program as recommended by the Inter-Departmental Committee on Labour Co-ordination were given in the January issue of the LABOUR GAZETTE commencing on page 14).

Of the total of 15,758 afforded training during January and February, the break-down indicates that 9,277 were in the industrial classes; 2,490 were in special classes for army tradesmen and mechanics; 1,259 were in youth training classes allied to war production; and 2,732 were given training in Royal Canadian Air Force classes under the Youth Training Program. From the industrial classes 1,702 were placed in employment.

The objective of the program for 1941 is to graduate 50,000 trainees from vocational schools and an equal number from plant schools in order to provide an adequate supply of skilled labour in war production plants. It was estimated that if 20,000 of this total were assigned to the armed forces, 80,000 would be available to meet industrial requirements. As in Great Britain and the United States the process of "up-grading" semi-skilled workers was recommended for plants. By this process jobs are "broken down", the trained mechanics devoting their time to the most skilled part of the operation with the rest of the work being divided among others next to the mechanics. New employees are taken on at the bottom on the least skilled jobs and moved up as rapidly as circumstances permit.

According to reports, candidates for training schools are coming forward in satisfactory numbers, and in June, 1941, it is estimated that an additional 100,000 young people will graduate from secondary schools, affording an additional reserve.

The industrial training program is being administered through the existing machinery of the Youth Training scheme in the Department of Labour. In carrying out the program the vocational shops in technical schools and the special industrial training centres established under the youth training set-up during the past four years are being utilized.

The majority of these schools and centres are operating two shifts per day, and some are operating three shifts. Thousands of applications have been received for admission to the next classes to be held. Preference is being given to men over 40 and to discharged soldiers either from the present war or the last war, provided they can benefit from the training and are able to do the work required.

The normal training period is about three months, but provision is made for longer courses for special categories, such as tool room improvers, radio mechanics, and instrument repair. Most of the trainees are in classes for aircraft manufacturing, sheet metal work, welding, machine shop and fitting. Sufficient classroom instruction in related subjects is provided to enable the trainee to carry on intelligently the occupation for which he or she is being trained. One interesting feature is instruction in industrial English vocabulary for French-speaking trainees in the Province of Quebec. Every effort is made to have trainees sponsored by a future employer and training is given them to meet his requirements. The number of women admitted to classes has been limited up to the present, and is confined largely to sponsored groups. One reason for this is that the majority of occupations in which women are used require very little previous training, and such can best be given in the industry itself.

The policy has been adopted that no classes will be established in schools for occupations that require less than four weeks training.

To afford an estimate of the volume and type of labour required, contact is maintained with employers engaged in war production work by means of field representatives. Each employer states his labour requirements for the next six months, broken down into main occupational groups. He is also asked to suggest the particular kind of training that is desired for each occupation. Arrangements are then made to provide this in the training centres. Surplus trainees from an area are transferred to other districts where they are required.

Training plans within industrial establishments are an integral part of the program either by means of plant schools, long term indentured apprenticeships or other approved training methods.

Organization plans have been completed and Regional Directors have been appointed as follows: Nova Scotia—Dr. F. H. Sexton, Principal of Nova Scotia Technical College; New Brunswick—W. K. Tibert, Provincial Director of Vocational Education; Quebec—

J. T. Lamontagne, formerly of the Provincial Department of Trade and Commerce; Ontario—H. H. Kerr, formerly Principal of the Oshawa Technical School; Manitoba—C. S. Landon, Dominion Representative, Training Branch, Department of Labour; Saskatchewan—W. A. Ross, Provincial Department of Education; Alberta—J. H. Ross, formerly Principal of Western Canada Technical School, Calgary; British Columbia—Lt.-Col. F. T. Fairey, Provincial Director of Technical Education. R. F. Thompson of the Dominion Department of Labour is Dominion Supervisor of Training and associated with him is A. W. Crawford, formerly of the Ontario Department of Labour, who is in charge of training in industrial establishments.

Detailed information in respect to the program during the two months is supplied in the tables which follow:

Table 1 for each month shows the cumulative totals to the end of January and February

TABLE No. 1—JANUARY

TOTAL NUMBER IN WAR TRAINING CLASSES

Cumulative totals to January 31, 1941, and numbers in training at January 31, 1941
Including war industrial classes under war emergency training program and under Youth Training program, army classes and R.C.A.F classes. Not including plant schools.

—	War Industrial classes under War Emergency Training Program	War Industrial classes under Youth Training Program	Army Classes under War Emergency Training Program	(2) R.C.A.F. Classes	Total in War Training Classes
DOMINION SUMMARY					
(1)					
Cumulative Totals to Jan. 31/41	19,723	3,939	2,622	4,199	30,483
In training at Jan. 31/41	5,475	962	2,008	1,936	10,381
PROVINCIAL TOTALS					
NOVA SCOTIA					
Cumulative totals to Jan. 31/41	191	164	237	.....	592
In training at Jan. 31/41	70	96	88	.....	254
NEW BRUNSWICK					
Cumulative totals to Jan. 31/41	497	.....	78	517	1,092
In training at Jan. 31/41	136	.....	76	175	387
QUEBEC					
Cumulative totals to Jan. 31/41	2,345	434	.....	80	2,859
In training at Jan. 31/41	494	401	.....	75	970
ONTARIO					
Cumulative totals to Jan. 31/41	14,399	510	720	945	16,574
In training at Jan. 31/41	3,821	145	717	604	5,287
MANITOBA					
Cumulative Totals to Jan. 31/41	260	1,419	233	565	2,477
In training at Jan. 31/41	.....	209	182	300	691
SASKATCHEWAN					
Cumulative Totals to Jan. 31/41	234	.....	137	1,527	1,898
In training at Jan. 31/41	132	.....	137	557	826
ALBERTA					
Cumulative Totals to Jan. 31/41	1,219	1,128	637	69	3,053
In training at Jan. 31/41	662	78	515	.....	1,255
BRITISH COLUMBIA					
Cumulative Totals to Jan. 31/41	578	284	580	496	1,938
In training at Jan. 31/41	160	33	293	225	711

(1) War Emergency totals are from July 1, 1940. Youth Training totals from April 1, 1940.
(2) Including classes under both Youth Training and War Emergency Training programs.

respectively. In the case of the War Emergency classes the totals are from July 1940; those for Youth Training classes are from April 1, 1940. The table also shows the numbers in training at the last of each month.

Table 2 shows cumulative totals and figures for each month of the numbers placed in employment, enlisted, those who left (including voluntary withdrawals, discharges and medical rejections) and those who completed training but had not been reported placed up to February 28. The employment figures do not include those who after completing their training may have secured work through their own efforts without reporting to the provincial officials.

Table 3 is a more detailed summary for the Dominion and in *Table 4* the numbers for each school and training centre in January and in February are shown with a classification of the trade training given.

TABLE No. 1—FEBRUARY

TOTAL NUMBER IN WAR TRAINING CLASSES

Cumulative totals to February 28, 1941, and numbers in training at February 28, 1941

Including war industrial classes under war emergency training program and under Youth Training program, army classes and R.C.A.F. classes. Not including plant schools.

—	War Industrial classes under War Emergency Training Program	War Industrial classes under Youth Training Program	Army Classes under War Emergency Training Program	(2) R.C.A.F. Classes	Total in War Training Classes
DOMINION SUMMARY					
(1) Cumulative Totals to Feb. 28/41	22,287	4,069	2,924	5,033	34,313
In training at Feb. 28/41	6,351	992	2,353	1,727	11,423
PROVINCIAL TOTALS					
NOVA SCOTIA					
Cumulative Totals to Feb. 28/41	215	175	310	.....	700
In training at Feb. 28/41	93	77	160	.....	330
NEW BRUNSWICK					
Cumulative Totals to Feb. 28/41	568	.....	98	580	1,246
In training at Feb. 28/41	170	.....	96	118	384
QUEBEC					
Cumulative Totals to Feb. 28/41	2,807	661	4	171	3,643
In training at Feb. 28/41	859	386	4	160	1,409
ONTARIO					
Cumulative Totals to Feb. 28/41	15,986	563	1,060*	945	18,554
In training at Feb. 28/41	4,027	199	1,047*	58	5,331
MANITOBA					
Cumulative Totals to Feb. 28/41	271	1,483	312	647	2,713
In training at Feb. 28/41	11	271	247	286	815
SASKATCHEWAN					
Cumulative Totals to Feb. 28/41	424	.....	137	1,646	2,207
In training at Feb. 28/41	311	.....	134	553	998
ALBERTA					
Cumulative Totals to Feb. 28/41	1,385	884	381	465	3,115
In training at Feb. 28/41	685	14	380	331	1,410
BRITISH COLUMBIA					
Cumulative Totals to Feb. 28/41	631	303	622	579	2,135
In training at Feb. 28/41	195	45	285	221	746

(1) War Emergency totals are from July 1, 1940. Youth Training totals from April 1, 1940.
(2) Includes classes under both Youth Training and War Emergency Training Programs.
* Includes 48 naval personnel.

TABLE No. 2—JANUARY

DISPOSITION OF TRAINEES FROM WAR TRAINING CLASSES

Cumulative totals to January 31, 1941, and totals during January, 1941

Exclusive of Classes for Enlisted Men

	Placed in Employment		Enlisted		Completed Training Not reported placed		Left before Training completed	
	(1) Cumulative to Jan. 31/41	During January	(1) Cumulative to Jan. 31/41	During January	(1) Cumulative to Jan. 31/41	During January	(1) Cumulative to Jan. 31/41	During January
DOMINION SUMMARY								
Emergency Industrial Classes	8,581	778	280	46	2,220	99	2,802	544
Youth Training Industrial Classes	1,232	61	275	34	520	17	619	12
R.C.A.F. Classes (2)	201	10	2,155	256	.....	.....	306	15
Total	10,014	849	2,710	336	2,740	116	3,727	571
PROVINCES								
NOVA SCOTIA								
Emergency Industrial Classes	102	2	3	.....	.....	.....	25	.....
Youth Training Industrial Classes	53	3	2	.....	12	.....	30	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....
Total	155	5	5	.....	12	.....	55	.....
NEW BRUNSWICK								
Emergency Industrial Classes	152	25	20	7	120	15	60	9
Youth Training Industrial Classes	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	3	.....	273	22	.....	.....	47	.....
Total	155	25	293	29	120	15	116	9
QUEBEC								
Emergency Industrial Classes	691	6	2	2	900	.....	623	26
Youth Training Industrial Classes	68	9	.....	.....	.....	.....	23	4
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....
Total	759	15	2	2	900	.....	646	30
ONTARIO								
Emergency Industrial Classes	7,003	686	66	25	622	82	1,683	418
Youth Training Industrial Classes	360	22	9	.....	2	.....	17	3
R.C.A.F. Classes	24	.....	525	64	.....	.....	33	3
Total	7,387	708	600	89	624	82	1,733	424
MANITOBA								
Emergency Industrial Classes	47	.....	136	.....	60	.....	20	.....
Youth Training Industrial Classes	404	14	176	32	219	4	212	.....
R.C.A.F. Classes	42	5	353	65	.....	.....	70	2
Total	493	19	665	97	279	4	302	2
SASKATCHEWAN								
Emergency Industrial Classes	165	.....	7	.....	.....	.....	15	3
Youth Training Industrial Classes	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	60	2	677	63	.....	.....	137	7
Total	225	2	684	63	.....	.....	152	10
ALBERTA								
Emergency Industrial Classes	344	57	40	10	290	2	290	65
Youth Training Industrial Classes	265	6	75	2	126	.....	305	1
R.C.A.F. Classes	63	.....	151	7	.....	.....	.....	.....
Total	672	63	266	19	416	2	595	66
BRITISH COLUMBIA								
Emergency Industrial Classes	77	2	6	2	228	.....	77	23
Youth Training Industrial Classes	82	7	13	.....	161	13	32	4
R.C.A.F. Classes	9	3	176	35	.....	.....	19	3
Total	168	12	195	37	389	13	128	30

(1) War Emergency totals are from July 1, 1940. Youth Training totals from April 1, 1940.
(2) Including classes under both Youth Training and War Emergency Training Programs.

TABLE No. 2—FEBRUARY

DISPOSITION OF TRAINEES FROM WAR TRAINING CLASSES

Cumulative totals to February 28, 1941, and totals during February, 1941

Exclusive of Classes for Enlisted Men

—	Placed in Employment		Enlisted		Completed Training Not reported placed		Left before Training completed	
	(1) Cumulative to Feb. 28/41	During February	(1) Cumulative to Feb. 28/41	During February	(1) Cumulative to Feb. 28/41	During February	(1) Cumulative to Feb. 28/41	During February
DOMINION SUMMARY								
Emergency Industrial Classes	9,360	779	326	46	2,621	401	3,339	537
Youth Training Industrial Classes	1,292	84	308	33	546	26	690	17
R.C.A.F. Classes (2)	207	6	2,927	773	.....	.....	337	30
Total	10,859	869	3,561	852	3,167	427	4,366	590
PROVINCES								
NOVA SCOTIA								
Emergency Industrial Classes	102	.....	3	.....	.....	.....	26	1
Youth Training Industrial Classes	62	18	3	1	12	.....	30	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....
Total	164	18	6	1	12	.....	56	1
NEW BRUNSWICK								
Emergency Industrial Classes	152	.....	20	.....	144	24	82	13
Youth Training Industrial Classes	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	3	.....	332	59	.....	.....	52	5
Total	155	.....	352	59	144	24	134	18
QUEBEC								
Emergency Industrial Classes	745	64	2	.....	905	5	649	26
Youth Training Industrial Classes	68	.....	.....	.....	26	22	92	12
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	6	6
Total	813	64	2	.....	931	27	747	44
ONTARIO								
Emergency Industrial Classes	7,628	625	89	23	994	372	2,095	412
Youth Training Industrial Classes	389	44	9	.....	2	.....	17	3
R.C.A.F. Classes	24	.....	1,007	482	.....	.....	33	3
Total	8,041	669	1,105	505	996	372	2,145	418
MANITOBA								
Emergency Industrial Classes	47	.....	136	.....	60	.....	20	.....
Youth Training Industrial Classes	426	22	208	32	219	4	212	.....
R.C.A.F. Classes	47	5	417	65	.....	.....	70	2
Total	520	27	761	97	279	4	302	2
SASKATCHEWAN								
Emergency Industrial Classes	169	4	9	2	.....	.....	20	5
Youth Training Industrial Classes	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	61	1	785	108	.....	.....	151	14
Total	230	5	794	110	.....	.....	171	19
ALBERTA								
Emergency Industrial Classes	426	82	58	18	290	.....	359	69
Youth Training Industrial Classes	265	.....	75	.....	126	.....	307	2
R.C.A.F. Classes	63	.....	205	54	.....	.....	.....	.....
Total	754	82	338	72	416	.....	666	71
BRITISH COLUMBIA								
Emergency Industrial Classes	81	4	9	3	228	.....	88	11
Youth Training Industrial Classes	82	.....	13	.....	161	.....	32	.....
R.C.A.F. Classes	9	.....	181	5	.....	.....	25	6
Total	172	4	203	8	389	.....	145	17

(1) War Emergency totals are from July 1, 1940. Youth Training totals from April 1, 1940.
(2) Including classes under both Youth Training and War Emergency Training Programs.

TABLE No. 3—JANUARY

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

STATISTICAL REPORT OF TRAINEES FOR THE DOMINION

Including Youth Training R.C.A.F. Classes and Industrial Classes allied to War Production
MONTH ENDING JANUARY 31, 1941

—	Industrial				Youth Training R.C.A.F. Classes	Armed Forces		Total War Training
	Youth Training War Industrial Male	Emergency War Training		Total Industrial		Army	R.C.A.F.	
		Male	Female					
1. Number in training at first of month	770	3,382	306	4,458	1,794	170	163	6,585
2. Number enrolled during month	299	3,001	253	3,553	423	1,674	97	5,747
3. Number who left or completed training during month	107	1,253	214	1,574	281	63	33	1,951
A. Discharged for cause	.....	82	.....	82	.....	6	.....	88
B. Medical reasons	1	31	.....	32	.....	4	3	39
C. Left voluntarily	11	385	46	442	15	4	9	470
D. Secured employment	61	610	168	839	10	.....	3	852
E. Enlisted	34	46	.....	80	256	29	18	383
F. Completed training but not placed	.....	99	.....	99	.....	.....	.....	99
4. Number in training at end of month	962	5,130	345	6,437	1,936	1,781	227	10,381
5. Number receiving allowance (industrial only)	.....	3,516	56	3,572	.....	.....	.....	.....
6. Number sponsored by an employer	.....	828	224	1,052	.....	.....	.....	.....

TABLE No. 3—FEBRUARY

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

STATISTICAL REPORT OF TRAINEES FOR THE DOMINION

Including Youth Training R.C.A.F. Classes and Industrial Classes allied to War Production
MONTH ENDING FEBRUARY 28, 1941

—	Industrial				Armed Forces			Total War Training
	Youth Training War Industrial Male	Emergency War Training		Total Industrial	R.C.A.F. Classes*	Army	Navy	
		Male	Female					
1. Number in training at first of month	962	5,489	290	6,741	2,287	1,829	.....	10,857
2. Number enrolled during month.....	190	2,251	84	2,525	255	598	48	3,426
Number who left or completed training during month.....	160	1,581	182	1,923	815	123	.....	2,861
A. Discharged for cause.....	4	87	26	117	4	70	.....	191
B. Medical reasons.....	3	34	.....	37	6	18	.....	61
C. Left voluntarily.....	10	321	69	400	20	33	.....	459
D. Secured employment.....	84	740	39	863	6	.....	.....	869
E. Enlisted.....	33	46	.....	79	773	2	.....	854
F. Completed training but not placed.....	26	353	48	427	.....	.....	.....	427
4. Number in training at end of month	992	6,159	192	7,343	1,727	2,304	48	11,422
5. Number receiving allowance (industrial only).....	.....	5,088	143	5,231	.....	.....	.....	5,231
6. Number sponsored by an employer.....	.....	815	84	899	.....	.....	.....	899

* Including classes under both Youth Training and War Emergency Programs.

TABLE

WAR EMERGENCY TRAINING—TRADE CLASSIFICATION OF

Exclusive of Training for Armed

—	Aircraft Manufacturing		Carpentry and Woodwork		Chemistry Industrial		Cooking (for Army Auxiliary Services)		Electricity and Radio Mechanics	
	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.
DOMINION SUMMARY										
Nova Scotia										
New Brunswick										
Quebec		398		15					37	32
Ontario	1,107	917		6	20	19		38	229	257
Manitoba										
Saskatchewan										
Alberta	78	75							105	100
British Columbia										
Total	1,185	1,390		21	20	19		38	371	389
CENTRES AND SCHOOLS										
Nova Scotia—										
Halifax—N.S. Technical College										
New Glasgow—Training Centre										
Trenton—Training Centre										
Provincial Total										
New Brunswick—										
Campbellton—Vocational										
Fredericton—High										
Moncton—High										
Saint John—Vocational										
Provincial Total										
Quebec—										
Cartierville—Dom.-Prov. Aircraft		398								
Hull—Technical									15	15
Lachine—Vocational										
Lauzon—Vocational										
Montreal—Maisonneuve—Vocational										
Montreal—Technical										
Quebec—Technical									22	17
Shawinigan Falls—Technical										
Rimouski—Vocational				15						
Sherbrooke—Vocational										
Three Rivers—Technical										
Verdun—Vocational										
Provincial Total		398		15					37	32
Ontario—										
Belleville—Vocational										
Brantford—Collegiate and Vocational										
Cornwall—Vocational										
Chatham—Vocational										
Fort William—Vocational	1,016	717								
Galt—Technical										
Hamilton—Westdale Technical									123	153
Hamilton—Hamilton Technical										
Kitchener—Collegiate and Vocational										
Kingston—Collegiate and Vocational				3						
Kirkland Lake—Collegiate and Vocational										
London—Technical and Commerce										
Niagara Falls—Vocational										
North Bay—Vocational										
Owen Sound—Collegiate Vocational										
Oshawa—Collegiate Vocational										
Ottawa—Technical High									39	37
Peterborough—Vocational										
Port Arthur—Technical and Commercial		101								
St. Catharines—Collegiate Vocational										
St. Thomas—Vocational				3					4	6
Sarnia—Collegiate and Technical										
Toronto—Central Technical	91	99			20	19		38	63	61
" Danforth Technical										
" Northern Vocational										
" Western Technical, Commercial										
Weston—Vocational										
Windsor—Vocational										
Windsor—Technical										
Woodstock—Collegiate and Vocational										
Provincial Total	1,107	917		6	20	19		38	229	257

No. 4

TRAINING GIVEN DURING JANUARY AND DURING FEBRUARY, 1941

Forces and Youth Training Classes

Instrument making		Machine Shop		Pattern Making		Power Machine Sewing		Sheet Metal		Welding (Acetylene and Electric)		Not Specified		Total	
Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.
4	4	30	51	.....	.....	.....	.....	38	39	.....	.....	.....	.....	72	94
.....	.....	129	100	.....	.....	.....	.....	45	89	18	18	.....	.....	192	207
.....	.....	453	466	.....	.....	.....	.....	15	19	24	24	.....	.....	529	954
87	103	1,779	3,103	.....	27	29	22	245	335	566	587	956	45	5,018	5,459
.....	.....	.....	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11
.....	.....	135	208	.....	.....	.....	.....	.....	77	.....	37	.....	.....	135	322
.....	.....	454	574	.....	.....	.....	.....	81	78	31	31	.....	.....	749	858
6	6	181	164	.....	.....	.....	.....	.....	34	.....	9	.....	.....	187	213
97	113	3,161	4,677	.....	27	29	22	424	671	639	706	956	45	6,882	8,118
4	4	30	28	.....	.....	.....	.....	38	.....	.....	.....	.....	.....	72	32
.....	.....	.....	.....	.....	.....	.....	.....	.....	39	.....	.....	.....	.....	.....	39
.....	.....	.....	23	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	23
4	4	30	51	.....	.....	.....	.....	38	39	.....	.....	.....	.....	72	94
.....	.....	.....	.....	.....	.....	.....	.....	45	25	.....	.....	.....	.....	45	25
.....	.....	25	.....	.....	.....	.....	.....	.....	64	.....	.....	.....	.....	25	64
.....	.....	77	76	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	77	76
.....	.....	27	24	.....	.....	.....	.....	.....	.....	18	18	.....	.....	45	42
.....	.....	129	100	.....	.....	.....	.....	45	89	18	18	.....	.....	192	207
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	398
.....	.....	41	48	.....	.....	.....	.....	15	19	.....	.....	.....	.....	71	82
.....	.....	22	20	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	22	20
.....	.....	23	18	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	23	18
.....	.....	21	21	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	21	21
.....	.....	106	95	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	106	95
.....	.....	83	82	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	105	99
.....	.....	50	49	.....	.....	.....	.....	.....	.....	24	24	.....	.....	74	73
.....	.....	.....	34	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	49
.....	.....	20	20	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	20	20
.....	.....	64	60	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	64	60
.....	.....	23	19	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	23	19
.....	.....	453	466	.....	.....	.....	.....	15	19	24	24	.....	.....	529	954
.....	.....	85	145	.....	.....	.....	.....	.....	.....	53	41	.....	.....	138	186
.....	.....	61	51	.....	.....	.....	.....	.....	.....	20	19	.....	.....	81	70
.....	.....	60	132	.....	.....	.....	.....	.....	.....	10	.....	.....	.....	70	132
.....	.....	38	20	.....	.....	.....	.....	.....	.....	40	38	.....	.....	78	58
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1,016	717
.....	.....	.....	.....	.....	.....	.....	.....	.....	73	.....	.....	.....	.....	.....	73
.....	.....	10	25	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	133	178
.....	.....	.....	295	.....	21	.....	.....	.....	17	.....	34	321	.....	321	367
.....	.....	112	98	.....	.....	.....	.....	.....	.....	14	14	.....	.....	126	112
.....	.....	42	36	.....	.....	.....	.....	.....	.....	24	20	.....	.....	66	59
.....	.....	.....	62	.....	.....	.....	.....	.....	.....	.....	.....	60	.....	60	62
.....	.....	113	169	.....	.....	.....	.....	18	31	21	35	.....	.....	152	235
.....	.....	40	40	.....	.....	.....	.....	38	37	51	52	.....	.....	129	129
.....	.....	.....	109	.....	.....	.....	.....	.....	.....	.....	.....	103	.....	103	109
.....	.....	40	56	.....	.....	.....	.....	.....	.....	41	38	.....	.....	81	94
.....	.....	67	116	.....	.....	.....	.....	.....	.....	48	45	.....	.....	115	161
.....	.....	137	127	.....	.....	.....	.....	115	93	35	36	.....	.....	326	293
.....	.....	.....	207	.....	.....	.....	.....	.....	.....	.....	.....	166	.....	166	207
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	61	.....	61	101
.....	.....	45	42	.....	.....	.....	.....	.....	.....	24	30	.....	.....	69	72
.....	.....	38	33	.....	6	.....	.....	.....	.....	.....	.....	.....	.....	42	48
.....	.....	46	53	.....	.....	.....	.....	.....	.....	20	20	.....	.....	66	73
87	103	181	233	.....	.....	.....	.....	.....	.....	58	65	.....	45	500	663
.....	.....	296	416	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	296	416
.....	.....	.....	202	.....	.....	.....	.....	.....	.....	.....	.....	232	.....	232	202
.....	.....	178	162	.....	.....	.....	.....	.....	.....	39	38	.....	.....	217	200
.....	.....	93	106	.....	.....	.....	.....	49	60	41	38	.....	.....	183	204
.....	.....	97	.....	.....	.....	29	.....	25	.....	27	.....	.....	.....	178	.....
.....	.....	.....	168	.....	.....	.....	22	.....	24	.....	24	.....	.....	.....	238
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	13	.....	13	.....
87	103	1,779	3,103	.....	27	29	22	245	335	566	587	956	45	5,018	5,459

TABLE

WAR EMERGENCY TRAINING—TRADE CLASSIFICATION OF

Exclusive of Training for Armed

—	Aircraft Manufacturing		Carpentry and Woodwork		Chemistry Industrial		Cooking (for Army Auxiliary Services)		Electricity and Radio Mechanics	
	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.
Manitoba—										
Winnipeg Training Centre	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatchewan—										
Moose Jaw—Technical	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Prince Albert—Youth Training	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Regina—Balfour Technical	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saskatoon—Technical, Collegiate	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Provincial Total	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Alberta—										
Calgary—Institute of Technology	78	75	.....	.....	.....	.....	.....	.....	105	103
Edmonton—Training Centre	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Calgary—Training Centre	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Medicine Hat—Training Centre	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Provincial Total	78	75	.....	.....	.....	.....	.....	.....	105	100
British Columbia—										
Kelowna—High School	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Penticton—High School	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver—John Oliver High	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver—King Edward High	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver—Robson Street	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver—Technical	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vancouver—University of B.C.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Vernon—High School	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Provincial Total	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

No. 4

TRAINING GIVEN DURING JANUARY AND DURING FEBRUARY, 1941

Forces and Youth Training Classes

Instrument making		Machine Shop		Pattern Making		Power Machine Sewing		Sheet Metal		Welding (Acetylene and Electric)		Not Specified		Total	
Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.
.....	.....	.....	11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	11
.....	.....	46	44	.....	.....	.....	.....	.....	23	.....	21	.....	.....	46	88
.....	.....	29	65	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	29	65
.....	.....	26	26	.....	.....	.....	.....	.....	16	.....	16	.....	.....	26	58
.....	.....	34	73	.....	.....	.....	.....	.....	38	.....	.....	.....	.....	34	111
.....	.....	135	208	.....	.....	.....	.....	.....	77	.....	37	.....	.....	135	322
.....	.....	27	28	.....	.....	.....	.....	81	78	31	31	.....	.....	322	312
.....	.....	165	180	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	165	180
.....	.....	145	217	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	145	217
.....	.....	117	149	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	117	149
.....	.....	454	574	.....	.....	.....	.....	81	78	31	31	.....	.....	749	858
.....	.....	55	51	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	55	51
.....	.....	72	51	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	72	51
.....	.....	22	31	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	22	31
.....	.....	.....	.....	.....	.....	.....	.....	.....	19	.....	.....	.....	.....	.....	19
.....	.....	.....	.....	.....	.....	.....	.....	.....	15	.....	.....	.....	.....	.....	15
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	.....	.....	.....	9
6	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	6
.....	.....	32	31	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	32	31
6	6	181	164	.....	.....	.....	.....	.....	34	.....	9	.....	.....	187	213

DOMINION AND PROVINCIAL LEGISLATIVE PROPOSALS OF CANADIAN LABOUR ORGANIZATIONS

Trades and Labour Congress of Canada—Canadian Congress of Labour—Confederation of Catholic Workers—Alberta and Quebec Federations of Labour—Ontario and Nova Scotia Provincial Executives of the Trades and Labour Congress of Canada

DURING the past month, Canadian labour organizations presented memoranda of proposed labour legislation to the Dominion and Provincial Governments. The organizations which submitted legislative proposals were: The Trades and Labour Congress of Canada, Canadian Congress of Labour, Confederation of Catholic Workers, Alberta Federation of Labour, Quebec Federation of Labour, Ontario Provincial Executive of the Trades and Labour Congress of Canada, and the Nova Scotia Provincial Executive of the Trades and Labour Congress of Canada.

In the reviews which follow there is given a summary of the more important legislative recommendations and the effect which the proposed changes would have on existing labour legislation. Many of the proposals to the Dominion Government, in particular, deal with wartime trends in industrial relations and working conditions.

Trades and Labour Congress of Canada

The Trades and Labour Congress of Canada presented its annual legislative recommendations to the Dominion Government on March 14, the conference taking place in the Railway Committee Room of the House of Commons. A delegation of approximately fifty representatives, headed by Mr. Tom Moore, president of the Congress, was welcomed by the Prime Minister, Rt. Hon. W. L. Mackenzie King, and the following members of the Cabinet: Hon. Norman A. McLarty, Minister of Labour; Rt. Hon. Ernest Lapointe, Minister of Justice and Attorney General of Canada; Hon. T. A. Crerar, Minister of Mines and Resources; Hon. P. J. A. Cardin, Minister of Public Works and Minister of Transport; Hon. J. L. Ralston, Minister of National Defence; Hon. Ian A. Mackenzie, Minister of Pensions and National Health; Hon. C. G. Power, Associate Minister of National Defence and Minister of National Defence for Air; Hon. J. L. Ilsley, Minister of Finance; Hon. J. E. Michaud, Minister of Fisheries; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. William P. Mulock, Postmaster-General; Hon. C. W. G. Gibson, Minister of National Revenue; Hon. Angus L. MacDonald, Minister of National Defence for Naval Services.

In addition to Mr. Moore, the following prominent officials of the Trades and Labour Congress of Canada were noted in the large delegation: J. A. Whitebone, vice-president, Trades and Labour Congress; E. W. Sinfield, vice-president, Trades and Labour Congress; Arthur D'Aoust, secretary-treasurer, Trades and Labour Congress; Rod Plant, Assistant Secretary, Trades and Labour Congress; J. Noble and Pierre Lefevre, Canadian Organizers of American Federation of Labor; W. J. Coyle, vice-president, International Brotherhood of Boilermakers; J. Gavin, representative, International Union of Brewery Workers; F. W. Jackson, representative, Bricklayers, Masons and Plasterers' International Union; L. A. Beaudry, vice-president, Brotherhood of Railway Carmen; Arthur Martel, vice-president, United Brotherhood of Carpenters; D. W. Kennedy, vice-president, Cigarmakers' International Union; Frank H. Hall, vice-president, Brotherhood of Railway and Steamship Clerks; Ernest Ingles, vice-president, International Brotherhood of Electrical Workers; W. J. Burr, representative, International Union of Operating Engineers; Bernard Shane, organizer, International Ladies' Garment Workers' Union; A. R. Johnstone, representative, Hotel and Restaurant Employees; George E. Wright, representative, International Association of Machinists; J. J. O'Grady, vice-president, Brotherhood of Maintenance-of-Way Employees; A. J. Crawford, representative, Sheet Metal Workers' International Association; Fred Molineaux, organizer, Brotherhood of Painters, Decorators and Paperhangers; J. W. Bruce, general organizer, United Association of Journeymen Plumbers; J. W. Maxted, vice-president, International Printing Pressmen and Assistants' Union; Magnus Sinclair, representative, Amalgamated Association of Street Railway Employees; W. P. Covert, vice-president, Theatrical Stage Employees; and W. Craig, president, Division No. 4, Railway Shop Crafts. Messrs. A. J. Kelly and W. L. Best, president and secretary respectively of the Dominion Joint Legislative Committee of the Railroad Brotherhoods, were also in attendance with the Trades and Labour Congress delegation.

Reasons for Representations

In its introduction the memorandum referred to the close contacts, during nearly half a century, which the Trades and Labour Congress had been privileged to have with successive Canadian governments in seeking legislation and administrative changes for the improvement of social and economic conditions. The memorandum then outlined the representations made to the Government since the outbreak of war. It recalled that the Congress had pledged its unwavering support to Canada's war effort, but it pointed out that certain proposals agreed to for maintenance of industrial harmony "were not made effective" with the result that "conditions generally became unsatisfactory" and a second conference was sought and obtained on June 13, 1940. The major result of this second conference was the issuance of Order in Council P.C. 2685, early in July, which contained a declaration of principles "for the avoidance of labour unrest during the war". (LABOUR GAZETTE, July 1940, page 678.)

The Congress considered the "non-observance of these principles, both by the Government and a large number of employers engaged on Government work, has nullified, to a very great extent, the benefits which might otherwise have accrued", and that "this has been the cause of much unrest among the workers throughout the Dominion, and resentment is common against the injustices continually imposed upon them".

The memorandum recognized the heavy responsibilities carried by the Government and referred to the resolution adopted at the last Congress' convention wherein the delegates reiterated their support to the Government in the prosecution of the war and in particular to "vigorously oppose any activity of a subversive or disruptive character which aims to weaken the unity of the Canadian people". (At this point Mr. Moore interjected that "subversive activity not only means any such acts by a few 'wild men' in the ranks of labour, but also that any autocratic tactics on the part of certain employers or those in positions of high authority can be equally destructive".)

Industrial Disputes Investigation Act

Dealing with the I.D.I. Act, the memorandum set forth the view of the Congress as follows:

Though it entailed serious restriction of the right to strike, labour suggested and accepted the extension of provisions of this Act to cover all industries engaged in war production and defence projects as enumerated in Order in Council P.C. 3495 of November 7th, 1939.

We were confident at that time that this would provide a satisfactory means of adjusting disputes which might arise. This expectation has not, however, been fulfilled, largely as a result of interference with the impartial functioning of the Act by the Department of Munitions and Supply and the long delays which have occurred between applications for boards under the Act and the findings of these boards being released. Restrictions placed upon the boards by the provisions of Order in Council P.C. 7440 (LABOUR GAZETTE, January 1941, pp. 22-25) have also detracted from their usefulness and we submit that these obstacles should be promptly removed in order that confidence in the just settlement of industrial disputes through proceedings under the Industrial Disputes Investigation Act might be restored.

If full benefit is to be obtained by the use of this Act it should not be necessary to wait until a strike has been decided upon before a board can be applied for. It is therefore urged that the Order in Council extending the provisions of this Act be amended so as to give effect to the unanimous recommendation of the National Labor Supply Council "that it will be unnecessary in those disputes thereby brought under the Industrial Disputes Investigation Act to declare that, failing settlement of the dispute, a strike or lockout would occur."

Centralization of Authority on Labour Matters

Under this caption, the memorandum protested against any diversion of authority from the Department of Labour in matters which affect labour. It cited in particular the extension of the eight-hour day as provided by Order in Council 3947 (LABOUR GAZETTE, November 1940, page 1103) whereby in the construction of certain projects for training facilities authority "was given to take similar action 'at such other places as may be designated by the Minister of National Defence as location for training centres or troop concentrations' ".

It was considered that this action "took from the Minister of Labour the responsibility of decision as to when and where alteration of labour conditions were essential".

Under this Order it was charged that "widespread abuses occurred and workers were deprived of wages for overtime work, in many cases entirely unnecessary, to which they were justly entitled".

Continuing, the memorandum declared:

The establishment of the office of Director of Labor Relations in the Department of Munitions and Supply is another example of duplication of authority. The functions of this officer have never been understood and his interference in matters concerning wages and working conditions of those engaged in war production has been detrimental to the maintenance of good industrial relations and was strongly condemned at our last convention.

Division of authority over labour policies cannot but create confusion, and we again urge that full competence be restored to the Department of Labour to deal with all such questions and that the position of Director of Labour Relations in the Department of Munitions and Supply be abolished.

Hours and Conditions of Work

Observance of the maximum eight-hour day in war industries and on construction projects was urged as well as the utilization of shifts instead of increasing hours of labour until all available labour is employed. By this method it was considered that maximum production can best be achieved. "When longer hours are essential, then overtime rates established by collective agreement or custom should be observed", the memorandum urged, adding that where modifications of existing agreements became necessary these should be arranged by mutual agreement as provided by Order in Council P.C. 2685. (At this juncture Mr. Moore observed that Canada was the only country in the Commonwealth where it had been considered necessary to cut out extra pay for overtime).

Labour a Partner in Industry

The memorandum, after referring to declarations of Government policy to accord labour representation equally with employers on various war boards and commissions affecting labour, stated that this policy had not been carried out with "the notable exception" of the National Labour Supply Council "on which both employer and employee representatives are working amicably together". It was urged that immediate effect be given to labour's request for equal representation on such boards and commissions.

Nationalization of War Production

Satisfaction was expressed that the Government had already taken steps toward the production of essential war materials through Government-owned companies. The extension of such a policy was urged, and that where private industry is employed, the strictest control be exercised by the Government to prevent profiteering.

Co-ordination of Fire Fighting Forces and National Defence

Emphasizing the importance of fire prevention and control services in modern warfare and pointing to the wisdom of British authorities in organizing such services, it was urged—with a view to coping with a similar situation should it arise in Canada—that steps be taken "to co-ordinate the work of the fire fighting forces of the Dominion with home defence plans; and further that fire fighting auxiliaries be organized and trained in all industrial centres" with the active fire fighting forces represented on any such bodies that are organized.

Distribution of Foodstuffs

The distribution of foodstuffs was regarded as of major importance and on this matter the memorandum stated:

> The markets for agriculture, particularly wheat and fruits, have been seriously dislocated as a result of the war. It is therefore imperative that adequate steps be taken to guard against the misuse or wastage of foodstuffs and to ensure a proper use and distribution of them in Canada.
>
> It is important to maintain the health of our citizens by ensuring that proper nourishment is available to all if the arduous tasks imposed by the war are to be performed and the loss of productive power and money entailed through sickness is to be kept at a minimum.

Matters Affecting Canadian Armed Forces

On matters affecting the armed forces it was requested that: (1) provision be made for similar allowances in pay for families of those taking non-permanent training as allowed members of the permanent forces; (2) free transportation at regular intervals to all enlisted men in Canada; (3) regulations requiring employers to reinstate employees on termination of service with all promotion and pension rights; (4) the retention of soldiers on government payrolls upon termination of war until they are steadily employed.

Financing the War

The Congress concurred in the announced policy of the Government that the cost of the war should be met to the greatest possible extent by taxation and it was stated that "if there is to be equality of sacrifice these taxes should be imposed in proportion to ability to bear them". It was suggested that exemption from the National Defence Tax be raised to the same amounts recognized in respect to the Income Tax. The Congress found "no justification for imposing taxes on amounts earned less than those set by the Minimum Wage Acts of the several Provinces, while at the same time allowing business firms and corporations to increase their net earnings during the period of the war after all taxation has been met".

Unemployment Insurance

The Congress thanked the Government for having introduced and secured the enactment of unemployment insurance, and considered it would serve a useful purpose during the war period "as well as be of invaluable assistance to the workers when the time comes to revert from war activities to peace time production". It was requested that the wage coverage under the Act be raised from $2,000 to $3,000.

Other Recommendations

The Congress re-affirmed its opposition to prohibition as "being anti-social and morally

unsound". It also urged pre-planning for the post-war period of rehabilitation, and offered its co-operation to the Government in carrying out any plans for the rehabilitation of British evacuees either in Canada or their home-land.

Mr. Moore's Supplementary Statement

Following the presentation of the prepared memorandum, Mr. Moore proceeded with a further analysis of wartime measures in the light of recent declarations made in Parliament. In so doing he was emphatic that the Trades and Labour Congress was not interested in any political party but that the observations he was about to make were for the purpose of "clarifying certain misconceptions" and of defining clearly the attitude of that section of the labour movement represented in the Congress.

Dealing first with the statement of the Minister of Labour two days previously in the House of Commons that there were no strikes in existence in Canada at that time, Mr. Moore stated that this was equally pleasing to officers of the Congress whose efforts were being directed to prevent stoppages on war work. "However", declared Mr. Moore, "I am not prepared to accept that this situation is because of government policy. It is due only to the restraint of the workers in the face of numerous aggravations and should not be regarded as indicative of satisfaction with conditions on war projects". He warned that "We are reaching the danger point across Canada and no one can tell when outbreaks may occur unless some steps are taken to treat labour differently than it has been treated in the last eighteen months".

He referred to the long established conditions which workers had given up voluntarily as part of their war contributions, particularly as regards working hours, and asked "What had employers given up?" Continuing on this point he said: "There are employers who are still carrying on their fight against labour organization. Those employers who were unfriendly to labour before the war are just as unfriendly to-day. Not all employers were inimical to labour, but by some strange coincidence most of the bad type of employers were getting government war contracts. If a firm can bid low enough, it can be the worst employer of labour, and yet get the contract".

Control by Labour Department

Freely acknowledging "the unfailing courtesy of the Minister of Labour," Mr. Moore stated: "We have found too often that we have not got results because frequently final decisions did not rest with the Minister of Labour. We often found that a contract was finished, the books closed and no records available on which to base claims for re-imbursing workers". Reiterating that there had been too much interference in labour matters "with what were properly the functions of the Department of Labour", he asked that "this dual control of labour policy be stopped and all such control centralized in the Labour Department".

I.D.I. Act and P.C. 7440

Dealing with the I.D.I. Act, the Congress president was critical of delays in making known decisions of Boards. "Delays have occurred, perhaps legitimately in some cases, but too often employers had taken advantage of such a situation with no intention of facilitating settlement of a dispute" with the result that it had taken from two to five months for a decision to be made in some cases. "If the I.D.I. Act is to have any value, it has got to operate quickly", he added.

Stating that P.C. 7440 (the Order in Council maintaining wage levels in conformity with living costs) "has worked out in practice to prevent Boards operating impartially", he asserted: "You do not need 7440 to interpret the I.D.I. Act. True, it was approved by the National Labour Supply Council because it was taken as the least of two evils. This Order tries to lay down certain principles, but its interpretation was rejected by the National Labour Supply Council". Then he advised the Minister of Labour "to look to the ranks of labour in extending his Department rather than to the Universities".

National Labour Supply Council

In conclusion, Mr. Moore referred to the degree of consultation with labour on matters of labour policy, and said: "When the statement was made in the House of Commons that all labour policies had been approved by the National Labour Supply Council, the Minister's memory is at fault". He considered that this statement put the representatives of the Congress serving on the National Labour Supply Council "in an improper position". He doubted if the National Labour Supply Council had been consulted in the matter of overtime, and cited the abrogation of the eight-hour day provisions of the Fair Wage Act by Order in Council 3947. He further asserted that the National Labour Supply Council had not been consulted on the change in policy in regard to payment for overtime and on many other matters of labour importance and concluded: "Of the National Labour Supply Council I would say that it has been consulted on matters already cooked up by the Inter-Departmental Committee on Labour Co-ordination, but the Council would be of greater use if it would be allowed to initiate action".

Remarks of Prime Minister

The Prime Minister, Rt. Hon. W. L. Mackenzie King, agreed at once that the Government's policy in regard to labour should be carried out entirely and he thought that his Ministers were endeavouring to do so. He further stated that if in any of the questions which had been raised there had been failure to carry out the Government's policy it was up to those responsible to rectify the matter. Continuing he said: "We in the Government have had our difficulties in carrying out policies. We have had to bring into the Service large numbers of men who had great industrial experience but who have not been in Government Departments before. These had been allowed a certain latitude in their desire to carry on with a minimum of Government interference. But I hope those gentlemen who are in that position will realize that every labour policy must be carried out to the letter whether they like it or not". He added that he "expected every member of the Government to see that those policies are complied with".

The Prime Minister then indicated some of the complexities of a wartime administration in dealing with various groups. He pointed out that in questions affecting labour, the Government was also confronted with the view of the farmer in regard to the cost of commodities, and with the consumer in regard to doing something about prices, and there was also the welfare of the tax-payer. "I point this out", observed the Prime Minister, "not to rebut anything that Mr. Moore has said but to indicate that labour is not the only entity in the community".

Paying tribute to labour on the manner in which it had played its part in the war, the Prime Minister stated: "While we are waging war we have industrial peace at least, and the war cannot be won without industrial peace. Every man, every administrator, who does not do his utmost to further those policies that make for industrial peace is not doing his part in the war effort".

The Prime Minister also praised the Trades and Labour Congress for the care indicated in the preparation of the memorandum and in the avoidance of extreme language. "Speaking generally", he said, "the Trades and Labour Congress had every reason to bring forward the representations it had made to-day", and that these "apply not to the Government alone but to all who are administering Government policy".

In regard to labour representation on Boards and Commissions, the Prime Minister declared "I am 100 per cent behind that representation and would ask my colleagues to particularly note that representation and see that effect is given to it". In this respect he pointed out that "this is a matter on which the Government of Great Britain has placed particular emphasis in this war".

The Prime Minister referred to another factor entering into the situation thus: "I suppose nothing creates enmity more than the ignoring of personality, and this arises not through intent so much as through oversight and taking things for granted. It can be remedied by exercising a willingness to confer. These questions after all are questions chiefly of human nature. You can't change human nature in a day. You can't take a big man out of one place and put him in another place and expect him to change. He carries on with his own ideas. But I think we are impressing on those new to the public service as well as the regular officers that in those matters affecting labour there should be a recognition to the full of labour's right to organize and to representation on Boards and Commissions".

In conclusion, the Prime Minister reiterated: "It is up to the Ministers to take up this matter with their officers and to impress upon them that the Government wishes its policy carried out to the letter and that we will endeavour to have the responsibility placed if that is not done".

Remarks of Minister of Labour

The Minister of Labour, Hon. Norman A. McLarty, stated that the subjects under review accorded the "Prime Minister and my colleagues some idea of the problems with which I have to deal". The Minister expressed surprise at the denial of Mr. Moore that the National Labour Supply Council had been consulted on all matters of labour policy. In regard to the action taken last August to extend the eight-hour day in an emergency situation, he pointed out that the Fair Wages and Hours of Labour Act of 1935 explicitly provided for such an emergency. "When I stated in the House of Commons", asserted the Minister, "that the National Labour Supply Council was consulted on all major labour problems I did not think it applied to an emergency project of only six weeks' duration". He considered that this did not constitute any departure from policy.

Continuing, the Hon. Mr. McLarty reaffirmed his statement in the House of Commons that Canada was more free from labour difficulties than any other country in the British Commonwealth and he took that condition "as a tribute to the splendid co-operation of Canadian labour".

Regarding delays in the functioning of the I.D.I. Act, the Minister pointed out that to proceed immediately with a Board without giving opportunity for appraisal of the situation did not always tend to achieve the

desired result. He indicated the value of prior investigation by stating that out of 97 applications for Boards since the war started, it was only necessary to set up 48 Boards as a result of conciliation "and giving time for tempers to become normal".

In regard to amending the Unemployment Insurance Act by raising the wage coverage from $2,000 to $3,000 per year (as requested in the Congress' memorandum) the Minister considered that it was inadvisable to extend the Act at present because it would upset the actuarial basis and thereby delay bringing the legislation into operation. He thought it more urgent that the Act should be brought into operation without any delay in its application.

The Minister of Pensions and National Health, Hon. Ian Mackenzie and the Minister of National Defence, Hon. J. L. Ralston, participated briefly in the discussion. The former stated that action had already been taken to co-ordinate the regular fire fighting services in any emergency, and as regards post war rehabilitation he referred to an Order in Council dealing with the general policy of re-construction. Hon. Mr. Ralston acknowledged the co-operation of labour in the hutment program, and stated that as soon as the emergency work was over orders were issued that the Order in Council under which it was executed no longer applied.

Canadian Congress of Labour

On February 14, the Canadian Congress of Labour, represented by its president Mr. A. R. Mosher, and secretary-treasurer, Mr. N. S. Dowd, presented its annual memorandum of legislative proposals to the Dominion Government. The submission was received by the Minister of Labour, Hon. Norman A. McLarty.

The memorandum referred to the forming of a new Congress under the title of the Canadian Congress of Labour at the convention of the All-Canadian Congress of Labour. As a result of this change, which brought into affiliation with the Congress a number of international industrial unions, the memorandum stated that the Canadian Congress of Labour represents upward of 100,000 Canadian workers engaged in practically every branch of Canadian industry.

The memorandum referred to the action at the Congress' convention, confirming the pledge of support given to the Government in carrying on the war effort and stated that: "This pledge was unconditional, and it has been respected both in the letter and the spirit by the workers on whose behalf it was given". The belief was expressed that "a greater willingness on the part of the Government to consult and co-operate with *bona fide* labour organizations in all matters of primary concern to the workers is imperative, in the interest not only of the workers but the people of Canada". The Government was urged to provide "adequate representation of labour on existing Boards or Commissions and on any which may be established in the future". In this connection it was requested that the Canadian Congress of Labour be recognized as the central body of Canadian industrial labour organizations.

Right of Association

Dealing with the right of association the Government was commended for its action in setting forth in an Order in Council, P.C. 2685—(Labour Gazette, July, 1940, pp. 678-9) principles for the regulation of labour conditions during the war, and the re-affirming of these principles in Order in Council P.C. 7440 (Labour Gazette, January 1941, pp. 22-25).

The memorandum stated that "many employers" are contravening the principles set forth in these Orders and reference was made to a resolution adopted at the Congress' convention in September, asking the Government to use its authority under the War Measures Act "to ensure that its labour policy be observed by all employers in their relationship with their workers".

Reference was made to the Section 502A of the Criminal Code which prescribes penalties for refusal to employ or for the dismissal of any worker because of membership in a trade union, or for intimidating workers from belonging to a trade union. The Congress claimed that this amendment to the Criminal Code was nullified by the limitations which it contains "and which provides loopholes whereby the clear intention of the Government may be evaded". The Congress urged the deletion of these limiting terms by a further amendment.

The Congress further requested the Government to enforce the principles set forth in the Order in Council (P.C. 2685) in all government-controlled plants and under all government contracts.

Government's Wage-Policy

Commenting on the Congress' attitude towards the wartime wage-policy as approved in Order in Council P.C. 7440, the memorandum declares:

"Their attitude toward it will depend, however, upon the manner in which the principles stated in the Order in Council are applied; if they are applied too narrowly, as appears to have been done already in some instances,

the object of the Order in Council will be defeated." . . . "The assumption in the Order in Council that the wage-levels of the period 1926-1929 were generally fair and reasonable is, however, open to question; actually, the basis should be what is required to provide a proper standard of living for the average worker and his dependents at the present time; once that is attained, any increases in the cost of living during the war may be compensated by bonus-payments, subject always to the proviso that the workers are entitled to improvements in the standard of living made increasingly possible under modern methods of production."

The Congress also expressed its opposition "to attempts to lengthen the hours of labour as long as there is available a sufficient number of workers to take care of the requirements of industrial production essential to the war-effort, and it insists that hours of labour be increased only after all competent labour among the unemployed has been absorbed in industry, and there is evidence of a shortage of such labour as is necessary to ensure maximum production in war industries".

National Labour Supply Council

The Congress commended the Government for the establishment of the National Labour Supply Council and expressed the belief that "since this is the only wartime body on which organized workers and employers are represented, its scope should be considerably extended". The opinion was expressed that no policy should be undertaken by the Government with respect to labour relations without prior consultation with and approval by the Council.

Unemployment Insurance

The following amendments to the Unemployment Insurance Act 1940, were requested: "(1) to bring under its scope all workers now excluded; (2) to remove from the Act provisions which may be detrimental to trade union activity; (3) to provide more equitable rates of benefit and to stabilize the workers' premiums at a level commensurate with their ability to pay."

Defence of Canada Regulations

Dealing with the Defence of Canada Regulations the memorandum referred to a resolution adopted at the Congress' convention urging the Government to amend these Regulations "so as to safeguard the basic democratic rights of free speech and association" and disapproving "the internment of men who have held office in the trade union movement, without the reasons for their internment being made public, and, therefore, requests a prompt review of their cases under conditions which would enable them to put up a proper defence."

Mention was also made in the memorandum to the fact that a number of workers who were picketing a plant at Windsor in November last, were arrested and convicted under the Regulations for "loitering" near a "protected place". The Congress expressed its gratification that the Government had recently approved an amendment intended to protect the right to picket peacefully.

Uniformity of Social Legislation

The Congress expressed its regret that the Dominion-Provincial Conference called to discuss the Rowell-Sirois Report had collapsed and urged the Government to continue its effort to bring about the adoption of the recommendations in the report, especially those which are of direct concern to the workers.

Amendment of I.D.I. Act

The Congress expressed the belief that the usefulness of the Industrial Disputes Investigation Act "might be considerably increased if it were amended in such a manner as to eliminate the requirement that a strike vote be taken before application may be made for the establishment of a Board of Conciliation and Investigation."

"In many instances", the memorandum stated, "the seriousness of a dispute is intensified and the possibilities of conciliation and a satisfactory settlement are lessened by the fact that the workers must decide to take drastic action before the machinery of the Act can be set in motion."

The Congress paid "high tribute to the excellent work being done by the conciliation officers of the Department of Labour, both at Ottawa and throughout Canada. Their services have been extremely valuable in the adjustment of disputes, many of which would otherwise have necessitated the appointment of Conciliation Boards."

Other Proposals

Other legislative proposals put forward by the Congress recommended the conscription of the capital resources of the nation "in order to ensure equality of sacrifice in the present conflict"; that the National Defence Tax be amended by raising the exemption on single persons to $1,000 and on married persons to $1,500; the extension of granting holidays with pay; that the Government encourage the inclusion of provisions for holidays with pay in working agreements and set an example to other employers by requiring the Canadian National Railways to grant holidays with pay to unskilled railway workers.

Another section of the memorandum expressed the Congress' opposition "to any interference with the integrity of the Canadian National Railways, as a publicly-owned and operated railway system and its appreciation of the attitude taken by the Government in this respect".

The Congress also recommended that requirements of the Canadian people for such supplies as coal and other basic commodities be met as far as possible from supplies of natural resources. Another recommendation urged the Government to investigate "the re-establishment" of sweat-shop conditions in war-contracts affecting the clothing industry.

In concluding its memorandum the Congress thanked "the members of the Government, and especially the Minister of Labour for the courtesy which has been shown to its officers in dealing with matters which have been taken up with them from time to time," and repeated "the assurance previously given of its desire to co-operate fully with the Government in increasing the effectiveness of the war-effort, and bringing the conflict to a successful termination."

Confederation of Catholic Workers of Canada

The Confederation of Catholic Workers of Canada presented on February 12 its annual brief to the Quebec Government asking that certain changes be made in provincial labour laws. These relate to labour organization, wages and hours, workmen's compensation, apprenticeship, technical education, etc.

Professional Syndicates Act

A revision of the Professional Syndicates Act was proposed to bring it into line with present conditions. One of the chief changes suggested was provision to prevent the incorporation under the Act of associations of the employees of particular employers or company unions. Suggested amendments would make the Collective Agreement Act part of the Professional Syndicates Act; facilitate the organization and incorporation of unions with several sections, of trades councils, councils of allied trades and of federations; require the Provincial Secretary to have the approval of the Minister of Labour before granting applications for incorporation; enable a syndicate to nominate one or more representatives to take up with the employer any matters involved in a labour dispute and to represent any of its members in an action for wages under the Minimum Wage Act or in any proceedings for violation of the Professional Syndicates Act as well as of an agreement registered under the latter Act; and would stipulate that the members of any joint committee formed to ensure the application of such an agreement must be representatives of the parties signing the agreement.

Collective Agreement Act

Recommendations concerning the Collective Agreement Act include one for a return to the former title, the Collective Agreements Extension Act; the addition of the words "or having legal personality" after "bona fide" as applied to "a group of employees or employers" in the definition of "association"; and the requirements that a worker must be hired for at least 12 months instead of six to be classed as a "permanent employee" and that a "maintenance man" must have a certificate of qualification in one trade; enlargement of the definition of "construction" to include repairs and maintenance as well as the construction of bridges, roads and sewers. Other amendments proposed would include as working time all time when the worker is at the disposal of the employer, would permit prices to be charged for services to the public to be fixed in an agreement and made obligatory, and also seniority rights. A party to an agreement could replace its representative on a joint committee at any time instead of after a year, members of joint committees would have to be British subjects and the committees would be required to meet regularly at least once a month. Provision could be made for paying committee members for their services. Committees would be given power to take action for violations of the Act as well as of agreements and to sue the owner of any property for wages when the contractor is insolvent. The time-limit of six months during which wage claims must be made would apply up to the time the committee has notified the employer of the claim.

It was suggested also that an employer who dismisses an employee for belonging to a union or for giving information to a joint committee or for giving evidence in a case under the Act should be required to pay three months' wages, instead of one month's, and to reinstate the workman. A professional syndicate, as well as a joint committee, in the opinion of the C.T.C.C., should have power to bring a penal action.

Finally, the Confederation recommended that machinery should be provided in the Collective Agreement Act for compulsory arbitration of disputes arising over the renewal of agreement.

Minimum Wages

As regards the Minimum Wage Act, the Confederation reiterated its request for the representation on any committee of conciliation, formed to agree on a minimum rate for any industry, of the association or union which had requested that a minimum wage order be made. The appointment of a woman to the Minimum Wage Commission was also recommended and the giving to trade unions as well as the Commission the right to bring penal actions; also the extension of the Commission's power to take action not only for violations of the wage orders but also when the provisions of the Act are contravened.

Workmen's Compensation

Gradual extension of the Workmen's Compensation Act to cover all workers was requested and amendments providing for a medical appeal board, the revision of the benefit scale and certain points concerning industrial diseases including compensation for silicosis whether infectious or not and occupational diseases of the textile industry.

Superior Labour Council and Labour Courts

The C.T.C.C. urged that the Superior Labour Council provided for in 1940 should begin to function and in time draft a labour code including provision for labour courts to administer it. Two steps in the right direction had been taken: (1) when in the Collective Agreement Act it was provided that when in any civil suit there is any dispute as to the qualifications of a workman, the nature of the work done or the hours worked, the Court must refer the question to a committee of experts if requested to do so by the joint committee, plaintiff in the action; (2) when an arbitration board was set up to determine the line of demarcation between the men's and boys' clothing industry and the women's clothing industry.

Technical Education and Apprenticeship

The need for better equipped technical and trade schools was emphasized. It was recommended that technical education should be placed under a single authority with a representative advisory committee. Some special courses designed to assist war industries appeared to be too short to permit proper instruction. In the opinion of the C.T.C.C. the Youth Training Scheme should be administered by the Provincial Secretary.

As to apprenticeship, a statute somewhat similar to that in Ontario was advocated by the C.T.C.C. based on the long-term needs of industry so that young persons would not be trained merely for operations which can offer no future after the war.

Miscellaneous

Other recommendations included the passage of a provincial housing Act; provision for family allowances; a provincial civil service commission and compulsory treatment of venereal diseases.

Alberta Federation of Labour

On February 6, the Executive Committee of the Alberta Federation of Labour, representing the Trades and Labour Congress of Canada, and affiliated national and international unions, presented a memorandum of legislative proposals to the Alberta Government.

Unemployment Insurance

The Federation expressed the appreciation of labour to the Alberta Government "for having taken the necessary steps or action making possible this important piece of legislation."

Labour Representation

It was requested in the Federation's memorandum that the Alberta Government give consideration to the appointment of labour representatives upon the Minimum Wage and Industrial Relations Boards, the Public Utilities Board, the Workmen's Compensation Board, and Provincial Civil Service Commission.

Hours of Labour

It was pointed out in this connection that the trade union movement has throughout its history sought to reduce the hours of the work-day, with a view to a greater absorption of labour in industry in order that unemployment may be kept at a minimum at all times, and as a means to enable the workmen to benefit from the increased productivity of modern industry.

The Federation maintained that a distribution of work available must take place if the unemployed are absorbed and a place found in industry for youth. It was therefore recommended that the provincial government take the necessary steps to inaugurate an 8-hour work-day and a maximum week of 44 hours, and that the Hours of Work Act be changed accordingly. It was also suggested that this proposed change be made applicable to all hospitals, mental and Government institutions, "without any lessening of the

weekly rates of pay which are even now only sufficient for a bare living".

Complaining that employees have been discriminated against by unfair employers who violate the Hours and Wage Acts, the Federation requested that "the names of such violators or offenders against the Hours and Wage Acts be published in the Alberta Gazette in order that a greater protection may be afforded to the employees". It was also requested that the Government provide for a labour representative to attend all interprovincial conferences on wages and hours and that a labour representative be used in an advisory capacity to the Minister of Labour when matters affecting labour are discussed at such conferences.

Minimum Wages

A substantial increase in the minimum amount payable as wages under the Minimum Wage Act was requested by the Federation, it being pointed out that the wage set with the inception of the Act was low "at its very best" and the increase in commodity prices and "the tendency of most employers to regard this as a maximum wage rather than a minimum makes an increase absolutely necessary."

Right to Organize

Dealing with the subject of the right to organize, the Federation expressed its appreciation to the Government for having been the first provincial government to pass the necessary legislation making it lawful to organize. It was pointed out in the memorandum that the experience under the Act made it essential that certain amendments be made to strengthen it in its effectiveness. It was suggested that "it is necessary to stipulate that employers shall recognize, negotiate and bargain collectively with a union which does represent at least 51 per cent of the employees in any trade; that where employees express their intention to organize a secret ballot shall be taken if necessary and the organization, indicated by majority vote, which they desire to join, shall become the bargaining agency with which such employers shall be bound to negotiate, and in case of inability to reach a satisfactory agreement, the use of conciliation boards shall then become necessary".

Holidays with Pay

It was requested that legislation be enacted providing all workers in industry and commerce with holidays with pay for at least two weeks out of each year.

Workmen's Compensation

The Federation requested a number of amendments be made to the Workmen's Compensation Act. Among the recommendations in this regard were the following: that a Board of three replace the present Board of one, that labour be represented on the Board and that it operate on a full-time basis; that the Act be amended to provide compensation for firefighters, the term of injury to include pneumonia and heart trouble; 100 per cent compensation to an injured worker on the earnings paid to the worker in the class of work in which he was engaged at the time of accident, and that "if this rate of compensation falls below a minimum of twenty dollars per week, this minimum shall then become the rate of compensation"; that the three day "waiting period" be abolished and men be paid from the time of accident; that the Board be responsible for the rehabilitation of injured workers who are in receipt of a small pension after accidents; that arrangements be made in all mining areas for the use of a first class ambulance; that safety regulations be made to protect men working in sewer manholes.

Other Requests

Other requests included: that a comprehensive scheme of health insurance be worked out; the instigation of a Government housing project either by making funds available to prospective builders or through a direct Government project; that text books and all necessary school supplies be supplied free in all schools, and that the benefits of a higher education, including university training, be afforded to all those showing their fitness for such an education; that Labour Day be recognized as a school holiday; that an apprenticeship system be instituted with supporting legislation, the cost of such apprenticeship to be borne by industry; urging the Alberta Government to request the Federal Government to require employers to reinstate workers at the termination of their services in the army "and that such regulations should include provision for time served in the forces to be included in seniority promotion and salary increases"; that the Industrial Conciliation Act be amended to provide "that when parties after accepting office fail to proceed immediately with their trust, the Government shall forthwith demand from the party naming such representative a substitute person to the end that immediate action may be taken on the question for which the Board had been created".

Quebec Provincial Federation of Labour

The Quebec Provincial Federation of Labour presented its annual memorandum of proposed labour measures to the provincial legislature on February 11.

One of the chief criticisms of the Federation was directed against the Professional Syndicates Act, stating that the close relation between the Professional Syndicates Act and the Collective Agreement Act "renders it almost impossible to discuss one without touching the other", the memorandum declared that these Acts form "a new code of legislation which has a tendency of affecting our social structure in such a way that it clashes with the ordinary routine of industry as well as the status of our labour organizations".

The memorandum observed that "rightly or wrongly, it is feared, by certain elements, that this many sided legislation may develop an ill-timed and inopportune intervention by the government in the administration of industry and commerce, and which may lead to unwanted dictation in the relations between Capital and Labour".

Expressing opposition "to unwarranted government intervention" the memorandum declared: "that in practice, this Professional Syndicates Act has largely contributed to the hatching of so-called labour organizations which in reality are 'labour' in name only and which are called 'company unions' or 'shop councils', etc. These dubious organizations were constituted by the employers or by their management, i.e., superintendents, managers, foremen, etc. The costs of incorporation were paid either by the employer or the company affected. In many cases, the employees were not even consulted. In other cases, their signatures were obtained under duress or false representations. An investigation of these so-called labour organizations would prove our contention."

Declaring that "the Professional Syndicates Act is no longer of any use to the working class", the Federation urged its repeal "in order to avoid unscrupulous individuals from misusing this Act to sabotage the Collective Agreement Act."

Collective Agreement Act

Devoting considerable attention to the Collective Agreement Act, the memorandum stated that this legislation "has given some satisfactory results in that it aided certain classes of workers to parry the effects of the depression, and on the whole when certain amendments have been made to it and its mode of application has been perfected, it is bound to be of great service to employers and employees alike".

Reiterating a few objections and proposed amendments, the Federation declared:

"We have strongly protested against the excessive powers given the Minister of Labour and the Lieutenant-Governor-in-Council, i.e., the Government, powers which permit them to modify or revoke an agreement at their pleasure and this without consulting the interested parties. It is thus possible to stop the levy to which employers and employees alike are subject, which means, in actual fact, that the very existence of a collective labour agreement and even of a joint committee is at the mercy of persons who, although well-intentioned, know little or nothing at all about the needs of the industry concerned."

It was therefore requested "that no collective labour agreement be modified without the full consent of both employer and employee".

The Federation further requested: "that for no reason whatever should exemption be granted permitting workers to work for a rate inferior to that fixed by the agreement; that a membership card of a *bona fide* trade union should be accepted on the same basis as a competency card issued by the Board of Examiners; and that the penalties should be more severe, especially for successive offences, or else a term of imprisonment instead of a fine".

Minimum Wage Act

In an analysis of the administration of the Minimum Wage Act, the Federation recommended that "the Minimum Wage Board, instead of attempting to issue an ordinance for each industry, should establish a basic wage for both female and male workers in conformity with the cost of living;" and "that the Minimum Wage Board should not follow the conduct of the Fair Wage Board which, through a multitude of ordinances, was having the pretension of establishing fair wages which were really minimum wages, and that this Board only issue wage orders which are simple, comprehensible and easily applicable".

It was further recommended "that all future ordinances and rules of interpretation issued by the Minimum Wage Board should be less complicated and not encumbered by restrictions and vague clauses, in order that those affected by them may read with facility, understand them and comply with them in full knowledge".

The Federation did not favour the division of the province into zones with each having different minima and conditions. It was claimed that such zone differences complicated the application of the ordinances; that industries moved from one zone to the other "for the sole purpose of paying lower wages".

Homework

Urging the granting of shop permits only to establishments where hygienic conditions

conform to laws and regulations, the Federation submitted a number of provisions which it regarded as essential in any remedial legislation regulating homework. It was urged that those giving out homework should be bound to keep a register of such work, detailing wages paid, etc., a copy being sent periodically to a provincial authority. It was also recommended that the Minimum Wage Board should establish the wage rates governing homework, taking into account the current market price of the manufactured articles, the prevailing minimum wage in factories for the same work, and the value of the materials and tools used by the worker.

Workmen's Compensation

A number of amendments to the Workmen's Compensation Act were submitted. These included: increasing the rate of compensation from 66⅔ to 100 per cent; inclusion of all employers under the Act; institution of a merit and de-merit system of rating, etc.

Labour Tribunals

The Federation requested the formation "in all judicial districts of the province of special courts or tribunals or at least the nomination of judges well versed in social and industrial legislation to whom should be entrusted the settlement of all differences arising on labour matters between employers and employees".

Uniform Labour and Social Legislation

The Federation strongly supported the recommendation contained in the Report of the Commission on Dominion-Provincial Relations that annual conferences be held between the Labour Departments of the Dominion and the provinces to promote uniformity in social laws. It urged the provincial Government to promote participation by other provinces in such conferences.

Other Proposed Measures

Other legislative requests included: establishment of a system of hospitalization and medical care under state control; adoption of a law providing vacations with pay; abolition of night work in bakeries; prevention of the competition of prison labour (especially laundry work); placing of taxis under the jurisdiction of Provincial Transport Commission; protesting the reduction in mothers' allowances and pensions; weekly day of rest to theatre employees, etc.

Ontario Executive of Trades and Labour Congress

The Ontario Provincial Executive of the Trades and Labour Congress of Canada presented its legislative program to the Ontario Government on February 12. Prefacing its presentation, the executive re-iterated its pledge of support in the national war effort.

Freedom of Association

First on the program was the request for the "enactment of a measure based on the draft bill of the Congress (submitted and discussed in past years) to prohibit interference by employers with workers in exercising their right to form or join a labour union".

Injunctions

Re-iterating opposition to the use of court injunctions in labour disputes, the executive sought legislation "to prohibit the issuance of injunctions in labour disputes by local judges before both parties to the dispute have been afforded an equal opportunity to be heard".

Builders' and Workers' Act

Protective legislation similar to that in effect in Manitoba, was sought "for those engaged in the construction industry, both supply men and workers, against unscrupulous contractors who accept moneys on behalf of contracts and fail to meet their legitimate obligations to sub-contractors, supply men, and workers alike".

Factories and Shops

Pointing out that the Factory, Shop and Office Building Act provides that no youth, girl or woman, shall be employed in a restaurant later than 11.00 p.m. unless a special permit is obtained from the inspector, the executive urged the rigid enforcement of the eleven o'clock limit and the discontinuance of permits.

Amendment of this Act in relation to the closing hours for shops was also desired to enable municipalities to enact by-laws conforming to the hours requested by any trade upon receipt of a properly filed petition. It was stated that this legislation has prevented barber shops being closed before this hour in districts where both employers and employees so desired.

Lord's Day Act

Infringement of the Lord's Day Act "under the pretense of war urgency" was charged by the executive which requested action to "put a stop to the practice of employing workers seven days per week and of infringing the Lord's Day Act in the industries not directly related to war production".

Minimum Wages

The executive emphasized the need of increased enforcement of this legislation "particularly as it applies to those employed in the catering industry; and also to women, girls and boys under nineteen years of age, where the latter are not already covered by the Apprenticeship Act or trade union agreement".

It was again requested that the Act be amended "to bring domestic help employed in commercial establishments, such as rooming and boarding-houses and other publicly-controlled places, and employees in establishments located on the outskirts of industrial centres within its scope; that workers seeking the aid of the Minimum Wage Board be accorded legal protection and guaranteed all back wages without having to go to court to obtain the same; and that organized labour be given direct representation on the Board administering this legislation".

Workmen's Compensation

A number of amendments were sought in the Workmen's Compensation Act, among which were:

Coverage for all hotel and restaurant employees, window cleaners, and employees of institutions and public service bodies as well as those employed in domestic service.

Increasing the rate of compensation from 66⅔ to 100 per cent of earnings at the time of incapacity.

Inclusion of nervous breakdown "suffered by one-man car operators" in the category of industrial diseases; and also silicosis, together with a broader definition of tuberculosis contracted through employment.

Labour representation on a Board not "subject to political influence".

Highway Act

Pending elimination of unprotected level railway crossings the executive asked that it be made unlawful for vehicle operators to pass over such crossings without first coming to a full stop. Certain other measures were also recommended in equipment together with a reduction in the working hours of operators of trucks and buses. To facilitate enforcement of hours and wages regulations for drivers of public vehicles it was suggested that information pertaining to wages, hours, rest periods, etc., be recorded in a book carried on the vehicle for such purposes.

It was also urged that a heavier tax should be paid for such vehicles with a special tax on trailers and that 50 per cent of motor license fees and gasoline taxes be refunded to the municipalities to assist them in bearing the increasing cost of maintaining streets, bridges, etc., providing police and fire protection, and parking space for motor vehicles.

Working Hours

In regard to working hours, the executive stated its position as follows:

"In view of the fact that past experience has proven that long working hours decrease the efficiency of industrial workers, particularly in heavy industries, and there is still a large number of unemployed with even skilled workers available in some industries, and greater efficiency is obtained through shorter shifts thereby getting the most out of the machinery, and at the same time conserving human energy, making it possible to continue the pace for a longer period of time, we strongly advocate working hours should not be increased in any industry without mutual consent, and where possible holidays with pay should be granted."

Other Requests

Among other matters on the agenda of proposed legislation were: registration of barbers; elimination of home work in clothing industry; amendments to Old Age Pensions Act; amendments to Operating Engineers' Act; civic employees' superannuation; compulsory operation of three platoon system for fire fighters in municipalities of 10,000 or more population; re-constitution of Industrial Standards Board with labour representation; compulsory installation of sprinkler systems in public buildings and apartment houses; increasing the property exemption under the Mothers' Allowance Act; institution of hospitalization and medical care under state control, etc.

Nova Scotia Provincial Executive of Trades and Labour Congress

The Provincial Executive of the Trades and Labour Congress in Nova Scotia presented a memorandum of legislative proposals to the Government of Nova Scotia on February 18. The delegation making the presentation was composed of members of the Provincial Executive and the Halifax and Liverpool District Trades and Labour Councils.

Workmen's Compensation

A number of proposed amendments to the Workmen's Compensation Act were requested as follows: that full medical aid be supplied during the period of disability; that compensation be based on a workman's regular earnings at the time of the accident, and

calculated on the basis of a full week; that minimum compensation be $12 a week; that when permanent partial disability results, the amount of disability shall be estimated and paid for during the lifetime of the disabled workman; that artificial teeth and glasses be supplied when required as the result of an accident suffered by a workman.

Apprenticeship

The memorandum requested that the Apprenticeship Act be amended to provide that the maximum age of persons entering an apprenticeship be 21 years.

Female Minimum Wage Act

It was requested that the Female Minimum Wage Act be amended to provide that in work which is ordinarily and by custom executed by women, no male worker shall be employed at such work at a wage less than that fixed by an order of the Minimum Wage Board for such work executed by women.

A further request in this regard was that inspectors be appointed to enforce the regulations under the Minimum Wage Act.

Fair Wages

The delegation's memorandum urged the Provincial Government to consider the adoption of legislation providing for the insertion of a schedule of wages and hours in all Provincial Government contracts and that such legislation should include all "subsidy aided operations either on land or water".

Minimum Wages

The Provincial Government was urged to consider enacting legislation stipulating a minimum wage of 40 cents per hour in the province "to relieve the exploited conditions of labour in many industries, particularly those of lumber, fish and fruit processing industries, and common labour".

Industrial Standards Act

It was requested that the Industrial Standards Act be applied to all industries within the Halifax and Dartmouth areas.

Assistance to the Fishing Industry

The delegation asked the Governement "to exert its influence to have the price for fish paid in various communities broadcast by radio at regular intervals in a similar manner to prices information now supplied to farmers. It was particularly requested that wholesale fish prices at Montreal be included in such information, which was considered of vital importance to Nova Scotia fishermen and their dependents.

Other Requests

Other requests included: that the Limitation of Hours of Labour Act be adopted and enforced; that the Nova Scotia Labour Act be extended upon its expiration on May 1, 1941; that certificates of physical fitness be required of all applicants for chauffeurs or operators' licences "before permission is given to examine them as to their driving ability;" the appointment of a competent full-time inspector of gears, rope tackle, and working ways used in the Building Trades and Transportation Industry; that regulations be drawn up governing the installation of pressure steam heating systems and that only certified men be allowed to install such systems; that the Department of Labour be given authority to appoint qualified inspectors to examine both old and new electric wiring installations; that legislation be enacted placing the sale of electrical supplies under the control of the Nova Scotia Power Commission and that only electrical articles approved by the Commission be allowed to be sold in the province; reduction of interest rates allowed to be earned by public utilities companies from 8 per cent to 5 per cent; that organized labour be represented on all Boards and Commissions appointed to deal with matters in which the interests of workers are concerned; that the Government give employment preference to union labour on all work directly or indirectly under its jurisdiction; that measures be taken to improve and equalize "the unfair competition existing between the steam railways and commercial vehicles on the highways".

WORKMEN'S COMPENSATION IN ONTARIO, NEW BRUNSWICK AND QUEBEC, 1939

Ontario

THE annual report of the Workmen's Compensation Board for the year 1939, shows that during the year 60,520 accidents were reported to the Board compared with 59,834 in 1938 and 70,582 in 1937.

The report states that during 1939 employment in industry under Schedule 1 of the Act increased appreciably and was reflected in both assessments received and in the number of accidents reported. The provisional payroll in Schedule 1 for 1938 was estimated at $481,275,700, at an average rate of $1.31 on every $100 of payroll; for 1939 the provisional payroll was $530,262,800, at an average rate of $1.06.

Benefits.—Total benefits awarded during the year amounted to $6,152,407.53 com-

pared with $6,464,261.19 during 1938, and $6,129,960.55 during 1937. Of the total benefits awarded during the year, $5,057,714.23 was for compensation and $1,094,693.30 was for medical aid.

Total benefits awarded since the commencement of the Act in January, 1915, to January 1, 1940, amounted to $134,953,555.52, and total accidents reported during the same period were 1,373,677.

Assessments.—The average rate charged during the twenty-five year period was $1.18 for every $100 of payroll. For 1939 the average rate of $1.06 represents a decrease of 19 per cent over the rate of $1.31 for 1938. The report declares that notwithstanding this decrease in the rate and a 6 per cent reduction in the previous year, the financial security of the Accident Fund has not been impaired, the provisional surplus to the credit of the classes at December 31, 1939, being $2,648,711.01 compared with $2,621,717.55 at December 31, 1938.

Finances.—According to the report the Board's financial position continues solvent and satisfactory, there being a provisional surplus of $2,648,711.01 standing to the credit of the classes, a Disaster Reserve of $228,782.11, a reserve for depreciation of securities of $963,468.56, an excess of $406,712.92 in the silicosis account of cash over liabilities for silicosis in the mining industry, and $4,043.30 standing to the credit of the Rehabilitation Clinic; making a total of $4,251,721.90 compared with $4,406,915.36 at the end of 1938, these assets in excess of liabilities being in addition to accrued interest on investments.

The balance in the Pension Fund, to pay pensions to widows, children and disabled workmen for life or lesser periods, amounted to $24,838,874.49.

Compensation.—Compensation and medical aid for Schedule 1 industries during 1939, including an estimate for amounts still to be awarded amounted to $6,267,561.03. Other outlays on account of Schedule 1 industries amounted to $663,965.27, including administration expenses of $414,666.41; mine rescue work, $18,928.47; safety associations, $218,-511.25; occupational therapy, $10,705.60, etc. Total expenditures and charges for the year, including adjustments for prior years' accidents, were $6,931,526.30.

The total number of employers listed in Schedule 1 industries at the end of 1939 was 24,973 compared with 24,144 at the end of 1938; while the estimated wage expenditure in these industries for the year was $530,-262,800, compared with $481,275,700.

The total amount of compensation awarded in Schedule 2 industries and Crown cases during 1939 was $883,306.27. Of this amount, $217,104.13 was for workmen of municipal corporations; $192,834.79 for steam railroads; $11,435.40 for electric railways; $36,686.56 for navigation companies; $1,943.50 for express and sleeping-car companies; $12,253.61 for telephone and telegraph companies; and $2,458.20 for all other industries in Schedule 2; $270,550.96 for Dominion Crown Cases and $138,039.12 for Provincial Crown Cases. Of the total amount awarded, $531,384.64 was for pensions in pension cases and $351,921.63 was for cases not pension cases and for compensation not pensions in pension cases.

Employers in Schedule 2 are assessed their share of the expense of administration. For 1939 that share amounted to $16,944, as compared with $32,565.12 in 1938, and $23,159.11 in 1937. Proportionate to the amount of compensation awarded, administration expenses in Schedule 2 and Crown Cases were 4·06 per cent in 1939, as compared with 6·71 per cent in 1938, and 4·94 per cent in 1937.

Safety Associations.—During 1939, the Board paid $218,511.25 to safety associations, which are organizations of employers established under the authority of the Act by employers in 22 out of the 24 classes of industry. They are under the management of the employers but the expenses are paid by the Board out of the Accident Fund. Of the total amount paid to these organizations, $27,701.25 was allotted to the Lumberman's Safety Association; $14,760 to the Ontario Pulp and Paper Makers' Safety Association; $11,500 to Class 5 Accident Prevention Association; $131,000 to the Industrial Accident Prevention Association; $7,000 to the Ontario Highway Construction Safety Association; $5,550 to the Electrical Employers' Association; and $21,000 to the Construction Safety Association of Ontario.

The report also contains complete information concerning operations during 1938, details of which were not available when the report for that year was made. Statistical information is also given regarding accidents during 1938, their causes, nature of injuries involved, number, time loss, total and average cost of the different classes of cases, the age, wage, nationality and marital condition of the injured workmen.

New Brunswick

The twenty-first annual report of the Workmen's Compensation Board of New Brunswick for the calendar year 1939, sets

forth the estimated total income, made up from assessments, interest on current fund, etc., at $748,948.70 and estimated expenditure $599,756.21, leaving an estimated credit balance of $149,192.49. When this is added to the cumulative credit balance of $297,242.28 carried forward from the year 1938, an estimated surplus of $446,434.77 is indicated.

Complete statistics for the 1938 operations of the Board are given in the report. The cost of compensation during 1938 is given in the report as amounting to $481,088.60, there being 7,834 accidents reported to the Board. Of the total number of accidents, 16 were fatal, 2 resulted in permanent total disability; 238 in permanent partial disability; 5,005 in temporary disability only; while 2,573 required medical aid only.

Causes of accidents in 1938, which resulted in claims upon the Board, were classified in the report as follows: prime movers, 186; working machines, 388; hoisting apparatus, 277; dangerous substances, 212; stepping on or striking against objects, 860; falling objects, 1,504; handling objects, 1,128; tools, 1,326; runaways and animals, 72; moving trains, vehicles, etc., 316; falls of persons, 1,347; all other causes, 986.

Factory Inspection.—Included in the report of the Workmen's Compensation Board is the report of the New Brunswick Factory Inspector for the year ending December 31, 1939.

During 1939, the Factory Inspector issued 934 renewal licences for stationary engineers, 87 of which were boilerman's licences; and 106 new licences were issued.

The inspector's report refers to the bringing into force of the Amended Factories Act under which it is optional, whether a boiler be insured or annually inspected by a competent boiler inspector. This amendment, the inspector's report declares, has been a great help to the owners of small plants which operate for only a few months during the year and the owners of which do not feel they can afford insurance but are perfectly willing to have their boilers tested annually.

The amended Act also provides that the holder of a stationary engineer's licence who allows same to lapse, may be required by the Board to be examined as if he were an original applicant.

Quebec

The twelfth annual report of the Quebec Workmen's Compensation Board covering its work ending December 31, 1939, shows that since the Act came into force on September 1, 1931, up to December 31, 1938, the sum of $5,114,830.12 had been paid out in expenditures for medical aid; $8,500,984.33 for temporary disability; $2,734,720.96 by way of lump sum and commutations of compensation; $4,944,619.19 by way of life pensions to workmen and $3,930,644.73 for pensions to dependents.

In order to meet these payments, the Commission has since the inception of the Act levied and collected assessments amounting to $27,194,570.78. Costs of administration during the period amounted to $1,723,333, and $476,533.18 was paid over to Safety Associations. A disaster reserve of $210,403.85 has been set up to pay for unusual accidents, the total cost of which would represent an excessive charge on any one group of employers.

For operations during 1939, the Commission indicated that there would be a surplus of $341,357.14 which, when added to previous surpluses results in a cumulative total surplus of $540,960.29.

Compensation, Pensions, Medical Aid, etc., in 1939.—A provisional financial statement in the report shows that compensation paid during 1939 in Schedule 1 industries amounted to $990,520.56. Pension awards during the year totalled $550,934.64; medical aid expenditures $490,550.04; administration expenses $302,426.07; and paid to Safety Associations, $108,912.31.

Revenue in 1939.—Provisional assessments during 1939 totalled $4,375,502.58, other income $49,944.44 and after adjustment of revenue a total revenue of $4,875,310.64 actual and estimated is shown in the report. The surplus account as at December 31, 1939, is shown as standing at $540,960.29.

During 1939, a total of $108,912.31 was paid to Safety Associations—$14,583.31 to the Quebec Lumbermen's Accident Prevention Association; $20,000 to the Quebec Pulp and Paper Safety Association; $2,000 to the Quebec Public Utilities Safety Association; and $72,329 to the Quebec Accident Prevention Associations.

In 1939 a total of 53,942 accidents were reported to the Board compared with 58,335 reported in 1938, a reduction of 4,393 in the number of accidents during the year's interval.

FEDERAL-STATE CONFERENCE ON LABOUR LEGISLATION IN THE UNITED STATES

IN Washington, the seventh National Conference on Labour Legislation met on December 9-11 at the invitation of the Secretary of Labour. The Conference was composed of Governors' representatives from 35 states as well as representatives from Alaska, Puerto Rico and the District of Columbia.

Reports were approved from committees on labour supply and national defence, federal-state co-operation, industrial disputes, industrial health, safety and workmen's compensation, home work, state wage and hour laws, child labour and migratory labour.

Labour Supply and National Defence

As regards national defence, the Conference adopted a resolution commending the President for his national defence program and pledging support in defending the democratic institutions of the United States and in giving aid to Great Britain and her Allies.

The Committee on Labour Supply and National Defence urged that while the problem of training workers must be considered primarily from the viewpoint of immediate defence, the long-range needs of industry and labour should also be kept in mind.

Dilution of labour should be so controlled as to cause a minimum of dislocation in the normal labour supply and no plan for the dilution of skills should be considered unless there was in operation a definite apprenticeship plan for the training of skilled workers. Short training or training in only one part or one operation of a skilled trade should be undertaken only after a thorough investigation had determined that no skilled workers could be supplied by the employment agencies. It was recommended that the Federal Committee on Apprenticeship be given authority to establish basic standards for training where dilution is essential and that the Committee be authorized to approve or disapprove any schemes where federal funds are to be used in any way in connection with shop training. The Federal Committee on Apprenticeship, it was recommended, should apply to the training of workers the same principles of co-operation between employers and employed which have proved so successful in its apprenticeship schemes. In shop training the workers should be given as thorough a training as possible with class-room instruction in subjects related to the trade. The number of workers to be trained in this way should be limited to the actual need and wage rates should be fixed so as to prevent a scheme from being used to break down the wage standards of skilled workers.

The Committee recommended that the labour standards aspects of the defence training programs be the responsibility of the federal and state departments of labour and that the educational aspects be under the Federal Office of Education and State boards for Vocational Education. It was pointed out that large sums of money have been appropriated for the training of defence workers and because no standards to control these training programs have been established there was great pressure on the training agencies to spend the money regardless of need. "Standards acceptable to labour and industry must be set up at once before irreparable damage has been done to vocational education itself."

The training should be given in the workplace under actual working conditions and under the direction of experienced workers. The training program, including the labour standards, should be in writing so that the trainees and the workers already employed may clearly understand the training conditions. Joint committees, equally representative of employers and labour, together with consultants from the employment service, the vocational education authorities and the apprenticeship agencies, should be set up in each State and locally where needed to advise on each phase of the training program. It was strongly recommended that in order to avoid confusion the joint committees should be the exclusive agencies for dealing with all training programs in connection with national defence.

The Committee emphasized that short-time training projects should not divert attention from the development of a uniform system of apprenticeship. State departments of labour, trade unions and employers were urged to give their full support to such a scheme.

Federal-State Co-operation

A Committee on Federal-State Co-operation emphasized the mutual advantage of continuing and extending the policy of co-operation between federal and State departments of labour. It was recommended that methods be worked out for co-ordinating the inspection work of federal and State departments in connection with laws relating to hours of work, wages, child labour and home work. The prohibition in the federal Fair Labour

Standards Act of the employment of children under 16 years of age in inter-state industries has led to the adoption of a scheme for co-operation between the federal and State departments in the use of age certificates. Standards laid down by the federal department for such certificates were reported to have brought about an improvement in the certificate system throughout the country. This co-operative scheme was commended and its extension urged.

Collaboration between the Federal Committee on Apprenticeship and State apprenticeship councils was approved and it was recommended that councils should be set up in States where they have not yet been established.

The assistance of the federal department in providing training courses for State factory inspectors was stated to have been of great service and it was urged that similar courses should be provided for inspectors in other fields of labour law. The establishment of comparable qualifications and salary scales for inspectors was also recognized as being a matter of interest to both the federal and State departments.

The committee also commended the present plan for co-operation between federal and State conciliation services and recommended that regional conferences should be held where federal and State conciliators could discuss their problems, co-ordinate their activities and provide for technical services. A review was suggested of federal and State agencies engaged in labour research such as the United States Department of Labour, Social Security Board and State labour departments to determine the gaps and overlapping and to develop a co-ordinated research program.

With regard to industrial health, the Committee recommended that the Secretary of Labour should appoint a committee to assist in organizing a federal-State industrial health scheme which would ensure adequate resources to State labour departments for industrial hygiene.

Two resolutions of the Conference are of interest in this connection: first, approving a Bill introduced in the Senate to make funds available to State departments of labour for work on industrial hygiene and second, advocating "that all the laws and services relating to labour, including unemployment compensation, the employment service, industrial safety, health and hygiene, workmen's compensation, industrial relations, wages, hours and child labour and apprenticeship should be closely integrated in a single department of labour at both the federal and the State levels."

Industrial Disputes

The Committee on Industrial Disputes urged the increased use by employers and workers, when they are unable to reach an agreement, of the United States Conciliation Service in co-operation with State conciliation services and recommended the strengthening of existing agencies along the lines of the voluntary work of the United States Conciliation Service. A resolution expressed the gratification of the Conference at the increasing number of employers accepting collective bargaining and the hope that collective bargaining would be extended so that industrial conflict will be minimized and production increased, particularly during the period of national defence.

A resolution of the Conference affirmed its belief that "the free co-operation of labour is the best guarantee of maximum production for defence and it is believed that so-called anti-strike legislation would by the very element of compulsion introduce ill-will and suspicion in the place of co-operation...and would lessen rather than stimulate production for defence." The resolution called attention to experience in harmonious relations that were promoted by collective bargaining where agreements set up joint machinery for the handling of grievances and for the arbitration of disputes.

Workmen's Compensation

As regards workmen's compensation, the Committee dealing with this and related subjects urged that numerical and industry exemptions be eliminated from all the compensation Acts and that Acts covering both accidents and occupational diseases should be compulsory for all employers; that all diseases resulting from occupation should be covered by the statutes; that the procedure in the administration of the Acts should be informal and non-technical and that the administrative body should have adequate power to regulate the fees of attorneys, doctors, etc.; also that the special committee appointed by the Secretary of Labour to study the problems arising out of pre-employment physical examinations report to the States as soon as possible.

Meantime the Committee of the Conference declared its opposition to physical examinations unless the employer has first proved that he has installed proper safeguards for health and safety and unless the State has adopted laws to prevent discrimination against workers as a result of physical examinations. The States were urged to develop their statistical services to give more accurate information on the frequency, severity and causes of industrial accidents in the light of extended industrial

operations for national defence; and in view of the absence of safety and health regulations in many States the Secretary of Labour was requested to consider promulgating such codes under the Public Contracts Act. It was also recommended that industrial hygiene units be created in State labour departments and that the Secretary of Labour be requested to consider setting up in the Division of Labour Standards a unit empowered to establish uniform methods for the control and elimination of occupational diseases.

Child Labour

The Child Labour Committee commended the enforcement of the child labour provisions of the Fair Labour Standards Act by the federal Children's Bureau and urged more adequate appropriations for this work. The urgent need was emphasized for control of child labour in industrialized agriculture "where some of the worst child labour abuses exist to-day," and for raising the child labour standards of State legislation to the 16-year old minimum of the Fair Labour Standards Act in order that children employed in intra-state industries might have the same protection as those in inter-state industries.

The need for additional safeguards against hazardous employment, particularly in the defence industries, was emphasized and the States were urged to require double compensation to be paid for accidents to persons illegally employed. Attention was called to the inadequate regulation of children in street trades and on the stage.

The Committee pointed out the danger to the nation in any relaxation of child labour standards under the pressure of defence industries.

Home Work

For the regulation of home work seven States and Puerto Rico have passed laws which permit its prohibition when it undermines labour standards. The Committee urged the adoption of such legislation by other States, supplemented by the application of other labour laws to home work and by federal action. The strict application of the Fair Labour Standards Act to industrial home work was urged and the Wage and Hour Division of the federal department was asked to consider including the prohibition of home work in wage orders issued under the Act.

Wages and Hours

As regards wages and hours, the Committee on State Wage and Hour Legislation recommended that action be taken as soon as possible to apply to all workers legislation regulating wages and hours. With this end in view the Secretary of Labour was requested to give assistance in compiling information on wages and hours in States where such legislation is sought and where the States are not themselves equipped to prepare such evidence. The need for uniformity in inspection and enforcement methods as between the federal and State departments was emphasized and the Secretary of Labour was asked to continue a committee which drafted a State wage and hour Bill for the purpose of considering and securing agreement on policies essential in the administration of wage and hour laws.

Federal-State Committees

At the request of the Conference, the following committees are to be appointed or to be continued by the Secretary of Labour: (1) Committee on Planning for Post-Defense Economic Adjustments to consider means of minimizing unemployment in the post-defense period, of re-absorbing workers in industry and to preserve labour standards and social gains; (2) Committee on State Wage and Hour Legislation to continue to function and to develop more uniform methods of inspection, enforcement and issuance of wage orders; (3) Committee on Defense Bills Affecting Workers' Rights to take up with responsible agencies the question of safeguarding the civil rights of workers and trade unions; (4) Committee on Suggested Language for a State Workmen's Compensation Bill to draft language for a Bill providing for an exclusive State fund; (5) Committee on Pre-employment Physical Examinations to continue and to report to the States as soon as possible; (6) Committee on Education to study problems of education and training from the point of view of labour and labour law administrators; (7) Committee on Federal-State Industrial Health Program to assist in developing such a program, utilizing the experience of State labour departments; (8) Committee on Strengthening State Factory Inspection to inquire into the feasibility of federal grants-in-aid for State factory-inspection services, provided these meet a federal standard.

Veterans Rehabilitation in Australia

According to a press despatch, the Repatriation Department of the Australian Government is already assuming care of Australian soldiers sent home from the fighting fronts, finding jobs for them at the rate of about 12 per day and paying a sustenance rate ranging from $13 weekly for a man, wife and three children. So far, it is reported, only a small number of men have been sent home.

ANNUAL REVIEW OF EMPLOYMENT IN CANADA, 1940

Report of Dominion Bureau of Statistics indicates Unprecedented Expansion in Industrial Employment

IN its annual review of employment in Canada in 1940, the Dominion Bureau of Statistics reports that the year witnessed an unprecedented expansion in industrial employment, a continuation and intensification of the upward movement that had its inception late in 1939 and, apart from seasonal fluctuations, is expected to gain momentum in the months to come as a result of the development of Canada's war effort.

The industrial activity indicated during 1940 raised the employees of the co-operating establishments by almost one-fifth from January 1 to December 1, a proportion greatly exceeding that shown in any other twelve months in the twenty years for which information is now available; the average change from the beginning of January to the first of December in the period, 1921-1939, was 8.1 per cent.

During the year under review, the Dominion Bureau of Statistics tabulated 145,372 individual returns on employment, an average of 12,114 reports per month. The employees of the co-operating establishments averaged 1,215,431, varying between 1,093,930 at April 1, and 1,364,720 at the beginning of November. In 1939, the range had been from 1,015,632 at April 1, to 1,206,183 at November 1, while the monthly average was 1,105,712; the reports tabulated in that year had aggregated 139,810, an average of 11,651[1], per month.

Employment by Provinces and Cities

A brief analysis of the situation in the various units of population and industrial divisions shows that activity in all provinces attained an unusually high level in 1940. In Quebec, Ontario and British Columbia, employment generally was at its maximum in the twenty years for which statistics are available. This was also the case in the Maritime Provinces as a unit, while in the Prairie Area, activity was greater than in any other year since 1931. Data for the various provinces within these two areas were separately tabulated only from 1937; in the intervening period, employment generally was at a lower level than in 1940.

Industrial employment in the eight cities for which statistics are segregated was, on the whole, in greater volume in 1940 than in any preceding year of the record except 1929, when their average index was slightly higher. The cities for which tabulations are made are as follows:—Montreal, Quebec, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver. Employment in these eight centres, taken as a unit, showed an advance exceeding that indicated generally in the Dominion; nevertheless, this composite index continued lower than that for the Dominion as a whole, although the discrepancy was the smallest in the eight years during which employment in the leading industrial centres has been relatively quieter.

Varying levels of activity were indicated in the different cities during 1940, depending to a considerable extent upon the type of production predominating in the locality. Thus, employment in Windsor and Hamilton, where the heavy industries are of especial importance in the industrial distribution of the population, showed the greatest gains over 1939, and the indexes for these two, with Quebec City, were higher than in the remaining centres.

Employment in Manufacturing

Manufacturing as a whole, reported particularly impressive gains; employment, unusually active at the opening of January, thereafter showed important and uninterrupted advances until December 1; the additions to the working forces made in this period resulted in the establishment of successive new all-time highs, month by month from February. The December 1 index, at 144.7, was over 22 per cent higher than at January 1, an increase which exceeded that in any other of the twenty years of the record; the average gain in this period was not quite ten per cent. Considerable improvement was recorded in the production of both durable and non-durable goods, the former showing an increase of 34 per cent and the latter, of 15 per cent during the twelve months.

Among the non-manufacturing divisions, logging reported greater employment than in 1939, or any other year since 1920, except 1937. Mining, communications, transportation, services and trade were also brisker; the indexes in mining, services and trade were the highest on record; that in transportation was the highest since 1931, while the communications figure was above that for any other year since 1932. Employment in construction, on the whole, was quieter

[1] In comparing these figures with those for 1940, it should be noted that adjustment is made in the index numbers for the growth in the number of co-operating employers.

than in 1939, due to curtailment in work on the highways, which in recent years has been largely provided as a means to relieve unemployment[2]; building construction, however, was in decidedly greater volume than in any other year since 1931.

Employment in Financial Institutions

In addition to the reports from 12,114 firms classed in the manufacturing, logging, mining, transportation, communications, construction and maintenance, services and trade divisions, statistics of employment were tabulated during 1940 from banks, trust companies, stock market operators and insurance companies; data for the first three of the classes are also available for most of 1939.

The reported employees of banks, trust companies and stock market operators averaged 33,609 in 1940; the number of co-operating establishments was 407, and the mean index was 110.4, on the 1926 base. In 1939, the average number of reports received was 413, and the average staff, 33,113; the increase in personnel during the year under review was mainly due to extra work occasioned by the war, particularly in connection with the control of foreign exchange. The employment afforded by brokers, however, rather declined, owing partly to market inactivity and, in a number of cases, to the enlistment of men who were not replaced.

Information during 1940 was also received from an average of 481 insurance companies and branches and their agents, whose employees averaged 24,824; this constituted 117.9 per cent of their 1926 average staffs. Information for this class of business is not on record for preceding years.

The employment afforded in financial institutions, in which the group index in 1940 was 113.5, has shown an advance from the base year which is fairly commensurate, on the whole, with the general gain in population and with pre-war industrial activity in the Dominion. While employment in such occupations has not increased during the period of intensified industrial expansion to the same extent as that in manufacturing and certain other classes, it has probably been maintained at much the same level as in immediately preceding years; if this is so, its course has more or less paralleled the all-industries curve for the Dominion, until the outbreak of hostilities with the resultant abnormally large gains of 1940.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA, JANUARY, 1941

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting February 1 was 12,467, the employees on their pay-rolls numbering 1,326,092.

(2) The Department of Labour receives reports from the local trade unions thoughout Canada, showing the number of their members who were employed in the period under review. The number of unions reporting for January was 2,032 having an aggregate membership of 274,912 persons, 6·6 per cent of whom were without employment on February 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

[2] The number of man-days worked on a wage basis on relief projects authorized by Dominion-Provincial Agreement, as reported to the Dominion Commissioner of Unemployment Relief, was 382,404 in the first eleven months of 1940. The average number of men afforded employment per month during the period was 2,993. The works carried on in 1940 were mainly the continuation or completion of projects commenced in previous years.

During the twelve months, January 1 to December 31, 1939, the number of man-days worked on a wage basis was reported as 2,360,534, while the average number of men afforded employment was 17,291.

(1) The Employment Situation at the Beginning of February, 1941, as Reported by Employers

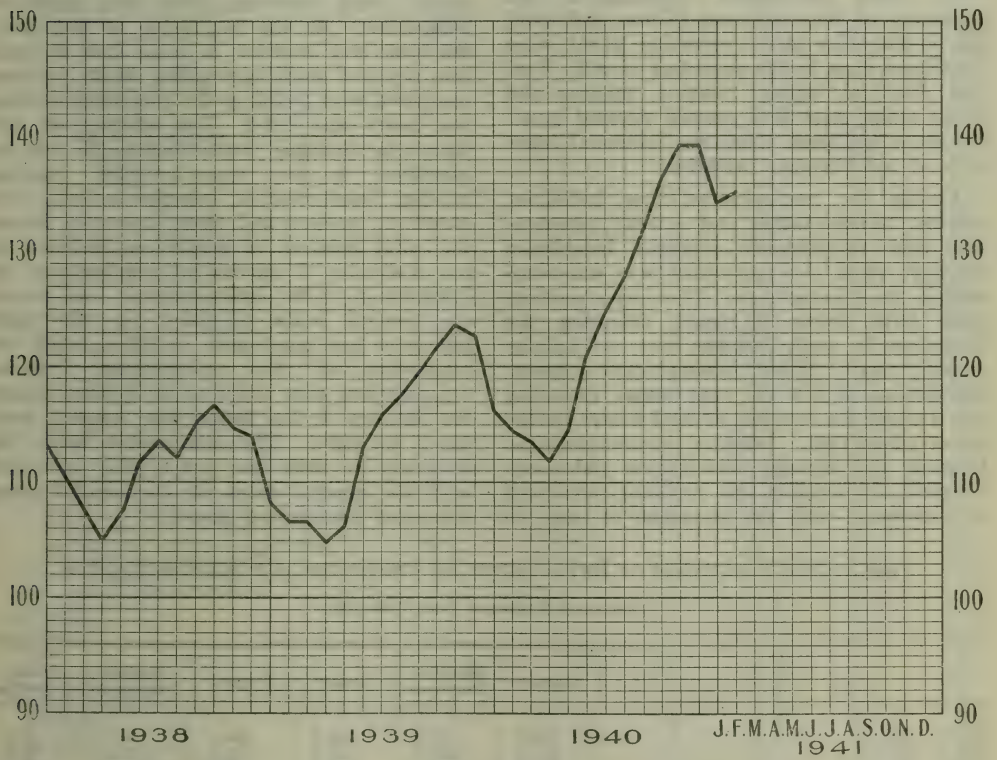
Industrial employment at the beginning of February showed an upward movement, which compared favourably with the decline reported at February 1 in each of the last three years; over a longer period of observation, however, activity at that date has shown little change, on the average, from January 1. Accordingly, the increase in the unadjusted index of employment at the date under review was accompanied by an advance in the seasonally corrected index; the latter has risen uninterruptedly since March, 1940, establishing in the last nine months, successive new all-time highs.

The Dominion Bureau of Statistics tabulated returns for February 1, 1941, from 12,467 employers, whose staffs included 1,326,092 men and women, compared with 1,316,869 at January 1. This increase of 9,223 persons, or 0·7 per cent, raised the crude index (1926=100) from 134·2 in the preceding month, to 135·2 at February 1, as compared with 114·4 at that date in 1940, the previous high figure for February in the years since 1920. The seasonally-corrected figure advanced from 139·4 at January 1, to 140·5 at the beginning of February; as already indicated, this was the highest adjusted index for any month of the record of more than twenty years.

An analysis of the returns by industry shows that at February 1, 1941, there was marked seasonal improvement in manufacturing, in which the co-operating establishments reported an increase of 25,204 workers, or 3·4 per cent, as compared with January 1. This gain was decidedly larger than that shown at the same date in any recent year, considerably exceeding the normal increase between January and February in the experience of other winters of the record. The improvement is particularly noteworthy in that it provided work for many more operatives than had been laid off

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



in the seasonal recession at January 1; this is the first time in the years since 1920 that such a situation has been indicated, the average increase at February 1 in the twenty preceding years amounting to rather less than 49 per cent of the average decline at January 1. In the last decade, indeed, the discrepancy in this comparison has been even greater, only about two-fifths of the average number laid off at the opening of the year having been reinstated by the beginning of February.

The increase in employment in manufacturing raised the index to 147·4, the highest on record; the previous maximum figure was that of 144·7 at December 1, 1940. The seasonally-adjusted figure, at 153·0, was also higher than in any other month for which statistics are available.

The most pronounced expansion at the beginning of February was in iron and steel, the co-operating plants reporting 13,861 more employees than in the preceding month. Textile, chemical, lumber, leather, tobacco and many other lines also showed decided gains. On the other hand, there were seasonal losses in food and beverage factories.

Among the non-manufacturing industries, mining, transportation and railway construction and maintenance reported heightened activity, while the movement was unfavourable in the other groups. There were particularly large losses in trade, following the exceptionally great activity over the holiday season; nearly 13,500 persons were released, the decline of 8·6 per cent rather exceeding the average contraction at mid-winter in the years since 1920. Logging, communications, building and highway construction and maintenance and services also reported reductions in personnel; with the exception of those in logging, these declines were unusually small for the time of year.

For February 1, 1940, 11,857 establishments had furnished employment returns, showing an aggregate working force of 1,117,761 persons; the latest index was 18·2 per cent higher than that of 114·4 at February 1, 1940.

Based upon the 1926 average as 100, the unadjusted index numbers of employment at the beginning of February in recent years are as follows: 1941, 135·2; 1940, 114·4; 1939, 106·5; 1938, 110·4; 1937, 104·1; 1936, 98·4; 1935, 94·6; 1934, 91·4; 1933, 77·0; 1932, 89·7; 1931, 100·7; 1930, 111·6; 1929, 110·5; 1928, 102·0 and 1927, 96·6.

Employment in Financial Institutions

For some months, statistics of employment have been collected from banks, trust companies, stock exchange firms and insurance companies. At the beginning of February, 893 firms and branches in these lines of business reported staffs aggregating 58,421 persons, compared with 58,232 in the preceding month; the index was 112·8. The addition of the figures for financial institutions to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, services and trade industries brings the total number of employees included in the February 1 survey of employment to 1,384,513 in 13,360 establishments, and lowers the general index of 135·2 for the eight industries just mentioned, to 134·0; when the employees of the co-operating financial organizations were added to the general figures for January 1, the index was lowered from 134·2 to 133·1. The comparable figure for February 1, 1940, was 114·4; this coincided with the general index for the eight leading industries enumerated above.

TABLE I.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

—	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Feb. 1, 1928	102·0	97·0	101·6	104·9	103·2	93·5
Feb. 1, 1929	110·5	104·6	105·9	117·0	113·1	96·4
Feb. 1, 1930	111·6	112·1	108·2	117·1	109·8	99·9
Feb. 1, 1931	100·7	110·6	98·8	101·7	101·0	93·8
Feb. 1, 1932	89·7	99·9	85·9	92·7	91·3	77·5
Feb. 1, 1933	77·0	76·5	75·7	78·9	80·4	68·0
Feb. 1, 1934	91·4	101·3	88·5	95·3	84·7	84·1
Feb. 1, 1935	94·6	100·1	89·5	100·2	89·2	89·6
Feb. 1, 1936	98·4	102·2	95·2	102·4	93·7	94·1
Feb. 1, 1937	104·1	107·5	106·7	108·4	91·4	91·3
Feb. 1, 1938	110·4	112·3	114·5	116·2	91·7	96·4
Feb. 1, 1939	106·5	100·5	113·0	109·2	93·9	96·2
Feb. 1, 1940	114·4	118·4	116·0	120·2	100·8	100·0
Jan. 1, 1941	134·2	130·0	139·6	141·1	116·2	116·0
Feb. 1,	135·2	135·2	139·4	143·4	112·2	118·0
Relative Weight of Employment by Provinces and Economic Areas as at Feb. 1, 1941	100·0	7·6	30·1	43·3	11·1	7·9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

Employment by Economic Areas

Contractions were recorded in Quebec and the three Prairie Provinces; the change in Quebec was very slight, while the losses in the Prairie area rather exceeded the average at February 1 in the years since 1920. On the other hand, the trend in the Maritime Provinces, Ontario and British Columbia was decidedly favourable, the increases being above the average; those in the Maritime area, indeed, were contra-seasonal. Activity in all provinces was greater than at February 1 of last year; in four of the five economic areas the situation was also more favourable than in any other winter for which data are available, the exception being the Prairie area,

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

Industries	[1]Relative Weight	Feb. 1, 1941	Jan. 1, 1941	Feb. 1, 1940
MANUFACTURING	57·2	147·4	142·5	120·5
Animal products—edible	2·4	159·7	162·6	132·5
Fur and products	·2	112·2	112·9	102·4
Leather and products	1·9	122·5	116·3	125·8
Boots and shoes	1·2	119·3	110·4	125·0
Lumber and products	3·8	92·8	90·0	80·0
Rough and dressed lumber	2·2	81·6	77·7	66·3
Furniture	·7	105·2	106·2	89·2
Other lumber products	·9	122·1	120·2	117·6
Musical instruments	·1	72·2	63·9	54·6
Plant products—edible	2·9	122·7	126·3	116·0
Pulp and paper products	5·5	117·5	116·7	111·4
Pulp and paper	2·4	107·5	107·2	98·5
Paper products	·9	149·2	144·9	138·9
Printing and publishing	2·2	119·6	119·2	118·6
Rubber products	1·2	121·6	116·9	108·6
Textile products	9·9	150·5	146·8	136·5
Thread, yarn and cloth	3·8	163·5	162·7	153·2
Cotton yarn and cloth	1·9	123·7	122·5	118·8
Woollen yarn and cloth	·8	177·0	180·1	163·1
Artificial silk and silk goods	·8	552·6	543·0	502·9
Hosiery and knit goods	1·7	136·8	134·0	135·9
Garments and personal furnishings	3·3	145·0	138·1	124·6
Other textile products	1·1	150·1	145·7	122·7
Tobacco	1·0	168·8	146·9	164·0
Beverages	·8	186·7	193·8	166·7
Chemicals and allied products	2·3	252·7	227·0	178·9
Clay, glass and stone products	·9	106·5	106·0	84·7
Electric light and power	1·3	141·9	142·5	132·2
Electrical apparatus	1·9	182·2	179·5	139·4
Iron and steel products	17·0	170·4	160·0	113·7
Crude, rolled and forged products	1·8	189·6	181·2	153·5
Machinery (other than vehicles)	1·5	183·8	172·6	124·8
Agricultural implements	·6	90·6	88·4	68·4
Land vehicles	7·0	154·2	143·7	107·6
Automobiles and parts	2·5	224·1	208·3	155·4
Steel shipbuilding and repairing	1·0	304·7	273·2	57·5
Heating appliances	·4	148·5	143·3	123·4
Iron and steel fabrication (n.e.s.)	1·0	204·3	196·9	132·2
Foundry and machine shop products	·7	190·4	175·6	118·1
Other iron and steel products	3·0	190·7	181·7	121·4
Non-ferrous metal products	2·6	228·1	219·5	165·2
Non-metallic mineral products	1·0	172·9	174·7	158·4
Miscellaneous	·5	166·3	161·7	148·6
LOGGING	5·9	265·8	276·1	227·2
MINING	6·0	169·1	167·6	168·4
Coal	2·0	96·2	96·3	94·7
Metallic ores	3·4	349·6	340·5	354·5
Non-metallic minerals (except coal)	·6	124·0	131·3	123·7
COMMUNICATIONS	1·8	89·6	90·2	82·7
Telegraphs	·4	99·9	101·6	93·3
Telephones	1·4	86·8	87·1	79·8
TRANSPORTATION	8·2	89·4	88·7	83·3
Street railways and cartage	2·4	135·7	136·7	126·2
Steam railways	4·9	81·2	80·2	76·2
Shipping and stevedoring	·9	66·4	65·5	60·8
CONSTRUCTION AND MAINTENANCE	7·6	82·5	83·0	58·1
Building	3·5	108·3	108·9	48·4
Highway	2·3	77·6	84·4	72·0
Railway	1·8	59·4	53·7	55·0
SERVICES	2·5	148·6	149·5	131·8
Hotels and restaurants	1·5	141·8	143·5	127·8
Personal (chiefly laundries)	1·0	160·5	159·9	138·7
TRADE	10·8	147·0	160·8	136·4
Retail	8·1	153·1	172·1	141·9
Wholesale	2·7	130·9	131·3	121·9
ALL INDUSTRIES	100·0	135·2	134·2	114·4

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

where the latest index was slightly lower than that for February 1, 1929, but was otherwise the highest on record.

Maritime Provinces.—The trend in the Maritime Provinces as a whole has usually been downward at the beginning of February in the years since 1920, the average loss in employment being nearly two per cent. At February 1 of the present winter, however, activity showed a substantial increase, 3,854 persons having been taken on since their last report by the 886 reporting employers, whose staffs aggregated 100,665. There were gains in each of the provinces in this area, those in Nova Scotia being largest.

Building and highway construction and trade in the Maritime Provinces as a whole reported curtailment. Coal-mining, logging, manufacturing, transportation and railway construction and maintenance, on the other hand, were brisker; the greatest improvement was in the last two, and was seasonal in character. In manufacturing, the iron and steel and lumber divisions showed the most pronounced gains.

A moderate loss had been indicated in the Maritime Provinces at February 1 of last year, when 824 firms had reported 87,706 employees, or 331 fewer than at January 1, 1940. The index was then many points lower than that of 135·2 at the date under review; this figure, which is the highest ever recorded for February, has, indeed, rarely been exceeded in any month in the years since 1920.

Quebec.—Employment showed little general change in Quebec at the beginning of February, the working forces of the 3,114 co-operating establishments aggregating 399,645, as against 400,233 at January 1, 1941. This decrease of 0·1 per cent was the smallest reported at February 1 in any of the nine years of the record in which the trend at that date has been downward; the average change at mid-winter has, however, been a very slight increase, so that the loss at the latest date, like that indicated at February 1 in each of the last three years, is contra-seasonal. In spite of this falling-off, employment at the date under review was at a higher level than in any other February for which information is available; the latest index was 139·4, compared with 116·0 at February 1, 1940, the previous maximum for that date.

There was considerable improvement in manufacturing at the beginning of February, 1941, notably in textile and iron and steel plants, but leather, lumber, non-ferrous metal, pulp and paper, tobacco and chemical factories also showed gains; on the other hand, food and rubber works were moderately slacker. Logging, transportation, construction and maintenance, services and trade also reported reduced activity, mainly seasonal in character. The declines in bush work were particularly marked.

For February 1, 1940, the 2,939 firms making returns had employed 331,926 men and women, or 13,416 fewer than in the preceding month.

Ontario.—There was important expansion in industrial activity in Ontario, particularly in manufacturing; within this division, the greatest increases were in iron and steel, which absorbed over 7,600 additional workers, and in chemical products, in which there was a gain of 3,000. Improvement was also recorded in tobacco, textile, rubber, pulp and paper, leather, electrical apparatus and non-ferrous metal manufacturing. On the other hand, food and beverage factories were slacker. Among the non-manufacturing groups, mining and services reported heightened activity, while there were losses in transportation, construction and retail trade, those in the last-named being especially large, following the abnormal activity over the holiday season.

Data were received from 5,375 establishments in Ontario, employing 573,711 persons at the date under review, as compared with 564,258 at the beginning of January. This advance of 9,453 workers, or 1·7 per cent, was seasonal, approximating the average gain from January to February in the experience of the years since 1920. The movement had, however, been downward at the beginning of February last year, when the 5,189 employers furnishing information had reported an aggregate payroll of 478,409; the index then stood at 120·2, as compared with 143·4 at the latest date. The latter figure indicates a higher level of industrial activity than in any other month of the record.

Prairie Provinces.—Employment in this area has almost invariably declined at February 1 in the twenty-one winters for which data are available. The tendency in Manitoba, Saskatchewan and Alberta was unfavourable at the date under review, when the 1,780 firms co-operating in the Prairie Provinces reduced their forces by 5,233 persons, to 147,292. Manufacturing, on the whole, showed an advance, there being improvement in iron and steel, textile and lumber plants; logging was also more active. On the other hand, mining, transportation, construction and trade released employees, the losses in the last-named being most marked.

The general contraction in industrial activity at February 1, 1941, rather exceeded the average indicated at that date in the years since 1920, being also larger than that noted at midwinter of 1940. Standing at 112·2 at the date under review, the index was higher than at February 1 in any other year since 1920, except 1929; the figure for February of

last winter was 100·8. Statistics had then been tabulated from 1,701 establishments, whose working forces were reduced from 134,940 in the preceding month to 131,632 at February 1.

British Columbia.—There was a considerable increase in employment in British Columbia at the date under review. Retail trade, transportation and highway construction and maintenance reported reduced activity, but mining, logging, building and manufacturing were more active; the gains in the last-named took place mainly in lumber, pulp and paper and iron and steel factories. The working forces of the 1,302 reporting employers aggregated 104,779, an increase of 1,737 employees, or 1·7 per cent, as compared with their payrolls in the preceding month. The general advance in staffs exceeded the moderate gain that has been the average change from January 1 to February 1 in the period since 1920, while the latest index, at 118·0, was higher than in any other February for which statistics are on record.

For February 1, 1940, 1,204 firms had furnished information showing that they employed 88,088 men and women, compared with 85,961 at January 1; although that increase was larger than that at the date under review, the index was then eighteen points lower, standing at 100·0.

Index numbers of employment by economic areas are given in Table 1.

Employment by Cities

The trend was upward in Montreal, Ottawa, Hamilton and Windsor; in Quebec and Vancouver practically no general change was indicated, while firms in Toronto and Winnipeg showed losses in employment. Industrial activity in each of these centres was at a decidedly higher level than at the same date of last winter, or of any other year of the record.

Montreal.—Manufactures showed pronounced recovery, on the whole, notably in the textile and iron and steel groups, while leather and many other factories were also busier. Construction afforded more employment. On the other hand, transportation and trade reported reduced employment, the losses being seasonal. Data were received from 1,816 employers with 196,285 workers, or 5,069 more than at January 1. Industrial activity in Montreal has usually advanced between January 1 and February 1 in the experience of the nineteen years in which statistics for the larger cities have been segregated, but the latest increase was exceptionaly large for the time of year. The index stood at 126·0, compared with 105·7 at the beginning of February in 1940, when contra-seasonal curtailment had been indicated; the 1,729 co-operating establishments had then employed 164,259 men and women.

Quebec.—Returns tabulated from 218 firms in Quebec City showed that they had reduced their personnel from 20,102 at January 1, to 20,081 at February 1, the index falling slightly from 144·3 at the former to 144·1 at the latter date. There was improvement in manufacturing; local transportation and construction were also rather busier, while trade and services were seasonally slack. The general index was many points higher than at the corresponding date of last year, when a larger decrease had been indicated in the 209 returns received; these had shown an aggregate staff of 14,893.

Toronto.—There were pronounced seasonal losses in retail trade in Toronto, and construction was quieter; on the other hand, increases were reported in transportation, services and manufacturing, those in the last-named taking place mainly in iron and steel and other heavy industries, and in textile and printing and publishing works. On the whole, there was a decline of 778 in the employees of the 1,846 co-operating firms, who had 177,587 workers. This reduction was decidedly less-than-average for midwinter in other years of the record, being also smaller than that indicated at the beginning of February, 1940, when the index of employment was many points below the figure of 136·5 at the date under review. The 1,768 employers from whom statistics were received at February 1 of a year ago, had a working force of 146,499.

Ottawa.—There was a seasonal contraction in retail trade in Ottawa, but manufacturing and construction and maintenance were brisker, the increases in the former being mainly in iron and steel and pulp and paper. Two hundred and forty-one establishments reported 18,132 workers, or 294 more than at January 1. The index of employment, at 132·7, was decidedly higher than at the beginning of February, 1940, when a slight falling-off had been indicated by the 227 co-operating firms, who then had 14,775 employees.

Hamilton.—The situation in Hamilton showed improvement, bringing employment to the highest level yet reached in these surveys. The gain took place chiefly in manufacturing and more particularly, in iron and steel, while trading establishments released employees, following the active season over the holidays. Statistics were tabulated from 336 employers with a staff of 45,880 men and women, com-

pared with 44,766 in the preceding month. The index, at 140·6, was many points above that of 116·6 at February 1 of a year ago; an increase had also been reported by 332 firms then furnishing information, whose payrolls had included 38,024 persons.

Windsor.—Automobile and other iron and steel factories in Windsor were decidedly busier; trade and construction were rather quieter, while other industries showed little general change. The 197 reporting establishments employed 27,896 workers, as against 26,810 at January 1. The volume of employment was greater than in any other month for which information is available. A force of 20,549 had been indicated by the 194 employers making returns for February 1, 1940, when the index stood at 148·6, compared with 201·2 at the latest date.

Winnipeg.—As has almost invariably been the case at February 1, employment in Winnipeg declined at the date under review, the loss taking place mainly in trade. Manufacturing, however, was more active, iron and steel, textile and other factories reporting improvement, of which that in the first-named was most pronounced. Returns were compiled from 546 concerns with a personnel of 48,217, compared with 51,451 in the preceding month. Industrial activity was greater than at February 1 of last year, although smaller losses in personnel had then been recorded by the 532 co-operating establishments; these had employed 41,831 persons.

Vancouver.—The situation in Vancouver showed little general change. Manufacturing was brisker, the gains in employment in lumber, non-ferrous metals and iron and steel being largest; construction was also rather brisker, while transportation, communications and trade were not so active. The 577 firms furnishing statistics had a staff of 43,873, as against 43,858 at January 1. The index, at 128·8, was many points higher than at the same date in 1940, when 523 employers had 36,955 men and women were on their payrolls.

Employment by Industries

Manufacturing.—Seasonal improvement on an exceptionally large scale was noted in employment in factories at the beginning of February, when 6,830 co-operating manufacturers reported a staff of 759,030, compared with 733,826 at January 1. This was an increase of 25,204 persons, which raised the crude index from 142·5 in the preceding month, to 147·4 at February 1; it was then higher than in any other month of the record. The figure for the beginning of February a year ago was 120·5.

As already mentioned, the gain at the date under review follows year-end losses that were below normal. The number added to the payrolls considerably exceeded the number laid off at January 1, a situation which is unique in the experience of the years since 1920; on the average, the increase in industrial activity at February 1 has brought about the re-employment of some 49 per cent of the number released at January 1.

As a result of the greater-than-normal expansion, the seasonally-adjusted index advanced, rising from 152·0 at January 1, 1941, to 153·0 at February 1. These two figures are higher than in any other month for which data are available.

The most pronounced improvement over January 1, 1941, took place in iron and steel plants, in which 13,861 additional employees were reported by the firms furnishing statistics; this gain of 6·5 per cent raised the iron and steel index to the highest position yet reached. There were also substantial increases in textile and chemical factories, which reported additions of 3,294 and 3,186 persons, respectively. The leather, lumber, pulp and paper, rubber, tobacco, electrical apparatus, non-ferrous metal and many other divisions of manufacturing also afforded decidedly more employment. On the other hand, food, beverage and petroleum plants showed curtailment.

The February 1, 1941, crude index of employment, as already stated, stood at 147·4 compared with 142·5 in the preceding month, while at the beginning of February in recent years the figure has been as follows:—1940, 120·5; 1939, 106·0; 1938, 110·3; 1937, 105·3; 1936, 98·5; 1935, 90·1; 1934, 84·2; 1933, 75·0; 1932, 85·9; 1931, 96·1; 1930, 110·2; 1929, 112·8; 1928, 102·3 and 1927, 98·2; the 1926 average equals 100 in calculating these indexes.

The 6,496 manufacturers whose statistics were tabulated for February 1 of last year had reported 618,409 employees, as compared with 606,733 at the opening of 1940. The recovery then indicated had therefore been on a much smaller scale than that at the latest date, when the index was over 22 per cent higher than at the beginning of February 1940.

Animal Products—Edible.—There was a decline in employment in this group at the beginning of February, when the index, at 159·7, was many points higher than that of 132·5 at the same date in 1940. Statements were tabulated from 333 firms employing 31,451 workers, as compared with 32,013 at January 1, 1941. Most of the loss took place in meat packing plants.

Leather and Products.—Employment in boot and shoe factories very substantially increased, and there were smaller gains in tanneries. A combined working force of 25,088 persons was reported by the 342 co-operating

manufacturers, who had 23,810 employees at the beginning of January. Most of the advance took place in Quebec and Ontario. Activity was lower than at February 1 of a year ago, the latest index, at 122·5, being a few points below that of 125·8 at the same date in 1940; with this exception, however, it was the highest for midwinter in any year for which data are available.

Lumber and Products.—Seasonal improvement was indicated in sawmills, while container and furniture factories were also busier; 1,490 workers were taken on by the 985 firms making returns, who had 49,963 on their staffs. The increase was rather smaller than that noted at the beginning of February, 1940, but the index of employment was then decidedly lower. There were gains in New Brunswick, Quebec and the Western Provinces at February 1 of the present winter, those in Quebec being most pronounced.

Musical Instruments.—Thirty-six manufacturers of musical instruments (not including radios) reported increased employment at February 1; their staffs numbered 2,061 persons, as compared with 1,825 at January 1. The index stood at 72·2, as against 54·6 at the same date of last year, when an upward movement had also been indicated.

Plant Products, Edible.—There was a further reduction in personnel in the vegetable food group, according to the 563 reporting establishments, which employed 37,854 workers, compared with 38,973 in the preceding month. The largest losses were in fruit and vegetable canneries, but sugar and syrup and chocolate and confectionery were also quieter. No general change has been indicated at February 1 of last year; the index then stood at 116·0, as compared with 122·7 at the date under review.

Pulp and Paper.—Pulp and paper mills, paper products and printing and publishing plants reported moderate gains, which resulted in an unusually high level of employment for midwinter. The general index stood at 117·5, compared with 111·4 at February 1, 1940. Data for the date under review were received from 718 employers of 72,966 workers, as against 72,430 at the beginning of January, 1941. Improvement was reported in Quebec, Ontario and British Columbia, that in Ontario being greatest.

Rubber Products.—There was an increase in rubber factories; 53 of these enlarged their payrolls from 14,798 persons at January 1 to 15,333 at February 1. The index, at 121·6, was decidedly higher than at the same date in 1940, when a falling-off had been indicated.

Textile Products.—A large advance was reported in textiles at February 1, 1941, there being improvement in cotton, silk, headwear, hosiery and knitting, garment and personal furnishing establishments. The working forces of the 1,265 co-operating firms aggregated 131,064 persons at the beginning of February of this year, as compared with 127,770 in their last report. Textile manufacturers in Ontario and Quebec showed marked activity. Employment was decidedly brisker than at February 1 of last winter, although greater gains had then been recorded.

Beverages.—This division was quieter; returns for the beginning of February were tabulated from 154 factories with 10,281 employees, or 396 fewer than in their last report. The index was higher than at the same date of a year ago, when the movement had also been downward.

Tobacco.—Forty-seven tobacco manufacturing plants reported a combined working force of 13,924 men and women, an increase of 1,805 over their January 1 staffs. The index was a few points higher than at the beginning of February in 1940; a smaller gain had then been indicated by the co-operating employers.

Chemicals and Allied Products.—Statements were compiled from 337 firms in this group, whose staffs aggregated 30,690, as compared with 27,504 at the beginning of January. Employment at the date under review was at a new all-time maximum; the index stood at 252·7, compared with 178·9 at the same date last winter.

Clay, Glass and Stone Products.—A small increase was recorded in this group at the date under review, according to 219 manufacturers, whose labour forces included 11,997 workers, or 53 more than in the preceding month. Employment generally was in greater volume than at February 1, 1940, when the tendency had been downward.

Electric Light and Power.—A falling-off was noted in central electric stations at the beginning of February; the 104 co-operating producers reported 18,011 employees, compared with 18,080 at January 1. Activity was substantially greater than at February 1 of last year, a larger decline having then been indicated.

Electrical Appliances.—Employment in electrical appliance works showed continued advances, which resulted in a higher level than in any other period of the record. Data were received from 137 establishments employing 24,997 operatives, as against 24,471 at January 1, 1941. A reduction had been noted at the beginning of February, 1940, when the index was nearly 43 points lower than the latest figure of 182·2.

Iron and Steel Products.—For the thirteenth consecutive month, there were important increases in personnel in iron and steel factories, in which employment was in greater volume than in any other period in the twenty years of the record. Most divisions shared in the advances at the date under review, the largest being in the vehicle (for use on land and sea and in the air), crude, rolled and forged, machinery and firearm divisions. The most pronounced improvement was in Ontario, although the trend was generally upward. Statistics were tabulated from 1,022 firms, whose staffs stood at 225,578, compared with 211,717 at January 1. The index, at 170·4, was some 57 points higher than at the corresponding date of last year, when heightened activity had also been indicated.

Non-ferrous Metal Products.—Aluminum and lead, tin, zinc and copper works recorded improvement, but smelting and refining was slacker. There were increases in Quebec and Ontario, but in British Columbia losses were indicated; the result was an advance of 1·5 per cent in the working forces of the 208 establishments furnishing information throughout Canada. Their staffs aggregated 34,697, compared with 34,173 in their last report. The index, at 228·1, was at a new, all-time high.

Mineral Products.—One hundred employers in the mineral products group reported 13,582 workers, compared with 13,724 in the preceding month. Petroleum refining released most of the persons laid off. Employment in this division as a whole was brisker than at midwinter in 1940.

Logging

An important decline was recorded at February 1 in logging; this approximated that noted at the same date in 1940. Over a period of years, however, there has been little change, on the average, between January and February. The 475 co-operating firms employed a staff of 78,808 men at February 1, 1941, as compared with 81,870 at the beginning of January. Losses were indicated in Quebec, while the movement was favourable in Nova Scotia, Alberta and British Columbia; elsewhere the changes were rather slight. Bush work was brisker than at midwinter of 1940, or any other year of the record, except 1938.

Mining

There was considerable improvement in the mining of metallic ores at the beginning of February, but the extraction of coal and other non-metallic minerals showed a decrease. On the whole, there was an increase of 754 persons in the forces of the operators furnishing returns, who numbered 416. Their staffs aggregated 79,305 employees, of whom 26,415 were engaged in the mining of coal, 44,640 in metallic ores and 8,250 in non-metallic minerals, other than coal. A larger advance, on the whole, had been indicated in this division at February 1, 1940, when the index stood at 168·4, compared with 169·1 at the date under review; these are the highest mid-winter figures yet indicated.

Communications

The personnel of the companies and branches reporting included 23,944 men and women, compared with 24,099 in the preceding month, there being slight reductions on both telephones and telegraphs. The number employed in communications was greater than at the same date in 1940. More pronounced curtailment had then been recorded.

Transportation

Street Railways, Cartage and Storage.—There was a downward trend in employment in these industries at February 1, but the decline was not so large as that which occurred at midwinter in 1940; the index then was several points lower. The 309 co-operating employers had 31,728 persons on their payrolls, or 237 fewer than at January 1, 1941. Most of the loss took place in Saskatchewan.

Steam Railway.—An increase was indicated at the beginning of February in the operation departments of the steam railways, which reported 64,780 employees, compared with 63,950 in the month before. A smaller gain had been noted at February 1 of last year, and the index was then five points below that of 81·2 at the date under review; this was the highest figure for February in the years since 1931.

Shipping and Stevedoring.—Employment in water transportation showed an advance; 126 employers added 175 workers to their payrolls, bringing them to 12,507 at February 1 of the present year. The index was higher than at the same date in 1940, when a decrease had been recorded.

Construction and Maintenance

Building.—Employment in building construction slightly declined at February 1; the index, at 108·3, was many points higher than at the beginning of February of 1940 or any other year since 1930. Statistics were received from 952 contractors, with 46,781 persons in their employ at the date under review, as against 47,012 at January 1, 1941. The tendency was favourable in Ontario, Manitoba, Alberta and British Columbia, but elsewhere was seasonally downward.

Highway.—The number of workers reported by 399 employers in the highway construction

and maintenance group was 29,894, or 2,637 fewer than in the preceding month. Employment in this division was in greater volume than at February 1, 1940, when decidedly larger losses had been indicated.

Railway.—Additions to staffs were noted in railway construction and maintenance, mainly due to track-clearing operations. Smaller gains had been recorded at the same date in 1940, and the index then was slightly lower. Statements were tabulated from 29 employers in this group, with 23,726 persons on their payrolls, as compared with 21,472 in the last report. There were general increases in personnel, those in the Maritime Provinces being greatest.

Services

The service group was rather quieter than in the preceding month; 606 establishments had 32,876 employees, or 186 fewer than at January 1, 1941. There were small gains in laundries and dry-cleaning establishments and moderate reductions in hotels and restaurants. The index, at 148·6, was decidedly higher than at February 1 of last year, when larger declines had been noted in this industrial division.

Trade

Following the greatly heightened activity resulting from the Christmas and holiday season, there was a substantial reduction in the number employed in trade at February 1. The 2,137 merchandising establishments furnishing data reduced their payrolls from 156,199 employees at January 1, 1941, to 142,713 at the beginning of February. There were marked decreases in retail stores, while wholesale houses showed a slight falling-off. The percentage curtailment was on a scale somewhat smaller than that reported at the beginning of February in 1940, but rather exceeded the average loss at midwinter in the last twenty years. The index of employment at the latest date stood at 147·0, or many points higher than that of 136·4 at February 1 of last year.

TABLES

Index numbers of employment by economic areas and industries are given in the accompanying tables. The columns headed "Relative Weight" show the proportion that the number of employees reported in the indicated area, or industry, is of the total number of employees reported in Canada by the firms making returns at February 1, 1941.

(2) Unemployment in Trade Unions at the Close of January, 1941

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades or who are idle on account of illness, are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference to the organizations reporting.

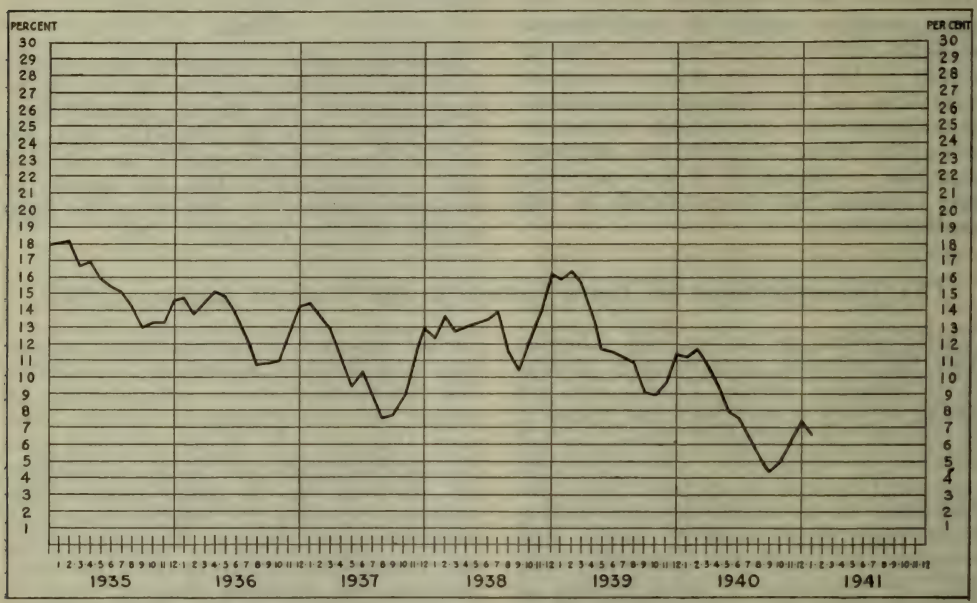
Returns were tabulated during January, 1941, from 2,032 labour organizations whose combined membership was 274,912 persons, of whom 18,124, or a percentage of 6·6 were idle, compared with percentages of 7·4 in the preceding month and 11·3 at the close of January, 1940. The January unemployment percentage was the lowest in trade union records for any corresponding month since 1929. Pronounced employment expansion for lumber workers and loggers and extensive recovery among garment workers were the principal factors in the improvement during January over the preceding month. Moderate increases were observed in British Columbia and Manitoba, while in Quebec and Saskatchewan there were nominal advances only, while slight contractions in employment occurred in Nova Scotia, New Brunswick, Ontario and Alberta. In contrast with the situation in January, 1940, when 11·3 per cent of the members were idle, impressive gains were disclosed in Quebec and Manitoba. In the former province employment expansion for building tradesmen, and substantial increases in the manufacturing and transportation industries were the main factors in the improved situation, while in Manitoba the betterment was traced largely to pronounced increases for garment workers and steam railway men. Advances of noteworthy proportions were noted likewise in Ontario, Saskatchewan and British Columbia, while among Nova Scotia, New Brunswick and Alberta organizations there were nominal gains only.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. During January increases of noteworthy proportions over the preceding month were observed in Montreal and Vancouver, while an appreciable advance was indicated also in Winnipeg. In Toronto there was a fractional upward movement only, while Saint John and Edmonton

unions reflected moderate contractions. Reduced activity on a moderate scale occurred in Regina, while in Halifax the declines were rather noteworthy. Comparison of reports received during the month under review with those tabulated at the close of January, 1940, disclosed that among members in Winnipeg and Edmonton employment rose substantially, while in Toronto and Vancouver conditions likewise were decidedly improved. Considerable betterment was observed among Saint John members, and in Halifax there was heightened activity on a moderate scale, while a nominal upward movement only was indicated in Regina.

From the chart which accompanies this article and shows the trend of unemployment from January, 1935, to date, it will be seen that the curve during January declined slightly, thus indicating a nominal improvement over the December situation. The level of the curve, however, rested considerably below the point shown for the corresponding month of 1940, thus reflecting considerable employment expansion during the month under review over the corresponding month a year ago.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



At the end of January, 1941, reports were received from 614 organizations in the manufacturing industries whose combined membership aggregated 113,203 persons, of whom 5,466, or a percentage of 4·8, were idle, contrasted with percentages of 6·8 in the previous month and 9·1 at the close of January a year ago. Pronounced employment expansion over December was observed among garment workers, and there were likewise gains of noteworthy proportions for hat, cap and glove, and leather workers. Heightened activity on a moderate scale was apparent among iron and steel tradesmen, while metal polishers, butchers, meat and fish packers, mine, mill and smeltermen, clay, glass and stone workers, general labourers, bakers and confectioners, and papermakers were somewhat more active, although the increases were nominal only. As in December, electric current employees, cigar and tobacco, and jewellery workers were reported as being fully engaged, while among soft drink workers, printing tradesmen, wood workers, textile and carpet workers, and tailors and gas workers small employment recessions were noted. There were contractions of noteworthy degree among fur workers, and marked declines in activity were likewise evident among rubber workers. A large majority of the trades in the manufacturing industries participated in the upward movement from January, 1940, when 9·1 per cent of these members were idle. Marked increases were in evidence among garment workers, and employment rose substantially for hat, cap and glove, and fur workers, while iron and steel tradesmen indicated gains of noteworthy proportions. Viewed from a percentage standpoint, electric current employees and clay, glass and stone workers were much better employed, but as the membership in these groups is small, these changes did not materially influence the percentage

in the manufacturing industries as a whole. There was reduced activity on a small scale among wood and gas workers, while fractional declines only were reflected by textile and carpet, rubber workers and mine, mill and smeltermen.

During the month under review reports were tabulated from 56 unions of coal miners, having a combined membership of 21,846 persons, of whom 518 or a percentage of 2·4 were idle, contrasted with percentages of 2·9 in December and 3·5 at the end of January, 1940. In comparison with the preceding month Nova Scotia and British Columbia unions manifested slight improvement, while in New Brunswick, as in December, the membership was reported as being fully engaged. In Alberta, however, there were minor employment recessions. In contrast with January, 1940, when 3·5 per cent of the members were idle, New Brunswick unions as in the previous comparison, reported a fully engaged situation, while fractional increases only were in evidence in Nova Scotia. In Alberta and British Columbia, conditions were better also although the advances were not especially noteworthy.

During January, 236 organizations in the building trades, having a combined membership of 30,963 persons, reported that 5,388 of their members were idle on the last day of the month, a percentage of 17·4, contrasted with percentages of 15·6 at the end of December and 35·6 at the close of the corresponding month a year ago. During the period under review granite and stonecutters disclosed appreciable gains over December, and fractional increases were apparent among electrical workers, while viewed from a percentage standpoint, although involving comparatively few members, bridge and structural iron workers and tile layers, lathers and roofers were much better employed. On the other hand, there were moderate reductions in activity among painters, decorators and paperhangers, hod carriers and building labourers, and carpenters and joiners. Noteworthy declines were apparent among bricklayers, masons and plasterers, while from the percentage viewpoint pronounced contractions were disclosed by steam shovel men. All trades participated in the upward movement from January a year ago when 35·6 per cent of the membership was idle. Heavy increases in employment were in evidence among bricklayers, masons and plasterers, carpenters and joiners, painters, decorators and paperhangers, and hod carriers and building labourers, while from the percentage viewpoint steam shovelmen, bridge and structural iron workers and granite and stonecutters attained considerably higher employment levels.

At the end of January 847 returns were received from unions in the transportation industries. The combined membership reported by these organizations was 72,643, of whom 3,884, or a percentage of 5·3, were idle, contrasted with 5·4 per cent in December and 9·2 per cent at the close of January, 1940. A nominal upward movement over the previous month was noted by navigation workers, while steam railway men, whose returns constitute over 80 per cent of the entire group membership, disclosed slight advances only. Teamsters and chauffeurs indicated fractional increases, while there were nominal contractions in activity for street and electric railway employees. In comparison with conditions in these industries in January, 1940, when 9·2 per cent of the membership was idle, employment rose substantially for teamsters and chauffeurs, and pronounced gains were observed likewise among navigation workers. A much greater volume of employment prevailed for steam railwaymen during the period under survey, while among street and electric railway men the percentage of idleness was identical with that of January a year ago.

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Jan. 1930.....	7·8	4·0	11·3	9·8	10·0	12·1	13·7	13·8	10·8
Jan. 1931.....	7·4	10·5	16·1	18·4	15·1	18·3	15·7	16·9	16·0
Jan. 1932.....	15·1	15·9	28·4	21·5	19·0	18·0	19·3	21·8	22·0
Jan. 1933.....	22·7	15·6	26·9	28·7	23·6	22·7	22·7	21·6	25·5
Jan. 1934.....	10·7	9·4	23·6	24·2	21·2	17·9	16·4	25·0	21·2
Jan. 1935.....	7·0	7·1	22·5	20·2	15·5	12·3	11·2	22·6	18·1
Jan. 1936.....	7·4	6·7	19·3	14·0	13·4	13·8	13·3	16·0	14·8
Jan. 1937.....	8·2	6·3	22·9	11·9	8·4	11·4	9·1	16·4	14·5
Jan. 1938.....	3·5	5·3	16·5	11·5	11·3	10·8	7·3	17·9	12·4
Jan. 1939.....	9·2	12·8	19·9	14·4	16·0	13·2	11·9	18·1	15·9
Jan. 1940.....	4·8	4·2	15·6	10·1	11·8	9·7	7·7	11·1	11·3
Feb. 1940.....	6·4	4·5	15·9	10·3	11·9	13·0	7·7	10·7	11·7
Mar. 1940.....	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	10·8
April 1940.....	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	9·6
May 1940.....	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
January, 1930	18·4	12·2	6·6	8·8	11·6	8·0	15·8	4·6	....	13·2	2·7	18·8	·8	33·3	20·8	6·7	20·1	5·6	0	42·9	30·6	7·3	27·6	8·1	·3	1·8	1·8	0	0	5·4	2·5	8·9	10·8
January, 1931	11·0	30·6	8·3	12·0	13·1	13·1	25·3	7·0	....	20·2	13·9	17·0	13·5	16·7	19·7	8·5	12·9	52·3	0	26·7	46·2	11·0	27·3	12·5	1·6	7·3	7·4	0	3·4	10·2	2·1	18·3	16·0
January, 1932	21·7	24·0	12·3	21·4	11·5	11·7	13·6	11·0	....	59·2	42·1	8·9	45·3	29·2	20·8	15·5	14·5	33·8	0	63·7	63·8	13·2	43·4	14·9	1·0	11·3	11·5	0	4·5	9·2	2·1	19·5	22·0
January, 1933	13·7	22·9	8·6	20·6	15·5	18·2	21·8	16·8	0	40·9	28·3	28·9	28·2	28·6	29·0	35·4	0	35·3	0	42·1	69·4	15·6	22·4	18·5	1·2	15·6	15·9	0	5·5	12·4	9·0	18·6	25·5
January, 1934	27·0	21·8	7·8	21·9	13·4	13·3	13·7	13·2	0	19·3	13·6	9·1	8·9	48·7	34·9	24·5	43·3	45·4	0	70·7	69·2	13·8	59·3	13·3	1·1	13·6	13·7	6·3	0	8·2	2·1	18·6	21·2
January, 1935	91·8	47·6	7·3	17·1	6·9	10·5	11·6	9·7	0	36·7	23·0	12·7	20·9	31·8	10·6	18·5	20·	13·3	0	53·4	61·6	10·6	53·3	11·0	·7	12·4	12·7	0	4·4	6·3	1·6	15·6	18·1
January, 1936	49·3	11·6	8·8	15·4	10·2	8·0	4·3	11·4	0	27·8	22·1	20·4	19·8	33·6	23·2	13·3	14·2	17·5	0	39·6	41·5	9·2	51·3	9·9	1·3	10·6	10·9	0	3·7	5·7	2·1	11·5	14·8
January, 1937	57·3	2·4	11·1	15·5	7·2	5·0	2·3	7·5	0	12·0	25·8	·1	26·0	44·3	26·8	11·7	4·1	93·2	0	59·5	43·7	8·2	67·6	9·0	·5	9·9	1··1	.	4·8	6·3	3·5	10·2	14·5
January, 1938	37·0	4·9	4·3	13·1	8·0	8·0	9·5	6·1	0	45·3	13·4	5·8	1a·3	44·5	27·2	10·2	3·9	5·7	6·0	38·4	37·0	8·1	26·4	8·9	·5	8·4	8·6	0	0	5·3	2·2	8·3	12·4
January, 1939	14·7	60·3	8·1	14·0	9·0	8·5	9·9	6·5	5·0	24·5	16·0	6·4	17·5	22·0	13·6	15·4	2·5	48·0	0	27·6	43·8	12·9	68·6	13·8	1·6	6·4	6·6	0	·2	6·4	1·1	11·1	15·9
January, 1940	10·0	19·7	5·8	9·1	4·6	5·2	3·7	7·7	10·7	13·3	9·9	3·7	8·4	28·9	22·9	7·9	1·7	18·3	0	31·5	35·6	9·2	38·8	9·2	4·8	7·6	7·8	0	·4	4·8	5·2	4·5	11·3
February, 1940	10·4	15·9	7·1	8·9	4·4	5·4	4·0	7·6	5·7	9·4	8·1	3·4	6·5	24·5	23·1	8·1	1·1	10·9	6·6	44·5	38·2	10·2	52·5	10·1	3·7	6·9	7·1	0	·5	2·8	1·3	4·2	11·7
March, 1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	6·1	1·1	27·1	7·9	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	·9	5·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	·0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·2	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6

During the month under survey returns were tabulated from 5 unions of retail shop clerks. These organizations had a combined membership of 1,792 persons, and these were fully engaged, contrasted with an unemployment percentage of 0·1 in December, and 0·4 at the close of January, 1940.

During January, there were 83 returns received from unions of civic employees, combining a membership of 9,090 persons. The unemployment percentage at the close of the month was 1·9, contrasted with percentages of 1·3 at the end of December and 5·2 at the close of January a year ago.

During the month under review 148 reports were tabulated from unions in the miscellaneous group of trades. The aggregate was listed at 10,653 persons, of whom 416, or a percentage of 3·9, was idle. The percentage of idle members at the end of December was 4·0 and at the close of January, 1940, it was 4·5. Hotel and restaurant employees and barbers were fractionally better employed during January than they were in December, while the percentage of idleness among unclassified workers remained unchanged. A slight curtailment in activity was noted, however, among theatre and stage employees, and stationary engineers and firemen. In contrast with the situation which prevailed in these trades at the close of January a year ago when 4·5 per cent of the members were idle, barbers and stationary engineers and firemen were slightly better engaged, while fractional advances only were apparent among unclassified workers. On the other hand, there were slight contractions for hotel and restaurant and theatre and stage employees.

In January returns were tabulated from 6 unions of fishermen whose combined membership comprised a total of 2,669 persons. Of these 560, or a percentage of 21·0, were unemployed contrasted with percentages of 22·9 in December and 10·0 in January, 1940.

Unions of lumber workers and loggers from whom 5 reports were received during the month under survey, combined a membership of 2,359 persons. Of these 221 were idle at the end of the month, a percentage of 9·4 in contrast with 28·5 per cent in December and 19·7 per cent at the close of January a year ago.

Table I shows by provinces the percentage of members who were on an average unemployed, each year, from 1930 to 1940 inclusive, and also the percentage of unemployment for January of each year from 1930 to 1939 inclusive, and for each month from January, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for January, 1941

The volume of business transacted by offices of the Employment Service of Canada during the month of January, 1941, as indicated by the average daily placements effected, showed a small decrease from that of the previous month, but a gain of nearly 38 per cent over that of the corresponding month last year. Changes from December 1940, were not outstanding, the greatest loss being reported in construction and maintenance, followed by other declines of smaller proportions in transportation, trade, services and farming, with moderate gains recorded in manufacturing and logging and a nominal increase in mining. In comparison with January 1940, very substantial improvement was noted in services and logging, as well as noteworthy gains in manufacturing and construction and maintenance and smaller increases in transportation and trade; farming, however, showed a fairly heavy decline, but the change in mining—a loss—was minor only.

The accompanying chart shows a trend of employment since January, 1939, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, computations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications declined sharply during the first half of January, followed by a marked upward trend during the latter half of the month and at the close of the period had attained levels, which were 11 and 10 points higher, respectively, than those shown at the end of January a year ago. The ratio of vacancies to each 100 applications was 41·9 and 50·2 during the first and the second half of January 1941, in comparison with the ratios of 37·5 and 38·9 during the same periods of 1940. The ratios of placements to each 100 applications during the periods under review were 37·8 and 47·0, as compared with 34·8 and 37·3 during the corresponding month of 1940.

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during January 1941, was 1,462, as compared with 1,519 during the preceding month and with 1,036 in January last year.

The average number of applications for employment received daily by the offices during the month under review was 3,169, as

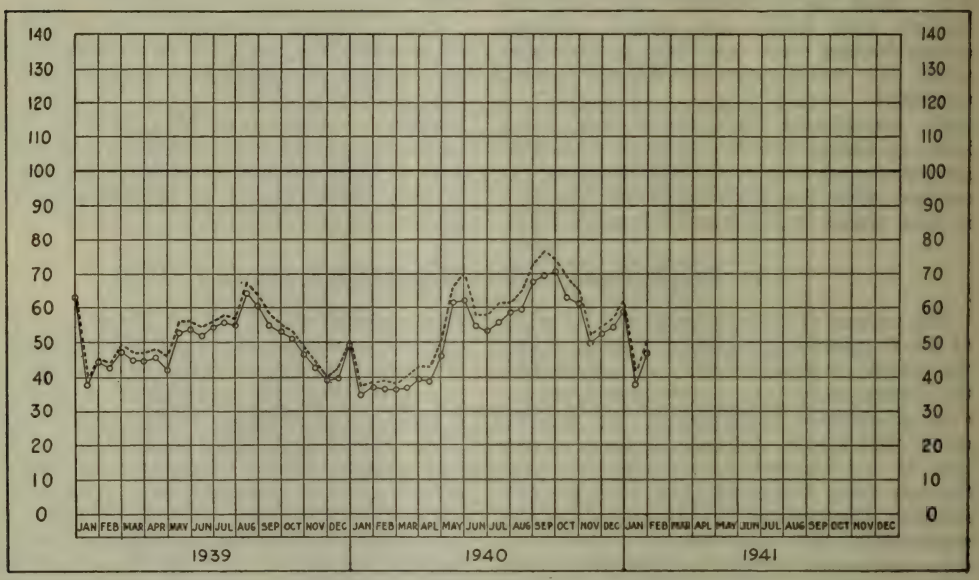
compared with 2,554 in December and with 2,711 during January 1940.

The average number of placements made daily by the offices of the Service during January 1941, was 1,346, of which 857 were in regular employment and 489 in work of one week's duration or less, as compared with a total daily average of 1,449 during the preceding month. Placements in January a year ago averaged 977 daily, consisting of 584 in regular and 393 in casual employment.

During the month of January 1941, the offices of the Service referred 36,703 persons to vacancies and effected a total of 34,990 placements. Of these, the placements in regular employment were 22,283 of which 16,693 were of men and 5,590 of women, while placements in casual work totalled 12,707. The number of vacancies reported by employers was 23,328 for men and 14,660 for women, a total of 37,988, while applications for work numbered 82,392, of which 58,436 were from men and 23,956 from women. Reports for December, 1940, showed 37,953 positions available, 63,847 applications made and 36,209 placements effected, while in January, 1940, there were recorded 26,935 vacancies, 70,466 applications for work and 25,400 placements in regular and casual employment.

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (1 month)	22,283	12,707	34,990

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931 to date:—

NOVA SCOTIA

During January, employment offices in Nova Scotia received orders for nearly 5 per cent fewer workers than in the preceding month, but nearly 49 per cent more than during the corresponding month of last year. There was a decrease of over 5 per cent in placements when compared with December, but an increase of nearly 49 per cent in comparison with January, 1940. The increase in placements over January of last year was mainly due to gains in construction and maintenance and services, although placements in logging were considerably higher and there was a small advance in trade. Placements by industrial divisions included manufacturing 115; logging 175; construction and maintenance 1,538; trade 70 and services 1,031, of which 777 were household workers. During

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF JANUARY, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**3,018**	**69**	**3,108**	**2,951**	**1,782**	**1,169**	**1,871**	**1,197**
Halifax	1,093	69	1,115	1,021	434	587	222	581
Kentville	262	0	321	262	126	136	700	116
New Glasgow	1,230	0	1,239	1,235	1,029	206	298	222
Sydney	433	0	433	433	193	240	651	278
New Brunswick	**1,366**	**5**	**1,411**	**1,365**	**329**	**1,036**	**902**	**200**
Chatham	117	0	118	117	11	106	81	39
Moncton	759	0	761	759	242	517	154	108
Saint John	490	5	532	489	76	413	667	53
Quebec	**12,475**	**1,720**	**28,631**	**12,069**	**7,905**	**2,619**	**16,744**	**4,093**
Chicoutimi	968	48	1,928	947	904	5	624	478
Hull	713	19	1,272	770	628	125	395	453
La Tuque	1,153	72	1,227	1,180	1,087	83	32	271
Levis	70	7	437	84	65	0	270	.....
Matane	449	81	399	383	348	32	256	61
Montreal	5,272	1,178	12,125	4,360	1,661	1,772	5,525	1,472
Quebec	1,318	169	7,151	1,325	650	440	8,145	325
Rouyn	584	1	785	592	564	19	159	402
Sherbrooke	350	33	805	424	315	19	257	230
Thetford Mines	214	41	621	302	211	6	640	58
Three Rivers	930	34	1,202	1,176	968	105	286	178
Val d'Or	454	37	679	526	504	13	155	165
Ontario	**12,430**	**1,205**	**29,749**	**11,515**	**7,036**	**4,365**	**28,014**	**4,326**
Barrie	110	45	225	101	93	8	117	105
Belleville	237	0	604	232	129	103	404	141
Brantford	188	38	548	176	125	51	616	69
Chatham	212	0	341	212	69	143	399	142
Fort William	413	6	464	314	237	77	150	90
Galt	116	26	344	110	97	13	308	.....
Guelph	138	15	406	148	106	25	386	107
Hamilton	813	135	2,521	721	316	400	3,512	261
Kenora	35	0	207	56	48	8	115	45
Kingston	345	8	767	327	261	66	374	200
Kitchener	143	28	404	148	109	40	351	56
Lindsay	73	0	161	75	58	17	1,208	.....
London	462	44	975	503	318	139	1,056	207
New Toronto	81	1	539	76	68	8	491	31
Niagara Falls	514	12	594	476	439	37	308	80
North Bay	292	24	447	318	278	40	559	93
Oshawa	384	0	668	384	89	296	756	71
Ottawa	1,630	219	2,578	1,402	399	966	1,846	536
Owen Sound	65	0	163	66	33	33	224	37
Pembroke	336	1	676	320	254	66	207	78
Peterborough	112	23	605	111	75	36	578	69
Port Arthur	728	0	584	581	574	7	388	314
St. Catharines	289	39	608	274	150	124	833	80
St. Thomas	199	0	262	199	177	21	198	11
Sarnia	171	11	535	164	104	60	814	62
Sault Ste. Marie	503	91	463	201	159	39	153	58
Simcoe	39	0	144	40	34	5	93	28
Stratford	95	0	227	97	81	16	606	50
Sudbury	322	8	588	308	284	24	120	86
Timmins	535	332	907	523	432	91	560	135
Toronto	1,985	30	9,403	1,991	872	1,117	8,282	702
Welland	112	29	524	114	93	16	559	68
Windsor	539	23	775	542	303	239	1,083	184
Woodstock	214	17	492	205	172	33	360	130
Manitoba	**2,171**	**7**	**5,867**	**2,329**	**1,716**	**611**	**14,652**	**2,001**
Brandon	152	7	256	145	100	45	442	93
Dauphin	347	0	399	345	208	137	394	69
Portage la Prairie	41	0	48	41	39	2	690	4
Winnipeg	1,631	0	5,164	1,798	1,369	427	13,126	1,835
Saskatchewan	**1,287**	**146**	**2,207**	**1,212**	**737**	**472**	**2,054**	**655**
Estevan	20	8	25	11	8	3	44	3
Moose Jaw	279	14	448	269	139	128	629	76
North Battleford	10	7	24	10	9	1	66	12
Prince Albert	177	48	172	122	73	49	138	60
Regina	299	0	738	313	233	80	540	225
Saskatoon	175	0	305	184	119	65	439	140
Swift Current	68	28	200	64	41	23	136	24
Weyburn	109	23	112	102	56	45	15	34
Yorkton	150	18	183	137	59	78	47	81
Alberta	**1,705**	**70**	**4,378**	**1,692**	**1,466**	**226**	**4,099**	**1,628**
Calgary	512	44	2,152	509	407	102	1,802	538
Drumheller	10	0	66	9	9	0	45	48
Edmonton	989	16	1,666	969	900	69	1,652	923
Lethbridge	101	9	272	92	75	17	305	52
Medicine Hat	93	1	222	113	75	38	295	67
British Columbia	**3,536**	**28**	**7,041**	**3,570**	**1,312**	**2,209**	**10,113**	**1,081**
Kamloops	58	0	122	58	56	2	118	37
Nanaimo	138	1	242	133	126	7	329	279
Nelson	162	0	177	162	5	157	11	23
New Westminster	116	0	307	116	62	54	495	59
Penticton	69	6	119	65	23	42	176	20
Prince George	10	0	23	5	5	0	23	7
Prince Rupert	87	0	152	81	71	10	174	58
Vancouver	1,869	21	4,201	1,928	390	1,489	7,856	342
Victoria	1,027	0	1,698	1,022	574	448	931	256
Canada	**37,988**	**3,250**	**82,392**	**36,703**	**22,283**	**12,707**	**78,449**	**15,181**
Men	23,328	1,254	58,436	22,966	16,693	6,103	58,522	9,798
Women	14,660	1,996	23,956	13,737	5,590	6,604	19,927	5,383

the month 1,657 men and 125 women were placed in regular employment.

NEW BRUNSWICK

The demand for workers, as indicated by orders received at employment offices in New Brunswick during January, was 22 per cent greater than in the preceding month and nearly 20 per cent above the corresponding month of last year. Placements also showed an increase of 23 per cent when compared with December and nearly 19 per cent in comparison with January, 1940. Placements in services were considerably higher than in January of last year and smaller gains were reported in manufacturing and logging, but these increases were partly offset by a fairly large decline in construction and maintenance. The changes in all other groups were unimportant. Industrial divisions in which most of the placements were effected during the month were manufacturing 93; logging 61; construction and maintenance 231; trade 60 and services 893, of which 518 were household workers. Placements in regular employment numbered 243 of men and 86 of women.

QUEBEC

Orders received at employment offices in the Province of Quebec during the month of January accounted for over 8 per cent more workers than in the preceding month and 85 per cent more than during the corresponding month of last year. There was a nominal decline in placements when compared with December, but a gain of 89 per cent in comparison with January, 1940. The substantial increase in placements over January of last year was due to important gains in logging, construction and maintenance and services, with somewhat smaller advances in manufacturing, transportation and trade. Placements by industrial divisions included manufacturing 721; logging 2,564; transportation 144; construction and maintenance 2,371; trade 192 and services 4,469, of which 4,007 were of household workers. There were 5,725 men and 2,180 women placed in regular employment.

ONTARIO

There was a decrease of less than one per cent in the number of positions offered through employment offices in Ontario during January, when compared with the preceding month, but an increase of over 34 per cent in comparison with the corresponding month of last year. Placements were over 11 per cent fewer than in December, but more than 27 per cent above those of January, 1940. Placements in manufacturing, logging, and services were considerably higher than during January of last year and accounted for the increase under this comparison for the province as a whole. Gains were also reported in trade and transportation, but construction and maintenance showed a decline. Placements by industrial divisions included manufacturing 1,763; logging 1,423; farming 495; transportation 151; construction and maintenance 2,862; trade 375 and services 4,237, of which 2,829 were of household workers. During the month 5,352 men and 1,684 women were placed in regular employment.

MANITOBA

Positions offered through employment offices in Manitoba during January were nearly 7 per cent fewer than in the preceding month and nearly 10 per cent below those of the corresponding month a year ago. There was a decrease also in placements of over 10 per cent when compared with December and of over 5 per cent in comparison with January, 1940. Farm placements were considerably fewer than during January of last year, but this loss was partly offset by a fairly large increase in construction and maintenance and moderate improvement in logging and services. Industrial divisions in which most of the placements were effected during the month were manufacturing 100; logging 393; farming 321; construction and maintenance 735 and services 711, of which 571 were of household workers. Placements in regular employment numbered 1,386 of men and 330 of women.

SASKATCHEWAN

Opportunities for employment, as indicated by orders received at employment offices in Saskatchewan during January, were over 3 per cent less than in the preceding month, but nearly 28 per cent above those of the corresponding month of last year. Placements were nearly 5 per cent fewer than in December, but nearly 25 per cent more than during January, 1940. With the exception of a small decrease in farming all industrial divisions showed gains in placements over January of last year, the most important being in services. Placements by industrial divisions included farming 206; construction and maintenance 111 and services 750, of which 479 were of household workers. During the month 371 men and 366 women were placed in regular employment.

ALBERTA

During January, positions offered through employment offices in Alberta were nearly 15 per cent fewer than in the preceding month and over 7 per cent below those of the cor-

responding month a year ago. There was a decrease of over 10 per cent in placements when compared with December and of over 6 per cent in comparison with January, 1940. Although the reduction in placements from January of last year was small there was considerable variation in industrial groups. Declines were recorded in farming and construction and maintenance and increases in logging, services and manufacturing. Industrial divisions in which most of the placements were effected during the month were manufacturing 115; logging 564; farming 293, construction and maintenance 106 and services 576, of which 463 were of household workers. There were 1,093 men and 373 women placed in regular employment.

British Columbia

Employment opportunities, as indicated by orders received at employment offices in British Columbia during January, were nearly 25 per cent better than in the preceding month and over 41 per cent above the corresponding month of last year. Similar percentages of gain were reported in placements under both comparisons. Placements in services and manufacturing were considerably higher than during January, 1940, and accounted for the increase for the province as a whole under this comparison, although small gains were also reported in construction and maintenance and transportation. Placements by industrial divisions included manufacturing 421; farming 80; construction and maintenance 1,031 and services 1,864, of which 867 were of household workers. During the month 866 men and 446 women were placed in regular employment.

Movement of Labour

During the month of January, 1941, the offices of the Employment Service of Canada made 22,283 placements in regular employment, 11,568 of which were of persons for whom the employment found was outside the immediate locality of the offices at which they were registered. Of the latter, 1,182 were granted the Employment Service reduced transportation rate, 731 travelling to centres within the same province as the dispatching office and 451 to other provinces. The reduced transportation rate which is 2·5 cents per mile with the minimum fare of $4.00 is granted by the railway companies to bona fide applicants at the offices of the Employment Service who may desire to travel to distant employment for which no workers are available locally.

Transfers at the reduced rate in Quebec consisted of 2 provincial and 296 interprovincial, the first named being for 2 blacksmiths travelling from Quebec to Chicoutimi and the balance for bushmen going from Hull to Pembroke and from Hull, Three Rivers and La Tuque to Sault Ste. Marie. The business transacted by Ontario offices involved the issue of 606 reduced rate certificates, all provincial and nearly all for men employed in the logging industry, the majority of whom journeyed to points within the same area as the dispatching office. Of those thus transferred, Port Arthur sent out 372 bushmen, 3 cooks, 13 cookees and 37 labourers; Fort William 48 bushmen and one blacksmith and Sudbury 104 bushmen, one cook and one cookee. In addition, the latter office dispatched one hotel employee and one boilermaker to Port Arthur, while North Bay sent 5 machinists' apprentices to Belleville and one to St. Catharines, as well as one fireman, one handy man and 8 mill hands to Sudbury and 2 bushmen and 5 carpenters to Timmins. Sarnia also forwarded one lathe operator to Brantford. In Manitoba, the labour movement was largely interprovincial and consisted of the transference of men from Winnipeg to Port Arthur, these certificates being issued for 129 bushmen, one cook, 7 cookees, 4 miners, one blacksmith, one watchman, 2 machinists, 3 machinists' helpers, and one sheet metal worker. Of those dispatched to provincial points, Dauphin sent out 8 bushmen and Winnipeg 28 bushmen and 3 farm hands, each to points within its own zone. In Saskatchewan, 3 bushmen were granted certificates at the Prince Albert office for transportation to Dauphin, one machinist at Regina and 2 machinists at Saskatoon, the last 3 going to Fort William. Benefiting by the reduced rate in Alberta, 81 workers journeyed to employment within the province and nearly all to centres within the Edmonton district. In the latter group were 67 bushmen, one diesel engineer, one planer man, one sawyer, one saw filer, 2 mine labourers, 4 cooks, one cookee, one fisherman and one farm hand. Of the bushmen mentioned, 10 were dispatched by the Calgary office, which also transferred one farm hand to Drumheller. Only 3 reduced rate certificates were issued in British Columbia and these were for one cook, one miner and one blacksmith, all from Vancouver to points within its own zone.

Of the 1,182 persons who travelled at the Employment Service reduced transportation rate during January, 724 were carried by the Canadian National Railways, 450 by the Canadian Pacific Railway, 6 by the Temiskaming and Northern Ontario and 2 by the Pacific Great Eastern.

(4) Building Permits Issued in Canada During January, 1941

The January report of building permits compiled by the Dominion Bureau of Statistics includes returns from 160 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 121 reported detailed operations. The remaining 39 advised that no permits had been issued during the month of January while 44 municipalities had failed to report at the close of February 12.

The total value of permits reported as issued in the month of January is $4,356,096. Revised values for the month of December, 1940, include returns from 203 municipalities and aggregate $7,485,753. Reports were received from 52 of the original 58 municipalities and show a value of $3,533,852 for January. The corresponding value for December, 1940, for all 58 municipalities is $6,067,993, while the January, 1940, value was $2,415,722.

The total value of permits issued by all municipalities during the twelve months of the past year was $113,005,208. The value for the 58 municipalities for the same period was $80,274,350, while their corresponding value in 1939 was $60,272,379.

During the month of January new construction of all types amounted to 70·4 per cent of the total value, while the percentage of new residential construction was 42·8.

TABLE 1.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, JANUARY, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	4,356,096	3,200	123,237	15,760	1,089,475
New construction	3,066,674	3,200	75,050	12,600	893,540
Additions, alterations, repairs	1,289,422	.....	48,187	3,160	195,935
Residential	2,193,564	.....	59,270	3,160	658,575
New construction	1,864,050	.....	49,550	.....	540,300
Additions, alterations, repairs	329,514	.....	9,720	3,160	118,275
Institutional	246,266	.....	.....	12,600	31,500
New construction	224,200	.....	.....	12,600	25,500
Additions, alterations, repairs	22,066	.....	.....	.....	6,000
Commercial	712,454	3,200	31,467	.....	144,940
New construction	362,435	3,200	.....	.....	97,770
Additions, alterations, repairs	350,019	.....	31,467	.....	47,170
Industrial	1,089,528	.....	12,500	.....	247,500
New consttruction	536,180	.....	5,500	.....	227,000
Additions, alterations, repairs	553,348	.....	7,000	.....	20,500
Other Building	114,284	.....	20,000	.....	6,960
New construction	79,809	.....	20,000	.....	2,970
Additions, alterations, repairs	34,475	.....	.....	.....	3,990

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskat-chewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	1,948,263	67,550	61,630	57,059	989,922
New construction	1,187,365	46,350	46,120	25,994	776,455
Additions, alterations, repairs	760,898	21,200	15,510	31,065	213,467
Residential	689,538	33,050	50,250	34,120	665,601
New construction	563,750	24,850	46,000	13,515	626,085
Additions, alterations, repairs	125,788	8,200	4,250	20,605	39,516
Institutional	173,150	2,500	.....	12,100	14,416
New construction	171,000	.....	.....	12,100	3,000
Additions, alterations, repairs	2,150	2,500	.....	.....	11,416
Commercial	332,165	15,000	11,305	10,587	163,790
New construction	220,375	6,500	120	220	34,250
Additions, alterations, repairs	111,790	8,500	11,185	10,367	129,540
Industrial	725,573	17,000	.....	.....	86,955
New construction	228,155	15,000	.....	.....	60,525
Additions, alterations, repairs	497,418	2,000	.....	.....	26,430
Other Building	27,837	.....	75	252	59,160
New construction	4,085	.....	.....	159	52,595
Additions, alterations, repairs	23,752	.....	75	93	6,565

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	January	Twelve months	Twelve months	Twelve months
1941.....	4,356,090	[2]	[3]	[2]
1940.....	3,350,089	113,005,208[1]	51·3[2]	96·2
1939.....	1,721,155	60,272,379	38·5	89·7
1938.....	1,859,181	60,817,332	38·9	89·1
1937.....	1,721,867	55,844,999	35·7	94·3
1936.....	1,302,758	41,325,693	26·4	85·3
1935.....	882,878	46,560,623	29·8	81·2
1934.....	707,812	27,457,524	17·6	82·6
1933.....	1,185,961	21,776,496	13·9	78·3
1932.....	3,211,012	42,319,397	26·7	77·2
1931.....	8,401,456	112,222,845	71·8	81·9
1930.....	7,217,397	166,379,325	106·4	90·9
1929.....	8,416,880	234,944,549	150·2	99·0
1928.....	7,716,587	219,105,715	140·1	97·1
1927.....	5,676,537	184,613,742	118·0	96·1
1926.....	4,719,534	156,386,607	100·0	100·0

[1] Revised figures containing returns from 203 municipalities
[2] Figures based on values reported by the original 58 municipalities.
[3] Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN JANUARY, 1941, AND IN JANUARY, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

	Value of Permits Issued during	
	January, 1941	January, 1940
Prince Edward Island—	$	$
Charlottetown	3,200	N.P.I.
Nova Scotia—		
*Halifax	56,345	53,850
New Glasgow	1,200	N.P.I.
*Sydney	18,000	7,250
New Brunswick—		
Fredericton	No report	1,400
*Moncton	No report	1,712
*Saint John	15,760	11,265
Quebec—		
*Montreal (*Maisonneuve)	435,010	697,635
*Quebec	114,690	15,175
Shawinigan Falls	No report	N.P.I.
*Sherbrooke	130,900	32,200
*Trois-Rivieres	31,975	1,275
*Westmount	2,950	500
Ontario—		
Belleville	No report	35
*Brantford	52,780	2,065
Chatham	25,800	19,250
*Fort William	6,950	33,498
Galt	26,600	8,690
*Guelph	725	1,200
*Hamilton	134,383	62,250
*Kingston	65,700	2,670
*Kitchener	13,967	5,930
*London	48,375	46,250
Oshawa	40,675	8,650
*Ottawa	256,300	41,370
Owen Sound	30	1,800
*Peterborough	6,650	74,350
*Port Arthur	27,243	N.P.I.
*St. Catharines	261,475	29,250
*St. Thomas	18,085	1,075
Sarnia	6,725	5,175
Sault Ste. Marie	13,735	755
*Stratford	1,515	100
*Toronto	360,140	416,166
East York Twp.	41,960	70,040
Welland	7,300	18,750
*Windsor	41,115	76,395
Riverside	4,350	4,615
Woodstock	36,522	4,350
York Twp.	59,500	20,650
Manitoba—		
*Brandon	3,300	N.P.I.
St. Boniface	15,050	5,050
*Winnipeg	43,200	10,600
Saskatchewan		
*Moose Jaw	No report	1,200
*Regina	51,040	80,792
*Saskatoon	4,500	5,350
Alberta—		
*Calgary	47,474	23,829
*Edmonton	No report	37,675
Lethbridge	6,660	25,135
Medicine Hat	2,925	N.P.I.
British Columbia—		
Kamloops	2,400	1,275
Nanaimo	2,000	N.P.I.
*New Westminster	49,200	48,850
Prince Rupert	12,450	5,175
*Vancouver	667,040	292,715
North Vancouver	15,900	10,950
*Victoria	218,563	84,345
Total 58 Municipalities	[4]3,533,852	2,415,722
Total 35 Municipalities	[5]3,185,350	2,220,092

* Indicates a municipality whose records are available back to 1910.
[4] 52 municipalities only, reporting.
[5] 32 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF FEBRUARY, 1941

Reports of the Superintendents of the Employment Service

THE employment situation at the end of February, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

Farming in the Maritime Provinces consisted chiefly of routine chores, with some orchard pruning, and cutting of firewood under way. Logging was very active and sawmills busy. Fishing was more quiet, although good catches of cod, gaspereaux and smelt were reported. Coal mines in the New Glasgow area and in Cape Breton and vicinity worked from five to six days per week. All industrial concerns were operating to capacity, and no idleness was reported by the iron and steel industry. Construction had slackened considerably, as many government contracts were completed, the chief occupation in the building line consisting of alterations and repairs; however, much casual employment on streets and railways was provided for snow shovellers. Transportation was heavy and trade fair. The steady demand for women in household service continued.

Little advance in farm orders was noted in Quebec, but logging camps were working to capacity and would continue to operate as long as weather permitted, since quantity limits had been removed from contracts. Mining was active, particularly at Val d'Or. Nearly all factories throughout the province were exceedingly busy, especially those engaged in the handling of war requisites contracts. At Sherbrooke, a revival of business was reported in the cotton, silk and garment mills, and intense activity in the iron and steel group, where specialized and semi-specialized workers were lacking. Building permits at Montreal showed a gain, and all skilled tradesmen were very busy. A substantial increase in road work was reported from Hull, and at Levis 200 additional men had been hired for labour to be started shortly on the Trans-Canada Highway in the County of Levis. New factories were being built at Arvida, and 500 men were working on the construction of a dam at Manawen Lake. Transportation was active, with plenty of employment available for truck drivers and railway labourers at Sherbrooke and Val d'Or. Trade in all the larger cities showed noticeable improvement, particularly in centres benefiting from war contracts. The situation in domestic service was only fair, as there was a great scarcity of competent household help.

Calls for experienced farm hands continued in Ontario, but such assistance was difficult to obtain. Although several teamsters, loaders, cordwood cutters and general bushmen had been placed, the approaching end of the logging season was indicated by the closing of several camps, and while a few replacements of a casual nature doubtless will be made, no hiring of importance can be expected in this industry until the opening of sawmills in April. The only activity reported in mining was at Timmins, where some difficulty was encountered in securing the class of miner required. In the manufacturing field, establishments engaged in war production continued to increase their staffs to a marked degree, and other plants were adding the occasional worker. Skilled mechanics and tradesmen were scarce, but general factory help was readily obtainable. A few industrial concerns reported short time, this being largely of a temporary nature. Building construction was seasonally quiet, with all contracts under way progressing favourably. Maintenance work continued on highways and railway transportation was active. Trade both wholesale and retail, was steady. Orders for household help were numerous, but the supply of competent servants very limited, as many former domestics are now interested only in factory employment. Some placements of clerical workers had been made, and others with various manufacturing concerns.

There was only a fair demand for farm hands in the Prairie Provinces; logging, however, was more active, although experienced bushmen were not readily available. Miners were fairly well employed as the continued cold had increased the demand for coal. Manufacturing in Winnipeg and Calgary showed improvement. Recent unfavourable weather had somewhat hampered building at Winnipeg, although considerable construction was under way and for the time of year, the building trades, in general, were holding up well. National Defence projects in all three provinces were being pushed forward, and were progressing favourably. Trade was fair, while a decline in placements of female workers was reported from the Domestic Section of the Women's Division.

Farming was quiet in British Columbia, with little demand for help outside of that for experienced milkers. Orchard pruning, however, was well under way. Little movement of labour was reported by the logging

industry, although some camps had re-opened for reforestation work and sawmills were running full time. Large quantities of fish had been brought in at Nelson, and herring canneries were very busy; reduction plants there, also, were working steadily. Mining was quiet, and building fair, the fine weather having kept most men occupied on small construction jobs. Dry docks and shipyards were busy at Prince Rupert and Victoria, but due to lack of material, a number of workmen had been laid off by one of the shipyards in the Vancouver district. Longshore workers also were greatly in demand. Trade showed little change, collections being somewhat slow. Experienced applicants in the Women's Division were readily placed, either in clerical, hotel or domestic service, while one woman was sent as a cook to a logging camp.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

November-December Record

The British *Ministry of Labour Gazette* for January, 1941, summarizes the November-December employment situation as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at December 9 was 265,011, a reduction of 43,120 as compared with November 11. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 84,850, a decrease of 11,727 as compared with November 11. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 20,435, a reduction of 3,113 as compared with November 11.

The corresponding figures for women and girls on the registers at December 9 were 276,889 wholly unemployed, 56,998 temporarily stopped and 1,096 unemployed casual workers. As compared with November 11, the numbers wholly unemployed showed a decrease of 18,221, those temporarily stopped, a decrease of 9,789, and unemployed casual workers an increase of 69. At December 16 there were 35,508 women registered as applicants for work in districts to which they had been evacuated, a decrease of 3,686 as compared with November 18.

The number of applicants for unemployment benefit or allowances on the registers at December 9 was 586,081, as compared with 669,428 at November 11, and 1,187,910 at December 11, 1939.

United States

The United States Secretary of Labour, Miss Frances Perkins, in an official report on the January employment situation in the United States declares that with 36,343,000 workers employed in non-agricultural industries during the month reviewed, employment was at the highest level in any January on record, being over 1,100,000 above that of January, 1929, and 1,868,000 greater than in January, 1940.

The following paragraphs taken from the official report indicate the January employment situation in the United States to be as follows:

The largest portion of the gain during the year was in manufacturing industries, in which 780,000 more workers were employed than in January, 1940. Employment on construction projects also was considerably above last year's level, more than 600,000 additional workers being employed. The only major group showing decreased employment over the year interval was mining, in which the loss of 8,000 workers was due to reductions in coal mining and crude petroleum.

January employment was 956,000 less than in the preceding month as compared with a decline of 1,166,000 between the same two months a year ago. The major portion of the decline was of course in retail trade establishments, in which employment was reduced by 650,000 in January following the seasonal increase due to Christmas business. Despite this decline, employment in retail establishments remained substantially above the level of a year ago.

Continued expansion in many lines of manufacturing activity, particularly in the industries producing materials for national defence, resulted in a less-than-seasonal decline in factory employment in January. The current decrease of 0·9 per cent, or 74,000 factory workers, was less than half the usual December-January decline of 2·1 per cent, or nearly 200,000 workers. Factory employment and pay rolls last month stood above all preceding January levels on record.

While winter weather conditions tended to curtail employment on construction projects, the January decline in private building construction was less pronounced than in previous years and employment on Federal building

construction projects showed only a negligible decline.

Employment in retail trade declined seasonally by 15·6 per cent and pay rolls by 13·2 per cent, due to the release of temporary employees engaged to handle Christmas trade. The employment and pay-roll indexes, 91·2 per cent and 84·5 per cent of the 1929 averages, stood at the highest January levels in 10 years. Department stores curtailed employment by 36·2 per cent; variety stores, 44·9 per cent; dry goods and general merchandise stores, 27·4 per cent; women's clothing, 24·2 per cent; men's clothing, 23·2 per cent; shoes, 24·1 per cent; family clothing, 23·5 per cent; and jewelry stores, 22·7 per cent. The only gains in retail employment were in automobiles, 0·3 per cent; farmers' supplies, 2·2 per cent; and fuel, 3·3 per cent.

In wholesale trade, the usual seasonal employment decrease, 1·7 per cent, occurred between mid-December and mid-January. All of the important wholesale lines shared in this decrease with the following exceptions in which gains were reported: farm supplies, 5·9 per cent; forest products, 6·9 per cent; paper and paper products, 0·5 per cent; iron and steel scrap, 0·4 per cent; and machinery, equipment and supplies 0·2 per cent. The principal percentage decreases were reported by dealers in general merchandise, 13·2 per cent; jewelry and optical goods, 7·8 per cent; farm products, 5·9 per cent; amusement and sporting goods, 5·4 per cent; and leather and leather goods, 5·2 per cent.

In anthracite mines employment fell off 1 per cent and pay rolls declined by 9·8 per cent, reflecting decreased production during the first half of January. Bituminous coal mines curtailed their working forces slightly (0·2 per cent) and pay rolls decreased by 5·1 per cent, also due to decreased production. In metal mines, a slight contraseasonal employment gain of 0·5 per cent was accompanied by a pay-roll decrease of 3·1 per cent. Both employment and pay-roll levels were over 9 per cent above January, 1940. Quarries and non-metallic mines reduced the number of their workers less than seasonally by 9·1 per cent, and pay-rolls decreased 14·8 per cent, reflecting reduced operations caused by winter weather. Employment and pay-rolls in this industry remained considerably higher than at this season last year. In crude-petroleum production, an employment loss of 0·7 per cent was accompanied by a pay-roll gain of 1·1 per cent.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by an Order in Council of April 9, 1924. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On December 31, 1934, an Order in Council was passed rescinding the "B" conditions previously in effect and substituting other conditions therefor, the full text of which appeared in the LABOUR GAZETTE for January, 1935, pp. 24-25. Provision had been made in the "B" labour conditions in their original form for the payment of wages rates not less than those generally accepted as current for competent workmen in the district in which the work is to be performed, or if there were no current rates then fair and reasonable rates. This provision was retained in the amending Order in Council of December 31, 1934, but with the added proviso that in no event shall the wage rate for male workers 18 years of age and over be less than 30 cents an hour, and for female workers 18 years of age and over, less than 20 cents an hour. It is also provided that in any cases where the provincial Minimum Wages Law requires the payment of higher wages than those set out above, such higher rates shall apply in the execution of federal contracts. With respect to males and females under 18 years of age, it is required that they shall be paid rates of wages not less than those provided for women and girls in the Minimum Wages Scales of the respective provinces.

Respecting contracts for building and construction work the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This

clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to work of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workman employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or

fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of a new sick bay unit, R.C.N. Barracks, Esquimalt, B.C. Name of contractors, Luney Bros., Ltd., Victoria, B.C. Date of contract, January 22, 1941. Amount of contract, $65,450 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators-steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Electricians (inside wiremen)	0 75
Engineers operating steam:	
Single drums	0 70
Double drums	0 90
Engineers on steel erection	1 12½
Firemen, stationary	0 50
Labourers	0 45
Lathers (metal)	0 75
Hoist operators—tower (gas. or elec.)	0 60
Linoleum layers	0 65
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	0 90
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Roofers, felt and gravel: patent: comp.	0 50
Sheet metal workers	0 75
Stonemasons	1 00
Stonemasons' helpers (mixing and tempering mortar)	0 50
Structural steel workers	1 12½
Tile setters (asphalt)	0 75
Tile setters (ceramic)	0 95
Tile setters' helpers (all men assigned to help tradesmen)	0 50
Watchman	0 45
Waxers and polishers (floor)	0 50
Welders and burners on steel erection	1 12½

Construction of an open drill shed, R.C.N. Barracks, Esquimalt, B.C. Name of contractors, Marwell Construction Co., Ltd., Vancouver, B.C. Date of contract, January 22, 1941. Amount of contract, $14,300 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt tampers, smoothers and spreaders..	$0 50
Asphalt rakers..	0 60
Blacksmiths..	0 75
Blacksmiths' helpers..	0 50
Carpenters and joiners..	0 90
Cement finishers..	0 60
Cement and concrete mixer operators:	
Steam..	0 70
Gas. or elec...	0 55
Compressor operators—gas. or elec...	0 55
Drill runners..	0 55
Drivers..	0 45
Driver, horse and cart..	0 60
Driver, team and wagon..	0 85
Electricians (inside wiremen)..	0 75
Labourers..	0 45
Motor truck drivers..	0 50
Motor truck driver and truck..	1 50
Painters and glaziers..	0 65
Painters (spray)..	0 75
Rodmen, reinforced steel..	0 55
Roofers, felt and gravel: patent: comp...	0 50
Sheet metal workers..	0 75
Road roller operators (steam or gas.).. ..	0 70
Watchmen..	0 45

Construction and installation of protection lighting at the Marconi Station, Glace Bay, N.S. Name of contractors, Eastern Construction and Waterproofing Co., Sydney, N.S. Date of contract, January 24, 1941. Amount of contract, approximately $7,975. A fair wages schedule was included in the contract as follows:—

	Per hour
Driver..	$0 46½
Driver, horse and cart..	0 55
Driver, team and wagon..	0 70
Electricians (inside wiremen)..	0 70
Labourers..	0 46½
Motor truck driver..	0 50
Motor truck driver and truck..	1 45
Tractor operator..	0 50
Watchmen..	0 35

Construction of a wharf at Sandy Beach (Howard Smith's Point), Gaspé, P.Q. Name of contractors, Messrs. Andre Chretien and Arthur Dunn, Gaspé and Cap des Rosiers, P.Q., respectively. Date of contract, January 21, 1941. Amount of contract, approximately $43,856.57. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths..	$0 55
Blacksmiths' helpers..	0 40
Boatmen (rowboat)..	0 35
Carpenters and joiners..	0 55
Compressor operators (gas. or elec.)..	0 45
Drill runners..	0 45
Drivers..	0 35
Driver, horse and cart..	0 50
Driver, team and wagon..	0 60
Engineers, operating, steam:	
Single or double drums..	0 60
Firemen, stationary..	0 40
Hoist operators—tower (gas. or elec.).. ..	0 45
Labourers..	0 35
Machinists..	0 60
Machinists' helpers..	0 40
Motor truck drivers..	0 40
Motor truck drivers and truck..	1 35
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)..	0 42
Watchmen..	0 30

Construction of A. S. and A. T. Naval Stores Building at Howard Smith Point, Gaspé, P.Q. Name of contractor, Mr. Albert Bedard, Quebec, P.Q. Date of contract, January 31, 1941. Amount of contract, $3,870. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners..	$0 55
Drivers..	0 35
Driver, horse and cart..	0 50
Driver, team and wagon..	0 60
Electricians (inside wiremen)..	0 60
Labourers..	0 35
Motor truck driver..	0 40
Motor truck driver and truck..	1 35
Painters and glaziers..	0 55
Roofers, composition..	0 40
Sheet metal workers..	0 60
Watchmen..	0 30

Construction of a chain link protection fence at Marconi Station, Glace Bay, N.S. Name of contractors, Eastern Construction and Waterproofing Co., Sydney, N.S. Date of contract, January 27, 1941. Amount of contract, approximately $14,220. A fair wages schedule was included in the contract as follows:—

	Per hour
Cement and concrete mixer operators (Gas. or elec.)..	$0 50
Driver..	0 46½
Driver, horse and cart..	0 55
Driver, team and wagon..	0 70
Labourers..	0 46½
Motor truck drivers..	0 50
Motor truck driver and truck..	1 45
Pipe fitters (surface temp. work)..	0 55
Tractor operator..	0 50
Watchmen..	0 40

Construction of an infectious unit at the Quarantine Station, Saint John, N.B. Name of contractors, Mooney Construction Co., Saint John, N.B. Date of contract, February 5, 1941. Amount of contract, $240,838 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers..	$0 60
Brick and hollow tile layers..	0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)..	0 45
Carpenters and joiners..	0 60
Cement finishers..	0 70
Cement and concrete mixer operators:	
Steam..	0 65
Gas. or elec..	0 50

	Per hour
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 65
Labourers	0 40
Lathers (metal)	0 60
Linoleum layers	0 55
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 60
Painters (spray)	0 70
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 70
Roofers, felt and gravel: patent: comp	0 45
Roofers, shingles (wood, asbestos)	0 60
Rodmen, reinforced steel	0 50
Sheet metal workers	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators—gas	1 00
Terrazzo layers	0 70
Terrazzo finishers and helpers	0 55
Tile setters—asphalt	0 70
Tile setters—ceramic	0 90
Tile setters—helpers (all men assigned to help tradesmen)	0 45
Watchmen	0 35
Waxers and polishers (floor)	0 45

Construction of a station at Sleepy Cove, Halifax Harbour, N.S. Name of contractor, Mr. Howard A. Keddy, Liverpool, N.S. Date of contract, December 16, 1940. Amount of contract, $34,600 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 95
Labourers	0 40
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Painters and glaziers	0 65
Plumbers and steamfitters	0 95
Roofers, felt and gravel, patent: comp	0 45
Roofers, shingles (wood, asbestos)	0 70
Sheet metal workers	0 70
Watchmen	0 35
Lathers—metal	0 60
Linoleum layers	0 55
Plasterers	0 85
Plasterers' helpers (mixing and tempering material)	0 45
Rodmen, reinforced steel	0 50
Tile setters (asphalt)	0 70
Tile setters, helpers (all men assigned to help tradesmen)	0 45
Waxers and polishers (floor)	0 45

DEPARTMENT OF TRANSPORT

Construction of further development work at Lethbridge, Alta. Name of contractors, Western Canada Construction Ltd., Edmonton, Alta. Date of contract, January 30, 1941. Amount of contract, $95,839.80. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Carpenters and joiners	0 80
Concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 50
Drill runners	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck driver	0 45
Motor truck driver and truck	1 45
Painters and glaziers	0 75
Tractor operators	0 50
Watchmen	0 40
Powdermen	0 50
Road grader operators (gas.)	0 55
Road roller operators (steam or gas.)	0 70
Drivers	0 40
Drivers, horse and cart	0 55
Drivers, team and wagon	0 70
Dragline operators, steam or gas	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00

Construction of additional work at Amherst, N.S. Name of contractor, Mr. B. H. Williamson, Saint John, N.B. Date of contract, February 8, 1941. Amount of contract, $31,314.80. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Carpenters and joiners	0 55
Cement and concrete mixer operators:	
Steam	0 60
Gas. or elec.	0 45
Compressor operators, gas. or elec.	0 45
Dragline operators, steam or gas	0 90
Dragline firemen	0 55
Dragline oilers	0 50
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Labourers	0 35
Motor truck driver	0 40
Motor truck driver and truck	1 35
Pipe layers, caulkers and solderers	0 45
Powdermen	0 45
Road grader operators—gas.	0 45
Road roller operators—steam or gas.	0 60
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators—gas.	0 90
Tractor operators	0 45
Watchmen	0 30

Additional development work at Brandon, Man. Name of contractor, Long Lac Construction Co., Ltd., Port Arthur, Ont. Date of contract, February 8, 1941. Amount of contract, $347,572.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Cement finishers	0 55
Concrete mixer operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Road grader operators (gas.)	0 50
Horsedrawn	0 40
Including team	0 70
Road roller operators (gas. or steam)	0 70
Shovel operators (gas.)	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators	0 45
Watchmen	0 30

Additional development at Macleod, Alta. Name of contractors, Bennett & White Construction Co., Ltd., Calgary, Alta. Date of contract, February 11, 1941. Amount of contract, $8,928.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 70
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 90
Cement finishers	0 55
Cement and concrete mixer operators (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters	0 75
Powdermen	0 45
Road grader operators—gas	0 55
Road roller operators—steam or gas	0 70
Shovel operators (gas.)	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators	0 45
Watchmen	0 40
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Dragline operators—(steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50

Additional development work at Brantford, Ont. Name of contractors, Colas Roads, Ltd., Toronto, Ont. Date of contract, February 11, 1941. Amount of contract, $11,180.57. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Cement finishers	0 60
Concrete mixer operators—gas. or elec.	0 50
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators—gas	0 50
Rodmen, reinforced steel	0 50
Road roller operators—gas. or steam	0 65
Shovel operators—gas.	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 70
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators	0 50
Watchmen	0 35

Additional development work at Granun, Alta., consisting of drainage, etc. Name of contractors, Bennett & White Construction Co., Ltd., Calgary, Alta. Date of contract, February 11, 1941. Amount of contract, $9,525.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Labourers	0 40
Motor truck drivers	0 45
Motor truck drivers and trucks	1 45
Road grader operators:	
Gas	0 55
Horsedrawn	0 45
Including team	0 75
Tractor operators	0 50
Watchmen	0 35

Construction of roads at Fingal, Ont. Name of contractors, Industrial Construction Co., Ltd., St. Thomas, Ont. Date of contract, February 17, 1941. Amount of contract, $4,847. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Tractor operators	0 50
Watchmen	0 35

Construction of water main at Yorkton, Sask. Name of contractors, Saskatoon Contracting Co., Ltd., Saskatoon, Sask. Date of contract, February 25, 1941. Amount of contract, $9,884. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck drivers and trucks	1 40
Pipe-layers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Pumpmen	0 45
Shovel operators—gas	1 00
Tractor operators	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Watchmen	0 30

(2) *Dredging Work*

NOTE: The labour conditions of contracts of this nature contain the federal Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

DEPARTMENT OF PUBLIC WORKS

Dredging work in Courtenay River, B.C. Name of contractors, McKenzie Barge and Derrick Co., Vancouver, B.C. Date of contract, February 22, 1941. Amount of contract, approximately $4,600.

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter Carriers' Uniforms	Paton Mfg. Co., Ltd., Montreal, P.Q.
Letter Carriers' Uniforms	Pollack & Dorfman, Quebec, P.Q.
Letter Carriers' Uniforms	Jay Wolfe, Inc., Montreal, P.Q.
Satchels	Hugh Carson Co., Ltd., Ottawa, Ont.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Blue serge cloth	Hield Bros., Ltd., Kingston, Ont.
Gymnasium shoes	Dominion Rubber Co., Ltd., Ottawa, Ont.
Hat Bands	Hugh Carson Co., Ltd., Ottawa, Ont.
Moccasins	Acme Glove Works Ltd., Ottawa, Ont.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Rubber Products

BOWMANVILLE, ONTARIO.—THE GOODYEAR TIRE AND RUBBER COMPANY OF CANADA, LIMITED, AND THEIR HOURLY RATED EMPLOYEES AS REPRESENTED BY THE EMPLOYEES GENERAL COMMITTEE (BOWMANVILLE PLANT).

Agreement reached during proceedings of the board under the Industrial Disputes Investigation Act (see page 225).

Agreement to be in effect from January 31, 1941 to December 31, 1941, and thereafter from year to year, subject to notice.

Hours: for departments or operations operating continuously, 8 per shift, shifts to rotate each week and the first shift to work 5 hours on Saturday. For those departments operating less than 24 hours per day, hours are 9 per day, 5 on Saturdays for the day shift and 10 hours per night shift, making a standard working week of 50 hours. No work on Sunday except for work which positively cannot be performed on other days.

Overtime: for employees on the 8-hour shift, time and one-half for any time worked in excess of 9 hours per day; for employees on the 9- or 10-hour shift, time and one-half for time worked in excess of 10 hours per day. Time and one-half for all work on Sundays except for those whose standard hours include Sunday. These latter employees are entitled to one day off per week, but if required to work on this day, time and one-half will be paid.

Holidays: all hourly and piece-work employees to be paid a standard shift's earnings due to closing the factory on seven legal holidays; if required to work on such holidays they will be paid for time worked in addition to the standard holiday pay.

Vacation: all hourly paid employees and piece workers after one year's service to be allowed a one week's annual vacation with pay and two weeks' after ten years' service (One week's vacation pay to be equal to 2 per cent of the earnings for the previous calendar year).

Wages: employees to be paid on a piece-work basis where a job is regularly repeated and a fair output can be ascertained; other operations or jobs are paid on a day-work basis. When an employee is first engaged, he is paid a guaranteed hiring rate. If on a day-work job, his rate is increased as soon as he acquires proficiency; if on a piece-work job, he is paid the actual money he earns as soon as it is in excess of the hiring rate. "On piece-work operations it is the practice to maintain the piece-work rate so that an average operator can always make the standard earnings of the operation." On piece-work, only work completed to standard specification and workmanship set by the Company will be paid for; no credit will be given for defective work.

"1. The wages of all hourly-rated employees of the Company at its Bowmanville Plant during the currency of this Agreement are to be on the basis paid prior to January 20, 1941, plus an increase of five (5) cents per hour worked to all such hourly-rated employees as and from January 20, 1941.

"2. In addition to the wage basis specified in paragraph 1 above, the Company will continue to pay the War Bonus payments to hourly-rated employees of $2.00 per week to men, $1.50 per week to women, and $1.00 per week to youths put into effect in November, 1940, and acknowledged as paid to offset a rise in cost of living from the outbreak of War to December 31st, 1940; and, as some protection against any further rise in the cost of living as suggested in Order in Council No. 7440, dated December 16, 1940, it is understood between parties, that if and when justified on the following basis, a War-Time Cost of Living Bonus will be paid. Taking the total cost of living as indicated in the Cost of Living Index prepared by the Dominion Bureau of Statistics as published in the issue of the LABOUR GAZETTE for January, 1941, as a basis, a comparison shall be made at the end of every four months, hereinafter referred to as 'check dates', with the corresponding figure in the said Cost of Living Index contained in the LABOUR GAZETTE of the month in which the check date falls, and whenever at any such check date, the cost of living as indicated by such index exceeds that for January, 1941, by at least five (5) per cent thereof, each hourly-rated employee shall receive from such check date the sum of two and one-quarter (2¼) cents for each hour worked with respect to each full multiple of five (5) per cent by which cost of living as shown on said check date exceeds that for January, 1941, as published in the LABOUR GAZETTE of January, 1941. In the event that cost of living falls, decreases in the bonuses above described shall be accepted by the employees according to a like formula."

Seniority (within a department) to be the chief factor to be considered in general reductions of working force, and consultations with employees' representatives to be held when necessary to discuss the advisability of spreading available hours of work among employees instead of all the necessary reductions of working force otherwise necessary. No new help to be hired until all laid-off employees experienced and capable of the work and residing within 5 miles of the factory are recalled.

"The Company to endeavour in every way possible to re-employ volunteers for Active Service on honourable discharge from service as physically fit." If such an employee returns to work within one month after being discharged, he receives credit for all previous continuous service and also for the time away.

There is a voluntary pension scheme and group life insurance.

Grievances may be presented by any employee or by a committee-man or committee on his behalf to the foreman, then to the personnel department, and further, if necessary, to the plant superintendent. The general committee of employees elected by the employees to be a plant grievance committee to negotiate with the plant superintendent.

Construction: Buildings and Structures

OTTAWA, ONTARIO.—OTTAWA MASTER PLUMBERS ASSOCIATION AND THE UNITED ASSOCIATION OF PLUMBERS, LOCAL NO. 71.

Agreement to be in effect from January 14, 1941, to December 31, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, Monday to Friday, a 40 hour week. However for emergency work for the preservation of life or property, the setting of sleeves or inserts, or for work on defence projects, under the Defence of Canada Regulations, work may be done at straight time rates until noon on Saturday. In case of night work, 8 hours' pay for 7 hours' work.

Overtime: time and one-half until midnight; after midnight and all work on Sundays and eight specified holidays, double time. Work on Saturdays to be at time and one-half except such work on Saturday mornings as is allowed at straight time rates, as noted above.

Minimum wage rate for journeymen plumbers and steamfitters: $1 per hour until April 30, 1941, and $1.05 thereafter. (The previous rate was 95 cents per hour.) The minimum rate for improvers to be two-thirds of the journeyman's rate.

"And that, the basic rate in this agreement shall be advanced in proportion to the increased cost of living, adjusted every three (3) months —the basis of such computation being the Cost of Living Schedule provided by the Federal Government and specifically according to paragraph five Order in Council 7440 of the Dominion of Canada. Cost of Living Bonus not to become effective until January 1, 1942.

"A Board shall be formed of the two contracting parties two from each association who shall meet every three months in March, June, September and December to consider such adjustments and any changes necessary in the wage rate shall take effect the first of the following months."

For work out of the city, fare and board to be paid by the employer and travelling time up to 9 p.m.

One junior mechanic allowed to each five journeymen or fraction thereof.

Apprentices to be employed in accordance with the Ontario Provincial Apprenticeship Act.

A joint conference board to be formed for the settlement of disputes. If they are unable to settle any dispute, no strike or lockout to take place until an officer of the general office of the union has given a decision on the matter.

LONDON, ONTARIO.—ELECTRICAL CONTRACTORS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL NO. 120.

Agreement to be in effect from November 1, 1940, to May 1, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed.

Hours: 8 per day, 4 on Saturdays, a 44 hour week; on shift work, 8 hours per shift.

Overtime: time and one-half for first five hours; all other overtime and work on Sundays and seven specified holidays, double time.

Wage rate for journeymen: 85 cents per hour to May 1, 1941, and thereafter $1 per hour.

Not more than one helper or apprentice to be employed up to three journeymen. Apprentices to be governed by the Ontario Apprenticeship Act.

Collective Agreement Act, Quebec

The following agreement, amendments and corrections of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Shoe Industry, Province of Quebec (amendment).

Fur Manufacturing Industry, Quebec City (amendment).

Glove Cutters (work gloves), Province of Quebec (amendment).

Glove Operators and Blockers (Work Gloves), Province of Quebec (amendment).

Embroidery Industry, Montreal.

Building Trades, Chicoutimi and Lake St. John District, Hull District, Joliette District, Quebec District, St. Hyacinthe District, St. John and Iberville, Sorel, St. Jerome and Terrebonne County, Three Rivers District (amendment).

Checkers (Ocean Navigation), Quebec (amendment).

Clerks and Accountants, Jonquière, Kenogami, Arvida and St. Joseph d'Alma (correction).

Retail Stores, Bakeries, Hotels, Etc., Magog (correction).

Barbers and Hairdressers, Quebec City and District (amendment).

Barbers and Hairdressers, Farnham, Cowansville, Bedford and Sweetsburg (Missisquoi County) (amendment).

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were

summarized in the Labour Gazette from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement, the correction of two and the amendment of eight others, in addition to the amendment of the building trades agreements in nine districts. A request for the extension of a new agreement for hairdressers in Montreal was published in the *Quebec Official Gazette,* February 15; a request for the amendment of the agreement for the dairy industry, Quebec City, was published in the *Quebec Official Gazette,* February 1; a request for the amendment of the agreement for the railway car and bus manufacturing industry at Montreal, in the issue of February 22. In addition, Orders in Council were published in the *Quebec Official Gazette* during February approving or amending the constitution and by-laws of certain parity committees and others approving the levying of assessments by certain joint committees.

Manufacturing: Fur, Leather and Miscellaneous Animal Products

Shoe Industry, Province of Quebec.—An Order in Council, approved January 29, and published in the *Quebec Official Gazette,* February 1, amends the previous Orders in Council for this industry (Labour Gazette, October, 1937, page 1156, March, 1938, page 335, June, page 691, December, page 1423, July, 1939, page 728, October, page 1065, September, 1940, page 971 and December, page 1309).

Pattern departments are no longer covered by the agreement.

Wages: the minimum wage rates for the general factory trades are increased by 10 per cent from February 1, 1941. (These trades do not include the three classes added in November, 1940, as noted in the Labour Gazette, December, 1940, page 1309.) The three shoe manufacturers operating in the county of Beauce are also excluded from this increase.

From February 1, 1941, the minimum rates for all employees, including general factory trades and all other employees are subject to adjustment automatically on July 1 and January 1 of each year according to the cost of living index in Canada, as computed and published by the Federal Department of Labour; such wage adjustments to be based on the cost of living index of the preceding February in the case of the July 1 adjustment in wages, and on the cost of living index of the preceding August in the case of the January 1 adjustment. In making such adjustments if there is a change in the cost of living index number of 5 per cent or less, the change in minimum wages will be 5 per cent; if the cost of living index number is changed by between 5 and 10 per cent, the change in minimum wages will be 10 per cent, etc.

Fur Manufacturing Industry, Quebec City.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette,* February 1, amends the previous Order in Council (Labour Gazette, November, 1940, page 1201, September, 1938, page 1042 and October, 1939, page 1065).

A wage earner employed by an employer of the fur industry may not do any fur work at home.

Glove Cutters (Work Gloves), Province of Quebec.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette,* February 1, amends the previous Orders in Council for work glove cutters (Labour Gazette, March, 1940, page 282) by extending the period of the agreement from January 1, 1941, to December 31, 1941, subject to renewal for 12 months, unless either party gives notice of cancellation. Four additional manufacturers are added to the parties to the agreement.

Certain adjustments are made in the piece rate scale, some upward and others downward, and several new classes are added.

Glove Operators and Blockers (Work Gloves), Province of Quebec.—An Order in Council, approved February 5, and published in the *Quebec Official Gazette,* February 8, amends the previous Orders in Council for work glove operators and blockers (Labour Gazette, September, 1940, page 971) by the addition of a number of classes to the piece rate scale.

Manufacturing: Textiles and Clothing

Embroidery Industry, Montreal.—An Order in Council, approved January 30, and published in the *Quebec Official Gazette,* February 8, makes obligatory the terms of an agreement between The Pleating and Embroidery Manufacturers Association, Inc. and the International Ladies' Garment Workers Union and The Embroidery, Pleaters, Stitchers and Button Makers Union, Local 315.

Agreement to be in effect from February 8, 1941, to July 31, 1942, and thereafter from year to year, subject to notice.

The agreement applies to the Island of Montreal and within ten miles of its limits. The industrial jurisdiction covers the embroidering, crochet-beading, stamping, shirring, tucking, pleating, zig-zag stitching, hemstitching, buttonhole making, making of textile covered buttons and buckles and other novelties (ornaments for women's clothing) but excludes the craft of Swiss embroidering.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: not more than 2 hours on Monday to Thursday inclusive, that is not more than 8 hours in a week. No overtime permitted on Friday or Saturday except that during the busy season, the parity committee may, if an emergency arises, grant special permits for 4 hours overtime on Saturday afternoon, to be paid at time and one-half.

Minimum wages per week: Bonnaz operators $37.50; pleaters and pattern makers $22. stampers and special machine operators $16, crochet beaders $15; hand embroidery workers, floor help, pleater's assistant and covered button and buckle makers $12.50. The wages of any employees being paid higher rates may not be reduced. The parity committee may determine a special rate for employees whose work is under normal.

All home work is prohibited except hand embroidery work and crochet beading which may be done at home, providing that employers and employees must register with parity committee giving names, addresses, rates of pay, hours worked, and all such work must be done on a piece work basis as determined by the parity committee; such piece-work rates to be calculated on a basis to yield the home worker remuneration equal to 80 per cent of the minimum wage per week as fixed by this agreement.

Apprentices (except Bonnaz operators) limited to 15 per cent of workers in a shop. One apprentice Bonnaz operator permitted to each five fully skilled Bonnaz operators. Apprentices to begin at $8 per week, with regular increases; floor help apprentices to serve 1½ years, machine operators and stampers 2½ years, Bonnaz operators 4 years.

Construction: Buildings and Structures

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT, HULL DISTRICT, JOLIETTE DISTRICT, QUEBEC DISTRICT, ST. HYACINTHE DISTRICT, ST. JOHN AND IBERVILLE, SOREL, ST. JEROME AND TERREBONNE COUNTY, THREE RIVERS DISTRICT.—As noted in the LABOUR GAZETTE, July, 1940, page 732, the agreement for building trades in the Montreal district in so far as the structural steel trade, steam generating mechanics and boilermakers are concerned, covers the whole province, except districts with separate agreements covering these trades.

This latest Order in Council which was approved January 24, and published in the *Quebec Official Gazette*, February 1, repeats the conditions for these three trades. These are:—

"All operations performed on the site of any proposed or existing structure involving the erection (or fabrication) of structural steel, tank and other plate work and the installation of portable boilers and tanks" to be paid a minimum of 83 cents per hour; however, the installation of portable tanks and boilers under two tons in weight to be considered "rigging" and may be paid a minimum of 50 cents per hour. One apprentice allowed to each seven structural iron workers or fraction thereof.

Steam generation mechanics to comprise the erection of steel, the placing of equipment on foundations or supports, the fitting and rolling of tubes, the lining of fans, pulverizers, stokers, etc., and the assembly of pressure and non-pressure parts, all in connection with the generation of steam. Helpers may assist such mechanics, one helper being allowed to each four mechanics.

Minimum hourly wage rates: structural iron erectors (all categories) 83 cents; painters (structural iron) 70 cents; boilermakers, erectors and including steam generator mechanics 83 cents; helpers 61 cents.

Apprentices to be paid 50 per cent of journeyman's rate during first year and 75 per cent during second year.

The present Order in Council removes references to structural iron work, and the installation of boilers and tanks, and incorporates the above noted special section in the building trades agreements for the following districts: Chicoutimi and Lake St. John, Hull, Joliette, Quebec, St. Hyacinthe, St. John and Iberville, Sorel, St. Jerome (Terrebonne County), Three Rivers. (This same special section was already in the Montreal agreement of 1940.)

In addition to these changes in the above named districts the following additional changes are made in:—

Chicoutimi and Lake St. John District.—The section formerly dealing with wage rates in the structural iron industry and the sprinkler fitting trade is deleted and the following hourly wage rates inserted: spraymen (painters) 55 cents; kettlemen 50 cents; reinforcing steel erectors and workers (on field) 50 cents; sheet metal erectors 50 cents; sprinkler fitters 85 cents; concrete metal bracing erectors 50 cents; water carriers 25 cents.

Another Order in Council, approved January 29, and also published in the *Quebec Official Gazette*, February 1, further amends the agreement for this district by providing that the pulp and paper industry be exempted from the provisions, with regard to the maintenance of mills producing pulp and paper.

Transportation and Public Utilities: Water Transportation

CHECKERS (OCEAN NAVIGATION), QUEBEC.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette*, February 1, amends the previous Orders in Council for these workers (LABOUR GAZETTE, October, 1939, page 1067 and February, 1941, page 184) by extending the period of the agreement to December 31, 1941, and thereafter from year to year, subject to notice.

Trade

CLERKS AND ACCOUNTANTS, JONQUIERE, KENOGAMI, ARVIDA AND ST. JOSEPH D'ALMA.—A correction to the amendments which were summarized in the LABOUR GAZETTE, February, 1941, page 184, was published in the *Quebec Official Gazette*, February 8, which does not affect the summary as previously given.

RETAIL STORES, BAKERIES, HOTELS, ETC., MAGOG.—An Order in Council, approved January 23, and published in the *Quebec Official Gazette*, February 1, corrects the agreement for these workers which was noted in the LABOUR GAZETTE, November, 1940, page 1203, but the summary is not thereby affected.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC CITY AND DISTRICT.—An Order in Council, approved February 5, and published in the *Quebec Official Gazette*, February 8, amends the previous Orders in Council (LABOUR GAZETTE, October, 1937, page 1158, December, page 1388, October, 1938, page 1174, October, 1939, page 1068, May, 1940, page 500, June, page 610) by extending the period of the agreement to May 1, 1941.

BARBERS AND HAIRDRESSERS, FARNHAM, COWANSVILLE, BEDFORD AND SWEETSBURG (MISSISQUOI COUNTY).—An Order in Council, approved February 5, and published in the *Quebec Official Gazette*, February 8, amends the previous Orders in Council for these trades (LABOUR GAZETTE, June, 1938, page 698, July, page 801 and September, 1939, page 951) by providing that in Farnham shops may be open one hour longer on three days, and one-half hour longer on a fourth day.

Parity Committees

The constitutions and by-laws of the parity committees set up under the following agreements were approved or amended by Order in Council and published in the *Quebec Official Gazette*, February 1 and 8:—

Barbers and hairdressers, St. John and Iberville (amendment).

Barbers and hairdressers, Three Rivers.

Cloak and Suit Industry, Province of Quebec.

Cloak and Suit Industry, Province of Quebec (Special regulations).

Building trades, Chicoutimi.

Building trades, St. John (amendment).

Shoe industry, Province of Quebec (amendment).

Notices were published in the *Quebec Official Gazette*, February 1, 8 and 15, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees, parties to the following agreements:—

Barbers and Hairdressers, Three Rivers.

Funeral Undertakers, Montreal (amendment).

Glove cutters (work gloves), Province of Quebec.

Leather tanneries, Province of Quebec.

Millinery Industry, Montreal.

Apprenticeship Training in U.S.A.

Out of Crisis, Opportunity! is the title of a pamphlet issued by the United States Federal Committee on Apprenticeship in a long-range defense program and giving standards for training of apprentices. The bulletin was prepared in response to requests for information from labour and management for outlines of procedures in getting apprenticeship programs under way.

In a conclusion to the pamphlet it is stated:

"It is for the employers of the country to take the initiative on apprenticeship. For it is the employer who creates the apprenticeship opening and who pays the apprentice's wages. It is the employer who has to decide whether the training of his young workers is the best that can be devised. It is the employer who has to decide whether he shall start an apprentice-training program in his plant or community, how many apprentices he needs to take on, and what facilities he has for ensuring their proper training.

"Labour has already gone on record in favour of increased apprenticeship to meet the needs of the defense situation. The proportion of apprentices in training even during normal times has never approximated our normal needs, nor are normal union quotas even approximately filled. But unless the employers of the country take the initiative, the program cannot advance. It is up to each and every employer who has skilled mechanics on his payroll to-day to decide whether he is doing all he can to fulfill his obligation to train highly skilled men for the future."

Studies in War Economics is the title of a report issued by the International Labour Office, Montreal. In a preface to the report it is stated that since the war began the work of the International Labour Office has been devoted largely to the study of social and economic problems of workers, employers, and governments, arising out of wartime economy.

Studies included in the report deal with the economic organization for total war, with special reference to the workers; financing the war; relative wages in wartime; control of food prices; housing in war economy; and the effect of war on the relative importance of producing centres with special reference to the textile industry.

PRICES RETAIL AND WHOLESALE IN CANADA, FEBRUARY, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE new official index number of the cost of living in Canada declined from 108·3 for January to 108·2 for February due to a decline in the food group from 109·7 to 108·8. The decrease in foods was due to a seasonal fall in the price of eggs. The indexes for the fuel, clothing, and home furnishings groups were slightly higher while the rent and miscellaneous groups were unchanged. Comparative figures for the general index at certain dates are 108·2 for February, 1941; 108·3 for January, 1941; 103·8 for February, 1940; and 100·8 for August and September, 1939. The increase since February, 1940, was 4·2 per cent and since August, 1939, 7·3 per cent.

The index number was constructed on the basis of a survey of the expenditure of 1,439 families of wage earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food, (31·3 per cent) $443; Shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent) $90.50; Clothing (11·7 per cent) $165.80; Home Furnishings (8·9 per cent) $125.70; Miscellaneous (22·6 per cent) $319.40, including Health (4·3 per cent) $60.80; Personal Care (1·7 per cent) $23.90; Transportation (5·6 per cent) $79.30; Recreation (5·8 per cent) $82.10; Life Insurance (5·2 per cent) $73.30. Other expenditure, not directly represented in the index was $40. The Bureau of Statistics is constructing cost of living index numbers for certain cities on the same basis as that for Canada. The figures for the food group in some cities have been issued and are given in the accompanying table, "Index Numbers of Retail Prices of Foods for eight cities in Canada" from 1935 to January, 1941. For each city the index is weighted according to the figures as to expenditure of families in that city shown by the cost of living survey in 1938.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure the indexes for the new "Home Furnishings" and the "Miscellaneous" should be combined using the weights. By this method of calculation the figures of the old index for February, 1941, are Food 123, Fuel and Light 148, Rent 153, Clothing 134, Sundries 162, All Items 140.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915 to September, 1940, has also been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of February was: Food $8.90; Laundry starch 4·1 cents; Fuel $2.98; Rent $6.21; and Total $18.13. The average cost of staple foods by provinces at the beginning of January was: Nova Scotia $9.12; Prince Edward Island $8.72; New Brunswick $9.29; Quebec $8.28; Ontario $8.85; Manitoba $8.83; Saskatchewan $8.51; Alberta $8.70; and British Columbia $9.88.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 85·3 for the week ended February 28 as compared with 84·8 for the week ended January 31 and 84·3 for that ended January 3. The index at the end of February was 3 per cent higher than in February, 1940, and 18 per cent higher than the pre-war levels.

In the classification according to chief component materials all of the eight main groups except the textiles and textile products group were higher in the month under review than in the previous month. The animal products group rose one per cent while in each of the other groups the advance was fractional.

An index of Canadian farm products rose 1·5 per cent during the month, field products being up 1·7 per cent and animal products 1·2 per cent. The latest figures available for the general index on a monthly basis are for January when the figures were 84·6 as compared with 82·8 for February, 1940; 72·4 for August, 1939, pre-war; 73·2 for February, 1939; 83·6 for February, 1938; 87·5 for July, 1937, the highest point reached in recent years; and 63·5 for February, 1933, the low point of the depression.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of February of seventy-one staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada.

All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except milk and bread, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers in each. Information as to prices of milk, bread and fuel and the rates for rent is secured by the correspondents of the LABOUR GAZETTE, and also by the Bureau of Statistics.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935–1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·1	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935–1939=100.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	192‡	Feb. 1926	Feb. 1929	Feb. 1930	Feb. 1933	Feb. 1937	Feb. 1938	Feb. 1939	Feb. 1940	Jan. 1941	‡Feb. 1941
*All commodities	567	64·0	127·4	155·9	97·3	102·2	95·0	93·9	63·5	82·9	83·6	73·2	82·8	84·6	85·3
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	102·7	89·8	88·7	50·6	88·6	87·0	60·5	74·0	71·8	72·5
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	102·5	107·8	109·5	55·6	75·2	77·8	73·4	80·1	83·5	84·5
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	103·6	93·2	87·3	67·8	73·3	68·7	66·2	82·8	84·4	84·5
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·7	94·0	92·7	63·1	74·2	79·4	76·1	86·6	91·9	92·4
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·8	93·3	92·7	85·2	94·1	103·7	97·4	102·6	106·3	107·3
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	104·9	99·7	94·8	58·4	86·2	71·1	69·8	76·3	77·7	77·8
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	101·3	92·6	93·3	84·8	86·0	87·1	85·7	87·2	91·0	91·4
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	101·1	94·9	94·3	81·7	80·0	80·6	78·3	85·7	91·3	91·9
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	101·9	94·2	95·0	68·7	78·6	79·0	74·4	82·7	85·5	85·3
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	102·3	97·5	103·3	58·0	79·7	80·7	71·9	79·6	82·1	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	101·7	92·0	89·4	75·8	77·8	77·9	76·1	84·8	87·7	.....
II. Producers' Goods	402	67·7	133·3	164·8	98·8	102·4	95·5	91·8	58·1	84·7	83·7	68·2	79·1	79·7	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	102·9	94·1	96·2	87·0	92·3	94·5	95·0	96·6	102·2	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	102·3	95·6	91·5	54·9	83·8	82·5	65·2	77·3	77·2	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	102·4	98·9	96·6	74·7	91·8	91·4	87·3	94·0	98·7	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	102·3	94·9	90·4	51·5	82·5	81·0	61·5	74·4	73·6	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	103·8	89·2	86·5	51·1	82·9	81·8	59·0	71·4	70·3	.....
B. Animal	105	70·1	129·0	146·0	95·9	103·5	105·5	105·5	57·2	77·3	78·1	74·0	82·7	84·5	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	102·8	98·1	97·5	42·9	87·0	85·1	64·7	70·3	67·2	68·4
II. Marine	16	65·9	111·7	114·1	91·7	96·3	104·4	103·1	56·7	69·4	74·2	67·4	77·8	84·3	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·7	93·8	92·4	63·3	74·0	79·1	76·0	86·2	91·5	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	101·5	92·4	92·0	79·9	87·1	87·4	85·0	88·9	92·3	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	103·6	96·2	94·0	50·6	83·8	81·1	64·9	75·9	76·6	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	102·1	93·1	92·3	66·8	78·7	81·9	73·6	81·8	83·4	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in Other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended February 28, 1941; monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Per	Feb. 1914	Feb. 1915	Feb. 1916	Feb. 1918	Feb. 1920	Feb. 1922	Feb. 1926	Feb. 1929	Feb. 1933	Feb. 1937	Feb. 1939	Feb. 1940	Jan. 1941	Feb. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirlon steak	lb.	24·0	23·5	23·8	32·6	36·6	27·7	28·6	34·9	20·5	24·0	26·5	28·3	30·3	31·1
Beef, round steak	lb.	.....	20·5	21·1	29·7	32·8	23·1	23·1	29·9	16·4	19·4	22·3	24·1	26·1	26·9
Beef, rib roast	lb.	.....	18·9	19·3	27·0	29·5	21·3	21·4	27·5	15·5	17·8	19·8	21·2	25·5	26·3
Beef, shoulder	lb.	16·3	16·2	16·5	23·2	23·8	15·7	15·6	21·7	11·0	12·9	15·2	16·4	18·0	18·5
Beef, stewing	lb.	.....	.....	.....	.....	19·9	12·3	12·0	17·3	9·0	10·6	12·5	13·7	14·7	15·2
Veal, forequarter	lb.	17·0	17·6	18·2	26·7	25·9	18·8	19·2	24·3	12·2	14·9	16·8	17·8	*a* 19·9	*a* 20·6
Mutton, hindquarter	lb.	20·8	20·3	21·7	31·9	33·1	26·2	29·5	30·5	17·3	22·2	23·5	24·9	*b* 28·3	*b* 29·7
Pork, fresh, ham	lb.	21·9	18·7	20·4	34·1	37·0	27·5	29·1	27·5	12·2	21·2	23·6	23·4	*c* 24·5	*c* 24·7
Pork, salt mess	lb.	17·3	17·6	18·3	31·6	35·3	25·8	27·0	26·5	13·5	20·1	21·2	21·2	20·0	20·0
Bacon, not sliced	lb.	26·0	24·5	26·8	45·6	52·2	39·3	41·7	37·8	17·4	29·0	30·3	30·2	.....	.....
Bacon, sliced	lb.	.....	.....	.....	.....	55·9	43·8	45·8	42·4	20·5	32·3	33·8	33·6	32·1	32·3
Fish, salt cod	lb.	.....	.....	.....	.....	.....	.....	21·0	21·3	17·9	17·6	18·5	19·0	19·7	19·7
Fish, finnan haddie	lb.	.....	.....	.....	.....	.....	.....	20·4	20·5	16·7	17·0	17·5	18·1	19·3	19·4
Lard	lb.	18·7	17·7	18·5	33·7	39·2	20·8	24·7	22·5	11·8	16·7	13·3	12·1	10·5	10·5
Eggs, fresh	doz.	42·6	40·8	42·2	63·8	.....	56·2	50·5	49·7	28·8	31·6	29·6	29·0	*d* 38·0	*d* 29·7
Eggs, cooking	doz.	35·4	32·9	34·7	49·0	.....	47·7	41·5	41·4	22·5	26·3	24·7	24·4	*f* 33·3	*f* 26·1
Milk	qt.	9·2	9·2	8·7	11·9	14·0	13·0	12·3	12·5	9·4	10·7	10·9	11·0	11·1	11·2
Butter, dairy	lb.	30·7	30·7	32·9	47·7	65·9	39·4	45·4	44·0	22·3	27·0	24·0	28·8	.....	.....
Butter, creamery	lb.	35·3	35·6	38·5	52·8	73·9	44·7	49·8	48·3	25·7	30·8	27·1	32·2	39·3	38·1
Cheese, old	lb.	21·8	23·0	24·4	33·2	40·7	31·9	32·9	33·8	19·4	22·6	22·6	25·5	23·7	24·0
Bread, white	lb.	4·2	4·7	4·5	7·5	9·1	7·0	7·6	7·7	5·6	6·7	6·6	6·6	6·7	6·7
Flour	lb.	3·2	4·3	3·8	6·5	7·6	4·7	5·4	4·9	2·6	4·2	3·1	3·4	3·6	3·6
Rolled oats	lb.	4·2	5·1	4·8	7·5	8·1	5·5	5·8	6·3	4·6	5·6	5·1	5·3	5·2	5·2
Rice	lb.	5·8	5·9	6·2	10·1	15·8	9·6	10·9	10·5	8·0	8·1	8·1	8·5	9·2	9·1
Tomatoes, canned, 2½'s	tin	.....	11·3	11·9	24·8	21·4	19·1	16·7	15·7	11·7	13·0	10·7	12·2	13·6	13·6
Peas, canned, 2's	tin	.....	10·2	10·6	19·8	20·5	19·0	17·6	15·9	11·6	12·3	10·6	11·4	11·9	11·9
Corn, canned, 2's	tin	.....	10·1	10·6	23·2	21·6	17·2	16·6	15·9	11·6	12·3	10·7	11·2	11·8	12·0
Beans, dry	lb.	5·9	6·9	8·8	16·9	11·6	8·5	8·0	11·1	3·8	7·2	5·1	7·1	6·9	6·5
Apples, evaporated	lb.	12·6	11·8	12·9	20·5	27·9	21·7	20·0	20·8	15·1	16·1	15·4	15·2	.....	14·8
Prunes, medium	lb.	12·0	12·9	12·9	17·2	26·0	18·5	15·8	13·6	10·6	11·5	10·9	11·7	11·4	11·5
Sugar, granulated	lb.	5·6	7·9	7·9	10·5	16·1	8·8	7·9	7·6	5·7	6·3	6·4	7·1	7·5	7·4
Sugar, yellow	lb.	5·3	7·2	7·3	9·9	15·2	8·3	7·5	7·1	5·6	6·1	6·2	7·0	7·4	7·4
Tea, black	lb.	35·8	36·8	39·1	50·9	64·2	55·4	71·6	70·8	42·2	52·0	58·9	66·4	68·2	68·8
Coffee	lb.	37·7	38·5	39·8	40·7	59·9	54·0	61·1	60·8	40·5	35·3	34·3	44·5	45·5	45·6
Potatoes	90 lb.	120·0	100·0	170·4	221·0	391·0	159·9	292·1	131·6	94·9	180·9	132·3	*h*186·4	*h*140·7	*h*143·3
Potatoes	15 lb.	.....	.....	.....	.....	69·8	31·6	54·0	26·5	19·2	34·5	26·1	31·6	25·7	26·0
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·61	8·58	8·58	11·86	14·27	17·44	18·93	16·34	15·39	14·76	14·64	15·02	15·81	15·83
Coal, bituminous	ton	6·24	5·95	5·99	9·32	10·68	11·27	10·59	10·09	9·42	9·39	9·44	9·77	9·99	10·02
Coke	ton	.....	.....	.....	.....	.....	.....	.....	.....	11·84	12·23	12·02	12·34	12·76	12·74
Wood, hard, long	cord	6·70	6·61	6·64	10·36	11·99	12·73	12·24	12·13	9·97	9·52	9·56	9·76	9·91	9·99
Wood, hard, stove	cord	.....	.....	.....	.....	13·82	14·72	14·47	14·63	11·99	11·30	11·61	11·84	11·99	12·14
Wood, soft, long	cord	5·06	4·95	4·86	7·91	9·44	9·26	8·98	8·83	7·52	7·22	7·14	7·21	7·42	7·42
Wood, soft, stove	cord	.....	.....	.....	.....	10·89	11·29	11·15	10·99	9·11	8·43	8·54	8·68	8·86	8·87

a Boneless. *b* Lamb. *c* I oin. *d* Grade A. *f* Grade B. *h* Per 100 pounds.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 344 affected by the "standstill" rental order (Labour Gazette, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941. (Labour Gazette, December, 1940, page 1227). The rental figures in the table for the beginning of January, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (Labour Gazette, February, 1940, page 183.)

Retail Prices

Meat prices in the main averaged slightly higher at the beginning of February than in the previous month influenced by higher prices for live stock and meats in the wholesale markets. Some of the increases recorded in the retail prices are, sirloin steak from 30·3 cents per pound to 31·1 cents, veal from 19·9 cents per pound to 20·6 cents, lamb from 28·3 cents per pound to 29·7 cents and fresh pork from 24·5 cents per pound to 24·7 cents.

Egg prices again averaged much lower in practically all localities. Increased production and accumulation of stocks in some western markets were reported. The Dominion average retail price was 29·7 cents per dozen at the beginning of February, 38·0 cents per

(*Continued on page 346*)

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast, per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**31·1**	**26·9**	**26·3**	**18·5**	**15·2**	**20·6**	**18·7**	**29·7**	**24·7**	**22·7**	**18·4**	**20·0**	**27·5**	**32·3**
Nova Scotia (average)	**32·0**	**26·8**	**25·1**	**18·3**	**15·0**	**18·0**	**14·3**	**30·0**	**25·4**	**23·3**	**19·7**	**19·8**	**26·7**	**32·4**
1—Sydney	35·5	29·6	25·2	21·4	17	15	14	30·8	27·7	22	21·2	21·1	28	31·8
2—New Glasgow	32·1	27·6	27·7	19·3	16·5	.....	15	31	26·5	23	20·1	18·8	25	31·5
3—Amherst	30	25	22·5	17	12	19	.....	26·5	23·5	.....	18	18·1	.....	32·9
4—Halifax	31·7	26·8	23·2	17·5	15·2	18	14	29·2	25·5	25	19·3	19·8	27	32·1
5—Windsor	30	25	27·5	18	16·2	.....	.....	33·5	24·2	.....	20	21·2	.....	33·3
6—Truro	32·5	26·5	24·5	16·5	13	20	.....	29	25	.....	19·5	19·5	.....	32·5
7—**P.E.I.**—Charlottetown	**28·0**	**24·2**	**23·7**	**16·2**	**14·3**	**18·7**	**12·0**	**29·0**	**25·6**	**22·0**	**19·2**	**19·6**	**30·0**	**32·1**
New Brunswick (average)	**35·5**	**25·6**	**28·1**	**19·6**	**14·7**	**18·6**	**19·5**	**30·2**	**25·4**	**26·0**	**18·9**	**20·4**	**27·8**	**33·1**
8—Moncton	33·7	25·6	25·8	18	13·4	21·5	22	32·3	25·6	27	20	20·3	30·5	34·6
9—Saint John	37·5	28·9	29·2	21·6	16·2	16·6	17	32	26	25	19·7	20·7	25	33·6
10—Fredericton	35·6	22·8	32·2	18·9	13·1	17·7	.....	31·6	22	.....	17	19·7	.....	33·4
11—Bathurst	35	25	25	20	16	.....	.....	25	28	.....	.....	21	.....	30·6
Quebec (average)	**28·0**	**25·2**	**23·2**	**16·6**	**11·9**	**19·5**	**17·9**	**27·6**	**20·3**	**19·5**	**16·9**	**18·2**	**25·3**	**30·1**
12—Quebec	28·7	26·4	20·3	17·4	10·8	20·2	13·5	25·1	16·9	16	15·2	17·2	22	29
13—Three Rivers	28·5	24·1	22·6	16·7	12·5	17·4	.....	26·8	19·4	.....	17·4	18·5	.....	32·4
14—Sherbrooke	32·8	27·8	24·3	18·4	12·9	19·4	20	29·9	22·9	22	16·7	19·2	25	27·9
15—Sorel	25·5	22·8	27	14·2	10·6	18	.....	28·7	20·1	.....	15·1	17·5	.....	30·5
16—St. Hyacinthe	21·6	20·7	22·9	14·9	11·8	22·4	.....	25·8	18·3	.....	16·3	16·5	.....	31·6
17—St. Johns	32·6	28·6	24·5	17·8	11·6	19	.....	30·7	24·4	.....	19·2	19·1	.....	29·6
18—Thetford Mines	21·2	22·7	18	15	11·6	20	18	25	16·7	15	16·5	16·5	25	29·6
19—Montreal	32·2	28·2	25·6	17·3	13·5	20·1	20	28·8	22	25	17·7	20·3	29	30·2
20—Hull	28·5	25·5	23·9	18	11·9	19	.....	27·8	22·3	.....	17·8	19·3	.....	29·9
Ontario (average)	**21·7**	**28·1**	**27·2**	**19·5**	**15·7**	**20·9**	**20·1**	**29·9**	**25·6**	**23·2**	**18·8**	**20·2**	**26·5**	**31·6**
21—Ottawa	32·7	27·9	28·7	19·8	15·2	19·1	20	29·1	24·1	22	18·1	20	28	31·9
22—Brockville	36·3	31·2	29	19·7	15·2	18·5	.....	32	23·7	.....	18·5	20·7	.....	30·6
23—Kingston	29·6	26·1	25·2	18·4	13·1	18	18	28·3	24·3	22	20·4	20·9	27	31
24—Belleville	27·3	25·2	25·9	17·8	13·2	21·2	19	29·4	21·9	21	16·8	17·7	25	31·6
25—Peterborough	30·3	27·1	26·4	18·7	15·7	21	18	30·7	26·7	23	19·4	19·2	27	32·6
26—Oshawa	31·2	26·7	25·8	19·4	16	22·6	25	29·6	25·2	22	18·2	19·8	27·5	31·6
27—Orillia	32·5	29	27·5	18	15	23·5	.....	30	25·5	.....	18·5	21·5	.....	34·4
28—Toronto	34·1	30·2	30·3	21·9	19	21·8	20	30·5	26·4	23	17	20·6	27	33·4
29—Niagara Falls	33·7	29	28·6	21·2	15·1	19·2	.....	29·2	27·5	.....	19·6	22·9	.....	30·9
30—St. Catharines	33·6	29·7	31·7	20·8	14·2	20·4	22	30·2	26	27	19·3	19·5	27	30·5
31—Hamilton	33·4	30·1	28·3	19·8	17·7	22·1	18	30·5	25·9	.....	18·4	.....	.....	30·6
32—Brantford	31·7	28·3	28·1	20·3	14·6	20·4	20	29·8	25·8	21	19·5	18·1	25	31·1
33—Galt	32·5	28·6	28·2	21·5	18·6	23·7	23	31·8	27·1	27	21·3	20	.....	33·5
34—Guelph	31	28	26·4	20·6	17·1	21	.....	30·2	25·1	.....	17·1	21	.....	30·3
35—Kitchener	29·7	27·6	25·7	18·6	16·3	22	.....	29·7	26·6	.....	18·6	17·7	.....	31·8
36—Woodstock	34·5	30	29·3	23·7	16·4	21·5	.....	30·5	28·4	.....	20·2	21	.....	30·3
37—Stratford	32·2	28·6	28·5	19·1	17·8	20·2	.....	30·4	25·8	.....	17·7	.....	.....	31·2
38—London	31·5	28·4	28·1	19·5	15·9	20·6	18	30·8	25·4	23	18·2	19·2	25	32
39—St. Thomas	32·5	29	29·3	20·8	16	21·5	21	28·3	26·2	22	19	19	29	32·5
40—Chatham	30·6	27·7	27·9	19·4	15·3	22·1	.....	29·7	26·4	.....	20·9	19·4	.....	31·6
41—Windsor	28·7	26·1	25·4	19·3	16·5	24·3	19	31·6	26	23	19·9	18·4	23	30·7
42—Sarnia	32·8	29	29·4	20·3	15·6	22·4	.....	30·2	26·3	.....	18·4	22·7	.....	32·7
43—Owen Sound	30·7	27·4	26·6	18	15·5	18·2	.....	27·1	25·6	.....	17·5	21	.....	30·8
44—North Bay	34·2	30·5	29	19·7	16·5	21	.....	26·5	27	.....	19·5	20·4	.....	32·4
45—Sudbury	32	26·7	23·7	19	13·7	19·5	20	29·7	24	23	17	19·6	23	30
46—Cobalt	30·5	28	18	16	17·5	.....	.....	.....	27	.....	21	21	.....	32·8
47—Timmins	29·1	26	26·1	18·5	14·7	19·4	19	31·6	24·1	23	18·1	22·6	27	29·7
48—Sault Ste. Marie	30·2	27·2	26·4	17·9	14·6	19·8	20	30·6	24·9	23	18·2	19·6	27	30·8
49—Port Arthur	29·6	25	23·6	18·2	14·4	20·3	22	29	24	25	18	20·6	30	33·4
50—Fort William	33·6	28·7	27·4	18·2	15·1	21·5	20	31	26·3	25	18·9	21·1	.....	32
Manitoba (average)	**29·5**	**24·9**	**25·8**	**17·6**	**14·9**	**18·5**	**19·0**	**28·2**	**24·2**	**22·0**	**17·5**	**20·2**	**32·5**	**35·9**
51—Winnipeg	30·4	25·5	25·8	18·4	16·1	19	18	28·1	24·7	24	18·9	18·4	30	34
52—Brandon	28·5	24·2	25·7	16·7	13·7	18	20	28·3	23·7	20	16	22	35	37·7
Saskatchewan (average)	**25·7**	**21·8**	**22·2**	**11·7**	**12·2**	**16·9**	**15·9**	**26·9**	**21·1**	**19·6**	**15·3**	**19·0**	**29·1**	**31·6**
53—Regina	27·7	23·1	23·5	15·7	13·9	18·1	18	28	22·2	22	15·6	18·9	.....	32·4
54—Prince Albert	18	16	18	11	10	15	.....	24	18	.....	.....	.....	.....	29
55—Saskatoon	27·3	23·4	23·6	15·8	12·3	18·8	15·8	25·7	20·8	18·8	15·3	15·7	29·1	32·9
56—Moose Jaw	29·7	24·8	23·6	16·4	12·5	15·5	14	29·7	23·3	18	15·1	22·5	.....	32·2
Alberta (average)	**29·2**	**25·4**	**24·7**	**17·3**	**14·2**	**19·9**	**15·3**	**27·4**	**23·9**	**17·7**	**18·1**	**18·0**	**26·0**	**33·0**
57—Medicine Hat	30·7	27	25·7	18·2	17	19	.....	30·7	23·7	.....	18·2	19·7	.....	33·4
58—Drumheller	30·3	29	26	19·3	15	20	18	29	25	17	19	20	29	30 6
59—Edmonton	24·4	20	21·8	14	11·6	19·5	13	26·8	23·2	18	17·7	17·2	25	31·5
60—Calgary	30·5	25·6	26·8	17·7	16·1	21·7	15	24·7	25	18	20·1	18·2	24	35·1
61—Lethbridge	30	25·2	23·2	17·2	11·3	19·3	.....	25·7	22·7	.....	15·5	15	.....	34·5
British Columbia (average)	**34·3**	**29·6**	**29·7**	**19·9**	**19·5**	**25·7**	**20·7**	**33·8**	**27·9**	**26·0**	**21·3**	**22·8**	**30·6**	**36·0**
62—Fernie	30	25	26	17·3	17	25	.....	32·3	26	.....	20·7	21	.....	31
63—Nelson	31·6	28·1	27·7	20·5	18·7	23·3	24	34·7	29·5	28	23	21	32	34
64—Trail	33·7	29·7	28·3	20	18·1	26	25	32	30	27	22·7	23·5	35	38
65—New Westminster	34·6	30·4	29·4	20·6	20·6	24	16	33	26	25	19·7	22·9	30	35·7
66—Vancouver	35·9	30·4	30·3	20·1	20·9	23·3	14	32·7	26·4	21	20·2	23·9	27	38·4
67—Victoria	39·1	33·8	33·5	21·8	22·2	27·3	23	36·1	28·1	25	21·4	22·4	.....	36·4
68—Nanaimo	35·7	30·5	31	21·7	21·2	27	.....	35·7	28·5	.....	21·7	23·8	.....	37·5
69—Prince Rupert	33·7	28·7	31·5	17	17·6	29·3	22	33·7	28·7	30	20·7	24	29	36·9

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF FEBRUARY, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Eggs		Milk, in bottles, per quart	Butter, creamery prints, per lb.	
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin		Grade A, medium or large, per doz.	Grade B, medium or large, per doz.			
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
55·1	**18·3**	**27·1**	**16·0**	**19·7**	**19·4**	**18·5**	**10·5**	**29·7**	**26·1**	**11·2**	**38·1**	
54·5	**12·3**	**32·9**	.....	**14·8**	**15·3**	**19·2**	**11·1**	**37·0**	**31·7**	**10·8**	**41·6**	
54·8	10	26·2	.....	14·1	16·3	18·4	11·1	37·2	29	13	41·4	1
54·9	13·5	30·5	.....	14·9	15	19·5	10·6	37·2	30	10–11	41·2	2
51	.....	.....	.....	15	15	19·9	11·4	36·2	35·5	9b	41·2	3
57·3	13·7	40	.....	15·5	15	18·9	11·6	37·1	33	12	42·5	4
55	.....	.....	.....	14·4	.....	20	10·8	35·5	.....	10	42	5
53·9	12	35	.....	14·8	15	18·5	11	38·9	31	10	41·4	6
55·9	.....	**29·2**	.....	**14·6**	**16·7**	**18·0**	**11·4**	**31·2**	**27·4**	**9·0–10·0**	**40·1**	7
55·9	**14·4**	**32·2**	.....	**15·8**	**17·4**	**19·8**	**11·2**	**34·1**	**29·7**	**11·0**	**40·5**	
58·3	14·5	31·6	.....	15·5	15·8	20·1	11	37·1	34	11	41·3	8
57·3	12	32·5	.....	16·1	15·5	19·7	11·1	34·3	28·2	12	39·6	9
55·4	16·7	34·7	.....	15·6	18·2	19·2	12·6	35·4	30·4	11	42	10
52·7	.....	30	.....	16	20	20	10·2	29·6	26	10b	39	11
55·1	**15·1**	**28·1**	**11·9**	**19·3**	**18·8**	**18·3**	**10·8**	**29·8**	**26·5**	**10·5**	**37·0**	
46·8	14	28	.....	15	17	18·9	11·1	30·1	25·1	12	37·6	12
55·4	12	27	.....	13·5	18·6	17·2	10·5	31·7	28·8	11	36·3	13
55·4	20	30	10	20·5	21·6	18·5	10·7	32·3	27·9	11·1a	36·9	14
53·3	10·8	30	10·8	25	16	18	10·4	29·2	25·4	9	37·1	15
54·2	17	27·5	12·7	.....	20·9	18·7	11·3	25·4	22·3	9	36·8	16
58·4	.....	.....	.....	.....	22	18·4	10·8	30·1	27·9	9	37·1	17
58·7	14	25	.....	18	15	17·6	12·4	26·5	25·5	9	37·8	18
56·3	15·1	29·6	14·6	22·2	21·4	18·2	10·3	31·5	27·7	12–13	36·8	19
57·2	17·5	27·8	11·5	20·7	16·3	19·5	9·7	31·4	27·7	12	36·6	20
54·6	**17·8**	**26·5**	**19·1**	**19·0**	**18·9**	**18·7**	**10·6**	**28·4**	**24·9**	**11·5**	**37·4**	
55·4	20	28·2	21·5	21·8	17·7	19·4	10·3	31	27	12	37·4	21
56·6	.....	27·5	.....	19·6	19·6	19·1	10·1	27·6	24·4	11	36·3	22
50·8	14·2	27·6	18·5	18·3	17·8	18·3	10·2	30·1	25	11	36·1	23
53·4	17·5	25·	15	19·6	19	18·7	10·4	28·5	26·5	10	37·2	24
52·9	25	.....	.....	18	18·5	19·1	10·3	25·9	24·1	11	36·9	25
54·7	17	.....	15	19	17	18·5	10·4	27·9	25·7	11	37·5	26
54·6	.....	.....	19	21	19·8	18·6	11·6	25·4	22·5	11	38·7	27
57·1	18	27·6	24·2	20·5	20·4	17·8	10·6	29·2	26·5	13	37·4	28
55·2	24	28·3	20	18·7	18·7	18·9	10·9	29·3	27·2	12	37·9	29
53·7	18	.....	.....	19·2	18	17·8	11·2	27·5	.....	12	37·7	30
54·5	19·5	28·6	23	17	18·5	18·9	10·3	28·8	24	12	37·5	31
52·6	.....	.....	18	18·6	18·6	19·2	10·2	25·7	23·7	11	37·2	32
55·6	.....	.....	.....	18	20·7	19·1	10·5	27·9	25·7	11	37·1	33
54·6	10	28·5	17	16	17·8	17·9	9·9	26·7	23·8	11	36·9	34
52·9	19	27·5	17	20	22	18·5	10·4	25·1	22·7	11	37·4	35
53·9	.....	.....	.....	17·2	18·2	18·5	10·1	25·7	20·3	11	37·5	36
54·7	.....	26	22·5	19·7	17·2	18·4	10·4	25	21·3	11	37·1	37
53·4	15	23	20	18·4	18·4	17·7	10·5–	26·7	24·5	11	36·8	38
54·5	.....	25	18	19·4	20·3	18·8	10·4	28·6	25·6	11	38·6	39
54·7	.....	.....	.....	18·5	19	18·8	10·2	23·9	21·7	11	36·6	40
56·2	15	26·7	17·5	17	20·5	17·2	10·2	27·4	.....	12	36·1	41
57·3	.....	.....	.....	17·7	18·5	18·6	11	27·3	24·7	11	37·8	42
52·6	.....	.....	.....	20	18	18·4	10·3	25	24	11	37·3	43
53·2	.....	27	.....	19	19·2	19·2	10·6	3·31	.....	12	37·5	44
51·6	.....	25	.....	21	18	19·1	11·4	31·1	26·7	13	36·9	45
55	18	.....	.....	20	.....	19·1	13	35·4	.....	12	39·6	46
55·3	20	25·4	19	19·5	20·6	20·6	11·4	33·2	29·7	14	37·1	47
56·5	15	25	22	18·7	18·7	19	11·3	31·1	.....	12	38	48
58	.....	27	18·7	20	18·5	18·4	9·6	30·8	28·4	12	37·8	49
56	.....	25	18	17·5	18·2	18·4	10·3	32·2	26·7	12	38·2	50
56·3	**24·0**	**25·5**	**14·4**	**22·1**	**18·7**	**17·9**	**9·4**	**26·8**	**24·4**	**10·5**	36·3	
56	23	25·9	16·4	21·7	19·2	18·1	9·3	28	25·7	11	35·5	51
56·7	25	25	12·3	22·5	18·1	17·6	**9·5**	25·6	23	10	37·1	52
53·4	**24·4**	**24·5**	**10·3**	**23·9**	**20·0**	**17·7**	**9·0**	**26·7**	**23·1**	**10·8**	36·0	
54·7	24·7	24·7	10·9	25	20·6	17·6	9·3	27	22·3	11	35·6	53
52·5	.....	24	.....	.....	.....	17·5	9	27·7	24·7	10	37	54
50·8	23·5	24·2	9·4	21·8	19·8	18	9·1	26·7	22	11	35·7	55
55·6	25	25	10·6	25	19·6	17·5	8·7	25·4	23·2	11	35·8	56
53·0	23·4	**26·1**	13·0	**24·5**	**24·1**	**18·8**	**9·1**	**26·8**	**24·0**	**10·8**	37·2	
52	23·5	28·3	12	25	25	18·9	9	28·1	26	11	37·4	57
55·7	25	27·7	14·5	25·2	25	19·7	9·4	26	22·7	10	38·1	58
49	23·2	24	14·4	24	23·3	18·7	9·2	26·1	22·4	11	36·6	59
53·1	23·8	24·7	12·4	24·6	23·8	18·8	9·1	28·2	23·7	11	37·3	60
55·2	21·7	25·7	11·7	23·5	23·5	17·7	8·7	25·8	25	11	36·5	61
58·7	**19·8**	**24·1**	**15·0**	**24·6**	**23·6**	**17·4**	**10·8**	**30·1**	**27·5**	**11·7**	**40·2**	
55	24·3	26	12·7	25·8	24·6	17·4	10·2	32·4	28·6	11	38·4	62
60·2	24·7	26·7	12·8	26	25	18·2	10·1	32·7	.....	12·5a	40·6	63
60	25	27·3	14·2	24·7	26	18·3	11·7	34·7	32·5	12·5a	39·5	64
58	17·1	20·5	.....	23·7	23·4	16·5	10	26·5	.....	10	39·8	65
60·4	16·6	21	15·2	22	22·4	16·2	10	27	24·5	10	39·5	66
57·1	17·3	26·5	20	24·7	21·8	16·4	10·8	27·6	25·7	12	40·1	67
58·6	18	25	.....	25	.....	19	10·6	27·8	25	11	42·4	68
60	15	20	.....	.....	22·3	17·1	12·6	32·1	28·5	14·3a	41·5	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Rice, first grade, per lb.	Tapioca, per lb.	Canned Vegetables			Beans	
								Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Baked, per 16 oz. tin	Common, dry, white, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**24·0**	**6·7a**	**17·9**	**3·6**	**5·2**	**9·1**	**11·5**	**13·6**	**11·9**	**12·0**	**10·9**	**6·5**
Nova Scotia (average)	**24·0**	**7·1**	**18·7**	**3·9**	**5·2**	**8·7**	**13·5**	**14·6**	**12·0**	**12·5**	**11·9**	**6·4**
1—Sydney	23	6·7–7·3	19·2	3·9	5·3	8·9	12·3	13·9	11·9	11·9	12·1	6·5
2—New Glasgow	24·7	6·7–7·3	18·9	4	5·1	8·6	14	14·3	11·4	12	11·1	5·7
3—Amherst	22·4	7·3	19	3·9	4·9	8	14	14·1	11	11·9	12·1	6·1
4—Halifax	24·7	6·7–8	18·7	4	5·4	9·7	13·7	14·9	12	12·6	12·2	7·1
5—Windsor	23·7	7·3c	18	4	5	8·7	15	15	12·8	13·3	12·5	6·9
6—Truro	25·6	6·7c	18·5	3·8	5·2	8·3	12	15·3	12·9	13·2	11·5	5·9
7—**P.E.I.**—Charlottetown	**23·0**	**7·3**	**18·8**	**3·8**	**5·3**	**8·4**	**13·5**	**14·0**	**13·6**	**12·9**	**11·8**	**6·5**
New Brunswick (average)	**24·4**	**7·5**	**18·3**	**3·8**	**5·2**	**8·9**	**13·8**	**14·3**	**12·1**	**12·3**	**12·1**	**6·2**
8—Moncton	24·5	8	19·5	3·9	5·4	9·9	14·2	14·5	12·4	12·2	12	6
9—Saint John	24·8	6–7·3	19·2	3·7	5·3	9·6	13·7	14·5	11·5	12·4	12·4	6·4
10—Fredericton	23·3	7·3	16·9	3·9	5·4	8·6	14·2	14·4	11·8	12·2	11·5	6·7
11—Bathurst	25	8c	17·6	3·8	4·8	7·6	13	13·8	12·6	12·5	12·4	5·7
Quebec (average)	**21·8**	**5·3**	**15·5**	**3·8**	**5·1**	**8·6**	**11·2**	**12·1**	**12·0**	**11·6**	**10·5**	**5·9**
12—Quebec	22·9	5–8b	16·3	3·8	5·4	9·5	11·8	12·9	12·1	12	10·6	6·7
13—Three Rivers	22·5	5·3	14·4	4·1	5	8	12·4	12·4	11·7	11·6	10·7	5·5
14—Sherbrooke	22·3	5·3	15·1	3·7	5·3	9·5	11·6	12·3	12	11·7	10·4	5·1
15—Sorel	20·7	4·7	15·3	3·4	4·6	7	10·7	11·9	11·8	11·4	10·3	6
16—St. Hyacinthe	20·9	4	15·5	3·8	5·2	9·5	10·9	10·8	12·2	11·1	10	5·6
17—St. Johns	21·7	4·7–5·3	15·8	3·7	5·1	8·9	10·5	11·8	11·9	12	10·3	5·5
18—Thetford Mines	21·8	5·3	14	4·1	5	7·9	10·8	12·2	12·9	11·7	11·6	5·6
19—Montreal	22	5·3–6·7	16·9	4	5	8·8	10·5	12	11·4	10·8	10·5	6·1
20—Hull	21·1	5·3–6·7	15·9	3·9	5·3	8·3	11·6	12·3	11·9	11·7	10·2	6·8
Ontario (average)	**23·5**	**6·2**	**16·6**	**3·4**	**5·0**	**9·4**	**11·4**	**13·3**	**11·2**	**11·7**	**10·6**	**6·3**
21—Ottawa	22·7	6·7	15·3	3·9	5·2	9·5	11·4	13·1	11·8	11·9	11·7	6·2
22—Brockville	21·7	6	13·9	3·7	5·1	9·6	12	13·3	11·4	12·8	11·2	6·3
23—Kingston	21·7	5·3–6·7	15	3·4	5	9·3	11·1	13	11	11·3	10·9	6·6
24—Belleville	21·8	5·3–6·7	15·9	3·3	4·8	9·2	11·5	12·9	11·6	10·9	10·7	7
25—Peterborough	24	5·3–6·7	17·6	3·2	5	9·3	10·9	12·9	10·7	10·8	11·4	6·1
26—Oshawa	22·6	4·7–6·7	17	3	4·8	9·2	10·6	13·2	10·9	11·7	10·4	6·6
27—Orillia	23·6	5·3c	15·9	3·6	5	8·9	11·8	13·3	12·4	12·3	10·3	5·6
28—Toronto	23	6·7	17	3·3	4·9	9·2	10·3	12·8	10·6	11·5	10·9	6·1
29—Niagara Falls	23·7	6	17·3	3·5	5·1	9·4	10·8	12·7	11·2	11·5	10·8	6·7
30—St. Catharines	23·1	6·7	17	3·3	4·8	9·5	11·4	11·9	10·9	11·1	8·8	6·8
31—Hamilton	24·3	6–6·7	16·9	3	5·1	9·8	10·5	12·6	10·8	10·9	10·3	6·3
32—Brantford	24·6	5·3–6·7	17·1	3·2	4·9	10	11·1	13·6	10·6	11·5	9·6	5·9
33—Galt	24·5	6·7	17·2	3·2	4·9	9·6	11·3	13·3	11	11·7	10·1	5·2
34—Guelph	23·7	6	16·7	3	4·8	9·6	11·5	13·3	11·4	11·7	9·7	6
35—Kitchener	24·6	6–6·3	16·3	3·1	5·1	9·7	11·8	13·4	11·3	11·7	10·8	6·4
36—Woodstock	23	6	15·3	2·9	4·9	10	10·7	13·9	10·6	11·3	9·1	6·2
37—Stratford	24·1	5·3	16·6	2·9	5	9·7	11·5	13·5	10·3	10·8	10·8	6·2
38—London	22·6	6·7	17·7	3	5	9·4	11·6	13·2	10·5	10·6	10·1	5·9
39—St. Thomas	24·1	5·3–6·7	19·8	3·3	5	9·9	12·7	13·7	11	11·4	11·1	6·5
40—Chatham	24·4	5·3	16·4	3·3	5	9·7	11·1	13·1	10·6	10·8	9·4	5·6
41—Windsor	22·2	5·3–6·7	16·5	3·1	5	9·4	10·1	12·4	10·3	10·9	9·9	5·6
42—Sarnia	23·6	6	17·4	2·8	5	8	12·5	14·1	11·3	11·9	9·9	6·8
43—Owen Sound	22·2	5·7	15·9	3·2	4·9	9·1	11·8	13·1	10·9	11·4	10·6	6·1
44—North Bay	25·3	6·7c	14·5	4	5	9·7	12·7	14·1	11·7	12·3	12·1	6·7
45—Sudbury	22·4	6·7	15·7	3·9	5·5	8·4	12	13·4	11·8	13·2	10·5	6·5
46—Cobalt	25·2	6·7	15	4·1	5·4	9·7	11·3	14·7	12·8	13·2	11·7	6
47—Timmins	23·8	6·7	16·1	4	6	9·3	12·3	14·3	12·6	12·8	12·4	6·9
48—Sault Ste. Marie	23·3	6·7	17·3	3·8	5	9·5	12·1	13·7	11·9	13	11·1	7
49—Port Arthur	24	6–6·7	20·8	3·7	5	9·4	11·2	12·5	10·5	11	9·1	6·8
50—Fort William	24	6–6·7	17·1	3·7	5	9·1	11·4	13·4	11	11·1	11·6	5·9
Manitoba (average)	**25·2**	**7·0**	**16·1**	**3·7**	**5·3**	**9·8**	**11·0**	**14·5**	**12·5**	**12·3**	**11·0**	**7·5**
51—Winnipeg	25·4	6·4–8	14·8	3·6	5·3	9·4	10·6	14·5	12·1	12	11·2	7·1
52—Brandon	25	6·4–7·1	17·3	3·8	5·3	10·2	11·4	14·4	12·9	12·5	10·7	7·8
Saskatchewan (average)	**24·0**	**6·9**	**20·4**	**3·7**	**5·1**	**9·5**	**11·5**	**14·9**	**13·1**	**13·1**	**10·9**	**7·0**
53—Regina	24·9	6·4–7·2	18·4	3·6	5·6	9·4	11·8	14·9	13·1	12·8	11·9	6·9
54—Prince Albert	25·1	6·4	23	3·9	5·5	9·3	12·1	14·8	13·7	14	11	7·7
55—Saskatoon	23·6	7·2	21·1	3·6	4·9	10·1	11·9	14·9	12·6	12·9	11	7
56—Moose Jaw	22·5	7·2	19·1	3·7	4·3	9·3	10	14·8	12·9	12·6	9·6	6·2
Alberta (average)	**26·1**	**7·8**	**19·8**	**3·7**	**5·4**	**9·4**	**11·2**	**14·4**	**12·6**	**12·5**	**10·8**	**6·6**
57—Medicine Hat	28·1	8	21·4	3·8	5·4	9·7	11·7	14·7	12·9	12·6	9·8	6·8
58—Drumheller	25·5	7·1–8	21·6	3·6	5·6	9·1	11·1	14·8	12·9	12·9	11·7	6·5
59—Edmonton	25·1	7·2–8	18·1	3·6	5·1	9·1	11·8	14·2	12·5	12·5	11·4	7·1
60—Calgary	26	8	19·8	3·6	5·3	9·5	10·4	13·9	12·6	12·4	12·1	6
61—Lethbridge	26	8	18·2	3·9	5·4	9·7	11	14·6	12·3	12·3	9·2	6·5
British Columbia (average)	**26·8**	**8·6**	**22·3**	**3·8**	**5·6**	**8·7**	**9·1**	**13·9**	**13·0**	**12·5**	**11·2**	**7·7**
62—Fernie	26·6	8c	22·6	3·8	5·7	9	9·7	13·9	12·8	11·1	10	8·3
63—Nelson	24·8	9	23·5	4·1	6	9·7	10	14·6	14·5	14·4	12·1	8·6
64—Trail	25·2	9	21·2	3·7	5·7	9·6	9·1	12·9	13·1	13·1	10·2	8·6
65—New Westminster	27·3	8·3–8·8	21·8	3·7	5·2	8·2	8·7	13·4	12·5	11·8	12	6·7
66—Vancouver	27·6	8·3–8·8	21	3·5	5	8·1	8·9	13	11·8	11·3	11·1	6·1
67—Victoria	27·4	8	21	3·9	5·8	8·4	8·4	14·2	12·7	12·5	10·5	7·5
68—Nanaimo	31·2	8	21·9	3·7	5·3	8·3	8·9	13·9	12·8	12·3	12·6	8·2
69—Prince Rupert	24·6	9–10	25	4·2	6	8	9·3	15	13·4	13·2	11·4	7·8

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs., other bags, 15, 25, 50, 75 or 100 lbs.
f. Since August, 1939, quotations have been for 100 lbs. † Ontario and east 32 ounce jar, Manitoba and west, 4 pound tin.

AND RENTALS IN CANADA AT THE BEGINNING OF FEBRUARY, 1941

Onions, cooking, per lb.	Potatoes (d) Per 75 lbs. (f)	Potatoes (d) Per 15 lbs.	Apples Fresh, cooking, per gal.	Apples Evaporated, per lb.	Prunes, medium, size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Jam, raspberry, per 32 oz. jar	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
cents	$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
4·2	1·075	26·0	22·7	14·8	11·5	16·7	14·8	35·0	15·6	34·4	45·3	
4·9	·966	23·9	21·0	13·5	12·8	16·6	14·9	33·2	15·6	30·1	51·9	
4·6	1·00	25·3	25	13	12·9	15·2	14·5	33	15·7	30·5	51·5	1
4·9	1·035	24·7	.....	15	13	16	15	34·4	15	30·2	53·7	2
4·6	·782	19·6	21·5	.....	13·6	16·7	15	30·6	14·7	29	55	3
4·9	1·025	26	22·4	12·5	11·5	17·9	16·5	33·2	16	30·3	52	4
5	·992	23·3	16·2	.....	12·7	17·5	14	34	15·2	30·7	52	5
5·1	·963	24·5	20	.....	12·8	16·2	14·1	34	16·7	30·4	47	6
5·1	·652	15·2	24·2	14·0	12·9	17·0	15·4	33·2	17·3	29·2	49·6	7
4·8	·835	29·8	20·0	15·5	11·9	16·2	14·7	34·0	16·0	31·6	49·8	
4·9	·858	20·4	26·1	13	13·4	16·7	15	35	16·5	31·7	52·1	8
4·9	·838	20·4	20·4	18	11·2	15·7	13·8	34·3	14·9	31	50·2	9
4·9	·788	21·3	18·4	.....	11·9	16·2	15	34·6	14·9	31·2	48	10
4·5	·855	21	15	.....	11	16	15	32	17·8	32·5	48·7	11
4·7	·824	21·2	22·6	13·7	11·7	16·7	14·0	30·2	15·3	29·6	43·5	
4·8	·843	22·9	20	15	12·4	17·8	15	30·9	15·4	29·6	46·3	12
4·5	·784	21·7	25	.....	11·8	16·4	14·4	30·1	16·4	29·1	44·2	13
4·9	·822	20·4	24·7	12	11·8	17·5	13·8	28·7	15·1	29·9	44·3	14
4·3	·819	20·4	.....	.....	11·3	15·7	13·5	31·2	15·3	28·5	43·7	15
5	·833	20·9	19	.....	11·6	16·1	13·6	31·2	15·1	29·3	41·5	16
4·5	·736	18·7	21·1	.....	12·1	17·2	13·3	30	15·1	31·6	43·4	17
5·1	·83	22·4	24·4	.....	11·8	17·2	13·5	31·3	15·6	32·5	44·9	18
4	·898	21·8	24·2	14	11·2	16·5	13·5	29·2	14·5	28	41	19
4·8	·853	21·9	22·6	.....	11	15·7	15	29	15·1	28·2	42·6	20
3·9	1·174	27·5	23·3	13·4	11·5	16·6	15·1	30·5	15·0	27·6	43·3	
4·7	·96	23·9	25·9	.....	11·3	16·2	15·3	29·7	15·5	27·1	43·1	21
4·4	1·09	25·5	25	.....	11·6	16·9	15	30·3	15	27·8	44·9	22
4	1·083	26	24·2	12·5	11·3	16·7	14·7	29·6	15·1	26·1	42·5	23
3·9	1·115	26·3	19·2	10	12·2	16·3	14·4	29·7	15·5	26·7	42·9	24
4·1	1·12	25·2	21·9	.....	11	16·4	14·7	30·5	15·7	27·2	41·9	25
3	1·098	26	22	.....	12·1	16·3	14·3	30·2	14·4	26·7	43	26
2·8	1·135	26·4	25	.....	11·2	16·2	14·9	30·3	15·3	28·7	43·3	27
4	1·174	27	23·5	.....	10·1	16·3	14·7	28·4	13·7	25·6	41·8	28
3·7	1·241	28·3	20	.....	10·5	18	14·6	29·9	14·2	28·5	44·6	29
4	·979	28·3	22·5	.....	11·7	15·7	14·8	29·2	14·4	27·7	42·8	30
4·2	1·172	27	24·6	.....	11·5	16·4	14·2	28·8	13·8	25·5	41	31
4·2	1·149	25·7	20·7	.....	12·4	17·1	14·9	28·9	14·4	26·4	42·3	32
3·8	1·221	28·2	22	.....	12·1	17·6	15	28·4	14·4	26·5	42	33
3·9	1·138	26	20·1	.....	10·7	15·6	14·4	29·7	14·7	26	41·8	34
4·1	1·175	28·1	22·2	.....	11·4	16·8	15·4	29·3	14·7	27·1	42·2	35
3·6	1·183	25·3	16·4	.....	11·7	15·7	14·5	28·8	15·1	26·5	42·6	36
3·8	1·206	27·9	21·1	.....	10·9	15·8	14·7	30·5	15·4	27·8	42·8	37
3·8	1·142	25·9	21·2	.....	11·6	16·4	14·4	29·3	14·6	26·2	41·9	38
3·5	1·25	27·9	23·2	.....	11·7	17·6	15·1	31·5	15·8	28·7	42·4	39
3·1	1·121	25·3	27·2	.....	11·5	17·2	14·7	29·5	14·7	26·4	42	40
3	1·154	24·6	25·2	.....	10·1	15·4	14·4	29·4	14·5	25·4	41·4	41
3·4	1·117	25·5	17·2	.....	12	17·2	15·5	31	16·2	28	42·5	42
3·3	1·199	28·5	25	.....	11·6	15·4	15·3	31·1	14·7	27·1	43·2	43
4·2	1·271	32·8	25	.....	11·1	15·4	15·2	33·4	16·1	30·3	45·8	44
4·7	1·18	29·3	30	.....	11·2	15·7	16·7	31·1	15·5	28·3	46	45
4·7	1·398	35	.....	.....	12·3	18	17	34·4	17	30	47·5	46
4·5	1·298	30·6	.....	15	12·9	18·1	17·1	33·2	16·5	30·2	46·2	47
4·5	1·263	29·5	23·5	18	11·7	15·6	15·4	31·8	15·7	28·2	45	48
4·2	1·30	29·9	28	12·5	11·4	17·1	16·4	34	13·6	29·7	45·2	49
3·7	1·278	28·7	30	12·5	11	17·7	15·5	34·1	14·1	30·4	44·9	50
3·4	1·094	25·2	.....	14·5	10·6	16·2	15·4	45·7	15·3	50·1	44·0	
3	1·188	27·6	.....	14	10	17	14·9	47·4	14·5	49·8	43·3	51
3·7	1·00	22·8	.....	15	11·1	15·4	15·8	44	16	50·4	44·7	52
4·3	1·087	26·6	.....	14·3	11·7	16·5	15·5	46·8	16·5	51·5	49·1	
4	1·135	26·7	.....	15	11·9	17·3	14·7	.....	16·1	50·9	48·7	53
4·7	1·22	27·5	.....	.....	11·6	18·8	17·1	49·3	18	53·3	50·8	54
4·5	1·054	26·2	.....	13·8	11·3	15·4	14·9	46	15·9	50·7	47·1	55
3·8	·94	26	.....	14	12	14·3	15·2	45	15·9	51	49·7	56
3·9	·805	22·8	.....	17·0	11·1	17·5	15·2	48·0	16·8	49·6	46·6	
3·5	·828	24·2	.....	.....	11·1	17·8	15·5	50	16·1	50·8	46·7	57
4·1	·883	23·7	.....	17	10·7	18	15·8	49	18·2	51·8	49·4	58
4·3	·721	18·7	.....	15	11·7	17	14·5	47·8	16	48·5	46·7	59
3·6	·941	25·6	.....	19	10·4	16·6	15	.....	16·8	47·4	45·2	60
4·1	·65	21·7	.....	.....	11·4	18·2	15·2	45	17·1	49·5	45·2	61
4·4	1·400	32·9	.....	18·3	10·8	17·6	14·2	47·3	16·7	48·3	44·8	
3·7	·815	25	.....	.....	12	18·4	15·9	.....	18	55·8	50	62
4·8	1·495	31·7	.....	.....	11·6	18·5	15	50	19·5	51·7	50	63
4·6	1·48	35·6	.....	.....	11·5	18·8	15·1	45	19·1	52·1	47·7	64
4·5	1·34	30·4	.....	19	10·4	16·7	13·2	49	15	43·8	42·6	65
3·9	1·446	31·4	.....	16	9·3	16	12·9	43·9	14·7	43·1	39·6	66
4·3	1·537	37·1	.....	.....	10·4	17	13	47	14·5	44·4	40	67
4·6	1·584	37·6	.....	.....	11	18	13·7	46·8	15·6	46·5	43·4	68
4·7	1·50	34·3	.....	20	10·4	17·2	15	49·5	17·5	49·2	44·8	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	7·4	7·4	45·6	68·8	19·6	15·2	4·1	12·4	4·9	15·825b	10·015
Nova Scotia (average)	7·4	7·2	52·9	68·8	19·8	10·0	4·1	12·4	5·0	17·250	8·665
1—Sydney	7·5	7·2	50·7	69·1	20·1	10	3·3	12·2	5	.....	6·90– 7·25s
2—New Glasgow	7·3	7·3	56·7	70	23·3	10	4·5	13·2	5	.....	6·75– 7·00
3—Amherst	7·2	6·9	52·8	69·6	17·4	.....	4·1	12·2	5	.....	6·75– 8·75
4—Halifax	7·6	7·4	51·9	67·8	21·4	10	4·4	12·8	5	17·25	8·75–10·50
5—Windsor	7·5	7·2	52·2	68·7	18·2	.....	4·4	12·2	5	.....	.....
6—Truro	7·3	7·2	52·8	67·6	18·4	.....	3·9	12	5	.....	8·00–10·00
7—P.E.I.—Charlottetown	7·5	7·1	51·4	69·6	18·6	15·0	3·9	12·8	4·9	16·400	9·650–10·150
New Brunswick (average)	7·5	7·3	53·0	69·4	18·7	10·0	3·9	12·0	5·0	16·500	10·500
8—Moncton	7·4	7·2	55·8	70	19·7	10	4·1	12·5	5·1	g	10·00–10·50g
9—Saint John	7·6	7·2	51·2	68·7	18·1	10	4·2	11·9	5	16·50	11·25–12·25
10—Fredericton	7·4	7·2	50·0	69·6	17·6	.....	3·6	11·9	5·1	.....	10·00–11·00
11—Bathurst	7·7	7·4	53·2	69·2	19·5	.....	3·8	11·8	4·7	.....	9·50
Quebec (average)	7·1	6·8	44·6	74·1	20·4	14·8	4·2	11·5	4·9	*15·836	*9·608
*12—Quebec	7·3	7	44·8	76·7	19·7	15	4·5	12·9	5	15·00	10·50
*13—Three Rivers	7·3	7	46·1	79·3	20·9	.....	3·9	11·5	4·7	15·50	8·50– 8·75
*14—Sherbrooke	7·1	6·9	39	73	19·2	15	4	11·3	5	16·50	10·00–11·75
*15—Sorel	6·9	6·7	46·5	71·4	20·9	.....	4·1	11	4·9	15·25–15·50	8·00– 9·00
*16—St. Hyacinthe	6·9	6·8	42·8	75·6	20·9	.....	4·7	10·4	4·9	15·25	9·00– 9·50
*17—St. Johns	6·9	6·7	42·3	69·4	19·8	.....	4·2	12	4·9	15·00	9·00–10·00
*18—Thetford Mines	7·2	6·8	44·8	75	20·2	15	4·5	11·9	4·8	18·00	11·00
*19—Montreal	6·8	6·7	47·8	74	19·1	14	3·8	11·4	4·9	16·00	8·00– 8·50
*20—Hull	7·4	7	47·6	72·7	22·9	.....	3·9	11·3	5	15·90	9·00–10·95
Ontario (average)	7·5	7·3	44·5	69·6	19·4	13·3	4·1	12·0	4·9	15·627	11·232
21—Ottawa	7·2	7·1	46·4	68·5	20·3	12	4·2	10·7	5	15·90	10·45
22—Brockville	7·2	7	41·4	67·2	20·2	.....	4·2	10·8	4·9	15·00	8·00– 8·50
23—Kingston	7·1	6·9	42·7	67·8	17·5	13	4·6	12·4	4·7	15·50	8·75
24—Belleville	7·6	7·3	48·8	67	19·1	10	4·3	12·3	5	15·00	9·50–12·50d
25—Peterborough	7·5	7·3	48·8	66·2	18·2	15	4·6	11·9	4·9	16·00	10·50–14·00d
26—Oshawa	7·4	7·3	46·2	66·8	20·1	12	3·6	11·5	5·1	15·50	9·50–13·50d
27—Orillia	7·5	7·5	41·8	69·7	19·6	.....	4·5	11·5	4·9	16·00	9·75–13·50d
28—Toronto	7·1	6·9	45·4	66·9	17·6	12	4	11·5	4·8	13·75	11·25
29—Niagara Falls	7·8	7·6	40·2	69·2	19·6	.....	4·3	12·4	4·8	14·00–14·50g	8·00–11·50g
30—St Catharines	7·6	7·3	45·3	69·8	19	.....	4·2	12·1	4·7	14·90g	8·00–13·00g
31—Hamilton	7·1	7	42	64·9	18·5	10	4	11·2	4·8	14·50	10·50–11·25
32—Brantford	7·2	7·2	48·1	72·1	18·8	10	4	10·7	5	15·50	9·00–13·25
33—Galt	7·6	7·3	42·6	69·3	19·6	10	4·1	11·7	4·8	15·25	10·50–13·00
34—Guelph	7·5	7·3	43·6	68·2	18·4	.....	3·9	11·7	4·7	15·50	9·50–13·00
35—Kitchener	7·4	7·4	41·1	72·7	19·5	.....	3·8	11·8	5	15·50	9·00–13·00
36—Woodstock	7·3	7·3	47·7	69·6	18·8	.....	3·4	11·6	4·8	15·50	9·00–13·50
37—Stratford	7·6	7·5	46	73·6	18·3	.....	4	12·5	4·9	15·25	10·00–12·50
38—London	7·5	7·3	43·5	71·5	17·9	13	3·7	11·6	4·7	15·25g	11·50–12·50g
39—St. Thomas	7·7	7·6	44·2	72·5	19·1	.....	4·1	12·3	5·2	15·00g	9·50–12·50g
40—Chatham	7·6	7·4	42·7	67·4	19	.....	3·9	12·1	4·8	15·00g	9·00–11·50g
41—Windsor	7·4	7·1	39·1	66·7	19·5	15	3·7	10·7	4·5	15·00g	9·50–11·50g
42—Sarnia	7·7	7·5	42·9	75·8	17·4	.....	4	11·6	4·9	15·50g	8·75–10·00g
43—Owen Sound	7·5	7·4	45·8	74·7	19·6	.....	4·6	11·9	5	15·50	8·50– 9·00
44—North Bay	7·8	7·7	54·7	75	20·6	.....	4·9	13·9	5·1	16·50	14·00
45—Sudbury	7·6	7·3	42	68·4	21·2	15	5	13·3	5	17·00	11·00–14·50d
46—Cobalt	7·8	7·7	49·8	71·2	23	.....	3·9	12·5	5	18·25	13·00d
47—Timmins	7·8	7·7	44·1	72·2	21·4	18	4·9	13·8	4·9	19·00	12·50–16·50d
48—Sault Ste. Marie	7·4	7·3	44·3	71·7	20·7	.....	3·7	13·1	4·8	16·00	9·50–12·25d
49—Port Arthur	7·1	7·2	43·8	67·3	19·7	20	3·9	12·2	4·9	16·00	12·25–14·00d
50—Fort William	7·5	7·3	40·1	67·1	20	15	4·2	11·7	4·7	16·00	12·25–13·75d
Manitoba (average)	8·0	7·8	42·9	64·1	18·8	15·0	3·9	13·1	5·2	19·000	9·050
51—Winnipeg	7·8	7·7	42·2	63·5	18·4	15	4·1	12·4	5·3	19·00	6·25–13·75h
52—Brandon	8·1	7·8	43·5	64·6	19·1	15	3·6	13·7	5	.....	5·00–11·20h
Saskatchewan (average)	8·2	8·3	42·5	65·4	21·3	18·3a	3·4	14·0	4·9	.....	8·481
53—Regina	8·2	8·4	41·2	64·9	19	15	3·2	13·7	4·7	.....	5·25–12·50h
54—Prince Albert	8·3	8·3	44·3	67·1	23·5	.....	3·7	14·3	5	.....	8·50– 9·50h
55—Saskatoon	8·3	8·4	43·9	64	19·9	20	4	13·7	4·8	.....	7·85– 9·60h
56—Moose Jaw	8	8	40·7	65·5	22·7	20	2·8	14·1	5	.....	5·25– 9·40h
Alberta (average)	8·0	8·0	43·9	64·6	18·4	16·5a	4·0	13·9	4·9	.....	5·031
57—Medicine Hat	8	7·9	41·5	65·6	18	.....	3·6	14	4·9	g	g
58—Drumheller	7·9	8	43·6	65	18·4	.....	4·1	13·9	5	.....	4·25– 5·25h
59—Edmonton	8·2	8·2	46·9	65·2	18·6	15	4·4	13·3	4·9	g	3·00– 4·50g
60—Calgary	7·9	8	43·8	62·4	19·5	18	3·9	13·9	4·6	g	6·50– 7·25g
61—Lethbridge	7·9	8·1	43·8	64·9	17·3	.....	3·8	14·2	4·9	.....	4·50– 5·00h
British Columbia (average)	7·6	7·4	43·8	64·8	20·0	22·3a	4·7	12·9	5·0	.....	10·460
62—Fernie	8	7·8	46·2	66·6	16·6	.....	4·3	14·4	5	.....	.....
63—Nelson	7·9	7·6	45	65·7	21	25	6	14·7	5	.....	9·50–11·00
64—Trail	7·6	7·7	42·5	68·4	19·4	25	4·9	13·8	5	.....	9·00–10·00
65—New Westminster	7·1	6·9	42·3	62·5	19·3	25	3·6	11·7	4·9	.....	10·00–11·50
66—Vancouver	7·1	7	41·1	61·1	19·5	14	4·4	10·8	4·9	.....	10·00–11·50
67—Victoria	7·9	7·4	46	63·7	22·4	20	4·9	12·2	4·9	.....	9·25–10·75
68—Nanaimo	7·2	7·1	42·3	63	20·2	.....	4·7	12·1	5	.....	7·47– 7·97s
69—Prince Rupert	7·6	7·5	45·3	67·5	21·8	25	5	13·7	5	.....	13·00–15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to con- of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices

AND RENTALS IN CANADA AT THE BEGINNING OF FEBRUARY, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
12·742	**9·994**	**12·136**	**7·422**	**8·872**	**7·380**	**27·9**	**9·4**	**24·822**	**18·304**	
10·500	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·5**	**21·250**	**15·250**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·1	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00	30	9·7	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·5	15·00–18·00	10·00–15·00	3
12·25	8·00–9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·7	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·5	18·00–25·00	14·00–18·00	5
9·50–11·00	.....	.....	.....	.....	.....	.....	9·5	18·00–25·00	15·00–17·00	6
12·75	**8·500**	**10·000**	**6·000**	**7·000**	**7·500s**	**18·0**	**9·4**	**19·00–23·00**	**10·00–15·00**	7
12·667	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**28·3**	**9·4**	**24·125**	**17·375**	
12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	30 g	9·5	20·00–32·00	15·00–20·00	8
13·25	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·8	18·00–27·00	16·00–20·00	9
12·50–13·00	.....	.....	.....	.....	.....	.....	9·3	25·00	18·00	10
.....	.....	.....	.....	.....	.....	.....	9	23·00	16·00	11
*12·778	*11·216	*11·881	*8·100	*8·979	*8·813	25·5	9·0	23·278	17·125	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	8·8	22·00–32·00	.....	12
13·50	8·00	11·00c	6·00	9·00c	7·00c	.....	8·9	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	9·1	23·00–30·00	18·00–25·00	14
13·00	.....	.....	.....	.....	.....	.....	8·8	15·00–19·00	9·00–14·00	15
12·00–13·00	.....	.....	.....	.....	.....	.....	8·9	18·00–25·00	16·00–20·00	16
12·00	.....	.....	.....	.....	.....	.....	8·9	18·00–26·00	14·00–18·00	17
14·00	.....	9·00c	.....	6·75c	.....	25	9	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	26	9·6	22·00–33·00	19·00–22·00	19
13·25	8·00– 9·50	9·00–10·25	5·00– 6·00	6·25– 8·00	.....	.....	8·6	18·00–26·00	14·00–18·00	20
13·177	**10·641**	**13·016**	**8·400**	**10·313**	**8·950**	**25·8**	**9·3**	**26·241**	**19·580**	
12·00–13·25	9·00	10·00	6·50	7·50	9·00–10·00	25	9·1	20·00–30·00	15·00–22·00	21
12·50	.....	.....	.....	.....	.....	.....	9·6	18·00–24·00	14·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	25	9·2	20·00–28·00	18·00–20·00	23
13·00	9·00	11·00	8·00	9·00	10·00	.....	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	9·00	10·00	5·00	6·00	5·00	25	9·2	22·00–30·00	16·00–20·00	25
13·50	13·00	14·00	10·00	11·00	9·00	20	9·3	25·00–32·50	15·00–22·50	26
14·00	8·50– 9·00	10·00–10·50	6·00	7·00	.....	.....	9·5	20·00–27·00	15·00–22·00	27
11·50	14·00	16·00	10·00	12·00	12·00	25	8·7	28·00–37·00	20·00–28·00	28
12·25g	g	g	g	g	g	25g	9·1	20·00–30·00	16·00–23·00	29
13·00g	g	16·00g	g	g	g	g	9·2	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	8·9	28·00–36·00	17·00–28·00	31
13·50	.....	14·00	.....	12·00	.....	25	9	22·00–32·00	16·00–24·00	32
13·25	.....	17·00–18·00	.....	13·00–14·00	10·00	25	9·5	20·00–27·00	15·00–20·00	33
13·50	14·00	15·00	10·00	11·00	.....	.....	9	22·00–30·00	18·00–22·00	34
13·50	14·00	16·00	11·00	13·00	.....	.....	9·1	20·00–32·00	16·00–22·00	35
13·50	.....	.....	.....	.....	.....	.....	9·1	20·00–26·00	15·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·3	20·00–26·00	15·00–20·00	37
12·50–13·00g	g	16·00g	g	13·00g	g	25g	9·3	25·00–36·00	20·00–26·00	38
13·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	20g	9·4	24·00–30·00	18·00–24·00	39
11·50g	g	g	g	g	g	g	9·1	20·00–26·00	14·00–20·00	40
12·00g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23g	8·9	25·00–37·00	20·00–27·00	41
13·00g	g	g	g	g	g	g	9·6	20·00–28·00	15·00–20·00	42
12·00	.....	.....	.....	.....	.....	.....	8·7	21·00–26·00	15·00–21·00	43
14·50	7·50– 9·50	10·50	5·00– 6·00	7·00– 7·50	.....	.....	9·7	.....	.....	44
15·50	.....	11·25–13·50c	.....	9·00c	9·00c	30	9·6	30·00–40·00	25·00–30·00	45
.....	.....	10·50c	.....	9·00– 9·75c	.....	.....	9·9	17·50	15·00	46
18·50	9·50	10·50	8·50	9·50	.....	35	9·5	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·5	22·00–32·00	16·00–22·00	48
13·00	7·50	8·75	6·50	7·75	.....	30	9·5	23·00–33·00	17·00–23·00	49
13·00	7·50	8·50	6·50	7·50	.....	30	9·5	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**7·688**	**8·563**	**6·750**	**30·3**	**9·6**	**26·750**	**19·500**	
13·25–15·75	.....	.....	6·50– 8·75	7·50– 9·75	6·00– 7·00	32·5	9·5	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·00– 9·50	7·00–10·00	7·00	28	9·6	18·00–26·00	14·00–20·00	52
15·667	.....	.....	**6·292**	**8·219**	**9·000**	**27·3**	**9·7**	**25·750**	**19·625**	
14·00	.....	.....	7·00– 9·00	7·50– 9·00	9·00	27	9·7	28·00–37·00	20·00–28·00	53
19·00	.....	.....	3·75– 5·00	5·25– 6·50	.....	.....	9·7	20·00–27·00	15·00–20·00	54
.....	.....	.....	6·25– 6·75	7·00– 9·50	7·00	30	9·8	22·00–30·00	15·00–22·00	55
14·00	.....	.....	.....	10·00–11·00c	11·00c	25	9·5	22·00–28·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**28·7**	**9·9**	**25·750**	**18·250**	
g	g	g	g	g	g	g	10·2	21·00–27·00	15·00–21·00	57
.....	.....	.....	.....	.....	4·50	30	10	r	r	58
g	g	g	5·00g	6·00g	g	30 g	9·5	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	9·8	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	.....	9·8	20·00–32·00	15·00–20·00	61
10·178	.....	.....	**7·344**	**7·429**	**4·380**	**35·0**	**9·9**	**23·188**	**17·563**	
.....	.....	.....	.....	.....	.....	.....	9·9	16·00	14·00	62
10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	40	10·2	20·00–30·00	18·00–20·00	63
10·89	.....	.....	7·50– 8·50	8·25– 9·75	.....	40	10	25·00–32·00	20·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	31	9·3	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·25	29	9·1	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	35	10·3	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	5·00	.....	10	29·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00i	8·00–12·00i	.....	35	10·6	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite. dition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses, $25–$35 per month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax for fuel.

(*Continued from page 339*)

dozen for January, 46·0 for December, 1940, and 29 cents for February, 1940. The price of creamery butter was little changed in the western provinces but declined in most cities in Ontario and other eastern provinces. The Dominion average price was 38·1 cents per pound at the beginning of February as compared with 39·3 cents for January, 26·4 cents for July, 1940, and 32·2 cents for February, 1940. Production during January was reported to be 12 per cent higher than in January, 1940, but stocks in storage at February first were considerably lower than at January first and lower also than February, 1940. Cheese was fractionally higher at 24 cents per pound. Onions averaged 4·2 cents per pound for February, 4 cents for January and 3·8 cents in February, 1940. The price of potatoes was little changed at 26 cents per 15 pounds.

The following are the prices reported for Welsh coal "cobbles", and "French nuts" at the beginning of February, 1941: Halifax $18.25; Charlottetown $16.40; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; Montreal $17; Ottawa $18; Kingston $17.50; Belleville $17.50; Peterborough $18.50; Oshawa $17.50; Toronto $15.50; St. Catharines $15.75; Hamilton $16.50; Brantford $17.75; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.50.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and several of the principal commercial and industrial countries are included in "Prices in Canada and Other Countries, 1940" issued as a supplement to the LABOUR GAZETTE.

Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measure of control over prices and distribution has been put in force. In some of these countries the publication of price data has been suspended and in other countries direct information is now unobtainable, although information contained in the publications of neutral countries is noted.

Great Britain

WHOLESALE PRICES.—The *Board of Trade* index number, on the base 1930=100, was 149·5 for January, an advance of 0·6 per cent for the month, due to a rise of nearly one per cent in industrial materials and manufactures (chiefly coal, cotton and chemicals and oils); food prices were little changed, decreases in the "cereals" and "meat, fish and eggs" groups being offset by a rise of 1·7 per cent in "other food and tobacco".

The *Statist* index number, on the base 1867–1877=100, was 134·5 at the end of December, a rise of 1·4 per cent for the month and of 11·9 per cent over the same date a year previous. All groups contributed to the rise during December, except animal food which was unchanged and non-ferrous metals which declined slightly.

COST OF LIVING.—The index number, on the base July, 1914=100, was 196 at January 1, an increase of ½ of one per cent for the month. There was a decrease of ½ of one per cent in food prices, due to reductions in the prices of sugar and eggs, although milk and some kinds of fish were higher. Some advance was shown in the clothing, fuel and light and sundries groups; rent was unchanged.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 80·8 for January, an advance of one per cent for the month. The slight advance was general, extending to all of the ten main groups except miscellaneous products which group was slightly lower. The most notable increases were noted in the following groups: live stock and poultry, meats, oils and fats.

COST OF LIVING.—The National Industrial Conference Board index number, on the base 1923=100, was 86·0 for January, an increase of 0·1 per cent for the month. There was an increase of 0·5 per cent in food prices, but the other main groups were practically unchanged.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1940

Analysed According to Industries, Localities and Months

AN analysis of fatal industrial accidents in Canada during the calendar year 1940 by industries, causes, provinces and months, is presented in the accompanying tables. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment; also included are fatalities from industrial diseases reported chiefly by provincial workmen's compensation boards. Quarterly reviews, each containing an analysis of accidents occurring during the period covered, appeared in the Labour Gazette, for May, August and November, 1940, and February, 1941.

The record is compiled from reports from the following governmental authorities,—The Board of Transport Commissioners of Canada; The Explosives Division of the Federal Department of Mines; The Workmen's Compensation Boards of Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Saskatchewan, Alberta, and British Columbia; The Ontario Chief Factory Inspector; The Ontario Railway and Municipal Board; and the British Columbia Department of Mines. In addition, reports were received also from the correspondents of the Labour Gazette resident in the principal industrial centres throughout Canada.

Industrial accidents reported in the press are also included in the record after inquiry has been made to avoid duplication. Most of the accidents in agriculture are recorded from press reports, and while it is not known to what extent the accidents in this industry are covered, it is believed that in this respect the record is fairly complete. To a great extent, however, the information obtained from press reports is used to supplement information received from official sources.

Table I gives an analysis of accidents by industries and causes, Table II by provinces, and Table III by months. The last two tables also include summary figures for 1939, which are a final revision of the figures published in the Labour Gazette, March, 1940, by the inclusion of accidents occurring in 1939 which were reported too late for incorporation into the annual statements. These accidents were included in the supplementary reports in the Labour Gazette, for May, August and November, 1940, and February, 1941. The figures for 1940, being still incomplete, are accordingly to some extent not comparable with the completed figures for 1939.

In some industries, where considerable changes in figures from year to year appear, these may be attributed to changes in industrial conditions or to particular occurrences. For example, in the transportation group there was an increase in the number of fatalities from 181 in 1939 to 228 in 1940, which may be largely explained by the fact that during 1940 there were three disasters in water transportation resulting in an increase in the number of lives lost in this industry. In the manufacturing group there was an increase from 110 to 137 and there were also increases in building construction and miscellaneous construction which may be accounted for by an increase in the employment index figures for these industries.

There were three disasters during the year under review, all of which were in water transportation, the most serious occurring on November 12, when a grain freighter foundered and sank in a severe storm, near Ludington, Lake Michigan, and all of the 21 members of the crew were drowned. On the same day a tug boat also sank in the storm in Beauharnois Canal, and nine members of the crew were drowned. A third disaster occurred on November 26, when a freighter sank in a storm on the Atlantic Ocean, and 12 members of the crew lost their lives. The other 17 members of this crew reached port after drifting in lifeboats for several days.

On June 3, at Edmundston, N.B., six pulp millworkers lost their lives in a fall from a conveyer when it collapsed while they were fighting a fire. When a train struck their truck, near Wolfville, Nova Scotia, on May 24, a farmer, his son and a labourer were killed. Three loggers were drowned on June 8, when a boat overturned, near Rouyn, Quebec. Four loggers were drowned when a boat was wrecked in a storm, near Zeballos, B.C., on August 11. Four labourers engaged on dam construction, near Cedars, Quebec, were drowned when a rowboat capsized on August 30.

Six loggers were killed, near Rimouski, Quebec, on November 25, when a train struck a truck in which they were returning to camp. A truck driver and two loggers were drowned in Rainy Lake, Ontario, on December 17, when a truck load of wood broke through the ice. A farmer, his son and a labourer were drowned, near Sudbury, Ontario, on November 3, when a boat capsized while ferrying sheep from an island. Three fishermen were drowned in Lake Manitoba on November 14, when an auto crashed through the ice. Three coal miners lost their lives at South Wellington, B.C., on December 22, when crushed by falling rock following an explosion of "fire damp". Three explosives plant workers were killed in an explosion in a T.N.T. plant, at Nobel, Ontario, on November 18.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
A.—Prime Movers:																					
1. Motors, engines, fans, pumps and automatic stokers				1	1																
2. Shafting, coupling, collars, set screws and keys		1		2			2		6			1			5						
3. Belts, lines, pulleys, chains and sprockets	2	1							5			2			3		1				
4. Gears, cogs, cams and friction wheels	3								2	1									1		
Total	5	2		3	1		2		14	1		3			8		1		1		
B.—Working Machines	1			1	1				7	1					1		1		3		1
C.—Hoisting Apparatus:																					
1. Elevators									5		1	1	1			1			1		
2. Conveyors and others		1		6	6				2						1				1		
Total		1		6	6				7		1	1	1		1	1			2		
D.—Dangerous substances:																					
1. Steam escapes, boiler explosions, compressed air			1						7		1	1		1	2				1		
2. Explosive substances	8		1	9	7			2	4												
3. Electric current		1		2	1	1			5								1		1	3	
4. Hot and inflammable substances and flames		1	1	2		1		1	13		2	2							3		6
5. Conflagrations	7	2							2										1	1	
6. Gas fumes, poison, etc	2			2			2		2	1							1				
7. Explosions, mine (gas, coal dust, etc.)				6	2	4															
Total	17	4	3	21	10	6	2	3	33	1	3	3		1	2		2		6	4	6
E.—Striking against or being struck by objects:																					
1. Striking against objects																					
2. Being struck by objects	1	2							13						12						1
Total	1	2							13						12						1
F.—Falling objects:																					
1. Collapse of structure	2			1	1				6								6				
2. Breaking or loosening of straps, cables, etc		8							1								1				
3. Objects falling from elevations, loads, piles	2	8							5						1		3		1		
4. Objects falling in mines and quarries				53	33	17	3														
5. Falling trees and limbs	8	57		1	1																
6. Others	5			2	2				3								1		2		
Total	17	73		57	37	17	3		16						1		11		3		
G.—Handling of objects:																					
1. Heavy objects, rolling, carrying, loading, etc		18							2										1		
2. Sharp objects																					
Total		18							2										1		
H.—Tools		2		1				1	2										2		
I.—Moving trains, vehicles, etc.:																					
1. Derailments, collisions																					
2. Being struck or run over by, or crushed by, or between cars and engines	11	9		1	1				1												
3. Falling from or in cars or engines		1																			
4. Mine and quarry cars				11	4	10															
5. Automobiles and other power vehicles and implements	15	12	3						3						2				1		
6. Animal drawn vehicles and implements	13	2																			
7. Water craft	3	9	21	1	1																
8. Air craft																					
Total	42	33	24	16	6	10			4						3				1		

CANADA IN 1940, BY INDUSTRIES AND CAUSES

Chemical and allied products	Miscellaneous products	Construction	Buildings and structures	Railway	Shipbuilding	Highway and bridge	Miscellaneous	Electric Light and Power	Transportation and Public Utilities	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public administration	Recreational	Laundering, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional establishments	Unclassified	Total
																															1
		2				2			2						2																13
		1				1																									10
																															5
		3				3			2						2																29
		7	1		1	2	3		2	1		1							1	1											19
		3	3																1		1		1					1			10
		4	3				1		7	2		5																			20
		7	6				1		7	2		5							1		1		1					1			30
1																							1					1			3
4		2				1	1												1		1		1		1						26
		8	4		1	3		20	2							2			1	1			1					1			40
		3	1		1	1			2			1			1				1	1			1					1			24
																			2	2			7	6				1			20
		5	5						1			1											1					1			13
																															6
5		18	10		2	5	1	20	5			2			1	2			5	4	1		12	6	1			5			138
		1	1						1			1																		2
		1	1						3	1	1	1																			20
		2	2						4	1	1	2																			22
		1	1						2	1				1									5	3				2			17
		4	2			1	1		1			1																			14
1		3	1		1		1		8			6		2																	27
																															53
																							1	1							67
									3	3																					13
1		8	4		1	1	2		14	4		7		3									6	4				2			191
1		1					1		1	1																					23
1		1					1		1	1																					23
		1			1																										6
									10	9	1																				10
1		5	2	2		1			56	45				10			1		9	5	4		2	1					1		84
									11	9		1			1																12
																															14
		25	3			18	4	1	30	2		2		26					22	11	11		15	8			2	5			126
		1	1																				1	1							17
		8					8		51			51											5	2	1			2			38
									4				4																		4
1		39	6	2		19	12	1	162	65	1	54	4	36	1		1		31	16	15		23	12	1		2	7	1		375

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Metalliferous mining	Coal mining	Non-metallic mineral mining and quarrying, n.e.s.	Structural materials	Manufacturing	Vegetable foods, drink and tobacco	Animal foods	Textiles and clothing	Leather, fur and products	Rubber products	Saw and planing mill products	Wood products	Pulp, paper and paper products	Printing and publishing	Iron, steel and products	Non-ferrous metal products	Non-metallic mineral products
J.—Animals:																					
1. Horses, n.e.s.	9																				
2. Other animals	8																				
Total	17																				
K.—Falls of persons:																					
1. From elevations	3	1		1	1				7			1			2		1		3		
2. From ladders	1	1		1			1		1											1	
3. Into pits, shafts, harbours, rivers, etc	2	16	3	12	10		2		3	1	1				1						
4. Into holds of vessels																					
5. On the level			1						7			2	1		1	1	1		1		
6. From loads, etc	9	3																			
7. Collapse of support	1	1							1										1		
8. On sharp objects	3	1							2						2						
9. Down stairs and inclines	1								1										1		
10. Into tanks, vats, kilns, etc				2	1	1			4						1	1	1				1
Total	20	23	4	16	12	1	3		26	1	1	3	1		7	2	3		6	1	1
L.—Other causes:																					
1. Infection, n.e.s.				1	1																
2. Industrial disease, strain, etc	1			29	28	1			11										1	2	4
3. Drowning, n.e.s.		3																			
4. Shooting and violence			1																		
5. Cave ins, land slides, ice jams, etc				5			2	3													
6. Lightning, frost, storms, sunstroke	4	1		2	1		1		1										1		
7. No particulars		2		2		2			1										1		
Total	5	6	1	39	30	3	3	3	13										5	2	4
Grand Total	125	164	32	160	103	37	13	7	137	4	5	10	2	1	34	3	18		30	7	13

CANADA IN 1940, BY INDUSTRIES AND CAUSES (*Cont'd*)

Chemical and allied products	Miscellaneous products	**Construction**	Buildings and structures	Railway	Shipbuilding	Highway and bridge	Miscellaneous	**Electric Light and Power**	**Transportation and Public Utilities**	Steam railways	Street and electric railways	Water transportation	Air transportation	Local & highway transportation	Storage	Telegraphs and Telephones	Express	Unclassified	**Trade**	Wholesale	Retail	**Finance**	**Service**	Public administration	Recreational	Laundering, dyeing and cleaning	Custom and repair	Personal, domestic and business	Professional establishments	Unclassified	Total
....	....	....	....	....	....	..	..	....	1	....	....	..	..	1	..	..	..	..	1	..	1	....	1	1	..	..	..	....	....	..	12
....	....	....	....	....	....	..	..	....	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	8
....	....	....	....	....	....	..	..	....	1	....	....	..	..	1	..	..	..	..	1	..	1	....	1	1	..	..	..	....	....	..	20
....	....	34	31	1	1	1	..	3	6	2	1	2	..	..	..	1	..	..	....	..	..	1	1	....	..	..	..	1	....	..	57
....	....	6	5	....	1	..	..	....	1	1	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	11
....	....	6	2	1	....	..	3	....	10	....	....	9	..	1	..	..	..	..	4	3	1	....	4	1	..	..	..	3	....	..	60
....	....	2	....	....	2	..	..	....	5	....	....	5	..	..	..	..	..	..	1	1	..	....	....	....	..	..	..	....	....	..	8
....	....	....	....	....	....	..	..	1	2	1	....	1	..	..	..	..	..	..	1	..	1	....	2	2	..	..	..	....	....	..	14
....	....	....	....	....	....	..	..	....	2	....	....	....	..	..	..	2	..	..	2	..	2	....	1	1	..	..	..	....	....	..	17
....	....	11	9	....	....	..	2	....	1	....	....	....	..	..	..	1	..	..	....	..	..	....	....	....	..	..	..	....	....	..	15
....	....	1	1	....	....	..	..	....	....	....	....	....	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	7
....	....	1	1	....	....	..	..	....	....	....	....	....	..	..	..	..	..	..	1	1	..	....	1	....	..	..	..	1	....	..	5
....	....	2	1	....	....	..	1	....	....	....	....	....	..	..	..	..	..	..	....	..	..	....	1	....	..	..	..	1	....	..	9
....	....	63	50	2	4	1	6	4	27	3	2	17	..	1	..	4	..	..	9	5	4	1	10	4	..	..	..	6	....	..	203
....	....	1	1	....	....	..	..	....	1	1	....	..	..	..	..	..	..	..	1	1	..	....	1	....	..	..	..	1	....	..	5
1	1	1	....	....	1	..	..	....	....	....	....	..	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	42
....	....	....	....	....	....	..	..	....	1	....	....	..	..	..	..	1	..	..	....	..	..	....	1	....	..	..	..	1	....	..	5
....	....	....	....	....	....	..	..	....	....	....	....	..	..	..	..	..	..	..	....	..	..	....	4	3	..	..	..	1	....	..	5
....	....	11	....	....	....	4	7	....	1	....	....	....	..	1	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	17
....	....	1	1	....	....	..	..	....	....	....	....	....	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	2
....	....	1	....	....	1	..	..	....	....	....	....	....	..	..	..	..	..	..	....	..	..	....	....	....	..	..	..	....	....	..	6
1	1	15	2	....	2	4	7	....	3	1	....	....	..	1	..	1	..	..	1	1	..	....	6	3	..	..	..	3	....	..	89
9	1	164	81	4	11	35	33	25	228	78	4	88	4	42	4	7	1	..	49	27	22	1	59	30	2	..	2	24	1	..	1,144

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES (a)

Industry	1940											1939 (b)									
	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	3	8	3	32	54	3	8	12	2	.....	125	3	5	6	36	59	8	19	20	6	.....	162
Logging	.....	3	2	35	28	4	.....	1	91	.....	164	.....	1	10	29	26	2	1	6	73	.....	148
Fishing and Trapping	2	10	1	2	2	4	.....	.....	10	1	32	2	8	2	3	3	1	.....	.....	10	.....	29
Mining, non-ferrous smelting and quarrying	.....	17	5	26	55	5	4	13	35	.....	160	1	18	.....	19	65	4	2	16	43	.....	168
Metalliferous mining	.....	2	.....	17	48	5	2	.....	29	.....	103	.....	2	.....	11	61	4	1	.....	40	.....	119
Coal mining	.....	15	3	.....	.....	.....	1	12	6	.....	37	.....	16	.....	.....	.....	.....	1	14	3	.....	34
Non-metallic mineral mining and quarrying, n.e.s.	.....	.....	.....	9	3	.....	1	1	.....	.....	13	1	.....	.....	7	3	.....	.....	2	.....	.....	13
Structural materials	.....	.....	2	.....	5	.....	.....	.....	.....	.....	7	.....	.....	.....	1	1	.....	.....	.....	.....	.....	2
Manufacturing	1	5	7	26	64	4	3	4	23	.....	137	.....	7	1	22	52	4	3	1	20	.....	110
Vegetable foods, drink and tobacco	.....	.....	.....	1	3	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	3	.....	.....	.....	2	.....	5
Animal foods	.....	.....	.....	.....	.....	1	.....	3	1	.....	5	.....	.....	.....	.....	3	1	.....	.....	.....	.....	4
Textiles and clothing	.....	.....	1	5	4	.....	.....	.....	.....	.....	10	.....	.....	.....	2	2	.....	.....	.....	.....	.....	4
Leather, fur and products	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Rubber products	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Saw and planing mill products	1	3	.....	6	4	1	1	1	17	.....	34	.....	4	.....	7	9	2	2	1	15	.....	40
Wood products	.....	.....	.....	1	1	.....	.....	.....	1	.....	3	.....	.....	.....	1	4	.....	.....	.....	.....	.....	5
Pulp, paper and paper products	.....	.....	6	4	5	.....	.....	.....	3	.....	18	.....	1	1	2	3	.....	.....	.....	.....	.....	7
Printing and publishing	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Iron, steel and products	.....	2	.....	6	21	1	.....	.....	.....	.....	30	.....	2	.....	4	18	.....	.....	.....	1	.....	25
Non-ferrous metal products	.....	.....	.....	2	5	.....	.....	.....	.....	.....	7	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Non-metallic mineral products	.....	.....	.....	.....	10	.....	2	.....	1	.....	13	.....	.....	.....	2	7	.....	.....	.....	1	.....	10
Chemical and allied products	.....	.....	.....	1	7	1	.....	.....	.....	.....	9	.....	.....	.....	3	2	1	1	.....	1	.....	8
Miscellaneous products	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction	.....	11	6	58	47	5	10	10	17	.....	164	1	7	3	57	52	3	.....	.....	10	.....	133
Buildings and structures	.....	4	2	27	29	3	4	5	7	.....	81	.....	2	1	30	26	2	.....	.....	1	.....	62
Railway	.....	.....	.....	2	1	.....	.....	.....	1	.....	4	.....	1	.....	1	1	.....	.....	.....	1	.....	4
Shipbuilding	.....	2	1	4	1	.....	.....	.....	3	.....	11	.....	.....	.....	1	.....	.....	.....	.....	1	.....	2
Highway and bridge	.....	3	1	17	8	1	1	1	3	.....	35	1	3	2	17	21	1	.....	.....	6	.....	51
Miscellaneous	.....	2	2	8	8	1	5	4	3	.....	33	.....	1	.....	8	4	.....	.....	.....	1	.....	14

Electric Light and Power		2		4	15			1	3		25		2	1	7	10	2			3		25
Transportation and Public Utilities		24	7	60	91	10	8	4	23	1	228		5	5	47	69	14	7	6	26	2	181
Steam railways		3	2	16	33	5	2	2	15		78		3	1	15	28	12	5	5	13		82
Street and electric railways				1	1				2		4					1						1
Water transportation		17	3	31	33				4		88		2	3	20	18				9	2	54
Air transportation					3		1				4				3	1				1		5
Local and highway transportation		4	1	10	18	4	2	2		1	42			1	7	16	1			2		27
Storage						1	2		1		4					3	1	1	1	1		7
Telegraphs and telephones			1	2	2		1		1		7				1	2		1				4
Express					1						1				1							1
Unclassified																						
Trade	1	1		12	23	5	3	2	2		49		4		8	19	4	1	2	6		44
Wholesale		1		9	8	3	2	2	2		27		2		1	7	2		1			13
Retail	1			3	15	2	1				22		2		7	12	2	1	1	6		31
Finance				1							1											
Service		2	1	15	27	6	3	3	2		59		6	1	16	34	3	3		7		70
Public administration				8	14	4	1	2	1		30		1		10	17	2	3		6		39
Recreational			1	1							2				1	2						3
Laundering, dyeing and cleaning																						
Custom and repair		1			1						2		1		3	3				1		8
Personal, domestic and business		1		6	11	2	2	1	1		24		4	1	1	8	1					15
Professional establishments					1						1				1	4						5
Unclassified																						
Total	7	83	32	271	406	46	39	50	208	2	1,144	7	63	29	244	389	45	36	51	204	2	1,070

(a) These fatalities include accidents to fishermen and seamen outside Canadian waters and such accidents are assigned to the provinces in which the various ships were registered, and exclude accidents to Canadian fishermen and seamen on boats registered in another country. For quarterly reports of accidents see the LABOUR GAZETTE for May, August and November, 1940, and February, 1941.

(b) Revised figures for 1939.

TABLE III—TOTAL INDUSTRIAL ACCIDENTS IN CANADA IN 1940 BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1940	Per cent of total	Total fatalities in 1939 (e)	Per cent of total (e)	Number gainfully employed, latest census
Agriculture	7	6	7	5	8	5	16	19	13	17	11	11	125	10·93	162	15·14	(a)1,128,188
Logging	10	21	8	7	18	17	8	13	14	14	18	16	164	14·34	148	13·83	(a) 49,960
Fishing and Trapping	1	1	...	5	3	3	2	3	3	1	7	3	32	2·80	29	2·71	(d) 68,941
Mining, non-ferrous smelting and quarrying	10	15	16	9	13	18	14	13	11	12	19	10	160	13·99	168	15·70	(c) 107,941
Metalliferous mining	6	8	13	7	8	14	8	7	6	9	10	7	103	9·00	119	11·12	58,225
Coal mining	4	5	2	1	1	2	5	...	4	3	7	3	37	3·24	34	3·18	26,472
Non-metallic mineral mining and quarrying, n.e.s.	...	...	1	1	4	2	...	3	1	...	1	...	13	1·14	13	1·21	9,945
Structural materials	...	2	...	...	...	...	1	3	...	...	1	...	7	·61	2	·19	13,299
Manufacturing	6	8	15	11	8	12	11	12	11	11	19	13	137	11·97	110	10·28	(b) 642,016
Vegetable foods, drink and tobacco	...	...	1	...	...	...	1	...	1	1	...	...	4	·35	5	·47	78,026
Animal foods	...	...	...	...	1	...	...	3	...	...	...	1	5	·44	4	·37	37,252
Textiles and clothing	1	...	1	...	1	1	...	...	3	1	2	...	10	·87	4	·37	115,745
Leather fur and products	...	...	1	...	...	...	1	...	...	...	...	...	2	·17	1	·09	29,408
Rubber products	...	...	...	...	...	...	...	...	...	...	1	...	1	·09	...	...	12,879
Saw and planing mill products	3	2	6	3	1	3	3	2	3	3	2	3	34	2·97	40	3·74	40,211
Wood products	...	...	...	...	...	...	...	1	...	1	1	...	3	·26	5	·47	22,246
Pulp, paper and paper products	1	1	1	2	...	6	2	...	...	2	1	2	18	1·57	7	·65	41,930
Printing and publishing	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	37,587
Iron, steel and products	...	4	3	4	3	...	4	1	2	1	7	1	30	2·62	25	2·34	121,235
Non-ferrous metal products	...	...	...	1	...	...	...	3	...	1	1	1	7	·61	1	·09	44,440
Non-metallic mineral products	1	1	1	...	2	2	1	1	2	...	1	1	13	1·14	10	·94	27,368
Chemical and allied products	...	...	1	1	...	...	...	...	...	...	3	4	9	·79	8	·75	21,963
Miscellaneous products	...	...	...	...	...	...	...	...	...	1	...	...	1	·09	...	...	11,726
Construction	9	6	8	5	10	11	21	30	22	22	11	9	164	14·34	133	12·43	(a) 256,282
Buildings and structures	7	4	3	3	5	7	8	14	10	10	5	5	81	7·08	62	5·79	164,977
Railway	...	...	...	...	...	...	...	1	3	...	...	...	4	·35	4	·37	...
Shipbuilding	...	...	...	1	3	1	1	1	1	2	...	1	11	·96	2	·19	6,312
Highway and bridge	1	...	3	1	1	3	6	5	6	5	4	...	35	3·06	51	4·77	...
Miscellaneous	1	2	2	...	1	...	6	9	2	5	2	3	33	2·89	14	1·31	...
Electric Light and Power	2	...	1	3	2	6	3	2	...	4	...	2	25	2·18	25	2·34	(c) 18,848
Transportation and Public Utilities	14	15	5	5	14	7	25	19	15	23	61	22	228	19·93	181	16·92	...
Steam railway	7	11	2	4	6	3	11	6	7	9	4	8	78	6·82	82	7·66	(c) 129,362
Street and electric railways	...	1	...	...	1	...	...	1	...	...	1	...	3	·35	1	·09	(c) 14,061
Water transportation	1	...	1	...	5	3	9	5	3	4	49	8	88	7·69	54	5·05	(a) 37,887
Air transportation	...	...	1	...	...	...	...	...	...	1	1	1	4	·35	5	·47	(c) 1,316
Local and highway transportation	5	2	1	1	2	...	5	4	4	7	6	5	42	3·67	27	2·52	(a) 96,275
Storage	1	...	...	...	...	1	...	...	1	1	...	...	4	·35	7	·66	(a) 35,195
Telegraphs and telephones	...	1	...	...	...	...	...	3	...	1	2	...	7	·61	4	·38	(c) 23,975
Express	...	...	...	...	...	...	...	...	...	...	1	...	1	·09	1	·09	(c) 4,737
Unclassified	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Trade	4	3	3	3	6	3	3	6	...	1	12	5	49	4·28	44	4·11	(a) 387,315
Wholesale	3	1	2	3	1	1	...	5	...	...	8	3	27	2·36	13	1·21	326,528
Retail	1	2	1	...	5	2	3	1	...	1	4	2	22	1·92	31	2·90	60,787
Finance	...	...	...	1	...	...	...	...	...	...	...	...	1	·09	...	...	(a) 92,317
Service	4	2	4	3	5	5	4	8	8	2	9	5	59	5·15	70	6·54	(a) 767,705
Public administration	2	2	1	1	4	4	1	4	3	...	6	2	30	2·62	39	3·64	116,839
Recreational	...	...	...	...	1	...	...	...	...	...	1	...	2	·17	3	·28	16,225
Laundering, dyeing and cleaning	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	20,468
Custom and repair	...	...	2	...	...	...	...	...	...	...	...	...	2	·17	8	·75	61,142
Personal, domestic and business	2	...	1	2	...	1	3	4	4	2	2	3	24	2·10	15	1·40	309,365
Professional establishments	...	...	...	...	...	...	...	...	1	...	...	...	1	·09	5	·47	243,666
Unclassified	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	169,263
Total	67	77	67	57	87	87	107	125	97	107	170	96	1,144	100·00	1,070	100·00	...

(a) Decennial census of 1931. (b) Annual census of industry 1938. (c) Annual census of industry 1939.
(d) Fishermen only, annual census of industry 1939. (e) Revised figures for 1939.

Fatalities by Causes

The classification of fatal accidents according to causes shows that the largest number, 375, came under the category "moving trains, vehicles, etc." This includes all accidents due to cars or engines, including mine and quarry cars, and to automobiles and other power vehicles and horse-drawn vehicles, as well as accidents caused by moving implements (both those impelled by power and those drawn by horses) by moving watercraft and by aircraft (civil aviation). The largest number of

accidents in this category, 126, appears under the heading "automobiles and other power vehicles and implements", with 98 in connection with watercraft (9 of these being in logging, 21 in fishing and trapping, and 51 in water transportation); 94 classified under the heading "being struck or run over by, or crushed by or between cars and engines", (45 of these being engaged in steam railways); 17 were caused by animal drawn vehicles and implements; 14 by mine and quarry cars; 12 were caused by persons "falling from or in cars and engines"; 10 were due to derailments and collisions (9 of which were in steam railways); and 4 by aircraft.

Fatalities numbering 203 were caused by "falls of persons", classified as follows: 60 into pits, shafts, harbours, rivers, etc., (some of which resulted in drowning), 57 from elevations, 17 from loads, etc., 15 due to collapse of support, 14 falls on the level, 11 from ladders, 9 into tanks, vats, kilns, etc., 8 into holds of vessels, 7 on sharp objects, and 5 down stairs and inclines.

"Falling objects" caused 191 fatalities, of which 67 were due to trees and limbs, while 53 occurred in mines and quarries; 27 were due to objects falling from elevations, loads, piles; 17 to collapse of structure, 14 to breaking or loosening of straps, cables, etc., and 13 to other falling objects.

Next in order were "dangerous substances", causing 138 fatalities as follows: 40 due to electric current, 26 to explosive substances, 24 to hot and inflammable substances and flames, 20 to conflagrations, 13 to gas fumes, poison, etc., 9 to steam escapes, boiler explosions, compressed air, and 6 to mine explosions from gas, coal dust, etc.

Hoisting apparatus caused 30 fatalities, 29 were caused by prime movers, 22 by striking against or being struck by objects, 22 by handling of objects, 20 were caused by animals (12 of which were due to horses), 19 by working machines, and 6 by tools.

The category "other causes" includes 89 fatalities of which 42 were due to industrial disease, strain, etc., 17 to cave-ins, land slides, ice jams, etc., 9 to lightning, frost, storms, sunstroke, 5 to infection not elsewhere specified, 5 to drownings not elsewhere specified, 5 to shooting and violence, and 6 concerning which no particulars were available.

Fatalities by Provinces

The classification of accidents according to provinces shows that the largest number, 406, occurred in Ontario. There were 271 in Quebec, 208 in British Columbia, 83 in Nova Scotia, 50 in Alberta, 46 in Manitoba, 39 in Saskatchewan, 32 in New Brunswick, 7 in Prince Edward Island, and 2 in Yukon and Northwest Territories. In Ontario the fatalities occurred by industries as follows: transportation and public utilities, 91; manufacturing, 64; mining, non-ferrous smelting and quarrying, 55; agriculture, 54; construction, 47; logging, 28; service, 27; trade, 23; electric light and power, 15; and fishing and trapping, 2. In Quebec, the largest number, 60, was in transportation and public utilities, with 58 in construction, 35 in logging, 32 in agriculture, 26 in mining, non-ferrous smelting and quarrying, 26 in manufacturing, 15 in service, 12 in trade, 4 in electric light and power, 2 in fishing and trapping, and 1 in finance. In British Columbia there were 91 fatalities in logging, 35 in mining, non-ferrous smelting and quarrying, 23 in manufacturing, 23 in transportation and public utilities, 17 in construction, 10 in fishing and trapping, 2 in agriculture, 2 in trade and 2 in service. In Nova Scotia and Manitoba there were respectively 24 and 10 fatalities in transportation and public utilities and no other industry experienced as many fatalities in these provinces. In Alberta the largest number, 13, was in mining, non-ferrous smelting and quarrying; while in Saskatchewan the highest number was in construction with 10 fatalities. In New Brunswick there were 7 fatalities in manufacturing and 7 in transportation and public utilities.

Fatalities by Industries

The total number of fatalities recorded for the year was 1,144, being classified under the various groups of industries as follows: transportation and public utilities, 228 or 19·93 per cent of the total; logging, 164 or 14·34 per cent; construction, 164 or 14·34 per cent; mining, non-ferrous smelting and quarrying, 160 or 13·99 per cent; manufacturing, 137 or 11·97 per cent; agriculture, 125 or 10·93 per cent; service, 59 or 5·15 per cent; trade, 49 or 4·28 per cent; fishing and trapping, 32 or 2·80 per cent; electric light and power, 25 or 2·18 per cent; finance, 1 or ·09 per cent.

The table of fatalities by months indicates that the greatest number, 170, occurred in November, while the lowest total, 57, was recorded in April. The table gives the total number of persons gainfully employed in most of the industries, the latest census figures available being given in each case. For agriculture, logging, construction, trade, finance, service, etc., the figures were those of the decennial census of 1931, for manufacturing, from the annual census of industry for 1938, for mining, fishing, electric light and power, steam railways, street and electric railways, air transportation, telegraphs and telephones, and express, from the annual census of industry for 1939.

While the latest figures available as to numbers employed are not in any instance those for the year under review, they are included, however, for general comparative purposes.

Fatal and Non-Fatal Accidents in Canada Reported by Provincial Workmen's Compensation Boards

The Labour Department's records of industrial accidents include only fatal accidents and fatalities arising out of employment, that is from industrial diseases, etc. The only information of a comprehensive nature as to non-fatal accidents is from the Workmen's Compensation Boards in the various provinces, except in manufacturing, mining, and steam and electric railway operation, in which accidents are dealt with by various governmental departments and commissions. These are also covered by the Workmen's Compensation Boards.

The annual reports of the several Workmen's Compensation Boards are reviewed from time to time in the LABOUR GAZETTE, information being given as to accidents, amounts paid in compensation, etc. The annual reports of the Provincial Workmen's Compensation Boards for 1939 were summarized in the following issues: Alberta, Manitoba, Nova Scotia and Saskatchewan, May, 1940, pages 453-455; and elsewhere in this issue the provinces of Ontario, New Brunswick and Quebec.

None of the provinces has jurisdiction over all industries, so that the accidents recorded are those in certain industries only. Most of the Boards deal with accidents in logging, mining, manufacturing, construction, transportation and public utilities, excluding agriculture, trapping, finance, domestic service, etc., but include to some extent fishing, trade and government service.

The accompanying table summarizes the figures as to non-fatal accidents recorded by the several Workmen's Compensation Boards for 1934, 1935, 1936, 1937, 1938, 1939 and also include some preliminary figures for 1940. It may be observed that the Department of Labour's figures show more fatal industrial accidents as occurring during each year than the total number of fatal accidents which were included by the Provincial Workmen's Compensation Boards for that year. This difference is largely accounted for by the fact that the Provincial Boards do not record accidents in all industries. In addition, however, the Boards' records only show accidents to employees, while the records of the Department of Labour register accidents to all persons occupied in industry, including employers and workmen carrying on their own business, of whom there are many, particularly in trucking, trade, etc., as well as in agriculture.

INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL IN CANADA, 1934, 1935, 1936, 1937, 1938, 1939 AND 1940 REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only (a)	Temporary disability	Permanent disability	Fatal	Total
1934					
Nova Scotia	1,916	5,644	464	39	8,063
New Brunswick	1,765	5,711	358	24	7,858
Quebec	15,773	14,252	1,390	142	31,557
Ontario	24,552	22,020	1,790	211	48,573
Manitoba	3,205	3,168	190	15	6,578
Saskatchewan	1,559	1,598	58	8	3,223
Alberta	3,212	6,284	77	35	9,608
British Columbia	.....	9,427	451	116	9,994
Total	51,982	68,104	4,778	590	125,454
1935					
Nova Scotia	2,331	6,119	460	61	8,971
New Brunswick	1,942	5,000	283	26	7,251
Quebec	17,196	16,331	1,490	146	35,163
Ontario	27,904	23,024	992	208	52,128
Manitoba	4,274	3,732	210	21	8,237
Saskatchewan	1,820	1,699	64	14	3,597
Alberta	4,183	6,744	72	59	11,058
British Columbia	2,000	11,293	607	146	14,046
Total	61,650	73,942	4,178	681	140,451
1936					
Nova Scotia	2,846	6,818	529	53	10,246
New Brunswick	2,303	6,290	339	25	8,957
Quebec	18,294	19,286	1,800	122	39,502
Ontario	30,086	22,954	835	272	54,147
Manitoba	4,860	4,186	216	37	9,299
Saskatchewan	2,183	2,361	84	14	4,642
Alberta	4,230	4,834	91	43	9,198
British Columbia	.....	13,547	657	168	14,372
Total	64,802	80,276	4,551	734	150,363
1937					
Nova Scotia	3,168	8,179	546	60	11,953
New Brunswick	3,304	7,863	332	22	11,521
Quebec (c)	.....	.....	.....	.....	70,100
Ontario	34,318	26,427	1,049	248	62,042
Manitoba	4,781	4,120	232	20	9,153
Saskatchewan	1,840	2,362	81	13	4,296
Alberta	6,174	4,993	103	43	11,313
British Columbia	14,457	16,431	594	181	31,663
Total					212,041
1938					
Nova Scotia	3,120	7,586	637	65	11,408
New Brunswick	2,573	5,005	240	16	7,834
Quebec (c)	.....	.....	.....	.....	58,335
Ontario	29,559	21,501	936	276	52,272
Manitoba	5,089	4,004	205	33	9,331
Saskatchewan	2,077	2,326	88	17	4,508
Alberta	5,510	6,255	112	51	11,928
British Columbia	12,566	14,028	754	139	27,487
Total					183,103
1939					
Nova Scotia	3,482	7,715	582	44	11,823
New Brunswick	2,577	5,364	263	22	8,226
Quebec (c)	.....	.....	.....	.....	53,942
Ontario (c)	30,672	21,203	1,020	215	53,110
Manitoba (c)	5,185	4,080	208	31	9,504
Saskatchewan (c)	2,283	2,609	73	19	4,984
Alberta	5,211	6,473	101	37	11,822
British Columbia	11,994	14,915	784	142	27,835
Total					181,246
1940 (b)					
Nova Scotia	4,130	9,008	127	44	13,309
New Brunswick					
Quebec	.....	.....	.....	.....	65,704
Ontario	40,101	28,633	1,114	263	70,111
Manitoba	5,921	4,667	226	41	10,855
Saskatchewan	2,315	2,946	41	17	5,319
Alberta	7,148	6,384	89	47	13,668
British Columbia	19,732	17,842	748	165	38,487
Total					

(a) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation: The period varies in the several provinces; figures not reported by some boards.
(b) Preliminary figures.
(c) Subject to further revision.

RECENT LEGAL DECISIONS AFFECTING LABOUR

U.S. Supreme Court Holds Anti-trust Law not Applicable to Disputes between Trade Unions

On February 3 Mr. Justice Frankfurter of the Supreme Court of the United States delivered a majority judgment declaring jurisdictional disputes between trade unions exempt from the Sherman Anti-Trust Act. The Court sustained the dismissal of indictments by the Eighth Circuit Court of Appeals against W. L. Hutcheson, president, and three other officers of the United Brotherhood of Carpenters and Joiners for seeking to force Anheuser-Busch, Inc., St. Louis brewing company, to turn over to their union the millwright work in erecting and dismantling machinery, which was done by the International Association of Machinists under an agreement with the company. The charge was laid under Section 1 of the Sherman Anti-trust Law of 1890, which declares illegal every contract, combination or conspiracy in restraint of trade or commerce among the States or with foreign nations. In the words of Mr. Justice Frankfurter the question was "whether the use of conventional peaceful activities by a union in controversy with a rival union over certain jobs is a violation of the Sherman Law. . . . . It is sharply presented in this case because it arises in a criminal prosecution. Concededly, an injunction either at the suit of the government or of the employer could not issue".

The Anheuser-Busch Company had contracted with another company for the erection of additional facilities and the Gaylord Container Company, a lessee of the Anheuser-Busch Company, had made a similar contract for a new building with another company. The Anheuser-Busch Company and the Gaylord Container Company, as well as the construction companies, were engaged in interstate commerce.

The Anheuser-Busch Company employed regularly members of the two unions and had had agreements with them whereby the machinists were given the disputed jobs and the carpenters agreed to submit all claims to arbitration. In 1939, the officers of the carpenters' union demanded the jobs for their members and when the company refused, they called a strike against the four companies, picketed the premises and requested union members and friends not to buy Anheuser-Busch beer. A charge was then laid against the officers of the carpenters' union of restraining trade illegally.

The Court pointed out that while an indictment may validly satisfy the statute under which the pleader proceeded, the Sherman Anti-trust Law in this case, other statutes "may draw the sting of criminality from the allegations". Accordingly, it was necessary to consider the effect of the Clayton Act of 1914 and the Norris-LaGuardia Act of 1932. The former was enacted to give relief from the application to trade union activities of the Sherman Law and "was designed to equalize before the law the position of working men and employer as industrial combatants".

Section 20 of the Clayton Act declares not to be violations of "any law of the United States" certain labour practices, such as "terminating any relation of employment" or "ceasing to perform any work or labour" or "recommending, advising or persuading others by peaceful means so to do" or "attending at any place where any such person or persons may lawfully be for the purpose of peacefully obtaining or communicating information" or "peacefully persuading any person to work or to abstain from working" or "ceasing to patronize or to employ any party to such dispute" or "recommending, advising or persuading others by peaceful and lawful means so to do". Moreover, the section forbids the issue of restraining orders or injunctions by the federal Courts in cases of disputes between employers and employees involving conditions of employment unless such orders are necessary to prevent irreparable injury to property or property rights, no adequate remedy at law being available.

If the acts with which the defendants were charged were conducted as described in this section, the acts in themselves could not constitute a crime under the Sherman Law. Mr. Justice Frankfurter stated:

> It is at once apparent that the acts with which the defendants are charged are the kind of acts protected by Sec. 20 of the Clayton Act. The refusal of the carpenters to work for Anheuser-Busch or on construction work being done for it and its adjoining tenant and the peaceful attempt to get members of other unions similarly to refuse to work are plainly within the free scope accorded to workers by Sec. 20 for 'terminating any relation of employment' or 'ceasing to perform any work or labor' or 'recommending, advising or persuading others by peaceful means so to do'.
>
> The picketing of Anheuser-Busch premises with signs to indicate that Anheuser-Busch was unfair to organized labour, a familiar practice in these situations, comes within the language 'attending at any place where any such person or persons may lawfully be for the purpose of peacefully obtaining or communicating informa-

tion or from peacefully persuading any person to work or to abstain from working'.

Finally, the recommendation to union members and their friends not to buy or use the product of Anheuser-Busch is explicitly covered by 'ceasing to patronize.....any party to such dispute or from recommending, advising or persuading others by peaceful and lawful means so to do'.

In 1921, however, the Supreme Court, in Duplex Printing Company v. Deering, had restricted the scope of Sec. 20 to trade union activities directed against an employer by his own employees. But in Mr. Justice Frankfurter's words:

Such a view, it was urged, both by powerful judicial dissents and informed lay opinion, misconceived the area of economic conflict that had best be left to economic forces and the pressure of public opinion and not subjected to the judgment of courts.....

So long as a union acts in its self-interest and does not combine with non-labour groups, the licit and the illicit under Sec. 20 are not to be distinguished by any judgment regarding the wisdom or unwisdom, the rightness or wrongness, the selfishness or unselfishness of the end of which the particular union activities are the means. There is nothing remotely within the terms of Sec. 20 that differentiates between trade union conduct directed against an employer because of a controversy arising in the relation between employer and employee, as such, and conduct similarly directed but ultimately due to an internecine struggle between two unions seeking the favor of the same employer.

Such strife between competing unions has been an obdurate conflict in the evolution of so-called craft unionism and has undoubtedly been one of the potent forces in the modern development of industrial unions. These conflicts have intensified industrial tension, but there is not the slightest warrant for saying that Congress has made Sec. 20 inapplicable to trade union conduct resulting from them.

But the Norris-LaGuardia Act left no room for doubt on this point. This Act

removed the fetters upon trade union activities which, according to judicial contruction Sec. 20 of the Clayton Act had left untouched, by still further narrowing the circumstances under which the federal Courts could grant injunctions in labour disputes. More especially, the Act explicitly formulated the 'public policy of the United States' in regard to the industrial conflict, and by its light established that the allowable area of union activity was not to be restricted as it had been in the Duplex case, to an immediate employer-employee relation.

The Act defined a labour dispute as any controversy concerning certain matters relating to employment "regardless of whether or not the disputants stand in the proximate relation of employer and employee". Further, a person is "participating or interested in a labour dispute" if he "is engaged in the same industry, trade, craft or occupation in which such dispute occurs, or has a direct or indirect interest therein, or is a member, officer, or agent of any association composed in whole or in part of employers or employees engaged in such industry, trade, craft, or occupation".

As to the argument that the Duplex case governs for purposes of a criminal prosecution, Mr. Justice Frankfurter held that this was tantamount to saying that "that which on the equity side of the court is allowable conduct may in a criminal proceeding become the road to prison".

Mr. Justice Roberts, dissenting with Chief Justice Hughes, expressed the opinion that Sec. 20 of the Clayton Act does not govern the rights of persons and organizations but merely regulates the conditions for granting equitable relief in the cases in question; that when Congress passed the Norris-LaGuardia Act forbidding the issuing of injunctions to restrain certain conduct it did not intend to repeal the provisions of the Sherman Act authorizing criminal prosecutions for the commission of torts and crimes defined by the anti-trust laws. He felt that the Court was attempting to legislate "radically" in matters where Congress had refused to act. *In re Officers of the American Federation of Labour's United Brotherhood of Carpenters and Joiners*, New York Times, February 4, 1941.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] APRIL, 1941 [NUMBER 4

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

THERE was a further gain in industrial employment at the beginning of March, according to returns received by the Dominion Bureau of Statistics from 12,470 employers of labour, each with a minimum of fifteen employees, and representatives of all industries except agriculture, fishing, hunting and highly specialized business. The working forces of these firms aggregated 1,328,207 persons, as compared with 1,326,388 in the preceding month. This gain of 1,819 employees slightly raised the unadjusted index number from 135·2 at February 1 to 135·3 at March 1, when it was higher than in any other March for which statistics are available. The base used in calculating these indexes is the 1926 average as 100.

During the period, 1929-1937, upon whose experience the factors of seasonal adjustment are based, a very slightly downward trend in employment was indicated at March 1; the advance at the latest date was therefore contra-seasonal, with the result that the seasonally-adjusted index increased fractionally, rising from 140·5 at the beginning of February to 141·0 at March 1, 1941. These two figures are the highest for any month in the more than twenty years for which statistics are available.

At March 1 in recent years of the record, the unadjusted index (1926=100) was as follows:— 1941, 135·3; 1940, 113·5; 1939, 106·5; 1938, 107·8; 1937, 102·8; 1936, 98·9; 1935, 96·4; 1934, 92·7; 1933, 76·9; 1932, 88·7; 1931, 100·2; 1930, 110·2; 1929, 111·4 and 1928, 102·6.

Unemployment in Trade Unions.—At the beginning of March, 1941, the percentage of unemployment among local trade unions stood at 6·9 in contrast with percentages of 6·6 at the beginning of February, and 11·7 at the beginning of March, 1940. The percentage for March was based on returns compiled from 2,054 labour organizations with a total membership of 280,124 persons.

Employment Office Reports.—Reports received from the offices of the Employment Service of Canada showed a decline in the volume of business transacted during February, 1941, when the average daily placements were compared with those of the preceding month, but a gain over that of February a year ago. The greatest losses under the first comparison were in services, logging and construction and maintenance, while the highest gains under the second were in services, manufacturing and logging. Vacancies for February, 1941, numbered 33,889, applications 68,417, and placements in regular and casual employment 31,489.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 108·2 at the beginning of March, 1941, as compared with 108·2 for February; 104·6 for March, 1940; and 100·8 at the beginning of August and September, 1939. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 86·0 for the week ended March 28 as compared with 85·3 for the week ended February 28 and 85·0 for that ended February 7. Figures on a monthly basis for certain earlier dates are 85·2 for February, 1941; 83·2 for March, 1940; 72·4 for August, 1939, prewar; 73·2 for March, 1939; 83·1 for March, 1938; and 63·5 for February, 1933, the low point in recent years.

Business Statistics.—The most recent statistics reflecting industrial conditions in Canada are given in the table on page 362. The index of the physical volume of business, now calculated on the base 1935 to 1939 as 100, replacing the series on the base 1926 as 100, was about 3 per cent lower than in January, 1941, but was about 16 per cent higher than in February, 1940. Greater business activity has been indicated in recent months by this index than at any other time in the record due mainly to expansion arising from war demands. The index of mineral production was higher than in the previous month while other principal groups of factors used in the calculation of the index were lower. A decrease of six per cent was recorded in the index of manufacturing activity decline being indicated in the

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1941			1940		
	March	February	January	March	February	January
(*) Trade, external aggregate... $	.....	190,163,962	187,335,121	160,199,036	143,355,624	161,957,982
(*) Imports, merchandise for consumption..... $	.....	89,631,628	98,382,462	76,733,896	71,041,553	71,104,145
(*) Exports, Canadian produce. $	.....	99,596,443	86,921,468	82,719,395	71,078,946	90,100,133
Customs duty collected..... $	.....	12,281,977	11,290,626	9,702,993	9,016,645	9,691,945
Bank debits to individual accounts..... $	.....	2,540,182,412	2,941,104,197	2,412,660,476	2,955,217,112	2,674,344,955
(1) Bank notes in circulation... $	.....	359,965,464	343,836,589	251,635,416	237,909,463	230,238,013
Bank deposits savings..... $	.....	1,687,027,047	1,668,130,415	1,661,151,503	1,658,990,498	1,750,487,649
Bank loans, commercial, etc... $	.....	1,006,445,346	998,650,175	984,161,915	981,919,794	956,144,714
Security prices, index numbers—						
Common stocks.....	§67·3	66·5	71·3	90·3	90·2	90·9
Preferred stocks.....	.....	97·6	101·4	108·8	109·7	110·7
Index of bond yields, Dominion.....	§95·8	96·1	96·3	101·9	101·9	103·3
(2) Prices, wholesale, index number	†86·0	85·2	84·6	83·2	82·8	82·6
(*) Cost of living index number.....	108·2	108·2	108·3	104·6	103·8	103·8
Index, retail sales, unadjusted.....	.....	101·3	102·3	105·9	90·4	90·0
(3) Index, retail sales, adjusted.....	.....	130·2	124·5	112·3	111·5	110·8
(3) Employment index number (employers' pay-roll figures)....	135·3	135·2	134·2	113·5	114·4	116·2
(3) (4) Unemployment, percentage (trade union members).....	6·9	6·6	7·4	11·7	11·3	11·4
Railway—						
(5) Car loadings, revenue freight cars	230,532	217,663	198,248	178,990	189,959	184,926
Canadian National Railways, gross earnings.... $	23,528,006	20,243,494	20,926,967	18,049,624	17,722,756	17,601,735
Operating expenses..... $	.....	.....	15,399,000	13,801,408	13,756,285	13,598,324
Canadian Pacific Railway, gross earnings..... $	16,620,000	14,107,000	14,685,000	11,478,000	11,915,419	12,244,545
Canadian Pacific Railway, operating expenses, all lines $	.....	11,498,769	12,019,583	9,975,994	9,942,997	10,416,039
Steam railways, freight in ton-miles.....	.....	.....	3,131,230,000	2,559,486,000	2,757,080,000	2,791,300,000
(11) Building permits..... $	.....	5,667,028	4,419,926	5,257,260	3,912,789	3,303,212
(1) Contracts awarded..... $	13,991,900	24,704,600	26,579,800	11,726,100	11,768,900	8,844,700
Mineral Production—						
Pig iron.....tons	.....	91,165	103,085	91,772	87,032	104,703
Steel ingots and castings.....tons	.....	172,698	186,303	157,326	140,343	166,496
Ferro-alloys.....tons	.....	11,471	15,231	8,298	7,711	8,065
Gold.....ounces	.....	.....	434,259	429,862	405,365	424,381
Coal.....tons	.....	1,480,601	1,745,482	1,324,714	1,490,355	1,684,924
Timber scaled in British Columbia.....bd. ft.	.....	250,486,457	188,300,000	243,245,469	256,009,998	227,517,670
Flour production.....bbls.	.....	1,462,187	1,177,369	1,257,034	1,246,798	1,266,303
(*) Sugar, manufactured.....lbs.	60,847,403	43,313,001	37,921,156	34,864,788	33,158,321	54,728,387
Footwear production.....pairs	.....	2,215,864	1,901,085	2,242,756	2,279,562	2,073,528
Output of central electric stations, ...k.w.h.	.....	2,407,068,000	2,634,695,000	2,426,157,000	2,367,031,000	2,526,143,000
Sales of insurance..... $	.....	31,254,000	28,067,000	29,898,000	31,562,000	33,390,000
Newsprint production.....tons	.....	245,610	261,300	251,280	231,823	251,030
Automobile prod., cars, trucks, etc.	26,044	23,710	23,195	16,612	18,193	17,213
(*) Index of Physical Volume of Business.....	.....	126·1	130·5	106·3	108·6	113·8
INDUSTRIAL PRODUCTION.....	.....	138·3	145·1	115·0	117·0	123·8
Mineral production.....	.....	125·0	122·7	113·4	108·6	116·4
Manufacturing.....	.....	134·0	141·9	115·8	120·0	130·2
Construction.....	.....	223·8	244·3	116·5	116·4	94·9
Electric power.....	.....	115·7	116·7	109·0	109·4	111·0
DISTRIBUTION.....	.....	105·1	105·4	91·5	94·0	96·7
Trade employment.....	.....	115·8	115·3	108·9	107·2	107·0
Carloadings.....	.....	118·8	123·3	96·0	108·8	113·4
Imports.....	.....	152·7	171·0	115·9	125·5	128·2
Exports, including gold.....	.....	148·2	130·5	120·4	107·3	132·4

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended March 28, 1941. § For week ended March 27, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending March 29, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending March 22, February 22, and January 25, 1941; March 23 February 24, and January 27, 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

production of foodstuffs, tobacco products, textiles, as well as in the production of iron and steel although there was a greater output of automobiles. Other principal groups to record declines in this comparison were construction and output of electric power. In the distribution of commodities there was a minor decline, carloadings and imports being lower while trade employment and exports were higher. All of the above mentioned principal groups were substantially higher in February, 1941, than in February, 1940. Information available for March shows wholesale prices, the number of cars of revenue freight, and gross earnings of the Canadian National and Canadian Pacific Railways at higher levels than in February, 1941, and higher also than in March, 1940. In the construction industry the value of contracts awarded was lower than in February, 1941, but higher than in March, 1940.

Strikes and Lockouts.—Eleven strikes and lockouts were recorded for March, involving 1,135 workers with time loss of 3,515 man working days, as compared with eight disputes during February involving 1,787 workers and causing time loss of 7,514 days. The important disputes during March involved tannery workers at Oshawa, Ont. and abrasives factory workers at Thorold, Ont. These caused half of the time loss for the month. The other disputes involved small numbers of workers for short periods. In February, four strikes of coal miners in Nova Scotia and New Brunswick caused most of the time loss.

In March, 1940, there were 12 disputes involving 1,981 workers, causing time loss of 14,940 days. Strikes of coal miners in Alberta and of cotton factory workers in New Brunswick caused most of the time loss.

Of the 11 disputes in March, 1941, seven were terminated during the month. Two resulted in favour of the workers involved; two in favour of the employers; in one case there was a compromise settlement, while in two others the settlement was indefinite. Four disputes, involving approximately 500 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions involved.

Industrial Disputes Investigation Act

During the past month reports were submitted by three Boards of Conciliation and Investigation. Ten applications for boards were received and seven boards were established.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section commencing on page 369.

Extension of Industrial Disputes Investigation Act to war industries

By Order in Council P.C. 3495 of November 7, 1939 (Labour Gazette, November 1939, page 1087) the Industrial Disputes Investigation Act was extended to cover all industries in war production, including the manufacture and handling of commodities "which in the opinion of the Minister of Labour would be essential for the needs of the government or of the country in war". This has now been clarified by a technical amendment issued on March 10, 1941, as an Order in Council (P.C. 1708) which makes it clear that commodities may be essential even though they are not specifically required for the use of His Majesty's Forces.

Under this authority the Minister of Labour has recently held both gold mining and the pulp and paper industry to be essential war industries in view of the large amounts of American exchange which they make available for the purchase of war supplies in the United States—$200,000,000 and $240,000,000 per year, respectively.

The ruling on gold mining was made necessary because the repeal by British Columbia in 1937 of its enabling legislation removed this industry there from the coverage of the Industrial Disputes Investigation Act.

Defence regulations amended in regard to peaceful picketing

The Defence of Canada Regulations were amended recently by an Order in Council (P.C. 892) making it clear that peaceful picketing in so called "protected areas" was not forbidden. Under these Regulations, which were designed to protect war plants against sabotage, trespassing and loitering on such premises constituted an offence. It was not, however, intended to preclude peaceful picketing, and accordingly an Order in Council was passed, clarifying the intent of the Order in this respect. The text of the Order in Council is as follows:—

Whereas regulation 6 of the Defence of Canada Regulations (Consolidation) 1940, prohibits trespassing and loitering in connection with certain premises including those used or appropriated for the performance of essential services as defined in the said Regulations;

And whereas it is not the intention that the provisions of this regulation, in so far as premises used or appropriated for the performance of essential services are concerned, should apply to a lawful strike as long as the action of the strikers is not otherwise unlawful.

Now, therefore, His Excellency, the Governor General in Council, on the recommendation of the Minister of Justice and pursuant to the provisions of the War Measures Act, Chapter

206 of the Revised Statutes of Canada, 1927, is pleased to amend regulation 6 of the Defence of Canada Regulations (Consolidation) 1940, and it is hereby amended by adding thereto as paragraph (6) the following:

"(6) No person shall be guilty of an offence under paragraphs one and three of this regulation respecting premises used or appropriated for the performance of an essential service provided that he is only taking part in, or peacefully persuading any other person to take part in, a strike and that he is not otherwise unlawfully on or near or loitering in the vicinity of such premises."

Statement by Minister of Labour on employment of aliens

On March 14, the Minister of Labour, Hon. Norman A. McLarty addressed a letter to employers of labour and secretaries of trade unions regarding the employment of citizens and aliens.

The text of Mr. McLarty's letter follows:

"The employment in war industry of persons of foreign name or birth has been carefully watched and the Government appreciates the precautions taken by industry to date to scrutinize prospective employees' credentials so as to co-operate in the prevention of sabotage. The absence of serious trouble to date is a tribute to the vigilance of those responsible, but the situation demands that this vigilance be most energetically maintained and that existing safeguards be strengthened rather than relinquished in any degree.

"Complaints have been made that persons of foreign name or birth but of unquestioned loyality have had difficulty in securing or maintaining employment. It is, therefore, desirable that in exercising all proper vigilance that unjust discrimination should be avoided against those who while not born in this country have been accepted as citizens or residents and as such have the right to earn their living.

"Certainly no prejudice should exist against those of foreign origin who have shown their willingness to serve the country in the armed forces.

"For the final outcome of the war to be successful against our common enemy, we require the help of the various nationalities represented in our population regardless of creed or racial origin: we cannot hope to build up a truly national spirit if we have not the support of those who have given Canada the allegiance they formerly owed to the country of their birth. Once satisfied that this allegiance is fully given to Canada, these new citizens ought to be able to exercise their rights of citizenship in this country, always of course preserving the qualification of good conduct and unquestioned loyalty which rests on all citizens.

"If any question is raised as to the loyalty of any worker, it should be promptly reported to the Deputy Minister of Labour, who will undertake to refer the matter to the appropriate department of Government for investigation. Special vigilance in any case of suspicion should be observed and the safe course should always be adopted. It is proper, however, to ask that some care be exercised that citizens of Canada and resident aliens of undoubted loyalty and of known good character should not be subjected to unjust treatment merely because of foreign name or birth".

Order of Wartime Prices and Trade Board *re* termination of leases

On March 28, the Wartime Prices and Trade Board issued an order applicable to all rent controlled areas, which gives law-abiding tenants who give proper notice of lease renewal the privilege of continuing their present leases unless a landlord sells the property under agreement to give vacant possession, wishes to make substantial structural alterations or desires to use the premises as his residence.

This new order replaces and enlarges upon previous regulations (Labour Gazette, December, 1940, page 1227) regarding the termination of leases and evictions, and establishes new procedure adhering as closely as possible to provincial law and normal peace-time practice.

Under provincial law, weekly, monthly, and yearly leases are automatically renewed unless either the landlord or the tenant gives a notice to vacate within a stated time. In peace time, leases for a fixed term, that is for a stated number of months or for a year, automatically ceased at the end of the term. But well before the end of that term, the landlord's normal practice was to offer a renewal if he was agreeable to the tenant remaining or to let the tenant know that the lease would not be renewed.

Giving legal force to this provincial law and peace-time practice, the Board's Order requires a landlord to give to the tenant in writing within a specified time, either a notice to vacate or a demand for renewal. In either case, within a prescribed time after the receipt of the notice or demand, the tenant may now give a notice of renewal, or, if the tenant wishes, he may give a notice of renewal without waiting for the landlord to present a notice to vacate or demand for renewal. The effect of the tenant's notice of renewal, which also must be in writing, is to renew the lease on the same terms and conditions unless the landlord satisfies a court that the lease should not be renewed.

In the case of a lease for a fixed term of between three and six months, a tenant who has received a notice from his landlord is given ten days in which to give a notice of renewal, and where the lease is for a fixed term of over six months, thirty days. For week to week leases, the tenant has two days; in month to month leases, ten days; and in year to year leases, thirty days.

Where a lease is from week to week, month to month, or year to year, the tenant, who gives notice of renewal, binds himself respectively for a further week, month or year as the case may be. But if the lease is for a fixed term of three months or longer, the tenant, by so renewing, contracts to lease the accommodation for a further year. The parties may, of course, in all cases, agree upon some other period.

While tenants in general are given the privilege of renewing their leases, landlords are protected in their right to end leases where sound reasons exist. If a tenant, himself, gives or has given notice of his intention to vacate, or has actually left the accommodation before April 1, 1941, he surrenders his right of renewal. A landlord may recover possession, even if a tenant presents a notice of renewal, if the landlord gives due notice to vacate, and satisfied the local court that the tenant is in default of payment or has otherwise broken the terms of his lease; that the tenant or some one living with him is committing a nuisance or has been convicted of using the property for immoral or illegal purposes; that, by not taking reasonable care of the property, the tenant is allowing it to deteriorate; or that he is using the premises for other than housing accommodation.

A landlord may also regain possession, after giving the required notice, by satisfying the court that he requires the accommodation as a residence for himself, a parent or child, for anyone habitually residing with him as a member of his family, for a dependent or employee. He may also apply to the court for possession if he undertakes to make major structural alterations or additions, to subdivide the building into specified additional housing units or to convert it into business premises, or if he has sold it under an agreement to give vacant possession. But in any of these instances the court may impose terms and conditions as to the fulfilment of the undertaking and may require compensation to the tenant for moving costs in the event of non-fulfilment.

All such applications to the court must be upon motion supported by affidavit showing the material facts, and the court is given the power to require further information. In the Province of Quebec, however, applications must be by petition.

A landlord's notice to vacate must state the reason for the notice. Where a lease runs from month to month or year to year, a notice to vacate must be given within the time prescribed by the law of the province in which the accommodation is situated. If the lease is for a fixed term of six months or more, at least three months' notice is now required, and thirty days' notice if the lease is for a fixed term of less than six months.

If a landlord, under a fixed term lease, fails to serve either a notice to vacate or a demand for renewal within the required time, and the tenant does not give any notice of renewal, the tenant is free to go if he wishes or, if the tenant chooses to stay, the period of the tenancy, in the absence of an agreement to the contrary, is determined by the existing provincial law.

The Board Order also clears up the status of contracts made before April 1, 1941. For example, where a landlord whose property is leased for a fixed term, has sold it on or before April 1, 1941, under an agreement to give vacant possession, the Court may dispense with a notice to vacate or use its discretion in determining the extent of such notice. Furthermore, a notice to vacate given by a landlord prior to April 1, 1941, and not followed by a notice of renewal or by actual vacation before that time, now has no effect unless the landlord also satisfies the court of the existence of one or more of the justifying circumstances outlined in the Order. Again, if a landlord signed a lease with a new tenant before April 1 of this year without having complied in full with the previous regulations, he may in order to fulfill that contract, apply to the court for an order directing vacation by the previous tenant at the end of the fixed term.

Complete texts of this new Board Order which revokes the previous Orders regarding evictions, will soon be available in all public libraries and municipal and law offices within the rent controlled areas.

Price of sugar increased by order of Wartime Prices and Trade Board

Effective March 31, the price of sugar at the refineries was increased by one cent a pound in accordance with an order of the Wartime Prices and Trade Board. It was explained that this action was taken at the request of the Minister of Finance as a result of a tendency toward heavy buying in anticipation of a possible increase in the excise tax on sugar in the forthcoming budget, and that this increase in the refinery price will be collected by the Sugar Administrator and will accrue to the Dominion Government.

At the beginning of the war a buyers' panic created chaotic conditions in connection with the supply of sugar and emergency measures were taken by the Wartime Prices and Trade Board to assure adequate consumer distribution. The Wartime Prices and Trade Board requested certain large industrial users of sugar to release to refiners stated quantities for distribution to the trade and in little more than a week secured close upon six million pounds which was available to meet consumer demand. (LABOUR GAZETTE, September 1939, p. 893, and October 1939, pp. 994-995.)

Statistics of relief recipients for February

The grand total of all classes of persons on urban and agricultural relief across Canada in February of this year showed an increase of 2·3 per cent from January but a reduction of 56·2 per cent from February a year ago, according to figures released by the Department of Labour. The grand total for February, as shown by the preliminary results from the registration of all direct relief cases carried out for the Department of Labour by the provinces and municipalities, stood at 330,000. This total represented a decrease of 57·3 per cent from the peak figure of 1940 which occurred in the month of March: in February, 1940, the decrease from the peak month of 1939 was 26·7 per cent, while February, 1939, showed 2·5 per cent decrease from March, 1938.

Unemployed but fully employable persons on relief in February of this year numbered 52,500, a decrease of 1·2 per cent from the revised January total. The figure for February of this year showed a decrease of 69·2 per cent from February a year ago, and a decrease of 72·4 per cent from February, 1939. From the peak figure for 1940, of 172,683, which occurred in the month of March, the February total of fully employable persons was down by 69·6 per cent.

A total of 271,000 persons were receiving non-agricultural relief in February, an increase of 0·8 per cent from the corrected figure for the previous month: February, 1940, had shown an increase of 3·7 per cent from January, 1940. This category includes all totally unemployable, partially employable and fully employable persons, together with all dependents of family heads. This aggregate showed a decrease of 57·7 per cent from the figure for February, 1940, and a decrease of 61·2 per cent from the figure for February two years ago. In relation to the high month of 1940, the February total on urban relief showed a decrease of 58·2 per cent.

The Dominion total on agricultural relief continued to show a major decline from the year before, following improved crop conditions in 1940 in the Prairie Provinces. A total of 12,000 farmers who, together with their dependents, accounted for a farm population of 59,000 were reported as receiving agricultural relief for subsistence in February; this total indicated a decline of 54·7 per cent from the high month of 1940. The Dominion total on agricultural relief in February increased by 9·6 per cent from the revised January figure, but was 47·4 per cent less than February, 1940, and 81·6 per cent less than in February, 1939. Figures for February for Saskatchewan alone showed decreases of 38·5 per cent and 83·7 per cent from February, 1940, and from February, 1939, respectively; the Saskatchewan total of 44,000 persons on agricultural relief accounted for 74·6 per cent of the Dominion total in February of this year.

Establishment of National Defence Mediation Board in U.S.A.

On March 19, by executive order, President Roosevelt established a National Defence Mediation Board composed of eleven members, three representing the public, four the employees, and four representing employers.

The Order creating the Board provides that:

Whenever the Secretary of Labour certifies to the Board that any controversy or dispute has arisen between any employer (or group of employers) and any employees (or organization of employees) which threatens to burden or obstruct the production or transportation of equipment or materials essential to national defence (excluding any dispute coming within the purview of the Railway Labour Act as amended) and which cannot be adjusted by the commissioners of conciliation of the Department of Labour, the Board is hereby authorized—

(*a*) To make every reasonable effort to adjust and settle any such controversy or dispute by assisting the parties thereto to negotiate agreements for that purpose;

(*b*) To afford means for voluntary arbitration with an agreement by the parties thereto to abide by the decision arrived at upon such arbitration, and, when requested by both parties, to designate a person or persons to act as impartial arbitrator or arbitrators of such controversy or dispute;

(*c*) To assist in establishing, when desired by the parties, methods for resolving future controversies or disputes between the parties; and to deal with matters of interest to both parties which may thereafter arise;

(*d*) To investigate issues between employers and employees, and practices and activities thereof, with respect to such controversy or dispute; conduct hearings, take testimony, make findings of fact, and formulate recommendations for the settlement of any such controversy or dispute;

and make public such findings and recommendations whenever in the judgment of the Board the interests of industrial peace so require;

(*e*) To request the National Labour Relations Board, in any controversy or dispute relating to the appropriate unit or appropriate representatives to be designated for purposes of collective bargaining, to expedite as much as possible the determination of the appropriate unit or appropriate representatives of the workers.

The Order further provides that whenever a controversy or dispute is referred to the Board the Chairman shall designate as a division of the Board such members considered necessary to take action with respect to such reference, it being stipulated that no less than three members shall be assigned to any such division and that each group represented on the Board shall be represented on any such division.

It is also declared to be the duty of employers and employees engaged in production or transportation of materials essential to national defence "to exert every possible effort to settle all their disputes without any interruption in production or transportation." It was suggested that in the interest of national defence "the parties should give the Conciliation Service of the Department of Labour and the Office of Production Management (*a*) notice in writing of any desired change in existing agreements, wages, or working conditions; (*b*) full information as to all developments in labour disputes; and (*c*) such sufficient advance notice of any threatened interruptions to continuous production as will permit exploration of all avenues of possible settlement of such controversies so as to avoid strikes, stoppages, or lockouts."

President Roosevelt named Dr. Clarence A. Dykstra, Director of Selective Service as chairman of the National Defence Mediation Board.

New approach to mediation of industrial disputes in New York State

With the adoption of the Ives Bill, authorizing the use of special boards of inquiry after mediation has been attempted and failed, New York state has embarked on a new course of government intervention in industrial disputes.

In a memorandum of approval issued when he signed the Bill on March 24, Governor Lehman declared:

"This Bill authorizes the Industrial Commissioner to appoint special boards of inquiry to act as fact-finding bodies in those labour disputes which vitally affect the public interest and which have not responded to mediation. The defects in last year's Bill have been remedied.

"After careful study I have come to the conclusion that the provisions of the bill cannot be harmful to either labour or industry—but on the contrary may prove very effective in promoting industrial peace and understanding. The Bill is approved."

In outlining the functions of the special boards of inquiry, a New York Times report stated that the idea of a board of inquiry has met with the informal approval of the State Mediation Board and the State Labour Relations Board. The purpose is to have a group of disinterested citizens, possibly three in number, appointed by the State Industrial Commissioner, with the power of subpœna, so that they could step into a serious strike situation and either by publicity or the threat of it bring about an agreement to arbitrate.

The boards would have the power to withhold publicity about confidential information given to them which is not obtainable from other sources. Provision is also made for the report of the board to be kept secret, and never published, if a settlement is reached prior to the time for the report to be made. If no settlement is reached, the Industrial Commissioner is empowered to make the report public.

Annual report of U.S. Social Security Board

The fifth annual report of the United States Social Security Board for the fiscal year ended June 30, 1940, shows that total payments to individuals under the Social Security Act and related state legislation amounted to $1,085·8 million as compared with $987·0 million in the previous fiscal period. (The Social Security Act, 1935 was reviewed in the Labour Gazette for September, 1935, page 801.)

The amount of $1,085·8 million includes $585·7 million in payments from Federal, State and local funds to recipients of public assistance in States collaborating under the Social Security Act; $482·5 million in unemployment benefits under State laws, paid from the contributions made by employers and, in a few States, also by employees; and $17·6 million in monthly benefits or lump-sum payments to workers, their families, or estates, under the provisions of the Federal old-age and survivors insurance program. The total for the fiscal year does not include amounts certified by the Board for Federal grants to the States for administration of employment security and public assistance programs, or the grants administered by other Federal agencies under the Social Security Act for public health welfare and vocational rehabilitation services. It is estimated that on the average, more than 21 million workers a month are engaged in employment covered by State unemployment compensation laws and that some 23-25

million are similarly engaged in services covered by Federal old-age and survivors insurance.

The report also states that in June, 1940 approximately 28 million workers had wage credits under State unemployment compensation laws and more than 40 million had received wages which count toward benefits under the Federal old-age and survivors insurance system.

During the fiscal year, nearly half a billion dollars was paid to more than 5 million different individuals and to many of these workers during more than one period of unemployment. The weekly average of workers receiving unemployment benefits during the fiscal year exceeded 873,000, in addition some 161,000 workers received one or more benefit payments totalling $14·8 million under the provisions of the Railroad Unemployment Insurance Act, which became effective as of July 1, 1939, for employees of railroad carriers and certain of their subsidiaries.

Under the Social Security legislation Federal functions relating to the operation of a public employment service are consolidated with the Social Security Board. The employment offices maintained by the States with the aid of matching Federal funds, serve, without charge, any worker or employer consulting them. During the fiscal year covered by the report these offices attended to the details involved in filling 3·5 million jobs, and in addition 1·1 million supplementary placements (i.e. placements in which the service was instrumental in bringing the worker and employer together but did not itself perform all the steps whereby the job was filled).

Maintenance of trade union organization among refugee workers in Great Britain

At a recent meeting of the General Council of the British Trades Union Congress there was a discussion on proposals which have been formulated for the maintenance and development of trade union organization among refugee workers who have entered Great Britain since the German occupation of their own countries.

It is reported that general agreement has been reached with national groups of continental workers that organizations should be maintained as far as possible, both by trade and nationality, and that the refugee workers should, upon entry into British industry, be attached to the appropriate British trade union which would be responsible for negotiations on wages and conditions of employment for the continental workers.

A basis of constitution for national groups of refugees has been worked out, the object of which is to maintain and develop these groups within the framework of the International Federation of Trade Unions to enable them to maintain contact with their own Governments which have established themselves in Great Britain, and to provide a foundation for the restoration of trade unionism in their own countries when victory is won.

The General Council of the Congress also considered proposals formulated by the Government for financial assistance to voluntary organizations concerned with the welfare of refugees from Germany and Austria. A large number of these refugees have been maintained out of the resources of the International Solidarity Fund established by the Labour Movement, and the General Council welcomed the Government's scheme of assistance.

Supplements on Prices and Wages and Hours

Continuing the series on *Wages and Hours of Labour in Canada* and *Prices in Canada and Other Countries,* two supplements to the LABOUR GAZETTE are being issued.

The supplement on Wages and Hours of Labour in Canada is the twenty-fourth report in that series, and contains information relative to the years 1940, 1939 and 1929. The report gives statistics indicating the wages and working hours of the principal classes of labour throughout the Dominion in various industries. The second supplement deals with the trend of retail and wholesale prices in Canada in 1940 and previous years; tabular statistics are also given showing the movement of prices in other countries throughout the world. In addition there is a description of the new official index number of the cost of living in Canada issued by the Dominion Bureau of Statistics.

Bills amending the Factories Acts have been introduced in Alberta and Saskatchewan to provide for protection of workers employed in industries using benzol, lead or other dangerous substances. In both cases, the section is identical with the one adopted in Ontario in 1932 and in Manitoba last year. The Lieutenant-Governor in Council is given power to make regulations concerning any industrial process involving the use of such substances, prescribing conditions for their use and manufacture, labelling of containers, notice to be given of harmful constituents, periodic medical examination of employees, etc.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS have been received recently from the Boards of Conciliation and Investigation established to deal with the following disputes:—

(1) Between the Dominion Steel and Coal Corporation, Limited, and the employees in its Peck Rolling Mills Division, Montreal, P.Q.;

(2) Between the Rayman Cap Manufacturing Company, Toronto, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union; and

(3) Between the Reliance Motor and Machine Works, Limited, Vancouver, B.C., and its machinists, specialists and helpers, members of Lodge 692, International Association of Machinists.

Applications Received

Ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act have been received in the Department of Labour recently, as follows:—

(1) From ship carpenters, engaged in construction and repair, in the employ of the Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., members of Local 840, United Brotherhood of Carpenters and Joiners of America. The dispute arose out of the employees' request for a union agreement respecting wages and working conditions. This application is being held in abeyance pending receipt of the report of the board which is dealing with disputes involving three other classes of workers in the company's employ (Labour Gazette, March, 1941, p. 210).

(2) From employees of the Hull Electric Company, Hull, P.Q., members of Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The dispute, arising out of the employees' request for increased wages and improved working conditions, is said to affect 56 employees directly and 30 indirectly. A board was established on April 3, Mr. Alexandre Taché, of Hull, and Mr. Hamnett P. Hill, K.C., of Ottawa, being appointed members thereof on the recommendation of the employees and the employer, respectively. Messrs. Taché and Hill have been asked to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

(3) From 227 employees of the Robson Leather Company, Limited, Oshawa, Ont., members of Local 205, International Fur and Leather Workers' Union of the United States and Canada. In October, 1940, the employees applied for the establishment of a board but as a result of mediation by an officer of the Department of Labour a settlement was reached and recourse to board procedure was accordingly unnecessary (Labour Gazette, November, 1940, p. 1107, and February, 1941, p. 107). The settlement provided that consideration of the employees' request for wage increases be deferred for a period of four months, and the present dispute arises out of a renewal of this request. A board was established on March 24, Messrs. J. L. Cohen, K.C., and F. G. Gardiner, both of Toronto, being appointed members thereof on the recommendation of the employees and the employer, respectively. Constitution of the board was not completed, however, until after the termination on March 28 of a strike in protest against the dismissal of certain employees (see article entitled "Strikes and Lockouts in Canada during March, 1941," commencing at page 400). On March 31, in the absence of a joint recommendation from Messrs. Cohen and Gardiner, Captain His Honour Judge C. A. Cameron, Belleville, Ont., was appointed third member and chairman of the board.

(4) From 157 employees of the Coulter Manufacturing Company, Limited, Oshawa, Ont., members of Local 222, United Automobile Workers of America. The dispute, arising out of the employees' request for a union agreement embodying increased wages, resulted in a cessation of work on March 12. As a result of mediation by an officer of the Department of Labour, work was resumed on March 14 on the understanding that a Board of Conciliation and Investigation would be established if further negotiations should prove unsuccessful (see page 396). On March 20 a board was established, Messrs. J. L. Cohen, K.C., and R. I. Ferguson, K.C., both of Toronto, being appointed members thereof on the recommendation of the employees and the employer, respectively. In the absence of a joint recommendation from Messrs. Cohen and Ferguson, on March 25, Mr. Ian MacRae, Strathroy, Ont., was appointed third member and chairman of the board.

(5) From approximately 15,000 workers in the employ of the Canadian National Railways throughout Canada, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The employees affected include clerks, freight handlers, passenger station employees, stores employees, stationary engineers, stationary firemen, and

classified and unclassified labourers, etc., employed in and around roundhouses and main repair shops. The dispute has arisen out of the employees' request for uniform minimum rates of pay for certain specified positions and classifications, a general increase of 10 per cent in basic rates of pay and a cost of living bonus.

(6) From approximately 800 sleeping and dining car employees in the service of the Canadian National Railways throughout Canada, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute has arisen out of the employees' request for a cost of living bonus.

(7) From machine operators and tenders, maintenance workers, packers and sealers, shippers, inspectors, etc., in the employ of the Canadian Cellucotton Products Company, Limited, Niagara Falls, Ont., members of the United Automobile Workers of America. It is stated in the application that some 150 employees are directly affected by the dispute, which resulted from the employer's refusal to negotiate a union agreement respecting wages, hours of labour and working conditions.

(8) From moulders and core makers in the employ of Montreal Bronze, Limited, Montreal, P.Q., members of Local 21, International Moulders' Union of North America. The dispute, which is said to affect 33 employees directly and 80 indirectly, has arisen out of the employees' request for a union agreement respecting wages and working conditions.

(9) From 110 employees of the Niagara, St. Catharines and Toronto Railway, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute has arisen out of the employees' request for an increase of 10 per cent in basic rates of pay and a cost of living bonus. The employees affected include freight handlers, towermen and bridgetenders, bridge and building employees, maintenance of way employees, electrical and overhead employees and mechanical department employees.

(10) From employees in the Steward's, Deck and Engineroom Departments of the Canadian Pacific Railway Company's British Columbia Coast Steamship Service, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The dispute, arising out of the employees' request for revision of existing agreements and increased rates of pay, is said to affect 975 employees directly and 1,125 indirectly.

Other Boards Established

On March 14 a Board of Conciliation and Investigation was established to deal with a dispute between National Cartage and Storage, Limited, Winnipeg, Man., and its chauffeurs, helpers, warehousemen, etc., members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers (Labour Gazette, January, 1941, p. 9). The board is under the chairmanship of His Honour Judge L. P. Roy, St. Boniface, Man., appointed on the joint recommendation of the other two members, Messrs. E. H. Crawford, K.C., and H. V. Hudson, K.C., both of Winnipeg, who had been appointed on the nomination of the employees and the employer, respectively.

A board was also established on March 14 to deal with a dispute between the Manitoba Cartage and Warehousing Company, Limited, Winnipeg, Man., and its chauffeurs, warehousemen, etc., members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers (Labour Gazette, January, 1941, p. 9). The board is under the chairmanship of Mr. J. W. Morrison, K.C., appointed on the joint recommendation of the other two members, Messrs. E. H. Crawford, K.C., and E. K. Williams, K.C., who had been nominated by the employees and the employer, respectively. All three reside in Winnipeg.

On March 14 a board was also established to deal with a dispute between the Quebec Power Company, Quebec, P.Q., and its operators, linemen and patrolmen, members of Local "B" 1106, International Brotherhood of Electrical Workers (Labour Gazette, February, 1941, pp. 94-5). The chairman of the board is the Honourable Mr. Justice Alfred Savard, of the Quebec Superior Court, appointed on the joint recommendation of the other two members, Messrs. J. A. McClelland, Valois, P.Q., and Wilbrod Bherer, Quebec, P.Q., who had been nominated by the employees and the employer, respectively.

A board was established on April 4 to deal with a dispute between Martin Transports, Limited, Toronto, Ont., and truck drivers and helpers, warehousemen, foremen, checkers, clerks, mechanics and helpers, etc., in its employ in the Provinces of Ontario and Quebec, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers (Labour Gazette, March, 1941, p. 210). Mr. J. L. Cohen, K.C., Toronto, was appointed a member of the board on the nomination of the employees.

Constitution of Boards Completed

The Board of Conciliation and Investigation established to deal with a dispute between The West Coast Woollen Mills, Limited, Vancouver, B.C., and its employees, members of the Pacific Textile Workers' Union (Labour Gazette, March, 1941, p. 210), has been fully constituted. On March 15 Mr. R. L. Norman was appointed to the board on the nomination of the employer and on March 20 Mr. A. M.

Whiteside, K.C., was appointed third member and chairman, in the absence of a joint recommendation from Mr. Norman and Mr. John Stanton, the member nominated by the employees. All three reside in Vancouver.

Constitution of the board established to deal with a dispute between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain maintenance employees, members of the Steel Workers' Organizing Committee (Labour Gazette, March, 1941, p. 210), has also been completed. On March 15 Mr. R. R. Evans, K.C., of Hamilton, was appointed to the board on the nomination of the employer, and on March 25 His Honour Judge A. H. Dowler, Port Arthur, Ont., was appointed third member and chairman, in the absence of a joint recommendation from Mr. Evans and Mr. J. L. Cohen, K.C., Toronto, the member nominated by the employees. The original scope of the board's inquiry has been widened to embrace disputes involving certain additional groups of employees. The board has also been instructed to investigate complaints by the union respecting dismissals and alleged discrimination on the part of the employer.

Commissioner Appointed

On March 24, pursuant to Section 65 of the Industrial Disputes Investigation Act, Mr. William H. Furlong, K.C., Windsor, Ont., was appointed a Commissioner under the provisions of Part I of the Inquiries Act to inquire into a dispute between the Chrysler Corporation of Canada, Limited, Windsor, and certain of its employees, members of Local 195, United Automobile Workers of America (Labour Gazette, March, 1941, p. 209).

Strike after Award

On March 15 a number of plumbers, steamfitters, sprinklerfitters and general pipefitters, members of Local 144 (Montreal), United Association of Plumbers and Steamfitters, employed by H. F. McLean, Limited, at Ile de Salaberry, P.Q., ceased work in an effort to obtain implementation of the minority report presented by Mr. Robert Lafleur, a member of the Board of Conciliation and Investigation established to deal with a dispute between these parties (Labour Gazette, March, 1941, pp. 222-5). Particulars concerning the strike will be found in the article entitled "Strikes and Lockouts in Canada during March, 1941".

Settlements

As a result of mediation by officials of the Department of Labour, a settlement has been reached in the dispute between the Kingston Shipbuilding Company, Limited, Kingston, Ont., and its employees. A threatened strike was averted when at a conference of representatives of all parties concerned held on March 23 certain concessions offered by the President of the Company were accepted by the employees' committee. The agreement recommended by the Board of Conciliation and Investigation which had been established to deal with the dispute (Labour Gazette, March, 1941, pp. 216-21) was amended in some respects.

During January an application was received in the Department of Labour for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Northern Construction Company, Vancouver, B.C., and carpenters in its employ at Nanaimo, B.C., members of Local 527, United Brotherhood of Carpenters and Joiners of America (Labour Gazette, February, 1941, p. 94). Following mediation by officials of the Department of Labour, a settlement of the dispute was reached late in March and the application was subsequently withdrawn.

An application was also received in January for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the General Contractors' Association, Vancouver, B.C., and carpenters in the Vancouver and New Westminster region of British Columbia, members of Locals 452 and 1251, United Brotherhood of Carpenters and Joiners of America. With the assistance of officials of the Department of Labour, the parties have negotiated and signed an agreement covering the matters in dispute (a summary of the terms of the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages", to be found elsewhere in this issue.

As a result of mediation by an official of the Department of Labour, an agreement has also been signed covering the matters in dispute between the Kitchen Overall and Shirt Company, Limited, Brantford, Ont., and its employees, members of Local 237, United Garment Workers of America, and the employees' application for the establishment of a Board of Conciliation and Investigation to deal with the dispute (Labour Gazette, March, 1941, p. 210) has accordingly been withdrawn.

Correction

The report of the Board of Conciliation and Investigation established to deal with a dispute between the Atlantic Sugar Refineries, Limited, Saint John, N.B., and its employees, members of the Atlantic Sugar Workers' Union, was published in the March, 1941, issue of the Labour Gazette (pp. 211-16). Notification has recently been received from the chairman, His Honour Judge James Parker, of a

typographical error in the copy of the memorandum of settlement attached to the board's report, viz., the inclusion of the words "of policy" in paragraph 5 of the memorandum. This paragraph (p. 214) should therefore read as follows:—

"5. The Company will state in writing to the Union that it will continue in the future the recognition presently given to the Union by the Company, and the Union will accept in writing this statement as being satisfactory to it."

Report of Board in Dispute between Dominion Steel and Coal Corporation, Limited, and Employees in Its Peck Rolling Mills Division

The Board of Conciliation and Investigation established to deal with a dispute between the Dominion Steel and Coal Corporation, Limited, and the employees in its Peck Rolling Mills Division, Montreal, P.Q., has submitted its report.

The report of the Board is signed by the chairman, the Honourable Mr. Justice Lucien Cannon, of the Superior Court of Quebec, and the employer's nominee, Mr. L. A. Forsyth, K.C., Montreal. A minority report was presented by Mr. J. L. Cohen, K.C., Toronto, the member nominated by the employees.

The texts of the majority and minority reports are printed below.

Report of Board

Report of the Board of Conciliation and Investigation in the matter of the Industrial Disputes Investigation Act and of a dispute between The Dominion Steel and Coal Corporation, Limited, Employer and the employees in its Peck Rolling Mills Division, Employees.

To the Hon. Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation and Investigation established by you to investigate this dispute and composed of the Honourable Mr. Justice Lucien Cannon, Chairman, agreed upon between Lionel A. Forsyth, K.C., nominee of the employer, and J. L. Cohen, K.C., nominee of the employees, has the honour to report to you as follows:—

The Board has held numerous sittings. The employees were in the first instance represented before the Board by Mr. Philip Clowes, international representative of the Steel Workers Organizing Committee; Mr. C. H. Millard, an alternate member of the National Labour Supply Council and Executive Director of the Steel Workers Organizing Committee in Canada; Mr. W. H. Shields, an employee of the company and president of Local 2174 of the Steel Workers Organizing Committee; while the employer was represented by Mr. C. B. Lang, Mr. G. C. Broadbent and Mr. Ellis.

In addition to these representatives, the Board at its last public hearing held on Tuesday, the 18th of March, 1941, heard argument on behalf of the employees by Mr. A. R. Mosher, a member of the National Labour Supply Council and president of the Canadian Congress of Labour, of which the Steel Workers Organizing Committee in Canada is an affiliate, as well as from Mr. M. M. McLean, executive member of the Congress.

Verbal and documentary evidence and supporting briefs were placed before the Board by both parties. The nature of the dispute and the Board's findings and recommendations with respect to the various issues appear in detail as follows. We should like to mention, however, that notwithstanding the fact that the number of employees immediately concerned in this dispute is relatively small, the findings of the Board assume somewhat considerable significance due to the divergent views held by the parties relative to Order in Council P.C. 7440.

Introductory:

Peck Rolling Mills, Limited, is a body corporate, incorporated May 19, 1928, under the laws of the Province of Quebec. The company has a nominal share capital of $100,000 and all of its outstanding capital stock is owned by Dominion Steel and Coal Corporation, Limited.

The plant of Peck Rolling Mills, Limited, is located in the City of Montreal and the operations conducted at the plant in the main consist of a conversion of primary steel ingots into bars and rods and other rough steel products used chiefly in construction. The primary material processed by the company is chiefly obtained from the parent company, which operates plants for the production of primary steel at Sydney in the Province of Nova Scotia.

Some difference of opinion has arisen between the members of the Board as to whether in dealing with the issues which present themselves the operations of Peck Rolling Mills, Limited, are to be considered as those of a separate and distinct operating unit or as operations of a department of the parent company. The question arises in its most direct form on the issue as to whether for the purpose of meeting wage demands the company's ability to pay shall be predicated upon

the earnings and resources of Peck Rolling Mills, Limited, as such, or of its parent company, Dominion Steel and Coal Corporation, Limited. In view of the conclusions and recommendations appearing later in this report it has not appeared essential that the Board should decide this issue.

Before entering upon any discussion of the claims put forward by the Union on behalf of the employees or of the submissions in reply thereto presented by the company it should be noted that both Union officials and company representatives appear to have done their utmost to place before the Board the available information and both parties have displayed an attitude of mutual forbearance and respect which should have a marked and beneficial influence on their subsequent relations.

In the procedure followed before the Board the Union presented a series of demands with respect to which an answer in general form was filed by the company. As the matter developed and, as appears from the document entitled "Union Rebuttal to Company Brief", of these demands, although all requiring to be discussed and considered by the Board, three assume major proportions, namely, wages, hours of work, and Union recognition and agreement.

Before dealing with these three more important and contentious issues it is expedient to dispose of the minor matters with respect to which there is little or no difference of opinion, either between the parties or among the members of the Board. This report, therefore, will deal first *seriatim* with the demands other than the three mentioned above, as follows:—

1. *Adjustments*—

In the Union submissions there seems to be some confusion as between "adjustment" and "classification of labour". The Board takes the view that, if there is to be any alteration in the basic labour rate, adjustment in other hourly rates at least would be necessitated in order that proper differentials between skilled and unskilled labour should continue to exist. It appears, therefore, that the necessity or non-necessity for adjustments will depend upon revision, if any, of the basic labour rate.

2. *Seniority*—

The Union demands that a seniority policy be established in the operations of the plant but the submission made by the Union in this particular did not include any specific or comprehensive definition of the seniority policy advocated by the Union. The company in its reply to the Union brief states its policy in the following words: "In so far as seniority is concerned, having first established the competence of a particular individual to perform a particular type of work, it has always been the policy of the company to advance its employees upon the basis of preference to those senior in its employ."

After discussion it appeared that both parties were agreed upon the general principle that ability being equal, seniority should prevail. It is our recommendation that the parties should agree on that principle and we do not anticipate that they will experience any difficulty in fixing upon a formula to express such agreement.

3. *Classification of Labour*—

The submissions of the Union with respect to this demand do not include such detail as would enable the Board to express a considered opinion upon it. The attitude of the company is that classification of labour already exists in form and in practice to the extent that its operations and the interests of its employees require. It would not appear that there is sufficient material before us upon which we could in any satisfactory manner make any specific finding or recommendation, but we recommend that the question be dealt with directly between the parties with a view to clarification of the issue and possible adjustment of any particular situation which may appear to require such adjustment.

4. *Conditions of Sanitation*—

Having had the opportunity of an inspection of the plant the Board concurs in the position taken by the employees' representatives, with which the company apparently does not disagree. The Board is of opinion that even granting the difficulties claimed by the company to be peculiar to the situation, immediate steps should be taken toward remedying this obviously unsatisfactory state of affairs. It is, of course, impossible for the Board to lay down in definite detailed terms the steps which should be taken or the manner in which the suggested difficulties should be overcome, but it most emphatically recommends that the present state of affairs should not be allowed to continue. It recommends that both employees and management collaborate as to the nature of the facilities which should be provided and co-operate toward their immediate establishment.

Discussion of the foregoing leaves for consideration the three major issues with which the Board is confronted. One of these issues has, during the progress of the Board's sittings, been disposed of—we refer to the third item—

Collective Bargaining and Agreement—

At the outset of the Board's investigation it appeared that there was some difference of opinion between Union officials and the management of the company as to the

adherence of the employees to the Union. With a view to settling these differences and obtaining first-hand information as to the true state of affairs the Board utilized the offices of the Department of Labour at Ottawa toward the taking of a vote upon this important question. A vote was taken under the conditions specified by the Board with the result that out of 250 employees of the company who voted upon this question 233 expressed themselves as desiring to be represented in negotiations with the company by the union as their collective bargaining agency. The company has taken the position that the terms of Order in Council P.C. 2685 applied to the situation and that those of their employees who desire to be represented by this Union in negotiations as to wages and working conditions are to be so represented.

The Board, therefore, recommends that the Steel Workers Organizing Committee, Local 2174, be henceforth recognized and accepted by the company as the collective bargaining agency for those of its employees who desire to be represented by that Union and that the company negotiate and deal with that Union accordingly.

Hours of Work—

The second item involved in the three larger issues, namely, hours of work, can, in one aspect of it, be dismissed in very few words. It has apparently been the practice within recent years for employees of the company to work weekly hours in excess of those permitted by the minimum wage legislation of the Province of Quebec, to the extent that, as an analysis of information supplied by the company and admitted by the Union demonstrates, out of a total of 334 employees, figures as to whose earnings and hours were submitted to the Board, 176 worked annual hours in excess of 2,750 while 89 worked annual hours in excess of 3,000 and some 7 worked annual hours in excess of 4,000. This state of affairs was the result, according to the company's submissions, of a practice of permitting certain employees who asked for the privilege to work extra hours and of a practice followed by certain employees of working one shift in one department and another in another without the connivance or knowledge of company officials. The view of the Board is that regardless of the causes which brought such a state of affairs into being it is one that should not be permitted to continue. The Board is now advised by representatives of the company that henceforth employees will be required to adhere strictly to the rule of a fifty-four hour week, which in this particular plant as a rule will be made up of four days of eleven hours each and one day of ten hours, there being no operations on Saturdays or Sundays.

The Board recommends that this work week be adopted and understands that both Union officials and company representatives are agreeable to such a result.

Overtime and Holidays—

The members of the Board are unanimous in their view that overtime work of employees should be remunerated upon a higher scale than that applicable to straight time. Directly related to the establishment of the fifty-four hour week is this question of overtime payment. It is our view that any work performed after eleven hours on those days on which eleven hours is the regular working day, and any work performed after ten hours on the fifth day, should constitute overtime work and should be paid for at the rate of time and one-half, unless for reasons which commend themselves to the parties in their subsequent negotiations they arrive at some solution more satisfactory to them.

Associated with this question is the question of public holidays. It is our opinion that the employees should be allowed the following public holidays, namely, New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day and St. Jean Baptiste Day, and that any work performed on any such holiday should constitute overtime work and be paid for at the overtime rate aforesaid.

Wage Rates—

Consideration of this important question involves analysis and interpretation of Orders in Council recently issued, in particular P.C. 7440, which, by its terms, is expressly stated to afford guidance to Boards of Conciliation and Investigation set up to deal with disputes between employer and employees relative to wages and hours of work. Paragraph (3) of the last-mentioned Order in Council is of particular significance and reads as follows: "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally, during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced or abnormal, wages in a particular industry, trade or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances."

Some preliminary review of the claims made and the facts proven and admitted by the parties is a necessary preface to the conclusions reached by the Board.

As originally presented to the Board the demand of the employees was that the basic wage rate (now 30·7 cents per hour) be

increased to 50 cents per hour, with corresponding increases in the higher classifications of labour. This demand was subsequently modified so as to call for an increase of 15 cents per hour to all classifications.

It appears from figures submitted by the company that the original demand would require an additional outlay per annum for wages varying from $120,000 to $161,000, while the modified demand would entail an annual increase in wage outlay of $120,000. The company's financial statement for the year 1940 as exhibited to the Board showed a net loss of $4,127.52.

The history of the variations in the basic wage rate at the employer's establishment during the period 1926-1940 is as under (Exhibit C.3):—

	Cents per hour
1926 to 1931	27·5
Nov. 1, 1931	25
June 1, 1932	22½
Aug. 1, 1935	24¾
Dec. 16, 1936	26·6
April 1, 1937	28·6
July 1, 1937	30·7
1940	30·7

Since September, 1940, the company has voluntarily paid to all employees a wartime cost of living bonus of 15 cents per day in addition to and independent of the wage rate. With the bonus, therefore, the employee who is paid at the basic rate receives a total remuneration of 32 cents per hour.

It is admitted by the employees that the rates paid in the establishment in question are those which prevail for similar work in similar establishments in that district which includes the City of Montreal and its environs.

The submission of the employees is that this basic rate of 30·7 cents (upon which the higher rates depend) is, notwithstanding the fact that it is higher than that obtaining in the period 1926-1929, a depressed and subnormal one and should not be considered by the Board to be fair and reasonable. It is urged in support of this contention that annual earnings resulting from the rate in question are insufficient to provide proper maintenance of the employee and his dependents; that the scale of wages to be paid by this employer should be fixed by reference to rates paid in the primary steel plants at Algoma, Sydney and Hamilton; that the intent and purpose of P.C. 7440 was to bring about uniformity in wage scales throughout Canada; and that compliance with the spirit of P.C. 7440 requires that, so far as possible to do so, all wage rates should be raised to the highest prevailing level. The company's contention is that the argument made in support of the employees' demands is based upon an erroneous interpretation of the provisions of the Order in Council and overlooks the fact that conditions at its plant, which carries on conversion operations only, are not comparable to those which obtain at plants of primary producers.

It should be noted that no attempt was made to prove, nor was it suggested from any quarter, that the wage rates obtaining in this particular industry during the period 1926-1929 were (to use the words of P.C. 7440) in any way depressed or sub-normal due to exceptional circumstances prevailing during that period or otherwise.

It would appear that the Government of Canada has, by the terms of P.C. 7440, for the apparent purpose of ensuring stability of wage levels and averting needless industrial disturbances, enunciated a wartime wage policy to which it directs the attention of boards such as this one. The principles which this policy incorporates are those to which this Board, in our view, must adhere.

Applying these principles, therefore, in our effort to ascertain whether the wage rate now under discussion before us is one which we must consider to be a fair and reasonable one, we proceed to a brief analysis of the facts and circumstances as disclosed in the material before us.

By reference to paragraph (3) of P.C. 7440 we find that "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally, during the period 1926-29, or higher levels established thereafter but prior to the date hereof (December 16, 1940), shall be considered generally fair and reasonable . . ."; so that applying this standard the wage rate now paid to employees of Peck Rolling Mills, Limited, would appear to be one which the Board is bound by the provisions of the Order in Council to consider a fair and reasonable one.

It is urged, however, that such a conclusion is not justified because there is evidence before us that this wage rate is substantially lower than that obtaining in steel plants in Algoma, Trenton, N.S., and Sydney. It is said that our conclusion should depend upon an enquiry directed to a wage rate level presently obtaining and established *nationally* rather than locally. With this contention we cannot, in the face of the words of Order in Council P.C. 7440, agree. It is our view that the Order in Council requires that our enquiry be directed first to the wage rate presently paid in the establishment in which the dispute arose; second, to the rate paid in that establishment during the period 1926-29; third, to whether the latter rate was one established nationally *or* locally. If we reach the conclusion, as in this case we must, that the wage rate level prevalent in this establishment dur-

ing the period 1926-29 was one established by practice or agreement in this industry *locally*, we should, as we see it, then determine, by comparison of the 1926-29 level with that presently prevailing, whether the latter is equal to or higher than the former. This we have done and having found the present rate to be higher than that of 1926-29 we are, we think, bound by the Order in Council P.C. 7440 to consider that the rate is a fair and reasonable one, unless it falls within some exception created by the same Order in Council.

The Order in Council creates one exception only which requires discussion here, viz., where it is *clearly* shown that the standard level, i.e., that of 1926-29, reflects depressed and subnormal wages in a particular industry, trade or locality resulting from exceptional circumstances during that period. There is no evidence before us which would justify either an inference or a finding that the rate paid in this industry during 1926-29 falls within such an exception.

There is equally no evidence that there was in the 1926-29 period, or now is, any wage rate level established nationally in the general industry of which Peck Rolling Mills is a unit. In fact the only national wage scale which, in our view, can be said to exist in any industry in Canada is that prevailing in respect to railway employees. Indeed, having regard to the territorial extent of this country and the variation in social and economic conditions in different localities it is difficult to see how the fairness and reasonableness of wage scales can be determined by other than local standards. In the view which we take, however, of the provisions of P.C. 7440, paragraph (3), it is unnecessary for us to go beyond the definition of fair and reasonable wage scales which we take to be laid down therein.

Applying, therefore, the standards set up in the Order in Council enunciating the wartime wage policy of our Government, we feel ourselves bound to conclude that the wage rates in question before us are such as must be considered fair and reasonable ones.

While the foregoing conclusion is one which depends upon the interpretation which we feel must be given to the words of Order in Council P.C. 7440, we should point out that the result of this interpretation is one which involves no conflict with the provisions of the relevant legislation of the Province of Quebec and the ordinances of the Fair Wage Board of that province, nor with the definition of fair wages contained in the Dominion enactment known as "The Fair Wages and Hours of Labour Act, 1935."

In our interpretation of the Order in Council we have, we think, adhered strictly to canons and principles of construction well known and generally accepted.

There remains to be considered the question as to whether this Board should, under the provisions of P.C. 7440, paragraph (5), recommend the payment of any wartime cost of living bonus, independent of the basic wage rate.

Having in mind the fact that the company voluntarily granted its workers such a bonus as from the 16th day of September, 1940, in the amount of 15 cents per day, and that there has not, according to statistical information available, been an increase of five per cent in the cost of living since that date, it would appear that no immediate recommendation of an additional bonus should now be made.

Christmas Bonus—

Exception was taken by the employees to the fact that they had not received a Christmas bonus equal in amount to two weeks' wages, which had been paid to employees at plants operated by Dominion Steel and Coal Corporation, Limited, and certain of its subsidiaries at the close of the year, 1940, on the ground that failure to pay such a bonus to these employees constituted discrimination against them. The position taken by the company was that the granting or withholding of such a bonus was a matter of administrative discretion and that to make such a payment during the existence of a dispute with respect to Union recognition and to wages and hours might have been deemed to have been made with an ulterior rather than a goodwill motive.

After the conclusion of the public hearings of the Board the company approached the Board desiring to know whether there could now be any objection on the part of the Board to the making of such a payment, to which the Board having replied in the negative it was stated on behalf of the company that payment of the bonus would now be made as rapidly as accounting and other arrangements would permit. The course adopted by the company relieves the Board of any further necessity to consider or discuss this matter.

The Board, pursuant to its finding with respect to Union recognition, further recommends that following the provisions of Order in Council P.C. 2685, dated June 20, 1940, those of the employees desiring to be represented by Local 2174 of the Steel Workers Organizing Committee should through the officers of that Trade Union be free to negotiate with the employer concerning rates of pay, hours of labour and other working conditions with a view to the conclusion of a collective agreement, and that such collective agreement, if concluded, should incorporate the findings of this Board.

The sittings and discussions of the Board were characterized by harmony and co-operation between all members. Upon certain

phases of the dispute unanimity prevailed; with respect to certain others Mr. J. L. Cohen, K.C., nominee of the employees, indicated that it was his intention to prepare a separate report in which he would state those points with which he found himself in accordance with the majority and those upon which he felt himself obliged to differ, and the reasons therefor.

All of which is respectfully submitted.

(Sgd.) Lucien Cannon,
Chairman.

(Sgd.) L. A. Forsyth,
Member.

Minority Report

To the Honourable the Minister of Labour, Ottawa, Ont.

Re: Industrial Disputes Investigation Act and re differences between the Dominion Steel and Coal Corporation, Limited, and its employees in its Peck Rolling Mills Division.

1. I find myself in serious disagreement with the Chairman and the nominee of the Company upon the most fundamental of the issues before us, particularly with respect to their interpretation and application of Order in Council P.C. 7440. Because of the public importance of the whole subject, I deem it my duty to give my reasons.

2. Before I deal with the wage issue, several other matters should be disposed of, the first of these being the identity of the employer. It was contended that the proceedings are in error in referring to these employees as employees of Dominion Steel and Coal Corporation, Limited (referred to later as DOSCO), and that since Peck Rolling Mills, Limited, is a separate body, the employees in question are employees of that Company, namely, of Peck Rolling Mills, Limited, and not of DOSCO. It is admitted, however, that DOSCO owns all of the outstanding capital stock, as well as the complete debenture issue, of Peck Rolling Mills, Limited.

3. The Peck Rolling Mills plant is located in the City of Montreal. Its operations are said to consist of the conversion of primary steel ingots into bars, rods, and other rough steel products used chiefly in construction. It also warehouses and acts as a distributing unit for products manufactured in other plants of DOSCO, the parent company. The sales agency for products of the Peck plant is the general sales agency of DOSCO and at times (depending upon expediency or convenience) orders for articles to be produced at other DOSCO plants are diverted, for manufacturing purposes, to the Peck plant.

4. The primary material converted at the Peck Mills is almost wholly obtained from the DOSCO Sydney plant. A statement of operations of Peck Rolling Mills for the year 1940 discloses, for instance, that out of a total of $1,522,932.38 of purchases, freight, etc., about 81 per cent, or $1,245,321.10, is for material furnished by the DOSCO Sydney plant, $168,-958.37 for freight and unloading costs, and only $108,700.91, or less than 7 per cent, is for purchases from railroads, scrap dealers and "other sources".

5. Until the 31st of December, 1938, any operating profit and loss arising out of Peck Rolling Mills operations was transferred annually to the operating statement of DOSCO. For the past two years Peck Rolling Mills has issued its own statement.

6. The statement discloses an annual payment to DOSCO of $24,000 as a general service item.

7. At the hearings, the employers were represented by Mr. C. B. Lang and other officials of DOSCO, as well as by executive officials of Peck Rolling Mills itself.

8. As against the employer's contention that the Peck Rolling Mills, Limited, is "technically" a separate corporate entity, the employees argue, on the basis of the above and other indications of the intimate tie between the operations of Peck Rolling Mills and of DOSCO, that

> "the finances and the operations of the Peck Rolling Mills form an integral part, and an inseparable part, of the whole Dominion Steel and Coal set-up".

9. This is not the case of an enterprise, separate and distinct in itself, owned by a corporation which also owns other enterprises, distinct and separate industrial units in themselves. The evidence shows clearly that DOSCO is the active manager and operator of Peck Rolling Mills and not merely an inactive holding company. Where, as the evidence here discloses, a number of interconnected industrial processes, continuous with or flowing into each other, are actively conducted by a central owning entity which parcels out to one or another of these inter-connected entities component parts of a continuous industrial process, the companies at the very least are in the position of partners, each with the other, in a common enterprise and are properly identified by the controlling and the actively managing corporation. The evidence here shows that DOSCO itself, including the matter of representation before this Board, takes that practical view of the situation.

10. The evidence established very plainly that Peck Rolling Mills is an active arm of a continuous industrial process not only owned

by DOSCO, but actively managed and administered by DOSCO and DOSCO officials. The Minister's documents constituting the Board direct us to deal with a dispute between the Dominion Steel and Coal Corporation, Limited (DOSCO), and the employees in *its* Peck Rolling Mills Division. The evidence, far from casting any doubt upon the correctness of this identification, substantiates it in every important particular.

11. The matters in dispute between the parties were listed for us as follows:—

(*a*) Recognition of the Union and conclusion of a collective agreement;
(*b*) Wages;
(*c*) Hours of work;
(*d*) Overtime;
(*e*) Adjustment of skilled and semi-skilled rates;
(*f*) Seniority;
(*g*) Classification of labour;
(*h*) Sanitation;
(*i*) Payment of Christmas bonus.

12. After the parties had each submitted written briefs and supporting memoranda upon these matters the question of Union recognition was first dealt with. Having regard to the principles set forth in Order in Council P.C. 2685,

> "that employees should be free to organize in trade unions, free from any control by employers or their agents",
>
> and
>
> "that employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement",

the Board directed that a vote be taken, under the auspices of the Department of Labour, to ascertain, by secret ballot, whether the Union, Local 2174 of the Steel Workers Organizing Committee, represented the employees.

13. The vote conclusively supported the Union's contention, the result being as follows:—

	Employees
Eligible to vote	278
Voted	250
Employees voting in favour of Steel Workers Organizing Committee, Local 2174, as bargaining agency	233
Against	13
Spoiled ballots	4

14. The Union's claim that it represented these employees being thus established, we invited the parties to negotiate together, with a view to concluding a collective agreement. Negotiations between officials of the Company and representatives of the Union then ensued. We were informed the following day, however, that there did not appear to be any likelihood of agreement being reached and we then proceeded to receive evidence and representations.

15. There can no longer be any question about the desire of the employees to be represented by, and to bargain collectively through, their trade union, Local 2174 of the Steel Workers Organizing Committee. The vote established, by a majority involving virtually all the employees, that this Union has been selected as the employees' collective bargaining agency. The policy, which the Company has now announced, of abiding by the vote and recognizing and dealing with the Union, as well as any recommendation of this Board, should be upon the clear basis that the Union is the collective bargaining medium of these employees. Any attempt to qualify this is neither practical or in harmony with established public and industrial policy or the principles enunciated by Order in Council P.C. 7440.

16. Before dealing with the question of wages and hours, I should state that I am in agreement with the majority report on the questions of overtime, adjustments, seniority, classification, sanitation and Christmas bonus. The majority report in its reference to overtime concludes with the remark "unless for reasons which commend themselves to the parties in their subsequent negotiations they arrive at some solution more satisfactory to them" and I should like to make the position clear in that regard. I am not in agreement with any policy of cumulative overtime. I understand the Board to be recommending clearly that overtime rates should be paid for any work performed after the regular working day, other perhaps than in the instance of unusual emergency, for which I presume the qualification makes provision. It must be remembered that the main objectives of an overtime rate are to check, if not prevent, excessive working hours and to promote proper planning of the industrial process. Both these objectives are defeated if overtime is allowed to accumulate before the higher rate applies. Certainly, this is particularly so in respect to the work day which prevails at this plant.

Wages and Hours

17. These matters disposed of, I now deal with the main issue of wages and hours. The questions of wages and hours are at all times related, but in this instance they are particularly inter-connected. For this reason, I discuss them together.

18. The evidence discloses a situation of long hours and, in the main, a very low wage

rate. The basic minimum rate at the plant, upon which all other rates are founded, is now, and has been since the 1st of July, 1937, 30·7 cents per hour. Commencing with September 15, 1940, a cost-of-living bonus of 15 cents per day has been paid, which, when added to the basic rate of 30·7 cents per hour, yields a total of, roughly, 32 cents per hour.

19. An analysis of the total wage figures discloses the following situation:—

Hourly rates of wages in cents	Number of employees	Percentage
Under 30·7	8	2·28
30·7	167	47·72
Over 30·7 to 33.....	20	5·72
" 33 to 35.....	27	7·71
" 35 to 40.....	25	7·14
40	87	24·85
" 40	16	4·58
	350	100

20. This table establishes that of the total of 350 workers affected, 175 (or 50 per cent) receive the basic minimum of 30·7 cents or less; that another 20 (or a further 5·72 per cent) of the total group receive below 33 cents per hour; that another 27 employees (or 7·71 per cent) receive below 35 cents per hour, thus constituting a total of 222 employees out of 350 (or 63·44 per cent of the group) earning below 35 cents per hour. A further 25 employees (or an additional 7·14 per cent earn between 35 cents and 40 cents per hour, thus giving a total of 247 employees (or 71·58 per cent of the group) earning below 40 cents per hour.

21. An analysis of the working hours of 334 employees of this group discloses the following:—

Number of working hours	Total	Percentages
Under 2,000.....	59	17·66
2,000-2,500.....	36	17·78
2,500-2,750.....	63	18·86
2,750-3,000.....	97	29·05
3,000-3,250.....	31	9·28
3,250-3,500.....	26	7·78
3,500-3,750.....	9	2·69
3,750-4,000.....	6	1·80
Over 4,000.....	7	2·10
	334	100

22. This table establishes that during the year, of the 334 employees tabulated, 239 (or 71·56 per cent) worked in excess of 2,500 hours; that 173 (or 52·7 per cent of the group) worked over 2,750 hours; and that as many as 79 (or 23·65 per cent of that group) worked in excess of 3,000 hours.

23. At one of the sessions of the Board, when these figures of working hours were observed, comment was made on the surprisingly excessive number of hours worked in so many cases. No explanation was then offered. Some two weeks or so later, on the day upon which we concluded the taking of evidence, it was disclosed, as a result of questioning on behalf of the employees, that the Company during that week had issued specific instructions that no employee would henceforth be permitted to work in excess of 54 hours per week. The Company then volunteered to the Board the explanation that a work week of 54 hours had always been Company policy and that the main executive officers had been unaware of the excessive number of hours worked until, in fact, the data was compiled for the Board's purposes.

24. I prefer to make no comment on the previous policy or practice of excessive working hours. This is sufficiently condemned if it is pointed out that these hours were, in many instances, contrary to the laws of the province. I cannot, however, view with equanimity the fact that the Company saw fit to introduce this changed practice, if not policy, while the Board was in session and without consultation with it. It appears to me that the proper course for the Company to have followed was candidly to place the facts before the Board, its own proposals in that regard, and to obtain the Board's views, if not its wishes, concerning the matter. To institute abruptly a change as to working hours, thereby reducing actual wage earnings which were already far too low, constituted, in my opinion, a breach certainly of the spirit, if not of the explicit provisions, of the Act.

25. This reduction in work week, cutting down actual earnings, is a factor which will have to be considered in examining the adequacy of the wage prevailing in the plant when we deal with that question. In the meantime, on the question of hours I may state that for immediate practical considerations only, having regard to the longer hours previously worked and the present production needs, I am prepared to concur in a 54-hour week *for the present*, to be worked in 4 days of 11 hours each and one day of ten hours. The reference in the majority report to the fact that "union officials. . .are agreeable to such a result" should be qualified by similar observations. It is trite to state that the 8-hour day is by now generally regarded as a maximum regular work day and that, short of acute national need, this should be the objective to be reached by employees now working longer hours.

26. I deal now with the question of wages and of Order in Council P.C. 7440. The employees submit with great emphasis that the basic rate and, generally, the wages in the plant founded upon that basic rate are in-

adequate, unfair and unreasonable. They support this contention in the first instance by pointing out that the annual wage to an employee working even a 54-hour week for, say, fifty full weeks in the year, at the rate of 30·7 cents per hour, plus the 15 cents daily bonus, would only earn about $870 per year, an amount considerably below the requirements of an average family, whatever standard of living be taken to apply.

27. In further support of this contention, they point out that much higher basic and general rates have been achieved at the DOSCO plants at Sydney and Trenton, at the Algoma Steel Company at Sault St. Marie, and at Steel Company of Canada at Hamilton, at all of which plants, in addition to primary processing, converting work is done.

28. The evidence before us on this point is that at the DOSCO plant at Sydney the basic minimum rate is 45½ cents per hour and at its Trenton plant 40 cents per hour; that the basic minimum rate at the Algoma Steel Plant at Sault St. Marie is 45 cents per hour; and that the basic minimum rate at the Steel Company of Canada plant at Hamilton is 46½ cents per hour and, according to variations in the working day, 48½ cents per hour.

29. The employees contend that these basic minimum rates—generally around the figure of 45½ cents, with the exception of the Trenton plant, which is 40 cents—represent the basic wage of the industry as a whole and that this amount, therefore, is the minimum level to which the basic rate at the Peck Rolling Mills should be increased, having regard both to living costs and to the right of the employees to receive wages in line with wages paid in other plants to other employees doing similar or comparable work.

30. The request of the employees in the first instance was for an increase of the basic minimum from 30·7 cents per hour (plus 15 cents per day bonus) to 50 cents per hour. Subsequently, during the course of the proceedings, in their memorandum of the 12th of February, this request was revised, the employees stating that:—

> "the rate of 50 cents as a basic minimum was, when first presented, and still remains, a reasonable request. However, since the 50 cent demand was first made by the employees several months ago, a basic rate of 45½ cents has been established in the steel industry in Canada."

31. The contention of the Company is that the whole matter of wage payment is covered by the provisions of Order in Council P.C. 7440, and that by the terms of that Order in Council the adequacy of the prevailing wage rates in Peck Rolling Mills is to be determined in relation to the highest wage rate paid in the Peck plant during or since the 1926-29 period. The Company contends that since the present Peck wage is higher than any wage rate previously paid in the plant, the present wage, by virtue of Order in Council P.C. 7440, is to be deemed fair and reasonable, unless it can be shown "that exceptional circumstances during that period resulted in depressed or subnormal wage rates." The term "during that period", the Company contends, refers only to the years 1926-29, in other words that the wage must be shown to have been depressed in 1926-29 if the wage now paid, if equal to or higher than the 1926-29 wage rate, is to be shown to be within the exception of depressed or subnormal wages.

32. The Company contends further that if the employees argue that the Peck wage is depressed or subnormal, no such argument can be substantiated by comparing the Peck wage with any outside rate except rates paid in Montreal or in the immediate locality and that wage rates paid in other areas are not relevant.

33. In support of this contention, the Company refers to the language of Section 3 of the Order in Council—"wage rate levels established nationally or locally"—and to the language in the concluding part of the Section—" in a particular industry, trade or locality".

34. The Company contends further that since the Peck Rolling Mills is a converting plant and not engaged in the production of primary steel, its wage rates cannot, in any event, be compared with the wage rates in the Sydney, Algoma or Hamilton plants.

35. In addition to these contentions, the Company stated that on the financial showing of the operating statement of Peck Rolling Mills no money is available for any increased wage.

36. The employees replied stating that on the very terms of Order in Council P.C. 7440 the Peck Rolling Mills wage rate is depressed and subnormal and not a fair or reasonable wage rate. They say that Order in Council 7440 was never intended, and cannot be interpreted, to "peg" wages which are unfair and unreasonable having regard either to living cost needs or to rates paid elsewhere in the industry. They stated that one of the objectives of the Order was, in fact, to increase lower wages in an industry to the general industrial wage level achieved during, or since, 1926-29, if that general industrial wage level was itself fair and reasonable and neither excessive nor depressed.

37. As to the Company's contention that, by reason of the nature of the work done, the

Peck wage rates could not be properly compared with wage rates paid in the other plants referred to, the employees replied, firstly, that the comparison was a proper comparison having regard to the industrial processes themselves, and, secondly, that in any event, the spread between the wage rate at the Peck Rolling Mills and at the other plants had so widened during recent years, to the disadvantage of the Peck Rolling Mills, that this in itself showed that the Peck rate was depressed and subnormal.

38. In substantiation of this, the employees filed a statement showing the following position with respect to the wage changes effected since the year 1934 in the plants of Algoma Steel and the DOSCO plants at Trenton, Sydney and Peck, respectively, as follows:—

Year	Algoma	Trenton	Sydney	Peck
1934.....	27	23	28	22·5
1935.....	30·33	26	35	24·75
1936.....	33	30	37·5	26·6
1937.....	37·5	33·35	40·5	28·6
1938.....	41·5	35	43·5	30·7
1939.....	41·5	35	43·5	30·7
1940.....	42·5 } 44·5 }	37·5	43·5	30·7
1941.....	45·5	40 (plus 2 cents bonus)	43·5	30·7 (plus 1·5 cents bonus)

39. It will be seen from the above that in the year 1934 there was a difference of only ½ cent between the wage rate at Peck and the wage rate at the DOSCO plant at Trenton, and that at the same period the Peck rate was 4½ cents below the Algoma rate and 5½ cents below the DOSCO, Sydney, rate. Increases have since been effected, as follows:—

(*a*) In Algoma:

1935—from 27 to 30 cents and again in the same year from 30 to 33 cents;
1937—from 33 to 37·5 cents;
1938—from 37·5 to 41·5 cents;
1940—from 41·5 to 42·5 cents and again in the same year from 42·5 to 44·5 cents;
1941—from 44·5 to 45·5 cents.

In other words, that there were seven increases totalling 18·5 cents.

(*b*) In Trenton:

1935—from 23 to 26 cents;
1936—from 25 to 30 cents;
1937—from 30 to 33 cents and again in the same year to 35 cents;
1940—from 35 to 37·5 cents;
1941—from 37·5 to 40 cents;

or six increases effected in five of these years, totalling 17 cents per hour.

(*c*) In Sydney:

1935—from 28 to 35 cents;
1936—from 35 to 37·7 cents;
1937—from 37·5 to 40·5 cents;
1938—from 40·5 to 43·5 cents; plus a 2 cent bonus in 1940;

or four increases, ignoring the 1940 bonus, totalling 15·5 cents per hour.

40. Contrasted with these increases of 19·5 cents, 17 cents and 15·5 cents per hour, the increases in Peck have totalled only 8·2 cents per hour, as set out in the table above. No increase has been effected in the Peck plant since 1937, while during that period two increases have been effected in the Trenton plant and four increases in the Algoma plant.

41. The employees argue that even if the Company's contention that the cited wages are not, on all fours, comparable with the Peck wage were correct, the above wage history proves the present depressed character of the Peck wage.

42. So far as Montreal plants are concerned, the only information before us is that there are two plants operating—the Canadian Tube and Steel Products and a local plant of the Steel Company of Canada, each with a relatively small number of employees. There was some discussion before the Board at its last session as to the basic rate prevailing at these plants, and it was agreed that we should assume that the prevailing basic minimum rate at these plants is about 32 cents per hour—generally equal to the Peck basic minimum.

43. It is our duty to form a conclusion upon the following questions:—

(1) Generally, is the prevailing wage rate at the Peck plant fair and reasonable?
(2) To what extent, or in what manner, should Order in Council P.C. 7440 influence or determine our judgment as to whether the Peck rate is fair and reasonable?
(3) If it is our conclusion that the Peck plant wage rate is not fair and reasonable, to what extent or in what manner should Order in Council P.C. 7440 influence or determine our judgment as to whether, and what, increases should be effected?
(4) Having regard to all of the above, and unless we have concluded that the prevailing rate is fair and reasonable, what increases should be effected or recommended?

44. I need not emphasize that at the very outset a wage of 30·7 cents per hour (even though raised in September to 32 cents by a bonus of 15 cents per day) impresses itself at once as a very low wage rate. The inadequacy of any such wage rate to yield earnings sufficient to satisfy even minimum basic needs has been reflected in the hours which the employees heretofore have worked in this

plant. What, if any, is the effect of Order in Council P.C. 7440 in considering whether or not this wage rate is fair and reasonable?

45. In support of their interpretation of the Order in Council, we have been referred by the employees to an extract from the December issue of the LABOUR GAZETTE, stating, I understand on behalf of the Department of Labour, that the application of the Order in Council contemplates that:—

> "the standard is to be interpreted in terms of general levels and not of either subnormal or abnormal rates that may have been established in a particular period in some trade, locality or industry."

46. We have also been furnished with a memorandum issued by the Department of Labour dated February 17, 1941, which is entitled: "Suggestions for the application of Order in Council P.C. 7440 by the Boards of Conciliation and Investigation." There does not appear to be any other documentary material on the point, and no report appears to have been made interpreting or applying, for our purposes, the provisions of the Order in Council, in question.

47. The main question of interpretation revolves around Section 3 of the Order in Council, which reads as follows:—

> (3) "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered *generally* fair and reasonable, except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and subnormal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances."

48. This section, it may be observed, consists of two parts—one, an opening statement, which may be referred to as the enacting or positive portion of the section, reading as follows:—

> "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered *generally* fair and reasonable . . . "

and, two, the second portion or half, which may be referred to as the qualifying or excepting portion, reading as follows:—

> " . . . except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and subnormal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances."

49. In effect, in the issue before us, the employers contend that they come within the enacting or positive portion of the section and that the employees have failed to bring themselves within the qualifying or excepting portion. The employees, on the other hand, contend that the present Peck rates do not come even within the first category of the section, that is, that they are not "generally fair and reasonable" and that, in any event, the qualifying or excepting portion applies, that is, that the Peck rates are subnormal and depressed.

50. In support of the first contention of the employees, our attention has been directed to the term "generally" preceding the words "fair and reasonable", and it is argued, upon this basis, that Section 3 does not establish at all that all wage rates prevailing during 1926-29, or since, are to be considered as fair and reasonable, that this is only a "by and large" assumption which is negatived in any instance where, as here, the wage rate is an abnormally low one, having regard either to cost of living needs or rates paid elsewhere. On the same point our attention is directed to sub-section (*e*) of the recitals, in which it is stated that "in *many* trades and employments in this country, reasonable wage rates and levels were established during the period 1926-29", the emphasis of the reference being on the word "many".

51. As against this contention, it is argued that the term "generally" is inserted only to anticipate the later qualifying or excepting portion of Section 3.

52. I do not know that it is necessary to give effect, in an absolute sense, to either of these contentions. It is my view, for reasons which I indicate, that it is the purpose of Order in Council P.C. 7440 to control the increase of wages which are already, in the opinion of the Board, fair and reasonable, but that the discretion of a Conciliation Board to determine the fairness or otherwise of the prevailing wage is not, in any way, restricted or prescribed by the Order in Council.

53. If the language of the Order in Council is examined, it will be found that its only hard and fast provision is as to increases over wages found to be fair and reasonable. Reference is made to the period of, *and since*, 1926-29 as a general guide, but only as a "general" guide. In no way is any attempt made to interfere with the discretion of the Board to determine, in a particular case under review, whether, in fact, in that particular instance, having regard to all the circumstances, the wage under review is actually fair and reasonable.

54. In arriving at this conclusion, I am influenced by several considerations. It would appear to me that if it had been intended to interfere with the flexible discretion which Conciliation Boards have always enjoyed to determine the fairness or reasonableness of a specific existing wage, the Order in Council would have so declared in a clear and specific manner and, similarly, that the "suggestions" of the 17th of February, which state (Section 5) that

> "regardless of whether present wage rates are less than, equal to or higher than the highest wage rates established during the period 1926-29 or thereafter, if it is shown that such highest rates were depressed or sub-normal, a Board may recommend an increase to any level which it considers fair and reasonable",

would have included a precise direction on the question of what rates are to be considered depressed or sub-normal.

55. More particularly, it appears to me that we should regard ourselves bound to give the Order in Council that interpretation which will most effectively promote its purposes or objectives.

56. The purpose or objective of the Order in Council is disclosed from its first recital, "that experience has shown that the said Act (Industrial Disputes Investigation Act) has not operated satisfactorily in such cases". The Act itself is entitled "An Act to Aid in the Prevention and Settlement of Strikes and Lockouts". Is the interpretation of Order in Council P.C. 7440 adopted by the majority report one which is consistent with enabling "An Act to Aid in the Prevention of Strikes and Lockouts" to "operate satisfactorily"? Is that interpretation at all conducive either to industrial harmony or industrial efficiency, the objectives alike of the Industrial Disputes Investigation Act and of Order in Council P.C. 7440?

57. The interpretation of the Order in Council relied on by the Company, and adopted by the majority report, would appear to me to be a construction which would defeat—certainly not advance—these purposes and objectives. It would condemn any large group of workers in an under paid industry, say, or in a low wage area, in this case the whole Province of Quebec, to suffer that condition until a new policy were instituted. I cannot conceive that such a policy would represent a wage policy either just or constructive, or that it would allay—let alone remove—discontent and industrial disturbance. Neither would such an interpretation be designed to evoke from wage earners that completeness of effort and co-operation which the country, at every point, requires of its workers to-day.

58. It is one thing to take measures to check the undue increase of wages which are already fair and reasonable, but it is another thing entirely to suggest that workers whose wage rates fall distressingly below a decent living standard should refrain from seeking an improvement of their position. Having gone through a period of considerable unemployment and depression, are workers whose wages are obviously low to be told now that despite the present active demand for their labour, it is wrong, even illegal, for them to press for any improvement in their economic situation? I cannot regard any interpretation of Order in Council P.C. 7440 which would put forward that unfortunate view as an interpretation consistent with the manifest purpose of the Order in Council to devise a wage policy just and sound and thereby promote industrial harmony and industrial efficiency.

59. It is my opinion, therefore, that there is nothing in Order in Council P.C. 7440 which prevents or precludes our consideration of the prevailing wage rate with the same flexibility and discretion as would have prevailed prior to, or independent of, that Order in Council, and that our deliberations are governed by it only when we have arrived at a conclusion, or at a rate which, in our opinion, is fair and reasonable.

60. I am supported in that viewpoint by the clear and emphatic manner in which both Mr. A. R. Mosher and Mr. C. H. Millard (respectively, member and alternate member of the National Labour Supply Council, whose concurrence with the Order in Council is therein recited) spoke of their own interpretation of the document and of the assurances and explanations furnished them. Both Mr. Mosher and Mr. Millard, supported by Mr. M. M. McLean, clearly stated that it was only upon the above understanding of the Order in Council that their official or personal approval had been secured. They were equally clear in their opinion, that this was also the position of other representatives of organized labour.

61. While the personal or official views of these labour representatives do not in themselves constitute evidence of the meaning of the document itself, it indicates that the interpretation accepted by a majority of this Board would defeat, and is therefore inconsistent with, the purpose of promoting industrial harmony, upon which the Order in Council is premised.

62. It might perhaps be observed that the interpretation of Order in Council P.C. 7440 adopted by a majority of the Board would

render Conciliation Boards virtually unnecessary. Their functions of discretion and flexibility would have been absorbed by the Order in Council. The dry routine which would follow could well, and perhaps more effectively, be carried out by an official of the accounting staff of the Department. No such result could ever have been intended or contemplated by the Order in Council.

63. If we examine sub-section (*b*) of the recitals of the Order in Council we find it stated that if arbitrary decisions on fair wages were instituted:—

> "the institutions and practices of collective bargaining to which it is the declared policy of the Government to assure freedom (P.C. 2685, 19th June, 1940) would be rendered superfluous and labour organizations deprived of their legitimate functions."

The activity or functioning of organized labour will certainly not be assisted by the conclusions reached by the majority report. The freedom of association or right to collective bargaining which, in a practical sense, would still accrue to organized labour would be rendered somewhat sterile. Is it reasonable to consider that any such result was intended by Order in Council P.C. 7440, and that upon the basis of such a view of that Order in Council the adherence of organized labour was sought, or obtained by the Government?

64. The interpretation of a document of state, of the character of Order in Council P.C. 7440, which fails to take these fundamental social and public considerations into account is not an interpretation which could even have been intended. In plain terms, the result is that in this instance the workers of Quebec, or of any other area or industry in which a depressed wage situation prevails, are told that the Government of Canada has legislated that a wage rate of 30·7 cents an hour plus a 15 cent daily bonus is a fair and reasonable wage only because it is equal to or higher than the wage paid in 1926-29. It would clearly have been the right of a Conciliation Board, before the passing of Order in Council P.C. 7440, to state that this wage was shamefully inadequate for living cost needs and that its continuance was contrary to the public interest. The majority report holds that by reason of Order in Council P.C. 7440 this Board no longer has that right, and that for that reason only the wage must be accepted as fair and reasonable. At no point, it should be observed, is the prevailing Peck wage regarded by my colleagues as fair or reasonable except in so far as they feel themselves bound by Order in Council P.C. 7440 so to rule. I cannot myself regard or accept such an interpretation as one which was ever intended or contemplated.

65. In appraising the fairness or otherwise of the prevailing basic minimum rate in the Peck plant of 30·7 cents plus a 15 cent per day bonus, I do not agree at all that the fact that basic rates in the Canadian Tube and Steel of Canada plants in Montreal are at about the same level justifies or makes the Peck rate a fair and reasonable one. Two wrongs cannot make a right. The majority report proceeds upon the assumption that by reason of "variations in social and economic conditions in different localities" of Canada "the fairness and reasonableness of wage scales can be determined (only) by local standards." Local factors which have a bearing upon cost of living may properly be taken into account, but it is nowhere seriously suggested that the cost of living in Montreal justifies a lower wage rate. Beyond this I am unable to understand, much less agree with, a concept of variation in our social and economic standards. I know of no principle which justifies the proposition that any group of people, of any province or of any industry, are mere stepchildren in the Canadian social order and expected to be satisfied with a lower standard of living than that generally approved by contemporary social and economic standards.

66. I find corroboration of this view as to the pertinency of a mere local rate, in the definition of "fair wages," which is found in the Dominion Fair Wages and Hours of Labour Act, Chapter 39-25, George V, in which "fair wages" are defined as:—

> "such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, for the character or class of work in which such workmen are respectively engaged; *but shall in all cases be such wages as are fair and reasonable.*"

The concluding qualification of the above definition, which I have underlined, indicates that a wage "generally accepted as current.... in the district" is not acceptable as a fair wage unless, in fact, the wage so "accepted. . . in the district" is itself fair and reasonable.

67. In the view which I take of the matter I do not think it necessary to enter into any detailed analysis of budgetary requirements for an average family, either on the basis of one standard of living or another, mainly because I do not think it practical or possible in a single instance to overcome at once the very wide gap betwen this prevailing wage and any accepted budgetary standards, no matter how low they may be. In determining, however, whether or not the prevailing wage is in fact fair or reasonable, surely we cannot disregard the ruling in Clause 3 (*b*) of the

official memorandum of the 17th of February, 1941, of the Department of Labour that:—

> "a wage rate of 50 cents per hour leaves a family practically no margin for expenditures on anything but the basic necessities of life."

68. While it does not necessarily follow that it is possible, or practical, in every instance of wage review to increase wages to a fifty-cent level, certainly the above reference to the wage rate required to meet "basic necessities of life" indicates clearly, if substantiation for an obvious fact is needed, that a wage rate of 30·7 cents per hour plus a daily "bonus" of 15 cents is inadequate and unfair and unreasonable.

69. Dealing now with the question of the increased rate which should be recommended, it is my opinion that a number of factors should be taken into account. Without entering into a too detailed examination, some of these factors may be indicated as follows:—

(*a*) The extent to which 32 cents is inadequate to cover basic necessities;

(*b*) The higher prevailing rates in the Dosco plants at Sydney and Trenton, or the Algoma plant at Sault Ste. Marie, or the Steel Company of Canada plant at Hamilton. The fact that the work or industrial conditions may not compare on all fours, if that be the case, may tend to qualify the influence of the rates in these plants, but on the other hand, the sharp discrepancy between the rate of 32 cents in the Montreal plant and 40 cents in Trenton and 45½ cents in Sydney, Algoma and Hamilton is a discrepancy in wage rates so wide as to invite attention;

(*c*) The widened spread, since 1934, between the Peck rate and the rate in other plants referred to;

(*d*) Changes in hours of work per week. It is manifest, I should think, that in determining whether an hourly wage rate is a fair one, changes in the standard hours of work per week are to be taken into account. No factor is so potent in depressing, and keeping depressed, hourly wage rates as the consistent application of a policy of long hours.

70. I do not think that Order in Council P.C. 7440 at all prescribes our thinking in respect to these matters unless we should contemplate an increase beyond the general industrial level. In that regard item (*c*), the growing spread since 1934 between the Peck rate and that of the other plants referred to, in itself, in my opinion, discloses that the Peck rate has been held down to a depressed or subnormal figure. The suggestion of the majority report that the depressed or subnormal character of the wage must be shown to have existed in 1926-9, and not since those years, is in my opinion clearly untenable.

71. The question of the capacity of the Company to pay is not a question which can be disregarded. The approximate total cost to the Company of the wage increase which I propose would be about $75,000 per year, which would be little more than the service item of $24,000 paid to Dosco and the $37,500 of debenture interest. Nothing has been placed in evidence before us as to the capacity of Dosco itself to pay a proper wage, but it is in evidence, as is above pointed out, that the same Company pays a higher rate both at its plants at Sydney and at Trenton.

72. The question of the capacity of a company to pay is an intricate one, and particularly in such a situation as prevails here, where we are asked to deal with one of a number of inter-connected industrial units. Capacity of a company to effect an increase is not necessarily reflected only by a statement of its operations in the preceding year or years. It is not unfair, in the case of an extremely low wage, to suggest that the resources generally —and it may also be said the resourcefulness —of the Company should be used and relied on to effect at least a decent minimum level. This would appear to me to be particularly pertinent at a time when every unit of labour is required, and when so much of our productive activity, certainly of the steel industry, is for public and national services.

73. It would be difficult, if not impossible, to appraise accurately each of the factors involved in arriving at a wage adjustment but, having regard to all of the factors involved, and after considering the matter with some care, I have arrived at the conclusion that we should recommend to the Company and to the employees that the basic minimum rate in the Peck plant be increased from the present amount of 30·7 cents per hour plus 15 cents per day bonus to the sum of 40 cents per hour, with provision for a compensating cost of living bonus calculated quarterly, payable during any quarter in which the cost of living has increased 5 per cent or more beyond the cost of living at the date of the last increase or bonus. All this, of course, would be subject to the right of the employees at any future time, unless precluded by agreement, to seek a further adjustment to a rate more clearly fair and reasonable, having regard to budgetary requirements and to industrial wage levels.

74. It would follow also that wage rates in the plant other than the basic rates should be adjusted correspondingly, but with greater regard to the lower rates. There is every reason to believe that once a basic rate is agred upon the parties themselves will be able to agree upon the corresponding adjustments which should be made in respect of other

categories and operations. If there is any difficulty in this regard the Board can be reconvened and consulted on this question.

75. While the Board may not be entitled, technically, to propose that any recommendation should be retroactive, it is my opinion, having regard to the time which has elapsed during the consideration of this matter and to the fact that a change—in practice, at any rate —was effected as to hours during the course of the proceedings, that all new wage rates should go into effect as of the date of the statement of the Company's policy with respect to the 54-hour week. That date, I believe, was February 12, and I would recommend that the increases take effect as of that day.

Respectfully submitted,

(Sgd.) J. L. Cohen.

March 27, 1941.

Report of Board in Dispute between Rayman Cap Manufacturing Company and Its Employees

The Board of Conciliation and Investigation established to inquire into differences between the Rayman Cap Manufacturing Company, Toronto, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union, has submitted its findings to the Minister of Labour.

The report of the Board is signed by the chairman, Mr. E. A. Shaunessy, Petrolia, Ont., and the member nominated by the employees, Mr J. L. Cohen, K.C., of Toronto. The employer's nominee, Mr. Harry J. Macdonald, also of Toronto, presented a minority report.

The texts of the majority and minority reports are printed below.

Report of Board

To the Honourable the Minister of Labour, Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Rayman Cap Manufacturing Company and its hat and cap makers, members of Local 47, United Hatters, Cap and Millinery Workers' Union.

The Board appointed by you to deal with the above dispute has concluded its deliberations and begs leave herewith to make its report and recommendations.

Public sessions were held with the parties at which considerable evidence was taken, on Friday and Saturday, March 7th and 8th respectively.

Mr. Isadore Drucker, Mr. Mendel Berger and Mr. Saul Fagan represented the employees and Mr. J. H. Rogers, Mr. Abraham Rayman and Mr. Wesley Allan represented the employers, and the facts as they have been presented to the Board are as follows.

The employing company manufactures hats and caps. Before the outbreak of the war it had a small business employing few workers; since the outbreak of the war the company has been working on Government orders producing uniform caps, with the result that the company now has approximately sixty employees.

This company began as a union shop and continued as such during the entire period of its existence until the expiration of its agreement with its employees on or about the 30th day of September, 1940. During this period relations between the employer and employees were of the best and there were few, if any, disputes.

The company, on the expiration of the said agreement, fearing that the right given to the employees thereunder might interfere with maximum production of war contracts refused to renew the agreement, unless the agreement was made inapplicable to work on such contracts. This is the sole cause of dispute between the parties.

This Board, after hearing the parties and the evidence adduced, and taking into consideration the very conciliatory attitude of the employees, has reached a conclusion that the fears of the company are unfounded and that such agreement should be renewed.

Since the outbreak of the war the employees, in the interests of war production, have voluntarily concurred in the alteration of certain of the terms of the agreement. The Board is of the opinion that such alterations should be incorporated in the renewed agreement.

Summing up, our specific recommendations are that the company should enter into an agreement with its employees as of the 1st day of October, 1940, for a term of one year upon the terms and conditions contained in the agreement expiring September 30, 1940, altered as follows:—

(*a*) By the addition of the words

"Provided that employees taken on or to be taken on since the outbreak of the present war, to work exclusively at the manufacturing of caps for the armed forces of Canada and/or its allies, shall be considered temporary employees taken on for the purpose of such manufacture only. Such temporary employees to have the rights of regular employees as set out in the

two preceding paragraphs when the company from time to time is actually engaged in the manufacture of caps for the aforesaid armed forces."

as paragraph 3 of Clause 1 thereof.

(*b*) By the addition of the words

"Provided that in the manufacture of caps for the aforesaid armed forces or in any part of such manufacture, the parties may from time to time agree upon either time or piece work."

to Clause 4 thereof.

(*c*) By the addition of the words

"Provided that requirements for maximum production of caps for the aforesaid armed forces shall constitute a condition warranting such deviation."

to paragraph 2 of Clause 8 thereof.

(*d*) By the insertion of the words

"Except as to overtime work on the manufacture of caps for the aforesaid armed forces"

at the commencement of the last paragraph of said Clause 8.

As the said alterations are departures from practices established by agreement made in the interests of war production, the Board recommends that the Registrar record the same.

The Board would like to compliment the parties and their representatives upon the manner in which their respective cases were presented.

All of which is respectfully submitted.

(Sgd.) E. A. Shaunessy,
Chairman.

(Sgd.) J. L. Cohen,
Member.

Toronto,
March 10, 1941.

Minority Report

To: The Honourable the Minister of Labour, Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Rayman Cap Manufacturing Company and its hat and cap makers, members of Local 47, United Hatters, Cap and Millinery Workers' Union.

The Board appointed by you to deal with the above dispute having concluded its deliberations and a majority report having been filed, the undersigned begs leave to make a separate report as hereunder set out, omitting preamble, as the necessary facts and sequence of proceedings are fully set out in the report of the majority.

The agreement in question is obviously one of poor draftsmanship and it appears that one of the obstacles in the way of negotiation is the tendency on the part of the union to insist upon acceptance of the agreement in the exact form proposed and to require the retention of certain clauses, to which objection is taken, on the ground that such clauses have been accepted in the trade over a period of time.

There is available to the union most competent legal advice on its regular retainer and I see no reason why the other Party to the contract should be obliged to accept a document which is not even drawn by a skilled conveyancer.

I submit that in negotiation for the purpose of settling the form and essence of an agreement the employer should not be expected to accept a document which he considers ambiguous or unsatisfactory but should have the same privilege as in all similar practice, namely, that of being satisfied both as to form and essence of the document with some better reasoning than the traditional acceptance of the same or sections thereof, and that the party submitting the draft should satisfy in logic the reasons for the terms and the wordings, with due regard to the circumstances and conditions under which the agreement is intended to be operative.

I concede the fact that in an association as extensive as the labour unions it may be a great convenience to have forms of documents or clauses approved by the head body and used throughout the various branches and it would be a commendable policy for the employers to avoid demanding amendment for trivial reason where the substance is satisfactory, but if such is to be the case, I submit that the union should take the trouble to have a document drawn by solicitors or other expert conveyancers so as to obviate as far as possible the necessity of amendment.

Subject to the foregoing, I assent to and concur in the majority report made by my colleagues, Messrs. E. A. Shaunessy and J. L. Cohen, K.C.

All of which is respectfully submitted.

(Sgd.) Harry J. Macdonald,
Member.

Toronto,
March 11, 1941.

Report of Board in Dispute between Reliance Motor and Machine Works, Limited, and its Machinists, Specialists and Helpers

The Board of Conciliation and Investigation established to deal with a dispute between the Reliance Motor and Machine Works, Limited, Vancouver, B.C., and its machinists, specialists and helpers, members of Lodge 692, International Association of Machinists, has submitted its report.

The Board was under the chairmanship of Professor H. F. Angus, appointed on the joint recommendation of the other two members, Messrs. Percy R. Bengough and W. D. McLaren, who had been nominated by the employees and the employer, respectively. All three reside in Vancouver.

The recommendations of the Board are unanimous except on the question of wages, in regard to which Mr. Bengough presented a minority report.

The texts of the Board's report and Mr. Bengough's minority report are printed below.

Report of Board

In the matter of a dispute between The Reliance Motor and Machine Works, Limited, Employer, and its Machinists, Specialists and Helpers, members of Vancouver Lodge No. 692, International Association of Machinists, Employees.

1. The Board of Conciliation and Investigation held two public meetings in the Board Room of the Hall Building, Vancouver, B.C., on March 17th and March 18th. Lodge No. 692 of the International Association of Machinists was represented by Mr. George Sangster, its Business Manager, and the Reliance Motors by Mr. R. G. Smith. The utmost freedom of discussion was allowed and both parties called witnesses. Three exhibits were filed, No. 1 being a statement of the Union's case, including the draft agreement prepared by the Union, No. 2 a copy of an agreement in force between four other establishments and their unorganized employees, and No. 3 a statement of the prevailing wage rates for machinists in other Canadian cities. Shorthand notes were taken of the proceedings but no transcript was called for. It should be added that the tone of the proceedings was remarkably friendly throughout, and that all parties were anxious that there should be no impediment to Canada's war effort.

2. The questions at issue concerned both the form and the content of the agreement. The Union was insistent that the agreement should be made between the Reliance Motors and the Lodge No. 692; Mr. Smith was equally insistent that the agreement (if indeed any were needed) should be between the Reliance Motors and its employees.

3. On many of the terms of the proposed agreement (assuming an agreement to be desirable) there was complete accord. On others an accord was reached in the course of the proceedings. But several matters remained in dispute. These were:—

(*a*) The nature of the method to be used in the event of controversy. It was agreed that in the first instance a shop committee should discuss the matter with the management. Whether, after that, there should be recourse to the Union depended on the question whether or not the Lodge No. 692 was a party to the agreement.

(*b*) The scale of wages. The scale proposed by the Union was higher than that conceded by the Reliance Motors.

(*c*) The principle of the "closed shop". In practice this meant that the Union asked for a clause in the agreement obligating the employer to fill vacancies through the Union, leaving him free to employ non-union men if the Union could not supply men whom he considered competent, but requiring these non-union men to join the Union within thirty days.

4. On several of the points on which the parties were in agreement some clarification of the wording of the proposed agreement is desirable to give effect to the wishes of the parties as expressed in the course of the hearings. It was recognized by both sides that precise definition was not always possible and that much must be left to the good sense and reasonableness of the parties themselves.

5. As regards the question of recognition of the Union by making Lodge No. 692 a party to the agreement, the recommendation of the Board is that the Union should be recognized and Lodge 692 be expressly made a party to the agreement with the Reliance Motors. The reason for this recommendation is that recognition of the Union is the best guarantee of freedom of collective bargaining. The best of relations appear to prevail between employer and employed at Reliance Motors. The employer is naturally concerned that these "happy family" relations should continue and feels that even written agreements are evidence of regrettable distrust. The employees also wish that these relations should continue and feel that in a formal agreement between equals lies their best guarantee. If then a certain

distrust or apprehension does exist on both sides, perhaps quite unjustifiably, it appears that the most hopeful course is recognition of the Union looking to the growth of co-operation on a basis which will remove the distrust.

6. As regards the closely allied question of the closed shop the recommendation of the Board is that the agreement should not contain a clause designed to make membership in the Union obligatory. The reason for this recommendation is twofold. It seems desirable in time of war to avoid anything which savours of coercion of employees into joining a Union; and it breaks the shock to the employer of a change in employer-employee relationships if he does not at the same time accept an obligation as to the terms of employment of future employees.

7. In the opinion of the Board the clause regarding the settlement of controversies should read:—

> In the event of a controversy arising between the Employer and the Employees, the representatives of the Company will meet with the shop committee chosen by the Employees; if a solution is not reached a representative of the Union will be called in, and if the controversy cannot then be adjusted it shall be submitted to arbitration by a Board consisting of one member by the Union, one member chosen by the Company and one disinterested person selected by these two members. The decision of any two members of the Board shall be final and binding. While a controversy is in progress there shall be no strike on the part of the Employees and no lockout on the part of the Company.

8. With respect to wages the Board (Mr. Bengough dissenting in respect of the wages of Machinists, Fitters and Specialists) recommends that the minimum scale shall be that offered by the Company, viz.:—

Machinists and Fitters, 85 cents per hour.
Specialists, 60 cents per hour.
Helpers and Operators (during the first year), 50 cents per hour.
Helpers and Operators (after the first year), 55 cents per hour.

The above rates shall be subject to adjustment quarterly in accordance with the cost of living index of the Dominion Bureau of Statistics for the region, so that each employee shall receive a bonus of 25 cents per normal working week for each point the said index stands above the datum of 107 as on September 16, 1940. It is understood that this recommendation conforms to the suggestions of the Department of Labour dated February 17, 1941, for the application of P.C. 7440 and to the existing practice of the Reliance Motors.

9. Giving effect to the wishes of the parties, the following redrafting of certain sections of the proposed agreement is recommended:—

Section 1 (*b*). A Specialist is a person who is employed in some branch or sub-division of the machinist trade, *or* a person who performs some particular line of work commonly recognized at the Reliance Motors' plant as specialists' work.

(*c*) A Machinist Helper or Operator is a person employed in the machine or metal industry in any of its branches or sub-divisions and assigned to assist a mechanic in the machinist trade in the performance of his duties and who is competent to command the minimum rate of wages in the locality where he is employed.

Section 5. If a second shift is regularly employed these employees shall work 7½ hours per day and be paid for 8 hours. They shall work 3¾ hours on Saturday and be paid for 4 hours. If a third shift is employed the employees shall work 7 hours a day and be paid for 8 hours. They shall work 3½ hours on Saturday and be paid for 4 hours. If a second or third shift is employed in an emergency the employees shall be paid 9 hours for 8 hours' work, in conformity with present practice.

10. For convenience an agreement drafted in accordance with the foregoing recommendations is attached.

Signed this Twenty-sixth Day of March, 1941:

(Sgd.) H. F. Angus,
Chairman.

(Sgd.) Percy R. Bengough,
Member.

(Sgd.) W. D. McLaren,
Member.

DRAFT AGREEMENT

Memorandum of Agreement

Made the day of 1941, between Reliance Motor & Machine Works, Ltd., Vancouver, B.C., of the first part and International Association of Machinists, Vancouver Lodge No. 692 of the second part.

The parties hereto, each in consideration of the agreements of the other, agree as follows:

1. For the purposes of this Agreement the various trades are defined as follows:

(*a*) A Machinist or a Fitter is a person who has served an apprenticeship of four (4) years at the machinist trade, *or* a person who has worked for four (4) years at the machinist trade in any of its branches or sub-divisions, and who can, with the aid of tools, with or without drawings, make, repair, erect, assemble or dismantle machinery or parts thereof.

(*b*) A Specialist is a person who is employed in some branch or sub-division of the machinist trade, *or* a person who performs some particular line of work commonly recognized at the Reliance Motors' plant as specialists' work.

(*c*) A Machinist Helper or Operator is a person employed in the machine or metal industry or any of its branches or sub-divisions, and assigned to assist a mechanic in the machinist trade in the performance of his duties, and who is competent to command the minimum rate of wages in the locality where he is employed.

2. Eight hours will constitute a day's work.

3. First shift hours will be from 8 a.m. until 12 noon, and from 12.30 p.m. to 4.30 p.m.

4. Forty-four hours will constitute a week's work for men employed on the day shift.

5. If a second shift is regularly employed, these employees shall work 7½ hours per day and be paid for 8 hours. They shall work 3¾ hours on Saturday and be paid for 4 hours. If a third shift is employed, these employees shall work 7 hours per day and be paid for 8 hours. They shall work 3½ hours on Saturday and be paid for 4 hours. If a second or third shift is employed in an emergency, the employees shall be paid 9 hours for 8 hours' work, in conformity with present practice.

6. When second and third shifts and emergency shifts for any employees last three nights or less, the time worked by these shifts will be paid for at the usual overtime rates.

7. Overtime will be paid for at the rate of time and a half for the first four hours and at double time thereafter.

8. Double time will be paid for all work performed on Sundays and the following Statutory Holidays: Christmas Day, Boxing Day, New Year's Day, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, and Good Friday.

Employees required for work on days other than Sundays, and the above Statutory Holidays, will attend for work and be paid at the regular rates.

9. Employees required to report for work outside the City Limits will be paid one hour each day for travelling and transportation. If employees are instructed to call for material and equipment at the shop, travelling will be done in the Company's time.

10. Every man shall be paid for not less than four hours if hired after starting time.

11. Every man who starts work at 8 a.m. and resumes work in the afternoon shall be paid for the full shift.

Any employee called for work after 4.50 p.m. on week days, after 12.10 noon on Saturdays, or on Sundays or Statutory holidays shall be paid for a minimum of four hours.

12. Any employee suffering injury while in the employ of the Company must, if possible, report immediately to the First Aid Department and also report to this Department on returning to work.

13. Any employee being discharged for disobeying the rules of the Company will only be paid up to the time of discharge.

14. The minimum wages to be paid shall be as follows:

Machinists and Fitters...85 cents per hour
Specialists. . . ..60 cents per hour
Helpers and Operators
(during first year).....50 cents per hour
Helpers and Operators
(after first year).....55 cents per hour

The above rates shall be subject to adjustment quarterly in accordance with the cost of living index of the Dominion Bureau of Statistics for the region, so that each employee shall receive a bonus of 25 cents per normal working week for each point the said index stands above the datum of 107 as on September 16, 1940.

15. In the event of a controversy arising between the Employer and the Employees, the representatives of the Company will meet with the shop committee chosen by the Employees; if a solution is not reached a representative of the Union will be called in, and if the controversy cannot then be adjusted it shall be submitted to arbitration by a Board consisting of one member chosen by the Union, one member chosen by the Company and one disinterested person selected by these two members. The decision of any two members of the Board shall be final and binding. While a controversy is in progress there shall be no strike on the part of the Employees and no lockout on the part of the Company.

This Agreement to remain in effect for the duration of the present war and thereafter until the completion of any contracts entered into previous to the cessation of hostilities.

In Witness Whereof the Parties hereto have hereunto caused their names to be subscribed and their seals to be affixed by the respective officer, thereunto duly authorized.

Reliance Motor and Machine Works, Ltd.

International Association of Machinists, Vancouver Lodge No. 692.

Minority Report

In the matter of the Industrial Disputes Investigation Act, and in the Matter of a Dispute between "The Reliance Motor and Machine Works, Limited", and the employees, machinists, specialists and helpers, members of "Vancouver Lodge No. 692, International Association of Machinists."

I, Percy Robert Bengough, designated by the Minister of Labour as a member of a Board of Conciliation and Investigation in the matter of the above mentioned dispute and for the purpose of this Act, have carefully investigated the said dispute and all matters affecting the merits and right settlement thereof, and have heard the evidence adduced by, and the representations made on behalf of the parties to the dispute. I have considered also P.C. 2685 and P.C. 7440 and the bearing these Orders have in relation to points at issue in this dispute. I am in accord with the other members of the Board with the

exception of paragraph (8) in the report and clause 14 in the recommended memorandum of agreement, both dealing with minimum wages to be paid.

I cannot agree that a minimum rate of wages of eighty-five (85) cents per hour is a fair recompense for the class of work performed by the employees concerned, who are highly skilled and competent mechanics, engaged in precision work. I consider their services to the country, particularly at this time, far more valuable than the services of many high-salaried groups engaged in less important and less exacting employment.

I have in mind also the evidence submitted that agreements are in effect setting a minimum of ninety (90) cents per hour for Machinists and Fitters in the same district.

While P.C. 7440, paragraph (1), contains in part "in any given establishment", the Dominion Department of Labour has in its fair wage regulations to various departments contained a definition of current wages and hours of labour, setting out standard rates as those established by common practice or by signed agreements between employers and employees. I think, in this instance, the fact of signed agreements being established for this class of work in the district should be a deciding factor in the establishment of minimum wages.

For the reasons above set out, and to secure the harmony necessary for the utmost in production, and conscientiously believing such recommendations to be in the best interests of all parties concerned, I recommend the minimum wages to be paid as follows:

Machinists and Fitters..90 cents per hour
Specialists. . . . . .65 cents per hour

and the other rates as set out in clause 14 of the proposed Agreement as unanimously recommended.

Dated at Vancouver, British Columbia, this twenty-fifth day of March, 1941.

(Sgd.) Percy R. Bengough,
Member of Board.

Credit Unions and Co-operatives in New Brunswick

The annual report of the New Brunswick Department of Agriculture for the year ended October 31, 1940, contains the fifth annual report on credit unions and other co-operatives in that province. According to the report 13 new credit unions were incorporated and organized during the year, the total number in operation at the close of October being 128, compared with 67 in 1938, and 115 in 1939. Details of operations for 1940 were not available at the time the report was published, but figures given as at December 31, 1939, showed that the credit unions then operating had a total membership of 13,187, the average membership being 114. Total capital was $238,000 with share capital represented by $214,000, deposits $7,885 and other assets $16,115.

A semi-annual report as of June, 1940, gave the following information concerning the operations of 121 credit unions: membership 15,746, an increase during the first six months of 1940 of 2,599; assets $325,000, an increase of $87,000; the number of loans handled was 5,599, amounting to $238,000.

The report states that it is therefore apparent that at the present time the loan turnover approximates $500,000 a year. Total loans handled from 1937 to June, 1940, amounted to $873,000 and an estimate of loans to the end of October of $1,000,000, is made in the report.

Besides the credit unions there are, according to the report, 20 co-operative associations now incorporated in New Brunswick. Of these, ten were established during the year. Thirteen of the total are handling producers' goods and supplies, ten being fishermen's co-operatives and three farmers' co-operatives. Of the remaining seven, five are consumers' co-operatives and the charters of two are of a general nature.

The following statistics of co-operatives for the year 1939 are given in the report: members, 936; assets, $65,000; business, $208,000. Of the total business transacted during 1939, three farmers' co-operatives accounted for $23,000; five fishermen's co-operatives for $73,000; while two co-operatives stores accounted for $112,000. In addition to the business of these co-operatives, La Co-operative du Madawaska, Limitée, produced 171,938 pounds of butter.

Expanding Man-Power is the title of a pamphlet issued recently by the Industrial Accident Prevention Associations of Ontario (600 Bay St., Toronto). As pointed out in the pamphlet, "the character of the relations between employer and employee are of vital importance at any time in the industrial life of a country like Canada but those relations and the quality and character of them are of double importance now with this country becoming the 'arsenal of the Empire'." The topics dealt with come under the following headings: points to consider; expanding payrolls; school co-operation; selecting a new employee; wage and salary administration; employee rating; and industrial relations.

CONCILIATION WORK OF THE DEPARTMENT OF LABOUR FROM JANUARY 1, 1941, TO MARCH 31, 1941

CONCILIATION proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

The Department of Labour has on its staff conciliators and mediators who are stationed at Vancouver, Toronto, Ottawa, and Montreal. The territory of the officer resident in Vancouver comprises the four western provinces. The conciliation officer resident in Toronto confines his activities to Ontario, while the officer in Montreal covers the province of Quebec and the Maritime Provinces. The headquarters of the Chief Conciliation Officer are at Ottawa.

The following statement covers the more important conciliation matters dealt with during the period January 1, 1941, to March 31, 1941. (An article covering the period October 1, 1940, to December 31, 1940, appeared in the LABOUR GAZETTE, February, 1941, page 105.)

WOOLLEN MILL WORKERS, VANCOUVER, B.C.—A reference to a dispute between the West Coast Woollen Mills, Limited, Vancouver, B.C., and its employees, members of the Pacific Textile Workers' Union (Canadian Congress of Labour), appeared in the February issue of the LABOUR GAZETTE at page 111. At the close of December the dispute, which related to wages and working conditions, was still receiving the attention of departmental officers. Some progress toward a settlement was made but as no agreement could be reached on the question of union recognition, a Board of Conciliation and Investigation, as applied for on January 21, was established on March 10. The dispute affected approximately 90 employees.

CARPENTERS, NANAIMO, B.C.—On January 8, 1941, an application was made for the establishment of a Board of Conciliation and Investigation to deal with a dispute as to the wages payable to carpenters employed by the Northern Construction Company and J. W. Stewart, Limited, on a contract being executed for the Dominion Government at Nanaimo, B.C. The application stated that 330 carpenters, members of Local Union 527, United Brotherhood of Carpenters and Joiners of America, were affected. A rate of 75 cents was specified for this trade in the wages schedule governing the contract, and the carpenters contended that the rate of 90 cents, current by agreement in Vancouver and Victoria, should apply as many of the workers had been brought from these points. It was ascertained that at the time the contract was awarded the rate for carpenters at Victoria was 80 cents, and this rate was made effective December 1st. The dispute was adjusted on this basis, the men being willing to work a 10-hour day pro rata.

HOTEL WAITERS, VANCOUVER, B.C.—Early in January, 1941, the assistance of the Department of Labour was requested in connection with a dispute existing between the Management of the Hotel Vancouver, Vancouver, B.C., and certain of its waiters and bus boys, members of Local 28, Hotel and Restaurant Employees' Union. This request was supported by the Honourable Mr Pearson, Minister of Labour for British Columbia. A number of these employees had ceased work on December 23, 1940, when the Management refused to implement the findings of a Board established under the Provincial Labour Industrial Conciliation and Arbitration Act to deal with the employees' request for increased wages, etc. The Board had recommended, among other things, a closed shop union agreement. The Management refused to enter into any agreement with other than a committee of its own employees, in line with the general policy of the Railway Companies, this hotel being operated jointly by the Canadian Pacific and Canadian National Railways. The Minister of Labour at once took the question up with the Managements of the two Railway Companies, and the reply from the two Presidents was quite clear as to what the Companies would do to adjust the dispute. This information was conveyed to the representative of the Department in Vancouver, who conferred with officials of the Union and with the local manager of the hotel. Subsequently an arrangement was made effective whereby the majority of the strikers resumed work with the understanding that an agreement would be negotiated between a com-

mittee of the employees and the local management. Apart from the question of union recognition the conditions of employment were mainly those set out in the award of the Provincial Board. Sixty-two employees participated in the strike.

Steel Workers, Saint John, N.B.—On January 15, 1941, a conciliator of the Department of Labour met a committee representing the steel workers, members of Local No. 1, Steelworkers' Union, employed by the Saint John Drydock and Shipbuilding Company, Limited, Saint John, N.B., in regard to a request they had made to be allowed more work on a piece rate basis, which would give them higher earnings. Some minor point having to do with promotions was also brought up. The men had been working 60 and more hours per week on urgent war work, but when the Company had not granted the request for more piece work they had, the previous week, reverted to a 44 hour week, which are the minimum hours specified in the wage agreement. As a result of mediation by the departmental officer the Company offered certain concessions which the workers agreed to accept and the dispute was terminated.

Foundry Workers, Toronto, Ont.—The dismissal of one employee, allegedly for union activity, was the cause of a dispute in the month of January, 1941, between the Sully Brass Foundry, Limited, Toronto, Ont., and its employees, members of Local 1039, Steel Workers' Organizing Committee. At the request of an officer of the union the matter was investigated by a conciliator of the Department. The manager of the Company denied that the man had been dismissed because of his union affiliation, but he declined to give further particulars, and he also refused to consider his reinstatement. The results of the investigation were made known to the union.

Machinists, Vancouver, B.C.—A dispute between the Reliance Motor and Machine Works, Limited, Vancouver, B.C., and its machinists, specialists and helpers, members of Vancouver Lodge 692, International Association of Machinists, having to do with the employees' request for an agreement covering wages, working conditions and recognition of the Union, was dealt with by a conciliation officer of the Department of Labour for a period of several weeks. The Company stated that the right of the employees to belong to the union of their choice and to bargain collectively was recognized and that they were quite willing to conclude an agreement with a committee of their own employees. They definitely refused, however, to concede union recognition or to meet officials of the union as representing their employees. When it became apparent that the dispute could not be settled through direct negotiation the employees, on February 7, 1941, made application for the establishment of a Board of Conciliation and Investigation. The application stated that 30 workers were directly involved.

Carpet Factory Workers, Toronto, Ont.—A dispute between the Toronto Carpet Manufacturing Company, Limited, Toronto, Ont., and certain of its employees in the "Fulling" and "Washers" departments was dealt with on January 13, 1941. About two months previously these employees had been put on an hourly basis at a rate of 38 cents, plus a 3 per cent cost-of-living bonus. Later new machines had been installed, however, and the Company had reverted to a piece rate system as had been in effect prior to the hourly system. The employees objected to the new arrangement, apparently feeling that their earning powers would be adversely affected, and strike action was threatened. A conciliation officer conferred with the parties and at a joint meeting the Company offered a guarantee that the earnings on the new basis would not be less than 38 cents per hour, plus the bonus mentioned. The matter of working hours was also discussed. The plant was operating on a two-shift basis, the hours being from 60 to 65 per week. The employees asked for shorter hours, and the Company offered to put on a third shift. It developed, however, that the employees really desired punitive overtime rates, but the Company was not prepared to grant this concession. At the conclusion of the conference the employees agreed to accept the Company's guarantee and give the new system a fair trial for a period of two weeks. At the end of that time the situation was considered satisfactory. Fourteen workers were affected by this dispute.

Labourers, De Beaujeu, P.Q.—On January 20, 1940, an officer of the Department of Labour visited De Beaujeu, P.Q., in connection with a strike which had occurred on the 17th of employees of the Co-Operative Society of Flax Producers of Soulanges. The employees, who were engaged in preparing flaxseed for shipment overseas, had ceased work to enforce a demand for a wage increase of 5 cents per hour. The departmental officer conferred with directors of the firm and a committee representing the workers, who were unorganized, and arrangements were made for a joint meeting to take place on January 21. At this conference a lengthy discussion took place, but the directors finally agreed to grant the demand

of the men and the dispute was terminated. One hundred and fifty labourers were involved.

Cap Factory Workers, Hamilton, Ont.—On January 21, 1941, a dispute between the Hamilton Uniform Cap Company, Hamilton, Ont., and its employees, members of Cap Makers' Union Local 47, United Hatters, Cap and Millinery Workers International Union, was adjusted through the conciliation service of the Department. At that time two workers had been discharged, allegedly because of union affiliation. One of these was reinstated following the investigation by the departmental officer, but the other had in the meantime obtained employment elsewhere. On January 23, however, a number of the employees ceased work, when one girl was transferred from one job to another. At the request of the Company an officer of the Department at once visited Hamilton and conferred with representatives of the employees and the employer. It was found that a great deal of dissatisfaction existed on the part of the employees, apparently as a consequence of the Company's attitude toward the Union, and it was alleged that discrimination and intimidation had been shown. At a joint conference held on the 24th the departmental officer endeavoured to persuade the Company to reinstate those who had walked out and thereby bring about a more harmonious feeling generally. This the Company refused to do, stating that the workers in question were no longer considered as employees. No settlement was reached, and on February 5 the employees made application for the establishment of a Board of Conciliation and Investigation. The application, which stated that 24 employees were directly affected, indicated the cause of the dispute to be the refusal of the employers to discuss with a committee of the employees or their representatives an adjustment in wages, hours and working conditions, also their refusal to recognize the union and to reinstate employees unjustly dismissed. A Board was subsequently established.

Machinists, Montreal, P.Q.—In the latter part of January, 1941, a dispute arose between the Noorduyn Aviation, Limited, and Lodge No. 712, International Association of Machinists, in regard to the dismissal of one workman. Considerable friction developed and a strike appeared imminent. An officer of the Department visited Montreal and conferred jointly with the Managament and the Union representative and induced them to solve the dispute under the provisions of the existing agreement, i.e., by the appointment by the Minister of Labour of a conciliation committee upon which both the union and the Company would be represented, the decision of such committee to be binding on both parties. The dispute was terminated in this manner. Approximately 1,000 employees were involved.

Electricians, North Vancouver, B.C.—On February 4, 1941, the Department of Labour was requested to investigate the dismissal of five electricians, members of Local No. 213, International Brotherhood of Electrical Workers, by the North Van Ship Repairs, Limited, North Vancouver, B.C. The agreement covering electricians in this plant had for some time been with the Electrical Workers' Shipyard Section of the Amalgamated Building Workers of Canada, and early in February the Company decided to renew the contract which provided, among other things, for a closed shop. Five employees who refused to join the Amalgamated group were therefore dismissed. Following mediation by a departmental conciliator the Company, with the consent of the officers of the group holding the agreement, agreed to take back the five men in question, having in mind the fact that the firm was engaged on war contracts.

Aircraft Factory Workers, Winnipeg, Man.—On February 7, 1941, the Department was advised that an employee of MacDonald Brothers Aircraft, Limited, Winnipeg, Man., who was acting President of the newly organized Machinists' Lodge in the Aircraft Division of the plant, had been discharged because of union activity, and an investigation was requested. A conciliator of the Department interviewed the dismissed employee, a representative of the union, and officials of the Company. It was the contention of the latter that this man had been dismissed because of inefficiency, but it was finally agreed that he would be offered employment in another plant in the vicinity operated by this Company. At the same time differences between the Company and union officials were to a large extent cleared up and the way was paved for a better relationship between the two parties.

Chauffeurs, Warehousemen, Etc., Winnipeg, Man.—Early in February, officers of the Department of Labour dealt with disputes involving the National Cartage and Storage, Limited, and the Manitoba Cartage and Warehousing Company, Winnipeg, Man., on the one hand, and their chauffeurs, warehousemen, etc., members of Division No. 253, Canadian Brotherhood of Railway Employees and Other Transport Workers, on the other hand. Differences had arisen when the employees requested a revision of the existing agreements which would provide increased wages and

improved working conditions, and when a settlement was not reached through direct negotiation the employees of each Company made application to the Department for the establishment of Boards of Conciliation and Investigation. The departmental officers conferred with representatives of the employees and with officials of the employing companies, and a joint conference was also arranged. Representatives of each Company took the position that wage increases were not possible at this time, and accordingly it was agreed that Board procedure would be necessary. It was urged upon all parties that one Board should deal with the two disputes, and to this the employees agreed. The employers, however, dissented for the reason that conditions of employment in the two establishments differed. Fifty-two employees were affected in the case of the National Cartage and Storage, Limited, and 48 in the case of the Manitoba Cartage and Warehousing Company

Masters and Mates, Vancouver, B.C.—The signing of an agreement early in February, 1941, between the B.C. Towboat Owners' Association and the Canadian Merchant Service Guild, Inc., marked the conclusion of prolonged negotiations between these two parties which had been participated in by a departmental conciliator. The agreement, effective February 1, 1941, covered wage rates for approximately 250 masters and mates employed in the towboat service on the Pacific Coast, and contained a provision for a cost-of-living bonus.

Steel Workers, Sault Ste. Marie, Ont.—The failure of negotiations between the Sault Structural Steel Company, Limited, Sault Ste. Marie, Ont., and its employees, members of Local 2288, Steel Workers' Organizing Committee, resulted in an application being made to the Department of Labour on January 18, 1941, for the establishment of a Board of Conciliation and Investigation. The employees had requested wage increases, a cost-of-living bonus, and the recognition of Local 2288 as the sole bargaining agency for the Company's employees. From the information submitted there appeared to be some likelihood of a direct settlement being reached without the necessity of Board procedure and to this end an officer of the Department, with the consent of both parties to the dispute, visited Sault Ste. Marie early in February. Following separate meetings with representatives of each of the parties a joint conference was held on February 6, and a settlement was reached on all points in dispute. On March 11 an agreement was signed between the Company and a committee of its own employees covering working conditions, and providing for increased basic rates and a cost of living bonus. Thirty-five employees were affected by the dispute.

Moulders, Smiths Falls, Ont.—A dispute between the Frost and Wood Company, Limited, Smiths Falls, Ont., and its moulders, members of Local No. 201, International Moulders' Union, was settled through mediation by a departmental officer early in February The employees objected to the wage payment system introduced by the management on certain war work and the machine moulders and other foundry workers threatened strike action. Conferences were held with each of the parties on January 28th and 29th and again on February 6th. At the latter meeting the Company offered wage increases for the various classes affected which were accepted by the employees. Other grievances of a minor nature were disposed of at the same time. About twenty workers were affected by the dispute.

Machinists, Montreal, P.Q.—On February 5, 1941, representations were made to the Department that a critical situation was developing in the plant of the Fairchild Aircraft Limited, Montreal, P.Q., and that a strike of machinists, members of Local Lodge No. 712, International Association of Machinists, was imminent. It was therefore arranged for a committee representing the machinists to visit Ottawa the following day to discuss the matter, and on the 7th a further conference was held in the office of the Minister of Labour at which were present officials of the Company and representatives of the Union. The complaint in general was that the Company, notwithstanding the terms of an agreement recently entered into, was dismissing without cause members and officials of the Local Union. This charge was denied by the Company, who stated that the dismissals had been because the men had not been attending to their work. It was the employees' contention that the agreement just signed was retroactive to December 2, 1940, and that in accordance with the terms thereof a tribunal should be established to deal with such cases. This did not prove to be the understanding of the Company and objection was taken to the establishment of such a tribunal. Through further mediation by a departmental officer on February 12 a number of points in dispute were cleared up and the way paved for a direct settlement. It was agreed that should this not be effected both parties would permit the questions in dispute to be dealt wtih by a tribunal as mentioned in the agreement. Approximately 3,500 workers were involved in the dispute.

Clothing Factory Workers, Montreal, P.Q.—On February 13, 1941, the Department of Labour was informed that three employees of the Biltmore Shirt Company, Ltd., Montreal, P.Q., had been discharged after having been employed by the Company for a number of years, and it was alleged that the affiliation of these workers with the Amalgamated Clothing Workers of America was the reason for the dismissals. A mediator of the Department interviewed the proprietor of the establishment but was unable to bring about the reinstatement of the workers. Later on the matter was taken up with the Company by an officer of the Department of Munitions and Supply, for which Department this firm was executing certain war contracts. At that time the proprietor stated that the dismissed workers would be taken back in the fall of 1941 when one particular phase of their work would permit of their re-employment.

Marine Engineers, Vancouver, B.C.—Negotiations between the B.C. Towboat Owners' Association and the National Association of Marine Engineers of Canada, Inc., Vancouver, B.C., regarding wages and working conditions, which were opened on February 14, 1941, were concluded at the end of the month when a mutually satisfactory agreement was signed. The wages rates were to be effective from February 1, but the cost of living bonus which was granted was to be paid as from January 1. Departmental mediators participated in the negotiations, which affected approximately 180 marine engineers.

Moulders, St. Catharines, Ont.—A strike of moulders, etc., in the plant of the Imperial Iron Corporation, St. Catharines, Ont., was terminated as a result of mediation by an officer of the Department of Labour during the period in review. The stoppage of work occurred on February 25, after which the men presented demands for wage increases and other concessions. At the time the strike occurred the men were unorganized, but they later became affiliated with Local No. 199, United Automobile Workers of America. The dispute was brought to the attention of the Department of Labour on March 1, and the following evening a conciliator attended a mass meeting of the strikers. This officer pointed out that as the firm was engaged on war contracts the strike was illegal, and he advised the men to resume work, thus placing themselves within the law, following which arrangements would be made for conferences on all matters in dispute to begin without delay. At a further meeting held on the 3rd the men decided to act accordingly, and on the afternoon of the 4th a few workers returned to the plant to make the necessary preparations for the resumption of operations the following day. Through the conciliator arrangements were made for negotiations to commence between the Company and a committee of the employees at which would be present an official of the union, and it was understood that should a settlement not be reached the services of the Department of Labour would again be made available. Approximately 70 workers were involved in the dispute.

Garment Factory Workers, Brantford, Ont.—Differences between the Kitchen Overall and Shirt Company, Limited, Brantford, Ont., and its employees, members of Local 237, United Garment Workers of America, were adjusted as a result of mediation by a departmental officer early in March. The dispute had arisen in connection with a request of the employees for an agreement covering increased wages, hours, overtime rates, etc. An application had been made for the establishment of a Board of Conciliation and Investigation but this was withdrawn following the signing of an agreement between the Company and the Union. The agreement, effective March 15, 1941, provided for wage increases of 5 and 10 per cent for certain classes, and also that the employees would, if required, work six hours per week overtime on war contracts without overtime pay. Approximately 100 employees were affected by the settlement.

Auto Parts Factory Workers, Oshawa, Ont.—Negotiations between the Coulter Manufacturing Company and its day workers, some of whom are members of Local 222, United Automobile Workers of America (C.I.O.), in regard to a new agreement which would provide, among other things, for increased wages, opened early in March and, on the morning of the 12th, while the conferences were still proceeding, the employees ceased work. On the 13th a conciliation officer of the Department conferred with a representative of the union, and later held a joint conference attended by officials of the Company and a committee of the employees, together with the union representatives. The Company agreed to sign an agreement with the Union, all points in dispute with the exception of wages having been previously agreed upon, but they refused to continue negotiations until work was resumed, particularly having in mind that as the Company was engaged on war contracts the strike, under the provisions of the Industrial Disputes Investigation Act, was illegal. Further meetings with each of the groups followed the joint conference, and late in the evening the employees voted to return to work with the understanding that negotiations would be resumed at once and, in the event of failure to reach a complete understanding, a Board

of Conciliation and Investigation would be set up. Work was resumed on the morning of the 14th and negotiations commenced a few hours later. No progress towards a settlement was made, however, and a Board was established on March 20. Approximately 160 workers were involved.

Tannery Workers, Oshawa, Ont.—The failure of negotiations regarding wage increases resulted in a dispute, late in February, between the Robson Leather Company, Limited, Oshawa, Ont., and its employees, members of Local 205, International Fur and Leather Workers' Union of the United States and Canada. Some time previously a departmental mediator had dealt with a number of grievances of these employees and through his efforts a settlement was effected. At that time the workers agreed that their request for higher wages might remain in abeyance for a period of four months, during which time the Company was to make a survey to ascertain to what extent, if any, the demand could be met. Late in February the assistance of the Department was again requested, and on the 28th a conference between the two parties was held in the Toronto office of the Department. No progress was made, and a further conference took place on March 6 in the office of the Company at Oshawa, at which the departmental officer was present. It became apparent at this latter meeting that further efforts to reach a direct settlement would be futile, the Company contending that it could not pay higher wages, and the employees refused to drop their demands. It was therefore agreed by both parties that the dispute should be referred to a Board of Conciliation and Investigation. This Board was set up on March 23, the application stating that 227 employees were affected. On the morning of the 24th, however, a strike was called in protest against the dismissal of two employees, one being the president of the local union. This action had been taken by the Company following a dispute as to the working of a certain number of hours overtime. Particulars of the strike appear elsewhere in this issue. As the firm was to some extent engaged on war work the strike was illegal and this was made known to the strikers. On March 28 the Chief Conciliation Officer of the Department visited Oshawa and following meetings with both parties the men agreed to return to work the following morning, the Company, on its part, agreeing to reinstate all the strikers. The Board, which is to deal with all matters in dispute, was thereupon completed by the appointment of a chairman.

Telegraphers, Montreal, P.Q.—Conferences arranged by and participated in by officers of the Department of Labour between officials of the Canadian Marconi Company, Montreal, P.Q., and representatives of its telegraphers, members of Canadian Marconi System Division No. 59, Commercial Telegraphers' Union, resulted in the settlement of a wage dispute. The employees had asked for a 10 per cent increase in the monthly rates and the adjustment of certain grievances. At the first meeting, which was held in Montreal March 24, an agreement was reached on all matters except wages, and a further conference was held in the offices of the Department on the 26th. At that time it was agreed that a cost-of-living bonus within the provisions of Order in Council of December 19, 1940 (P.C. 7440) would be paid. Approximately 100 telegraphers were involved in the dispute.

Textile Factory Workers, Toronto, Ont.—Mediation by an officer of the Department of Labour resulted in the termination of a short strike of 11 spinners on the day shift of the Barrymore Cloth Company, Limited, Toronto, Ont., on March 24. The strike had occurred when a demand for wage increases was not granted, but work was resumed on the understanding that if further negotiations did not result in a settlement the employees would make application for the establishment of a Board of Conciliation and Investigation.

Tannery Workers, Acton, Ont.—Mediation by an officer of the Department of Labour late in March resulted in an agreement as to wages and working conditions to be effective in the tannery of Beardmore and Company, Acton, Ont. The assistance of the Department was requested when negotiations between the two parties became deadlocked. Forty-two workers employed in the "beam house" of the tannery were affected by the settlement.

Carpenters, Vancouver, B.C.—Prolonged negotiations between the General Contractors' Association, Vancouver, B.C., and representatives of Locals 452 and 1251, United Brotherhood of Carpenters and Joiners of America, regarding the revision of the existing agreement to provide for a 10 cent increase in the hourly rate ended with the signing of an agreement on March 28. The carpenters accepted a cost-of-living bonus of 7½ cents, bringing the hourly rate for this trade to 97½ cents. As a consequence the establishment of a Board of Conciliation and Investigation, as requested by the carpenters, became unnecessary. An official of the Department of Labour participated in the negotiations, which affected approximately 700 men.

Electrical Workers, Edmonton, Alta.—A dispute between the Corporation of the City

of Edmonton and certain civic employees in the telephone, electric light and power departments, members of the International Brotherhood of Electrical Workers, B. 1007, regarding a compulsory plan of pay-roll deductions for approved war and other charities passed by the City Council and effective from February 1 is receiving the attention of the Department. The employees, under date of February 6, submitted an application for the establishment of a Board of Conciliation and Investigation. An officer of the Department conferred in Edmonton with both parties and, at the end of March, an effort was being made to ascertain the wishes of the majority of the workers. The application stated that 85 employees were directly affected, and approximately 900 indirectly.

CANADIAN NATIONAL RAILWAYS EMPLOYEES' BOARD OF ADJUSTMENT No. 2

Summary of Recent Decisions

REPORTS have been received of two cases settled recently by the Canadian National Railways Employees' Board of Adjustment No. 2. Outlines of previous cases were given in the LABOUR GAZETTE, November, 1940, page 1139, and in previous issues.

The issue of August, 1930, contained a general summary of the proceedings of the Board, covering the period from January 1, 1928, to December 31, 1929; and a similar summary of proceedings from September 1, 1925 (the date of the inception of the Board), to December 31, 1927, appeared in the issue of October, 1928, page 1060. The text of the memorandum of the agreement made between the railways and the employees concerned for the establishment of the Board, was given in these summaries.

The Canadian National Railway Employees' Board of Adjustment No. 2 was established for the purpose of disposing of outstanding grievances or disputes that might arise from the application, non-application or interpretation of the schedule of working conditions for "clerks and other classes of employees herein named," which are not adjusted between the officers of the railway and the representatives of the employees. The members of the Board are appointed for a term of one year, subject to reappointment. The Board is composed of four members selected by the management and four members selected by the representatives of the employees concerned. The decisions of the Board are binding upon the parties to the agreement. Provision was made, in the agreement constituting the Board, for the appointment of an arbitrator in any case in which the Board might be unable to agree upon an award. The ruling of the arbitrator becomes the decision of the Board.

Case No. 212.—Stores Department, Western Region and a Labourer at Portage la Prairie.—This case concerned the claim of a labourer for pay at store issuer's rate for the period September 23 to October 31, 1939. On September 11, 1939, a stores labourer at Portage la Prairie, Manitoba, was assigned to the temporary position of stores issuer at Biggar, Saskatchewan, and on September 23, 1939, was displaced from this position by a senior employee. The claimant then signified his intention of displacing a junior employee who was then working temporarily as a stores issuer at Dauphin, Manitoba, but was not allowed to do so.

The employees contended that in pursuance of the schedule for clerks and other classes of employees, the stores labourer was entitled, when displaced from the stores issuer's position at Biggar, to displace the junior employee from the stores issuer's position at Dauphin, and that as he was not permitted to do so, he was entitled to the difference between a labourer's rate and the issuer's rate of 55 cents per hour for the period September 23 to October 31, 1939, "during which period he was forced to work as a labourer at Portage la Prairie while the junior employee continued to work as an issuer at Dauphin".

The Railways contended that to allow men to move about and "bump" or displace junior employees for short periods in temporary positions would disrupt operations and lower efficiency as conditions at all such points are not the same and "it takes a relief man a week or ten days to find his bearings after being transferred, and they must be tutored to a considerable extent to enable them to give service."

The Railways were therefore of the opinion that the only way to avoid such misunderstandings in the future would be, instead of allowing the senior qualified man to choose the long time positions, to offer or bulletin these temporary positions as they occur, and if the senior qualified man does not accept, the position would then pass down until a qualified man accepted who would hold it for its duration.

After hearing this case the Board referred it back to the disputants and was later advised that a satisfactory agreement had been arrived at, and upon the request of the parties to the dispute, the case was withdrawn.

Case No. 216.—Stores Department, Central Region and a Labourer at Joffre, P.Q.—The position of stores issuer rated at 55 cents per hour at Joffre, P.Q., became vacant on

April 6, 1940, and upon being bulletined two applications were received. The position was awarded to the junior applicant in point of seniority. The senior applicant filed a grievance respecting the award, and it was claimed that he was denied a fair trial on the position by the management on the ground that they considered he was not qualified to fill the position.

The employees contended that as the senior applicant had performed the work of a relief issuer one day each week for 18 years; that during that time he had also performed the work of a receiver and shipper at Joffre; that for several years he had maintained the report covering the issue of various types and quantities of oil to various classes of locomotives; that he had relieved the issuers during their vacations, a total of 6 weeks for three issuers each year or when they were absent on sick leave; and that there had been no complaints concerning his work during 18 years, the employees therefore claimed that he was entitled to regular assignment to the position.

The Railways claimed that the senior applicant was not qualified to undertake the assigned duties of a regular issuer as indicated in results of examinations; and also that while performing service as relief issuer one day per week for a number of years he was only required to issue materials, not being qualified to assume all assigned duties of regular issuers at outstations.

Representatives of both parties appeared before the Board and submitted additional oral evidence in support of their respective contentions. The Board's decision denied the claim of the employees.

Statistics of Steam Railways in Canada, 1939

The Dominion Bureau of Statistics has recently issued its annual report on Statistics of Steam Railways of Canada (Price 50 cents), for the year ending December 31, 1939.

The total revenues for the year amounted to $367,179,095 as compared with $336,833,400 in 1938. The slump in revenue which occurred in 1938 continued during the first four months of 1939 but thereafter there were increases over those for the corresponding months in the previous year resulting in an increase of approximately thirty million dollars over 1938 and an increase of twelve million dollars over 1937. The Canadian National System reduced its loss by $16,231,733, that is $54,470,997 in 1938 to $38,239,264 in 1939, and the Canadian Pacific increased its income by $8,519,766 or from $1,262,382 to $9,782,148.

The miles of road operated at the end of the year were 42,636·9, a reduction of 105·4. Revenue freight carried was 84,631,122 tons, an increase of 11·1 per cent while the ton miles increased by 17·3 per cent, indicating an increase in the average haul. The increase was chiefly in wheat loaded in Saskatchewan. Passenger traffic showed slight decreases both in numbers carried and in revenue.

Operating expenses increased to $304,373,285 from $295,705,638 in 1938. The number of employees increased by 1,538 to 129,362 and the total payroll was $200,373,668 as against $195,108,351 in 1938. The average hourly wage for employees was 62·5 cents as against an average of 62·1 cents in 1938, the average annual earnings of those on an hourly basis being $1,485 in 1939 as against $1,459 in 1938. The average earnings of employees on a daily, monthly or annual basis was $1,803 in 1939 as against $1,800 in 1938. The latter class includes executives, clerks, janitors, cleaners, office boys, etc. numbering 26,135. The lowest average wage per hour was 30·6 cents for labourers in maintenance of way with 42·9 cents for sectionmen, with average annual earnings of $713 and $1,036 respectively. Shop employees averaged 63·6 cents per hour and $1,373 per year. The highest average wage per hour was for passenger engineers at $1.68 with annual average earnings of $3,566. The highest average pay per day was $22 and $6,648 per year for 506 executive general officers and assistants. Clerks averaged $5.02 per day and $1,547 per year.

Fatal accidents to employees numbered 43, including 21 trainmen, 9 trackmen and 13 in other classes. The number of employees injured was 879 in train accidents and 4,373 in non-train accidents. The time lost through accidents by all employees was 136,637 days, including 31,773 by train employees, 48,890 by trackmen, 35,706 by shopmen, and 11,219 by stationmen, with smaller losses by other classes.

The report contains figures for each railway as to capital, receipts, expenditure, traffic, track, equipment, etc.

The report contains a table showing by classes of employees the average number employed during the year, the total hours or days on duty, total salaries and wages paid, the average number of hours or days worked per employee in each class or occupation, the average earnings per hour or per day and also per year.

The figures as to numbers of employees in each class on hourly or equivalent rates, the average time worked and average earnings per hour and per year are included in the supplement to the Labour Gazette for April, 1941, on Wages and Hours of Labour in Canada, 1929, 1939 and 1940, Appendix B.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1941.

THE following table shows the number of disputes, workers involved and time loss for March, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*March, 1941	11	1,135	3,515
*February, 1941	8	1,787	7,514
March, 1940	12	1,981	14,940

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While there was an increase in the number of strikes and lockouts in March over February several of these involved small numbers of workers for brief periods so that there was an appreciable decrease in the number of workers involved and a considerable reduction in time loss in man working days. The more important disputes involved 250 tannery workers at Oshawa, Ont., with time loss of 1,250 days, and 110 abrasives factory workers at Thorold, Ont., with time loss of 500 days. Four disputes each caused time loss of about 300 days. In February, four strikes of coal miners in Nova Scotia and New Brunswick caused nearly 7,000 days time loss. In March, 1940, strikes of coal miners in Alberta and cotton factory workers in New Brunswick caused most of the time loss for the month.

One dispute involving 81 employees was carried over from February and 10 disputes commenced during March. Of these 11 disputes, seven were terminated during the month. Two resulted in favour of the workers involved; two in favour of the employers; in one case there was a compromise settlement, while in two others the settlement was indefinite. At the end of the month, therefore, there were four strikes or lockouts recorded as in progress, namely: Electric fixtures factory workers, Montreal, Que.; abrasives factory workers, Thorold, Ont.; plumbers, etc., Ile de Salaberry, Que.; and garage employees and bus drivers, Vancouver, B.C.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to four disputes of this nature, namely: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8 to November 30, 1940. Regarding the strike of truck drivers (highway), Toronto, Ont., etc., one employer, November 11, 1940, to January 31, 1941, it has been reported that all those who were still out had obtained work elsewhere by March 31, 1941.

Disputes involving men on unemployment relief work who are not paid wages but receive subsistence for which work is performed or may be required are not included in the record, no relation of employer and employees being involved.

A minor dispute involved 11 employees in a woollen cloth manufacturing establishment in Toronto, for a few hours on March 24 regarding an increase in wages, piece rates. As a result of conciliation by the Department of Labour, work was resumed, the employees to negotiate further with the management and apply for a Board under the Industrial Disputes Investigation Act if a settlement was not reached.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to March

IRON FOUNDRY WORKERS, ST. CATHARINES, ONT.—As stated in the Labour Gazette for March, work was resumed partly on March 4, and fully on March 5, following conciliation by the Department of Labour, it having been agreed that the management would negotiate an agreement with a committee of employees on the basis of an adjustment of wages with a five per cent wartime bonus, a minimum rate of 45 cents per hour for labourers after a probationary period, hours to be rearranged and to average nine per day, piecework production to be maintained, and the manage-

ment to meet monthly with a committee of employees on grievances, etc. During the strike those involved were reported to have become members of the United Automobile Workers of America and to have demanded recognition of this union and an agreement. The management refused to recognize the union but it was reported that it agreed to discuss matters with a union official. Those on strike were moulders, coremakers, helpers and cleaners, and 33 other workers were reported as being indirectly involved.

Disputes Commencing During March

Coal Miners, Glace Bay, N.S.—A refusal by 60 surface employees to work with a man transferred from another colliery, which was being closed, resulted in one mine being idle on March 17 and 18, involving 400 men indirectly. It appears that while it had been arranged that the men laid off in the closed colliery would be employed in other mines so far as possible, the strikers contended that the man in question should have been taken on as a labourer and the vacancy filled by promotion. Work was resumed pending an inquiry, and it was arranged that the man formerly in the position should fill it when able to return to work.

Coal Miners, Glace Bay, N.S.—On March 20, 22 longwall miners ceased work against the application of a ruling made by the Joint Board of Adjustment regarding the cleaning of walls in another mine, claiming that a local arrangement made previously should continue in effect as conditions were different and their earnings would be reduced. The stoppage involved 45 other men indirectly. Work was resumed on March 29, and the question as to whether the ruling should apply was referred to the Board.

Fish Cutters, Etc., Lunenberg, N.S.—A number of fish cutters in a processing plant ceased work on March 21, to obtain an increase in wages from 32-35 cents per hour to 38 cents, but resumed work after three and a half hours when it was agreed that the directors would consider the demand. Thirty-six other workers were indirectly involved. The demand was conceded later.

Tannery Workers, Oshawa, Ont.—Employees in one establishment were involved in a stoppage of work from March 24 to 28, claiming that a number of employees had been dismissed in a dispute as to the performance of certain work at the end of the previous week. Owing to a dispute as to wages and working conditions, a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act was being established but the stoppage interrupted its completion. As a result of conciliation by the Department of Labour work was resumed on March 29, all men being reinstated.

Automobile Parts Factory Workers, Oshawa, Ont.—Employees in one establishment ceased work on March 12, when negotiations for an agreement with the United Automobile Workers of America broke down over a wage increase. As a result of conciliation by the Department of Labour, work was resumed on March 14, negotiations to be resumed and the dispute referred to a Board under the Industrial Disputes Investigation Act if a settlement was not reached. A Board was established on March 20.

Electric Fixtures Factory Workers, Montreal, Que.—A number of workers in one establishment ceased work on March 27 to secure recognition of the United Electrical, Radio & Machine Workers of America with increases in wages. It was reported that the employer was ready to meet a committee of employees but union members had been dismissed, precipitating the strike. A conciliation officer of the Department of Labour met the parties, but the employer would not meet a committee until work was resumed. The establishment was reported to be operating at about half capacity and was picketed by the union. At the end of the month a settlement had not been reached.

Abrasives Factory Workers, Thorold, Ont.—Negotiations between the employees' committee and the management as to an increase in wages since December, 1940, had not resulted in a settlement when on March 26 a number of the employees ceased work in protest against the discharge of the chairman of the committee and proceeded to form a union and secure a charter as a federal labour union from the American Federation of Labour. The plant continued in operation, 100 out of 350 employees being reported on strike. As a result of negotiations, assisted by an organizer of the Federation, it was arranged that work would be resumed at noon on April 1, all being reinstated; also that the management conceded the right to organize and would negotiate as to the wage increases with a committee.

Plumbers, Etc., Ile de Salaberry, Que.—A number of plumbers, steamfitters, sprinkler fitters, etc., left their work on a construction job on Ile de Salaberry, at Valleyfield, Que., on March 15 and by March 17 it was reported 112 had ceased work. The men had asked for an allowance for transportation and board for workers from Montreal. This dispute had been referred to a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act and the Board had recommended against such an allowance. The Montreal rate at 85 cents per hour was being paid

but the Board found that the prevailing rate in Valleyfield was 60 cents. The minority report recommended that the allowances should be paid in accordance with agreements for plumbers at Montreal and agreements for sprinkler fitters throughout Canada and under provincial regulations as to sprinkler fitters (LABOUR GAZETTE, March, 1941, pp. 222-225).

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to March, 1941.				
MANUFACTURING—				
Metal Products—				
Iron foundry workers, St. Catharines, Ont.	1	81	162	Commenced Feb. 25, 1941; for increased wages, improved working conditions and union recognition; terminated March 3, 1941; conciliation (federal); compromise.
(b) Strikes and Lockouts commencing during March, 1941.				
MINING, ETC.—				
Coal miners, Glace Bay, N.S.	1	(a) 60	120	Commenced March 17; against transfer of worker to certain position; terminated March 18; return of workers pending investigation; in favour of employer (transfer temporary).
Coal miners, Glace Bay, N.S.	1	22	176	Commenced March 20; against local application of ruling *re* another mine; terminated March 28; return of workers pending decision of Joint Board of Adjustment; indefinite.
MANUFACTURING—				
Animal Foods—				
Fish cutters, etc., Lunenberg, N.S.	1	42	15	Commenced March 21; for increased wages; terminated March 21; return of workers pending settlement; in favour of workers.
Fur, Leather, etc.—				
Tannery workers, Oshawa, Ont.	1	250	1,250	Commenced March 24; against discharge of workers; terminated March 28; conciliation (federal); in favour of workers.
Metal Products—				
Automobile parts factory workers, Oshawa, Ont.	1	160	320	Commenced March 12; for union agreement with increased wages; terminated March 13; conciliation (federal) and later reference to I.D.I. Board; indefinite.
Electric fixtures factory workers, Montreal, P.Q.	1	100	300	Commenced March 27; for union recognition with increased wages, etc.; unterminated.
Non-Met. Minerals, etc.—				
Abrasives factory workers, Thorold, Ont.	1	110	500	Commenced March 26; against discharge of worker and for increased wages; unterminated.
CONSTRUCTION—				
Buildings, etc.—				
Plumbers, etc., Ile de Salaberry, P.Q.	1	112	350	Commenced March 15; for allowance for board and transportation; unterminated.
Construction labourers, Sydney, N.S.	1	22	22	Commenced March 25; for increased wages; terminated March 26; employment conditions no longer affected; in favour of employer.
TRANSPORTATION—				
Electric Railways—				
Garage employees and bus drivers, Vancouver, B.C.	1	176	300	Commenced March 30; for increased wages and improved working conditions; unterminated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 400 men indirectly affected.

It was reported that 112 men out of 185 left work. The employer reported that replacement of the men began on March 16 and by March 24 all had been replaced. At the end of the month a settlement had not been reached.

Construction Labourers, Sydney, N.S.—A number of labourers, engaged in removing brickwork in connection with the relining of a furnace in a steel plant, ceased work on March 25 demanding an increase in wages from 48 cents per hour to $5 per day. Seven men on one shift and 15 men on the next shift were involved. Work was resumed on the next shift, half of the men returning, the remainder, 11, being replaced.

Garage Employees and Bus Drivers, Vancouver, B.C.—A number of employees in a garage servicing motor buses having some connection with the street railway system and an interurban motor coach line ceased work on March 30 to secure increases in wages and improvements in working conditions. They were supported by bus drivers who refused to operate buses after they required service by non-union workers. A Board established under the British Columbia Conciliation and Arbitration Act had dealt with the dispute and had recommended certain increases only. One member of the Board dissented from the report. The employees did not accept the award. Both parties discussed modifications in the terms of the award but did not reach an agreement. Work was resumed on April 4 under the terms of the award pending the finding of an arbitrator to be appointed by the provincial Minister of Labour.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the Labour Gazette from month to month bringing down to date that given in the March, 1941, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1940. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the Labour Gazette, August, 1940, page 760.

The number of disputes which began during January was 64 and 10 were unterminated at the end of December, making a total of 74 disputes in progress during January. The number of workers involved was 13,300 and the resultant time loss 24,000 man-working days.

Of the 64 disputes which began during January, 14 arose out of demands for increased wages and 25 were over other wage questions; 12 were over questions regarding the employment of particular classes or persons; 10 arose out of questions respecting working conditions; 3 on questions of trade union principle. During January, final settlements were reached in the case of 57 disputes, of which 7 were settled in favour of workers, 28 in favour of employers and 22 resulted in compromise settlements. In 6 other disputes, work was resumed pending negotiations.

A strike of about 5,000 shipyard workers, at Belfast, lasted from March 7 to March 12. The cause of the dispute was the dismissal of two men and dissatisfaction of the apprentices over rates of wages.

United States

The United States Bureau of Labour Statistics has issued preliminary figures as to the strikes beginning in recent months as follows:—

	Number of Disputes	Workers Involved	Time Loss in Working Days
Dec., 1940.....	160	40,000	400,000
Jan., 1941.....	220	65,000	625,000
Feb., 1941.....	240	60,000	1,000,000

For purposes of comparison, average figures for February over the five-year period 1935-39, are: 182 strikes beginning in the month, 69,611 workers involved in strikes beginning in the month; 828,701 man-working days time loss.

(The Secretary of Labor of the United States, in March, issued a statement as to the extent of strikes in defence industries

which included eleven of the manufacturing industries recognized as being vital to national defence. These are the industries producing: aircraft, aluminum, automobiles, steel, electrical machinery, engines, explosives, and machine tools; also foundries and machine shops, sawmills and shipbuilding. In these eleven industries in 1940, there were 244 strikes resulting in a time loss of 1,461,000 man-working days which was equal to one-fourth of one per cent of the total number of man-days worked. The data indicated that, in general, defence strikes were shorter than non-defence strikes. It was pointed out that because of the importance of strikes which directly affect national defence, much publicity is given to such disputes. It was also pointed out that during the months September, 1940, to January, 1941, inclusive, the time loss from strikes was 27 per cent less than during the same period a year before.)

Two disputes which began in January, and were mentioned in the February Labour Gazette, continued into March. The strike of 6,500 employees of a tractor manufacturing plant at Chicago which began January 29, spread to another plant of the same company, engaged in truck manufacturing, also at Chicago, where 6,650 employees ceased work. Two smaller plants of the same company at Rock Falls, Illinois, and Richmond, Indiana, were also involved in disputes. The demands included union recognition, increased wages, a reduction in or the elimination of piece work. On March 24, one of the Chicago plants reopened when about 3,000 members of a rival union went to work, and on March 31, strikers voted to return to work at all four plants, the matters in dispute to be referred to the new National Mediation Board.

The other strike which began in January was that involving over 7,000 workers at an engineering plant at Milwaukee, Wisconsin, which was still in effect at the end of March. This strike is reported to have held up equipment needed in other establishments engaged in defence work.

Plants of a steel corporation in three cities were involved in strikes, in all cases over the question of union recognition as well as other demands. At Lackawanna, New York, where there were 14,000 employees, a stoppage occurred on February 26 over the suspension of several hundred workers and for collective bargaining with the union. On February 28 a settlement was reached, the company agreeing to negotiate with the union over grievances. The second strike was at Bethlehem, Pennsylvania, where 21,000 workers were employed, but all did not go out on strike. This was in protest against holding of elections under an employees' representation plan, which the union held did not represent the majority of the workers. This was settled March 28, when the company agreed to deal with the union for its members. The third strike which was at the plant at Johnstown, Pennsylvania, began March 28 over the question of union recognition; 8,000 workers were involved and a settlement was reached March 30.

A strike at an aluminum manfacturing plant at Edgewater, New Jersey, was in progress from March 12 to March 22 when it was agreed that work be resumed and the dispute as to the payment for overtime be subject to further negotiations; 3,000 workers were involved in this strike.

Drivers and other employees of bus companies in New York City, numbering 3,500, were on strike from March 10 to March 23, when it was agreed to refer the question of increased wages to arbitration.

The Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, Princeton, N.J., has issued three booklets in its series of industrial relations digests. The first entitled *The Organization of a Personnel Department* outlines the relationship of a personnel department to the operating organization, the division of duties within such a department, and the use of organization charts and committees. The second pamphlet entitled *The Employment Division* describes the functions of such a department under the following headings: recruiting, selection and placement, separations, and employment records. The third deals with the reorganization of hour schedules under topic headings, factors determining changes, individual problems and solutions; the last mentioned section being sub-divided under number of shifts for each 24-hour day, days per week, continuous operations, rotating and non-rotating shifts, bonus payments, hour schedules for trainees and hour schedules for salaried employees.

This last named booklet presents a digest of a preliminary report of a more complete study which is being prepared on hours of work in defense industries, based on information received from a large number of companies in representative industries; while the two first-mentioned are digests of current practice and have been prepared for use in companies facing rapid expansion due to defense orders. They are based on material received from a large number of companies.

CANADA'S WARTIME WAGES POLICY

Application of Order in Council Providing for Stabilization of Wages and Cost of Living Bonus

THE Minister of Labour, the Hon. Norman A. McLarty recently released *Suggestions for the Application of Order in Council P.C. 7440 by Boards of Conciliation and Arbitration*. Because of the importance of this Order, which sets forth the Government's wartime wage policy, the full texts both of the Order and of the Minister's suggestions are reprinted below, together with a summary of the policy and a brief statement of the considerations which led to its adoption on the recommendation of the Inter-Departmental Committee on Labour Co-ordination and the National Labour Supply Council, which is composed equally of representatives of the principal employer and labour organizations in Canada.

Summary of Policy and Reasons for its Adoption

Under the pressure of wartime demands there is a strong tendency for wage rates to rise. The supply of labour is decreased by the transfer of men to the armed forces. The demand for labour is increased by the expansion of production for war purposes. The resulting tendency for wage rates to rise is strengthened because in many types of war production the employers' normal incentive to resist wage increases largely disappears. The Government becomes the country's largest buyer. On Government contracts profits are fixed and increases in wage rates charged to the taxpayer. In many instances, therefore, employers are willing to adopt a liberal wage policy since it results either in higher prices paid by the Government on war orders or in lower excess profits taxes.

On the other hand, the cost of living tends also to rise. Through increased employment, higher wage rates, and frequent overtime, the money earnings of wage-earners increase. If the flow of money incomes increases faster than the output of civilian goods and services, the prices of these goods and services must rise. The increased cost of living stimulates further demands for increased wage rates. The spending of increased earnings (unless the production of civilian goods and services can be proportionately increased) pushes the cost of living still higher, and a race starts between wage rates and the cost of living.

In this race, as all countries learned during the last war, the cost of living always increases faster than wages. In Canada, by 1917 the cost of living had risen 39 per cent but wages only 26 per cent. By 1918 the cost of living had risen 59 per cent but wages only 47 per cent. There was, therefore, a serious reduction in the purchasing power of the wages of the average worker. More important, however, was the fact that the reduction in the standard of living was distributed very unevenly. A few favourably situated wage-earners were able, it is true, to enforce wage increases as fast as or faster than the cost of living rose, but the great majority of wage-earners suffered a reduction in their standard of living. For some the reduction was slight, for others severe. It is in such unplanned and inequitable differences in the sacrifice imposed on various groups in the community that the main evil of inflation lies.

To check the rise in the cost of living control of prices and rents was instituted very shortly after the outbreak of the present war. Profits were also restricted and subjected to special taxation. If unco-ordinated increases in wage rates were permitted, the whole policy of orderly and equitable control might be largely defeated and the vicious spiral of inflation might begin to exact its toll.

By November, 1940 the cost of living had increased by 7 per cent since the beginning of the war, although it was still 12 per cent below the figure for 1929. The index number of wage rates (1935-39=100) had increased from 104·1 in 1929 and 104·7 in 1938 to 108·3 in 1940. It was therefore decided that the time had come to supplement other methods of control by a policy of stabilizing current wage rates and providing for the orderly adjustment of wages to any unavoidable increases in the cost of living.

Main provisions of Order

This policy was set forth in the Order in Council of December 16, 1940 (P.C. 7440) which provides that, for the duration of the war:

1. Except in certain special situations the highest wage rates established either during the period of our greatest prosperity, 1926-29, or at any time thereafter, may be restored, if necessary, and maintained, but not increased;

2. Such wages may be supplemented by a separate cost of living bonus which should be sufficient to protect the worker not from increases in the cost of all his purchases, but

only from increases in the cost of basic necessities, and should therefore be in the form of "a flat amount per hour or per week uniform for all workers";

3. All wage agreements shall conform to the above principles;

4. The Minister of Labour shall review the findings of all Boards of Conciliation for compliance with the above principles and shall direct the reconsideration of any recommendation which deviates from them.

Coverage of Order

The Order applies to all industries falling within the scope of the Industrial Disputes Investigation Act—mining, transportation, communication, public service utilities, and the production, transportation or storage of war supplies and the construction or demolition of defence projects. It was hoped, however, that the policy of the Order would be voluntarily adopted by employers and workers in all other industries.

Cost of Living Bonus

Since the Minister is required to review the reports of Boards of Conciliation and Investigation for conformity to the principles of the Order in Council, it seemed advisable to inform such boards of his interpretation of the Order, and especially of his view as to what would constitute a reasonable cost of living bonus. Otherwise dissatisfaction and unrest might result from widely differing recommendations by different boards. He suggests therefore that when the cost of living increases 5 per cent, full time workers should receive a cost of living bonus of $1.25 per week. This is 5 per cent of $25 and is recommended on the rough assumption that a worker earning $25 a week or less has to spend practically his entire earnings on the necessities of life. A slightly different procedure is recommended for women workers and males under 21 years of age. If their wage rates are less than 50 cents an hour, it is suggested that their bonus might be 5 per cent of their basic hourly rates, but not to exceed $1.25 per week. This difference in treatment is based on the assumption that most of them have no dependents and that the full amount of the standard bonus would increase their earnings by more than the cost of living in a degree not warranted by their needs.

Two-Fold Policy

The policy summarized above is two-fold. On the one hand it provides for the stabilization of current wage rates (unless they can be shown to be depressed or unduly enhanced). On the other hand it provides for supplementing wages by a cost of living bonus to prevent any reduction in the workers' basic standard of living.

The policy of stabilizing wages is considered reasonable, because present wage rates, measured in purchasing power, are the highest in Canada's history. This policy is regarded as necessary because Canada cannot devote 44 per cent of its national income to the purposes of war and at the same time produce enough civilian goods and services to make possible any general increase in real wage rates, i.e., in the goods and services that the wage earner can buy with his money wages. In wartime no increase in the general standard of living is physically and economically possible. In fact it will be fortunate if Canada can sustain its necessary war effort without some decrease in the average standard of living by reduction of the consumption of non-essential commodities. Such a decrease may be necessary to the extent that men and machines have to be diverted from the production of civilian goods and services to the production of munitions and war supplies.

But if such a decrease is necessary, it should not be allowed to impair the morale and the productive efficiency of our working force. This is the other half of the policy. By provision of uniform cost of living bonuses a basic standard of living for all workers is protected. Any sacrifice in civilian consumption required by the necessities of war (and made evident by an increase in the cost of living) will then be imposed, as equity and efficiency both require, on those best able to bear the burden.

The policy does impose certain restrictions on the temporary gain which certain groups of favourably situated wage-earners might be able to secure for themselves in this emergency. But if it succeeds in preventing a series of unplanned and cumulative increases in *money* wage rates and therefore in preventing a similar series of inevitably larger increases in the cost of living, it will facilitate the maintenance of *real* wages, measured in purchasing power, at the highest possible level, will safeguard the maintenance of at least a basic minimum standard of living for all workers, and will prevent the gross inequality of sacrifice which uncontrolled inflation always brings and under which those wage earners who can least help themselves suffer most.

The text of the Suggestions for the Application of the Order is as follows:

Suggestions for the Application of Order in Council P. C. 7440 by Boards of Conciliation and Investigation

1. Purpose of the Order in Council

The purpose of the Order in Council is to establish a uniform wage policy for Boards of Conciliation and Investigation by providing that, subject to certain exceptions stated in section 5 below, the highest wage rates generally prevailing and normally established for the different occupations in any given establishment during the period 1926-29 or any higher rates established thereafter but before December 16, 1940, shall be accepted as fair and reasonable, and that such wage rates may be supplemented by a separate bonus as the cost of living rises.

2. Adjustment of Wage Rates in Normal Cases

(*a*) Subject to the exceptions stated in section 5 below, wage rates which are as high as or higher than the highest rates established during the period 1926-29 or thereafter may not be changed, but wage rates which are lower than the rates during that period may be increased up to that level.

(*b*) In comparing the wage rates of piece workers, account should be taken not only of the straight piece work rate but also of any applicable incentive bonus.

(*c*) The Order clearly indicates that comparison of existing wages with those of the period 1926-29 must be made on the basis of wage rates, not earnings. It definitely mentions wage rates and wage rate levels but makes no mention of *earnings* (Sections 2, 3 and 5). The principal question at issue, apart from the conditions referred to in sections 3 and 4, is whether present wage rates differ from those of the base period. Other considerations, such as guarantees of employment or a longer or shorter work week, which may have obtained in the 1926-29 period but are no longer in effect, have no import under the Order.

3. Cost of Living Bonus

(*a*) A cost of living bonus may be given to protect the worker not from increases in the cost of all his purchases but only from increases in the cost of the basic necessities of life. A flat bonus is therefore suggested because a bonus computed as a percentage of wage rates or earnings would favour the better paid workers, defeat the purpose of the Order by preventing that decline in the consumption of non-essential commodities which is required by war conditions and is necessary to prevent inflation.

(*b*) In view of the wide variations in the wage rates of individuals and occupational groups, if the bonus were determined independently in each industrial establishment or even each economic area, many arbitrary decisions would be involved and confusion would result. Therefore the following standard formula is suggested on the rough assumption that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life:

> When the Dominion Bureau of Statistics Index for the Dominion or for the region advances 5 per cent (1) full time workers might receive a maximum weekly bonus of $1.25; (2) part-time workers would then receive an hourly bonus of $1.25 divided by the normal weekly hours worked in the establishment in question; (3) male workers under 21 years of age and female workers, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, might receive a bonus of 5 per cent of their basic hourly rates (maximum $1.25 per week). Proportional increases may, of course, be made in the bonus when the advance in the cost of living exceeds 5 per cent.

(*c*) The Order does not limit the bonus to instalments of 5 per cent or multiples thereof. It does direct, however, that bonuses may not be granted (1) unless three months have elapsed since the last wage adjustment or bonus determination and (2) unless the cost of living has risen by at least 5 per cent since the last previous determination of a bonus payment or wage adjustment.

(*d*) The Order does not preclude the granting of a wage increase (within the terms indicated) and a cost of living bonus simultaneously.

4. Computation of Changes in the Cost of Living

(*a*) In most instances the new Cost of Living Index for the Dominion prepared by the Dominion Bureau of Statistics will be the medium for measuring changes in the cost of living. In special circumstances, however, regional indices prepared by the Dominion Bureau of Statistics may be used.

(*b*) If wage rates have not been increased since August, 1939, the change in the cost of living should be computed since August, 1939. If wage rates have been increased since August, 1939, the change in the cost of living should be computed since the date of the most recent increase in wage rates.

(*c*) In August, 1939, the index number of the cost of living was 100·8. A 5 per cent increase in the cost of living since August, 1939, would therefore be indicated by an increase of 5·04 points in the index number. In December, 1940, the index number was 108·0. A 5 per cent increase since December, 1940, would therefore be indicated by an increase of 5·4 points in the index number. The absolute change in the index number is, however, so close to the percentage change that for all practical purposes the absolute change in the index number may be taken as the percentage change in the cost of living. For example, the percentage change in cost of living between August, 1939, and December, 1940, may be taken as 7·2 per cent (108·0 minus 100·8) instead of 7·14 per cent (7·2 divided by 100·8).

5. Adjustment of Wage Rates in Exceptional Cases

(*a*) Regardless of whether present wage rates are less than, equal to or higher than the highest wage rates established during the period 1926-29 or thereafter, if it is shown that such highest rates were depressed or subnormal, a Board may recommend an increase to any level which it considers fair and reasonable.

(*b*) If present wage rates are equal to or higher than the highest wage rates established during the period 1926-29 or thereafter, but it is shown that such highest rates were unduly enhanced or abnormal, a Board may recommend that the present rates may be reduced to any level, not less than that prevailing on December 16, 1940, which it considers fair and reasonable.

(*c*) If present wage rates are less than the highest wage rates established during the period of 1926-29 or thereafter, but it is shown that such highest rates were unduly enhanced or abnormal, such highest rates need not be restored but a Board may recommend that the present rates be increased at a rate of not more than 5 per cent per year.

Text of Order in Council

The following is the text of Order in Council (P.C. 7440) issued on December 19, 1940:

Whereas by Order in Council (P.C. 3495) dated November 7, 1939, the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work;

And whereas the Minister of Labour reports,—

(*a*) That experience has shown the said Act has not operated satisfactorily in all such disputes;

(*b*) That, if the Government through an extension of the principles of the Fair Wages Act were to attempt to determine wage rates and other working conditions in all those industries engaged on war work, innumerable arbitrary decisions would be involved and the institutions and practices of collective bargaining to which it is the declared policy of the Government to assure freedom (P.C. 2685, June 19, 1940) would be rendered superfluous and labour organizations deprived of their legitimate functions;

(*c*) That the Wartime Prices and Trade Board was established at the outbreak of war and has so operated that despite inescapable increase in the cost of some products, the increase in the cost of living since August, 1939, as measured by the new index of the Dominion Bureau of Statistics, has been 6·2 per cent; in some places more, in some places less;

(*d*) That the Government, in awarding war contracts, has exercised care that profits be restricted and, further in addition to provincial taxation and the corporate income tax of 18 per cent, there has been imposed, under the Excess Profits Tax Act, a further tax of 75 per cent on the excess of current profits over prewar profits;

(*e*) That, in many trades and employments in this country, reasonable wage levels were established during the period 1926-29, and that the cost of living as reported in the LABOUR GAZETTE for September, 1940, was 12·6 per cent below the average level of 1929;

(*f*) That the Labour Co-ordination Committee has formulated appropriate principles of wartime wage policy and has consulted with the National Labour Supply Council in order to secure the considered judgment of employees and employers on the reasonableness and effectiveness of these principles and their co-operation in establishing them in practice;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour (made on the advice of the Interdepartmental Committee on Labour Co-ordination, unanimously concurred in by the National Labour Supply Council), is hereby pleased, for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties, to direct attention to the

principles enunciated in Order in Council P.C. 2685, June 19, 1940, which are hereby reaffirmed, and to approve the following principles of wartime wage policy applicable to conditions in industries coming within the purview of the Industrial Disputes Investigation Act, as extended by P.C. 3495, November 7, 1939, viz:—

(1) Minimum wage standards established by provincial law or regulation shall be regarded as minimum standards only.

(2) Wage rates established and in effect at the date hereof ought not to be reduced by reason of any principle herein set out.

(3) Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances.

(4) In cases where it is shown to the satisfaction of a Board that the wage levels of 1926-29 if restored would be out of alignment (in being higher than the present prevailing rates) it shall be accepted as reasonable by such Board that increases in wages granted in any calendar year shall be limited to 5 per cent of the prevailing rates.

(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:

(i) Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.

(ii) The bonus should be determined at intervals not more frequently than quarterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.

(iii) Bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life.

(6) Under war circumstances the urgent need for increased volume and speed of production is a justification for special provisions covering shifts and hours of work. This should be brought about by mutual agreement and should be understood as applying only for the duration of the emergency. The health and safety of the workers to be safe-guarded.

(7) In industries which must operate continuously or which cannot successfully be operated on a three-shift basis, arrangements should be made in any event to allow the workers at least one day's rest in seven, and such additional days of rest as may be necessary to ensure that a proper proportion of rest hours to work hours is maintained. Wherever such arrangements are made payment of overtime rates of pay should be adjusted to meet the conditions in a manner reasonable to both the employers and employees.

(8) Whenever, in the interests of war production, any suspension is necessary of any existing condition of work established by practice or agreement, it shall be a condition of any such arrangement by which the suspension is effected, if the workers so desire the previously existing condition of work shall be restored on the termination of the emergency fully and without modification.

(9) It shall be the duty of the Registrar of the Industrial Disputes Investigation Act to record such suspensions or departures from trade practices during the war with a view to facilitating measures to restore the same after the war as may be required.

(10) In the case of any dispute in which a contract with a government department is involved, the Board of Conciliation and Investigation to which the dispute is submitted shall afford to the Department concerned the privilege of submitting to the Board a brief in writing as to the views of the Department on any matter touching the dispute.

(11) It shall be the duty of any Board of Conciliation and Investigation to ensure that all agreements arrived at as a result of the deliberations of the Board shall be filed with the Department of Labour.

His Excellency in Council on the same recommendation, and under and in virtue of the War Measures Act (Chap. 206, R.S.C. 1927) is pleased to order and it is hereby ordered that all agreements negotiated during the war period shall conform to the principles enunciated herein and in the said Order in Council, of the 19th June, 1940—P.C. 2685.

His Excellency in Council is hereby further pleased to direct that the report of any Board shall be at once communicated to the Minister of Labour who shall review the findings of such Board; and, to the extent which in his opinion the report deviates from the principles herein contained, shall direct a reconvening of the Board for reconsideration thereof.

Railway Transportation Brotherhoods' Memorandum of Proposed Legislation to Dominion Government

The Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods recently presented its memorandum of proposed legislation to the Dominion Government.

Pensions for Harbour Board Employees.—The memorandum drew attention to the fact that prior to the war period intimation had been given that a pension plan was being worked out for employees under the jurisdiction of the National Harbours Board, and that despite the elapse of time since the subject was first put forward, no pension plan had been made effective. It was pointed out that the employees concerned are reaching an age where the quota retired annually is attaining serious proportions. It was requested that a retirement plan be introduced and made effective at an early date.

St. Lawrence Deep Waterway.—The Committee reiterated the Railway Brotherhoods' opposition to the undertaking of the deepening of the St. Lawrence Waterway, and contended that: "Present or anticipated transportation requirements do not, by any stretch of imagination, warrant the expenditures which would be involved, especially at this time. With respect to power required for our war effort, as intimated by some exponents, we believe there is sufficient power available within the borders of Canada to supply our maximum production demands. Therefore, we desire to again register our strenuous opposition to the expenditure of public money for such an unnecessary project."

Other Proposals.—Other legislative proposals were that the Railway Grade Crossing Fund be increased to at least $500,000; that Section 262 of the Railway Act be amended accordingly at the present session of Parliament; and that all forms of transportation be placed under a central government authority for "equitable regulation and effective control". The memorandum also expressed the Committee's "sincere hope that the necessary co-operation may yet be secured" to make possible the implementing of certain recommendations contained in the Sirois' Report concerning the reallocation of the functions of government and the financial relations of the Dominion and the provinces.

In concluding the memorandum, the Committee stated: "For many years our Brotherhoods have been ready and have shown our willingness to co-operate with the Government of the day in dealing with national problems. At this critical time, we are even more anxious to assure you of our desire to continue that co-operation on any matters concerning which we may be of service."

Labour and the War is the title of a pamphlet by Andrew Brewin published jointly by the Canadian Association for Adult Education and the Canadian Institute of International Affairs. It deals with the attitude of Canadian labour to the war; machinery to ensure co-operation; necessity of collective bargaining and growth of responsible trade unions; organized labour before the war; divisions in Canadian labour; political impotence of labour; change of situation due to war; dangers inherent in the new situation; extension of the Industrial Disputes Investigation Act; difficulties in the administration of the I.D.I. Act; declaration of Government principles; stabilizing wage rates; training workers; steps toward labour unity; representation of labour in war administration; enactment of unemployment insurance; and labour and the future.

Concluding the pamphlet it is declared that: "A great opportunity awaits the Canadian working men and Canadian labour may well emerge after the war stronger and better organized to face the difficulties of the post war era". Copies may be obtained from either of the two above-mentioned organizations, the price being 10 cents per copy.

HOURS OF LABOUR IN WAR INDUSTRIES

Recommendations of Select Committee on National Expenditure in Great Britain

THE Select Committee on National Expenditure appointed in Great Britain to examine war expenditure and to report upon any economies which could be effected consistent with the carrying out of Government policy, has recently reported to the British House of Commons on matters dealing with labour problems, overtime, and methods of costing and planning Government contracts.

Extended reference is made to overtime and Sunday work and to its effects on production and costs. The Committee had been perturbed at the amount of overtime, even before the increased drive for production began in May, 1940. Figures, showing the average amount of overtime worked by the engineering industry, in December, 1939, revealed great variations between one district and another, ranging from 5½ hours in one factory to 22 hours in another. The average over the country was about 12 hours' overtime per week.

Both employers and trade unions deprecated excessive overtime, recognizing that it led to unrest, fatigue and sickness, and retarded production. There was evidence in government factories of an increase in sickness due to industrial fatigue. It was also found, however, that if a certain amount of overtime was not worked men left their factories for others where they could earn more by working overtime.

Text of Report

Because of its topical value, this British report is reprinted herewith in full:

The Select Committee appointed to examine the current expenditure defrayed out of moneys provided by Parliament for the Defence Services, for Civil Defence, and for other services directly connected with the war, and to report what, if any, economies consistent with the execution of the policy decided by the Government may be effected therein, have made further progress in the matters to them referred, and have agreed to the following Third Report.

1. Your Committee have received the following report from their Sub-Committee on Supply Services which they have considered and adopted with amendments as their Third Report to the House.

2. Before the prorogation, the Sub-Committee on Supply Services of last session had taken a large volume of evidence on labour problems and had considered a preliminary report. The present Sub-Committee, being of identical composition, have continued from the point at which the work of the last Sub-Committee was interrupted.

1. Enticement of Labour

3. The Sub-Committee have from the beginning of their work been faced with the labour problem. In their Second and Sixth Reports the Select Committee drew particular attention to the enticement of engineering personnel which was prevalent in the early stages of the war, with its resulting disturbance to production. The orders banning advertisement for labour made under the new Emergency Powers (Defence) Act appear to have put an effective stop to this practice. All applications for labour have now to be made through the local Labour Exchanges, and the Minister has power to move labour from one place to another, if he thinks such a step necessary to help output. However, there has been one unexpected result. "Poaching" seems to some extent to have been stopped, but both Departments and private employers complain that there is now a standstill of labour, particularly of skilled men. The reason for this appears to be that the Ministry of Labour are only using their compulsory powers to a very minor extent. It is their policy to proceed by agreement and the instructions given to their local inspectors are that they are only to use their full powers if absolutely necessary. The Sub-Committee concur that agreement, if it is possible, is better than compulsion, but they consider that care should be observed that undue delicacy in this matter should not be allowed to cause unnecessary and harmful delay in getting maximum production.

2. Overtime

4. The Sub-Committee wish to direct particular attention to the amount of overtime worked and its effect on production and costs. The relation between industrial output and hours of work has been the subject of serious study for many years and an interesting comparison can be made between the situation in the last war and the situation now.

5. As long ago as 1894 the hours of work in some Royal Ordnance Factories and Dockyards were reduced to 48 hours a week and the results were described in the Board of Trade Labour Gazette of July, 1905. The result was no loss of production, no increase in cost, but an improvement in attendance and time-keeping.

6. During the last war extremely thorough investigations into the conditions governing maximum efficiency of labour were undertaken. The Committee on the Health of Munition Workers (set up under the auspices of the Ministry of Munitions with the approval of the Home Office in 1915) dealt in detail with many different aspects of the subject. Some of their recommendations which will be considered later are directly applicable to the present time. An Inter-Departmental Committee, known as the Hours of Labour Committee, was formed in 1916 in order to introduce some co-ordination into the action taken by the different Departments. Their work was not easy. They had to reconcile two conflicting views. "On the one side the experience of the Health of Munition Workers Committee urged the necessity of diminishing Sunday labour and overtime; on the other, manufacturers and Supply Departments of the Ministry (of Munitions), in the face of the pressing need to increase output, insisted on the importance of utilizing as 'many machine hours as possible'." (History of Ministry of Munitions, Vol. V, Pt. III, p. 100.)

Results of Overtime in Last War

7. The situation at the beginning of 1916 was such that holidays at the New Year and Easter were limited and the Whitsun and August Bank Holidays and the traditional summer "wakes" were postponed. The Government were urging the men to work more and more in order to build up large reserves of war equipment for the Somme offensive. In these circumstances it was not possible for the Ministry of Munitions to adopt a consistent line of action with regard to the hours worked by munition workers. The History of the Ministry of Munitions (Vol. V, Part III, pp. 100-102) gives the following account of the various viewpoints:—

"Owing to this pressure of demand proposals made early in the year by the Home Office for the reduction of the hours of work permissible to protected persons under the general Order of 1915 did not take effect until October, 1916, and even then constant exceptions had to be made, in succession, for the needs of special trades, such as the makers of machine tools, of heavy guns, of aeroplanes; and in the case of establishments whose output was held to be essential, such as Woolwich Arsenal, where work was for many months carried on in excess of the limitations of the Factory Acts and unsanctioned by a special Order from the Home Office.

"If the demands of supply made the curtailment of work difficult, the attitude of employers and of workpeople was often not helpful in this respect. The employers with whom the Ministry of Munitions and the Home Office corresponded were, indeed, frequently opposed to Sunday labour on principle, and pointed out to the Ministry that they had only adopted it as a war necessity, or as the result of pressure from the Supply Departments for the rapid fulfilment of contracts. The burden of such work often fell even more heavily on the staff than on the workpeople. Yet, having begun Sunday work on grounds of emergency, they found it hard not to continue it as a matter of routine, partly because of the exigencies of completing contracts, partly because of difficulties, anticipated or actual, with workpeople over wages. It was very difficult for any one firm to take isolated action on this point, as in other matters which concerned labour, since workmen, dissatisfied with the stoppage of their Sunday work and wages, might .... go elsewhere. Skilled workmen had frequently left their families in other towns and come to the munition centres, attracted by the high earnings with increased rates for overtime work, which more than covered the cost of keeping up two homes. Discontinuance of Sunday labour would certainly mean decreased output, if the workmen were tempted thereby to seek other employment .... It was for this reason that the influence of the Ministry, even without coercion, was valuable in securing group action among employers in diminishing both Sunday and overtime work.

"From the workpeople's point of view, the desirability of stopping Sunday and overtime work was largely a matter of wages. Sunday work in most though not in all industries, by tradition or agreement, received double pay; it was therefore proportionally valued by certain classes of workers, and in some cases ... it was found that the workers preferred that the 24 hours' rest urged by the Ministry of Munitions should be taken on a week-day, paid at normal rates, rather than on the highly-paid Sunday. In the same way, it was sometimes represented on behalf of women munition workers that a Saturday holiday gave them opportunities of shopping, which a free Sunday would not provide. Despite this and similar examples, the rest day secured to munition workers was normally the Sunday. Where the intention to stop Sunday work was duly explained beforehand to the workpeople in accordance with the provisions of the Schedule II of the Munitions of War Act, labour trouble was only reported to the Ministry in isolated cases. In some cases increased overtime work on week-days partly met the difference in earnings; in others the stoppage of Sunday work was made the excuse for further general demands for increased wages. The workers of the country had no desire for a seven-days week on other than patriotic or pecuniary grounds.

"The wages question, however, largely influenced the attitude both of employers and employed with regard to long working hours on week-days. Thus, skilled toolroom men were reported periodically to insist on long hours of work, in spite of obvious fatigue, in order to compensate in some measure for their lesser opportunities of earning as compared with piece-workers, while they urged, reciprocally, that wage rates must rise if overtime was, as seemed probable in 1916, to fall off, since it was only the extent of overtime earnings that had camouflaged the fact that their standard rates had not risen in proportion to the rise in the cost of living. At the other end of the scale, labourers on time-work often asked to be employed on overtime; and munitions tribunals dealt with a number of cases in which such low-paid workers demanded their leaving certificates because of diminished opportunities of increasing their earnings by overtime work for the firm which thus employed them. The tribunals on various occasions in dealing with

such appeals expressed the hope that the men in question would be given fresh opportunities of overtime employment."

8. Such was the situation which had to be faced by the Health of Munition Workers Committee. The reports and memoranda which they issued very largely coloured the policy of the Hours of Labour Committee, and their program was definitely adopted in March, 1916, although the pressure of demand from the supply departments led in 1916, and subsequently, to very many gaps in the consistent administration of such a policy.

Recommendations in 1916

9. In brief the first recommendations of the Health of Munition Workers Committee were as follows:—

(1) The discontinuance of Sunday labour should be of universal application, and should extend to all classes of workers. Except where the work was necessarily continuous, Sunday labour should be confined to special emergencies, including the making up of arrears and maintenance and repair work.

(2) The average weekly hours of labour, including overtime, should not exceed 65 or 67 for men, and 60 for women. A later recommendation in 1917 was for a week of 63 hours. (This recommendation gives some idea of the hours which were being worked at that time, which were on the whole in excess of those being worked now.) The Committee said:—

"Even during the urgent claims of a war the problem must always be to obtain the maximum output from the individual worker which is compatible with the maintenance of his health. In war time the workmen will be willing, as they are showing in so many directions, to forgo comfort, and to work nearer the margin of accumulating fatigue than in time of peace, but the country cannot afford the extravagance of paying for work done during incapacity from fatigue, just because so many hours are spent upon it; and the further extravagance of urging armies of workmen towards relative incapacity by neglect of physiological law. . . Taking the country as a whole, the commitee are bound to record their impression that the munition workers in general have been allowed to reach a state of reduced efficiency and lowered health, which might have been avoided, without reduction of output, by attention to the details of daily and weekly rests. (The signs of fatigue are even more noticeable in the case of the managers and foremen, and their practical results are probably more serious than in the case of the workmen.")

(3) The three shifts system, without overtime, should be adopted, whenever a sufficient supply of labour was available. They also emphasized the great importance of the value of pauses, well distributed during spells of work.

10. These recommendations were made in January, 1916, but it was not until the end of 1917 and in 1918 that it was found possible to implement them to any great extent. In every case where shortened hours were tried firms reported improvement in health and time-keeping without diminution of output. In 1917 some striking statistics on the relation of output to hours were issued by the Health of Munition Workers Committee and examples were selected from groups of workers engaged on operations on fuse bodies over periods of over 13 months. It was shown conclusively that, in the examples collected, reduction of hours, even by 18 or 20 a week, increased net output.

11. Since the last war the study of conditions of maximum efficiency in the human factor in industry has been extended in many directions. The Industrial Health Research Board is an official body which has done much to enlarge knowledge in this country, and in the United States the study of these problems has covered an extremely wide field of investigation. As a result, evidence has been accumulated, among industries working under widely different conditions and in different countries, which demonstrates certain general principles in a manner placing them beyond dispute. This research has clearly indicated that the symptoms of fatigue are not confined to relatively low output (although that remains the essential measure of fatigue) but manifest themselves in other directions also, such as absenteeism, bad time-keeping, rise in sickness rate and rise in accident rate. As has been seen, these symptoms appeared in the last war and the sub-committee have received evidence to show that they already exist in this. The difficulties, as set out in the History of the Ministry of Munitions are almost identical, and the sub-committee regret to report that the lessons which the last war should have taught seem largely to have been ignored.

Overtime Conditions During Crisis of 1940

12. Before the increased drive began in May the sub-committee were perturbed at the amount of overtime which was being worked, and they heard a considerable amount of evidence on the subject. Figures were supplied to them of the average amount of overtime worked by engineers in December, 1939. Great variations occurred in different districts, from 5½ hours in one factory to 22 hours in another. The average over the country was in the region of 12 hours overtime per week. Both employers and the trade unions were agreed that overtime was to be deprecated. The employers stated that they had an agreement with the unions that normal overtime should not exceed 30 hours in any one month, and that they had not at that time (March), as

a federation, made any attempt to have those hours extended. Excessive overtime led to unrest and fatigue and sickness and was not good for production. Government factories were also finding that industrial fatigue was setting in, which showed itself in an increase in the sickness rate. On the other hand, if a certain amount of overtime was not worked, men left their factories for others where they could earn more by working overtime.

13. After the invasion of Holland and Belgium the government made a strong appeal for extra work and factories were working 24 hours a day, seven days a week. The Whitsun and August bank holidays were cancelled as were also the local "wakes" customary in some parts of the country. The result at first was an undoubtedly big increase in output. The cry that the country was in danger had a great moral effect, which resulted in a quickening of the "stroke." More work was done in an hour than previously and the sub-committee are glad to learn that this seems to have continued. After two months of extreme effort the expected symptoms began to appear. Absenteeism became much more common, and men arrived late for their work. Sunday labour led in some instances to men taking a day off in the middle of the week, when, of course, they only lost an ordinary day's pay and earned double pay on Sunday to make up for it. In the Royal Ordnance factories absenteeism rose from 10 to 15 per cent and at the end of July it was decided, wherever possible to discontinue Sunday labour and very often Saturday afternoon as well. The result was immediate. Time-keeping improved and production did not suffer. The sub-committee were told of one factory where, after the reduction of hours they set up a new record for one week's production.

14. The Ministry of Labour are aware that excessive hours are undesirable, both physically and economically. At the end of July they issued a document, which was compiled after prolonged consultation with employers' organisations and the trade unions and the production departments. In a foreword the Minister of Labour said: "It is still of vital importance to maintain war production at the maximum. It is of equal importance, if this end is to be achieved, to relieve the strain on workpeople caused by long and continuous hours of work, and for this purpose an adjustment in the present long hours of work is essential." The document recommended an immediate reduction of hours to an average of 60 hours a week, with the aim of a further reduction to 55 or 56 hours a week (which experience has shown to be the optimum standard) as soon as the necessary labour force had been acquired. It was also stated that the rules of the Factory Acts relating to the hours of women and young persons would be again applied as from the 1st August.

15. The sub-committee wholeheartedly endorse the opinions set forth in this document. They are of the opinion that it is of vital importance to reduce the hours of work, and they recommend that the ultimate aim must be the introduction of the three-shift system, wherever possible. They have received striking evidence from one firm, which has introduced this system. The firm in question employ eight men for seven men's work, so that while the machines are kept working the full seven days each man has one day off a week, and their total hours are 48 per week. As a result they have almost no absenteeism, and their production has been more than doubled. In addition, the cost per unit of production has, if anything, been reduced.

Results of Prolonged Overtime

16. To sum up, there are four general facts which may be stated:—

(1) Increased hours of work above an optimum which varies slightly with different industries do not increase output proportionately and may even result in a decrease.

(2) When heavy overtime is worked for prolonged periods the general health of workers is undermined.

(3) If overtime has been prolonged a reduction in hours will increase output though there will be a time lag corresponding to recuperation of energy.

(4) If general health is undermined a reduction to optimum hours will fail to effect the required increase of output.

It is vital, therefore, that reduction of hours should take place immediately, before the health of munition workers is seriously affected, as happened in the last war. In one factory, recently visited by the Sub-committee, difficulty is already being experienced from the loss of female labour, due to fatigue arising from the long hours which are being worked. Moreover it is essential that any reduction should be generally applied, in order to prevent men moving from one factory to another in search of longer hours and more pay. The Ministry of Labour is obviously the body to supervise hours of work, and they should be given powers, if they do not possess them already, to secure a greater uniformity of hours throughout the country. The Supply Departments should not be able, except for short periods to deal with an emergency, to demand the extension of hours of work beyond whatever length of time should be laid down as the normal.

17. This report, so far as problems of hours of labour are concerned, is based on evidence mostly taken before the intensive air-raiding of this country had commenced. The Sub-committee have, however, heard some evidence of its effects upon hours of labour and upon production. They have also received a number of written communications which indicate that the present system of air-raid warnings is not entirely satisfactory, and it appears also that the "spotter system", which has done much to reduce unnecessary loss of production time during air raids, might achieve still better results with improved organization.

The Sub-committee have been led to the conclusion that a much closer liaison with the Observer Corps is necessary, in addition to the speeding up of the removal or wiring of glass in the roofs of workshops. They intend to devote further close attention to this problem.

Eyestrain and Lighting

18. Evidence has also clearly shown that fatigue may be alleviated by proper attention to the conditions under which work is done, as well as by actual reduction of hours. In these short days it is of paramount importance that close and continuous attention should be paid to the lighting and ventilation of factories and workshops. Evidence has been given which indicate a risk that eyestrain may become a serious problem in itself, apart from the fatigue caused by it, if the inadequate methods of lighting at present existing in some cases are permitted to continue. The requirements of the "black-out" make this problem so pressing that it is essential that the methods of lighting scientifically devised to protect the worker from eyestrain should be fully investigated. The Sub-committee have received evidence which suggests that the necessary modification of existing lighting could, in the majority of cases, be achieved at an expense which might well be considered trifling in relation to the benefits conferred and the resultant improvement in efficiency. Indeed, evidence showed that in some cases the economy in consumption of electricity had more than covered the cost of the necessary improvements.

3. Dilution and Training of Labour

19. The main obstacle to the abolition of excessive overtime is the shortage of labour, especially skilled labour. The remedy for this is dilution and training. At the beginning of the war an agreement for dilution was arrived at between the employers and the Unions, but for a long time progress was very slow, owing to the multitude of safeguards which surrounded it, and also neither employers nor employed were always free from blame. Employers, when they had skilled men were not, and indeed still are not, keen for them to leave. The Unions, remembering the state of the engineering industry after the last war, were not anxious for the ranks of their workers to be swelled by an influx of men, calling themselves skilled and so qualified for a high rate of wage, who were not in reality up to standard. There was also the problem as in the last war, of skilled men doing semi-skilled productive work on piece rates, because such work earned better wages. An attempt was made to remedy this in 1917 by the notorious 12½ per cent bonus to time workers which proved such a disastrous failure.

20. The Sub-committee are glad to note that the situation is improving, and that the movement towards a graded system of dilution is increasing. More women workers are being taken on; but the Sub-committee consider that there should be a continued drive to attain the maximum dilution of labour. This really involves a system of grading engineers into categories based on skill and qualifications, so that every worker is, as far as possible, contributing his highest skill. They are aware that employers are apt to object to too great a scaling down of standards, and that many consider that they have too few skilled workers already. They were informed in evidence in March that the proportion of skilled workers in the engineering industry was about 38 per cent of the total number of workers. On the other hand, at one factory they visited they were told that 50 per cent of the employees were skilled. At first sight, therefore, it would appear that this was at that time too great a proportion, although they realise that it is not possible in an industry so varied as the engineering industry to lay down any hard and fast rules. They only draw attention to these figures to make the point that, although there is a shortage of skilled men in many factories, there may be too many in others. The Sub-committee would again urge, therefore, that the compulsory powers of the movement of labour should, if necessary, be fearlessly used.

21. Closely bound up with the problem of dilution is the problem of training. In the early months of the war very slow steps were taken to speed up training. In recent months, however, Government Labour Training Centres have at last realized that there is no time for the elaborate systems of training which they at first conducted, and

they are now modifying their courses, giving much simpler instruction and so turning out larger numbers of trainees. The Sub-committee were glad to hear in evidence of the useful work which the Technical Colleges under the Board of Education are now doing and they hope that these efforts will be largely expanded.

22. Undoubtedly, however, the best and most practical way of training unskilled labour is in the factories and workshops themselves. Some firms already do this on a large scale, but employers have in the past shown a good deal of apathy. The training of unskilled labour in this way means probably a slight fall in output in the factories where it is taking place, but in order to safeguard future production it is vitally necessary to face this fact. The Sub-committee consider that all forms of training should be expanded and encouraged in every possible way.

4. Effect of Overtime on Costs

23. The primary duty of the Sub-committee is to investigate "expenditure arising out of the war", and one of the largest items of Government expenditure is that arising from labour costs in Government contracts. The Sub-committee wish to make it quite clear at the beginning that they are not concerned with the basic rates of salaries and wages, which are regulated by agreements between employers' organizations and the Trade Unions; but they are concerned with the total earnings which each man and woman receives each week where these earnings indicate abnormalities which prima facie are inconsistent with those envisaged in the various wages agreements. The most important normal factor, which increases the total wages over the standard, is overtime; where, therefore, overtime and other extra payments expand costs without achieving a corresponding expansion of production, these become necessarily subject to the Sub-committee's investigations.

24. This aspect of the problem has also developed along the same lines as in the last war, and many of the relevant passages in the History of the Ministry of Munitions might have been written any time during the last year about the Ministry of Supply. In the early part of 1917 some careful statistics were compiled at a certain factory and it was found that the result on prices, owing to overtime payments on Saturday afternoon, was a rise of from 2.4d. to 4.54d. per unit of production. At a National Shell Factory a 50-hour week was introduced in 1918 instead of the previous 53- and 52½-hour week. A comparison was taken of two periods of thirteen weeks before and after the change was made and the result showed, not only an increase of production from 44,000 shells to 45,500 shells, but the cost per shell was reduced from 8s. 4.09d. to 7s. 5.54d.

25. With this experience in the past the Sub-committee cannot help feeling that the present situation ought never to have been allowed to arise. It was conclusively proved that abnormal overtime in the last war increased costs out of all proportion to the increase in production, and they are of the opinion that it is having the same effect now. They have, however, had difficulty in obtaining any figures of costs which relate to the Ministry of Supply, as their system only deals with contracts after they have been completed. Their system is one of post-costing, the value of which is diminished by the difficulties of obtaining skilled personnel for such an enormous task, the dangers of hampering production itsef by diverting the attention of managements to the compilation of statistics instead of concentrating them on efficient production, and the possibility of elaborate costings becoming themselves a great waste. The Departments have no power under their contracts to examine the current cost of production. In the case, for example, of abnormal amounts being included in a firm's costs for wages, they might report the matter to the proper authority, viz. the Ministry of Labour. It has been laid down that Supply Departments are not concerned with rates of wages. It is, however, claimed that unduly high labour costs, when discovered by the Costings Investigators, are disallowed. In practice, however, so many complications exist that such checks are impracticable except in a few cases. In the case of certain shells, for example, one firm produced them with a labour cost per shell of about 1s. 5d. against another firm's 5s. 1d. One explanation given was that the former firm was able to utilize less highly skilled labour which could not be obtained by the second firm. The Sub-committee intend to pursue enquiries into such discrepancies. In theory criticism of all the items of costs undoubtedly lies with the Costings departments, but in practice they cannot exercise their power till it is too late to apply remedies; unless some immediate check is effectively made, it is difficult to see how waste in one of the biggest items in all contract prices can be prevented.

26. Some contracts are still being placed on a cost plus a percentage basis, and they provide a temptation to employers to offer unjustifiable inducements to personnel, often

to the detriment of national production. Nor are contracts for cost plus a fixed profit much better, for the pressure of production plus the overwhelming nature of the task will tend to make the cost investigators accept abnormal labour and other costs without much argument. Moreover, the 100 per cent Excess Profits Tax removes one great inducement to be careful of costs, for any expenditure, even of a wasteful character, becomes an expenditure of money which would otherwise be payable to the Treasury in the form of Excess Profits Tax.

5. Costs

27. Much time and thought has been expended by the Treasury and the Supply Departments on the question of prices, but the primary object seems to have been to prevent contractors making undue profits. Profit in some cases may be only a small fraction of the total price of an article and a far greater economy may be achieved if waste is eliminated from the total cost of the product. Since the introduction of the Excess Profits Tax this question of costs has become even more important, because it is now incumbent on the Supply Departments to see that the price fixed is not too large, as almost all incentive to economy on the part of the manufacturer has been removed by the fact that any extra profit he may make is taken away. The information gathered by the present system of post-costing reaches the Departments too late to be used to the best advantage either in keeping a constant watch on costs or in fixing prices for immediately succeeding contracts. It appears, therefore, to the Sub-committee that it is more than ever essential that the costing department should be able to investigate costs at the time rather than that they should wait, as they are now bound to do, for a contract to be completed before they cost it. Their present method of working has meant that the Sub-committee have so far been unable to see the actual costs of almost any articles which have been delivered since the war began, so that they have been unable to find out so far whether in their judgment the State is in fact paying too much for its war supplies.

Variation in Supply Costs

28. They have, however, been provided with interesting tables showing costs which have been taken out between the years 1936 to 1939 inclusive, and they have been startled to observe the wide range of prices at which the State has been purchasing certain supplies. In some cases it would appear that the costs of some firms are more than twice as great as those of other firms. Several reasons have been advanced to them in evidence for these discrepancies. There is first the question whether plant has been supplied by the Government or whether the firm has supplied its own. Secondly, initial contracts are invariably more expensive, and it was stated that they should be regarded as educational orders. This argument the Sub-committee fully appreciate, but in one case they observed that after the first educational order there were repeat orders at intervals varying from fifteen months to six months in which the costs of this firm were still nearly twice as great as those of some others. In each case the comment was made that the high price was due, amongst other things, to high labour costs and obsolete plant, and no action appears to have been taken. The firm in question is still receiving orders. Moreover, under the system of post-costing, costs are inevitably taken out on (or more often long after) the completion of a contract, and a repeat order must be placed before the full facts are known if a break in production is to be avoided.

29. Another explanation is that before the war it was difficult to find engineering capacity. The Sub-committee are unable to accept this justification in its entirety. They are aware that firms were not always willing to turn themselves over to war production while there was still a chance for them to continue in their normal trade; but during 1938 and the early part of 1939 the engineering industry was definitely underloaded, and the Sub-committee have not yet had evidence that a sufficient search was made to find more efficient capacity. At the present time, when it is necessary to develop all the capacity which is available, it is difficult to withhold orders from any firm, but if inefficient firms had been dropped before the war, when there must have been a surplus capacity, beneficial results would have ensued, not only at that time but in the future.

30. The main impression which has been left in the minds of the Sub-committee so far, is the necessity for the costings department to obtain some form of current costings. Their present system, although valuable, produces statistics so late, that it must be very difficult for the Production and Contracts departments to exercise any real check on the efficiency of firms. It has been stated in evidence that it would not be possible to obtain any figures which give a true picture before a contract is completed. The Sub-committee have, however, been provided by one firm with the figures which they get out for their own benefit every month. The firm goes into great detail and it would be possible at a glance to discover if anything was amiss. The Sub-committee realize that it is not possible

for every firm to produce such figures, nor indeed would it be necessary, in order to obtain the information wanted, to go into such detail. But they are convinced that many of the larger firms must produce some figures on the same lines for their own information, in order to run their businesses in an efficient manner. It does not appear to have occurred to the Ministry that such information would be obtainable, or useful if it were obtained. The Sub-committee, however, feel very strongly that it is essential in order to exercise a real check on expenditure, and they recommend that an effort should be made to obtain such figures in as many cases as possible and that the duty of examining them should be definitely imposed on those responsible for placing further contracts.

6. Contracts

31. The general principles of contract procedure are being dealt with in another Report of the Committee, but there are one or two cases of detail to which the Sub-committee wish to draw attention. They were given the details of two contracts for a certain article which were placed on the same date with two factories, which were, however, under the same management. One contract was at a fixed price and the other was a cost plus fixed profit contract. It was explained in evidence that the latter contract was placed with a factory which was originally built to fulfil Air Ministry orders, and that as all such orders were placed on that basis the Ministry of Supply followed the same practice. It is not the business of the Sub-committee to comment on Air Ministry contracts, but as far as the Ministry of Supply is concerned they do not approve of cost plus fixed profit contracts, when it is possible to arrive at a fixed price. In this case the firm in question had already fulfilled many contracts at a fixed price in their other factory.

They cannot accept the explanation offered as they can see no good reason why the Ministry should have to follow such a course, on the ground that contracts from another Department were running on this basis. Moreover, they have reason to believe that the firm in question always prefers fixed price contracts, wherever possible, and they hope, therefore, that future contracts with this firm for this article will be arranged at a fixed price.

32. One of the major problems of the placing of contracts is the avoidance of any break in production. The Contracts department have stated in evidence that it is the usual practice to place a further contract with a firm about ten weeks before the current contract is completed, but that the difficulty or otherwise of obtaining raw materials may lead to variations in this practice. It is obviously of great importance to ensure an even flow of output, not only from a production point of view but also from the view of economy. Complaints have been made to the Sub-committee that such an even flow is not always assured. One example was cited in which an interval of three months elapsed between the completion of the first batch of a certain store and the ordering of the second. The delays in subsequent orders were not so great but in no case was an order placed well before the completion of the previous contract. The Sub-committee cannot urge too strongly the importance of the better planning of supply in this respect. There seems to be delay in the supply departments in making up their minds as to the eventual numbers of particular articles which will be required, and it becomes impossible for the Contracts department to place contracts at the most economical prices. Such delay also exasperates contractors, some of whom have been known to continue in production without receiving further orders, in the virtual certainty that eventually they are bound to receive them; but such a course is the exception and one which the majority of contractors cannot be expected to follow.

Unnecessary Use of Paper in Tenders and Contracts

33. Many complaints have been received as to the undue waste of paper in connection with invitations to tender, and with the placing of contracts. The Sub-committee have been assured in evidence that this problem is being tackled, but contractors' complaints continue to be received. One outstanding example of waste both of paper and clerical labour was the case of a well-known firm being asked to quote for a special machine of which they are the only manufacturers. The invitation was accompanied by a detailed specification of which a typed copy had been made from the manufacturers' own catalogue. The Sub-committee wish to stress the importance of economy in the use of paper when tenders are invited, and contracts placed. Cases, such as the one quoted, entail not only waste of paper, but waste of time, and the Sub-committee are glad to learn that steps are being taken to reduce the quantity of paper used in contracts. In such a case, where a special article, produced by only one firm, is required, it serves no useful purpose for a Department to go through a routine of inviting tenders. In many cases where the Ministry know from the beginning that certain firms be asked to do the work, the process of tender and contract introduces a useless and irritating delay which hampers the war effort. Much of the effort devoted to this formal satisfaction of the Treasury's peace time regulation for accepting the lowest tender in a competitive market becomes worse than useless when there is no

real competition and when many of the prices may be quoted at an unduly low figure, because the firm has already reached their maximum profit allowed under the Excess Profits Tax. If the same efforts were devoted to investigating waste and checking costs in order effectively to review prices, far greater economies might result.

7. Summary of Recommendations

34.—(1) The Minister of Labour should where necessary make greater use of his compulsory powers for the movement of workers from place to place in those cases where production is hampered by lack of suitable labour (paras. 3 and 20).

(2) The hours of work should be reduced to those set out in the Ministry of Labour's July circular as soon as possible. It is also essential that any reduction should be universally applied, in order to prevent men moving from place to place in search of overtime rates. The three-shift system is the ideal to be aimed at in every possible case (paras. 4-16).

(3) The "spotter" system should be linked up with the Observer Corps and the removal or wiring of glass in the roofs of workshops should be speeded up (para. 17).

(4) The interior lighting of factories and workshops should be the subject of full and urgent investigation, as eyestrain is one of the major causes of industrial fatigue (para. 18).

(5) The problem of the lack of skilled labour should be met by the maximum amount of dilution and the training of labour. It is particularly desirable that more training should be done in the factories themselves, in addition to the training centres set up by the Ministry of Labour (paras. 19-22).

(6) More attention should be paid by the Costings department to labour costs, and action taken when they appear to be too high (paras. 23-26).

(7) The Costings department should be empowered to take out current costings, making use of the firm's own costing system wherever possible, and those officers responsible for placing further contracts should have the duty of examining these figures. It is only thus that any effective check can be made on the cost of a contract, the present system of post-costing being too much delayed to be of any real use (paras. 27-30).

(8) Contracts should be placed on a fixed price basis wherever possible, and the fact that a contract is placed with a firm doing work for another Department should not prevent the Ministry of Supply setting their own terms (para. 31).

(9) Every effort should be made to prevent any break in production. The Supply Departments should be able to make up their minds at an earlier date as to the eventual numbers of particular articles which they will require (para. 32).

(10) Continual watch should be kept by the Contracts department on the unnecessary use of paper in sending out tenders and drawing up contracts (para. 33).

Statistics of Electric Railways in Canada, 1939

The Dominion Bureau of Statistics has recently issued its annual report on Statistics of Electric Railways of Canada (Price 25 cents), for the year ended December 31, 1939. The report includes figures as to motor buses and trucks operated by electric railway companies.

The miles of track operated has shown an almost continuous decline since 1925 and in 1939 dropped to 1,592 from 1,693 in 1938 and was 1,737 in 1925. The number of buses operated by electric railway systems increased to 803 as compared with 127 in 1925. There were also 28 trackless trolley cars in use. In the last twenty years 26 electric railway systems have ceased operating as such and during 1939 two systems changed to motor buses, the Guelph Radial and the Sandwich, Windsor and Amherstburg. The number of passengers carried by the electric railway systems during 1939 was 632,533,152, an increase of 12,146,483 passengers over 1938 including the figures that year for the two systems which changed to bus operations. Gross revenues for the 36 systems operating in 1939 were $42,864,150 as compared with $42,537,767 in 1938 for the same systems. Operating expenses were down from $29,683,131 in 1938 to $29,605,328 in 1939. The number of employees was 14,061, a slight decrease from 14,323 in 1938. The earnings of employees decreased from $20,100,533 in 1938 to $19,716,985 in 1939. The number of conductors, motormen, conductor-motormen and bus operators declined from 7,481 in 1938 to 7,349 in 1939 with a decrease in earnings from $10,621,272 to $10,409,665.

There were 3 fatal accidents to employees while 353 employees were injured. Accidents to passengers numbered one fatal and 2,039 non-fatal; to pedestrians 26 fatal, 389 non-fatal; to persons riding in motor vehicles 6 fatal and 264 non-fatal; to riders in other vehicles one fatal and 90 non-fatal.

Figures are given for each electric railway system as to capital, receipts and expenditures, trackage, equipment, traffic, employees, accidents, etc.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for March 1941 Showing Numbers in Training, Skilled Trade Categories, Etc.

STATISTICAL summaries of training afforded in January and February under the expanded War Emergency Training Program were given in the March issue of the Labour Gazette (pages 271-281). Reports for March indicate the continued progress of the program.

At March 1 there were 11,379 in the various classes, and during the month 3,464 new trainees were enrolled. Graduates placed in employment in March numbered 1,523 and 829 were reported as having completed their courses and awaiting placement. Advices from the Provinces indicate that a large number of these have since been placed, these will be included in the April reports. From the R.C.A.F. classes 450 were enlisted in the Air Force during the month and 50 enlisted in other units. During the month 643 left the classes, including those who were discharged as unsuitable, or for medical reasons or withdrew voluntarily. The total number still in training at the end of March was 11,119.

Table 1 shows for the Dominion and for each province the numbers in training and the numbers placed, enlisted or who withdrew in March. Cumulative totals also are shown. The totals shown for the industrial classes include a comparatively small number from Youth Training classes allied to war production and in respect to these the cumulative totals include those trained since April 1, 1940. The cumulative industrial and army totals include the numbers trained in the War Emergency classes of last summer in the vocational and technical schools, in addition to those trained since the program was expanded in January. The R.C.A.F. cumulative totals also are from April 1, 1940, these classes being largely carried on under Youth Training Arrangements.

Table No. 2 shows for each school and training centre the numbers receiving industrial training in the various trade categories, and the number in R.C.A.F. and Army classes, at the end of March. The numbers placed in employment, enlisted or who withdrew are also shown for each school. Classes were conducted in 100 technical and vocational schools and training centres. The majority of these schools and centres operate two shifts per day and in many cases three shifts are operated.

Preference is given in the selection of trainees to veterans of the Great War, those discharged from the armed forces in the present war, and those over forty years of age. While complete reports are not available those so far received show that the proportion of discharged soldiers and older men in the classes has increased considerably from January to March.

The program was fully described in the Labour Gazette for January (pages 14-21). As already stated the normal training period is about three months, but provision is made for longer courses for special categories, such as tool room improvers, radio mechanics, and instrument repair. Most of the trainees are in classes for aircraft manufacturing, sheet metal work, welding, machine shop and fitting. Sufficient classroom instruction in related subjects is provided to enable the trainee to carry on intelligently the occupation for which he or she is being trained. One interesting feature is instruction in industrial English vocabulary for French-speaking trainees in the Province of Quebec. Every effort is made to have trainees sponsored by a future employer and training is given them to meet his requirements.

To afford an estimate of the volume and type of labour required, contact is maintained with employers engaged in war production work by means of field representatives. Each employer states his labour requirements for the next six months, broken down into main occupational groups. He is also asked to suggest the particular kind of training that is desired for each occupation. Arrangements are then made to provide this in the training centres. Surplus trainees from an area are transferred to other districts where they are required.

Training plans within industrial establishments are an integral part of the program either by means of plant schools, long term indentured apprenticeships or other approved training methods.

The industrial training program is being administered through the existing machinery of the Youth Training scheme in the Department of Labour. In carrying out the program the vocational shops in technical schools and the special industrial training centres established under the youth training set-up during the past four years are being utilized.

TABLE I—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED

CUMULATIVE TOTALS TO MARCH 31, 1941 AND TOTALS FOR MONTH OF MARCH, 1941

—	Numbers in Training				Placements, Enlistments and Withdrawals From Industrial and R.C.A.F. Classes							
	Cumulative Totals	At First of Month	Enrolled in Month	At End of Month	Placed in Employment		Enlisted		(3) Completed Training Not Reported Placed		(4) Left Before Training Completed	
					Cumulative	In Month	Cumulative	In Month	Cumulative	In Month	Cumulative	In Month
DOMINION SUMMARY												
Industrial Classes	28,591	7,163	2,272	6,501	11,918	1,511	684	50	4,023	801	4,470	560
Armed Forces {R.C.A.F. Classes[1]	6,093	1,968	886	2,199	219	12	3,281	450	68	28	467	83
Armed Forces {Army Classes[2]	3,187	2,248	306	2,419								
Total	37,871	11,379	3,464	11,119	12,137	1,523	3,965	500	4,091	829	4,937	643
NOVA SCOTIA												
Industrial Classes	415	167	25	174	181	17	6	.....	12	.....	42	1
Armed Forces {R.C.A.F. Classes												
Armed Forces {Army Classes	310	160	.....	142								
Total	725	327	25	316	181	17	6	.....	12	.....	42	1
NEW BRUNSWICK												
Industrial Classes	634	170	66	166	196	44	20	.....	154	10	86	4
Armed Forces {R.C.A.F. Classes	645	118	65	152	3	.....	350	18	.....	.....	65	13
Armed Forces {Army Classes	99	96	1	90	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,378	384	132	408	199	44	370	18	154	10	151	17
QUEBEC												
Industrial Classes	3,599	929	131	757	1,007	194	5	3	1,005	74	773	32
Armed Forces {R.C.A.F. Classes	157	85	66	134	.....	.....	.....	.....	.....	.....	23	17
Armed Forces {Army Classes	27	3	24	23	.....	.....	.....	.....	.....	.....	.....	.....
Total	3,783	1,017	221	914	1,007	194	5	3	1,005	74	796	49
ONTARIO												
Industrial Classes	18,056	4,206	1,507	3,658	8,984	967	118	20	1,986	690	2,490	378
Armed Forces {R.C.A.F. Classes	1,697	319	314	598	24	.....	1,042	35	.....	.....	33	.....
Armed Forces {Army Classes	1,280	968	220	1,149	.....	.....	.....	.....	.....	.....	.....	.....
Total	21,033	5,493	2,041	5,405	9,008	967	1,160	55	1,986	690	2,523	378

TABLE I—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED—*Concluded*

CUMULATIVE TOTALS TO MARCH 31, 1941 AND TOTALS FOR MONTH OF MARCH, 1941

—	NUMBERS IN TRAINING				PLACEMENTS, ENLISTMENTS AND WITHDRAWALS From Industrial and R.C.A.F. Classes							
	Cumulative Totals	At First of Month	Enrolled in Month	At End of Month	Placed in Employment		Enlisted		Completed Training Not Reported Placed		[4] Left Before Training Completed	
					Cumulative	In Month	Cumulative	In Month	Cumulative	In Month	Cumulative	In Month
MANITOBA												
Industrial Classes	1,856	318	102	320	544	71	350	6	279	.....	255	23
Armed Forces R.C.A.F. Classes	717	346	70	335	47	.....	484	67	.....	.....	84	14
Armed Forces Army Classes	318	247	6	227	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL	2,891	911	178	682	591	71	834	73	279	.....	339	37
SASKATCHEWAN												
Industrial Classes	516	311	7	204	241	72	12	3	27	27	32	12
Armed Forces R.C.A.F. Classes	1,726	553	140	518	62	1	925	140	54	24	161	10
Armed Forces Army Classes	137	134	.....	134	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL	2,379	998	147	856	303	73	937	143	81	51	193	22
ALBERTA												
Industrial Classes	2,435	686	288	774	584	128	145	12	310	.....	622	60
Armed Forces R.C.A.F. Classes	626	332	85	319	74	11	169	60	.....	.....	64	27
Armed Forces Army Classes	434	355	53	379	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL	3,495	1,373	426	1,472	658	139	314	72	310	.....	686	87
BRITISH COLUMBIA												
Industrial Classes	1,080	376	146	448	181	18	28	6	250	.....	170	50
Armed Forces R.C.A.F. Classes	525	215	146	143	9	.....	311	130	14	4	37	2
Armed Forces Army Classes	582	285	2	275	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL	2,187	876	294	866	190	18	339	136	264	4	207	52

[1] Young men desirous of enlisting in R.C.A.F. who are given training prior to enlistment.
[2] Enlisted men referred to schools by Army for training as tradesmen.
[3] Including those who, after completion of training, obtained employment themselves without reporting to Placement Officers.
[4] Including those who left voluntarily or for medical reasons or were discharged.

23803—5

TABLE II—WAR EMERGENCY TRAINING—MONTH OF MARCH, 1941

NUMBERS IN TRAINING AT MARCH 31ST

—	Industrial Classes											Placements, Enlistments and Withdrawals in March			
	Aircraft production (trade not specified)	Auto mechanics	Electricity and radio mechanics	Machine shop	Sheet metal work	Welding	Other trades	Total in industrial classes	R.C.A.F. classes	Army classes	Total in training at March 31st	Placed in employment	Enlisted	Completed training but not placed	Left before training completed
DOMINION SUMMARY															
Nova Scotia	.....	21	29	74	32	1	17	174	.....	142	316	17	.....	.....	1
New Brunswick	.....	.....	.....	94	58	14	.....	166	152	90	408	44	18	10	17
Quebec	353	.....	29	264	11	.....	100	757	134	23	914	194	3	74	49
Ontario	313	.....	262	2,180	206	452	245	3,658	598	1,149	5,405	967	55	690	378
Manitoba	.....	49	16	56	45	117	37	320	335	227	882	71	73	.....	37
Saskatchewan	.....	.....	.....	125	57	22	.....	204	518	134	856	73	143	51	22
Alberta	62	.....	80	544	61	27	.....	774	319	379	1,472	139	72	.....	87
British Columbia	219	15	.....	182	.....	12	20	448	143	275	866	18	136	4	52
TOTAL	947	85	416	3,519	470	645	419	6,501	2,199	2,419	11,119	1,523	500	829	643
CENTRES AND SCHOOLS															
Nova Scotia—															
Glace Bay Training Centre (Y.T.)	.....	10	5	.....	.....	.....	8	23	.....	.....	23	2	.....	.....	1
Halifax N.S. Tech. College	.....	.....	.....	24	.....	.....	.....	24	.....	111	135	8	.....	.....	.....
New Glasgow Training Centre	.....	.....	.....	.....	32	.....	.....	32	.....	31	63	7	.....	.....	.....
North Sydney Training Centre (Y.T.)	.....	3	14	2	.....	.....	5	24	.....	.....	24	.....	.....	.....	.....
Sydney Training Centre (Y.T.)	.....	8	10	17	.....	1	4	40	.....	.....	40	.....	.....	.....	.....
Trenton Training Centre	.....	.....	.....	31	.....	.....	.....	31	.....	.....	31	.....	.....	.....	.....
TOTAL	.....	21	29	74	32	1	17	174	.....	142	316	17	.....	.....	1
New Brunswick—															
Campbellton High School	.....	.....	.....	.....	24	.....	.....	24	.....	15	39	.....	.....	.....	.....
Edmundston R.C.A.F. School (Y.T.)	.....	.....	.....	.....	.....	.....	.....	.....	49	.....	49	.....	18	.....	3
Fredericton High School	.....	.....	.....	.....	34	.....	.....	34	.....	14	48	.....	.....	.....	1
Moncton R.C.A.F. School (Y.T.)	.....	.....	.....	.....	.....	.....	.....	.....	66	.....	66	.....	.....	.....	5
Moncton High School	.....	.....	.....	53	.....	.....	.....	53	.....	.....	53	43	.....	.....	3
Saint John R.C.A.F. School (Y.T.)	.....	.....	.....	.....	.....	.....	.....	.....	37	.....	37	.....	.....	.....	5
Saint John Vocational	.....	.....	.....	41	.....	14	.....	55	.....	51	106	1	.....	10	.....
Woodstock Vocational	.....	.....	.....	.....	.....	.....	.....	.....	.....	10	10	.....	.....	.....	.....
TOTAL	.....	.....	.....	94	58	14	.....	166	152	91	408	44	18	10	17

TABLE II—WAR EMERGENCY TRAINING—MONTH OF MARCH, 1941

NUMBERS IN TRAINING AT MARCH 31ST—*Continued*

—	INDUSTRIAL CLASSES											PLACEMENTS, ENLISTMENTS AND WITHDRAWALS IN MARCH			
	Aircraft production (trade not specified)	Auto mechanics	Electricity and radio mechanics	Machine shop	Sheet metal work	Welding	Other trades	Total in industrial classes	R.C.A.F. classes	Army classes	Total in training at March 31st	Placed in employment	Enlisted	Completed training but not placed	Left before training completed
Quebec—															
Cartierville R.C.A.F. School (Y.T.)									118		118				13
Cartierville Dom. Prov. Aircraft (Y.T.)	353							353			353	33			18
Hull Technical			13	32	11			56			56	11			
Lachine Arts and Trades														14	
Lauzon Arts and Trades														18	
Montreal Maisonneuve Technical												16	1	3	1
Montreal, Sherbrooke St. Tech									16	20	36	93			4
Grand Mere				39				39			39				
Quebec Technical			16	63				79		3	82	9			5
Rimouski Arts and Trades				35			15	50			50				
Shawinigan Falls Tech. Inst				45			20	65			65	8			
Sherbrooke Arts & Trades												1	1	19	
Sorel Marine Indust. (Y.T.)															
Three Rivers Tech. Inst				50				50			50	6	1		
Verdun Arts & Trades														20	
Val D'Or Mining School (Y.T.)							65	65			65	17			8
TOTAL	353		29	264	11		100	757	134	23	914	194	3	74	49
Ontario—															
Belleville Vocational School				90		54		144			144	14	3	1	7
Brantford Coll. & Voc				33				33		20	53	19		3	4
Chatham Vocational				13		21		34		56	90	4	1	30	5
Cornwall "				121				121		81	202	32			
Fort William "	251							251			251	192		24	116
Galt. Dom.-Prov. School (Y.T.)				108	69	75		252			252	3			10
Galt R.C.A.F. School (Y.T.)									598		598		35		
Guelph Vocational										11	11				
Hamilton Tech. Inst				216	12	39	8	275		76	351	50		57	31
" Training Coll										61	61				
" " Westdale Tech			172	43				215		67	282				6
" Training Centre (Y.T.)															
Kingston Coll. & Voc. Inst				49			13	62		18	80	2		26	
Kirkland Lake " "				55				55			55	22			1
Kitchener Coll. & Voc. Inst				77		12		89			89	11		8	8
London Tech. & Comm				57	9	9		75			75	13		34	34
Niagara Falls Vocational				30	30	35		95		10	105	32			
North Bay "				49				49			49	48	1		2
Oshawa Coll. & Voc				107		28		135		29	164	25		2	12

Ottawa Technical High			27	58	42	22		143		65	208	128	5		15
Owen Sound Coll. & Voc				42		23		65			65	42		18	4
Peterborough " "				125				125		37	162	14	2		16
Port Arthur Tech. & Comm				51				51			51	19			1
Sarnia Coll. & Tech				33		10		43		24	67	6		23	7
St. Catharines Coll. & Voc				22		12		34		42	76	26		1	
St. Thomas Vocational				31				31		32	63		1	15	5
Toronto Central Tech		62	69	176		63	224	594		196	790	83		48	42
Toronto Danforth Tech				227				227		76	303	23	3	73	23
Toronto Nor. Vocational				112				112		75	187	41		130	
Toronto West Tech. Comm				113		20		133		34	167	69	1	65	15
Welland Vocational										42	42				
Weston Vocational				52	34	16		102		35	137	28	1	26	13
Windsor Technical				90	10	13		113		48	161	21	2	106	1
Woodstock Coll. & Voc										14	14				
TOTAL		313	262	2,180	206	452	245	3,658	598	1,149	5,405	967	55	690	378
Manitoba—															
Brandon Technical										20	20				
St. Boniface Dom. Prov. Voc. (Y.T.)		31	16			63		110			110	14	3		12
Winnipeg " " "				25	17	26	19	87		97	184	2			1
" R.C.A.F. School (Y.T.)									335		335		67		14
" Kelvin Tech										66	66				
" St. John Tech										29	29				
" Vocational School		18		31	28	28	18	123			123	55	3		5
St. Boniface Voc. Training S										15	15				5
TOTAL		49	16	56	45	117	37	320	335	227	882	71	73		37
Saskatchewan—															
Moose Jaw Technical				14	20	19		53			53	28	1		3
" R.C.A.F. School (Y.T.)									123		123		75		9
Prince Albert Dom. Prov. Voc				57				57			57	2	1		
Regina Balfour Tech				12	4	3		19		51	70	9		22	8
" R.C.A.F. School (Y.T.)									189		189	1	28	7	
Saskatoon Tech. Collegiate				42	33			75		83	158	33	1	5	1
" R.C.A.F. School (Y.T.)									206		206		37	17	1
TOTAL				125	57	22		204	518	134	856	73	143	51	22
Alberta—															
Calgary Inst. of Technology		62	80	23	61	27		253	46	1	300	19	8		9
" Dom. Prov. School				208				208			208	55	3		20
" Western High										140	140				
" Exhibits Bldg										90	90				
Edmonton Dom. Prov. School				210				210		98	308	30	3		20
Lethbridge " " "										22	22				
Medicine Hat " " "				103				103		28	131	25	2		11
Calgary R.C.A.F. School									148		148	7	26		13
Edmonton R.C.A.F. School									125		125	3	30		14
TOTAL		62	80	544	61	27		774	319	379	1,472	139	72		87

TABLE II—WAR EMERGENCY TRAINING—MONTH OF MARCH, 1941—*Concluded*

NUMBERS IN TRAINING AT MARCH 31ST—*Concluded*

—	INDUSTRIAL CLASSES											PLACEMENTS, ENLISTMENTS AND WITHDRAWALS IN MARCH			
	Aircraft production (trade not specified)	Auto mechanics	Electricity and radio mechanics	Machine shop	Sheet metal work	Welding	Other trades	Total in industrial classes	R.C.A.F. classes	Army classes	Total in training at March 31st	Placed in employment	Enlisted	Completed training but not placed	Left before training completed
British Columbia—															
Kelowna Junior High				44				44			44	1	1		2
Nanaimo Vocational										59	59				
New Westminster Tech.				26				26			26	2	1		7
Penticton High				40				40			40	1	3		
Vancouver MacDonald High										25	25				
" Univ. of B.C.							6	6			6				
" Technical	205					12		217		108	325				25
" King Edward High				25				25			25				3
" John Oliver High				27				27			27				4
" Robson St.	14							14			14	7			4
" R.C.A.F. (Y.T.)									143		143		130	4	2
" Dom. Prov. School							14	14			14				3
Victoria Gent. Jun. High										27	27				
" High										14	14				
" West										19	19				
" Kings Road										23	23				
" Dom. Prov. School		15						15			15				2
Vernon High				20				20			20	7	1		
TOTAL	219	15		182		12	20	448	143	275	866	18	136	4	52

SUMMARY OF PROCEEDINGS OF DOMINION-PROVINCIAL CONFERENCE ON THE WAR EMERGENCY TRAINING PROGRAM

REGIONAL directors of the Dominion-Provincial War Emergency Training Program and provincial officers conferred with officials of the Departments of Labour and National Defence at a conference held in Ottawa on March 17-19 under the auspices of the War Emergency Training Program of the Department of Labour. Consideration was given to the progress being made by the training scheme and the further functions which it might serve in the increasing war-time industrial needs.

In welcoming the provincial representatives, the Hon. Norman A. McLarty, Minister of Labour, referred to the training program as one of the most important phases of our war effort. Although the drain on skilled labour had only been felt to some extent, it would come. We have been told on all sides that the demand for skilled labour is going to be extremely great. By the training program which has been approved by each province, it would be possible to make the necessary supply of skilled help available.

The Deputy Minister of Labour, Dr. Bryce M. Stewart, spoke of the conference as being a stock-taking of the training program which is essentially a Dominion-Provincial undertaking. He thought it was fortunate that the program had been launched before the low point in available labour supply had been reached; however, as industrial production increased, expansion of the program might follow. An exchange of ideas among the representatives was desirable and the advice and co-operation of all representatives were essential if the objectives of the program were to be attained.

In dealing with the organization and administration of the training program, the Director, Mr. R. F. Thompson spoke of the urgency of war industrial training in 1939 necessitating the use of available facilities under the Youth Training Program and the Provincial Vocational Schools. Further expansion of the training program was recommended by the Inter-departmental Committee on Labour Co-ordination with the result that the War Emergency Training Program was set up in January, 1941. This expanded program necessitated the appointment of regional directors and field representatives to maintain contact with employers in estimating the types and volume of labour required, to ascertain the kind of training to be given in the Schools and to arrange for the subsequent placement of trainees.

The training program which was intended to train 50,000 persons in Vocational Schools and Special Training Centres in 1941 (20,000 of whom were intended for the requirements of the Armed Forces) and an additional 50,000 in plant schools was progressing favourably with the objective in view on the basis of enrolment to date. It was pointed out that these quotas could be exceeded with increased enrolments at certain centres if it were necessary.

Since the majority of trainees in schools and training centres are not definitely sponsored by industry, consideration was given to some difficulty being experienced in finding jobs for trainees on the completion of their courses. While this condition was felt to be temporary, it was the opinion of the conference that it was not advisable to increase enrolment in industrial courses for the time being at least. For the same reason it had been necessary to decline requests for new training centres in localities where the industrial demand was not apparent or where adequate facilities were not available.

Attention was paid to the matter of selection of persons for training. While the various tests for applicants were best left to the Provinces to determine, it was agreed that candidates of age groups liable to be drafted for military training should not be accepted; that training be confined to British subjects and nationals of allied countries; and that preference be given to veterans, discharged soldiers and older men. However, in all cases, the trainee's ability to benefit by training and his fitness to do the work subsequently involved were the essential factors in deciding upon his eligibility for training. Under present arrangements, women are being accepted for training when they are specifically sponsored by employers.

The delegates made known the varying industrial demands from province to province and the numbers and type of training being carried on in each. While a uniform training organization was not essential under these conditions, the conference reached agreement in the important matter of placement, movement and sponsorship of trainees. It was decided that arrangements for placements in accordance with the needs of industries and the equitable distribution of placements between provinces should be made through the Director at Ottawa; that quotas of placements be assigned to each province so that where large numbers are required by individual firms, the placements may be divided between two or more provinces. Further, it was agreed that in future, provincial representatives should not solicit placements out-

side of their own regions or provinces but that existing connections between individual firms and representatives in other provinces may be continued.

The conference was unanimously of the opinion that responsibility for compensation in the case of injured trainees, instructors and other employees under the Training Program should be assumed by the Dominion Government. The matter of uniform wages for trainees in industry was considered to be difficult to establish throughout the Dominion by reason of variations in minimum wage laws, cost of living and fair wage regulations.

Representatives of the Departments of National Defence for the Army and Air expressed satisfaction with the operation of the training scheme in meeting their respective requirements. Trainees for these services received three and four months' courses respectively under the War Emergency Training Program and were passed on to advanced training in the Army trades schools or to courses in the R.C.A.F., after which they entered a service unit. It was indicated that the new quota of trainees for the Army's purposes would be increased and that additional courses would be offered but that there might be some reduction in the numbers being trained for the R.C.A.F.

While instruction at training centres and vocational schools was being carried on in two shifts and in some cases three shifts a day, it was believed that the method of training by industry itself should be extended. Although thousands of workers were being trained on new jobs in war production, very little had been done, except in a few large plants, in the way of formal industrial training. Since it would require some time for apprenticeship training to meet the requirements of war industry, it was apparent that more rapidly acquired and more highly specialized types of industrial training would be necessary to meet the needs.

In this connection, the aircraft, shipbuilding and ship repair industries were reviewed. It was pointed out that the Training Program was assisting the aircraft industry by turning out riveters, welders, sheet metal workers and bench fitters; requests for other specialized training from aircraft firms were likewise being met. With adequate supervision available, the bulk of the workers in aircraft production could be trained on the job. Training given without remuneration for the time devoted to instruction should be discouraged, it was thought, because of the possibility of exploitation of trainees.

In view of the increasing need for skilled labour in shipbuilding, the conference considered the means of such training. While riveters and welders—two of the most required types—could be provided after specialized training in shipyards, the difficulty of supplying ship platers would have to be met. Suggestions were made that facilities be provided in a plant for training men in shipbuilding or that plants should be subsidized to train the necessary labour.

Further discussion revealed that the number of instructors and the supply of equipment in the training schools were adequate; however, courses in foreman training were considered as being eventually necessary. Allowances and transportation arrangements were thought sufficient to meet the trainee's requirements. The joint Dominion-Provincial financial responsibility for the training scheme was emphasized. Uniform methods of accounting statistical forms and reports were agreed upon. Discipline among the trainees was reported as satisfactory with no problem in that respect.

The following is a list of those attending the conference:—

Dominion

Hon. Norman A. McLarty, Minister of Labour.
Dr. Bryce M. Stewart, Deputy Minister of Labour.
Prof. J. C. Cameron, Executive Assistant to Inter-departmental Committee on Labour Co-ordination.
R. F. Thompson, Supervisor of Training.
A. W. Crawford, Special Assistant to Labour Co-ordination Committee.

Nova Scotia

Dr. F. H. Sexton, Regional Director in Province of Nova Scotia (Director of Technical Education in Province).
A. C. Cooke, Field Representative.

New Brunswick

Dr. Fletcher Peacock, Director of Educational Services, Dept. of Education.

Quebec

J. T. Lamontagne, Regional Director, Province of Quebec.
H. Tardif, Field Representative.
F. H. Horton, Field Representative.
A. Lemarche, Field Representative.

Ontario

J. F. Marsh, Deputy Minister of Labour.
H. H. Kerr, Regional Director, Province of Ontario.
F. S. Rutherford, Director of Vocational Education, Dept. of Education.
H. Irwin, Field Representative.

Manitoba

C. S. Landon, Regional Director, Province of Manitoba.
Geo. Collins, Asst. Deputy Minister of Public Works.
S. M. Mutchmore, Supervisor of Technical Education, Winnipeg School Board.

Saskatchewan

W. A. Ross, Regional Director, Province of Saskatchewan.

H. C. Bingham, Representative, Youth Training Branch.

Alberta

J. H. Ross, Regional Director, Province of Alberta.

M. MacKinnon, Representative, Youth Training Branch.

British Columbia

Lt. Col. F. T. Fairey, Regional Director in British Columbia (Director of Technical Education in Province).

Henry Hill, Supervisor of Projects.

LABOUR AND INDUSTRY IN QUEBEC, NOVA SCOTIA, NEW BRUNSWICK AND SASKATCHEWAN, 1940

Review of Annual Reports of Provincial Departments of Labour

DURING the past month, the annual reports of the Quebec Department of Labour, the Department of Labour of Nova Scotia, the Fair Wage Officer of New Brunswick, and the Bureau of Labour and Public Welfare of the Province of Saskatchewan were received. A summary of each report appears below.

Quebec

The annual report of the Quebec Department of Labour for the fiscal year 1939-1940 ending June 30, 1940, has recently been received. The report is divided into two parts, one dealing with social and labour legislation and the labour situation, while the second section deals with the administrative activities such as labour inspections, inspection of public buildings, inspection of boiler and electrical installations.

The report gives details of the administration of the Collective Agreement Act, the operation of the Minimum Wage Commission, the activities of the Conciliation and Arbitration Service, and the Inspection and Technical Services of the department.

Collective Agreement Act.—During the fiscal year 1939-40, decrees in force pursuant to the Collective Agreement Act numbered 103. (Agreements under the Collective Agreement Act have been reviewed monthly in the Labour Gazette under the heading "Collective Agreement Act".) The report states that 64 industries, groups of trades, or commerce were subject to the Collective Agreement Act during the fiscal year, and it is pointed out that under a new section of the Act requiring parity committees to submit an annual report, statistics concerning the number of employers and employees subject to agreements and statistics of wages paid, will become available in the report for the next fiscal year.

Commenting on wages of building workers during 1939-40, the report declares that there has been a tendency for wages in this industry to increase, particular reference being made to the 10 per cent increase in wages to building workers in Montreal in May, 1940.

Minimum Wage Commission.—In presenting the report of the Minimum Wage Commission it is explained that the Commission was only established on June 22, 1940, succeeding the Fair Wage Board and the report of the Commission therefore covers the operation of the Fair Wage Board from July 1, 1939 to June 22, 1940.

By its amended by-law, approved by Order in Council in November, 1939, the Commission ordered, effective January 1, 1940, a levy of one-third of one per cent on the wages paid to employees subject to its minimum wage orders. As a result of this levy a total sum of $220,438.49 was collected between April 1, 1940 to June 30, 1940, which was nearly all remitted to the Provincial Treasury.

The report of activities of the Quebec office of the Commission shows that 907 complaints were made during the fiscal year while 2,009 routine inspections of employers' establishments were made and 3,595 visits and special investigations were conducted. Wage claims paid to employees through the Commission totalled $15,062.83, while claims remitted to wage-earners' attorneys amounted to $10,055.12.

Complaints received by the Montreal office of the Minimum Wage Commission numbered 3,048; inspections, visits and investigations 21,767; while wage claims paid through the Commission amounted to $69,394.58 and those paid to wage-earners' attorneys $49,620.37.

In both the Quebec and Montreal offices special ordinances were prepared by the Commission and committees of employers and employees were appointed to assist in the preparation of orders. For the draughting of

14 special orders issued during the fiscal year 1939-1940 and for the consideration of others such committees held 38 meetings during the year reviewed by the report.

Conciliation and Arbitration.—The report of the Conciliation and Arbitration officer for the fiscal year 1939-1940 shows that the Conciliation and Arbitration Service of the department was utilized in 19 disputes involving approximately 160 establishments and 9,657 employees, and resulted in a total time-loss of 108,523 man-working days.

Of the 19 disputes referred to the Conciliation Service of the Department, 11 were settled in favour of the 5,841 employees involved, four disputes affecting 2,735 wage-earners were settled in favour of the employers concerned and four disputes involving 950 workers were settled by compromise.

Reference is also made to disputes which were not referred to the Conciliation Service of the Department but which were reported in the Labour Gazette.

Inspection Service.—The report of the Chief Inspector of the Department of Labour refers to the re-organization of the staff of the Labour Inspection Service at its offices in Montreal and Quebec. The Labour Inspection Service sees to the enforcement of all legislation affecting the conditions under which workers are employed such as safety, sanitary and general working conditions in plants.

During the fiscal year, 18,773 inspections, investigations and checking visits were made in Montreal and district, while in Quebec and district 9,541 inspections were made. As a result of these visits, 2,356 orders for the betterment of conditions were issued and carried out in Montreal and district. Statistics for Quebec and district were not given in the report.

Overtime permits issued in Montreal and district totalled 592 and in Quebec and district 158.

In this connection reference is made to an Order in Council of March 15, 1940, which exempt industrial establishments engaged in manufacturing munitions from the provisions of regulations governing working hours.

Referring to accident prevention the report states: "The reduction in the number of accidents has met with the constant attention of our inspectors; for this purpose, they have recommended the installation of many safety devices in the establishments visited; on their part, the employers have generously co-operated with the Service."

The report of the Chief Examiner of Stationary Enginemen and of the inspection of pressure vessels shows that the number of enginemen in possession of licences from the Board of Examiners is 7,860. Registrations under the Pressure Vessels Act totalled 635; while inspections of heating and motive power systems numbered 18,963. Pressure vessels' certificates issued during the fiscal year totalled 1,563.

Employment Service.—The report also gives detailed information concerning the operation of the Provincial Employment Service.

It is reported that during the fiscal year 1939-40 the Provincial Employment Service through its 22 offices made 84,119 placements, 44,996 men and 39,123 women, a slight decrease of placements as compared with the previous year when they totalled 85,168. During the year there were 215,046 applications for employment made at the offices compared with 186,981 applications in the previous year. Vacancies registered by employers with the Service numbered 100,034, and 98,022 applicants were referred to these vacancies.

Nova Scotia

The annual report of the Nova Scotia Department of Labour for the year ended November 30, 1940, states that employment conditions throughout the province reached a higher level in 1940 than in some years. "War activity" the report states, "in several fields was responsible for an acceleration in production and in transportation with a consequent favourable effect upon employment."

The report details the operation of the rehabilitation project; apprenticeship training under youth training projects; the operation of the employment service; inspection of factories; activities under the Industrial Standards Act; the Minimum Wage Act and the operation of the Fishermen's Loan Board.

Employment Service.—During the year ended November 30, 1940, a total of 31,668 placements were made by the Employment Service of Canada, established in four permanent offices throughout the province. Vacancies reported to the offices numbered 32,419 and applications for work, 38,629.

It is stated that placements in 1940 were greater than in any year since the inception of the offices and 8,000 greater than the year 1939, when all men being accepted at the unemployment relief camps were shown as placements on the daily reports of the Service, and over twice as large as any normal year.

Factories Inspection and Industrial Standards Act.—During the year 372 factories and

mills were inspected, larger establishments being visited two or three times and in some instances special investigations required return visits to many smaller factories. The Factory Inspector reports that the requirements of the Factories Act regarding the reporting of accidents is generally well observed.

Dealing with the operations under the Industrial Standards Act, the inspector's report states that summonses were issued for three employers and eleven workmen for violations of the Act. Three of the summonses for the workmen were not served as they could not be located. One employer and one workman failed to answer the summonses and warrants were issued for their arrest, but the warrants were not executed as the men had left the jurisdiction of the Court issuing the warrant. One employer was fined $100 which sum included unpaid wages. Another employer after many appearances in Court, was dismissed and subsequently re-arrested for perjury arising out of the case. The third employer left the jurisdiction of the Court after the summons was served. Six workmen were each fined $3 and costs. One workman summoned was not prosecuted as he was not considered mentally responsible. Fines and unpaid wages amounted to $118.

Minimum Wages.—During the year, a general inspection of the province was made, and the hours worked and wages received checked. Meetings and special conferences were held by the Board and all complaints received were investigated and adjustments made in hours, as well as arrears of wages collected.

Commenting on the function of the Minimum Wage Board the report declares: "The function of the Board as we understand it, is to prevent on the one hand the exploiting of girls by unscrupulous employers, and at the same time not to take the part of the women who deliberately plan to embarrass their employers. The Board have strived to obtain the fullest possible measure of co-operation between employers and employees, this we feel is the first principle necessary to obtain a successful enforcement of the Act. The better class of employers have come to realize the benefit of the law, but there are still some who oppose it. However, with the progress already made by the Board, it is felt that it is only a matter of time when such employers will acknowledge that the Act is a protection to themselves as well as to their employees."

Fishermen's Loan Board.—During the fiscal year reviewed by the report active loan operations ceased on March 31, 1941. This was due, the report states, to the many demands upon the Federal Treasury for war purposes. In the period December 1, 1939 to March 31, 1940 ordinary and special loans were issued for fishing gear and equipment to the amount of $56,253.11. Fifty-two loans were granted for the construction of fishing boats and placed in the hands of the fishermen at a total builders' cost of $19,360. At November 30, 1940, loans to the amount of $67,058.25 had been repaid and deposited in a revolving fund which is to be used for similar loans in future years.

New Brunswick

The fourth annual report of the New Brunswick Fair Wage Officer of the Department of Health and Labour for the fiscal year ending October 31, 1940, deals with the administrative activities of the Fair Wage Board and the Industrial Standards Act, etc.

The Fair Wage Officer comments on the general improvement in industrial conditions during 1939 stating that these continued during 1940, and that:

> Although industrial improvement reduces to some extent the number of unemployed and naturally tends to increase wages generally, nevertheless, such improvement also brings new problems to the attention of the Labour Department, such as: increased demands by employees for a share in the increased profits of industry, recognition of organizations of employees; and, if industrial production is to be kept at capacity, industrial relations problems must receive careful attention.
>
> Also, it should be noted that the general improvement in industrial conditions has not brought about a like improvement in the general wage structure in this province, due to the fact that industries have not been developed to the same extent as in other provinces.

Industrial Standards Act.—Subsequent to the passage of the Industrial Standards Act an agreement was drawn up and schedules of wages, hours and days of labour established between the Saint John branch of the Canadian Construction Association and other employers and organizations of the following tradesmen: bricklayers, plasterers, etc.; carpenters and joiners; painters and decorators; and plumbers and steamfitters. An advisory committee was established to deal with complaints regarding violations of the schedules. Two meetings of this committee were held and it was noted by the members of the committee that schedules had been generally complied with. In one case, it was necessary to recommend that legal proceedings be instituted and the offender be prosecuted for violations of the schedules. Evidence was being compiled for the purpose of proceeding with this case.

Strikes and Labour Disputes.—During the fiscal year, five strikes were referred by the parties affected to the Fair Wage Officer for conciliation. Employees affected in these strikes numbered 1,786 and the time loss totalled 20,640 man working days. It is stated that although these strikes were all technically illegal and not within the jurisdiction of the Labour and Industrial Relations Act, "unofficial assistance" was rendered through conferences with employers and employees all but one being settled with a minimum of lost time.

In the case of two of these strikes it was necessary to convene the Fair Wage Board to establish a rate of wages to be paid before final settlement could be arrived at.

Commenting on the effectiveness of the provincial Labour and Industrial Relations Act the report declares:

> However, it must be stated that organized labour generally have not accepted, with any measure of confidence, the avenues of conciliation provided by the Labour and Industrial Relations Act, preferring to negotiate a settlement of their own difficulties without reference to this Department.
>
> It is generally felt among the members of organized labour that conciliation from the Federal Department of Labour is more beneficial than that provided by the Provincial Act, in spite of the fact that employees affected by a provincial conciliation board would have the advantage and the opportunity of application to the Fair Wage Board, to have the Conciliation Board's recommendations with respect to wages and hours made effective by an Order of the Board. Such is not true in the same respect of federal conciliation boards, since the Federal Government does not have the authority to fix wages and hours in provincial industries and the adoption or refusal of the Conciliation Board's findings depends entirely upon the strength of the organization affected.

Fair Wage Board.—Three sessions of the Fair Wage Board were held during the fiscal year to consider various problems relative to labour relations, and a complete review of effective orders of the Board. Twenty-four orders have been issued by the Board since its inception some of which have since been amended or cancelled. A summary of the effective orders was included in the report. It was reported that several cases of contraventions of the Board's orders have been adjusted and that all orders were generally being complied with. The orders set forth minimum wages, hours and other conditions of work in the various labour classifications presently coming within the jursidiction of the Board.

Forest Operations Commission.—As in previous years the Department of Health and Labour co-operated with the Department of Lands and Mines in the administration of the wage scale orders issued by the Forest Operations Commission governing the wages to be paid to employees engaged in the lumber industry, which is defined by the Forest Operations Commission as the cutting, peeling, yarding, hauling, stream-driving, booming and sorting of any forest products, except Christmas trees and firewood.

Eighty complaints were received regarding the implementation of these orders, 130 employees being affected by adjustments which were all made by the Fair Wage Officer. The total amount of adjustments made was $2,594.56.

Payroll Examinations.—During the fiscal year, 121 payrolls were examined and analyzed. Where necessary they receive the consideration of the Fair Wage Board, and the report states that "in all cases where wage rates were being paid which were not proportionate to the profits realized and the cost of living, every effort was made to arrange increases." A total of 2,401 employees were involved in the examination of the payrolls of these 121 firms. Average hours per week ranged from 45·8 in manufacturing to 60 in bakeries and beverage companies, while average weekly wages ranged from $23.80 for garage mechanics to $9.16 in restaurants. The total weekly payroll of these 121 firms was $34,081.68.

Adjustments in prevailing wage rates and the payment of wage arrears to employees arranged through the activities of the Fair Wage Officer, the Fair Wage Board and the Forest Operations Commission, resulted in a total estimated annual wage increase of $40,709.42 affecting 23 firms and 1,089 employees.

Saskatchewan

The sixth annual report of the Saskatchewan Bureau of Labour and Public Welfare covers the period of twenty months from May 1, 1939, to December 31, 1940. The report is the twentieth since the original Saskatchewan Bureau of Labour and Industries was organized in 1920 and the sixth since the present Bureau of Labour and Public Welfare was formed in 1934. The report covers a 20-month period as it was decided to present the report based on the calendar year rather than the provincial fiscal year which ends on April 30.

Strikes and Lockouts.—During the period under review there was one strike, that of 400 coal miners in the Estevan district on October 16, 1939, lasting 48 days and result-

ing in a time loss of 14,000 man-working days. The report records no strikes for 1940.

One Day's Rest in Seven Act.—This Act applies to the cities of the province and provides for 24 consecutive hours of rest in every seven days with certain exceptions. During the 20-month period it was necessary to issue numerous warnings, the report states, and 10 charges were laid against 5 firms, fines being imposed in all instances.

Freedom of Trade Union Association Act.—As required by the Freedom of Trade Union Association Act, 1938, a total of 129 associations registered with the Bureau of Labour and Public Welfare, these unions having 8,193 members.

Minimum Wage Act.—During the 20 months covered by the report eleven meetings of the Minimum Wage Board were held. Public meetings of the Board were held at Estevan, Weyburn, Melville, Yorkton, Wynyard, Kamsack and Canora. The report states that information disclosed at the three latter public meetings, "showed that the majority of men and women were working excessively long hours for small wages". As a result of this finding the Board requested inspectors to make surveys in other towns throughout the province, and as a result of these hearings and investigations an order was passed extending the provisions of the Act to five towns, namely: Canora, Kamsack, Lloydminster, Shaunavon and Wynyard.

In the period May 1, 1939, to April 30, 1940, a total of 1,955 general inspections were made by officers of the Board and in the period May 1, 1940, to December 31, 1940, general inspections numbered 1,475 and special inspections, 182.

Arrears of wages collected under the Minimum Wage Act in the eight months of 1939 (May 1 to December 31) amounted to $14,940.39 collected on behalf of 466 males and 693 females. During 1940, arrears were collected from 400 firms in the amount of $13,707.82 to the benefit of 387 males and 335 females, making a grand total of arrears of wages collected for the twenty months of $28,648.21 affecting 1,881 employees.

Apprenticeship Agreements.—At December 31, 1940, there were 57 apprentices indentured to 51 firms covering 27 trades or industries.

Prosecutions under Labour Legislation.—During the period of the report a total of 116 charges were laid under labour legislation. In 75 cases fines were imposed, 20 cases were dismissed and 21 withdrawn. The enforcement of the Minimum Wage Act resulted in 50 of all charges laid, fines being imposed in 29 cases, 12 were dismissed and 9 withdrawn. The Industrial Standards Act accounted for 41 of the charges laid, fines being imposed in 28 of these cases, 3 being dismissed and 10 withdrawn; of the remaining charges the Masters and Servants Act accounted for 2; the One Day of Rest in Seven Act, 17; and the Factories Act, 6.

Industrial Standards Act.—In the 20-month period ending December 31, 1940, schedules in effect under the Industrial Standards Act numbered 38, a total of 665 employers and 1,293 employees being covered by these schedules. In the enforcement of the Act, $2,584.07 was collected on behalf of 78 employees on account of arrears of wages.

Employment Service.—During the 20-month period nine offices of the Employment Service of Canada received 57,735 applications for work and 43,576 vacancies were reported. Placements effected totalled 41,714, of this number 30,373 were of men and 11,341 of women.

Farm Wages.—The following were the average wages for farm labourers prevailing throughout the period, board and lodging included in each instance: winter, $5 to $10 per month; spring, $10 to $25 per month; harvest, $1.50 to $3 per day; after threshing to freeze-up $10 to $20 per month.

Effect of Female Minimum Wage Legislation in New York State

The effect of minimum wage legislation for women and minors in the beauty service, confectionery, and laundry industries in the state of New York is indicated in an annual analysis made by the New York State Department of Labour. The average woman worker in a beauty parlour, the report declares, earned $3.32 more in a week in 1940 than she did in 1936 before the minimum wage was introduced. It was also shown that median wages in the confectionery and laundry industries also increased after the minimum wage became effective in those industries. In the confectionery industry, a year after the directory order became effective, the median week's earnings had increased from $15.77 to $16.06, while median week's earnings in laundries in Zone A (New York City, Westchester and Nassau counties) rose from $14.76 in 1937 to $15.62 in 1939 and in Zone B (all places over 18,000 population not in Zone A) rose from $12.86 to $14.44.

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RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

Minimum Wages in British Columbia, New Brunswick and Quebec—Hours in Alberta and Quebec—Safety and Health in Alberta and Saskatchewan—Manitoba Trade Schools—Pilots, Montreal

MINIMUM wages have been raised for women in British Columbia laundries and for forest workers in New Brunswick. Physiotherapy in British Columbia has been included in the minimum wage order for women in personal service occupations. Quebec has revised the minimum wage order for the Montreal taxi industry, renewed General Order 4 for six months and several other orders for a year. British Columbia now allows a ten-hour day instead of eight in some cases for placer miners working above ground and the suspension in certain cases of the hours provisions of the Quebec Minimum Wage Order 4 is continued. There are new safety regulations for those employed in disinfecting with hydrocyanic acid gas in Alberta as well as for the storage of mercury compounds. Saskatchewan has revised its regulations concerning steam boilers. The requirements for an apprentice pilot's licence in Montreal for those between 25 and 30 years of age have been tightened.

Canada Shipping Act

The section in the Montreal pilotage by-laws dealing with licensing of apprentices was amended by an Order in Council gazetted on March 15 to provide that an applicant for a licence accepted and placed on the list before January 14, 1941, and who had obtained before the age of 25 a certificate not lower than that of mate, home trade, may be granted an apprentice pilot's licence if he is not over 30 years old. Otherwise he must be between 18 and 25. Before the amendment any applicant with a certificate of a grade not lower than that of mate, coasting, could be given such a licence if he was not over 30.

Alberta Public Health Act

A regulation gazetted on March 15 forbids the selling or storing of any chemical mixture or product for treating grain which contains any mercury compound except in containers approved in writing by the Provincial Board of Health.

The provisions for safety of those employed in disinfecting with hydrocyanic acid gas as well as of the general public were revised on March 11. All engaged in the business must be licensed by the Provincial Board of Health. The precautions to be taken are set out. Workers exposed to the gas must wear approved gas masks.

British Columbia Female Minimum Wage Act

An order effective March 10 raises the minimum rates for women and girls in the laundry, cleaning and dyeing industries from 28⅛ cents to 31 cents an hour. As before there are lower rates for learners for the first year, but these have been increased in similar proportion. The rate for the first four months is 21 cents an hour, for the second four months, 24 cents an hour and for the third four months 27½ cents an hour. There are no longer special rates for employees under 18. The hours for women in laundries are limited under the Hours of Work Act to eight a day and 48 a week.

New provisions require wages to be paid at least semi-monthly up to a day not more than seven days prior to payment and employees to be paid for at least three hours on Saturday and four on other days when called to work. When uniforms are required no deductions may now be made from wages for their purchase, repair or laundry unless a different arrangement is approved by the Board. Neither may employers deduct for accidental damage to articles handled or as a penalty for unsatisfactory work.

The order fixing a minimum wage in personal service occupations was amended from March 13 to apply to women employed in physiotherapy. The weekly minimum wage is $14.25 for experienced employees 18 years of age or over with lower rates for other classes.

British Columbia Metalliferous Mines Regulation Act

From April 1 placer miners working above ground may be employed for ten hours in any 24 if the operator receives a permit from a qualified officer of the Department of Mines. The eight-hour daily limit which formerly applied to men working above ground as well as to underground workers continues to apply to the latter. The two extra hours may be paid for at the regular hourly rate.

Manitoba Trade Schools Regulation Act

On March 1 the repeal was gazetted of the provision requiring the approval of the Minister in charge of the Act before any change could be made in a course of instruction, fees, examinations, advertising, etc. The Minister may now at any time require submission to him of any of the information which under the regulations is required to accompany the application for registration.

New Brunswick Forest Operations Commission Act

Higher wages than last year are fixed for the 1941 season for stream-drivers, boomers and sorters. For stream-drivers the average daily wage for piece-work is raised from $2.85 to $3.25 with board. The provision that no employee shall receive less than $2.50 a day and board has been dropped. Hourly rates for boomers and sorters are raised from 28 cents to 32½ cents without board. As before, not more than 50 cents a day may be deducted when board is furnished. The conditions as to the keeping of records and investigation by the Fair Wage Officer are unchanged. The order does not cover foremen, bookkeepers or clerks.

Quebec Minimum Wage Act

The limit on regular weekly hours after which overtime rates must be paid which was fixed under General Order 4 (48, 54 or 60 hours depending on the Zone) is suspended for two months from February 15 in factories producing cheese and salad dressing. The suspension of this provision with permission to work a 55-hour week without increase in pay in the meat packing, biscuit, chocolate, flour milling, rubber, concrete pipe and narrow fabric industries, has been renewed to May 1.

General Order 4 has again been renewed for six months from March 31.

The following orders, applicable throughout Quebec, have been continued in effect for one year from each date given: *Order 5 (Revised)* for the silk textile industry (Labour Gazette, 1938, p. 985) from April 1, 1941; *Order 13* for the match industry (Labour Gazette, 1938, p. 1099) from March 31, 1941; *Order 15* for the waste paper industry (Labour Gazette, 1938, p. 1236) from April 8, 1941.

Two orders in effect in the Montreal district have been renewed for one year by orders gazetted on March 8: *Order 10* for the milk industry (Labour Gazette, 1938, p. 1097) and *Order 25* for the waste materials industry (Labour Gazette, 1939, p. 301).

Order 26A governing the taxi business in the Montreal district is to come in force April 19 for six months and replaces Order 26 (Labour Gazette, 1939, p. 1002). For some classes of employees the minimum rates of pay now apply to fewer hours and the rates in some cases are higher.

Drivers working on commission are allowed 35 per cent of the gross weekly receipts up to $20 for day work, $35 for night work. They are entitled to 40 per cent of gross receipts above those amounts. A minimum of $11 is fixed for a work-week of 66 hours or less. Drivers paid by the hour must be paid at least $15 for a 60-hour week or less. They may work up to 66 hours if paid 25 cents for each extra hour. In all cases when a man is absent on account of illness or where he works less than the regular hours for any other reason, he is to be paid in proportion to the hours of work.

Inspectors' wages are raised from 35 to 40 cents an hour; agents' and starters' from 25 to 30 cents. The minimum for managers, superintendents, etc. is increased from $20 to $30 a week. Instead of a 25-cent hourly rate for telephone operators and despatchers they are now to be paid 20 cents for the first six months, 25 cents for the second six months and after that the experienced worker's rate of 30 cents. These new rates apply also to office employees who formerly received a minimum of 17 cents an hour for the first year and thereafter 25 cents. At least 50 per cent of the office workers including telephone operators and despatchers must be "inexperienced". The minimum rate for messengers is unchanged, 20 cents an hour.

Part-time drivers are entitled to 40 per cent of the gross receipts with a minimum of $1 for each call up to five hours' work. After that the rate is 20 cents an hour. The alternative is 30 cents an hour for at least five hours when called. Employees paid by the hour are to be paid for all hours at the disposal of the employer.

For a long distance drive of less than 100 miles the round trip, the rates fixed by Order 4 apply, the receipts from the trip being applied on the wages. If the drive is more than 100 miles the minimum is either 35 per cent of the gross receipts or 25 cents an hour. If the trip involves more than one day's absence, payment must be made for 15 hours a day. The employer pays for meals and lodging.

Regular weekly hours for drivers, inspectors, agents and starters remain at 66 but there is now provision for a regular day of 11 hours. Managers, superintendents, etc., who formerly had a 72-hour week, now have

a 66-hour week and an 11-hour day. Office employees have the 48-hour week as before with an eight-hour day under the new order. The work-week for telephone operators and despatchers has been reduced from 54 hours to 48 and for messengers from 66 to 48 hours. Both are to have the regular eight-hour day. As before, when the regular week for employees is 66 hours, it may be extended to 77 from December 15 to January 15 and during this period the weekly rest day need not be allowed. Employees working overtime or on the weekly rest day are to be paid time and a half or 40 per cent of the gross receipts. As under the previous order, except in the case of "force majeure" no driver is to be at the wheel more than 12 consecutive hours.

A register of employees must be kept by the employer as well as the daily record turned in by his driver. If an employee fails to turn in the latter, the employer is to report it to the Commission within eight days.

The new order provides that except for drivers on commission, managers, etc., wages are to be paid weekly in a sealed envelope on which particulars are written. Part-time drivers may demand payment each day. There are to be no deductions for uniforms or other reasons unless authorized by the Commission at the employee's request. Drivers buy their own caps and badges. A new provision requires an employer to give to employees or ex-employees, on request, a letter of reference or identification.

From March 15, *Order 37* for the glass container industry (LABOUR GAZETTE, September, 1940, p. 927) was amended to provide a minimum of 30 cents an hour for production employees in the mould and machine shops who are under 21 years of age. The rate for employees above that age continues to be 40 cents.

Saskatchewan Steam Boilers Act

On February 15, Saskatchewan gazetted regulations for the construction and inspection of boilers and pressure vessels as well as the mechanical refrigeration code of the Canadian Engineering Standards Association, 1939. In line with their approval for use in Canada by the main committee of the association, publications of the American Society of Mechanical Engineers dealing with boilers and unfired pressure vessels as well as "Suggested Rules for Care of Power Boilers" are to be used in Saskatchewan. But where they conflict with the regulations of the Canadian society the latter are to prevail.

The Saskatchewan regulations provide that unsafe equipment may not be used for refrigeration and a fine of $50 is to be imposed on refrigerating engineers who take charge of a system of more than ten tons capacity without qualifying on an examination by the Steam Boilers Branch of the Department of Public Works or who employ others not so certificated. Special permits may be given for 30 days. The fine is also payable on summary conviction of a breach of any other provisions in the regulations.

The fifth annual report of the United States National Labour Relations Board for the fiscal year ended June 30, 1940, states that 6,177 new cases were received by the Board, involving more than 1,000,000 workers. Of the new cases, 3,934 or 64 per cent arose out of alleged unfair labour practices, and 2,243 cases or 36 per cent were on account of disputes arising out of questions of representation. The Board also had pending at the beginning of the fiscal year, 4,113 cases involving approximately a million and a half workers. Of the 10,290 cases docketed during the fiscal year, 72 per cent were closed during the same period, while at the end of the fiscal year, on June 30, 1940, a total of 2,936 cases were pending involving approximately 1,000,000 workers. Three-quarters of the cases pending were unfair labour practice cases, the exact division being 2,172 unfair labour practice cases and 764 representation cases.

The school-leaving age in New South Wales has been raised by the Youth Welfare Act, 1940, to 15 years from January 1, 1943. Compulsory school attendance was introduced in New South Wales in 1880 when the school-leaving age was fixed at 14. By the new statute, from January, 1941, children will be compelled to attend school up to the age of 14 years and 4 months, 14 years and 8 months from January, 1942, and 15 years thereafter. The Minister of Education is given power to exempt parts of the State from the higher school-leaving age.

Another provision of the Youth Welfare Act authorized the Minister to set up an Advisory Committee on Youth Welfare to consider matters concerning the school-leaving age, education and employment of children and young persons and youth welfare generally. Reports with recommendations are to be submitted to the Minister.

COMBINES INVESTIGATION ACT

Prosecution of Alleged Combine of Tobacco Manufacturers and Wholesalers — Decisions of Alberta Supreme Court In Tobacco Cases

IN the cases under the Combines Investigation Act in which eleven tobacco manufacturers and twenty-nine tobacco wholesalers have been charged with indictable offences relating to participation in an alleged combine (Labour Gazette, January, 1941, page 7), a motion by certain of the accused for an order to the Crown to furnish further particulars of the charges was dismissed by Mr Justice Shepherd in the Trial Division of the Supreme Court of Alberta on February 27. An appeal by the Imperial Tobacco Sales Company of Canada, directed to the quashing of one of the search warrants, executed at the company's premises in Calgary, was allowed by the Appellate Division of the Alberta Supreme Court in a judgment delivered on March 13.

Extensive particulars of the charges which were furnished by the Crown on January 29, 1941, included the following statement of acts reported to have been done in the years from 1934 to 1940 as part of or in furtherance of the formation or operation of the alleged combine:—

It was arranged that the following written agreements should be adopted: (1) A standard form of agreement called the Jobbers' Selling Arrangement, to be adopted by and executed by the accused jobbers and by other members of local jobbers' associations; (2) Standard forms of Rules and Regulations to form part of and be incorporated in the Jobbers' Selling Arrangement; (3) A so-called Statement of Policy by the manufacturers which was a set of rules to govern the selling policy and the operations of manufacturers incorporating arrangements agreed upon between manufacturers and jobbers or jobbers' Associations.

. . . .

As part of the arrangement, during the year 1934 the Imperial Tobacco Company of Canada Limited and the Imperial Tobacco Sales Company of Canada Limited introduced agreements relating to the price and manner of distribution of tobacco products, which they required to be signed by persons in the tobacco trade who purchased tobacco products from Imperial Tobacco Sales Company of Canada Limited. These agreements were known as the "A", "B" and "C" Agreements.

. . . .

As part of the arrangement, the Imperial Tobacco Company of Canada Limited and the Imperial Tobacco Sales Company of Canada, Limited, through their officials and employees, took an active part in guiding and assisting the jobbers' associations and their officers in the enforcement of the terms of the Jobbers' Selling Arrangement, and in assisting the local associations in discovering persons engaged in the tobacco business who were selling for less than the fixed prices, and in penalizing them directly or through the medium of the jobbers' associations, and participated in the enforcement of the "A", "B" and "C" Agreements and the Statement of Policy of the manufacturers, herein referred to, and in organizing and supporting meetings of those interested in merchandising tobacco and carrying out the arrangement.

It was arranged that the accused manufacturers would penalize or refuse to sell to jobbers reported by investigating committees of a jobbers' association to have failed to conform to the terms of the Jobbers' Selling Arrangement; and it was arranged that jobbers would either discontinue the sale of products of tobacco manufacturers who did not support the policies as expressed in the arrangement or that they would discourage or refuse to sell the products of tobacco manufacturers who did not so conform to or be governed by such policies.

The motion for an order for the furnishing of further particulars, made by the Imperial Tobacco Company of Canada, four of its subsidiary companies and twenty-seven of the accused Alberta wholesalers, was heard by Mr. Justice Shepherd at Edmonton on February 19 and 20. The applicants were represented by L. A. Forsyth, K.C. and C. Sinclair, K.C., of Montreal; E. J. Chambers, K.C., of Calgary; and G. H. Steer, K.C., and S. B. Smith, K.C., of Edmonton. J. C. McRuer, K.C., of Toronto, and H. J. Wilson, K.C., Edmonton, appeared for the Crown. Mr. Justice Shepherd stated in his judgment delivered on February 27:—

I am clearly of the opinion that upon reading the particulars furnished herein in conjunction with the charges as laid the accused have been apprised with reasonable certainty of the charges against them and, applying the principles established by the above cases, I consider that the particulars furnished by the Crown are ample, and I do order that the same be formally delivered.

The application before the Appellate Division of the Supreme Court of Alberta, seeking the quashing of one of the search warrants executed in connection with the prosecutions, was heard at Edmonton on February 17 and 18, with G. H. Steer, K.C., E. J. Chambers, K.C., L. A. Forsyth, K.C., and C. Sinclair, K.C., appearing for the Applicant. The majority judgment of the Court quashing the warrant was delivered by Ewing, J.A., with Clarke and Lunney, JJ.A., and O'Connor, J., concurring. In delivering separate reasons Ford, J.A., differed from certain of the conclusions of the majority of the Court, while

agreeing with the result. The judgment of Ewing, J.A., included the following:—

This is an application by Imperial Tobacco Sales Company of Canada Limited for leave to appeal to this Court from an order of Ives, J., dated December 5, 1940, dismissing an application to quash a certain search warrant issued by R. E. Mercer, a justice of the peace, on November 20, 1940. This warrant directed the respondent Coggles, who is an officer of the Royal Canadian Mounted Police, to enter upon the premises occupied by the applicant at 214-220 11th Avenue East, Calgary, Alberta, and to search for and bring before the said Mercer, or some other justice of the peace, certain minutes of meetings, correspondence, documents and other records which were alleged to be kept or concealed on the said premises and which will furnish evidence of the commission of an indictable offence.

. . . .

The offence which is set forth in the information of Detective Corporal Coggles and in the search warrant issued thereon by Inspector R. E. Mercer, J.P., is not an offence under the Criminal Code but is an offence under the Combines Investigation Act, R.S.C., 1927, ch. 26, and amendments thereto. The substance of the charge is that the applicant and others, at Calgary and elsewhere in Alberta in the years 1934 to 1940 inclusive, were parties to or privy to or knowingly assisted in the formation or operation of a combine contrary to the provisions of the said Combines Investigation Act. This Act defines a "combine" at considerable length and provides that everyone who is a party or privy to or knowingly assists in the formation or operation of a combine within the meaning of the Act is guilty of an indictable offence and liable to the penalties provided in the said Act.

. . . .

I am of opinion that the provisions of the Combines Investigation Act do not constitute a code with reference to the seizure or production of documents so as to exclude the search warrant provisions of the Criminal Code. The Combines Investigation Act does not either in express terms or by reasonable implication exclude the search warrant provisions of the Code. Nor do I think that the above-mentioned provisions (of sections 2 and 28) of the Interpretation Act, which in this case makes sec. 629 applicable to the offence under consideration here, is inconsistent with the intent and object of the Combines Investigation Act. It follows that the warrant cannot be quashed on this ground.

The second ground advanced may be disposed of quickly. It is said that the search warrant may be issued before but not after the charge has been preferred. The conditions precedent to the issue of a search warrant set out in sec. 629 are quite unconnected with the preferring of a formal charge or with the time at which such charge may be preferred. . . . In this case no preliminary inquiry was held. The charges were laid by the Attorney-General. Permission to lay these charges was given in open Court on November 19, 1940, and on the same day those charges were formally read and preferred. The accused persons and corporations are now awaiting trial. I am of opinion that the warrant issued on November 20 is not invalid by reason of its being issued the day after the charge was preferred.

The third ground is in effect that the information is not sufficient to justify the warrant.

After referring to earlier cases dealing with the sufficiency of information justifying the issuing of warrants, Mr. Justice Ewing concluded:—

Be that as it may the justice was given no information as to the nature and extent of the investigations made by the Agent of the Attorney-General. The name of the agent was not disclosed and the justice had therefore no proper means of evaluating the information given to him. Information so given is, I think, in no higher class than that of the "reliable informant whose name for reasons of public policy could not be disclosed", referred to in the Solloway and Mills case, supra. . . . If I may say so the reasoning in the latter case appears to me to be sound and I would follow it in the present case and allow the appeal and quash the warrant.

The trial of the accused tobacco manufacturers and wholesalers has been set to commence on April 21.

The Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, Princeton, New Jersey, has issued a list of selected references on the subject of *Problems and Policies in Industrial Relations in War Economy*. The list is divided into two sections, United States and foreign. Under the United States heading the references are further sub-divided under the following topic headings: general supply of labour, employment and training; hours, health and productivity; provisions for leave of absence; group relations; proposals concerning production programs in defence industries; housing; and legislation and government co-ordination. Under the foreign section of the list the references are divided into: general labour supply and training; hours, health and productivity; wage problems; and legislation and government co-ordination.

The Labour Division of the United States National Defence Advisory Commission has just released a pamphlet entitled *Labour Speeds Defence*, setting forth the Division's progress in designing and putting into effect its various programs since the beginning of the defence effort.

The report deals with employer-employee relations; the policy of employing the unemployed; labour supply; mobilizing manpower; schools for defence workers; "on-the-job" training; housing for defence workers; defence orders for small business; stabilizing shipbuilding; labour policy for defence; defence contracts; and national morale.

FAMILY ALLOWANCES IN VARIOUS COUNTRIES

As first adopted in France on a large scale during the war of 1914-1918, "family allowances" were cash benefits paid by the employer to a worker with family responsibilities, the amount being based on the number of children under the age of 14 or 16. An article in the International Labour Review, April, 1940, states:—

"The purpose of the employers who at that time paid family allowances, as of the employers and organizations which at a later date followed their example, was simply to reduce the burden on workers who had families to support, because they considered that wages were inadequate for the proper maintenance of children."

The article then points out:—

"A general rise in wages, even supposing it were possible at any given moment, is always liable to involve a rise in the cost of living and thus to increase the very inequality between the situation of workers with family responsibilities and other workers which it is the purpose of the scheme to overcome; family allowances, on the other hand, provide supplementary reserves just where they are most required and in proportion to the requirements. They represent a much lighter burden for industry or for the communities concerned than a general rise in wages. When the schemes are uniformly applied by law and an equalisation system is established for spreading the burden over the widest possible basis, those employers who previously paid family allowances of their own accord no longer run the same risk of underselling by less generous competitors."

Of recent years there has been a tendency to regard family allowances more in the nature of a social service of benefit to the whole community and so for the state to bear part or all of the cost. Systems in force in different countries at the present time include some where the employers collectively bear the financial burden, others where the beneficiaries contribute as well as employers and the state and still others where the whole cost is borne by the state. State schemes providing family allowances are in effect in Belgium, France, Hungary, Italy, the Netherlands, Spain, Chile and Japan; also in New Zealand and New South Wales.

New Zealand and Australia

Although private schemes of family allowances, which usually depended on the employers' initiative or on agreements between the employers and workers, were in effect in European countries for a considerable number of years, the first statute requiring the payment of such allowances was adopted in New Zealand in 1926. The New Zealand Act provided for an allowance of 2s. per week for each child after the second under 15 years of age in a family whose weekly income did not exceed £4 plus 2s. for each child in excess of two. This scheme was superseded by the Social Security Act, 1938, which included among the monetary benefits payable under it "family benefits" payable at the rate of 4s. a week for each child under 16 in excess of two in all cases where the average weekly income, including the benefits received, does not exceed £5 plus 4s. for each child after the second. Children over 16 years of age physically or mentally incompetent to support themselves are also eligible for benefits. The benefits, like others provided for by the act, are paid from a Social Security Fund raised by (1) a "registration fee" of 5s. a quarter on all men over 20 years of age and of 5s. a year on all other persons over 16 unless exempt by order in council and (2) a charge on salaries, wages and other income of all persons over 16, subject to exemptions made by regulation, of 1d. for every 1s. 8d. or part thereof included in the amount on which the charge is payable.

New South Wales followed New Zealand's example in 1927 but bills had been before the Legislature as far back as 1919. The New South Wales Act provided 5s. per week for each child under 14 when the family income was not greater than the basic wage, to be fixed under the same statute, plus the allowance. Existing legislation, however, provides for a basic wage determined for a family of man, wife and one child and for an allowance of 5s. for each additional child. The special levy on employers from which the cost of allowances was met was discontinued in 1934 and the scheme is now financed by the Special Income and Wages Tax which covers the cost also of other social services.

The Australian Commonwealth Government on March 27 introduced a bill providing for a federal scheme for allowance of 5s. weekly payable to a mother for each child after the first under 16 years of age, the cost to be met in part by a tax of 2½ per cent on payrolls exceeding £20 weekly or £1040 annually. The deduction from taxable income of £50 per child after the first which has been permitted in the past will be abolished and persons receiving an annual income of £1,000 and over will be taxed directly for the scheme.

Belgium

Belgium was the first country in Europe to evolve a national scheme on a statutory basis from the arrangements for family allowances which some employers, jointly or singly, had entered into years before. The Belgian Act of 1930 applied to wage-earners but a statute put in effect gradually from January 1, 1938, gave similar benefits to craftsmen and independent workers, farmers, wholesale and retail traders, professional workers and employers. Derived from the methods adopted by the employers to equalize among themselves the cost of allowances in respect of large families so there would be no discrimination in employment was the machinery set up by the Belgian statute to distribute the cost among the employers. Every employer is required to belong to an Equalization Fund and contribute to it according to the number of his employees. A National Fund is made up of surpluses from the primary funds, after their obligations are met and a reserve provided for, and of a yearly grant from the state. Deficits in any funds are met by the National Fund and allowances for certain classes of children are paid from it. Allowances ranging from 20·6 francs a month for a first child to 124 francs for a fifth or subsequent child are paid for children up to 14, the school-leaving age, during apprenticeship or, if education is continued, up to 18 years of age, or as long as physical or mental disability prevents them earning their living.

France

During the first Great War private employers' schemes for allowances for children became widespread in France. In 1932 France established a government scheme like that of Belgium. It required all employers in industrial, commercial or agricultural undertakings or in the liberal professions to join an Equalization Fund or other institution approved by the Minister of Labour. Allowances are payable for all children under school-leaving age, 14, or continued for children at school up to 16 years, in approved apprenticeship or who are incapable through infirmity of supporting themselves.

A decree of July 29, 1939, which was to have taken effect January 1, 1940, would have extended the scheme to all persons working for a wage or salary and to those working on their own account. The date of operation was postponed until April 1 to enable new Equalization Funds for agricultural and independent workers to be set up. As under the old scheme these funds are generally built up by employers but in the case of agricultural workers and those working on their own account the state will grant a subsidy. There is no provision for an allowance for the first child but a bonus of at least 2,000 francs is to be paid on birth of the first legitimate child if born within two years of marriage. This part of the scheme became effective in January. As under the earlier legislation the allowance is to be given for children under 14 but payments are to be continued to 17 years in the special cases where they are now given to age 16.

Whereas under the old scheme minimum rates were to be fixed in an order of the Minister of Labour for each department of the country the new decree establishes a minimum allowance for the second child of 10 per cent and for each succeeding child 20 per cent of the average monthly remuneration of the adult male worker in the department where the man is employed but the amount being received when the new rates went into effect by a family with two or more dependent children was not to be reduced. Provision was made for a special allowance for workers' families in urban areas where there is at least one dependent child and only one parent engaged in remunerative occupation.

Italy

Italy adopted a state system in 1936 covering all industrial wage-earners and in 1937 it was extended to salaried workers. The allowance is payable in respect of wage-earners' children under 14, 16 if at school. Salaried employees' children receive allowances up to 18 years of age. The amount of the allowance for one child of a wage-earner is 3·60 lire a week, 4·80 for two or three children and 6·00 for four or more. Higher rates are fixed in the case of salaried employees. The Italian scheme was extended to commerce and agriculture in 1937 and allowances were provided not only for children but for wife and parents dependent on the working head of the family.

The system was to be financed by contributions from both employers and workers with a grant from the state but in the last few years there has been a tendency to increase the employers' contribution and reduce that of the workers. The state contribution may not exceed ·60 lire for each weekly allowance. Employers in industry contribute 3½ per cent of gross earnings and their employees one per cent. Under the new scheme for industry and agriculture the state contribution will total about 84 million lire.

Other Countries

Chile in 1937 provided for allowances at the expense of employers and workers. In Spain a plan adopted in 1938, to which the Government, employers and workers all contribute sums fixed by regulation, was extended to agricultural workers in 1939. Hungary's Act of 1938 placed on the employer practically

the whole cost of allowances payable in respect of workers in industrial and commercial undertakings employing more than 20 persons on an average. The Netherlands plan introduced in December, 1939, like those of France and Belgium, requires every employer of one or more wage-earners to join a family allowance fund.

To mitigate the effect of wage regulation orders issued in 1939 and to compensate for the increased cost of living, Japan in February, 1940, introduced a family allowance scheme for workers whose monthly earnings do not exceed 70 yen and who have one or more dependent children under 14. The average allowance will be two yen a month per worker.

In the Scandinavian countries individual employers paid cost-of-living bonuses graded according to size of family during and after the first World War but they were almost wholly abandoned when more stable economic conditions were restored. Generally the allowances were paid as a fixed amount for the wife and each dependent child under 15. Interest in family allowances has revived in the last few years. Norway in 1934 and Sweden in 1935 appointed commissions to inquire into the subject both of which favoured some form of aid to larges families.

The majority of the Norwegian commission favoured a state system applicable as a general rule to the whole population regardless of earnings and supported by taxation. An allowances would be payable for each child under 15 or for each in excess of two. But no final opinion was expressed as to the amount of the allowance. Some members felt it should be the same for each child; others favoured a scale decreasing with the number of children. The Swedish report favoured support of children in kind rather than in cash and lowering of the tax exemption for single persons.

A resolution adopted by the Pan-American Conference of 21 Republics at Lima in December, 1938, recommended the setting up of a family allowances scheme in each country.

Contracts Let by Wartime Housing Limited

According to a statement issued recently by the Department of Munitions and Supply, contracts have been let by Wartime Housing Limited (Labour Gazette, March, 1941, page 204) for the erection of housing accommodation for 600 men in Halifax, N.S., as a step towards relieving the serious congestion which has existed in the busy Eastern Canadian port since last Fall. The present program calls for four staff houses and 225 single family units, but it is probable more staff houses will be added shortly.

Announcement of the Halifax program, the first to be initiated by the new Crown company headed by Mr. Joseph M. Pigott of Hamilton, was made by Hon. C. D. Howe, Minister of Munitions and Supply. Mr. Howe said steps are now being taken for the acquisition of the necessary sites in Halifax, and that construction will begin soon.

The staff of Wartime Housing Limited has also prepared a report on housing conditions in the city of Hamilton, one of Canada's most important armament centres, and plans are being prepared for a program to provide accommodation for 500 men. Reports on the housing situation in St. Catharines, Fort Erie, Welland and Niagara Falls are in progress. A housing survey is also underway in New Glasgow, N.S., and the company will shortly give attention to Kingston and Peterborough.

Statistics of War Contracts in Canada

Contracts awarded and commitments made by the Department of Munitions and Supply on Canadian and United Kingdom account now exceed $1,500,000,000, according to an announcement of April 18.

The grand total for the period from July 14, 1939, to March 31, 1941, was $1,523,837,206. Contracts placed on Canadian account, including commitments for plants and plant extensions, totalled $841,637,206, while the aggregate of orders placed on United Kingdom account was $467,000,000. United Kingdom commitments for plants and plant extensions, together with orders for the output of some of these plants, amounted to $198,000,000. Contracts placed by the Civil Aviation Division for airport construction under the Joint Air Training Plan totalled $17,200,000.

More than 95,000 contracts have been placed by the Department of Munitions and Supply and its predecessor bodies, the Defence Purchasing Board and the War Supply Board. These had an average value of $8,900. The rate of contract awards reached its peak in the last quarter of 1940, with a monthly average of 8,844. The average for the first quarter of 1941 was 7,034 per month.

Canadian and United Kingdom commitments for new plants, plant extensions, and equipment totalled $383,007,437 on March 31. About 37 per cent was for Canadian account, 29 per cent for United Kingdom, and 34 per cent joint. Facilities for the manufacture of guns and gun mountings accounted for the largest share, 28·4 per cent, with chemicals and explosives next in line with 27·7 per cent. Percentage division of the remainder of the program follows: Shells 11·4; railway equipment 6·3; aircraft 5·5; automotive equipment 2·0; machine tools and equipment 2·0; tanks 1·7; bombs 0·6; miscellaneous (materials not end products, special purchases, allotments to wholly-owned Government companies, and purchases by Controllers) 14·4.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA, FEBRUARY, 1941

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting March 1 was 12,470, the employees on their payrolls numbering 1,328,207.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for February was 2,054 having an aggregate membership of 280,124 persons, 6·9 per cent of whom were without employment on March, 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of March, 1941, as Reported by Employers

Chiefly as a result of further important expansion in manufacturing, the trend of employment at March 1 was again favourable. Statements were tabulated by the Dominion Bureau of Statistics from 12,470 employers whose staffs increased from 1,326,388 at the beginning of February to 1,328,207 at March 1. This gain of 1,819 persons, though not large, was interesting because employment at that date in other years of the record has frequently been downward.

The crude index of employment, based on the 1926 average as 100, rose slightly from 135·2 at February 1 to 135·3 at the beginning of March. Since the improvement was contra-seasonal, the seasonally-corrected index also increased, and by a rather larger fraction, rising from 140·5 at the former, to 141·0 at the latter date. In the last twelve months, seasonally-adjusted indexes have shown uninterrupted gains, resulting since August 1, 1940, in the establishment of successive new all time highs. The unadjusted index for March 1, 1941, was exceeded only by those recorded in the final quarter of last year.

As already stated, the increase in the general index was mainly due to a marked gain in manufacturing. This was seasonal in character, but was decidedly larger than in almost any other March of the record. Activity in this division reached a new high; some 17,600 persons were added to the reported staffs, bringing them to 776,708 at March 1. The greatest expansion was in iron and steel, in which nearly 11,400 additional workers were employed. The index in these industries was the highest on record. The textile, chemical, lumber, leather, electrical apparatus and non-ferrous metal plants also indicated important improvement, and there were smaller gains in other branches.

Among the non-manufacturing industries, trade, building and logging showed seasonal curtailment, the losses in the last-named being extensive. On the other hand, transportation, services and railway and highway construction and maintenance afforded increased employment. The activity on the railroads and highways was mainly due to snow clearing work.

For March 1, 1940, statistics had been received from 11,899 employers with a combined working force of 1,109,443 persons; the index was then lower by nearly 22 points than that of 135·3 at the latest date.

The unadjusted index numbers of employment at March 1 in the years since 1927 are as follows: 1941, 135·3; 1940, 113·5; 1939, 106·5; 1938, 107·8; 1937, 102·8; 1936, 98·9; 1935, 96·4; 1934, 92·7; 1933, 76·9; 1932, 88·7; 1931, 100·2; 1930, 110·2; 1929, 111·4 and 1928, 102·6. The 1926 average is taken as 100 in calculating these indexes.

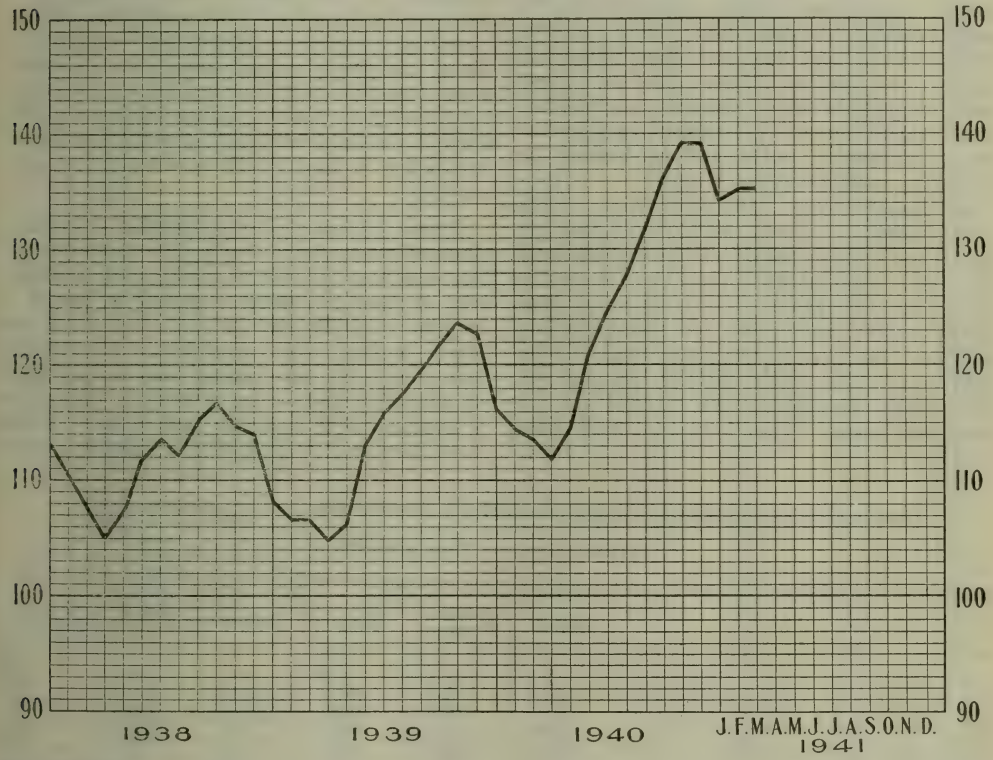
Employment in Financial Institutions

Statistics of employment are now being collected from banks, investment dealers and insurance companies. At the beginning of

March, 891 firms and branches in these lines of business reported staffs aggregating 58,508 persons, compared with 58,418 in the preceding month. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, services and trade industries brings the total number of employees included in the March 1 survey of employment to 1,386,715 in 13,361 establishments, and slightly lowers the index of 135·3 in the industries above enumerated, to 134·2; when the employees of the co-operating financial institutions were added to the general figures for February 1, the index was lowered from 135·2 to 134·0. The comparable figure for March 1, 1940, was 113·5, the general index having then been unchanged by the addition of the figures for the finance group.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

Note.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Employment by Economic Areas

The trend at the beginning of March was upward in Prince Edward Island, Nova Scotia and Ontario, while activity declined moderately in New Brunswick, Quebec and the four Western Provinces, the losses being mainly of a seasonal character. Firms in Québec reported the most pronounced curtailment, as a result of large, seasonal reductions in the personnel of logging camps. Employment generally in all five economic areas was in greater volume than at March 1 of 1940, or any other year of the record.

Maritime Provinces—The Maritime Provinces as a whole showed little change in industrial activity, the 885 co-operating employers reporting 100,627 employees, as compared with 100,691 at February 1. There was considerable curtailment in New Brunswick, as seasonal operations drew to a close in many logging camps. In Nova Scotia and Prince Edward Island, however, marked improvement of a general character was recorded. In the Maritimes as a unit, manufacturing, mining, transportation and construction, on the whole afforded more employment, while the situation in other

industries, except logging, did not greatly alter.

A larger reduction had been indicated at March 1, 1940, when reports had been tabulated from 826 firms, whose payrolls aggregated 86,025 persons, compared with 87,776 in the preceding month. The index was then 116·0, or many points below that of 135·1 at the date under review; the latter was the highest for March in the years for which statistics are available.

Quebec—Employment in Quebec showed a decrease which was slightly smaller than that recorded at the beginning of March, 1940, although it rather exceeded the decline which has been the average change between February 1 and March 1 in the last twenty years. There was marked improvement in manufacturing at the date under review, notably in textile, iron and steel, chemical, lumber and leather plants; on the other hand, retail trade and construction and maintenance showed some curtailment, and there were considerable reductions in logging as the active season drew to a close.

Statements were tabulated from 3,123 establishments, whose employees number 394,914, as against 399,645 at the beginning of February. The index, at 137·7, was decidedly higher than at March 1 in any other year of the record. Information for the beginning of March last winter had been furnished by 2,967 employers, with 327,022 persons on their staffs, compared with 331,993 in the preceding month. The index had then stood at 114·3.

Ontario—The trend continued upward in Ontario, where the 5,386 co-operating firms added 8,863 workers to their forces, bringing them to 582,611 at March 1. This advance is in accordance with the favourable movement which frequently, though not invariably, has characterized employment at the beginning of March in the years since 1920. The index, at 145·7 at the date under review, was many points higher than at March 1, 1940, when it stood at 120·0; 5,197 returns had then been tabulated, showing a personnel of 478,003 men and women.

There was substantial improvement in employment in factories at the date under review, the co-operating manufacturers having taken on an additional 9,800 workers since February 1. The increase was mainly in iron and steel plants, but leather, rubber, textile, chemical, electrical apparatus, non-ferrous metal and miscellaneous manufacturing works were also decidedly busier. Among the non-manufacturing classes, logging and retail trade showed declines, while an upward movement was noted in transportation, construction and services.

Prairie Provinces—Employment in Manitoba, Saskatchewan and Alberta was quieter; the loss was seasonal, there having been a recession in these provinces as a unit at March 1 in sixteen of the twenty preceding years for which statistics are available. The latest index, at 111·3, was higher than that of 98·5 at March 1, 1941, when a decrease from the preceding month had also been shown. Data were tabulated from 1,775 establishments with

TABLE I.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

—	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Mar. 1, 1927	97·5	97·4	96·2	100·1	95·2	93·0
Mar. 1, 1928	102·6	97·5	100·9	106·3	101·8	97·0
Mar. 1, 1929	111·4	106·8	104·7	118·4	112·3	103·7
Mar. 1, 1930	110·2	110·2	106·6	115·6	105·3	104·2
Mar. 1, 1931	100·2	104·5	99·7	101·6	98·6	93·8
Mar. 1, 1932	88·7	93·1	86·5	91·8	88·2	78·7
Mar. 1, 1933	76·9	76·8	74·1	79·8	80·0	67·7
Mar. 1, 1934	92·7	103·2	89·1	97·8	83·8	85·6
Mar. 1, 1935	96·4	98·6	91·3	103·5	87·2	91·9
Mar. 1, 1936	98·9	101·7	95·1	103·8	95·1	92·4
Mar. 1, 1937	102·8	106·6	102·5	108·9	91·3	89·2
Mar. 1, 1938	107·8	108·3	110·1	113·7	92·2	96·2
Mar. 1, 1939	106·5	101·2	112·8	109·1	94·3	96·7
Mar. 1, 1940	113·5	116·0	114·3	120·0	98·5	101·8
Jan. 1, 1941	134·2	130·0	139·6	141·1	116·2	116·0
Feb. 1	135·2	135·2	139·4	143·4	112·2	118·0
Mar. 1	135·3	135·1	137·7	145·7	111·3	116·8
Relative Weight of Employment by Provinces and Economic Areas as at Mar. 1, 1941	100·0	7·6	29·7	43·9	11·0	7·8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

146,294 employees at the date under review, compared with 147,525 in their last report. The index stood at 111·3; this was considerably above the March 1, 1940, figure of 98·5. It was also higher than in any other March of the record, except that in 1929.

The manufacturing industries reported a moderate increase from the preceding month; declines in the food divisions were more than offset by gains in lumber, textile and iron and steel factories. Logging also recorded moderate improvement, while construction and maintenance, services, trade and mining released employees.

The 1,701 firms making returns for March 1 of last year had reported 128,711 men and

Table II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (Average 1926=100).

Industries	[1]Relative Weight	Mar. 1, 1941	Feb. 1, 1941	Mar. 1, 1940
MANUFACTURING	58·5	150·8	147·4	122·6
Animal products—edible	2·2	148·5	159·7	131·3
Fur and products	·2	110·6	112·2	107·2
Leather and products	2·0	126·9	122·5	126·8
Boots and shoes	1·3	123·2	119·3	124·9
Lumber and products	3·9	94·9	92·8	80·5
Rough and dressed lumber	2·2	83·7	81·6	67·4
Furniture	·7	106·6	105·2	90·0
Other lumber products	1·0	124·8	122·1	117·0
Musical instruments	·2	79·8	72·2	54·0
Plant products—edible	2·8	122·6	122·7	115·8
Pulp and paper products	5·5	117·9	117·5	111·3
Pulp and paper	2·4	106·9	107·5	98·5
Paper products	·9	152·0	149·2	141·9
Printing and publishing	2·2	120·3	119·6	117·3
Rubber products	1·2	125·4	121·6	108·1
Textile products	10·1	153·3	150·5	142·7
Thread, yarn and cloth	3·7	164·3	163·5	156·7
Cotton yarn and cloth	1·8	122·6	123·7	121·3
Woollen yarn and cloth	·8	179·7	177·0	169·8
Artificial silk and silk goods	·8	562·9	552·6	507·4
Hosiery and knit goods	1·7	135·8	136·8	138·1
Garments and personal furnishings	3·5	151·4	145·0	134·6
Other textile products	1·2	154·8	150·1	131·9
Tobacco	1·0	155·6	168·8	172·2
Beverages	·8	183·9	186·7	165·9
Chemicals and allied products	2·4	265·1	252·7	180·7
Clay, glass and stone products	·9	108·1	106·5	83·0
Electric light and power	1·3	137·5	141·9	130·7
Electrical apparatus	1·9	188·5	182·2	139·4
Iron and steel products	17·9	178·7	170·4	116·7
Crude, rolled and forged products	1·9	193·9	189·6	150·4
Machinery (other than vehicles)	1·5	188·9	183·8	126·9
Agricultural implements	·6	97·5	90·6	71·4
Land vehicles	7·4	162·9	154·2	110·2
Automobiles and parts	2·6	239·2	224·1	156·5
Steel shipbuilding and repairing	1·1	339·3	304·7	103·5
Heating appliances	·4	140·8	148·5	130·9
Iron and steel fabrication (n.e.s.)	1·0	212·2	204·3	132·5
Foundry and machine shop products	·8	200·7	190·4	121·5
Other iron and steel products	3·2	198·6	190·7	122·5
Non-ferrous metal products	2·7	244·1	228·1	171·0
Non-metallic mineral products	1·0	173·8	172·9	158·7
Miscellaneous	·5	178·4	166·3	152·2
LOGGING	4·7	210·0	265·8	179·1
MINING	6·0	168·7	169·1	167·1
Coal	2·0	95·1	96·2	94·1
Metallic ores	3·4	349·2	349·6	350·2
Non-metallic minerals (except coal)	·6	125·8	124·0	125·4
COMMUNICATIONS	1·8	89·7	89·6	82·2
Telegraphs	·4	99·9	99·9	91·7
Telephones	1·4	86·9	86·8	79·6
TRANSPORTATION	8·3	90·5	89·4	83·0
Street railways and cartage	2·4	135·0	135·7	125·4
Steam railways	4·9	82·4	81·2	75·6
Shipping and stevedoring	1·0	68·6	66·4	62·1
CONSTRUCTION AND MAINTENANCE	7·6	83·0	82·5	55·4
Building	3·4	104·7	108·3	44·4
Highway	2·3	79·4	77·6	67·3
Railway	1·9	62·9	59·4	55·9
SERVICES	2·5	150·2	148·6	132·6
Hotels and restaurants	1·5	143·2	141·8	128·6
Personal (chiefly laundries)	1·0	162·6	160·5	139·7
TRADE	10·6	145·7	147·0	134·9
Retail	8·0	151·6	153·1	139·5
Wholesale	2·6	130·2	130·9	123·0
ALL INDUSTRIES	100·0	135·3	135·2	113·5

[1]The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

women on their payrolls, compared with 131,630 at the first of February, 1940.

British Columbia—The production of lumber and metal goods afforded more employment, while there was a seasonal reduction in the animal food group. Logging showed improvement, but the tendency in most other non-manufacturing groups was moderately downward, the largest losses being in construction. The working forces of the 1,299 co-operating employers aggregated 103,761 persons at the beginning of March, as compared with 104,779 in the preceding month. The decrease was contra-seasonal, according to the experience at March 1 in the period since 1920.

An advance had been noted at the same date last winter, when the 1,208 establishments furnishing statistics had employed 89,682 workers. The index, at 101·8, was then many points below the latest figure of 116·8; to date, this is the maximum for March.

Index numbers of employment by economic areas are given in Table 1.

Employment by Cities

Employment increased in six of the eight cities for which separate tabulations are made, Montreal, Quebec City, Toronto, Hamilton, Windsor and Vancouver showing improvement, while curtailment was reported in Ottawa and Winnipeg. Industrial activity in each of these cities was at a much higher level than at March 1 of 1940, or any other year of the record.

Montreal—The movement continued upward in Montreal where there were gains in manufacturing, chiefly in textiles and iron and steel; on the other hand, construction and maintenance were rather quieter. Statements were tabulated from 1,820 firms employing 200,906 workers, as compared with 196,285 in the preceding month. For March 1 of last year, 1,756 employers had reported 168,360 men and women on their staffs; the index then had been lower, standing at 108·1, as compared with 129·0 at the latest date.

Quebec—Manufacturing afforded more employment, mainly in the chemical and iron and steel groups, while transportation, construction and trade were not so busy in Quebec City. The working forces of the 218 co-operating establishments totalled 20,309 persons, compared with 20,081 at February 1, 1941. The index was much higher than at the same date in 1940, when a similar advance had been indicated by the 210 firms furnishing data, whose employees had numbered 15,081.

Toronto—Activity increased substantially in manufacturing in Toronto, the largest gains being in iron and steel; food, textile, electrical apparatus, non-ferrous metal and miscellaneous manufactures were also busier, as was transportation. Trade, however, showed a small falling-off. Returns were received from 1,848 employers, with 181,452 men and women on their payrolls at the beginning of March, as compared with 177,760 at February 1. The Index, standing at 139·3, was over 24 points higher than at March 1, 1940, when a gain had also been reported by the 1,779 establishments making returns, whose staffs aggregated 147,506.

Ottawa—Employment in Ottawa showed a slackening. Manufacturing and transportation were busier; construction and trade released some employees, while there was little general change in other industries. The 241 co-operating firms reported a total payroll of 17,958 persons at the date under review, as compared with 18,134 at February 1. The index, at 131·4 was much higher than at the beginning of March, 1940, although smaller losses had then been indicated by the 228 employers whose data were tabulated, and who employed 14,771 men and women.

Hamilton—Further expansion was noted in Hamilton, mainly in manufacturing. The greatest gains were in the iron and steel and electrical apparatus industries. Trade was also rather busier, but construction was not so active. An aggregate staff of 46,266 was indicated by the 336 concerns furnishing statistics, who employed 45,880 according to their last report. A gain had also been recorded at the beginning of March of last year, but the level of employment then was decidedly lower, the index standing at 117·1, as compared with 141·7 at the latest date. For March 1, 1940, 334 employers had made returns, showing 38,163 persons on their paylists.

Windsor—The trend was again upward in Windsor, there being a large advance in iron and steel, while other divisions showed little general change. Data were received from 197 establishments, with 29,322 workers, or 1,426 more than at February 1. Employment was at the maximum for the period during which statistics have been segregated for Windsor. The 196 firms whose reports were received for March 1, 1940, had a staff of 20,633; a minor gain from the preceding month had then been recorded.

Winnipeg—Slightly lowered activity was indicated in Winnipeg, where 548 concerns reported 48,181 persons in their employ, as against 48,267 at the beginning of February. There was a falling-off in communications, construction, services and trade, while manufacturing showed improvement, mainly in

food, textiles and iron and steel plants. Employment was in larger volume than at March 1 of last year, when the 529 co-operating employers had reduced their personnel by 614 men and women, to 41,217. The latest index, at 109·9, was higher than in any other March for which data are available.

Vancouver—Manufacturing recorded some improvement in Vancouver, but transportation and construction afforded less employment. On the whole, there was an increase of 125 persons in the payrolls of the 578 establishments furnishing information, whose employees numbered 43,998. A contraction had been indicated at the same date of a year ago, when the 527 co-operating firms had reported 36,518 workers; the index was then over twenty points lower than that of 129·2 at the latest date.

Employment by Industries

Manufacturing—The trend in this group was again favourable, resulting in the greatest volume of employment in manufacturing in the period of more than twenty years for which statistics are available. Statements for March 1, 1941, were furnished by 6,846 manufacturers having 776,708 employees, compared with 759,117 at the beginning of February. This increase of 17,591 persons, or 2·3 per cent, was decidedly larger than usual for the time of year, substantially exceeding that reported at March 1 of last winter.

The crude index in manufacturing rose from its previous maximum of 147·4 at February 1, 1941, to 150·8 at the date under review, when it was 23 per cent higher than at March 1, 1940. Since the latest advance exceeded the average increase at March 1 in the experience of other years, the index, after correction for seasonal influence, also continued to gain, standing at 154·0 as compared with 153·0 at February 1, 1941.

The greatest expansion at March 1, 1941, took place in iron and steel plants, which reported the absorption of some 11,400 additional employees; the increase, though seasonal, largely exceeded the average at that date in earlier years of the record. Practically all branches of iron and steel shared in the upward movement, which was particularly pronounced in plants producing vehicles for land, sea and air use, and in those turning out fire-arms.

Important improvement was also noted in the leather, lumber, textile, chemical, non-ferrous metal, electrical apparatus, rubber and miscellaneous manufacturing industries. On the other hand, animal food and tobacco factories released a considerable number of employees.

The following are the unadjusted index numbers of employment at March 1 in the years since 1926, based on the 1926 average as 100: 1941, 150·8; 1940, 122·6; 1939, 107·0; 1938, 110·5; 1937, 107·6; 1936, 99·5; 1935, 92·7; 1934, 86·5; 1933, 75·8; 1932, 87·0; 1931, 97·6; 1930, 110·9; 1929, 115·7; 1928, 104·7 and 1927, 99·8.

A review of the data for March 1, 1940, shows that returns had then been received from 6,518 manufacturers, whose staffs had aggregated 629,589, compared with 618,445 in the preceding month. This was an increase of 1·8 per cent.

Animal Products—Edible—Employment in these industries showed a decrease, mainly in the fish division. The index number stood at 148·5, or some seventeen points higher than at March 1, 1940, although a smaller decline had then been noted. The working forces of the 331 reporting establishments aggregated 29,260 persons, as compared with 31,477 at February 1, 1941.

Leather and Products—There was a further advance in employment in this division at the beginning of March, according to statistics from 343 manufacturers, whose payrolls included 25,986 men and women, compared with 25,088 in the preceding month. The gains occurred mainly in Quebec and Ontario. A smaller increase had been noted in the leather industries at the corresponding date a year ago, but the index number was then practically the same as at March 1, 1941.

Lumber and Products—The trend continued favourable in the lumber group; statements were tabulated from 985 employers, whose staffs totalled 51,040 workers, compared with 49,920 at February 1. There was general improvement, that in Quebec being most pronounced. Employment was in greater volume than at March 1, 1940, when the advance reported had been on a smaller scale.

Plant Products, Edible—A slight decline was recorded in the edible plant product group, chiefly in the sugar and syrup divisions, while the bread and bakery and chocolate and confectionery groups were busier. The firms making returns to the Dominion Bureau of Statistics, 562 in number, had 37,820 persons in their employ, or 33 fewer than at the beginning of February. A rather larger loss had been indicated at the beginning of March of last year, when the index number stood at 115·8, compared with 122·6 at the date under review.

Pulp and Paper Products—Employment in this division showed moderate improvement, mainly in the manufacture of paper products, and in printing and publishing houses. The

movement was upward in Ontario. A combined working force of 73,190 men and women was recorded by 718 co-operating manufacturers, who had 72,966 employees at February 1. The index was higher than at March 1, 1940, when a small reduction, on the whole, had been noted.

Rubber Products—Continued activity was reported in the rubber industries: 53 factories showed 15,809 workers, as compared with 15,333 in their last return. The index number, at 125·4 was many points higher than at March 1, 1940, when the movement had been unfavourable.

Textile Products—Greatly heightened activity was evident in this group, chiefly in garment and personal furnishings. Headwear, silk and woollen factories were also busier. Employment in the textile division was in greater volume than at March 1, 1940, being, indeed, at its maximum for the period in which the monthly surveys have been made. The payrolls of the 1,270 co-operating establishments included 133,681 men and women, as compared with 131,237 at February 1, 1941. Most of the improvement was in Quebec and Ontario.

Tobacco—Curtailment was noted at March 1 in tobacco works, 47 of which reported 12,842 employees, compared with 13,924 at February 1. The index, standing at 155·6, was lower than at the same date of a year ago, when an increase had been noted.

Beverages—There was a decline in beverage manufacturing between February 1 and March 1, 151 fewer persons being reported on the payrolls of the 154 co-operating plants, whose employees numbered 10,130 at the latter date. The index was many points higher than at the same date last year, although a smaller loss had then been recorded.

Chemical Products.—Statistics tabulated from 338 chemical factories showed that they employed 32,200 persons, compared with 30,690 in the preceding month. Employment in this division was at an all-time maximum.

Clay, Glass and Stone Products—There was a moderate gain in the building material industries, in which employment was at a higher level that at the corresponding date in 1940. Statements were compiled from 222 manufacturers with 12,179 employees, as against 11,997 in the preceding month.

Electric Light and Power.—Activity in plants producing electric power showed a falling-off, according to the 104 co-operating establishments, which employed 17,448 workers, compared with 18,011 at February 1. The largest reductions took place in Quebec. The Dominion index number, at 137·5, was higher than that of 130·7 at March 1, 1940, when a smaller decrease had been noted.

Electrical Apparatus—Employment in electrical appliance works was brisker than in the preceding month; 136 factories reported 25,864 men and women on their payrolls, or 867 more than at February. No general change had been indicated at the beginning of March of last year; the index number then was many points lower then the latest figure of 188·5.

Iron and Steel Products.—Continued important advances were made in the iron and steel industry, in which employment was in greater volume than in any other month on record. There were gains in practically all branches, those in the vehicle (for use on land and sea and in the air), fire-arm, agricultural implement and machinery divisions being most noteworthy. Returns were tabulated from 1,032 establishments having 237,367 persons in their employ, or 11,365 more than in the preceding month.

Non-Ferrous Metal Products.—All branches of this division reported increases, those in smelters and refineries and in the base metal industries being most pronounced; 209 firms had 36,182 workers on their payrolls, as against 34,379 at the beginning of February. The increase took place largely in Quebec and Ontario. The index of employment was many points above that of March, 1940, or any other month for which information is available.

Mineral Products, n.e.s.—Statistics tabulated from 99 employers in this group showed a slightly upward tendency, their forces aggregating 13,652, compared with 13,581 in the preceding month. A small gain had also been recorded at the corresponding date a year ago, but the index number then was lower.

Logging

There were marked seasonal contractions in logging camps, in many of which the season's operations were approaching completion; 480 firms had 62,258 men in their employ, or 16,550 fewer than in their last report. The decline involved many more workers than that noted at the beginning of March of last year, and also exceeded the average loss at March 1 in the years since 1920. The latest index, at 210·0, was substantially above the March 1, 1940, figure of 179·1, and was also higher than in March of other years of the record, except 1938.

Mining

Coal.—Employment in the mining of coal showed a downward movement in Alberta, with moderate improvement in the Maritime

Provinces. One hundred and six operators lowered their labour forces from 26,415 persons at February 1, to 26,121 at the beginning of March. Although a smaller loss in personnel had been indicated at March 1, 1940, the index number then was slightly lower.

Metallic Ores.—There was a minor decline in this group at the date under review. Data were received from 203 mines employing 44,595 workers, as against 44,640 at the beginning of February. The index stood at 349·2, as compared with 350·2 at the same date in 1940, when a falling off had also been noted.

Non-Metallic Minerals (Other than Coal).—Employment in these industries showed an upward movement, according to statistics from 104 firms having 8,365 persons on their payrolls, or 115 more than in their last report. A similar gain had been indicated at March 1 of a year ago, but the index then was fractionally lower.

Communications

Little general change was reported in the communications division, in which returns were received from 86 employers with 23,964 workers, compared with 23,944 in the preceding month. There had been a decrease in personnel at March 1, 1940, when employment was at a lower level.

Transportation

Street Railways and Cartage.—Statistics were tabulated from 311 firms in this division, whose personnel included 31,952 men and women, as compared with 32,006 at the beginning of February. The trend had also been downward at the same date in 1940; activity then, however, was at a lower level.

Steam Railways.—Employment in steam railway operation showed an increase, 944 more workers being reported than in the preceding month; the 102 co-operating companies and divisional superintendents had 65,724 persons on their payrolls. A falling-off had been indicated at March 1 of last year, when the index number was nearly seven points lower. Improvement was noted at the date under review mainly in Quebec and Ontario.

Shipping and Stevedoring.—There was a gain in the shipping and stevedoring group, in which employment was more active than at the corresponding date in 1940. For March 1, 126 employers reported a staff of 12,931, or 424 more than in the preceding month.

Construction and Maintenance

Building.—A contraction was shown in building activities at the beginning of March, the largest losses in employment being in Quebec and the Western Provinces. The 943 contractors furnishing data throughout the Dominion had 45,184 employees, as against 46,701 at February 1. The level of employment was higher than in the late winter of any other year of the record, except 1930.

Highway.—Highway construction showed a gain at March 1, 1941, when 387 employers reported 30,586 workers, as compared with 29,894 at the beginning of February. There were increases in employment in Quebec, the Prairie area and British Columbia, while curtailment was reported in the Maritime Provinces and Ontario. Employment in this group at March 1, 1940, was not so active as at the date under review, the movement then having been unfavourable.

Railway.—Activity in the steam railway construction and maintenance division considerably increased, according to data received from 29 companies and divisional superintendents employing 25,134 persons, or 1,408 more than in their last report. There were gains in Ontario and in the Maritime and Prairie Provinces, while in Quebec and British Columbia the tendency was downward. A smaller advance had been noted at the beginning of March of last year, and the index then was seven points lower.

Services

In the service group, 608 establishments reported a staff of 33,232, as compared with 32,876 at February 1. There was moderately heightened employment in hotels and restaurants and in laundries and dry-cleaning establishments. Activity generally was greater than in the same month of 1940, when improvement had also been indicated.

Trade

Retail trade showed a substantial decline, and wholesale establishments were also quieter; the curtailment in the former was seasonal. On the whole, there was a reduction of 1,271 in the personnel of the 2,139 merchandising establishments furnishing data, which had 141,453 employees. The index stood at 145·7 at March 1, 1941, compared with 134·9 at the beginning of March, 1940, when a larger contraction had been recorded in the group as a whole.

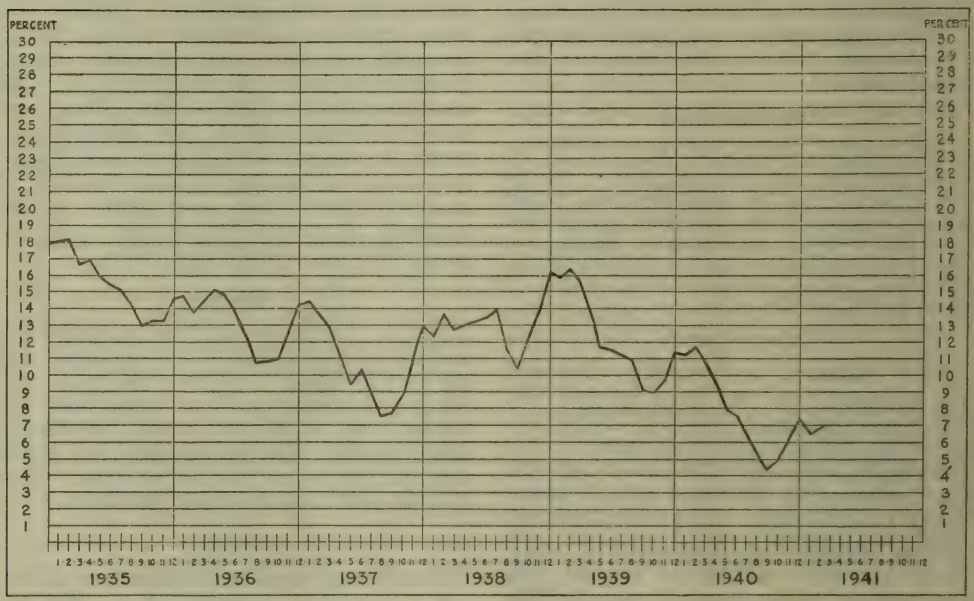
Tables

Index numbers of employment by economic areas and industries are given in the accompanying tables. The columns headed "relative weight" show the proportion that the number of employees reported in the indicated area or industry is of the total number of employees reported in Canada by the firms making returns at the date under review.

(2) Unemployment in Trade Unions at the Close of February, 1941

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades or who are idle on account of illness are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



During February, 1941, returns were tabulated from 2,054 trade union organizations, whose combined membership was 280,124 persons, of whom 19,396 or a percentage of 6·9 were idle at the end of the month, contrasted with 6·6 per cent at the close of January and 11·7 per cent at the end of February, 1940. The percentage of unemployment for February, 1941, was the lowest in trade union records for any corresponding month since 1929.

The slight contraction shown in February from the preceding month was principally due to moderate recessions among building tradesmen, and slight decreases in employment for steam railwaymen. Fractional gains were noted in Nova Scotia, Saskatchewan, and British Columbia, while there was a slight tendency toward reduced activity in New Brunswick, Quebec and Ontario. In Manitoba and Alberta nominal contractions only were in evidence. The situation when contrasted with February, 1940, disclosed pronounced expansion in employment among Quebec, Manitoba, and Saskatchewan members. Better conditions among building and iron and steel tradesmen and improvement in the transportation industries were mainly responsible for the employment advance in Quebec. In Manitoba, practically every trade participated in the upward movement, while the advance in Saskatchewan was principally due to marked increases for steam railwaymen. Employment rose substantially in Ontario and British Columbia, and there were likewise gains of noteworthy proportions in Nova Scotia, while New Brunswick unions reported heightened activity on a moderate scale. Alberta was the only province in which contraction was indicated from February, 1940, and this decline was fractional only.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. There was decided improvement among Halifax members during February when compared with the preceding month, and in Regina heightened activity on a moderate scale was noted. Fractional gains only were apparent

in St. John and Vancouver, while a tendency toward slightly reduced activity was observed in Montreal and Toronto. In Edmonton recessions in a moderate degree were in evidence. In comparison with February, 1940, pronounced expansion was noted in Halifax, Montreal, Winnipeg and Regina, and employment in Toronto and Vancouver likewise rose substantially, while among St. John members increases of noteworthy proportions were apparent. A slight decrease in employment was disclosed in Edmonton, the only city to reflect contractions.

From the chart which accompanies this article and shows the trend of unemployment from February, 1935, to date, it will be seen that the curve during the month under review rose slightly thus reflecting a fractional employment contraction from January. The level of the curve rested considerably below the point shown for the corresponding month of 1940, thus indicating substantial improvement.

At the close of February, reports were tabulated from 622 organizations in the manufacturing industries, whose combined membership aggregated 116,212 persons, of whom 4,879 or a percentage of 4·2 were idle, contrasted with percentages of 4·8 in January and 8·9 in February, 1940. In comparison with the previous month, conditions among rubber workers were decidedly improved, while moderate gains were observed likewise among fur, wood and leather workers. There were minor advances only for tailors and hat, cap and glove workers; while fractional increases were noted by bakers and confectioners, papermakers, printing pressmen, iron and steel tradesmen, metal polishers, clay, glass and stone and garment workers. Cigar and tobacco and jewellery workers, as in January, were reported as being fully engaged, while among mine, mill and smeltermen, the percentage of unemployment was identical with that of the preceding month. Fractional declines were noted for soft drink workers and butchers, meat and fish packers, and retarded activity in a moderate degree was apparent for gas workers. Among general labourers noteworthy recessions were in evidence, and although from the percentage viewpoint electrical workers indicated marked recessions, these changes had but little influence, as the membership is very small. A large majority of the trades in the manufacturing industries participated in the substantial expansion shown during February, 1941, over the corresponding month a year ago when 8·9 per cent of the members was idle. Pronounced advancement was observed among fur workers and iron and steel tradesmen, while impressive gains were likewise in evidence among garment, hat, cap and glove workers, and general labourers. From the percentage viewpoint butchers, meat and fish packers were much busier, but the combined membership in these groups is small and the changes involved comparatively few members. On the other hand, fractional decreases were noted by tailors, while appreciable declines were observed among wood and gas workers.

During February, reports were tabulated from 57 unions of coal miners, whose aggregate membership totalled 21,899 persons. Of these, 761 or a percentage of 3·5 were idle, in contrast with 2·4 per cent in January, and 5·0 per cent at the close of February, 1940. In contrast with January, Nova Scotia members reported a fractional decline, while conditions in New Brunswick remained unchanged, the members being reported as fully engaged. In Alberta there were moderate recessions, while in British Columbia, fractional increases were apparent. In comparison with February, 1940, when 5·0 per cent was idle, New Brunswick members were reported as being fully engaged, and Nova Scotia and British Columbia unions reflected moderate improvement, while in Alberta there was a fractional decline only.

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Feb. 1930	6·1	3·2	12·1	11·1	10·4	15·0	14·9	14·8	11·5
Feb. 1931	6·7	8·5	15·7	17·1	15·6	19·0	18·2	16·3	15·6
Feb. 1932	8·3	14·9	23·1	23·0	19·6	19·5	20·2	21·1	20·6
Feb. 1933	9·2	17·1	27·5	28·8	22·0	21·8	19·8	21·9	24·3
Feb. 1934	10·8	9·8	21·9	22·5	21·6	18·3	17·1	21·2	20·0
Feb. 1935	6·4	8·2	22·3	20·0	15·1	11·8	13·8	21·1	18·2
Feb. 1936	7·2	6·8	16·3	14·1	12·4	13·1	11·0	17·7	13·8
Feb. 1937	7·9	5·0	21·3	11·4	9·4	11·5	9·5	14·1	13·7
Feb. 1938	4·6	5·9	19·0	12·8	10·6	9·4	8·8	17·3	13·7
Feb. 1939	10·7	11·0	20·3	15·9	11·9	13·3	15·6	16·7	16·4
Feb. 1940	6·4	4·5	15·9	10·3	11·9	13·0	7·7	10·7	11·7
Mar. 1940	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	10·8
April 1940	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	9·6
May 1940	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6
Feb. 1941	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	6·9

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
February, 1930	2·4	13·0	8·4	8·5	8·0	4·8	6·4	4·1	....	9·4	8·2	18·8	7·2	21·4	18·6	6·7	11·5	30·8	0	37·2	34·0	8·1	27·5	9·0	·6	3·2	3·2	0	0	5·6	1·6	9·6	11·5
February, 1931	19·2	32·4	6·2	10·6	12·8	10·7	18·7	7·1	....	30·0	11·6	19·1	11·2	7·6	12·0	7·9	7·9	20·3	0	38·0	47·1	10·4	28·3	11·9	1·0	7·0	7·2	0	1·5	8·7	1·9	15·7	15·6
February, 1932	0	21·2	6·9	17·4	13·9	16·4	24·6	13·0	....	54·1	9·1	17·2	7·1	35·1	16·3	16·7	13·8	5·8	0	66·4	65·3	13·5	46·7	15·5	·8	8·2	8·4	0	·7	12·3	6·3	20·6	20·6
February, 1933	13·2	31·4	6·8	25·6	15·3	17·5	18·6	17·1	0	43·8	21·6	28·1	21·3	20·	30·5	29·4	27·9	8·9	0	60·1	71·7	15·4	28·7	18·2	1·0	15·5	15·8	0	2·0	12·7	7·5	22·5	24·3
February, 1934	2·1	19·8	8·2	19·7	13·1	13·3	12·6	13·6	0	13·8	15·9	12·9	10·2	48·7	24·1	22·9	36·7	44·5	0	34·9	69·2	12·5	46·7	12·7	1·1	12·9	13·	5	5·1	9·1	4·2	18·5	20·0
February, 1935	88·5	46·3	9·7	16·0	11·2	10·8	11·8	10·1	0	41·5	14·4	15·0	13·2	20·5	12·4	17·8	23·0	55·8	0	59·3	65·1	9·9	41·6	10·7	1·0	11·6	11·8	0	3·8	6·8	2·1	16·0	18·2
February, 1936	37·3	14·0	8·1	13·9	8·9	8·2	4·1	11·7	0	30·6	11·5	13·2	7·9	52·0	38·6	13·0	13·6	17·0	0	46·4	40·3	8·4	39·1	9·5	·6	11·0	11·2	0	1·9	7·0	5·0	10·4	13·8
February, 1937	39·2	2·4	11·9	13·6	6·5	6·8	6·9	6·8	0	9·7	18·1	·1	19·2	25·6	25·2	11·1	9·1	71·3	0	47·5	43·0	8·0	64·8	8·8	·5	9·1	9·3	0	0	6·2	3·2	10·0	13·7
February, 1938	38·4	4·7	6·1	14·0	6·7	11·4	15·0	6·7	0	41·5	13·2	5·0	13·9	45·6	23·8	11·7	3·8	5·7	0	46·0	42·5	9·0	35·9	10·0	·9	7·7	7·9	0	0	4·7	1·7	7·8	13·7
February, 1939	13·8	55·6	10·9	14·3	9·1	11·2	14·6	6·0	0	28·2	12·6	9·7	12·3	20·8	15·2	16·4	2·4	19·7	0	26·6	44·6	13·2	79·2	12·5	1·6	6·9	7·1	0	·3	6·3	1·5	10·5	16·4
February, 1940	10·4	15·9	7·1	8·9	4·4	5·4	4·0	7·6	5·7	9·4	8·1	3·4	6·5	24·5	23·1	8·1	1·1	10·9	6·6	44·5	38·2	10·2	52·5	10·1	3·7	6·9	7·1	0	·5	2·8	1·3	4·2	11·7
March, 1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	6·1	1·1	27·1	7·9	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	·9	5·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·2	6·2	1·6	3·4	2·7	4·6	0	20·	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	3·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9

At the end of February, reports were received from 236 organizations of building and construction tradesmen. These unions had a combined membership of 31,573 persons, of whom 6,167 or a percentage of 19·5 were idle, in contrast with percentages of 17·4 in January and 38·2 at the close of February, 1940. Noteworthy increases in employment were evident among hod carriers and building labourers over the preceding month. Steam shovelmen, bridge and structural iron workers, painters, decorators and paperhangers, and tile layers, lathers and roofers were also more active, although the increases were small, fractional gains only were noted for electrical workers. On the other hand nominal contractions were indicated by bricklayers, masons and plasterers and plumbers and steamfitters Among carpenters and joiners there was an appreciable decline in employment, and much quieter conditions prevailed for granite and stonecutters. In comparison with February, 1940, when 38·2 per cent of the total membership was idle, every trade participated in the upward movement. Pronounced expansion was particularly noticeable for carpenters and joiners, bricklayers, masons and plasterers, painters, decorators and paperhangers, and hod carriers and building labourers; while viewed from a percentage standpoint, although involving comparatively few members, steam shovel and dredgemen and bridge and structural iron workers reflected decided betterment.

During February, 861 returns were tabulated from unions in the transportation industries. These organizations had a combined membership of 73,635 persons, of whom 4,551 or a percentage of 6·2 were unemployed at the end of the month, in contrast with 5·3 per cent in January and 10·2 per cent at the close of February a year ago. Fractional gains over January were observed among street and electric railway employees and teamsters and chauffeurs, but these were offset by a slight decline for steam railwaymen, whose returns constitute over 80 per cent of the entire group membership, and moderate recessions among navigation workers. In comparison with reports tabulated for these industries in February, 1940, when 10·2 per cent was idle, pronounced expansion was disclosed by navigation workers and employment rose substantially for steam railwaymen and teamsters and chauffeurs, while fractional increases only were apparent among street and electric railway employees.

Returns received from 5 unions of retail shop clerks, showed a combined membership of 1,773 persons. These, as in January, were reported as being fully engaged, in contrast with an unemployment percentage of 0·5 in February, 1940.

Reports were tabulated from 82 unions of civic employees, having a combined membership of 9,083 persons, 234 of whom were idle, or a percentage of 2·6 contrasted with percentages of 1·9 in January and 1·3 at the end of February, 1940.

There were 148 returns tabulated from unions in the miscellaneous group of trades. These organizations had a combined membership of 11,014 persons, 418 of whom, or a percentage of 3·8 were idle at the end of the month, in contrast with percentages of 3·9 in January and 4·2 in February a year ago. Minor advances were noted by theatre and stage employees, and fractional improvement was apparent among unclassified workers, while among hotel and restaurant employees, barbers, and stationary engineers and firemen, there were fractional declines in employment. In contrast with February, 1940, when 4·2 per cent of the members was idle, moderate increases were observed among theatre and stage employees and barbers and fractional gains were in evidence among stationary engineers and firemen, and unclassified workers, while there were minor recessions for hotel and restaurant employees.

Reports were tabulated from 5 organizations of fishermen, having a combined membership of 2,634 persons. Of these 565 or a percentage of 21·5 were idle, in contrast with 21·0 per cent in January and 10·4 per cent at the end of February, 1940.

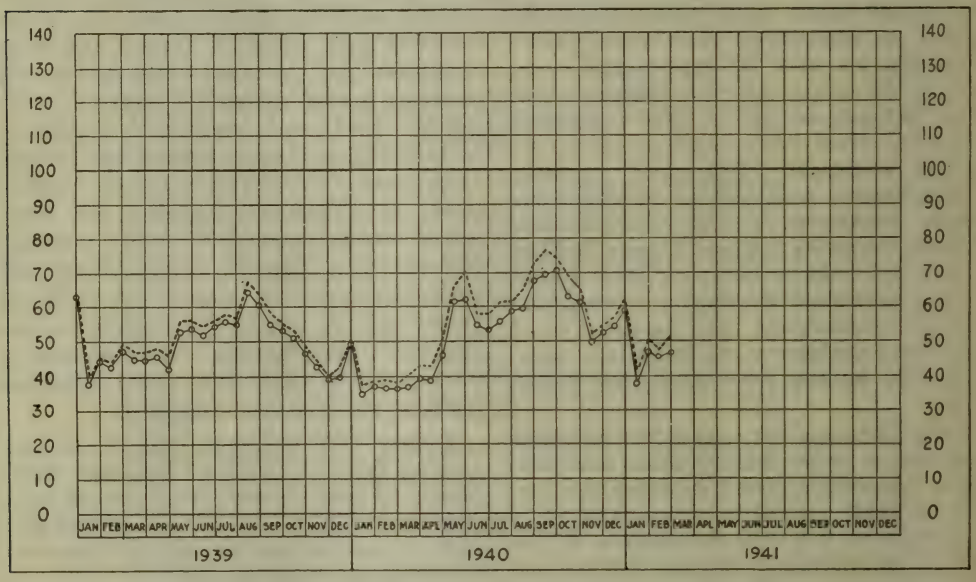
Unions of lumber workers and loggers returned 5 reports in February having a combined membership of 2,638 persons, 252 of whom, or a percentage of 9·6, were idle, in contrast with percentages of 9·4 at the end of January and 15·9 at the close of the corresponding month in 1940.

Table I shows by provinces the percentage of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for February of each year from 1930 to 1939, inclusive, and for each month from February, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for February, 1941

The volume of business transacted by the offices of the Employment Service of Canada during the month of February, 1941, as indicated by the average daily placements effected, showed a decline of 3 per cent from that of the preceding month, but a gain of more than 38 per cent over that of February a year ago. From January, substantial losses were reported in services, logging and construction and maintenance, with a smaller decrease in farming; these, however, were partly offset by a moderate gain in manufacturing and minor increases in trade, mining and transportation. In comparison with February a year ago, all groups, except farming and mining, registered more placements, the greatest expansion being recorded in services, manufacturing and logging, while the loss in farming was moderate and in mining, fractional only.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The accompanying chart shows the trend of employment from January, 1939, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be noted from the graph that the curve of vacancies and of placements in relation to applications showed little variation throughout the month, a slight downward trend being recorded during the first half, followed by an upward tendency during the latter half. At the close of February, however, the levels attained by both curves were considerably higher than those recorded at the end of the corresponding period a year ago. The ratio of vacancies to each 100 applications was 48·2 during the first half and 50·9 during the second half of February, 1941, in comparison with the ratios of 39·2 and 38·4 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the periods under review were 45·4 and 46·7, as compared with 36·7 and 36·6 during the corresponding month of 1940.

The average number of vacancies reported daily by employers to the offices of the Employment Service throughout Canada during February, 1941, was 1,413, as compared with 1,462 during the preceding month and with 1,006 in February a year ago.

The average number of applications for employment received daily by the offices during the month under review was 2,851, as compared with 3,169 in January, 1941, and with 2,590 during February last year.

The average number of placements made daily by the offices of the Service during February, 1941, was 1,313, of which 840 were

in regular employment and 473 in work of one week's duration or less, as compared with a total daily average of 1,346 during the preceding month. Placements for February a year ago averaged 949 daily, consisting of 581 placements in regular and 368 in casual employment.

During the month of February, 1941, the offices of the Service referred 32,870 persons to vacancies and effected a total of 31,489 placements. Of these, the placements in regular employment were 20,157, of which 15,249 were of men and 4,908 of women, while placements in casual work numbered 11,332. The number of vacancies reported by employers was 20,585 for men and 13,304 for women, a total of 33,889, while applications for work numbered 68,417, of which 46,837 were from men and 21,580 from women. Reports for January, 1941, showed 37,988 positions available, 82,392 applications made and 34,990 placements effected, while in February, 1940, there were recorded 25,126 vacancies, 64,735 applications for work and 23,713 placements in regular employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931, to date:—

Placements

Year	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (2 months)	42,440	24,039	66,479

Nova Scotia

During the month of February, 1941, orders received at employment offices in Nova Scotia called for nearly 29 per cent fewer workers than in the preceding month, but over 21 per cent more than during the corresponding month of last year. There was a decrease in placements of nearly 30 per cent when compared with January, but an increase of nearly 18 per cent in comparison with February, 1940. A substantial increase in services and smaller gains in logging, manufacturing and trade accounted for the improvement in placements compared with February of last year, although this favourable change was offset in part by a large decrease in construction and maintenance. Placements by industrial divisions included manufacturing 95; logging 143; construction and maintenance 641; trade 82 and services 1,080, of which 773 were of household workers. There were 648 men and 111 women placed in regular employment.

New Brunswick

Opportunities for employment, as indicated by orders received at employment offices in New Brunswick during February, were nearly 24 per cent fewer than in the preceding month and over 12 per cent below the corresponding month of last year. Similar percentages of loss were reported in placements under both comparisons The decrease in placements from February, 1940, was due to a decline in construction and maintenance, which was partly offset by a moderate increase in services and smaller gains in trade and manufacturing. Placements under construction and maintenance numbered 151, and in services 727. Of the latter, 512 were of household workers. Placements in regular employment numbered 168 of men and 71 of women.

Quebec

There was a decrease of nearly 5 per cent in the number of positions offered through employment offices in the Province of Quebec during February when compared with the preceding month, but a gain of nearly 76 per cent in comparison with the corresponding month of last year. Placements were over 2 per cent fewer than in January, but nearly 81 per cent above February, 1940. All industrial divisions participated in the increase in placements over February of last year, the most important gains being in construction and maintenance, services, manufacturing and logging. Placements by industrial divisions included manufacturing 1,393; logging 1,513, construction and maintenance 2,816; trade 142 and services 4,303, of which 3,814 were of household workers. During the month 5,670 men and 2,018 women were placed in regular employment.

Ontario

The demand for workers, as indicated by orders received at employment offices in Ontario during February was 8 per cent less than in the preceding month, but 31 per cent

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF FEBRUARY, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,155**	**81**	**2,269**	**2,072**	**759**	**1,312**	**1,931**	**1027**
Halifax	819	57	859	768	178	590	286	436
Kentville	241	0	335	242	115	126	771	190
New Glasgow	653	24	632	620	320	300	305	208
Sydney	442	0	443	442	146	296	569	193
New Brunswick	**1,042**	**17**	**1,066**	**1,041**	**239**	**802**	**855**	**244**
Chatham	74	0	76	74	13	61	83	0
Moncton	546	12	546	546	195	351	115	147
Saint John	422	5	444	421	31	390	657	97
Quebec	**11,893**	**1,712**	**27,881**	**11,539**	**7,688**	**2,612**	**17,664**	**4,211**
Chicoutimi	461	49	1,126	478	435	2	639	459
Hull	810	24	1,388	825	703	125	470	472
La Tuque	831	49	879	859	797	53	34	312
Levis	65	13	781	60	50	2	638	.....
Matane	216	28	336	268	252	16	319	37
Montreal	5,376	1,126	12,793	4,720	2,211	1,802	7,095	1,244
Quebec	1,938	297	7,137	1,858	1,231	385	7,103	310
Rouyn	314	4	422	314	283	28	110	369
Sherbrooke	303	44	606	347	246	35	217	173
Thetford Mines	119	14	462	202	144	5	483	73
Three Rivers	1,014	37	1,341	1,142	929	113	404	620
Val d'Or	446	27	610	466	407	46	152	142
Ontario	**11,436**	**793**	**22,248**	**10,915**	**6,610**	**4,223**	**24,883**	**4,386**
Barrie	242	18	256	247	228	19	34	331
Belleville	240	0	391	237	123	114	369	125
Brantford	181	17	231	172	111	61	548	99
Chatham	191	0	270	191	95	96	425	135
Fort William	432	6	413	389	248	141	164	56
Galt	146	44	215	113	84	29	158	.....
Guelph	105	17	248	113	53	44	348	59
Hamilton	741	135	2,029	765	407	355	3,326	232
Kenora	36	1	144	51	39	12	118	23
Kingston	122	12	282	105	72	33	290	107
Kitchener	151	8	304	146	91	55	248	60
Lindsay	109	0	97	97	96	1	1,196	.....
London	404	53	743	415	205	175	948	248
New Toronto	150	0	430	133	102	31	442	56
Niagara Falls	528	67	501	412	377	35	250	56
North Bay	149	2	274	173	122	51	448	57
Oshawa	373	0	594	377	117	260	853	63
Ottawa	1,698	190	2,312	1,521	507	988	1,590	357
Owen Sound	105	8	120	96	44	53	180	43
Pembroke	306	0	553	296	218	78	137	133
Peterborough	134	19	337	143	99	44	686	51
Port Arthur	569	0	413	441	423	18	360	187
St. Catharines	294	42	475	311	206	105	823	92
St. Thomas	111	2	184	107	75	32	230	83
Sarnia	180	4	365	183	106	77	777	85
Sault Ste. Marie	146	8	293	138	72	66	142	24
Simcoe	38	0	104	40	34	0	94	32
Stratford	112	0	200	112	95	17	432	57
Sudbury	295	3	456	298	254	44	92	68
Timmins	625	0	926	621	504	117	541	263
Toronto	1,641	26	6,768	1,647	869	779	6,901	771
Welland	184	42	378	167	150	13	325	49
Windsor	526	53	654	485	257	228	1,091	265
Woodstock	172	16	288	173	127	46	317	119
Manitoba	**1,794**	**15**	**4,376**	**1,918**	**1,472**	**443**	**15,312**	**1,601**
Brandon	133	15	184	112	87	23	423	70
Dauphin	208	0	204	208	187	21	390	76
Portage la Prairie	41	0	44	41	39	2	693	5
Winnipeg	1,412	0	3,944	1,557	1,159	397	13,806	1,450
Saskatchewan	**1,025**	**191**	**1,576**	**927**	**577**	**342**	**2,320**	**511**
Estevan	13	11	19	8	7	0	56	3
Moose Jaw	242	27	320	225	93	125	510	64
North Battleford	15	9	39	11	11	0	89	21
Prince Albert	100	17	123	90	48	42	141	50
Regina	247	53	432	211	155	56	682	160
Saskatoon	168	0	356	175	134	41	614	91
Swift Current	40	43	89	30	25	5	195	20
Weyburn	101	23	93	89	50	39	8	45
Yorkton	99	8	105	88	54	34	25	57
Alberta	**1,819**	**123**	**3,703**	**1,706**	**1,507**	**201**	**3,934**	**1,266**
Calgary	527	49	1,543	510	436	76	1,701	319
Drumheller	11	2	37	6	6	0	52	60
Edmonton	1,037	35	1,552	981	929	52	1,531	816
Lethbridge	114	30	363	70	54	16	344	43
Medicine Hat	130	7	208	139	82	57	306	28
British Columbia	**2,725**	**45**	**5,298**	**2,752**	**1,305**	**1,397**	**9,485**	**1,277**
Kamloops	38	0	78	38	37	1	137	26
Nanaimo	282	1	295	277	268	9	291	468
Nelson	148	0	158	152	4	144	13	7
New Westminster	102	0	275	98	55	47	594	45
Penticton	51	8	79	46	16	30	187	20
Prince George	3	1	20	1	1	0	22	0
Prince Rupert	101	0	85	90	81	9	151	61
Vancouver	1,157	35	2,936	1,207	411	746	6,960	386
Victoria	843	0	1,372	843	432	411	1,130	264
Canada	**33,889**	**2,977**	**68,417**	**32,870**	**20,157**	**11,332**	**76,384**	**14,523**
Men	20,585	945	46,837	20,315	15,249	4,945	57,428	9,685
Women	13,304	2,032	21,580	12,555	4,908	6,387	18,956	4,838

above the corresponding month of last year. Placements were 5 per cent fewer than in January, but over 28 per cent more than in February, 1940. With the exception of a fairly substantial decline in construction and maintenance and a small loss in farming, all industrial divisions showed gains in placements over February of last year, the most important being in manufacturing, logging and services. Smaller increases were also reported in trade and transportation. Placements by industrial divisions included manufacturing 2,027; logging 1,194; farming 454; mining 101; transportation 230; construction and maintenance 2,718; trade 474; and services 3,621, of which 2,398 were of household workers. Placements in regular employment numbered 5,205 of men and 1,405 of women.

Manitoba

Orders received at employment offices in Manitoba during February called for over 17 per cent fewer workers than in the preceding month and nearly 7 per cent fewer than during the corresponding month of last year. There was a decline of nearly 18 per cent in placements when compared with January and of over 4 per cent in comparison with February, 1940. Farm placements were considerably below those of February of last year and there was a small decrease in services and logging. These reductions were largely offset by a fairly substantial increase in construction and maintenance and minor gains in trade and manufacturing. Industrial divisions in which most of the placements were effected during the month were manufacturing 134; logging 278; farming 237; construction and maintenance 540 and services 661, of which 526 were of household workers. There were 1,174 men and 298 women placed in regular employment.

Saskatchewan

There was a decline of over 20 per cent in the number of positions offered through employment offices in Saskatchewan during February, when compared with the preceding month, but a gain of over 18 per cent in comparison with the corresponding month last year. Placements showed a decrease of 24 per cent in comparison with January, but an increase of over 14 per cent when compared with February, 1940. With the exception of a moderate gain in services, small changes only in placements from February of last year were reported in all other industrial divisions. Industrial divisions in which most of the placements were effected during the month were manufacturing 41; farming 165; construction and maintenance 45 and services 587, of which 402 were of household workers. There were 290 men and 287 women placed in regular employment.

Alberta

Employment opportunities, as indicated by orders received at employment offices in Alberta during February, were nearly 7 per cent better than in the preceding month and over 15 per cent above the corresponding month of last year. There was an increase of less than one per cent in placements when compared with January, but a gain of over 12 per cent in comparison with February, 1940. When comparing placements by industrial divisions with those made during February of last year, the most important increase was in logging. There were, in addition, smaller gains in services and manufacturing, a fairly large decline in farm placements, and a moderate loss in construction and maintenance. Placements by industrial divisions included manufacturing 134; logging 660; farming 260; construction and maintenance 112 and services 507, of which 377 were of household workers. During the month 1,189 men and 318 women were placed in regular employment.

British Columbia

There was a decrease of nearly 23 per cent in the number of positions offered through employment offices in British Columbia during February, when compared with the preceding month, but an increase of over 18 per cent in comparison with the corresponding month of last year. Placements were over 23 per cent fewer than in January, but over 17 per cent more than in February, 1940. With the exception of a fairly large decline in construction and maintenance, all industrial divisions showed gains in placements over February of last year, the most important increases being in services, manufacturing, logging and transportation. Placements by industrial divisions included manufacturing 266; logging 216; farming 89; construction and maintenance 909 and services 1,096, of which

792 were of household workers. During the month 905 men and 400 women were placed in regular employment.

Movement of Labour

During the month of February, 1941, the offices of the Employment Service of Canada made 20,157 placements in regular employment, 9,908 of which were of persons for whom employment was found outside the immediate vicinity of the office at which they were registered. Of the latter, 577 were granted the Employment Service reduced transportation rate, 505 going to centres within the same province as the despatching office and 72 to other provinces. The reduced transportation rate, which is 2·5 cents per mile, with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may wish to travel to distant employment for which no workers are available locally.

Transportation certificates granted by Quebec offices during February numbered 3 provincial and 10 interprovincial The latter were for bushmen sent from Hull to Pembroke and the former for two plasterers transferred by Chicoutimi to Quebec and one maid from Thetford Mines to Montreal. The labour movement in Ontario involved the issue of 371 certificates, all provincial. Of these, Port Arthur sent 160 bushmen, 26 cookees, 25 labourers, 18 carpenters, 5 riggers, one engineer and one fireman; Fort William, 35 bushmen, 32 road cutters, 2 tractor operators, one blacksmith, one mechanic and one timberman and Sudbury 35 bushmen and one cookee, each, to points within its respective territory. Also destined to the Fort William zone were 27 air-craft factory hands from Kenora. Manitoba transfers at the reduced rate consisted of 23 provincial and 60 interprovincial. Of the former, one labourer was sent by Dauphin and 18 bushmen, 2 cooks, one farm hand and one hoisting engineer by Winnipeg, each, to points included within its own area. Winnipeg also despatched to Port Arthur, 50 bushmen, 5 miners, 2 cookees, one blacksmith and one tractor operator and to Sudbury, one junior chemist. Two certificates only originated in Saskatchewan, these being for machinists travelling from Saskatoon to Fort William. Profiting by the Employment Service reduced rate in Alberta, 107 persons journeyed to points within the province, Calgary transferring 27 labourers and 2 farm hands to Edmonton and one farm hand to Drumheller and Edmonton 62 bushmen, 3 cooks, one cookee, 6 mill labourers, one farm hand, 2 engineers and 2 linemen to points within its own zone. The remaining certificate issued during the month was in British Columbia for a sawyer transferred by Vancouver to a point within the territory covered by that office.

Of the 577 persons who were carried at the Employment Service reduced transportation rate during February, 373 travelled by the Canadian National Railways and 204 by the Canadian Pacific.

Building Permits issued in Canada during February, 1941

The February report of building permits compiled by the Dominion Bureau of Statistics includes returns from 164 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 116 reported detailed operations. The remaining 48 advised that no permits had been issued during the month of February while 40 municipalities had failed to report at the close of March 10.

The total value of permits reported as issued in the month of February is $5,667,028. Revised values for the month of January include returns from 176 municipalities and aggregate $4,419,926. Reports were received from 57 of the original 58 municipalities and show a value of $4,754,675 for February. The corresponding revised value for January includes 55 returns and is $3,540,032, while the February value was $3,071,421.

The total value of permits issued by all municipalities during the two elapsed months of the current year is $10,086,954. The value for the 58 municipalities for the same period is $8,294,707, while their corresponding value in 1940 was $7,262,878.

During the month of February new construction of all types amounted to 77·6 per cent of the total value, while the percentage of new residential construction was 35·5.

TABLE 1.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, FEBRUARY, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	5,667,028	.....	128,805	19,357	1,473,785
New construction	4,397,064	.....	90,700	3,800	1,122,855
Additions, alterations, repairs	1,269,964	.....	38,105	15,557	350,930
Residential	2,429,489	.....	57,575	5,557	841,715
New construction	2,003,313	.....	44,700	.....	657,630
Additions, alterations, repairs	426,176	.....	12,875	5,557	184,085
Institutional	350,139	.....	700	1,800	158,900
New construction	314,221	.....	.....	800	147,400
Additions, alterations, repairs	35,918	.....	700	1,000	11,500
Commercial	1,204,137	.....	70,530	11,000	151,005
New construction	844,572	.....	46,000	3,000	57,400
Additions, alterations, repairs	359,565	.....	24,530	8,000	93,605
Industrial	1,623,667	.....	.....	1,000	309,700
New consttruction	1,223,540	.....	.....	.....	259,550
Additions, alterations, repairs	400,127	.....	.....	1,000	50,150
Other Building	59,596	.....	.....	.....	12,465
New construction	11,418	.....	.....	.....	875
Additions, alterations, repairs	48,178	.....	.....	.....	11,590

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskat-chewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	2,780,059	136,700	6,080	214,589	907,653
New construction	2,165,260	88,150	2,055	164,530	759,714
Additions, alterations, repairs	614,799	48,550	4,025	50,059	147,939
Residential	752,815	41,850	4,480	70,335	655,162
New construction	622,545	21,550	2,055	45,508	609,325
Additions, alterations, repairs	130,270	20,300	2,425	24,827	45,837
Institutional	55,218	12,500	.....	120,021	1,000
New construction	50,000	.....	.....	116,021	.....
Additions, alterations, repairs	5,218	12,500	.....	4,000	1,000
Commercial	754,433	81,350	1,400	22,548	111,871
New construction	593,935	65,600	.....	1,481	77,156
Additions, alterations, repairs	160,498	15,750	1,400	21,067	34,715
Industrial	1,190,545	1,000	.....	.....	121,422
New construction	897,840	1,000	.....	.....	65,150
Additions, alterations, repairs	292,705	.....	.....	.....	56,272
Other Building	27,048	.....	200	1,685	18,198
New construction	940	.....	.....	1,520	8,083
Additions, alterations, repairs	26,108	.....	200	165	10,115

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	February	First 2 months	First 2 months	First 2 months		February	First 2 months	First 2 months	First 2 months
1941	5,667,028	10,086,954	[1] 70·8	[2]	1933	925,894	2,111,855	17·8	75·2
1940	3,912,789	7,262,878	[1] 47·1	94·3	1932	2,845,271	6,056,283	51·1	79·4
1939	1,912,151	3,633,306	30·6	87·3	1931	6,395,659	14,797,115	124·8	83·8
1938	2,364,402	4,223,583	36·5	91·6	1930	8,919,078	16,136,475	136·1	97·0
1937	2,138,886	3,860,753	32·6	90·9	1929	10,465,330	18,882,210	159·2	98·5
1936	1,921,176	3,223,934	27·2	83·9	1928	10,318,338	18,034,925	152·1	95·3
1935	3,601,637	4,484,515	37·8	81·6	1927	7,638,176	13,314,713	112·3	96·6
1934	894,102	1,601,914	13·5	82·1	1926	7,139,549	11,859,083	100·0	102·4

[1] Figures based on values reported by the original 58 municipalities.
[2] Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN FEBRUARY, 1941, AND IN FEBRUARY, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during	
	February, 1941	February, 1940
	$	$
Prince Edward Island—		
Charlottetown	N.P.I.	N.P.I.
Nova Scotia—		
*Halifax	63,585	47,920
New Glasgow	N.P.I.	N.P.I.
*Sydney	6,885	1,665
New Brunswick—		
Fredericton	N.P.I.	N.P.I.
*Moncton	5,900	6,527
*Saint John	13,457	8,503
Quebec—		
*Montreal (*Maisonneuve)	886,220	641,640
*Quebec	72,250	43,140
Shawinigan Falls	22,600	9,000
*Sherbrooke	93,400	29,500
*Trois-Rivieres	35,455	43,555
*Westmount	15,100	19,800
Ontario—		
Belleville	3,500	1,000
*Brantford	3,945	6,500
Chatham	10,950	5,700
*Fort William	18,030	3,250
Galt	12,600	117,999
*Guelph	6,725	3,650
*Hamilton	553,660	113,889
*Kingston	68,780	4,100
*Kitchener	17,725	12,660
*London	120,385	52,845
Oshawa	264,340	3,560
*Ottawa	351,100	149,100
Owen Sound	1,900	3,600
*Peterborough	3,975	7,750
*Port Arthur	2,800	4,005
*St. Catharines	18,560	31,450
*St. Thomas	4,625	1,600
Sarnia	16,460	24,398
Sault Ste. Marie	11,713	6,250
*Stratford	5,550	2,800
*Toronto	529,325	660,782
East York Twp.	89,260	20,750
Welland	1,850	5,550
*Windsor	92,865	29,890
Riverside	9,600	1,610
Woodstock	1,775	2,600
York Twp.	85,250	40,300
Manitoba—		
*Brandon	5,750	60
St. Boniface	48,200	2,700
*Winnipeg	73,650	109,450
Saskatchewan—		
*Moose Jaw	No report	1,100
*Regina	2,005	75,400
*Saskatoon	200	5,400
Alberta—		
*Calgary	153,505	50,233
*Edmonton	31,555	7,925
Lethbridge	22,209	5,390
Medicine Hat	7,320	N.P.I.
British Columbia—		
Kamloops	6,630	5,300
Nanaimo	9,750	2,205
*New Westminster	54,715	46,950
Prince Rupert	6,075	3,055
*Vancouver	665,675	488,585
North Vancouver	42,376	16,800
*Victoria	98,045	81,805
Total 58 Municipalities	(1)4,754,675	3,071,421
Total 35 Municipalities	(2)4,075,402	2,793,429

* Indicates a municipality whose records are available back to 1910.
(1) 57 municipalities only, reporting.
(2) 32 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF MARCH, 1941

Reports of Superintendents of the Employment Service of Canada

The employment situation at the end of March, 1941, was reported by the superintendents of the Employment Service to be as follows:—

Farming in the Maritime Provinces was confined chiefly to routine work, and produce offered at the city markets was of little variety, although prices were fairly good. Logging was active and fishing fair. Coal mines in the New Glasgow area worked from four and a half to six days per week, while those in Cape Breton and vicinity operated from four and a quarter to six days. Manufacturing industries, for the most part, were busily employed, as orders were plentiful. Building construction was progressing favourably and many men also had found employment on ship repairs. Transportation by rail and water, both passenger and freight, was heavy. Trade was quiet, with collections slow. Numerous requests were received for housemaids and charworkers in the Women's Division, but competent applicants were few in number.

Requests for farm help in the Province of Quebec were rather more plentiful, with higher prices recorded for produce offered. Sugaring had been delayed but dairying was active. Logging was quieter and would remain so until river driving began. Mining crews were increased with the coming of weather favourable for surface work, and at Thetford Mines, the maximum number of workers was now employed. All manufacturing centres reported greater activity, especially those engaged on war contracts. Building construction was proceeding favourably and road maintenance likewise provided employment, while, in addition, several thousand men had been engaged by ship-

building firms. Transportation was fair and trade showed a better trend. There were many vacancies for household help in the Women's Division but a shortage of domestic help.

Vacancies for experienced farm hands were increasing in Ontario, but suitable help was scarce. Logging camps had very nearly completed their season's cut; some already had closed down, while others would continue to operate until weather conditions became unfavourable. Mining was quiet, the only call for miners being at Timmins where a fair supply of experienced men was available, and in the Sault Ste. Marie District where several men had been placed. Little change was recorded in manufacturing as nearly all plants were working at full capacity and with the exception of skilled tradesmen in the metal industries, such as moulders, core makers, tool and die makers, lathe hands and machinists, all labour requirements were being met satisfactorily. Building which had slackened considerably during the winter months, was again showing more activity which would be greatly increased as warmer weather approached. Highway work was under way but this consisted chiefly of maintenance, although numerous men had found casual employment in this division in snow removal. Preparations for the opening of navigation also were being made. Trade showed improvement. In the Women's Section placements were recorded of factory and clerical help, but the supply of experienced applicants for household work was limited.

The demand for farm help in the Prairie Provinces showed an upward tendency with more competent men available. Activity was in evidence also in logging, and sawmills were particularly busy. Mining was much slacker, while manufacturing recorded improvement. Building at Winnipeg had taken a sharp upturn, but elsewhere was rather slow in getting under way, although construction of air ports and other National Defence projects progressed steadily. Little work was taking place on highways but railway gangs were being sent out. Trade was fair. The scarcity of maids for domestic service, as in the other provinces, was most pronounced, so that numerous vacancies, especially those for farm households, were unfilled.

In British Columbia few calls were received for farm help, except for experienced hands and despite the fact that wages offered were as high as $40 per month, there was difficulty in securing men who were able to milk. Little turnover of labour was reported in logging although some camps were still open and sawmills were busy. Mining was quiet. Work was advancing rapidly on government contracts, the majority of building tradesmen being fairly well employed. Shipyards and dry docks were working steadily and longshoring was active at Victoria. In the Women's Section domestic orders continued to exceed the supply of competent help available as many applicants who had previously taken household work were obtaining positions in institutions. To overcome this handicap employers were using daily workers in lieu of the regular cooks-general. A limited demand also existed for office workers with one year or more of experience.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND UNITED STATES

Great Britain

December-January Record

The British *Ministry of Labour Gazette* for February, 1941, summarizes the December-January employment situation as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at January 13 was 258,962 a reduction of 6,049 as compared with December 9. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 92,059; this was an increase of 7,209 as compared with December 9. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 20,674, an increase of 239 as compared with December 9.

The corresponding figures for women and girls on the registers at January 13 were 262,426 wholly unemployed, 60,322 temporarily stopped and 1,163 unemployed casual workers. As compared with December 9, the numbers wholly unemployed showed a decrease of 14,463, those temporarily stopped an increase of 3,324, and unemployed casual workers an increase of 67.

The number of applicants for unemployment benefit or allowances on the registers at January 13 was 582,573, as compared with 586,081 at December 9, and 1,346,015 at January 15, 1940.

United States

According to an official press release issued on March 27, by Miss Frances Perkins, United States Secretary of Labour, employment in non-agricultural industries last month reached the highest February level on record. An increase of approximately 265,000 workers from January to February raised the estimate of total non-agricultural employment to 36,584,000 which is 2,218,000 greater than in February of last year and 1,350,000 above the previous February peak of 35,226,000 recorded in 1929. This is the fourth consecutive month in which employment exceeded the levels of corresponding months in all previous years.

The following paragraphs taken from the official report indicate the February employment situation in the United States to be as follows:—

Each of the major groups reported employment gains, the largest of which was in manufacturing. The gain of more than 175,000 factory workers was slightly larger than the usual February increase and brought the February level to an all time record. Steadily expanding employment in defence industries accounted for this greater-than-seasonal gain. Whereas employment on construction projects has declined from January to February in 10 of the last 12 years, this year, because of substantially increased employment on Federal construction projects, employment increased by 34,000.

Employment in wholesale and retail trade establishments increased by 5,000 in February. This gain, while small, is noteworthy because trade employment generally declines at this season. The combined mining industries were employing 5,000 more workers than in the preceding month; transportation and public utilities, 3,000 more workers; finance, service, and miscellaneous services, 13,000 more workers; and the Federal, State, and local government service, 29,000 more workers.

All groups showed increased employment over February, 1940, the gains of 972,000 workers in manufacturing industries and 718,000 in construction accounting for the major portion of the 2,218,000 increase over the year. Construction employment showed the larger percentage gain over the year, however, since manufacturing industries employ about 6 times as many workers as are engaged in construction. Employment in trade establishments was 144,000 greater than in February, 1940, and in the Federal, State, and local government service, 236,000 more workers were employed than at this time last year.

These estimates relate to civil non-agricultural employment and do not include the C.C.C., the W.P.A., the N.Y.A., or the armed forces.

The increase of 1·9 per cent or 175,600 in the number of factory wage-earners was somewhat larger than seasonal (1·6 per cent), while the gain of 4·7 per cent or $10,826,000 in weekly wages was about equal to the expected seasonal rise of 4·8 per cent.

The February, 1941, employment index was 117·7 (on the basis of 100 for the 1923-4-5 base period) a gain of 12·1 per cent from February, 1940, and the corresponding payroll index was 126·4, an increase of 27·3 per cent since a year ago. Both employment and payrolls were at the highest levels on record.

Employment in the durable-goods group of manufacturing industries expanded 2·1 per cent since January and 21·8 per cent since February of last year, the corresponding payroll increases being 5·1 and 41·7 per cent, respectively. The increases in the non-durable-goods groups over the month and year were much less pronounced, 1·8 and 3·8 per cent, respectively for employment and 4·3 and 11·5 per cent for payrolls. The February, 1941, employment and payroll indexes for the durable-goods group (120·8 and 138·6) were considerably above all previously recorded peaks, while employment in the non-durable-goods group (114·7) was about equal to previous highs reached last fall and payrolls (112·6) were at the highest levels since September, 1929.

Of the 157 manufacturing industries surveyed, 127 reported more workers in February than in January, and 138 reported larger payrolls, most of the gains being either larger than seasonal or contraseasonal.

Defence industries in which substantial employment gains were shown are listed below:—

Industry	Estimated number of wage-earners, February, 1941	Gain from January to February
Aircraft	150,900	10,000
Shipbuilding	138,700	7,900
Machines tools	84,900	3,900
Engines	74,700	3,500
Machine-tool accessories	45,000	2,900
Screw-machine products	28,200	1,600
Firearms	12,500	800
Ammunition	11,300	800
Abrasives	12,200	500
Explosives	9,400	500

Other manufacturing industries affected by war-material orders and showing large employment gains were: automobiles (14,100),

electrical machinery (10,100), steel (6,900), foundries and machine shops (6,700), stamped and enamelled ware (3,600), brass, bronze, and copper products (3,000), and chemicals (1,800).

Among the few industries showing reductions in employment were meat packing (7,400), canning and preserving (4,400), beet sugar (3,500), typewriters (3,300), and agricultural implements (2,700).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by an Order in Council of April 9, 1924. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On December 31, 1934, an Order in Council was passed rescinding the "B" conditions previously in effect and substituting other conditions therefor, the full text of which appeared in the Labour Gazette for January, 1935, pp. 24-25. Provision had been made in the "B" labour conditions in their original form for the payment of wages rates not less than those generally accepted as current for competent workmen in the district in which the work is to be performed, or if there were no current rates then fair and reasonable rates. This provision was retained in the amending Order in Council of December 31, 1934, but with the added proviso that in no event shall the wage rate for male workers 18 years of age and over be less than 30 cents an hour, and for female workers 18 years of age and over, less than 20 cents an hour. It is also provided that in any cases where the provincial Minimum Wages Law require the payment of higher wages than those set out above, such higher rates shall apply in the execution of federal contracts. With respect to males and females under 18 years of age, it is required that they shall be paid rates of wages not less than those provided for women and girls in the Minimum Wages Scales of the respective provinces.

Respecting contracts for building and construction work the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of an addition to the Armoury at Rock Island, P.Q. Name of contractor, Mr. Alcide Blondeau, Stanstead, P.Q. Date of contract, March 26, 1941. Amount of contract, $8,620 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Brick and hollow tile layers	0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators:	
Steam	0 60
Gas. or elec	0 45
Drivers	0 35
Driver horse and cart	0 50
Driver, team and wagon	0 60
Electricians (inside wiremen)	0 60
Engineers on steel erection	0 75
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Ornamental iron workers	0 55
Painters (spray)	0 65
Painters and glaziers	0 55
Plumbers and steamfitters	0 60
Roofers, felt and gravel: patent: comp	0 40
Roofers, sheet metal	0 60
Sheet metal workers	0 60
Structural steel workers	0 75
Watchmen	0 30
Welders and burners on steel erection	0 75

Construction of a breakwater in the harbour at Halifax, N.S. Name of contractors, Diamond Construction Co., Ltd., Fredericton, N.B. Date of contract, March 18, 1941. Amount of contract, approximately $19,080. A fair wages schedule was included in the contract as follows:—

	Per hour
Boatmen (Rowboat)	$0 40
Driver	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pile driver and derrick foreman	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 45
Pile driver and derrick labourers	0 45
Timbermen and Cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Watchmen	0 35

Construction of interior alterations to the Records Storage Building, Ottawa, Ont. Name of contractor, Mr. M. Mantha, Ottawa, Ont. Date of contract, March 18, 1941. Amount of contract, $7,580. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 85
Cement finishers	0 60
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Elevator constructors	0 95
Elevator constructors helpers	0 66
Labourers	0 45
Lathers (metal)	0 70
Linoleum layers	0 60
Marble setters	1 00
Marble setters helpers (all men assigned to help tradesmen)	0 50
Motor truck driver	0 50
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters (spray)	0 85
Painters and glaziers	0 70
Plasterers	0 85
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 00
Terrazzo layers	0 75
Terrazzo layers finishers and helpers	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50

Construction of repairs, etc. to the hull, machinery, boiler, etc. of the Tug *Fredericton*, at Pictou, N.S. Name of contractor, Pictou Foundry & Machine Co., Ltd., Pictou, N.S.

Date of contract, March 10, 1941. Amount of contract, $13,488. A fair wages schedule was included in the contract as follows:—

	Per hour
Acetylene burner	$0 45
Angle-smith	0 58
Angle-smiths' helper	0 45
Blacksmiths	0 58
Blacksmiths' helpers	0 45
Caulker and chipper	0 58
Carpenter (ship)	0 58
Driller and reamer	0 45
Driver, motor truck	0 40
Driver, motor truck and truck	1 35
Holder-on	0 45
Labourer	0 35
Machinist	0 58
Machinists' helper	0 40
Painter	0 48
Plater	0 58
Punch and Shear men	0 45
Rigger	0 48
Riveter	0 58
Rivet heater	0 40
Steamfitter and pipefitter	0 58
Steamfitters' and pipefitters' helper	0 40
Template-maker	0 58
Welder (electric)	0 58

Construction of repairs, etc. to hull, machinery, boiler, etc. of the Dredge P.W.D. No. 5, Bathurst, N.B. Name of contractors, Northern Machine Works, Bathurst, N.B. Date of contract, March 4, 1941. Amount of contract, $5,797. A fair wages schedule was included in the contract as follows:—

	Per hour
Acetylene-burner	$0 45
Angle_smith	0 38
Angle-smiths' helper	0 45
Blacksmiths	0 58
Blacksmiths' helper	0 45
Caulker and Chipper	0 58
Carpenter (ship)	0 58
Driller and Reamer	0 45
Driver,, motor truck	0 40
Driver, motor truck and truck	1 35
Holder-on	0 45
Labourer	0 35
Moulder	0 58
Machinist	0 58
Machinists' helper	0 40
Painter	0 48
Patternmaker	0 58
Plater	0 58
Punch and Shear men	0 45
Rigger	0 48
Riveter	0 58
Rivet Heater	0 40
Steamfitter and pipefitter	0 58
Steamfitter and pipefitter helpers	0 40
Template-maker	0 58
Welder (electric)	0 58

Construction of new roof, etc. to the Harris-Campbell Building, 167 Queen St., Ottawa, Ont. Name of contractors, Messrs. Proulx & St. Amour, Ottawa, Ont. Date of contract, March 1, 1941. Amount of contract, $6,300. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 85
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Painters (spray)	0 85
Painters and glaziers	0 70
Plumbers and steamfitters	0 95
Roofers, felt and gravel; patent; comp.	0 50
Sheet metal workers	0 85
Watchmen	0 40

National Harbours Board

Construction of Pier No. 9, Second Extension, Halifax, N.S. Name of contractors, J. P. Porter and Sons, Limited., Montreal, P.Q. Date of contract, March 22, 1941. Amount of contract, $415,291. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 45
Boatmen (rowboat)	0 40
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators—gas. or elec.	0 50
	Per day
Divers—(Full day's pay to be allowed whether employed full or part time)	14 00
Diver's tenders—(Full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Firemen, stationary	0 45
Hoist, operators—tower (gas, or elec.)	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Millwrights	0 70
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 95
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55

	Per hour
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators—steam or gas	0 65
Rodmen—reinforced steel	0 50
Steam shovel:	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operators	0 50
Watchmen	0 35

Department of Transport

Erection of an equipment garage at London, Ont. Name of contractor, Mr. John Bremner, London, Ont. Date of contract, March 5, 1941. Amount of contract, $5,925. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—gas. or elec.	0 50
Drivers	0 40
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 80
Labourers	0 40
Motor truck driver	0 45
Motor truck driver and truck	1 45
Painters and glaziers	0 60
Roofers—sheet metal	0 70
Roofers—shingles (wood, asbestos)	0 75
Rodmen, reinforced steel	0 50
Sheet metal workers	0 70
Watchmen	0 35

Development work at Claresholm, Alta. Name of contractors, General Construction Co., Ltd., Medicine Hat, Alta. Date of contract, March 10, 1941. Amount of contract, $313,665.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt tampers, smoothers, spreaders	$0 45
Asphalt rakers	0 55
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 80
Cement finishers	0 55
Concrete mixer operators:	
Gas. or elec.	0 50
Steam	0 70
Drivers	0 40
Drivers, horse and cart	0 55
Drivers, team and wagon	0 70
Labourers	0 40
Motor trucks and drivers	0 45
Motor truck drivers and trucks	1 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 75
Gas	0 55
Road roller operators (gas or steam)	0 70
Shovel operators—Gas	1 00
Steam shovel:	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Tractor operators	0 50
Watchmen	0 40

Construction of roads at Dafoe, Sask. Name of contractors, Gibbs Bros., Lumsden, Sask. Date of contract, March 14, 1941. Amount of contract, $18,595.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Driver	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Tractor operators	0 50
Watchmen	0 30

Erection of an equipment garage at Malton, Ont. Names of contractors, W. C. Brennan Contracting Co., Hamilton, Ont. Date of contract, March 20, 1941. Amount of contract, $6,240. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 05
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 95
Cement finishers	0 60
Cement and concrete mixer operators—gas	0 50
Drivers	0 40
Driver, team and wagon	0 75
Electricians (inside wiremen)	1 10
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters and glaziers	0 75
Roofers—sheet metal	1 00
Roofers—shingles (wood, asbestos)	0 95
Rodmen, reinforced steel	0 50
Sheet metal workers	1 00
Watchmen	0 35

Preliminary development work at Lorette, P.Q. Name of contractors, Komo Construction Ltd., Quebec, P.Q. Date of contract, March 20, 1941. Amount of contract, $15,225. A fair

wages schedule was included in the contract as follows:—

	Per hour
Drivers	$0 40
Drivers, horse and cart	0 55
Drill runners	0 55
Drivers with teams and wagons	0 65
Labourers	0 40
Truck drivers and truck (motor)	1 45
Powder men	0 50
Tractor operators	0 50
Watchmen	0 35
Road grader operators:	
Horsedrawn	0 45
Including team	0 70
Gasoline	0 50
Motor truck drivers	0 45

Construction of cast-iron pipe line at Regina, Sask. Name of contractors, Traub Construction Co., Regina, Sask. Date of contract, March 22, 1941. Amount of contract, $4,940. A fair wages schedule was included in the contract as follows:—

	Per hour
Axeman	$0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Compressor operators (gas.)	0 50
Engineers, crane, (steam, gas., or elec.)	0 75
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipelayers, caulkers and solderers	0 55
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Pumpmen	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas.	0 55
Shovel operators—gas.	1 00
Watchmen	0 35

Demolition and disposal of west portion of central pier at site of former Wellington Bridge over the Lachine Canal, Montreal, P.Q. Name of contractors, Miron & Freres, Pont Viau, P.Q. Date of contract, March 22, 1941. Amount of contract, $9,900. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 45
Blacksmiths	0 60
Carpenters	0 77
Compressor operators (gas. or elec.)	0 55
Engineers, crane (steam, gas. or elec.)	0 72
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers operating steam:	
Single or double drums	0 72
Three or more drums	0 80
Firemen, stationary	0 55
Labourers	0 44
Machinists	0 75
Motor truck driver	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Steam shovel:	
Engineers	0 99
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	0 99
Watchmen	0 35

Construction of additional development work at North Bay, Ont. Name of contractors, Tomlinson Construction Co., Ltd., Toronto, Ont. Date of contract, March 12, 1941. Amount of contract, $31,493.58. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers, spreaders	0 45
Drivers	0 40
Driver with team and wagon	0 75
Grader operators (gas.)	0 50
Labourers	0 40
Motor truck drivers	0 45
Steam shovel:	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Operators (gas.)	1 00
Truck driver and truck	1 45
Tractor operators	0 50
Watchmen	0 35

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

Note.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

Post Office Department

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter carriers' uniforms.	Paton Mfg. Co., Ltd., Montreal, P.Q.
Letter carriers' uniforms.	Uniform Cap Co., Ottawa, Ont.
Letter carriers' uniforms.	Pollack & Dorfman, Quebec, P.Q.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Mail bag fittings	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Stamping machine parts	Machine Works, Ltd., Montreal, P.Q.
Mail bagging	W. Robinson & Son Converters Ltd., Toronto, Ont.

Royal Canadian Mounted Police

Nature of Contract	Contractor
Mocassins	Acme Glove Works Ltd., Ottawa, Ont.
Woollen mitts	Geo. E. Hanson, Hull, P.Q.
Gymnasium knickers	S. S. Holden Ltd., Ottawa, Ont.
Satine sleeve lining	Dominion Textile Co., Ltd., Montreal, P.Q.
Blue web waist belts	Hugh Carson Co., Ltd., Ottawa, Ont.
Bath towels	Dominion Textile Co., Ltd., Montreal, P.Q.
Woollen stockings	Penman's Ltd., Montreal, P.Q.
Pillow slips	Dominion Textile Co., Ltd., Montreal, P.Q.
Bed blankets	The Slingsby Mfg. Co., Ltd., Brantford, Ont.
Blue cloth caps	The Hamilton Uniform Cap Co., Hamilton, Ont.
Gymnasium jerseys	Penman's Ltd., Montreal, P.Q.
Tooth brushes	Canadian Industries Ltd., Montreal, P.Q.
Khaki broadcloth overshirts	Tooke Bros., Ltd., Montreal, P.Q.
Shoulder badges	Wm. Scully Ltd., Montreal, P.Q.
Hand towels	Caldwell Linen Mills Ltd., Iroquois, Ont.
Woollen socks	Mercury Mills Ltd., Hamilton, Ont.
Cotton sheets	Dominion Textile Co., Ltd., Montreal, P.Q.
Felt hats	John B. Stetson Co. Ltd., Brockville, Ont.
Blue whipcord	Paton Mfg. Co., Ltd., Montreal, P.Q.
Scarlet serge	Paton Mfg. Co., Ltd., Montreal, P.Q.
Brown serge	Paton Mfg. Co., Ltd., Montreal, P.Q.
Haversacks	Woods Mfg. Co., Ltd., Ottawa, Ont.
Pea jackets	The Workman Uniform Co., Ltd., Montreal, P.Q.
Dunnage bags	S. S. Holden Ltd., Ottawa, Ont.
Canvas sheets	Hugh Carson Co., Ltd., Ottawa, Ont.
Braces	Montreal Suspenders & Umbrellas, Ltd., Montreal, P.Q.
Brown leather gloves	Acme Glove Works Ltd., Ottawa, Ont.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the Labour Gazette from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Metal Products

Sault Ste. Marie, Ontario.—Algoma Steel Corporation, Ltd. and the Steel Workers Organizing Committee, Local 2251 (Agreement re Working Conditions)

Agreement to be in effect from December 1, 1940, to November 30, 1941, and thereafter from year to year, subject to notice. A supplementary agreement was made January 27, 1941.

The plant is to be maintained as an open shop. The Company agrees not to discriminate against union employees, and the employees agree not to discriminate against any employee who is not a union member. The company agrees to recognize the union as the only bargaining agency representing employees other than machinists, railway locomotive engineers, firemen, conductors and brakemen.

Hours: normal hours (except on rail, coal and ore docks, which are seasonal in their operation) to be 8 per day and as far as is practicable 48 per week.

Overtime: time and one-half (except on rail, coal and ore docks).

Vacation with pay to be negotiated annually as to the length of the vacation.

Seniority to apply in making promotions, all things else being equal.

Leave of absence will be granted for war service and for a reasonable length of time after discharge from such war service, and all seniority rights will be retained.

Apprentices to have a contract of apprenticeship showing the duration and rates of pay.

A departmental grievance committee appointed by the employees to have the right to discuss grievances with the departmental superintendent, and later, if not so settled, the executive committee of the employees may bring the matter to the works manager or the managing director.

The supplementary agreement made January 27, 1941, is an agreement on a program to reduce costs, increase efficiency and eliminate waste as follows:

A Research and Planning Committee to be established consisting of five representatives of the employer and five representatives of the employees; a sub-committee to be established in each department consisting of one representative of the employer and one representative of the employees. The duties of the sub committees are to solicit from employees suggestions designed to reduce costs, increase efficiency and eliminate waste, to review them, adopt those that are practical and feasible. The research to be conducted jointly between the representatives of the employer and the employees. All facts and plans to be revealed to the Research and Planning Committee, the final decision as to plans to be adopted to be with the employer. No employee to lose his job as a result of any improvement that is installed as the result of the work of this committee. If

improved systems recommended by this committee evidence the fact that more work can be turned out with less labour, such systems to be adopted gradually and then only with the consent of the employer and the employees, and in such a way that no discharge is necessary but only through the regular labour turnover or by transfer. The employer agrees to share equitably with the employees benefits obtained from this program, in the form of continual employment, better working conditions or in other feasible ways. All committees to meet at least twice each month.

Sault Ste. Marie, Ontario.—Algoma Steel Corporation Ltd. and the Steel Workers' Organizing Committee, Local 2251 (Agreement re Wages).

The wage agreement, which is also for the period December 1, 1940, to November 30, 1941, and thereafter from year to year, subject to notice, was reached during the proceedings of a board under the Industrial Disputes Investigation Act, and was printed in full in the Labour Gazette, December, 1940, page 1237. This agreement provided for an increase in wages of 2 cents per hour for most employees, with provision for future increases should the cost of living rise.

Sault Ste. Marie, Ontario.—Sault Structural Steel Company Ltd. and the Shop Employees of the Company Through Their Shop Committee (Agreement re Working Conditions)

Agreement to be in effect from February 1, 1941, to January 31, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to that summarized above for the Algoma Steel Corporation (without the Supplementary Agreement) with these exceptions:

The bargaining agency recognized is the Sault Structural Steel Company's Shop Employees Committee.

Hours: normal hours to be 8½ per day, 48 per week.

Overtime: time and one-half; double time for Sunday work.

Sault Ste. Marie, Ontario.—Sault Structural Steel Company Ltd. and the Shop Employees of the Company Through Their Shop Committee (Agreement re Wages).

Agreement to be in effect from February 1, 1941, to January 31, 1942, and thereafter from year to year, subject to notice. Should the war cease during its term, the employer may give 30 days' notice of negotiations to revise the wage scale.

Hourly wage rates: assembly 56 cents, burners 55-57½ cents, crane man 47½-50 cents, welder 72 cents, inspector 75 cents, riveters 60 cents, buckers 50 cents, sticker 45 cents, heater 47½-50 cents, marker 80 cents, maintenance 59 cents, painter 48½ cents, template 50-52½ cents, spacer 80 cents, spacer's helper 47½ cents, operator's detail 50 cents, B. punch 54 cents, drill 54 cents, labourer (start) 42½ cents, labourer 3 months (semi-skilled) 45 cents, receiving and shipping 55 cents, angle shear 50 cents.

A wartime cost of living bonus, independent of basic wage rates to be payable. This bonus shall be determined from time to time as provided by Orders in Council P.C. 2685 of June 19, 1940, and P.C. 7440 of December 16, 1940.

Construction: Buildings and Structures

Toronto, Ontario.—Sheet Metal Contractors' Section of the Builders' Exchange and Construction Association and the Sheet Metal Workers' International Association, Local No. 30.

Agreement to be in effect from April 1, 1941, to February 28, 1942, and year to year until notice.

Only union members to be employed, if available.

Hours: 8 per day, Monday to Friday, a 40-hour week. Saturdays and Sundays to be recognized as holidays.

Overtime: time and one-half from 5 p.m. to 10 p.m. Double time from 10 p.m. to 8 a.m. and Saturdays from 5 p.m. to midnight, Sundays and seven specified holidays.

Minimum wage rates for journeymen sheet metal workers; $1.07½ per hour (an increase of 7½ cents per hour over the rate which came into effect September 1, 1940). When necessary to work two or three shifts, the day shift to be paid at regular rates, but the second and third shifts to be paid at time and one-seventh.

St. Catharines, Ontario.—Master Carpenters and the United Brotherhood of Carpenters and Joiners, Local 38.

Agreement to be in effect from May 1, 1941, to April 30, 1942. If either party wishes to alter its terms 3 months' notice to be given before April 30, 1942.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half; work on Sundays and five specified holidays, double time.

Minimum hourly wage rate for journeymen carpenters: 90 cents. Foremen to be paid at least 5 cents per hour extra. Any union member working for any one other than a recognized contractor is to charge 15 cents per hour extra.

One apprentice allowed to each four journeymen.

Any grievance of either parties to be submitted to a committee composed of two members of each party.

St. Catharines, Ontario.—Master Plumbers Association and the United Association of Plumbers and Steamfitters, Local 244.

Agreement to be in effect from March 1, 1941, to February 28, 1942, and thereafter from year to year, subject to notice. The joint conference board, however, may permit changes in these conditions which may be necessary on account of war conditions.

Only union members or those willing to become union members to be employed.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half from 5 p.m. to midnight, Mondays to Fridays inclusive, and for work from noon to midnight on Saturday;

all other overtime and work on Sundays and eight specified holidays, double time.

Minimum wage rate for plumbers and steamfitters: 90 cents per hour.

Not more than one apprentice to every three journeymen; apprentices to serve five years.

Any grievance to be referred to a committee of equal number of masters and journeymen.

Vancouver, B.C.—The General Contractors Association and the United Brotherhood of Carpenters, Locals 452 and 1251.

Agreement to be in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. This agreement was reached following an application for a board under the Industrial Disputes Investigation Act, which application was later withdrawn (See page 371).

Job stewards to be recognized on all jobs and they shall not be discriminated against. Business agents of the union may visit jobs during luncheon periods, and at other times with the permission of the employer.

Hours: 8 per day, a 5-day week, 40 hours per week. In case of shift work, 7 hours to constitute a night shift, with 8 hours' pay.

Overtime: time and one-half for the first four hours; thereafter double time; time and one-half for work on Saturday mornings; double time for Saturdays after noon and all work on Sundays and nine specified holidays.

Minimum hourly wage rate for carpenters: 90 cents, to which shall be added a bonus of 7½ cents per hour to take care of the increased cost of living, making a total wage of 97½ cents per hour. "This bonus will automatically increase according to the increase in the cost of living statistics supplied by the Federal Government each time an additional 5 per cent is reached over an increase of 12½ per cent now provided for." All carpenters in charge of work to be paid at least $1 per day of 8 hours above the minimum rate.

Collective Agreement Act, Quebec

The following agreement and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Bakers, Quebec (amendment).

Fine Glove Cutters, Operators and Blockers, Province of Quebec.

Paper Box (Uncorrugated Paper) Manufacturing Industry, Province of Quebec (amendment).

Printing Trades, Montreal District (amendment).

Sash and Door, Wrought Wood and Casket Manufacturing, Jonquière and Kenogami (amendment).

Railway and Tramway Car and Bus Manufacturing Industry, Montreal (amendment).

Building Trades, Montreal (amendment).

Longshoremen (Inland and Coastal Navigation), Montreal (amendment).

Dairy Industry, Quebec (amendment).

Civic Employees, St. Joseph d'Alma (amendment).

Garage and Service Station Employees, Montreal (amendment).

Hairdressers, Montreal (amendment).

Industrial Standards Acts

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:—

Ontario

Hard Furniture Industry, Province of Ontario.

Taxicab Drivers, Toronto.

Saskatchewan

Garages and Service Stations, Moose Jaw.

Barbers, Regina.

Barbers, Swift Current.

Barbers, Prince Albert.

Alberta

Baking Industry, Calgary.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the Labour Gazette, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in

the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the Labour Gazette from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement and the amendment of twelve agreements, all of which are noted below. A request for the extension of a new agreement for the printing trades in the Montreal district was published in the *Quebec Official Gazette*, March 1, and one for a new agreement for building trades at Val d'Or and Amos in the issue of March 22. Requests for amendments to the following agreements were published in the *Quebec Official Gazette*, as follows: the can, container and metal utensil manufacturing industry throughout the Province, in the issue of March 1; the paper box (uncorrugated paper) manufacturing industry throughout the Province, also in the March 1 issue; the shoe manufacturing industry, throughout the Province, March 8; building trades in the Montreal district, March 8; hardware and paint stores, Quebec City, March 15; paper box (corrugated paper) manufacturing industry throughout the Province, March 15; millinery industry, Montreal, March 22. In addition, Orders in Council were published in the *Quebec Official Gazette* during March approving or amending the constitution and by-laws of certain parity committees and others approving the levying of assessments by certain parity committees.

Manufacturing: Vegetable Foods

Bakers, Quebec.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, extends the term of this agreement (Labour Gazette, January, 1940, page 68, December, page 1309, January, 1941, page 70, February, page 183) to April 1, 1941.

Manufacturing: Fur and Leather Products

Fine Glove Cutters, Operators and Blockers, Province of Quebec.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, makes obligatory the terms of an agreement between certain fine glove manufacturers and La Federation nationale des Gantiers (The National Federation of Glovemakers).

This agreement, relating to the fine glove industry, is effective throughout the Province of Quebec, from March 1, to December 31, 1941.

Operators, Examiners and Blockers

This section of the agreement covers those engaged on stitching, hemming, examining and blocking of fine gloves.

Hours: 9 per day, 4 on Saturdays, a 49 hour week.

Overtime: if an employer is compelled during a certain period to keep his employees at work overtime he shall submit his case to the parity committee who will decide on the case; in such cases overtime may be paid at regular wage rates.

Wages: a schedule of piece rates is included in the agreement similar to that in the previous agreement (Labour Gazette, March, 1940, page 282) with increased rates for a few of the operations and with the addition of a number of new classes. The Province is divided into three zones, with the lowest wage rates in municipalities of less than 15,000 population.

Apprenticeship: one apprentice allowed to each ten operators or fraction thereof unless more allowed by permit of the parity committee, if necessary in busy season. Apprentices to serve one year and to be paid $7 per week during first six months and $9 during second six months.

Cutters

This section covers fine glove cutters cutting leather and cloth gloves, who are employed by manufacturers mainly producing leather gloves. (Those mainly producing cloth gloves are subject

to the Minimum Wage Commission ordinances.)

Hours and overtime provisions are the same as described above for the Operators, Examiners and Blockers.

Wages: a piece rate schedule is included in the agreement. The province is divided into two zones, with the lower wage rates being payable in municipalities of less than 15,000.

Apprenticeship: for table cut operations, apprenticeship to be for two years, with one apprentice allowed to each 20 fine glove cutters or fraction thereof; apprentices to be paid from $7.20 to $14.40 per week in zone I and from $6.48 to $12.96 in zone II. No apprenticeship for block cut, clicking machine and knife cut operations.

Manufacturing: Pulp, Paper and Paper Products

Paper Box (Uncorrugated Paper) Manufacturing Industry, Province of Quebec.—An Order in Council, dated March 26, and published in the *Quebec Official Gazette*, March 29 extends the term of this agreement (Labour Gazette, April, 1939, page 528, September, page 950, May, 1940, page 496 and December, page 1310) for a period not exceeding 30 days from April 1, 1941.

Manufacturing: Printing and Publishing

Printing Trades, Montreal District.—An Order in Council, dated March 21, and published in the *Quebec Official Gazette*, March 29, extends the term of this agreement (Labour Gazette, April, 1938, page 452, June, 1936, page 546, December, 1936, page 1181, October, 1939, page 1065 and February, 1941, page 183) for a period not exceeding one month from March 31, 1941.

Manufacturing: Miscellaneous Wood Products

Sash and Door, Wrought Wood and Casket Manufacturing, Jonquiere and Kenogami.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, amends the previous Orders in Council (Labour Gazette, November, 1940, page 1202, July, 1939, page 728 and November, 1939, page 1183) by stating that this agreement does not govern any of the operations relating to the furniture industry. (The furniture industry throughout the Province is governed by another agreement.)

Manufacturing: Metal Products

Railway and Tramway Car and Bus Manufacturing Industry, Montreal.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, extends the term of this agreement (Labour Gazette, March, 1940, page 282, April, page 390, and January, 1941, page 70) to May 1, 1941.

Construction: Buildings and Structures

Building Trades, Montreal.— An Order in Council, dated March 4, and published in the *Quebec Official Gazette*, March 8, amends the previous Orders in Council (Labour Gazette, July, 1940, page 732, November, page 1203 and December, page 1312) by excluding refrigeration work and removing the wage rates previously stipulated for refrigeration mechanics.

In the wage scale, the line "Linoleum tile layers, waxers and polishers. . . 60", is replaced by: "Linoleum, muroleum and rubber, tile and sheet. . . 60".

Transportation and Public Utilities: Water Transportation

Longshoremen (Inland and Coastal Navigation), Montreal.—An Order in Council, dated March 26, and published in the *Quebec Official Gazette*, March 29, extends the term of this agreement (Labour Gazette, June, 1939, page 629, February, 1940, page 173, April, page 391, June, page 610, and February, 1941, page 184) to May 1, 1941.

Trade

Dairy Industry, Quebec.—An Order in Council dated March 13, and published in the *Quebec Official Gazette*, March 22, amends the previous Orders in Council for this industry (Labour Gazette, July, 1938, page 799, July, 1939, page 729, August, 1939, page 862 and December, 1940, page 1312). The term of the agreement is extended to March 1, 1942, and thereafter from year to year, subject to notice.

Minimum weekly wage rates: foreman $25, tester and foreman $25, tester not acting as foreman $18, "employee engaged in the fabrication" $18, general employee $15, shipper $18, retail salesmen or wholesale and retail salesmen $19, helper on ice cream delivery $12, helper on any other delivery $8, deliveryman $18, artisan $20 during first three months and $25 thereafter. (In the case of salesmen and deliverymen (not helpers) the above rates are an increase of $2 per week.) Employees (other than salesmen working regularly) working less than 40 hours in any one week to be paid at 40 cents per hour for time worked.

Garage and Service Station Employees, Montreal.—See below under "Service: Custom and Repair".

Service: Public Administration

Civic Employees, St. Joseph D'Alma.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, amends the previous Orders in Council (Labour Gazette, September, 1940, page 972):

Monthly salary of foreman of waterworks department is raised from $120 to $125 per month; for chief electrician it is raised from $115 to $125 per month; for second electrician the hourly wage rate is raised from 40 to 45 cents.

Provision is made for a 44 hour week in the Accounts Department, with the following weekly salaries: secretary treasurer $45, assistant secretary treasurer $37.50, collectors $30, clerk bookkeeper $20.

Service: Custom and Repair

GARAGE AND SERVICE STATION EMPLOYEES, MONTREAL.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, extends the term of this agreement (LABOUR GAZETTE, December, 1939, page 1280 and February, 1940, page 173) to May 1, 1941.

Service: Business and Personal

HAIRDRESSERS, MONTREAL.—An Order in Council, dated February 22, and published in the *Quebec Official Gazette*, March 1, extends the term of this agreement (LABOUR GAZETTE, August, 1939, page 862, March, 1940, page 284, June, page 610, August, page 869 and September, page 973) to March 31, 1941. Another Order in Council, dated March 26, and published in the *Quebec Official Gazette*, March 29, extends the agreement for a further 30 days after March 31, 1941.

Parity Committees

The constitutions and by-laws of the parity committees set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, March 8 and 29:

Embroidery Industry, Montreal.
Fine Glove Industry, Province of Quebec.

Notices were published in the *Quebec Official Gazette*, March 1, 8, 15, 22 and 29, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:—

Hairdressers, Montreal (amendment).
Bakers, Quebec (amendment).
Men's and Boys' Hat Manufacturing Industry, Province of Quebec.
Garage Employees, Montreal (amendment).
Dairy Industry, Quebec.
Embroidery Industry, Montreal.
Building Trades, Sherbrooke.
Hardware Stores, Quebec.
Printing Trades, Quebec.
Barbers and Hairdressers, St. John and Iberville.
Bakers, Hull.
Printing Trades, Montreal.
Fine Glove Industry, Province of Quebec.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders In Council in Ontario, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maxmium hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Manufacturing: Miscellaneous Wood Products

HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO.—An Order in Council, published in *The Ontario Gazette*, March 15, amends this schedule (LABOUR GAZETTE, December, 1940, page 1313 and March, 1940, page 285).

The clause exempting from the schedule all those producing church, theatre and other products not commonly recognized to be case goods is changed to read:

"The Advisory Committee shall exempt from the Provisions of this schedule all work in connection with the manufacture or production of church, theatre and school furniture; and also all work in connection with the manufacture or production of other goods when made to specifications under Dominion Government Contract."

Transportation and Public Utilities: Local Transportation

Taxicab Drivers, Toronto.—An Order in Council, published in *The Ontario Gazette*, March 29, amends this schedule (Labour Gazette, August, 1939, page 864).

Minimum wage rates: either (*a*) $14 per week plus 35 cents for each hour of overtime; or (*b*) $1 for first three consecutive hours on duty (or for any shorter period if the employee is not kept on duty for three consecutive hours) plus 30 cents for each additional consecutive hour on duty untily the employee has been on duty 11 hours, plus 35 cents for each hour of overtime work.

If 25 per cent of the fares earned by a driver in any calendar week exceeds the above minimum wages, then he shall be paid for that week at least 25 per cent of the fares earned. Despatchers to be paid at least $15 per week and 35 cents per hour for overtime.

Saskatchewan

Trade

Gargages and Service Stations, Moose Jaw.—See below under "Service: Custom and Repair."

Service: Custom and Repair

Garages and Service Stations, Moose Jaw.—An Order in Council, approved February 20, and published in *The Saskatchewan Gazette*, February 28, amends the schedule for these establishments (Labour Gazette, October, 1940, page 1078), as follows:

No employer to employ more than one inexperienced employee for each three (or fraction thereof) experienced employees.

Changes are made in some of the minimum charges for services.

Service: Business and Personal

Barbers, Regina.—Corrections of typographical errors in this schedule were published in *The Saskatchewan Gazette*, February 15 and 28. These do not affect the summary in the Labour Gazette, February 1941, page 186.

Barbers, Swift Current.—An Order in Council, approved March 1, and published in *The Saskatchewan Gazette*, March 15, amends the schedule for these workers (Labour Gazette, March, 1939, page 337, and November, 1939, page 1185) by making some changes in the arrangement of hours.

Barbers, Prince Albert.—An Order in Council, approved March 6, and published in *The Saskatchewan Gazette*, March 15, amends the schedule for these workers (Labour Gazette, July, 1939, page 733 and July, 1938, page 805) by exempting from the provisions of this schedule, haircutting for trainees of the flying training school.

Alberta

Manufacturing: Vegetable Foods

Baking Industry, Calgary.—An Order in Council, dated March 12, and published in *The Alberta Gazette*, March 15, makes binding the terms of a schedule of wages and hours for the baking industry in the city of Calgary and surrounding district, from March 25, 1941 to March 24, 1942, or thereafter "during pleasure."

This schedule is similar to the one previously in effect and summarized in the Labour Gazette, January, 1940, page 71, with these exceptions:

Hours are reduced from 50 to 48 per week, with maximum of 10 hours per day for male workers and 9 per day for female workers.

Weekly minimum wage rates are unchanged.

Helpers are not mentioned in this schedule. A wage rate of $18 per week is fixed for fourth year apprentices and $22.50 per week for fifth year apprentices.

Apprentices enlisting in the armed forces will be credited with the time worked before enlistment, and on return to the trade, they will have to complete their apprenticeship but rates of pay will be considered individually.

PRICES RETAIL AND WHOLESALE IN CANADA, MARCH, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE new official index number of the cost of living in Canada was the same at the beginning of March as at the beginning of February, namely 108·2. Slight increases were recorded by the indexes of the food, fuel and light, clothing, and home furnishings groups but these were offset by a decline in the index for the miscellaneous group due mainly to lower prices for soap and tobacco products. Comparative figures for the general index are 108·2 for February and March, 1941; 104·6 for March, 1940 and 100·8 for August and September, 1939. The increase since the beginning of March, 1940, was 3·4 per cent and since August, 1939, 7·3 per cent.

The index number was constructed on the basis of a survey of the expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food (31·3 per cent), $443; Shelter (19·1 per cent), $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40, including Health (4·3 per cent), $60.80; Personal Care (1·7 per cent), $23.90; Transportation (5·6 per cent), $79.30; Recreation (5·8 per cent), $82.10; Life Insurance (5·2 per cent), $73.30. Other expenditure, not directly represented in the index was $40. The Bureau of Statistics is constructing cost of living index numbers for certain cities on the same basis as that for Canada. The figures for the food group in some cities have been issued and are given in the accompanying table, "Index Numbers of Retail Prices of Foods for eight cities in Canada" from 1935 to March, 1941. For each city the index is weighted according to the figures as to expenditure of families in that city shown by the cost of living survey in 1938.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new, may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure the indexes for the new "Home Furnishings" and the "Miscellaneous" should be combined using the weights. By this method of calculation the figures of the old index for March, 1941, are Food 123, Fuel and Light 149, Rent 153, Clothing 134, Sundries 162, All Items 140.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915, to September, 1940, has also been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of March was: Food $8.91; Laundry starch 4·1 cents; Fuel $3; Rent $6.21; and Total $18.16. The average cost of staple foods by provinces at the beginning of January was: Nova Scotia $9.03; Prince Edward Island $8.58; New Brunswick $9.22; Quebec $8.29; Ontario $8.90; Manitoba $8.81; Saskatchewan $8.59; Alberta $8.62; and British Columbia $9.77.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 moved gradually upward during March and was 86·0 for the week ended March 28 as compared with 85·3 for the week ended February 28 and 84·8 for the week ended January 31. In the classification according to chief component materials the indexes for six of the eight main groups were higher at the end of the month than at the end of February. One was slightly lower and one was unchanged. The Vegetable Products group advanced two per cent during the month influenced mainly by higher prices for grains, flour and milled products, vegetable oils and raw rubber. The Chemical Products Group advanced about 1·5 per cent due in large part to higher prices for paints. The Animals and Their Products Groups were both about one per cent higher, the former due in part to advances in the prices of fresh meats, steers, butter and cheese and the latter to advances in the prices of raw silk, raw cotton and certain cotton fabrics. Changes in other groups during the month were less than one per cent.

The "all commodities" index has moved gradually upward since the outbreak of war except for the period between March and

June, 1940, when the index declined. It is, however, somewhat lower than the levels recorded in the summer of 1937. Between August, 1939, and the end of March the increase was about 18 per cent. In this period the index of "raw and partly manufactured goods" advanced from 62·8 to 77·7, about 24 per cent while that of "fully and chiefly manufactured goods" rose from 72·8 to 83·7, or about 15 per cent.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of March of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except milk and bread, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers in each. Information as to prices of milk, bread and fuel and the rates for rent is secured by the correspondents of the Labour Gazette, and also by the Bureau of Statistics.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 484 affected by the "standstill" rental order (Labour Gazette, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941. (Labour Gazette, December, 1940, page 1227.) The rental figures in the table for the beginning of March, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (Labour Gazette, February, 1940, page 183.)

Retail Prices

Fresh meat prices again averaged slightly higher reflecting continued firmness in wholesale markets. Sirloin steak averaged 31·5 cents per pound at the beginning of March as compared with 31·1 cents for February. Rib roast was 26·8 cents per pound for March as compared with 26·3 cents for February and fresh pork shoulder was 18·8 cents as compared with 18·4 cents for the beginning of the previous month. Bacon also averaged slightly higher. Fresh eggs averaged lower in most localities with increasing production and poor export demand, the decline being greater in the prairie provinces where the prices were lower than elsewhere in Canada. The Dominion average price was 27·4 cents per dozen at the beginning of March, 29·7 cents for February and 28·3 cents for March, 1940. Higher milk prices were reported from a number of cities the majority being in Ontario. The Dominion average price was 11·4 cents per quart compared with 11·2 cents for the previous month and 11 cents for March, 1940. Creamery butter at an average price of 38·2 cents per pound at the beginning of March was only fractionally higher than in the previous month but was about 7 cents per pound higher than for March, 1940. Production during the first two months of the year was 10 per cent greater than for the corresponding months of 1940 and a further increase was recorded in March. Stocks in storage at the beginning of March were lower both as compared with the previous month and with March, 1940. The domestic disappearance of butter in February was reported to be about the same as in February last year but was higher than in the preceding month. Cheese was fractionally higher than in February but about 2·5 cents lower than in March, 1940. The price of bread has been unchanged in the average since March, 1940, at 6·7 cents per pound while flour was slightly higher both as compared with the previous month and with March, 1940. Beans averaged 6·4 cents at

March 1, 6·5 cents the previous month and 7·3 cents for March, 1940. Potatoes also were little changed from the prices in February but were substantially lower than in March, 1940. United States anthracite coal averaged $15.84 per ton for March, $15.82 for February and $15.02 for March, 1940.

The following are the prices reported for Welsh coal "cobbles" and "French nuts" at the beginning of March, 1941; Halifax $18.25; Charlottetown $17; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; Montreal $17; Ottawa $18; Kingston $17.50; Belleville $17.50; Peterborough $18.50; Oshawa $17.50; Toronto $15.50; St. Catharines $15.75; Hamilton $16.50; Brantford $17.75; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935–1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·1	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935–1939=100.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Per	Mar. 1914	Mar. 1915	Mar. 1916	Mar. 1918	Mar. 1920	Mar. 1922	Mar. 1926	Mar. 1929	Mar. 1933	Mar. 1937	Mar. 1939	Mar. 1940	Feb. 1941	Mar. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirlon steak	lb.	24·0	23·3	22·2	33·3	37·3	28·3	29·0	35·0	20·5	23·6	27·2	28·4	31·1	31·5
Beef, round steak	lb.	.....	20·4	21·1	30·2	32·4	24·0	23·5	30·0	16·3	19·2	23·0	24·2	26·9	27·2
Beef, rib roast	lb.	.....	18·7	19·4	27·8	29·3	21·8	21·5	27·6	15·3	17·6	20·4	21·1 *a*	26·3 *a*	26·8
Beef, shoulder	lb.	16·4	16·0	16·6	23·8	24·4	16·1	15·8	21·8	10·9	12·8	15·5	16·2 *b*	18·5 *b*	18·9
Beef, stewing	lb.	.....	.....	.....	.....	20·4	12·5	12·2	17·3	8·8	10·6	12·9	13·7	15·2	15·5
Veal, forequarter	lb.	17·3	17·7	17·9	26·0	26·3	19·7	19·3	24·9	12·5	14·4	16·7	17·6	18·7	18·9
Mutton, hindquarter	lb.	20·9	20·5	22·1	32·3	33·9	26·6	29·5	30·5	17·7	21·9	23·8	25·5 *c*	29·7 *c*	29·7
Pork, fresh, ham	lb.	20·2	18·5	20·5	34·4	37·5	29·5	29·7	28·0	12·1	20·5	23·7	23·2	22·7	22·3
Pork, salt mess	lb.	18·4	17·4	18·4	32·6	35·8	26·2	27·4	26·5	13·5	19·7	21·2	20·9	20·0	20·1
Bacon, not sliced	lb.	25·9	24·9	27·2	46·5	52·6	40·5	41·9	37·9	17·2	28·6	30·6	29·8	27·5	28·2
Bacon, sliced	lb.	.....	.....	.....	.....	56·5	45·0	46·1	42·5	20·2	32·0	33·9	33·3	32·3	32·6
Fish, salt cod	lb.	.....	.....	.....	.....	24·5	21·6	20·7	20·9	17·3	17·3	18·2	19·0	19·7	19·8
Fish, finnan haddie	lb.	.....	.....	.....	.....	20·9	19·7	20·1	20·5	16·4	16·9	17·2	18·0	19·4	19·4
Lard	lb.	18·8	17·6	18·6	34·0	39·6	21·5	24·7	22·2	11·5	16·6	12·8	11·7	10·5	10·4
Eggs, fresh	doz.	37·0	28·6	33·9	58·9	71·9	50·7	46·4	51·3	27·8	29·8 *d*	30·1 *d*	28·3 *d*	29·7 *d*	27·4
Eggs, cooking	doz.	33·3	26·7	29·1	50·5	63·8	45·6	38·7	44·7	22·6	24·7 *f*	25·3 *f*	24·9 *f*	26·1 *f*	23·9
Milk	qt.	8·9	9·2	8·8	12·0	15·1	12·7	12·2	12·5	9·4	10·7	10·9	11·0	11·2	11·4
Butter, dairy	lb.	30·6	32·2	33·5	48·8	66·3	37·5	45·6	44·5	23·1	26·6	23·9	28·1	.....	34·2
Butter, creamery	lb.	35·5	37·4	38·7	54·3	72·9	43·5	50·7	49·0	26·9	29·9	26·8	31·3	38·1	38·2
Cheese, Canadian	lb.	19·2	21·8	23·4	30·4	38·2	28·4 *h*	32·7 *h*	33·8 *h*	19·3 *h*	22·4 *h*	22·3 *h*	26·5	24·0	24·1
Bread, white	lb.	4·3	4·8	4·6	7·7	9·1	7·0	7·6	7·7	5·5	6·8	6·6	6·7	6·7	6·7
Flour	lb.	3·2	4·3	3·8	6·7	7·6	4·8	5·4	4·9	2·6	4·3	3·0	3·5	3·6	3·7
Rolled oats, bulk	lb.	4·2	5·2	4·8	7·7	8·3	5·5	5·8	6·3	4·5	5·7	5·0	5·4	5·2	5·2
Rice	lb.	5·9	5·9	6·2	10·3	16·0	9·6	10·9	10·4	8·0	8·1	8·1	8·7	9·1	9·2
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·4	19·2	16·7	15·7	11·6	13·2	10·6	12·5	13·6	13·7
Peas, canned, 2's	tin	.....	10·2	10·6	19·6	20·8	19·2	17·6	16·0	11·5	12·4	10·5	11·4	11·9	11·9
Corn, canned, 2's	tin	.....	10·1	10·6	23·5	21·6	17·0	16·5	16·2	11·6	12·5	10·5	11·1	12·0	12·1
Beans, dry	lb.	6·0	6·8	9·1	16·8	11·7	8·6	7·9	11·7	3·8	7·5	5·0	7·3	6·5	6·4
Potatoes	90 lb.	126·0	99·0	183·1	216·5	421·0	156·0	294·1	131·3	93·0	197·8	134·9	171·4	129·0	127·8
Potatoes	15 lb.	.....	.....	.....	.....	69·8	30·5	54·9	26·7	19·2	37·1	26·6	32·3	26·0	25·9
Apples, evaporated	lb.	12·5	11·8	13·5	21·3	28·7	22·6	19·6	21·2	14·7	16·1	15·7	15·1	14·8	14·9
Prunes, medium	lb.	12·2	12·8	12·8	17·1	27·0	18·4	15·7	13·7	10·8	11·6	10·7	11·6	11·5	11·5
Raisins seedless, 16 oz.	pkg.	.....	.....	.....	.....	25·1	28·0	17·9	15·8	17·0	16·8	16·7	16·7	16·7	16·6
Currants, bulk	lb.	.....	.....	.....	.....	29·5	23·4	18·6	19·5	16·3	15·2	14·9	15·3	14·8	14·8
Peaches, canned 2's	tin	.....	.....	.....	.....	39·4	35·7	29·2	26·5	20·5	19·4	16·5	16·0	15·6	15·5
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	67·8	52·8	46·0	42·6	38·9	44·3	42·9	43·3	45·3	45·3
Sugar, granulated	lb.	5·6	8·1	8·2	10·8	18·2	8·6	7·9	7·5	5·6	6·3	6·4	7·1	7·4	7·5
Sugar, yellow	lb.	5·2	7·3	7·5	10·8	16·9	8·2	7·5	7·1	5·5	6·2	6·3	7·0	7·4	7·4
Tea, black	lb.	34·4	36·9	39·4	50·9	66·5	54·2	71·5	70·5	41·2	52·1	58·6	66·8	68·8	68·9
Coffee	lb.	38·1	38·9	40·0	40·7	60·6	53·3	61·3	60·3	39·7	35·6	34·1	44·7	45·6	45·7
Cocoa, ½ lb.	tin	.....	.....	.....	.....	30·8	29·4	27·2	27·7	24·5	19·9	19·1	19·8	19·6	19·5
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·74	8·56	8·56	11·47	14·84	17·39	18·03	16·38	15·35	14·78	14·65	15·02	15·83	15·84
Coal, bituminous	ton	6·17	5·95	6·01	9·26	10·69	10·99	10·52	10·11	9·44	9·39	9·44	9·83	10·02	10·03
Coke	ton	.....	.....	.....	.....	.....	.....	15·09	13·00	11·72	12·25	12·01	12·34	12·74	12·74
Wood, hard, long	cord	6·71	6·63	6·52	10·97	12·40	12·59	12·27	12·30	10·03	9·52	9·56	9·76	9·99	10·16
Wood, hard, stove	cord	.....	.....	.....	.....	14·07	14·42	14·47	14·66	11·99	11·27	11·61	11·86	12·14	12·25
Wood, soft, long	cord	5·10	5·00	4·85	7·91	9·50	9·37	8·89	8·92	7·59	7·21	7·14	7·23	7·42	7·54
Wood, soft, stove	cord	.....	.....	.....	.....	10·44	10·91	11·11	11·12	9·15	8·45	8·54	8·70	8·87	8·95

a Rolled. *b* Blade roast. *c* Leg roast. *d* Grade A. *f* Grade B. *h* Kind most sold.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast, per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**31·5**	**27·2**	**26·8**	**18·9**	**15·5**	**20·6**	**18·9**	**29·7**	**24·8**	**22·3**	**18·8**	**20·1**	**28·2**	**32·6**
Nova Scotia (average)	**32·5**	**26·4**	**25·4**	**18·6**	**15·3**	**16·5**	**14·0**	**30·3**	**25·2**	**23·5**	**20·0**	**19·7**	**27·3**	**32·6**
1—Sydney	35·1	28·7	25·3	22	17·3	13·5	13	29·3	26·8	22·5	22·7	20·2	28	33
2—New Glasgow	33·3	26·8	26·5	19·4	15·6	15	15	32·5	26	23	20	19·1	25	31·3
3—Amherst	31·9	24·5	23·5	17·2	13·5	20	.....	30·7	23·6	.....	19	18·2	.....	32·3
4—Halifax	31·6	26·1	23·3	17·4	15·4	17·5	14	29·8	25·5	25	19	19·1	29	31·4
5—Windsor	30	25	27·5	18·5	16·2	.....	.....	.....	25	.....	20	21	.....	33·5
6—Truro	33·2	27·5	26·5	17·2	13·9	.....	.....	29	24·2	.....	19	20·3	.....	33·8
7—**P.E.I.**—Charlottetown	**28·2**	**24·0**	**23·5**	**17·4**	**14·4**	**20·0**	**12·0**	**28·2**	**25·0**	**22·0**	**19·2**	**19·2**	**30·0**	**31·9**
New Brunswick (average)	**35·2**	**26·8**	**27·1**	**18·1**	**14·3**	**18·3**	**19·5**	**31·2**	**25·0**	**26·0**	**19·1**	**20·0**	**29·8**	**32·9**
8—Moncton	33·9	27·4	26·5	17·8	13·7	18	22	30	25·1	27	19·4	19·9	30·5	35
9—Saint John	37·8	28·1	30·7	20·7	16·1	17·7	17	31·5	25·2	25	18·8	20·6	29	33·2
10—Fredericton	36·4	26·8	28·8	15·5	13·9	19·2	.....	32	23·2	.....	18	19·1	.....	33·4
11—Bathurst	32·5	25	22·5	18·2	13·5	.....	.....	.....	26·5	.....	20	20·2	.....	30
Quebec (average)	**28·5**	**25·9**	**23·9**	**17·3**	**12·5**	**19·5**	**18·1**	**27·5**	**20·7**	**19·8**	**16·8**	**18·5**	**26·7**	**30·3**
12—Quebec	30	27·9	21·9	18·3	11·8	20·6	13·5	26·3	16·4	16	15·1	16·7	.....	29·2
13—Three Rivers	28·2	24·2	23·2	17·2	13·4	19	.....	26·3	20·4	.....	17·5	18·4	.....	31·3
14—Sherbrooke	33·4	27·9	25·1	18·6	12·7	19·7	20	31	23·6	22	17·1	19·5	25	28·6
15—Sorel	26·2	23·8	23·2	15·1	10·9	18·2	.....	26	20	.....	15·3	18·7	.....	30·7
16—St. Hyacinthe	22·2	21·3	21·5	14·9	11·4	21	.....	26·2	18·3	.....	16·3	16·3	.....	32·3
17—St. Johns	32·8	29·8	27·5	19·5	14·1	18·7	.....	28·7	25·5	.....	18·5	19·2	.....	29·3
18—Thetford Mines	21·7	23·5	21·7	15·7	11·3	20	18	26	17·7	15	16·7	18·7	25	29·7
19—Montreal	33·4	29·2	27·3	18·1	14·7	19·7	21	29·4	22	26	17·4	19·8	30	30·6
20—Hull	28·8	25·9	24·1	18·6	11·8	18·9	.....	27·5	22·5	.....	17·7	19	.....	30·6
Ontario (average)	**32·0**	**28·3**	**28·0**	**19·8**	**16·1**	**21·0**	**20·1**	**30·0**	**25·5**	**22·6**	**18·7**	**20·4**	**27·2**	**31·8**
21—Ottawa	34·1	29·1	31·7	22	14·7	18·7	21	29·9	23·9	21	18·1	19·5	29	32
22—Brockville	34·7	30·7	27·5	19·4	15·7	18·5	.....	32	23·8	.....	18	20·8	.....	31·4
23—Kingston	30·9	26·3	26	19·2	13·2	17·9	18	28·5	24·2	22	18·4	19·5	27	30·3
24—Belleville	27·2	25·8	26·2	17·6	12·8	22	19	27·6	21·6	21	17·2	21·5	25	31·4
25—Peterborough	30·6	28	28·8	19·7	15·9	21·7	18	30	26	20	20	20	27	32·8
26—Oshawa	32	27·4	26·6	19·3	17·5	22	25	30·2	26·5	22	18	19	27·5	30·8
27—Orillia	31	26·2	24·2	18·2	16·6	21	.....	29	25	.....	19	22	.....	34
28—Toronto	34·6	30·1	31·1	22·4	19	21·4	17	30·7	26·6	23	17·3	21·5	30	33·7
29—Niagara Falls	34·3	29·7	30·5	21·8	14·6	18·4	.....	30·8	25·8	.....	17·7	23	.....	31·5
30—St. Catharines	34	30·5	30·8	21·3	14·6	21·6	22	31·2	27·3	.....	19·6	18·9	27	30·7
31—Hamilton	33·1	29·7	28·7	20·2	19	21·8	19	30·7	25·9	20	18·4	24	28	31·1
32—Brantford	31·5	28·7	27·7	20·8	14·9	21·1	20	29·6	26·3	19	20·3	19·7	25	31·5
33—Galt	32·2	28·6	31	21·7	19·4	26·5	23	31·7	27·5	.....	21	20	.....	33·3
34—Guelph	32	28·8	28·3	20·8	17·7	21·6	.....	29·6	25·1	.....	17·9	20·3	.....	30·5
35—Kitchener	29·4	27·6	25·9	18·2	16·3	21·3	.....	31·4	27·4	.....	17·1	16	.....	32
36—Woodstock	34·2	30·2	29·6	20·5	16·6	20	.....	30·7	27·1	.....	18·7	21·3	.....	31·1
37—Stratford	31·7	28·7	30	19·8	18·8	21	.....	32	26·6	.....	18·1	20	.....	32·1
38—London	31·5	28·5	28·4	19·3	15·7	21·1	18	30·9	25·6	23	18·6	18·8	25	31·8
39—St. Thomas	33·2	29·4	30·2	21·9	16·2	23·1	20·5	28·5	25·7	24	19·9	18·7	29	31·7
40—Chatham	30·3	27·6	27·5	19·6	15·4	21·2	.....	28·8	27	.....	20·2	19·7	.....	31·7
41—Windsor	31	26·8	27	18·8	16·1	23·4	19	29·3	25·7	25	20	17·7	23	30·1
42—Sarnia	34·9	29·8	29·4	23·4	19·1	23·2	.....	30·8	27	.....	19·1	22·8	.....	32·7
43—Owen Sound	30·8	26·7	27·4	18·2	15·6	16·8	.....	28	23·3	.....	17·6	22·5	.....	32·1
44—North Bay	33·7	29·2	29·7	19·7	16·4	21·5	.....	30·6	26·7	.....	19·4	20·6	.....	32·1
45—Sudbury	29·5	27·4	25·7	19·5	15·4	20·3	20	30	23·7	23	17·8	19·6	27	29·8
46—Cobalt	35	28	29	17	18	.....	22	28	28	24	18	20·3	29	31·9
47—Timmins	29·3	26	26·3	18·3	14·5	19·1	18	32·1	24·2	24	18·3	23·1	27	29·6
48—Sault Ste. Marie	32·2	29·1	26·3	18·9	14	19	20	28·8	22·9	23	18·1	19·9	27	30·6
49—Port Arthur	28·7	24·5	23·5	17·5	13·5	20·7	22	28	23·2	25	18·5	21·5	30	34
50—Fort William	32·8	29·1	26·3	19	16·1	22·8	20	31	26·1	25	19·7	21	.....	34·3
Manitoba (average)	**30·2**	**24·9**	**27·2**	**19·0**	**15·7**	**18·8**	**19·0**	**27·7**	**24·9**	**21·5**	**18·1**	**19·3**	**32·5**	**35·5**
51—Winnipeg	31·4	25·8	26·4	19·3	16·2	18·3	18	28·3	24·7	23	19·2	18·5	30	34·4
52—Brandon	29	24	28	18·7	15·2	19·3	20	27	25	20	17	20	35	36·5
Saskatchewan (average)	**27·3**	**22·9**	**23·3**	**15·8**	**12·6**	**17·7**	**17·9**	**27·5**	**21·7**	**19·3**	**16·6**	**19·0**	**28·4**	**32·8**
53—Regina	29·8	24·8	25·1	16·6	14·4	18·2	20	32	23	22	16·3	20·1	.....	32·4
54—Prince Albert	21·5	18	19	13·2	11	16	20	24·5	19	18	.....	16·2	28	32·3
55—Saskatoon	27·5	23·3	23·3	16·4	12·5	18·9	16·5	27·1	22·1	19	16·1	17	28·7	32·8
56—Moose Jaw	30·4	25·4	25·7	17·1	12·3	.....	15	26·4	22·7	18	17·3	22·5	.....	33·7
Alberta (average)	**28·9**	**24·6**	**24·0**	**17·0**	**14·0**	**18·9**	**15·8**	**27·4**	**24·3**	**18·5**	**18·0**	**19·0**	**27·3**	**33·8**
57—Medicine Hat	31·5	26·5	23·3	18	15	18	.....	31	25	.....	19	19·7	.....	33·6
58—Drumheller	29·7	26·7	25	18·7	14	18	18	28	25	17	18·3	20	29	32·1
59—Edmonton	24·3	20·7	22·3	14·4	11·9	18·7	13	27·5	23	18	17·9	17·2	25	30·9
60—Calgary	29·2	24·5	26·5	16·9	16·7	21·2	16	23·4	24·9	19	19	20·1	25	37·1
61—Lethbridge	30	24·8	22·8	17·1	12·6	18·7	16	27	23·4	20	16	18	30	35·5
British Columbia (average)	**34·7**	**30·2**	**30·9**	**20·8**	**20·2**	**25·9**	**22·2**	**33·3**	**27·8**	**25·9**	**21·6**	**23·0**	**31·0**	**36·5**
62—Fernie	30	26	25·7	18	17·3	22·3	.....	33·3	25·7	.....	21·3	21·7	.....	32·7
63—Nelson	30·5	27·7	29·7	21·2	19·5	25	24	34·7	29	27	22·3	21·7	32	34·5
64—Trail	34	30	28·3	19·7	18·7	25·7	25	31·3	28·7	27	22·7	23·5	.....	36·5
65—New Westminster	35	30·7	30·1	21·1	21·2	24·7	18	31·3	25·4	23	19·9	22	30	36·2
66—Vancouver	36·5	31·2	30·9	20·9	21·7	25	16	32·8	26·7	23	20·1	24·6	29	37·7
67—Victoria	40·1	33·6	33·9	22·6	22·6	26	25	36·4	28·5	25	21·2	23	35	37·1
68—Nanaimo	36·6	32	30·4	23·4	21·5	28·4	.....	32·4	28·4	26	21·4	23·4	.....	39·1
69—Prince Rupert	35	30	30·7	19·3	19·3	30	25	34	30	30	24	24·4	29	38·3

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
54·9	**17·7**	**26·6**	**16·8**	**19·8**	**19·4**	**18·8**	**10·4**	**13·6**	**27·4**	**23·9**	**11·4**	**34·2**	**38·2**	
54·6	**13·4**	**31·6**	.....	**15·1**	**15·7**	**19·4**	**11·1**	**14·4**	**33·8**	**29·5**	**11·0**	**32·5**	**41·2**	
53·8	10	31·1	.....	14·7	15·7	18·7	10·8	14·2	33·9	29·8	13	33	40·4	1
53·9	14·7	33·2	.....	14·8	16·8	19·9	10·8	14·1	33·4	30	10–12	32	40·7	2
52·5	.....	32	.....	14·9	15	20·2	11·1	14·4	33·6	30	10 b	.....	40·5	3
56·3	14	33·2	.....	14·8	15	18·5	11·1	14	32·7	28	12	.....	41·9	4
55	.....	25	.....	15·7	15	20	10·7	14·8	33·4	.....	10	.....	42·2	5
55·9	15	35	.....	15·5	16·6	19·2	11·8	14·8	35·5	.....	10	.....	41·3	6
55·7	**11·0**	.....	**30·2**	**14·9**	**16·7**	**18·7**	**11·2**	**14·2**	**27·9**	**24**	**9·0–10·0**	**35·0**	**38·7**	7
54·9	**14·1**	**31·4**	.....	**16·3**	**17·4**	**19·9**	**11·4**	**14·1**	**31·1**	**27·7**	**11·0**	**36·0**	**39·8**	
55·3	15	30·8	.....	15·9	16	20·5	11·2	14·9	31·5	28·5	11	37	40·7	8
57·3	12	33·5	.....	16	16·1	19·9	11·1	13·8	31·4	27·7	12	35	39	9
56·9	15·3	33·1	.....	16·3	18·3	19·8	12·2	14·6	31·6	27·6	11	.....	41	10
50	.....	28	.....	16·8	19	19·4	10·9	13·1	30	27	10 b	.....	38·3	11
54·5	**15·0**	**27·7**	**12·1**	**18·3**	**18·5**	**18·6**	**10·7**	**13·1**	**27·7**	**24·9**	**10·5**	**34·1**	**37·0**	
46·1	18	28·2	.....	18·5	15·7	19	10·8	13·2	28	24·5	12	32·5	37·1	12
54·8	12·7	27	.....	14·7	17·7	17·3	10·7	13·4	28·2	25·7	11	.....	37·1	13
55·3	.....	27	.....	18	20·2	18·4	10·9	13·3	30·3	28·5	11·1a	34	36·7	14
52·7	12·5	30	10·6	.....	15·7	18·6	10·5	13·1	25·5	23·2	9	.....	37·1	15
53·4	13·7	28·5	12	.....	22	19·3	11·1	13·4	25·6	23	9	.....	36·8	16
57·6	18	.....	.....	.....	22	18·4	10·3	13·2	28·7	25·4	9	.....	36·9	17
57	14	25	.....	.....	16	17·8	11·8	13	25·3	23·3	9	35	37·5	18
56·5	15·1	28·7	13·4	22·2	21·3	18·9	10·1	13	29·4	25·7	12–13	35	37	19
57·2	16·1	27	12·3	17·9	15·7	19·8	10·5	12·3	28·6	25·2	12	.....	36·9	20
54·7	**16·8**	**25·8**	**19·5**	**19·1**	**19·3**	**19·1**	**10·3**	**13·7**	**27·0**	**24·0**	**12·0**	**35·8**	**37·8**	
56·3	12·5	28	21·5	22·3	17·7	19·9	10·3	13·5	28·9	27	12	.....	37·5	21
56·5	.....	27·2	.....	19·4	19·4	18·2	10·1	13·7	25·9	23·3	11	.....	36·9	22
51·5	15·7	29	19·8	17·9	17	18·3	9·9	13·1	27·4	23·4	11	32	36·9	23
52·5	17	25	16	19	19	19·1	10·5	13·4	27	24·4	10	38	37·8	24
51·8	13	30	.....	20	18·7	18·3	10·5	13·1	24·8	22·2	11	33	37·2	25
55·6	12·5	.....	15	21	18·7	18·4	10·1	13·6	26·8	.....	12	.....	38·1	26
54·8	.....	.....	19·7	20	20	19·6	10·3	13·8	25	23	11	.....	38·1	27
57	18·1	28·5	23·2	21·5	20·1	18·3	10·4	13·3	28·2	24·5	13	38	37·9	28
55·7	.....	27·7	19·7	19	20·4	18·5	10·6	13·7	28·1	25	12·5	.....	39·9	29
53·8	.....	25	.....	18·4	18·3	18·1	10·3	13·8	27	23	12·5	37	37·9	30
55·3	20	30	24·3	17·5	19·4	18·4	10·1	13·4	28	24	12·5	.....	38·4	31
51·9	.....	25	18	19	19	19·5	10·1	13·7	24·8	22	12	36	38	32
55·3	.....	.....	.....	18·2	21	19·1	10·4	13·7	25·3	23·5	12	37	38·6	33
54·3	.....	29·5	15	16·5	19·6	18·3	10	13·6	25·1	21·2	12	.....	38	34
52	16	25	15	20	20·7	19·2	10·2	13·9	25·6	23·5	12	.....	38·1	35
52·4	.....	.....	.....	16·7	18·7	25·7	9·9	13·6	22·7	19·2	12	.....	38·3	36
55·6	.....	26·5	21	18·5	18·8	19·3	10	13·8	23·4	20·5	12	.....	37·6	37
54·1	15	23	20	18	18·7	18·2	10·2	13·5	25·7	24·2	12	.....	37·5	38
55·1	16	25	20	19·5	19	18·4	9·9	14·1	26·6	23·8	12	36	38·7	39
54·1	.....	22·5	.....	19·2	20	19	10·3	13·7	24·1	21·8	12	.....	37·4	40
55·1	16·7	24·9	22·5	18·5	20	18·7	10·4	13·4	26·7	24·3	12	36	36·7	41
57·4	.....	23	20	18·4	19	19·3	10·4	13·7	26·4	23·2	12	.....	38·2	42
51·5	.....	22	.....	20	20	18·2	10·3	13·4	23·5	22·6	11·5	.....	37·8	43
55·1	.....	25	23·5	19·4	19·4	20·1	10·1	13·8	31	28·7	12	.....	37·8	44
51·6	17	23·8	.....	19·6	19·2	19·8	11	14·1	29·7	26·7	13	.....	37·3	45
57	18	.....	.....	19·4	18·7	19·9	12·4	15	32·8	28	13	35	38·8	46
54·7	25	24·4	16·5	19·8	21·7	19·6	10·5	14·5	29·8	26·6	14	.....	37·5	47
55·3	20	23·5	21·8	18	18	19	10·1	14·3	30·2	23	13	.....	37·7	48
58·1	.....	.....	18	20	18·5	18·3	10·1	13·2	29·8	27·5	12	.....	36·7	49
58·2	.....	24·5	18·2	17·5	20·1	18·8	10·3	13·7	31·1	25	12	.....	37·3	50
55·2	**21·2**	**25·1**	**15·0**	**22·6**	**18·6**	**18·3**	**9·2**	**12·6**	**25·5**	**21·1**	**10·5**	**34·0**	**36·5**	
55·9	21·2	25·1	17·5	21·2	18·6	18·1	9·2	12·2	25·7	22·1	11	33	35·9	51
54·4	.....	25	12·5	24	18·4	18·4	9·1	12·9	25·2	20	10	35	37	52
53·7	**24·9**	**24·8**	**9·4**	**19·4**	**20·3**	**18·0**	**9·1**	**13·1**	**23·9**	**20·6**	**10·8**	**30·1**	**36·4**	
55·3	26·6	25·2	11·1	25	21·2	17·8	9·2	13·3	23·3	19·3	11	30	35·6	53
53·5	.....	24·5	7·5	25	20	18·5	8·8	12·8	24·2	21·8	10	.....	37·9	54
51·4	23	24·5	8·4	22·4	20·6	18·7	9·3	13·3	25·5	21·3	11	30·1	36·3	55
54·4	25	25	10·4	25	19·5	16·8	9	13·1	22·7	20	11	.....	35·6	56
53·1	**23·2**	**25·2**	**15·6**	**24·3**	**23·4**	**18·8**	**9·4**	**13·3**	**22·7**	**18·7**	**10·8**	**29·0**	**37·1**	
54	23·5	26·5	20	25	25	18·2	9·4	14	20·2	17·3	11	.....	37·1	57
55·6	25	26	14	24·2	24	19·2	9	13·6	22·8	20	10	30	38·3	58
49·2	21·5	22·5	19	23·3	20	18·7	9·3	12·8	24·3	21·7	11	.....	35·8	59
52·5	24·1	25·4	13·2	24·5	25·3	20·2	10·1	13·6	25·9	19·1	11	28	38·5	60
54	21·9	25·6	11·8	24·5	22·8	17·8	9	12·4	20·5	15·3	11	.....	36	61
58·5	**19·5**	**23·9**	**14·8**	**24·4**	**23·1**	**17·6**	**10·8**	**13·7**	**26·7**	**23·2**	**11·7**	**35·0**	**39·7**	
55	24·3	27	12·7	25·8	25·2	17·4	9·7	13·6	29·1	24·6	11	.....	38·7	62
61·7	24·2	27·5	12·2	25	24·3	19·5	10·9	15	28·1	.....	12·5a	35	40·2	63
59·3	25	27	14·2	25	25·7	18·8	12·3	15·4	28·4	25	12·5a	35	39·1	64
57·7	16·8	18·7	15	23·8	22	16·2	10	12·3	24·2	20	10	35	39·1	65
59·7	16·1	21	.....	23·3	20·9	16·5	10·8	12·7	24·3	23	10	.....	39	66
57·2	16·4	25	20	23·2	21·6	16·9	10·8	13·3	25·7	24	12	.....	39·5	67
58·1	18	25	.....	.....	.....	17·5	10·2	13·5	24·7	23	11a	.....	41·4	68
59·4	15	20	.....	25	21·7	18	11·7	13·9	29·2	23	14·3a	.....	40·7	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables				Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice 2½'s (28 oz.) per can	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**24·1**	**6·7a**	**17·8**	**3·7**	**5·2**	**9·1**	**9·2**	**13·7**	**11·9**	**12·1**	**11·0**	**6·4**	**4·5**
Nova Scotia (average)	**23·8**	**7·1**	**18·8**	**4·0**	**5·2**	**9·7**	**8·7**	**14·4**	**11·9**	**12·7**	**12·4**	**6·2**	**4·9**
1—Sydney	21·6	6·7–7·3	19·3	3·9	5·2	9·9	8·9	13·6	11·5	11·8	12·5	6·1	4·8
2—New Glasgow	24·1	6·7–7·3	18·6	4	5·1	9·6	9·1	14	11·2	12·1	11·6	5·2	4·8
3—Amherst	23	7·3	18·3	3·9	5	10	8·2	14·2	11·5	12·4	13·1	6	4·9
4—Halifax	24·7	6·7–8	19	4·1	5·3	9·2	9·8	14·7	12·2	12·9	11·5	6·8	4·9
5—Windsor	23·5	7·3c	18	4·1	5·2	9·5	8·2	15	12·8	14·2	12·5	7·2	5
6—Truro	26·1	6·7	19·5	3·9	5·2	10	7·8	15·1	12	12·9	12·9	5·8	5·1
7—**P.E.I.**—Charlottetown	**22·4**	**7·3**	**18·8**	**3·9**	**5·2**	**9·7**	**8·3**	**14·1**	**13·3**	**12·9**	**11·9**	**5·5**	**5·6**
New Brunswick (average)	**24·6**	**7·5**	**18·4**	**3·9**	**5·2**	**9·7**	**9·2**	**14·6**	**12·4**	**12·8**	**12·2**	**6·1**	**5·0**
8—Moncton	25·6	8	19·3	4	5·4	9·9	9·7	14·2	12·7	12·8	12·9	5·9	5·1
9—Saint John	25·3	6–7·3	19·1	3·8	5·5	9·8	9·7	15	11·8	12·7	12·3	6·2	5
10—Fredericton	23·4	7·3	17·4	4	5·2	9·6	9·1	14·8	12·3	13·2	11·5	6·6	5
11—Bathurst	24·2	8c	17·9	3·8	4·8	9·5	8·2	14·4	12·8	12·3	12	5·5	4·7
Quebec (average)	**21·8**	**5·3**	**15·1**	**3·9**	**5·1**	**9·7**	**8·6**	**12·2**	**12·0**	**11·6**	**10·3**	**5·8**	**4·7**
12—Quebec	23·1	5–8b	16·4	3·9	5·3	9·9	9·6	12·8	12·2	12·3	10·8	6·5	4·8
13—Three Rivers	21	5·3	14·1	4	5·2	9·8	8·1	12·7	11·8	11·7	10·7	5·1	4·8
14—Sherbrooke	23·3	5·3	14	3·8	5·3	9·6	9·2	12·6	12·1	11	10	5·2	4·9
15—Sorel	20·8	4·7	14·4	3·5	4·7	9·6	7·1	11·9	12·1	11·5	10	6·4	4·5
16—St. Hyacinthe	20·9	4	15·5	3·7	5·4	10·2	9·6	11·1	12·1	11·6	10·9	5·6	4·9
17—St. Johns	20·8	4·7–5·3	16	3·7	5·1	9·6	8·5	11·9	13·3	12·1	10	6	4·8
18—Thetford Mines	22·7	5·3	13·8	4·2	5·1	9·7	7·9	12·5	11·5	11·5	10·1	5·3	5·1
19—Montreal	21·9	5·3–6·7	16·3	4·2	5	9·3	8·8	12	11·4	11·1	10·5	5·9	4·1
20—Hull	21·6	5·3–6·7	15·1	3·8	5·1	9·5	8·8	12·3	11·1	11·8	10·1	6·2	4·7
Ontario (average)	**23·5**	**6·2**	**16·5**	**3·4**	**5·1**	**8·8**	**9·6**	**13·4**	**11·2**	**11·6**	**10·7**	**6·1**	**4·2**
21—Ottawa	22·7	6·7	14·9	3·8	5·1	9	9·6	13·2	11·6	12·6	11·3	6·1	4·9
22—Brockville	21·7	6	13·8	3·8	5	8·8	9·5	13	10·7	12·7	10·3	6·2	4·4
23—Kingston	21·7	5·3–6·7	14·9	3·7	4·9	8·9	9	13	10·9	11·8	10·6	6·2	4·1
24—Belleville	21·4	5·3–6·7	16	3·3	5·3	8·4	9·4	13	11·4	11·1	10·5	6·6	4·4
25—Peterborough	23·6	5·3–6·7	15·7	3·3	4·8	8	9·4	12·7	10·9	11	10·9	5·9	4·2
26—Oshawa	22·5	4·7–6·7	17·4	3·3	4·9	8·4	9·4	13·3	11·4	12	10·6	6·4	3·7
27—Orillia	24	5·3	15·6	3·2	5	8·6	9·3	14	11·8	11·8	11·1	6·1	3·4
28—Toronto	23	6·7	16·9	3·4	5·1	8·6	9·1	12·8	10·6	11·7	11·2	6·4	4·4
29—Niagara Falls	24·1	6	16·4	3·7	5·2	8·7	9·6	12·7	10·5	11·4	9·8	6·9	3·9
30—St. Catharines	23·6	6·7	15·9	3·4	4·8	8·8	9·8	12·4	11·5	11·3	11·1	7·1	4·2
31—Hamilton	24·4	6–6·7	16·2	3	4·9	8·8	9·3	12·8	10·8	11·1	10·1	5·8	4·5
32—Brantford	25	5·3–6·7	17·1	3·5	4·9	9	9·9	13·8	11·3	11·7	9·4	5	4·2
33—Galt	23·6	6·7	16·6	3·2	4·8	8·4	9·7	13·5	11·3	11·7	11	5·1	4·3
34—Guelph	23·9	6	16·7	3·1	4·8	8·5	9·7	13·4	11	11·8	10·6	5·8	4
35—Kitchener	24·5	6–6·3	16·4	3·3	5	8·4	10·1	13·6	11·4	11·8	11·1	5·8	4·5
36—Woodstock	23·4	6	15·3	2·9	4·8	8·6	9·9	13·8	11·3	11·4	9·1	6	3·6
37—Stratford	23·2	5·3	16·8	3·2	5	9·2	9·6	13·6	10·2	11	11·1	6·4	3·7
38—London	22·9	6·7	17	3·1	5	8·9	9·5	13·1	10·5	10·9	10·2	5·5	3·8
39—St. Thomas	23·9	5·3–6·7	20	3·2	5	8·9	9·8	13·7	11·1	11	10·7	6·1	4·1
40—Chatham	23·5	5·3	16·4	3·4	5	8·8	9·2	13·6	11	11·4	9·9	5·1	3·3
41—Windsor	21·5	5·3–6·7	15·5	3·2	4·9	8·4	9·4	13·1	10·7	11·1	11	5·4	3·2
42—Sarnia	24·5	6	18	3·1	4·9	9·1	9·3	13·9	11·2	11·7	11	6·7	3·6
43—Owen Sound	21·3	5·7	16·7	3·1	4·8	9·2	9·5	13·1	10·7	11	10	5·6	4
44—North Bay	24·9	6–6·7	16	4	5·6	9·7	10	13·9	11·4	12	11·7	6·3	4·4
45—Sudbury	23·3	6·7	14·3	3·9	5·7	8·9	9·2	13·3	11·5	12·4	10·9	5·8	4·8
46—Cobalt	25·1	6·7	14·3	3·7	5·1	9·4	9·7	14·7	12·7	12·7	12·1	6·5	4·6
47—Timmins	23·5	6·7	15·7	4	6	9·6	10·7	13·9	12·2	12·4	11·7	5·8	4·6
48—Sault Ste. Marie	23·4	6·7	17·7	3·8	5	9·2	9·8	14·3	11·8	12·7	11·5	6·7	4·9
49—Port Arthur	24·6	6–6·7	21·9	3·7	5	9·3	9·6	12·5	10·7	10·7	10	6·4	4·7
50—Fort William	24·8	6–6·7	18·5	3·7	5·2	8·6	9·3	13·6	11·3	11·2	11·2	6·5	4·9
Manitoba (average)	**25·2**	**7·0**	**17·6**	**3·6**	**5·2**	**9·1**	**9·8**	**14·6**	**12·4**	**12·2**	**10·7**	**6·7**	**3·8**
51—Winnipeg	24·9	6·4–8	16·2	3·5	5	8·9	9·6	14·4	12·3	12·1	11·3	6·7	3·4
52—Brandon	25·4	6·4–7·1	18·9	3·7	5·3	9·3	10	14·8	12·5	12·3	10·1	6·7	4·2
Saskatchewan (average)	**25·0**	**6·9**	**20·4**	**3·7**	**5·3**	**8·8**	**9·7**	**15·0**	**13·1**	**13·1**	**10·9**	**7·1**	**4·5**
53—Regina	25·6	6·4–7·2	19·1	3·6	6	8·8	9·5	14·9	13·1	13	11·4	6·6	4·7
54—Prince Albert	24·7	6·4	20·6	3·9	5·5	8·9	9·7	15·4	13·3	13·6	11	8·5	4·7
55—Saskatoon	24·7	7·2	21·9	3·6	4·9	8·6	10·1	15	12·9	13·1	11·1	7	4·4
56—Moose Jaw	25	7·2	19·8	3·7	4·6	8·7	9·5	14·7	13·1	12·7	10·2	6·2	4·2
Alberta (average)	**26·5**	**7·8**	**19·7**	**3·7**	**5·5**	**8·8**	**9·8**	**14·4**	**12·7**	**12·5**	**10·5**	**6·7**	**4·3**
57—Medicine Hat	26	8	20·4	3·8	6	8·9	10·1	14·5	13·1	12·4	9·6	6·9	4·2
58—Drumheller	26·2	7·1–8	20·8	3·6	5·5	8·4	9·5	14·9	13·1	12·9	10·7	6·4	4·4
59—Edmonton	25·9	7·2–8	19·6	3·6	5·2	8·8	9·1	14·1	12·4	12·4	11·6	6·9	4·4
60—Calgary	27·4	8	18·7	3·7	5·5	8·9	9·8	14·3	12·5	12·3	11·1	6·7	4·1
61—Lethbridge	27	8	19·2	3·8	.....	8·9	10·6	14·4	12·3	12·3	9·3	6·6	4·6
British Columbia (average)	**26·9**	**8·6**	**22·2**	**3·8**	**5·6**	**9·0**	**8·4**	**13·9**	**12·7**	**12·5**	**11·3**	**7·8**	**4·7**
62—Fernie	27·1	8 c	21·2	3·9	5·7	8·8	9·1	13·8	12·9	12·7	11·4	8	3·6
63—Nelson	26·2	9	25	4	5	9	9	14·7	14·3	14·3	11·2	9	5
64—Trail	25	9	21·5	3·7	6	9	8·4	12·6	12·2	12·2	10·6	8·2	5
65—New Westminster	26·9	8·3–8·8	21	3·7	5·4	8·4	7·8	13·4	12·4	11·9	12	6·7	4·5
66—Vancouver	26·3	8·3–8·8	21	3·7	5·2	8·8	8·1	13·3	11·6	11·8	9·6	6·6	4·2
67—Victoria	27·9	8	21·5	3·9	6	9·2	8·5	14	11·9	11·8	10·6	8	4·6
68—Nanaimo	28·7	8	21·3	3·5	5·3	9	8·6	14	12·8	12·3	12·3	7·7	4·7
69—Prince Rupert	26·7	9–10	25	4·3	6	9·7	7·7	15	13·1	13·1	12·7	8·2	5·1

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1941

Potatoes (d)		Apples												
Per 75 lbs. (f)	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar† (g)	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·065	**25·9**	**22·3**	**14·9**	**11·5**	**16·6**	**14·8**	**10·0**	**30·4**	**33·5**	†	**15·5**	†	**45·3**	
·957	**24·1**	**21·8**	**13·5**	**12·3**	**16·4**	**15·0**	**10·4**	**37·4**	**40·9**	**34·0**	**15·6**	**30·5**	**51·1**	
1·03	25·6	.....	13	11·9	15·2	15	12·5	41·1	46·3	33	15·5	30·3	50·7	1
1·042	25·1	25	15	13·6	15·6	14·7	10	38·2	38·3	33·6	14·9	29·1	52	2
·775	20·1	26·5	.....	11·8	17	13·5	10	36·5	40	33·2	15·4	31	52·5	3
1·00	25·6	19·2	12·5	11·5	17·1	17·3	9·5	32·9	37·1	33·7	16	30·6	50·5	4
·895	23·3	15	.....	11·5	17·3	15	9·6	37·2	44·7	35·7	15	31·5	53	5
1·00	25	23·5	.....	13·2	16·4	14·5	10·5	38·7	38·8	35	17	30·6	48	6
·642	**15·5**	**22·5**	**14·0**	**13·4**	**16·8**	**15·2**	**11·4**	**39·7**	**53·5**	**33·8**	**16·5**	**29·8**	**52·0**	7
·807	**21·1**	**20·4**	**15·5**	**11·6**	**16·2**	**14·6**	**9·9**	**37·3**	**39·2**	**34·0**	**15·6**	**32·1**	**49·2**	
·871	20·4	25·3	13	13·1	16·7	15	9·2	36·9	37·5	35·7	15·8	33·9	49·5	8
·806	20·6	22·1	18	11	15·7	14	9·4	36·1	38·6	33·4	14·9	31·9	49·6	9
·782	22	19	.....	11·2	16·4	14·5	9·9	33·2	39·8	34·7	15·1	31·3	49	10
·767	21·3	15	.....	11·1	16	15	11·2	43	41	32	16·7	31·2	48·7	11
·815	**21·1**	**22·9**	**13·0**	**11·8**	**16·9**	**13·9**	**8·0**	**29·9**	**32·5**	**30·2**	**15·1**	**29·9**	**43·8**	
·808	21·8	23·3	.....	12·5	17·9	14·9	8·2	31·1	33·9	30·2	15·9	29·8	46	12
·772	20·6	25	.....	11·5	15·9	13·6	7·7	28·2	33·5	31·2	15·5	30·6	44·4	13
·819	20·7	24·3	12	12·3	17·9	14·1	7·7	29	34·1	28·9	14·9	29·5	44·3	14
·809	21·7	20	.....	11·9	15·6	13·2	8·6	31·7	38	30·7	14·8	27·9	44·6	15
·824	20·3	.....	.....	12·1	16·7	13·3	7·7	32·9	33·2	31·4	14·6	30·4	42·7	16
·723	19·1	20	.....	11·9	17·6	14·3	7·4	28·2	32·1	30·3	14·6	31·4	43·1	17
·841	23·2	25	.....	12	18	13·1	8·8	33·6	35	31·2	16	33·4	45·3	18
·872	21·1	23·6	14	11·1	16·7	13·8	7·8	29·1	25·1	29	14·6	28·8	41·4	19
·864	21·7	22·1	.....	11·2	15·9	14·7	7·7	25·7	27·9	28·8	14·8	27·3	42·2	20
1·157	**27·4**	**22·5**	**13·3**	**11·3**	**16·4**	**15·2**	**9·1**	**29·2**	**32·0**	**30·5**	**15·6**	**27·8**	**43·2**	
·969	24·2	24	.....	10·9	16	15·3	8·7	27·5	28·4	29·9	15	27	43·4	21
1·049	25·2	25	.....	11·4	17·5	14·7	8·6	28·7	33·6	29·9	14·6	27·8	43·3	22
1·042	24·5	20·9	12·5	11·8	16·2	14·6	9·5	29·5	30·3	28·9	15·1	25·5	42	23
1·11	26·5	18·9	10	11·9	16	14·5	9	28·7	31·1	29·3	15·4	26·2	42·2	24
1·10	24·9	22·5	.....	11	15·4	15·1	8·8	28	33·5	30·2	15·7	26·8	41·4	25
1·107	25·8	21·7	.....	11·5	15·7	14·4	8·8	25·7	29·1	30·3	15	27·5	43	26
1·16	27	21	.....	10·4	15·8	14·8	9·1	27·5	27·5	31·2	15·2	28	43	27
1·136	26·8	22·7	.....	10·7	16·3	14·7	8·3	29·4	27·8	28·5	14·2	26·1	41·8	28
1·149	28	21·6	.....	11·2	16·7	14·6	9·4	27·7	33	29·5	14·3	28·3	44·2	29
1·181	27·8	.....	.....	11·5	15·8	15	9·2	28·4	32·2	29·7	14·3	27·2	43·6	30
1·15	27·7	22·6	.....	11·8	15·7	14·6	8·9	29·6	29·6	29·2	14·3	26	41·3	31
1·121	25·9	20·1	.....	12·1	15·7	14·8	8·5	31·1	30·3	29	14·6	26·9	42	32
1·153	28·2	23	.....	10·9	17	15	8·9	31·4	31·4	28·6	14·7	26·6	41·7	33
1·13	26	21	.....	11·3	15·8	14·7	8·4	28·1	28·7	29·8	14·4	26·7	41·5	34
1·138	27·4	20·4	.....	11·5	15·8	15·1	8·4	28·1	30·9	29·7	15	27	42·3	35
1·158	26	17·6	.....	11·7	15·2	14·4	8·4	31·7	31·4	29	14·6	26	43·7	36
1·125	27·3	29·7	.....	10·5	17	14·9	8·3	28	32·4	30·3	15·3	27·6	42	37
1·138	26·1	17·5	.....	11·2	16·7	14·2	8·9	30·1	30·3	29·1	14·4	26	42·1	38
1·223	27·9	17·4	.....	9·9	17	15	8·1	31·1	34·5	30·2	15·3	27·6	43	39
1·081	24·7	19·6	.....	11·2	16·7	14·9	7·6	27·9	28·9	28·9	14·9	27	41·4	40
1·123	23·7	20·3	.....	10·1	15·2	14·9	8·3	26·1	27·7	30·2	14·6	27·2	41·3	41
1·135	25·3	17·2	.....	11·9	15·9	15·4	9·1	30·5	31·7	31·3	15·7	29·1	42·2	42
1·20	28	20·4	.....	11·4	16·8	15·4	.....	32·6	35·6	29·8	15	28·8	40·8	43
1·235	32·7	30	.....	11·8	16·4	15·8	9·7	31·8	34·9	32·8	16·4	28·7	45·5	44
1·143	29	25	.....	10·8	16·6	17	9·1	25·4	34·4	30·8	15·2	28·4	45·7	45
1·335	34·6	.....	17	12·4	18	16·3	10	34	37·1	34·8	17·2	32·8	47·6	46
1·279	32·4	.....	.....	11·8	16·9	16·9	11	29·3	35	33·1	16·9	30·3	46·9	47
1·21	28·7	24·9	18	12	16·2	15·7	10·9	28·7	34·5	31·4	15·8	28·5	45·6	48
1·306	30·4	30·6	12·5	11·4	17·2	17·4	10·3	32·2	38·3	35·8	13·8	30	46·2	49
1·318	30·2	32	10	11	18·1	15·7	11·6	28·3	37·2	33·7	14·1	30·9	46	50
1·070	**25·3**	.....	**14·5**	**11·2**	**16·8**	**15·4**	**11·7**	**29·7**	**31·9**	**61·2**	**15·2**	**49·6**	**44·4**	
1·139	26·8	.....	14	11·2	17·5	14·9	10·8	28·2	29·9	59·9	14·5	49·2	43·7	51
1·001	23·7	.....	15	11·2	16	15·8	12·5	31·1	33·8	62·4	15·8	50	45·1	52
1·092	**26·3**	.....	**14·5**	**11·9**	**15·8**	**15·5**	**12·2**	**29·5**	**31·0**	**61·2**	**16·3**	**50·6**	**48·9**	
1·113	26·9	.....	15	12·3	16·9	14·7	12·3	29·6	29·6	61·4	16·1	51·9	49·7	53
1·223	25·5	.....	15	12·5	16·2	17·8	12·2	32·2	33·5	62·3	16·6	52·2	50	54
1·033	26	.....	13·8	11·7	15·5	14·8	12·3	29	31·2	61·2	16	50·7	47·5	55
·998	26·6	.....	14	11·2	14·4	14·7	12	27·3	29·7	59·7	16·5	47·7	48·5	56
·793	**22·4**	.....	**17·5**	**11·2**	**17·7**	**15·0**	**13·2**	**27·3**	**30·9**	**58·9**	**16·9**	**49·2**	**47·0**	
·779	22·1	.....	.....	10·8	17·9	15	12·7	28·9	30·4	59·3	16·3	50·5	46·7	57
·921	22·6	.....	17	11·5	18·6	15·3	13·6	26·8	34·2	61·5	17·9	52·3	51·2	58
·728	19·3	.....	15	11·8	17·1	14·5	13·2	29·5	29·5	56·1	16	48·6	46·7	59
·879	25·7	.....	19	10·5	17·2	15·2	13	25·9	33·2	57·6	16·6	45·4	45·4	60
·659	22·2	.....	19	11·5	17·5	15	13·7	25·3	27·4	60	17·5	49	45·2	61
1·422	**32·8**	.....	**17·5**	**10·9**	**17·5**	**14·0**	**11·5**	**28·4**	**32·6**	**58·0**	**16·3**	**47·6**	**44·8**	
·815	25	.....	.....	12·2	17·1	15·4	10·1	30	34	62	17·9	56	49·5	62
1·59	35	.....	.....	12·5	18·5	15	15	30	42·5	62·5	17·7	50	45	63
1·48	34·2	.....	.....	10·9	18·5	14·1	12·6	27	33·5	61	18	49·2	48·3	64
1·321	31	.....	19	9·5	16·6	12·8	9·7	26	27	52·7	14·9	42·2	41·4	65
1·405	32·3	.....	16	10·1	16·2	13·1	9·6	27·7	27·7	53·9	15	43·5	40·7	66
1·597	38·5	.....	.....	10·5	17·2	13·4	10·5	28·8	32·8	57·9	14·8	44·2	42·1	67
1·594	30·4	.....	15	10·8	18	13·7	12·2	27·6	31·9	54·1	15·5	45·7	44·6	68
1·576	36·2	.....	20	10·4	17·5	14·7	12·6	29·8	31·7	60	16·7	50	46·5	69

f. Since August, 1939, quotations have been for 100 lbs. g. Formerly raspberry jam. † Ontario and east, 32 ounce jar with pectin; Manitoba and west, 4 pound tin, pure.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**7·5**	**7·4**	**45·7**	**68·9**	**19·5**	**15·5**	**4·2**	**12·3**	**4·9**	**15·839b**	**10·026**
Nova Scotia (average)	**7·4**	**7·2**	**52·8**	**69·5**	**19·8**	**10·0**	**4·5**	**12·5**	**5·1**	**17·250**	**8·040**
1—Sydney	7·5	7·2	52·5	69·6	21·2	10	3·6	12·7	5·1	.....	6·90– 7·25s
2—New Glasgow	7·1	6·9	52·4	69·4	21·2	10	4·7	12·9	5	.....	6·75– 7·00s
3—Amherst	7·2	6·9	52	71	17	.....	4·7	12	5·2	.....	6·75– 8·75
4—Halifax	7·6	7·4	51·8	69·1	23·3	10	4·6	12·8	5·1	17·25	8·50-10·50
5—Windsor	7·6	7·4	53·5	70	17·2	.....	4·2	12·2	5	.....	.....
6—Truro	7·4	7·2	54·5	67·7	18·6	.....	5	12·2	5	.....	8·00-10·00
7—**P.E.I.**—Charlottetown	**7·5**	**7·1**	**52·5**	**70·0**	**17·7**	**15·0**	**3·5**	**12·5**	**4·9**	**17·000**	**9·650-10·150**
New Brunswick (average)	**7·5**	**7·3**	**53·0**	**69·5**	**18·5**	**10·0**	**4·0**	**12·1**	**5·0**	**16·500**	**10·625**
8—Moncton	7·4	7·2	56·1	70	19·6	10	4	12·5	5	g	10·00-10·50g
9—Saint John	7·5	7·2	49·7	70	19	10	4·4	12·2	5	16·50	12·00-13·00
10—Fredericton	7·3	7·2	53·3	69·6	18·2	.....	3·5	11·9	5·1	.....	10·00-10·50
11—Bathurst	7·9	7·6	53	68·3	17·3	.....	4·2	11·8	4·7	.....	9·50
Quebec (average)	**7·1**	**6·9**	**44·7**	**74·6**	**20·6**	**14·8**	**4·1**	**11·2**	**4·9**	***15·847**	***9·636**
*12—Quebec	7·2	7	44·3	77·5	20·5	15	4·1	11·9	5	15·00	10·50
*13—Three Rivers	7·3	6·9	46·6	78	21·9	.....	4·3	11·3	4·7	15·50	8·50– 8·75
*14—Sherbrooke	7·1	7	41·5	74·3	20·9	15	4·2	11	4·9	16·50	10·00-11·75
*15—Sorel	7	6·8	46·7	72·2	19·4	.....	3·7	10·3	4·9	15·25–15·50	8·00– 9·00
*16—St. Hyacinthe	7·1	6·9	42·3	77	21	.....	4·4	11	4·9	15·25	9·00– 9·50
*17—St. Johns	6·9	6·9	44·8	72	19·1	.....	4·6	11·2	5	15·00	9·00-10·50
*18—Thetford Mines	7·2	6·8	43·9	72·4	21·3	15	4	11·5	4·9	18·00	11·00
*19—Montreal	6·8	6·7	46	75·2	19·3	14	3·7	11·4	4·9	16·00	8·00– 8·50
*20—Hull	7·3	7	45·9	73	22·1	.....	4	11·3	5	15·90	9·00-10·95
Ontario (average)	**7·5**	**7·3**	**44·6**	**69·4**	**19·2**	**13·4**	**4·2**	**12·0**	**4·9**	**15·627**	**11·236**
21—Ottawa	7·2	7	45·5	68·5	18·9	.....	4	10·9	4·9	15·90	10·45
22—Brockville	7·2	7	42·5	67·3	20·3	.....	4·8	10·5	4·9	15·00	8·00– 8·50
23—Kingston	7·2	6·9	42·3	64·5	17·4	13	4·4	11·8	4·8	15·50	8·75
24—Belleville	7·6	7·5	46·3	67·2	18·2	10	4·4	11·8	5·1	15·00	9·50-12·50
25—Peterborough	7·5	7·3	49	64·9	19·3	15	4·4	11·9	4·9	16·00	10·50-14·00d
26—Oshawa	7·6	7·4	46·2	65·2	19·3	12	3·8	11·5	5·1	15·50	9·50-13·50d
27—Orillia	7·5	7·3	43·8	69·7	19	.....	4·5	11	4·8	16·00	9·75-13·50d
28—Toronto	7·1	7	46·3	66·4	17·5	12	4	11·5	4·9	13·75	11·25
29—Niagara Falls	7·7	7·5	43·6	68·5	19·6	.....	4·2	12·4	4·7	14·00–14·50g	8·00-11·50g
30—St Catharines	7·7	7·4	44·9	70·5	18·7	.....	4·2	12·4	4·9	14·90g	8·00-13·50g
31—Hamilton	7·3	7·2	43·8	66·6	19·4	10	4·1	11·5	4·6	14·50	10–25–11·25
32—Brantford	7·3	7·3	47·6	73	18·9	12	4·1	11·3	5	15·50	9·00-13·25d
33—Galt	7·7	7·5	45·7	68·1	19	10	3·8	11·4	4·6	15·25	10·50-13·00d
34—Guelph	7·6	7·5	42·3	67	18·6	.....	3·8	12·3	4·9	15·50	9·50-13·00d
35—Kitchener	7·4	7·4	40·4	71·3	19·3	.....	4	11·9	4·7	15·50	9·00-13·00d
36—Woodstock	7·3	7·3	45·8	70·2	18·7	.....	4·5	11·3	5	15·50	9·00-13·50d
37—Stratford	7·7	7·4	43·4	71·6	19·1	.....	4·1	12·6	4·9	15·25	10·00-12·50d
38—London	7·5	7·3	44·6	70·4	17·3	10	4·1	11·6	4·8	15·25g	11·50-12·50g
39—St. Thomas	7·5	7·4	44·9	72·4	19·1	.....	4·1	11·5	5·1	15·00g	9·50-12·50g
40—Chatham	7·5	7·4	44·5	68·9	18	.....	4	11·4	4·8	15·00g	9·00-11·50g
41—Windsor	7·4	7	40·3	65·4	18	15	3·6	11	4·6	15·00g	9·50-11·50g
42—Sarnia	7·7	7·6	44·7	75·7	18·7	.....	4·4	12·4	4·9	15·50g	8·75-10·00g
43—Owen Sound	7·4	7·2	48·8	73·1	18·4	.....	4·8	11·3	4·8	15·50	8·50– 9·00
44—North Bay	7·8	7·5	49·4	73·9	21·5	.....	5	14·3	5	16·50	14·00
45—Sudbury	7·5	7·3	42·7	70·5	21·3	15	4	13·8	4·8	17·00	11·00-14·50d
46—Cobalt	7·8	7·7	45·5	73·7	21·7	.....	4	13·3	5	18·25	13·00d
47—Timmins	7·7	7·6	42·1	71·6	20	18	4·5	13·3	5	19·00	12·50-16·50d
48—Sault Ste. Marie	7·4	7·3	44·7	70	20·5	.....	4·2	13	4·7	16 00	9·50-12·25d
49—Port Arthur	7·3	7·2	42·2	68·5	19·9	20	4	12·2	4·9	16·00	12·25-14·00d
50—Fort William	7·7	7·6	44·3	67·7	20·6	15	4·4	12·1	4·8	16·00	12·25-13·75d
Manitoba (average)	**7·9**	**7·8**	**42·7**	**65·2**	**19·4**	**14·0**	**3·6**	**13·1**	**5·1**	**19·000**	**9·050**
51—Winnipeg	7·8	7·7	42·8	64·7	19·1	13	3·9	12·4	5·2	19·00	6·25-13·75h
52—Brandon	8	7·9	42·6	65·6	19·7	15	3·3	13·7	5	.....	5·00-11·20h
Saskatchewan (average)	**8·3**	**8·3**	**43·6**	**65·1**	**19·5**	**18·8a**	**3·9**	**13·8**	**5·0**	.....	**8·469**
53—Regina	8·4	8·7	41·9	65·4	19·3	15	3·9	13·5	5	.....	5·25-12·50h
54—Prince Albert	8·5	8·4	47·8	65·6	21·3	20	4·4	14·3	5	.....	8·75- 9·75h
55—Saskatoon	8·2	8·2	43·1	65	21	20·1	3·7	13·8	4·8	.....	7·25- 9·60h
56—Moose Jaw	8	8	41·7	64·3	16·6	20	3·4	13·7	5	.....	5·25- 9·40h
Alberta (average)	**7·9**	**8·0**	**42·9**	**65·4**	**18·6**	**17·0a**	**4·0**	**14·0**	**4·9**	.....	**5·031**
57—Medicine Hat	8	8	41·8	68·1	17·4	.....	3·5	13·9	4·9	g	g
58—Drumheller	7·9	7·7	39·5	65	19·2	20	3·9	14·6	5·2	.....	4·25- 5·25h
59—Edmonton	8	8	47·2	65·3	19·8	15	4·5	13·5	4·9	g	3·00- 4·50h
60—Calgary	7·9	8·1	45·6	63·3	19·8	18	4	13·7	4·8	g	6·50- 7·25h
61—Lethbridge	7·9	8·2	40·6	65·2	17	15	3·9	14·2	4·8	.....	4·50- 5·00h
British Columbia (average)	**7·6**	**7·4**	**44·4**	**64·5**	**20·1**	**23·0a**	**4·4**	**12·9**	**5·0**	.....	**10·460**
62—Fernie	8	8	45·4	68·4	17·2	.....	4·4	14·6	5	.....	.....
63—Nelson	8	7·5	48·5	65	21·5	25	3·8	15	5	.....	9·50-11·00
64—Trail	7·7	7·7	43·2	66·2	23	25	5·4	13·5	5	.....	9·00-10·00
65—New Westminster	7	6·7	40·6	60·8	19·2	25	4·3	11	4·9	.....	10·00-11·50
66—Vancouver	7·1	7	41·1	62·5	19·4	18	4·3	11	5	.....	10·00-11·50
67—Victoria	7·9	7·5	45·7	64·1	20·6	20	3·9	12	5·3	.....	9·25-10·75
68—Nanaimo	7·4	7	45·6	62·4	19·2	.....	4·8	12·6	5	.....	7·47– 7·97s
69—Prince Rupert	7·6	7·4	45·3	66·7	20·5	25	4·5	13·8	5	.....	13·00-15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to con- $25–$35 per month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax for fuel.

AND RENTALS IN CANADA AT THE BEGINNING OF MARCH, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
12·737	**10·157**	**12·247**	**7·535**	**8·951**	**7·452**	**28·0**	**9·4**	**24·822**	**18·304**	
10·450	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·5**	**21·250**	**15·250**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·3	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00c	30	9·6	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·3	15·00–18·00	10·00–15·00	3
12·25	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·6	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·8	18·00–25·00	14·00–18·00	5
9·50–10·50	.....	.....	.....	.....	.....	.....	9·6	18·00–25·00	15·00–17·00	6
12·750	**8·500**	**10·000**	**6·000**	**7·000**	**7·500c**	**18·0**	**9·3**	**19·00–23·00**	**10·00–15·00**	7
12·500	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**28·3**	**9·5**	**24·125**	**17·375**	
12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	30g	9·5	20·00–32·00	15·00–20·00	8
13·25	8·00	12·00	6·00	7·00	7·00– 8·00	26·5	9·7	18·00–27·00	16·00–20·00	9
12·00–12·50	.....	.....	.....	.....	.....	.....	9·6	25·00	18·00	10
.....	.....	.....	.....	.....	.....	.....	9	23·00	16·00	11
***12·833**	***11·216**	***11·881**	***8·100**	***8·979**	***8·813**	**25·5**	**8·8**	**23·278**	**17·125**	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	8·9	22·00–32·00	.....	12
13·50	8·00	11·00c	6·00	9·00c	7·00c	.....	8·8	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	9·1	23·00–30·00	18·00–25·00	14
13·00	.....	.....	.....	.....	.....	.....	9	15·00–19·00	9·00–14·00	15
12·00–13·00	.....	.....	.....	.....	.....	.....	8·4	18·00–25·00	16·00–20·00	16
12·50	.....	.....	.....	.....	.....	.....	8·7	18·00–26·00	14·00–18·00	17
14·00	.....	9·00c	.....	6·75c	.....	25	9	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	26	8·8	22·00–33·00	19·00–22·00	19
13·25	8·00– 9·50	9·00–10·25	5·00– 6·00	6·25– 8·00	.....	.....	8·8	18·00–26·00	14·00–18·00	20
13·177	**10·967**	**13·223**	**8·643**	**10·506**	**9·050**	**26·1**	**9·3**	**26·211**	**19·580**	
12·00–13·25	9·00	10·00	6·50	7·50	9·00–10·00	25	9·2	20·00–30·00	15·00–22·00	21
12·50	.....	.....	.....	.....	.....	.....	9·5	18·00–24·00	14·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	25	9	20·00–28·00	18·00–20·00	23
13·00	10·00	12·00	8·00	9·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	10·00	11·00	5·00	6·00	5·00	22	9·1	22·00–30·00	16·00–20·00	25
13·50	13·00	14·00	10·00	11·00	9·00	20	9·8	25·00–32·50	15·00–22·50	26
14·00	9·00	10·00	6·00	7·50	.....	.....	9·7	20·00–27·00	15·00–22·00	27
12·00	14·00	16·00	10·00	12·00	12·00	25	8·8	28·00–37·00	20·00–28·00	28
12·25g	g	g	g	g	g	g	9·3	20·00–30·00	16·00–23·00	29
13·00g	g	16·00g	g	g	g	25	9·2	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	8·8	28·00–36·00	17·00–28·00	31
13·50	.....	14·00	.....	12·00	.....	25	9	22·00–32·00	16·00–24·00	32
13·25	.....	17·00–18·00	.....	13·00–14·00	10·00	25	9·3	20·00–27·00	15·00–20·00	33
13·50	14·00	15·00	10·00	11·00	.....	.....	9	22·00–30·00	18·00–22·00	34
13·50	14·00	16·00	11·00	13·00	.....	.....	9·2	20·00–32·00	16·00–22·00	35
13·50	.....	.....	.....	.....	.....	.....	8·9	20·00–26·00	15·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·5	20·00–26·00	15·00–20·00	37
12·50–13·00g	g	16·00g	g	13·00g	g	25g	9·5	25·00–36·00	20·00–26·00	38
13·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	25g	9·3	24·00–30·00	18·00–24·00	39
11·50g	g	g	g	g	g	g	9·3	20·00–26·00	14·00–20·00	40
12·00g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23g	8·9	25·00–37·00	20·00–27·00	41
13·00g	g	g	g	g	g	g	9·6	20·00–28·00	15·00–20·00	42
12·00	.....	.....	.....	.....	.....	.....	8·8	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	9·5	.....	.....	44
15·50	.....	11·25–13·50	.....	9·00	9·00	30	9·6	30·00–40·00	25·00–30·00	45
.....	.....	10·50	.....	9·00– 9·75	.....	30	9·9	17·50	15·00	46
18·00	9·50	10·50	8·50	9·50	.....	35	9·5	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·6	22·00–32·00	16·00–22·00	48
13·00	7·50	8·75	6·50	7·75	.....	30	9·6	23·00–33·00	17·00–23·00	49
13·00	8·00	9·00	7·00	8·00	.....	30	9·5	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**7·813**	**8·563**	**7·000**	**30·3**	**9·4**	**26·750**	**19·500**	
13·25–15·75	.....	.....	6·25– 9·00	7·25–10·00	6·50– 7·50	32·5	9·4	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	28	9·4	18·00–26·00	14·00–20·00	52
15·667	.....	.....	**6·750**	**8·500**	**9·250**	**27·5**	**9·7**	**26·750**	**19·625**	
14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	9·6	28·00–37·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·8	20·00–27·00	15·00–20·00	54
.....	.....	.....	6·00– 8·50	7·00– 10·50	7·25	28	9·8	22·00–30·00	15·00–22·00	55
14·00	.....	.....	.....	10·00–11·00c	11·00c	25	9·5	22·00–28·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**29·0**	**9·8**	**25·750**	**18·250**	
g	g	g	g	g	g	g	10	21·00–27·00	15·00–21·00	57
.....	.....	.....	.....	.....	4·50	30	9·7	r	r	58
g	g	g	5·00g	6·00g	g	30g	9·5	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	9·8	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	30	10	20·00–32·00	15·00–20·00	61
10·178	.....	.....	**7·344**	**7·429**	**4·380**	**35·0**	**9·8**	**23·188**	**17·563**	
.....	.....	.....	.....	.....	.....	.....	9·6	16·00	14·00	62
10·50	.....	.....	8·00–8·75	9·50–10·00	.....	40	10·5	20·00–30·00	18·00–20·00	63
10·89	.....	.....	7·50– 8·50	8·25– 9·75	.....	40	8·3	25·00–32·00	20·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·5	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·25	30	9·7	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	35	10·8	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	5·00	.....	10	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00i	8·00–12·00i	.....	35	10·2	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite. dition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses, of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Mar. 1926	Mar. 1929	Mar. 1930	Mar. 1933	Mar. 1937	Mar. 1938	Mar. 1939	Mar. 1940	Feb. 1941	‡ Mar 1941
*All commodities	567	64·0	127·4	155·9	97·3	101·3	95·6	91·8	64·3	85·4	83·1	73·2	83·2	85·2	86·0
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	99·9	88·5	84·9	51·8	90·6	85·1	60·7	74·9	72·5	74·0
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	103·7	110·0	106·1	58·4	74·9	79·1	73·3	79·9	84·3	85·2
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	103·1	92·8	85·8	67·7	73·9	68·4	65·8	83·5	84·5	85·3
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·4	94·9	91·8	62·7	77·3	79·0	76·3	87·2	92·4	92·4
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·6	93·5	92·5	85·0	100·1	103·2	97·4	102·5	107·5	107·5
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	103·1	107·1	93·1	59·8	97·6	71·3	70·1	76·4	77·7	77·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	101·7	92·7	93·3	84·8	85·5	87·0	85·2	87·3	91·4	91·5
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·9	95·0	94·1	81·8	81·6	80·5	77·9	85·6	91·9	93·3
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	101·9	94·6	93·3	69·3	78·3	79·1	74·1	83·0	85·7	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	102·3	98·8	100·2	59·8	79·4	81·2	72·2	79·6	82·5	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	101·7	91·8	88·7	75·7	77·5	77·7	75·4	85·2	87·9	.....
II. Producers' Goods	402	67·7	133·3	164·8	98·8	100·7	96·1	89·5	59·5	88·7	82·5	68·1	80·0	80·6	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	103·3	94·1	96·2	87·1	92·3	94·5	94·9	96·6	102·3	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	100·4	96·3	88·8	56·4	88·3	81·2	65·1	78·1	78·2	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	101·4	100·6	96·1	75·1	97·3	91·0	87·4	94·7	100·1	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	100·2	95·4	87·2	53·2	86·8	79·5	61·3	75·3	74·5	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	100·8	88·1	83·1	52·5	85·1	80·0	58·9	72·1	71·0	.....
B. Animal	105	70·1	129·0	146·0	95·9	104·2	107·0	103·0	59·5	77·1	79·2	73·8	82·7	85·4	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	101·0	98·0	91·1	44·6	90·0	83·0	65·1	71·3	68·3	69·1
II. Marine	16	65·9	111·7	114·1	91·7	97·3	105·4	97·4	58·5	66·3	73·3	67·6	78·4	83·7	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·4	94·7	91·6	63·1	77·1	78·6	76·0	86·9	92·0	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	101·4	93·5	91·2	80·0	90·0	87·3	84·8	89·0	92·8	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	101·7	96·6	89·8	52·1	86·8	79·6	65·1	76·4	77·7	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	101·5	93·2	91·3	67·8	79·6	82·0	73·2	82·0	83·7	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in Other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended March 28, 1941; monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE accompanying tables which appear quarterly give the official and certain other index numbers of the cost of living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

Since these tables are compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measure of control over prices and distribution has been put in force with consequent effect upon prices. In some of these countries the publication of price data has been suspended and in the case of Germany direct information is unobtainable although information contained in the official publications of neutral countries and in the press is noted.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100 was 150·0 for February, an increase of 0·3 per

cent for the month. The principal changes in the month were an increase of 2·2 per cent in cotton, one of 1·8 per cent in miscellaneonus industrial materials and manufactures and a decrease of 1·1 per cent in cereals.

Cost of Living.—The Ministry of Labour's index number, on the base July, 1914=100, was 197 at February 1, an advance of ½ of one per cent for the month. Food was slightly lower than a month earlier, the principal changes being reductions in the prices of eggs and increases in some kinds of fish and potatoes. Clothing prices rose 3 per cent for the month and retached a level 65 per cent higher than at September 1, 1939. There were small increases also in the fuel and light and the sundries groups.

United States

Wholesale Prices.—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 80·6 for February, a decrease of 0·2 per cent for the month. There was an increase in textile products and in house-furnishing goods; fuel and lighting materials were unchanged; in each of the other seven groups, a decrease was shown, the largest being one of 1·8 per cent in agricultural products.

Cost of Living.—The Bureau of Labour Statistics index number of the cost of goods purchased by wage earners and lower salaried workers in large cities, on the base 1935-1939=100, was 100·8 at the middle of February, an increase of 0·1 per cent for the month and one of 2·2 per cent over the August, 1939, level. Only very slight changes were recorded in the different groups from the January 15 level.

The index number of the National Industrial Conference Board, on the base 1923=100, was 86·1 for February, an increase of 0·1 per cent for the month, and of 1·2 per cent over the February, 1940, level.

TABLE I.—INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country:	Canada		United States			Great Britain		Eire	Germany	Sweden		India	Japan	Australia	New Zealand
Description of Index	Foods 69 cities Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living	Cost of Living	Cost of Living	Foods	Cost of Living	Cost of Living, Bombay	Cost of Living, Tokyo	Foods, groceries and housing, 30 towns	Cost of Living
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	July 1914	July 1914	1913-1914	July 1914	July 1914	July 1933 -June 1934	July 1914	1923-1927=1000	1926-1930=1000
			(c)	(c)		(b)	(b)	(c)							
1913	88·3	79·7	79·9	70·7											
1914—July	(a) 91·9	(a) 80·0	(h) 83·9	(h) 72·6	61·3	100	100	100		100	100				628
1915—July	(a) 92·7	(a) 81·6	(h) 83·9	(h) 74·0	61·0	132	125								(a) 676
1916—July	(a) 103·3	(a) 88·3	(h) 100·6	(h) 82·4	65·4	161	148								(a) 724
1917—July	(a) 133·3	(a) 104·5	(h) 125·4	(h) 97·8	77·6	204	180								(a) 786
1918—July	(a) 152·8	(a) 118·3	(h) 149·6	(h) 118·0	(e) 90·5	210	203			258	219				(a) 850
1919—July	(a) 163·3	(a) 130·0	(e) 148·5	(e) 121·0	102·4	209	208			318	257				(a) 912
1920—July	(a) 188·1	(a) 150·5	(e) 185·0	(e) 149·4	122·6	258	252			287	270				(a) 1019
1921—July	(a) 143·9	(a) 132·5	(i) 129·2	(i) 125·3	101·3	220	219			231	236			(a) 977	(a) 1034
1922—July	(a) 121·9	(a) 121·3	(e) 121·0	(c) 119·5	97·2	180	184			178	190		(a) 236		(a) 952
1926—July	(a) 133·3	(a) 121·8	(e) 137·8	(e) 126·4	103·4	161	170	182	142·4	156	172		(a) 199	(a) 1015	(a) 1010
1928—July	(a) 131·5	(a) 120·5	(e) 129·7	(e) 122·1	100·3	157	165	173	152·6	155	173		(a) 184	(a) 1004	(a) 1006
1929—July	(a) 134·7	(a) 121·7	(e) 131·3	(e) 122·1	100·3	149	161	174	154·4	148	169		(a) 181	(a) 1044	(f) 1003
1930—July	(a) 131·5	(a) 120·8	(e) 128·1	(e) 120·3	95·8	141	155	168	149·3	138	164		(a) 155	(g) 963	(f) 980
1933—July	(a) 84·9	(a) 94·4	(e) 82·2	(e) 90·8	75·7	118	138	(f) 149	118·7	120	153			(g) 771	(f) 796
1937—July	103·7	101·5	106·3	(e) 102·8	88·9	140	155	(f) 170	126·2	138	162	107	172	(g) 872	(f) 927
1938—July	104·7	102·6	98·5	(e) 100·9	86·5	146	159	(f) 173	126·8	143	166	106	199	(g) 914	950
1939—July	99·0	100·8	94·3	(e) 98·6	84·9	139	156	(f) 173	127·3	147	169	105	(c) 221	(g) 932	987
1940—January	104·5	103·8	94·8	(e) 99·6	84·6	157	174		127	154	178	114	(c) 247	(g) 931	1008
February	104·5	103·8	96·6		85·1	161	177	197	127			112	(c) 251		1013
March	104·8	104·6	95·6	99·8	84·8	161	179		129			110	(c) 254		1012
April	104·8	104·6	96·2		85·0	158	178		129	163	186	110	(c) 259	(g) 948	1017
May	104·4	104·9	97·0		85·2	159	180	204	130			111	(c) 263		1029
June	103·8	104·9	98·3	100·5	85·5	158	181		131			111	(c) 263		1026
July	105·3	105·6	97·4		85·7	168	187		132	170	193	113		(g) 944	1027
August	105·4	105·9	96·2		85·4	164	185	206	133			114			1042
September	105·4	106·4	97·2	100·4	85·7	166	187		132			112			1050
October	106·1	107·0	96·2	100·2	85·5	169	189		130	172	197	113			1048
November	108·7	107·8	95·9	100·1	85·5	172	192	214	130						1052
December	109·1	108·0	97·2	100·7	85·9	173	195		131						1051
1941—January	109·7	108·3	97·8	100·7	86·0	172	196		132	180	204				
February	108·8	108·2	97·9	100·8	86·1	171	197								
March	109·0	108·2													

(a) Average for year. (b) First of month. (c) Middle of month. (e) Figure for previous month. (f) Figure for following month. (g) Quarter beginning in specified month.
(h) December. (i) September.

TABLE II.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion Bureau of Statistics	Bank of Commerce	Bureau of Labour Statistics	Board of Trade	Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	81	784	200	45	400	78	188	43	56	92	180
Base period	1926	1923	1926	1930	1867-1877	1913	July, 1914	1910=1000	July, 1914	1913	1911=1000	1936-1930=1000
		(c)			(d)		(b)	(b)				
1913	64·0	.....	69·8	.....	85·0	100	.....	1125	.....	(a) 100	1088	.....
1914—July	64·4	.....	67·3	.....	82·4	.....	100	(a) 1090	100	.....	(a) 1098	(a) 748
1915—July	70·3	.....	69·3	.....	106·4	.....	.....	(a) 1204	.....	.....	(a) 1822	.....
1916—July	81·4	.....	83·4	.....	130·5	.....	.....	(a) 1379	.....	.....	(a) 1505	.....
1917—July	118·6	.....	123·0	.....	176·9	.....	.....	(a) 1583	.....	.....	(a) 1715	.....
1918—July	127·7	.....	132·0	.....	193·1	.....	.....	(a) 1723	(a) 237	.....	(a) 1954	.....
1919—July	129·8	136·15	141·1	.....	206·4	.....	.....	1810	(a) 222	.....	(a) 2008	.....
1920—July	164·1	186·49	165·8	.....	254·6	.....	.....	2613	221	(a) 239·4	2671	.....
1921—July	104·8	107·36	93·4	.....	158·2	.....	178·6	1688	200	(a) 200·3	1813	.....
1922—July	98·7	98·65	99·4	.....	134·0	.....	161·3	1423	190	(a) 195·8	1789	.....
1926—July	(e) 100·1	98·09	99·5	.....	126·0	133·1	145	1368	149	(a) 178·8	1843	.....
1928—July	96·0	95·66	98·3	.....	120·8	141·6	144·1	1335	147	(a) 170·8	1795	(a) 994
1929—July	97·2	104·25	98·0	.....	115·2	137·8	142·8	1289	145	(a) 166·1	1813	(a) 988
1930—July	85·3	86·24	84·0	99·7	94·4	125·1	125·8	1121	124	(a) 136·8	1644	(a) 963
1933—July	70·5	72·39	68·9	86·8	81·7	93·9	91·7	1072	100	(a) 135·6	1455	(a) 904
1937—July	87·6	91·86	87·9	111·5	105·6	106·4	112·4	1141	106	180·5	1703	(a) 1021
1938—July	78·6	79·04	78·8	100·6	91·1	105·6	106·4	1160	100	192·2	1726	1035
1939—July	72·6	69·89	75·4	98·1	88·7	107·0	106·5	1123	100	204·3	1613	1065
1940—January	82·6	80·67	79·4	125·3	124·1	108·2	127·7	1230	128	241·7	1649	1120
February	82·8	80·23	78·7	128·3	124·5	108·4	129·7	1238	124	239·2	1658	1135
March	83·2	80·27	78·4	128·8	123·4	109·4	132·1	1248	119	235·7	1681	1155
April	83·1	80·53	78·6	132·2	126·0	110	134·2	1258	121	237·2	1704	1175
May	82·1	77·94	78·4	133·7	128·0	110	134·9	1266	118	235·6	1706	1185
June	81·6	77·12	77·5	134·4	130·0	110	139	1266	114	.....	1702	1190
July	82·4	77·87	77·7	139·7	129·5	111	141	1269	115	.....	1699	1205
August	82·7	76·71	77·4	140·1	131·5	111	146	1273	112	.....	1731	1225
September	83·1	77·70	78·0	141·1	131·6	111	152	1287	113	.....	1764	1236
October	83·3	78·27	78·7	142·7	131·8	111	156	1312	115	.....	.....	1253
November	84·0	79·50	79·6	146·9	132·7	111	161	1315	.....	.....	.....	1258
December	84·2	78·85	80·0	148·6	134·5	111	164	1319	.....	.....	.....	1268
1941—January	84·6	78·96	80·8	149·5	134·9	111	.....	1333	.....	.....	.....	.....
February	85·2	79·10	80·6	150·0	.....	112	.....	.....	.....	.....	.....	.....
March	(i) 86·0	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (g) Until end of 1927 "Dr. Lorenz." (h) Prior to 1926, the number of commodities was 236; from January 1926 to December 1933, 502; and since January 1934, the number is 567. (i) Week ending March 28.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] MAY, 1941 [NUMBER 5

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

THE customary article on employment as reported by employers to the Dominion Bureau of Statistics is not available for publication at the time this issue of the LABOUR GAZETTE goes to press. This is due to the fact that the collection by the Dominion Bureau of Statistics of complementary data showing the earnings of those in employment has now been authorized, calling for the use of a new and more elaborate questionnaire.

As a result there have inevitably been delays in the preparation of the material in the offices of the co-operating establishments as well as in the tabulation of the statistics in the Bureau. However, it is expected that the data on employment, together with the additional information respecting the current earnings of those employed by the co-operating establishments will be published as usual in the next issue of the LABOUR GAZETTE.

A fuller explanation in regard to the current reports on employment and earnings appears elsewhere in this issue.

Business Statistics.—The table on page 492 gives the most recent statistics available reflecting industrial conditions in Canada. The index of the physical volume of business was 123·2 in March; 126·1 in February; 130·5 in January, the highest point in the record; and 106·3 in March, 1940. After adjustment for seasonal changes the indexes of mineral production and construction both recorded decline in March, while manufacturing, electric power output, and distribution of commodities were at higher levels. In manufacturing greater activity was indicated in the production of textiles, forestry products, and iron and steel. The index of the physical volume of business was about 16 per cent higher in March, 1941, than in March, 1940, substantial increases being recorded in all of the main groups. Information available for April shows wholesale prices continuing gradually upward both as compared with the previous month and with April, 1940. Gross earnings of the railways were little changed from the figures for March but were more than 35 per cent higher than in April, 1940. The number of cars of revenue freight was about the same as in March but was about 15 per cent greater than in April, 1940. The value of construction contracts awarded in April while much higher than in March was somewhat lower than in April, 1940, but the value for the first four months of 1941 was about 50 per cent greater than for the same period in 1940.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 108·6 at the beginning of April as compared with 108·2 for March; 104·6 for April, 1940; and 100·8 for August and September, 1939. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 86·7 for the week ended May 2, as compared with 86·0 for the week ended March 28. Comparative figures on a monthly basis for certain previous dates are 85·9 for March, 1941; 83·1 for April, 1940; and 72·4 for August, 1939, pre-war.

Strikes and Lockouts.—The number of strikes and lockouts recorded for April was 32, involving 19,406 workers with time loss of 75,430 man working days, as compared with 19 disputes during April, 1940, involving 13,839 workers and causing time loss of 64,914 days.

The important disputes during April of this year were those involving coal miners in Cape Breton Island, N.S., coal miners at Coleman, Alberta, steel factory workers at Hamilton, Ont., and steel rolling mill workers at Montreal, P.Q. Four other strikes of coal miners in Nova Scotia and New Brunswick also affected substantial numbers of workers and caused considerable time loss. The principal disputes in April, 1940, involved dress factory workers at Montreal, P.Q., seamen on the Great Lakes and St. Lawrence River, cotton factory workers at Milltown, N.B., foundry workers at Oshawa, Ont., and coal miners at Mountain Park, Alberta.

25769—1½

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

(Official statistics except where noted)

	1941			1940		
	April	March	February	April	March	February
(9) Trade, external, aggregate.. $	.....	210,977,483	190,163,962	170,672,197	160,199,036	143,355,624
(9) Imports, merchandise for consumption $	.....	107,982,222	89,631,628	85,979,519	76,733,896	71,041,553
(9) Exports, Canadian produce. $	124,394,487	101,918,653	99,596,443	83,565,008	82,719,395	71,078,946
Customs duty collected..... $	.....	14,364,899	12,281,977	11,518,132	9,702,993	9,016,645
Bank debits to individual accounts..... $	.....	2,838,145,853	2,540,182,412	2,938,297,836	2,412,660,476	2,955,217,112
(1) Bank notes in circulation.. $	.....	364,896,139	359,965,464	243,953,661	251,635,416	237,909,463
Bank deposits savings..... $	.....	1,702,704,381	1,687,027,047	1,671,538,370	1,661,151,503	1,658,990,498
Bank loans, commercial, etc... $	.....	1,015,263,785	1,006,445,346	934,261,407	984,161,915	981,919,794
Security prices, index numbers—						
Common stocks.....	‡64·5	66·8	66·5	88·4	90·3	90·2
Preferred stocks.....	.....	98·7	97·6	108·9	108·8	109·7
Index of bond yields, Dominion.....	‡95·8	95·8	96·1	100·2	101·9	101·9
(2) Prices, wholesale, index number.	†86·7	85·9	85·2	83·1	83·2	82·8
(2) Cost of living index number.....	108·6	108·2	108·2	104·6	104·6	103·8
Index, retail sales, unadjusted.....	.....	119·2	101·7	110·1	105·9	90·4
(3) Index, retail sales, adjusted.....	.....	129·3	130·8	110·0	112·3	111·5
Index, wholesale sales.....	.....	124·3	110·5	115·1	104·1	98·9
(2) Employment index number (employers' pay-roll figures)....	.....	135·3	135·2	111·9	113·5	114·4
(2) (4) Unemployment, percentage (trade union members).....	6·6	6·9	6·6	10·8	11·7	11·3
Railway—						
(5) Car loadings, revenue freight cars	230,728	230,532	217,663	201,817	178,990	189,959
Canadian National Railways, gross earnings.... $	24,648,000	23,528,006	20,243,494	17,666,164	18,049,624	17,722,756
Operating expenses..... $	.....	.....	15,352,471	13,708,319	13,801,408	13,756,285
Canadian Pacific Railway, gross earnings..... $	16,655,000	16,620,000	14,107,000	12,044,000	11,478,000	11,915,419
Canadian Pacific Railway. operating expenses, all lines $	.....	13,373,900	11,498,769	10,097,844	9,975,994	9,942,997
Steam railways, freight in ton-miles.....	.....	.....	3,126,613,000	2,784,653,000	2,559,486,000	2,757,080,000
(11) Building permits..... $	.....	8,368,161	5,850,843	10,927,440	5,577,266	3,912,789
(7) Contracts awarded..... $	23,567,200	13,991,900	24,704,600	25,905,000	11,726,100	11,768,900
Mineral Production—						
Pig iron.....tons	.....	102,038	91,165	84,210	91,772	87,032
Steel ingots and castings.....tons	.....	195,481	172,698	153,451	157,326	140,343
Ferro-alloys.....tons	.....	15,201	11,471	13,989	8,298	7,711
Gold.....ounces	.....	.....	412,730	418,636	429,862	405,365
Coal.....tons	.....	1,529,103	1,480,601	1,252,190	1,324,714	1,490,355
Timber scaled in British Columbia.....bd. ft.	.....	306,444,230	250,486,457	292,229,696	243,245,469	256,009,998
Flour production.....bbls.	.....	1,476,673	1,462,187	1,344,293	1,257,034	1,246,798
(6) Sugar, manufactured.....lbs.	49,950,676	60,847,403	43,313,001	59,710,134	34,864,788	33,158,321
Footwear production.....pairs	.....	2,524,243	2,215,864	2,186,128	2,242,756	2,279,562
Output of central electric stations, ...k.w.h.	.....	2,631,809,000	2,407,068,000	2,398,722,000	2,426,157,000	2,367,031,000
Sales of insurance..... $	.....	.....	31,254,000	31,899,000	29,898,000	31,562,000
Newsprint production.....tons	279,996	275,770	245,610	268,947	251,280	231,823
Automobile prod., cars, trucks, etc.	27,584	26,044	23,710	19,687	16,612	18,193
(8) **Index of Physical Volume of Business**.....	.....	123·2	126·1	120·0	106·3	108·6
INDUSTRIAL PRODUCTION.....	.....	133·5	138·3	134·0	115·0	117·0
Mineral production.....	.....	122·8	125·0	146·4	113·4	108·6
Manufacturing.....	.....	137·3	134·0	127·9	115·8	120·0
Construction.....	.....	139·0	223·8	179·6	116·5	116·4
Electric power.....	.....	115·8	115·7	112·3	106·8	113·7
DISTRIBUTION.....	.....	105·6	105·1	95·9	91·5	94·0
Trade employment.....	.....	.....	115·8	107·8	108·9	107·2
Carloadings.....	.....	122·9	118·8	110·7	96·0	108·8
Imports.....	.....	153·6	152·7	129·5	115·9	125·5
Exports, including gold.....	.....	147·4	148·2	121·4	120·4	107·3

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended May 2, 1941. ‡ For week ended May 1, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending April 26, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending April 19, March 22 and February 22 1941; April 20, March 23 and February 24, 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

In March, 1941, the number of disputes was 11, involving 1,135 workers and causing time loss of 3,515 days. The only dispute of importance concerned tannery workers at Oshawa, Ont.

Of the 32 disputes in April, 1941, twenty-seven were terminated during the month. Three terminated in favour of the employers involved, three in favour of the workers, seven were compromise settlements, and 14 were indefinite in result. Five disputes, involving approximately 500 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Employment Office Reports.—The reports of the Department of Labour from the offices of the Employment Service of Canada showed that the volume of business transacted during March, 1941, as indicated by the average daily placements, was 4 per cent above that of the preceding month and nearly 37 per cent more than that recorded during March last year. Nearly all groups showed improvement under both comparisons, the highest gains over February being in services, manufacturing and construction and maintenance and over March, in services and manufacturing. Vacancies in March, 1941, numbered 38,847, applications 71,967 and placements in regular and casual employment 35,521.

Unemployment in Trade Unions.—At the beginning of April 1941, the percentage of unemployment among local trade unions stood at 6·6 in contrast with percentages of 6·9 at the beginning of March, and 10·8 at the beginning of April, 1940. The percentage for April was based on returns compiled from 2,009 labour organizations with a total membership of 280,761 persons.

Industrial Disputes Investigation Act

During the past month reports were submitted by five Boards of Conciliation and Investigation. Another board presented an interim report. Twenty-four applications for boards were received and twelve boards were established.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section commencing on page 503.

Intervention of Minister of Labour in stoppages on war work

The Minister of Labour, Hon. Norman A. McLarty, personally intervened recently in two work stoppages in vital war industries by dispatching direct appeals to the parties concerned. In both cases work was resumed immediately.

On April 18, he sent the following appeal to 10,000 striking coal miners in Cape Breton:

"I make this appeal in the interest of our war effort to the employees of the coal mines of Nova Scotia now closed down.

"The high record of enlistment of the miners of the province in the armed forces is indisputable evidence of your loyalty to our cause in this world crisis; but I wonder if you realize that in this unnecessary cessation of work over a purely union issue—which can be settled by yourselves at your regular meetings and conventions—you are denying to Mr. Churchill and our fighting men the tools of war so urgently needed.

"On behalf of the Canadian people I ask you to resume work at once and to give us coal without stint."

On the same day the Minister sent the following message which was posted in the plant of the Halifax Shipyards:

"The Minister of Labour of Canada desires to draw the attention of the management and employees of the Halifax Shipyards to the fact that any strike or lockout is illegal at the present time.

"The minister further wishes to advise the management and employees that he proposes to establish forthwith a competent board or commission under the I.D.I. Act to investigate and report promptly on any matters presently in dispute.

"In the meantime management and employees are expected to recognize the necessity under war conditions of maintaining the plant in continuous operation.

"Both parties will be notified of dates of hearings without delay."

Reference to these disputes is given elsewhere in this issue on pages 537 and 538.

Appointment of Controller of National Steel Car Plant, Hamilton

The Associate Director General of Munitions in the Department of Munitions and Supply, Mr. E. J. Brunning, was appointed Controller of the Hamilton plant of the National Steel Car Corporation Limited, engaged in the manufacture of shells, etc., by Order in Council, April 29, 1941, P.C. 3040, to have the custody and control of the undertaking and in the name of the company to manage and carry

on the operations of the plant. This was done on the recommendation of the Minister of Munitions and Supply as a result of disputes referred to a Board under the Industrial Disputes Investigation Act which led to a cessation of work by a substantial number of employees which seriously interrupted and impaired the production of munitions following the failure of the Company to comply with the recommendations of an interim report of the Board, made on April 10, 1941. The interim report of the Board and an outline of the strike appear elsewhere in this issue. Operations were fully renewed in the plant at 7 a.m. on the following day April 30.

During the war from 1914 to 1918 owing to stoppages of work in coal mines in Alberta and the Crows Nest Pass area, British Columbia, a Director of Coal Operations was appointed, Mr. W. H. Armstrong of Vancouver, B.C. The Order in Council June 25, 1917, P.C. 1725, empowered the director to make investigations respecting prices, wages, hours and other conditions of labour and generally to control the operations of the collieries and coke ovens in the area known as District 18, United Mine Workers of America. The owners and the management of the mines and coke producing plants were required to comply with the orders of the Director who was empowered to fix wages and the selling price of coal and coke and take possession of any coal mine or coke producing plant within the district. In 1918 the Fuel Controller of Canada, Mr. C. A. Magrath, was similarly appointed Director of Coal Operations for the Maritime Provinces owing to disputes arising there.

Joint Board of Construction Industry agrees on no work stoppage

One of the results of the National Joint Conference of employers and employees in the Canadian construction industry held in Ottawa on February 10-12 under the auspices of the National Labour Supply Council was the establishment of a National Joint Conference Board —composed of nine representatives of employers and an equal number of employees— to act as a medium of consultation in matters affecting the industry's participation in the national war effort (LABOUR GAZETTE, February, 1941, pp. 117-124).

In thus forming a National Joint Conference Board, it was decided that it would operate through Zone Committees established throughout the Dominion and composed of two representatives from each group. Under this set-up, provision was made for adjustments of wages, hours of work and working conditions relative to the construction industry.

At a meeting of the National Joint Conference Board on April 15, under the convenership of A. J. Hills, chairman of the National Labour Supply Council, the functions of Zone Committees were further clarified, and a resolution adopted providing for no stoppage of work pending negotiations. This resolution is as follows:

In case of disputes arising through any cause concerning wages or working conditions in any construction project, or in case existing agreements expire and new agreements are held up on account of failure to agree on wage rates— or working conditions—before any strike or stoppage of work on the part of the men or lockout on the part of employers takes place, arbitration shall take place as set out below. In case arbitration fails to settle the difficulty, it is agreed that the matter shall be further referred to the National Joint Conference Board of the Construction Industry for further deliberation. It is the intent that there shall be no stoppage of work pending these negotiations and that every effort must and shall be made to deal with any disputes that may arise in this manner.

Where such an Arbitration Board is necessary, a joint committee shall be set up within seventy-two hours, consisting of three members and two alternates for each of the contending parties. This committee shall meet within forty-eight hours and shall arrive at a decision within seventy-two hours.

It is expressly declared that there shall be no stoppage of work on account of such troubles nor in sympathy with any other difficulties in other work.

If joint arbitration is unable to settle the difficulty, the question in dispute shall, as set out above, be further referred to the National Joint Conference Board of the Construction Industry before any stoppage of work takes place. This Board shall meet within five days from receipt of notice of reference and render its decision in two days.

Analysis of specialized occupations resulting from National Registration, 1940

The Department of National War Services and Dominion Bureau of Statistics has issued a report entitled *Specialized Occupations National Registration, 1940.*

As the title indicates, the report contains detailed statistics concerning registrants' occupations and other aptitudes, obtained as a result of the National Registration of the Dominion's population in August, 1940 (LABOUR GAZETTE, August, 1940, page 755).

At the time of the National Registration each person 16 years of age and over was questioned concerning the occupation then followed, the occupation usually engaged in, and any other work that the person could do well. Some 1,800,000 registrants between the ages of 16 and 69 inclusive reported that they were skilled in certain "specialized" occupations. These occupational classifications were selected on a broad basis to determine the persons who, by training or experience, might be fitted for employment in industries or services essential to Canada's war effort.

The registrants were classified by special occupations into three main categories, viz.: present occupation, regular occupation, and other. In this way a more exact indication of Canada's potential labour supply in individual occupations was obtained.

A total of 1,127,307 men and 262,762 women were engaged in specialized work in their "present occupation" at the time of the National Registration. Under the classification "regular occupation" were listed 402,901 men and 33,935 women whose regular work was specialized but was different from the work in which they were engaged in at registration. Included in this category were homemakers, retired persons, and others not gainfully occupied but who reported specialized occupations as their previous means of livelihood. Those who reported specialized occupations other than those falling within the classifications "present" and "regular" numbered 698,895 men and 63,507 women.

In the classification "manufacturing", 469,531 men and 120,548 women were working at their skilled occupation at registration; while 174,408 men and 10,312 women were skilled in manufacturing work but were employed at different occupations; and 297,533 men and 19,013 women possessed other skills.

"Transportation and communication" listed 164,887 men engaged in work requiring special skill; 51,414 were registered as skilled in work in this classification but were otherwise employed, while 102,023 men in this classification had other special skill.

In the professional service group, 84,479 men and 39,338 women were working at their professional occupation at the time of the registration; 33,046 men and 4,052 women possessed professional service skill but were employed in other occupations and 52,981 men and 4,878 women stated they had other aptitudes.

In a report on the preliminary statistical tabulations of all information obtained as a result of the National Registration, it is shown that of a total of 7,862,920 persons registered, 282,940 were employers, 875,030 were working on their own account, 3,106,040 were listed as employees, 306,520 as unemployed, 2,285,370 as homemakers, 298,260 as retired, 201,540 students, 490,960 as never having worked and 16,260 as invalid.

Intensive recruitment of steel ship builders for Canadian yards

Following action some time ago by the Department of Labour, the Honourable Norman A. McLarty has instructed the Unemployment Insurance Commission to do everything possible to locate speedily more skilled workers to assist in Canada's war time shipbuilding program.

"We all know that Britain needs ships, and that she looks to Canada to provide a large part of her needs", the Minister stated, in appealing to employers "who are not working on war orders, and who may have in their employ competent craftsmen of the kind needed", to release these men temporarily so that they can assist in this phase of the war effort.

The Minister said that National Registration cards have been checked by the Department of Labour and men who indicated that they have shipbuilding experience have been communicated with. Those who have already responded to previous radio advertisements and newspaper articles by registering at the Employment Service of Canada, will, of course, be dealt with pursuant to such registration.

Already, the Minister stated, there are vacancies for skilled workmen in the shipbuilding plants. Notwithstanding the compilation and distribution by the Department of Labour of lists of experienced workers who had applied at employment offices, in the course of the next few months a considerable additional number will be needed. "As these men cannot be drawn from other essential industries", said Hon. Mr. McLarty, "it is very important that the country be combed so that any steel shipbuilding tradesmen who may not now be working, or any who are not working at their trade and who could be spared from their present employment, should be located." Canada could only meet Britain's expectations if skilled workmen were available to do the job, the Minister declared.

"In order that we may secure a list of those men who are available", the Minister concluded, "all shipbuilding workers should make application at the nearest office of the Employment Service of Canada. If they have registered at one of these offices already, they should revive their applications and inform the Employment Service as to the exact type of work at which they have experience, while at the same time stating when they would be willing to move to the shipyards".

Establishment of Wartime Bureau of Technical Personnel

In view of the growing shortage of competent technicians required for the war program, the establishment of a Wartime Bureau of Technical Personnel to organize the placement of chemists, engineers, etc., in war industries and in the government service, was announced recently by the Minister of Labour, Hon. Norman A. McLarty. This Bureau, which was authorized by Order in Council (P.C. 780), functions as an independent agency, reporting to the Inter-Departmental Committee on Labour Co-ordination, which recommended its establishment.

Co-operating organizations which are represented on the Advisory Board of the Bureau include: The Engineering Institute of Canada, the Canadian Institute of Mining and Metallurgy, the Canadian Institute of Chemistry, the Canadian Manufacturers' Association, the universities and the provincial professional associations.

The Bureau has been much interested in the discussions relative to the possibility of the universities turning out engineers in a shorter period of time although no decisions have been reached on this proposal.

The personnel of the Bureau is as follows: Director, E. M. Little, general manager, Anglo-Canadian Pulp and Paper Mills, Limited, and Gaspesia Sulphite Company, Limited, Quebec; assistant director, L. Austin Wright, general secretary, the Engineering Institute of Canada, Montreal.

Advisory Board.—The Engineering Institute of Canada, Dean C. J. Mackenzie, president of the Institute and acting president of the National Research Council, Ottawa; alternate, L. C. Jacobs, supervisory engineer for director of construction, Department of Munitions and Supply, Ottawa.

The Canadian Institute of Mining and Metallurgy, G. C. Bateman, immediate past-president of the Institute and metals controller, Ottawa; alternate, G. C. Monture, chief, division of economics, Bureau of Mines, Ottawa.

Canadian Institute of Chemistry, L. E. Westman, acting secretary of the Institute, Toronto; alternate, Dr. Paul E. Gagnon, president of the Canadian Chemical Association, and professor of chemistry, Laval University, Quebec.

Canadian Manufacturers' Association, George C. Carruthers, president of Interlake Tissue Mills, Ltd., Toronto; alternate, W. D. Black, past president of association and president of Otis-Fensom Elevator Co., Ltd., Hamilton.

Universities, D. S. Ellis, professor of civil engineering, Queen's University, Kingston; alternate, R. de L. French, professor of highway and municipal engineering, McGill University, Montreal.

Provincial Professional Associations, R. E. Jamieson, president, Corporation of Professional Engineers of Quebec and professor of civil engineering, McGill University, Montreal; alternate, Alex E. MacRae, Consulting Engineer and Patent Attorney, Ottawa.

Committee on Post War Reconstruction established

The Special Committee of the Cabinet on Demobilization and Rehabilitation established by Order in Council P.C. 4068½ in December, 1939 (LABOUR GAZETTE, November, 1940, page 1102) was authorized "to make recommendations as to the organization and composition of representative national and local committees to co-operate with the Government in meeting the problems of rehabilitation and re-establishment."

Accordingly, the Special Committee reported to Council "that the problem of rehabilitation of ex-service men is a part of the general question of post-war reconstruction and that it is the opinion of the Committee that the scope of its duties should be enlarged to include an examination and discussion of the general question of post-war reconstruction, and to make recommendation as to what Government facilities should be established to deal with this question."

An Order in Council, P.C. 1218, was therefore passed on February 17, 1941, enlarging the terms of reference of P.C. 4068½ and giving the Special Committee on Demobilization and Rehabilitation authority to implement its recommendation.

Subsequent to this Order in Council a Committee on Reconstruction has been established under the chairmanship of Dr. F. Cyril James and composed of the following members: Dr. Edouard Montpetit, K.C., Mr. Tom Moore, Mr. J. S. McLean and Dr. R. C. Wallace.

The following paragraphs outline the activities of the Special Committee and the General Advisory Committee on Demobilization and Rehabilitation from which emerged the Committee on Reconstruction:

On December 8, 1939, as already stated, a Special Committee of the Cabinet on Demobilization and Rehabilitation, under the chairmanship of the Minister of Pensions and National Health, Hon. Ian A. Mackenzie, was established by Order in Council, P.C. 4068½, to study and advise upon measures which will be required to meet the problems arising from demobilization and the discharge from time to time of members of the Forces during and after the war and the rehabilitation of such members in civil life.

The Special Cabinet Committee on Demobilization and Rehabilitation composed of the Minister of Pensions and National Health, chairman, and the Ministers of Public Works, National Defence, Agriculture, Labour, and Trade and Commerce, as members, was authorized to appoint advisory committees selected from the personnel of government departments and to consult provincial and municipal authorities and public service organizations generally.

A General Advisory Committee, under the chairmanship of the Canadian Pension Commissioner, was organized and a number of sub-committees dealing with specialized phases of the problem were formed. These committees had functioned for some months, when in October, 1940, it was found necessary to give legal status to the General Advisory Com-

mittee. This was done by Order in Council, P.C. 5421, of October 8, 1940 (Labour Gazette, November, 1940, pp. 1102-3) the committee being composed of the following:

Chairman, Chairman of the Canadian Pension Commission.

Vice-Chairman, Chairman of the War Veterans' Allowance Board.

Members—

Chairman of the Civil Service Commission.

Deputy Minister of Labour and two other members nominated by the Minister of Labour.

Deputy Minister of Public Works, and one other member nominated by the Minister of Public Works.

Director of Auxiliary Services, Department of National Defence, and two other members nominated by the Minister of National Defence.

Two members nominated by the Minister of Agriculture.

Deputy Minister of Pensions and National Health, and two other members nominated by the Minister of Pensions and National Health.

Two members nominated by the Minister of Finance.

One member nominated by the Minister of Trade and Commerce.

The duties of the General Advisory Committee are to take into consideration those matters assigned to the Special Committee of the Cabinet and to submit reports and recommendations thereto respecting plans formulated. The General Advisory Committee is empowered to appoint various sub-committees which may be selected from the personnel of Government Departments or agencies, and to appoint as members of the sub-committees recognized experts outside the Service.

The following sub-committees have been set up: Employment; Post Discharge and Service Gratuity; Vocational and Technical Training and Re-Training; Re-Training of Special Casualties (e.g. blind, deaf, maimed, etc.); Land Settlement; Special Funds; and Preference in the Public Service.

Conference of administrators of labour legislation

The Canadian Association of Administrators of Labour Legislation held its fourth annual conference in the Parliament Buildings at Ottawa on May 5-7. In addition to those from the Dominion Department of Labour, seventeen representatives were present from eight provinces. Nova Scotia and Prince Edward Island were represented for the first time since the organization of this association of officers of the Dominion Department of Labour and provincial departments and bureaux charged with the administration of labour laws.

Subjects discussed at the six regular sessions included the report of a committee on the annual reports of departments of labour, minimum age for employment, hours and wages in war industries, Industrial Standards Acts, accident prevention and legislation concerning the right to organize.

Mr. David Vaage, Chief of the Safety Section of the International Labour Office, related the measures taken by the Internatinal Labour Conference in the interest of industrial safety, the conventions and recommendations of the Conference in this field, and referred to the publications of the International Labour Office concerning industrial safety. Mr. Vaage gave, too, a comprehensive statement of the causes of accidents and the methods followed in other countries to reduce accidents.

Mr. E. J. Phelan, Acting Director of the International Labour Office, introduced by the Honourable Norman A. McLarty, Minister of Labour, was the speaker at a dinner meeting. Mr. Phelan told of the difficulties faced by the International Labour Organization at the outbreak of war, its isolation in Geneva from most of the member countries, the reduction in staff from 500 to 50 necessitated by the drop in the number of States contributing to its support, and the setting up of a temporary office in Montreal. In spite of the handicaps, the headquarters of the Organization is being maintained in Geneva, branch offices are operating in Great Britain, China, India and the United States and correspondents give direct connection with some eight South American Republics, Mexico and Cuba, and with Bohemia-Moravia, Hungary, Roumania and Yugoslavia. There are representatives of the Office also in Bulgaria, Greece and Sweden. Publications are being issued and service given to member countries by a greatly reduced staff but with undiminished faith in the permanent value of their work.

Dr. Bryce M. Stewart, Deputy Minister of Labour of Canada, in his introductory remarks at the opening of the Conference outlined the labour situation at the present time giving particular attention to problems rendered acute by the need for war supplies. Dr. Stewart also led the discussion on an hours and wages policy for war industries and suggested standards which the Dominion and provincial governments might co-operate in enforcing.

At the invitation of the Association, two members of the staff of the International Labour Office were present at the Conference in addition to Mr. Phelan and Mr. Vaage: E. J. Riches, Assistant Economic Adviser and

P. Waelbroeck, Chief of the Labour Conditions, Employment and Migration Section.

The following were the provincial representatives:

British Columbia: Adam Bell, Deputy Minister of Labour.

Manitoba: E. McGrath, Acting Deputy Minister of Labour.

New Brunswick: H. R. Pettigrove, Director of Labour and Fair Wage Officer and Douglas Cochrane, Assistant Fair Wage Officer.

Nova Scotia: Hon. L. D. Currie, Minister of Labour; and T. D. A. Purves, Acting Deputy Minister of Labour.

Ontario: J. F. Marsh, Deputy Minister of Labour; A. W. Crawford, Chief Enforcement Officer; J. R. Prain, Chief Inspector; Patterson Farmer, Industrial Standards Officer.

Prince Edward Island: Hon. Horace Wright, President of the Executive Council.

Quebec: J. O'Connell-Maher, Secretary of Labour; Gus Francq, Vice-President, Minimum Wage Commission; Cyprien Miron, Conciliation Officer; Clovis Bernier, Chief Inspector; Louis Guyon, Assistant Chief Inspector.

Saskatchewan: H. S. Johnstone, Commissioner of Labour and Public Welfare.

The Officers of the C.A.A.L.L. for 1941-42 are: past president, J. O'Connell-Maher; president, A. W. Crawford; 1st vice-president, H. S. Johnstone; 2nd vice-president, H. R. Pettigrove; secretary-treasurer, Margaret Mackintosh, Department of Labour of Canada.

Dominion and provincial Labour ministers confer on labour conditions

Following the Conference of the Canadian Association of Administrators of Labour Legislation. Hon. Norman A. McLarty, Dominion Minister of Labour, and labour Ministers and their senior officers from several provinces met on May 8 to discuss matters of mutual interest, more particularly labour conditions in Dominion Government contracts and co-operation between the Governments in enforcing these conditions. Conciliation work in industrial disputes was also discussed.

This meeting of Labour Ministers was in accordance with a decision made at a conference of Labour Ministers in the Office of the Federal Minister of Labour following the Dominion-Provincial meeting on the Rowell-Sirois Commission Report last January. (LABOUR GAZETTE, February, 1941, pages 87-8.)

Those present at the Conference, in addition to the Hon. Mr. McLarty and senior officers of the Dominion Department of Labour, were: the Hon. Norman Hipel and J. F. Marsh, Minister and Deputy Minister of Labour for Ontario; Hon. Edgar Rochette, Minister of Labour and J. O'Connell-Maher, Secretary of Labour in Quebec; Hon. L. D. Currie, Minister of Mines and Labour of Nova Scotia; Hon. Horace Wright, President of the Executive Council of Prince Edward Island; Hon. S. J. Farmer, Minister of Labour of Manitoba; and Hon. R. J. M. Parker, Minister of Municipal Affairs for Saskatchewan, and H. S. Johnstone, Commissioner of the Bureau of Labour and Public Welfare for the same province.

Labour legislation in Canada in 1940

The Annual Report on Labour Legislation in Canada, 1940, has now been published. The Report is the Third Supplement to Labour Legislation in Canada, as existing on December 31, 1939, and contains the text of the labour laws enacted by the Parliament of Canada and the Provincial Legislatures in 1940. Orders in council dealing with wartime labour conditions are also included. Legislation of the year is reviewed in the Introduction under such headings as: unemployment insurance; freedom of association and collective bargaining; conciliation and investigation of industrial disputes; wages and hours of labour; workmen's compensation; safety and health; licensing of workmen; vocational education and apprenticeship; and pensions, insurance and mothers' allowances.

The main volume of the series may be obtained from the Department of Labour for one dollar and the supplements for twenty-five cents each.

Price-fixing agreements disapproved by Wartime Prices and Trade Board

Definite disapproval of price-fixing agreements by manufacturers and dealers to increase the price of necessaries of life was contained in a statement issued on May 2, by the Wartime Prices and Trade Board.

The Board's statement was made as a result of a newspaper report that all the bread companies and distributors in Cornwall, Ontario, had decided at a meeting to increase the price of bread and that the new price would apply to all firms selling bread.

The Chairman of the Wartime Prices and Trade Board wrote immediately to a representative of the Cornwall bakers expressing the Board's "definite disapproval of any such joint action to increase prices under wartime conditions, particularly with respect to a necessity such as bread. . . it considers that prices should be determined as a matter of individual responsibility in the light of the individual firm's costs and competitive conditions." The Chairman's letter added that "bakers and dealers should have it in mind

also that joint action to eliminate price competition may involve violation of the Combines Investigation Act and may necessitate proceedings under that statute."

Order of Wartime Prices and Trade Board fixing price of butter revoked

On May 1, the Wartime Prices and Trade Board announced that its Order of December 27, 1940, fixing the maximum wholesale price for butter had been revoked, the Order to be effective on and after May 10.

The Order of December 27, 1940 (LABOUR GAZETTE, January, 1941, page 5), fixed the maximum wholesale price of butter in Canada at the wholesale price prevailing in various localities on December 12, 1940. This action was taken in pursuance of the terms of an Order in Council granting the Wartime Prices and Trade Board such authority (LABOUR GAZETTE, November, 1940, page 1103).

Statistics of relief recipients in March

The grand total of all classes of persons on urban and agricultural relief across Canada in March of this year showed a decrease of 1·5 per cent from February and a reduction of 58·3 per cent from March a year ago, according to figures compiled by the Department of Labour. The grand total for March, as shown by the preliminary results from the registration of all direct relief cases carried out for the Department of Labour by the provinces and municipalities, stood at 322,000. This total represented a decrease of 58·3 per cent from the peak figure of 1940 which occurred in the month of March: in March, 1940, the decrease from the peak month of 1939 was 24·8 per cent, while March, 1939, showed 1·6 per cent decrease from March, 1938.

Unemployed but fully employable persons on relief in March of this year numbered 51,000, a decrease of 3·7 per cent from the revised February total. The figure for March of this year showed a decrease of 70·5 per cent from March a year ago, and a decrease of 73·5 per cent from March, 1939. From the peak figure for 1940, of 172,683, which occurred in the month of March, the March total this year was down by 70·5 per cent.

A total of 262,500 persons were receiving non-agricultural relief in March, a decrease of 2·8 per cent from the corrected figure for the previous month: March, 1940 had shown an increase of 1·2 per cent from February, 1940. This category includes all totally unemployable, partially employable and fully employable persons, together with all dependents of family heads. This aggregate showed a decrease of 59·5 per cent from the figure for March, 1940, and a decrease of 62·7 per cent from the figure for March two years ago. In relation to the high month of 1940, the March total on urban relief showed a decrease of 59·5 per cent.

The Dominion total on agricultural relief continued to show a major decline from the year before, following improved crop conditions in 1940 in the Prairie Provinces. A total of 12,000 farmers who, together with their dependents, accounted for a farm population of 59,500 were reported as receiving agricultural relief for subsistence in March; this total indicated a decline of 54·3 per cent from the high month of 1940. The Dominion total on agricultural relief in March increased by 4·5 per cent from the revised February figure, but was 51·9 per cent less than March, 1940, and 81·6 per cent less than in March, 1939. Figures for March for Saskatchewan alone showed decreases of 45·6 per cent and 83·6 per cent from March, 1940, and from March, 1939, respectively, the Saskatchewan total of 44,000 persons on agricultural relief accounted for 73·9 per cent of the Dominion total in March of this year.

Report of Dominion Commissioner of Unemployment Relief

In accordance with the provisions of The Unemployment and Agricultural Assistance Act, 1940, a report on its operations during the fiscal year 1940-41 has been submitted to Parliament. The administration of the Act was vested in the Minister of Labour, Mr. Harry Hereford being the Dominion Commissioner of Unemployment Relief. The report gives detailed relief statistics as reported by provinces and federal departments for the fiscal year.

In addition to a comprehensive review of relief administration under the 1940 Act, the report gives tabulated summaries of Dominion disbursements under the relief legislation in effect during the years 1930-39 inclusive. The total of the Dominion's disbursements (exclusive of loans and advances) under relief legislation from 1930 to the close of the fiscal year 1940-41 amounted to $393,970,175.88.

The report details the various phases of relief administration including direct relief, national forestry program, rehabilitation of older unemployed, development of tourist highways, relief settlement and farm placement.

Annual convention of Industrial Accident Prevention Associations of Ontario

Indicative of the increased importance of accident prevention under war conditions was reflected in the large attendance at all sessions of the annual convention of the Industrial Accident Prevention Associations of Ontario which was held in Toronto on April 21 and 22.

The main theme of the convention was "Safeguarding Manpower", and an important phase of the convention was an exhibition of industrial safeguarding methods and equipment.

Opening the convention, the President of the Associations, Mr. F. C. Steele, Union Gas Company, Chatham, commended industry for the work accomplished in the past year in the field of accident prevention. He pointed out that while there had been more than 81,000 accidents reported to the Workmen's Compensation Board in 1940, this was not the high point of all time, the high point being in 1929, when more than 87,000 accidents were reported. Mr. Steele further stated that pay rolls in 1940 were estimated to be considerably higher than in 1929; and therefore concluded that if pay rolls were higher and accidents lower, industry had been successful in its efforts to control accident frequency and severity, for not only were accidents fewer in 1940 than in 1929, but awards by the Workmen's Compensation Board were also reduced. Total awards by the Board in 1929 amounted to slightly over $8,000,000, while in 1940 the awards were a little over $7,200,000.

At the annual banquet Mr. Howard Coonley of New York City, spoke on the subject of "Safeguarding Manpower." He said "the people of Canada and the people of the United States are drawn together closer than ever in the common cause. We have to protect our ways of life and our free institutions from forces that would constrict or destroy them. We share a determination not to conform to a new world order of tyranny and slavery." Mr. Coonley traced the progress of the safety movement in the United States and indicated that where proper attention was given by management to accident control, both the industry and the employees gained from that effort.

Dealing with the subject of health in industry, Dr. J. G. Cunningham, Director, Division of Industrial Hygiene, spoke on "Occupational Diseases" and described sickness as "the thief of time." Dr. Cunningham said that illness in industry was responsible for far more lost time than were accidents. At the same session Mrs. Margaret Hamilton, R.N., of Toronto dealt with first aid and its necessity in industry, suggesting that industry through good first aid might offset the problem arising as a result of infection.

Colonel Vernon of the Allied War Supplies Corporation at Montreal spoke on "Security of Industry." Colonel Vernon, as the Security Officer for the corporation, is responsible for the protection of plants and workers against the deliberate "accidents" of malicious damage. As a former officer of the Royal Canadian Mounted Police, Colonel Vernon was able to point out to the industrialists present many of the things that might be done to protect themselves and their industries against sabotage.

Officers elected for the coming year were President, M. F. Verity, Massey Harris Company, Limited, Toronto; first vice-president, T. A. Rice, International Harvester Company, Hamilton; second vice-president, W. H. Munro, Ottawa Light Heat and Power Company, Ottawa; honorary-treasurer, A. Ross Robertson, Dominion Bridge Company, Limited, Toronto. R. B. Morley, Toronto, was re-elected general manager.

Compulsory registration for employment in Great Britain

The British Minister of Labour and National Service has made an Order entitled the Registration for Employment Order, 1941. As reviewed in the British *Ministry of Labour Gazette* the purpose of this Order, which was made on March 15, is to enable a survey to be made of the available labour force in the country with a view to selecting those who are likely to be useful to the war effort, whether they are in employment or not. For those in employment the question is whether they can more usefully be employed on some other more essential work. The needs of the Armed Forces, including the Women's Services attached to the Forces, and the program of the Production Departments are such that very large numbers of men and women are required. On the other hand, the numbers of unemployed registered at Employment Exchanges who can properly be regarded as suitable and available for new work are now so low that new sources of supply must be looked for.

Registration.—Persons will be required to register by public notice, or otherwise. The Minister can specify any class or description of persons, and call upon them to register. The requirement to register could, for example, be applied to (*a*) a whole age group of men or women, or both throughout the country, or (*b*) a whole age group in any defined region, or (*c*) persons within specified ages who are not employed in certain industries, either nationally or regionally. The method to be adopted will be decided from time to time according to the needs of the situation.

The first age groups to be registered will be men of ages 41 and 42 and women of ages 20 and 21. In the case of the men of these ages, it is proposed to exclude from the require-

ment to register very considerable numbers of men who are already engaged in certain specified industries. By this means, it will be possible to register the two age groups on one day. In the case of the women aged 20 and 21, it will be necessary to have two registration days.

Selection for Work.—After registration there will be a "selection interview." The registration form, when completed, will give particulars of occupations, if any, past or present, and record whether the employment is one of the insured industries. A married women will be asked to give the number of her children under 14 years of age. A person working on his own account must state the nature of the business and the number of the employees.

At the "selection interview" further particulars will be obtained of the individual qualifications for employment and of domestic circumstances. The "selection interview" will be given to men as well as women. The official acting for the Ministry of Labour and National Service will be the local National Service officer, who is usually the employment exchange manager, but a large exchange may have two or more national service officers. At this interview it will be decided whether the person is one who should be expected, when required, to take up employment of national importance even if it requires a change of occupation. If the decision is in the affirmative the name of the person concerned will be put on a register and he or she will be notified of the fact. This notice will direct that information must be given to the employment exchange when work of national importance is obtained or when there is a change of employment and also that unemployment must be recorded at the exchange.

Opportunity will be given each person to state his or her circumstances fully and to record anything that might affect availability or suitability for work. The type of work into which they can best be fitted will be discussed and so far as is compatible with the national interest, persons will be allowed to choose their work. It is hoped that agreement will be reached at the interview, but if there is a desire for time for consideration, it will be allowed so far as possible. The aim will be to submit each person for the work of national importance to which he or she is most attracted.

Suitable persons may go for training under the schemes administered by the Ministry. After the end of March, it was provided that wages would take the place of allowances for trainees, who are regarded as being under a contract of service.

Suggested rent control legislation in U.S.A.

The Consumer Commissioner of the United States National Defence Advisory Commission, Miss Harriet Elliott, has issued suggested state rent control legislation designed to protect defence workers and others in defence production centres against unreasonable rent increases.

In issuing this suggested legislation, Miss Elliott stated: "If living standards are to be protected during the emergency, there is an imperative need to maintain fair rents. The best way of doing this is by providing an adequate supply of permanent or temporary housing rather than by regulating the rent of existing dwellings. But it has become increasingly apparent that legal machinery is necessary in certain congested localities where rents are reported to be skyrocketing."

The suggested bill, which in draft form has been sent to all State Governors and State Defence Councils, provides two separate steps:

1. The creation of a state rent commission with power to investigate rental conditions and to designate emergency regions within the state.
2. The actual application of rent control within those regions.

"The enactment of such legislation and the establishment of a state commission may succeed in preventing rent increases during the emergency and make unnecessary the second step of actual rent control", Miss Elliott said.

Temporary shelter program for U.S. defence communities

A temporary shelter program to apply to five defence communities in the United States, was recently approved by President Roosevelt upon the recommendation of the Defence Housing Co-ordinator. (In the March, 1941, LABOUR GAZETTE, page 204, reference was made to the establishment of Canadian Wartime Housing Limited, a Government-owned company incorporated to deal with the problem of providing housing accommodation in areas where defence construction and projects have resulted in a large increase in the number of persons living in such communities.)

The type of shelter to be provided in the United States program will be demountable dormitories for single workers and trailers for families. Such housing will be used only until such time as more permanent accommodation can be built.

The Division of Defence Housing Co-ordination and the office of Emergency Management, was created to obviate delay in production for defence which would arise from lack of suitable housing accommoda-

tions for workers. The Division is responsible for planning clean, decent shelter for workers in new or expanded defence industry for areas in which the mushroom growth of population finds existing facilities inadequate.

In certain communities, it is stated that this enormous population increase arrives with such incredible speed that housing requirements reach critical proportions, necessitating immediate action. The temporary shelter program is designed to cope with such extraordinarily rapid growth. To date this program has provided for 4,935 dwelling units.

In a statement of policy prepared by the Division of Defence Housing Co-ordination, recommendations for the management of temporary shelter have been made. It has been set forth that trailer rentals, to include light, water and facilities for bathing and laundry in a central building, be set at a flat $6 to $8 per week per unit. Dormitory rents would include heat, light, bathing facilities and such services as cleaning and linen changing. The suggested charge for single occupancy is $5 to $7, and for two in a room $3.50 to $5.

Trailers used for temporary shelter are new, fully equipped and spacious. Safeguarding regulations are being developed to guard against overcrowding in either trailers or dormitories.

In the opinion of the Division, the use of trailers and demountable housing is sound on economic grounds, it being pointed out that when more permanent housing is completed, the temporary shelter can be transported to a new location where it is pressingly needed; also when the emergency is over it will have some salvage value, as it can be used in the migratory worker camp program or disposed of to private buyers.

United States Secretary of Labour emphasizes concentration on defence problems

Covering the fiscal year ended June 30, 1940, the annual report of the United States Secretary of Labour reviews in detail the activities of the Department of Labour in that period.

After reviewing the objectives of the Department which was established in 1913, the Secretary of Labour, Miss Frances Perkins deals with the activities of the Department in meeting the labour problems arising out of the defence program and states: "In this connection the Department is now working on a comprehensive plan to protect the life and limb of workers on defence jobs, for we know that the security of a nation depends not only on its physical defences but on the well-being of its people. Anything which contributes to greater health and safety, to proper working conditions, and to more adequate standards of living contributes to national defence. It is upon a great and far-reaching program of national defence that we as a nation are now embarked and to which we as a people are committed in full unity.

"The Department of Labour is working in close co-operation with the national defence authorities to prevent injury or death of skilled workers; to prevent loss of worktime through sickness, accident, or occupational disease; to prevent delays to production schedules which follow accidents; and to control, as far as possible, factors making workers physically unfit to keep up even production. To this end I have named eight outstanding industrial safety experts to work with representatives of labour and industry in the supervision of a program to safeguard the manpower of the Nation engaged in defence-program industries."

Copies (price 20 cents) of the report of the Secretary of Labour may be obtained from the Superintendent of Documents, Washington, D.C.

A Nova Scotia Bill introduced on March 24 proposes to empower the Provincial Minister of Labour to act as a mediator in labour disputes and to appoint a commissioner or commissioners of conciliation whenever, in his opinion, the interests of industrial peace require such action to be taken.

In New Brunswick a Bill presented on April 1 will require school attendance of every child between 7 and 14 years of age throughout the school year and will prohibit the employment during school hours of any child of school age unless he has completed Grade 8 or unless the inspector of schools for the district considers he should be exempt from further attendance.

As in the other provinces, a child may be exempt from school attendance if his services are required in husbandry or in urgent or necessary household duties or for the maintenance of himself or some other person but a certificate to such effect is required from the school attendance officer or inspector of schools and the exemption may not exceed 6 weeks in the school term.

This is the first compulsory School Attendance Act applicable throughout New Brunswick. If the Bill is passed, it will come into force on proclamation.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS have been received recently from Boards of Conciliation and Investigation established to deal with the following disputes:—

(1) Between the Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its machinists, members of Local 482, International Association of Machinists, its plumbers and steamfitters, members of Local 213, United Association of Journeymen Plumbers and Steamfitters, and its electrical workers, members of Local B502 International Brotherhood of Electrical Workers;

(2) Between Fairfield and Sons, Limited, Winnipeg, Man., and its employees, members of Fairfield Woollen Mills Employees' Unit, One Big Union;

(3) Between the Dominion Engineering Works, Limited, Lachine, P.Q., and its patternmakers, members of the Montreal Patternmakers' Association;

(4) Between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain of its employees (interim report);

(5) Between the Robson Leather Company, Limited, Oshawa, Ont., and its employees, members of Local 205, International Fur and Leather Workers' Union of the United States and Canada; and

(6) Between the Coulter Manufacturing Company, Limited, Oshawa, Ont., and its employees, members of Local 222, United Automobile Workers of America.

The texts of the aforementioned reports will be found at the end of this statement.

Applications Received

Applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act have been received recently in the Department of Labour as follows:—

(1) From 140 employees of the Imperial Iron Corporation, Limited, St. Catharines, Ont., members of Local 199, United Automobile Workers of America. The causes of the dispute are said to be the employees' request for a union agreement governing wages, hours of labour and working conditions, the discriminatory lay-off of union members, the employer's attempt to established a company union, etc. On February 25 a strike occurred in connection with this dispute and, following the intervention of an official of the Department of Labour, was terminated on March 3 on the understanding that negotiations would be resumed. Another strike occurred on April 5 and ended the same day, the employees having again been warned that strike action against an employer engaged on war contracts is illegal pending reference of the matters in dispute to a Board of Conciliation and Investigation. The application was received on April 8 and a board was established the following day. The personnel of the board is as follows: His Honour Judge James Parker, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, appointed on the nomination of the employer.

(2) From 60 shipwrights, ship joiners and carpenters in the employ of the Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., some being members of Local 1735, United Brotherhood of Carpenters and Joiners of America, and some being members of the Amalgamated Building Workers of Canada. The dispute has arisen out of the employees' request for increased wages.

(3) From 65 employees of the Anglo-Canadian Wire Rope Company, Limited, Lachine, P.Q., members of Lodge 1288, International Association of Machinists. The dispute arose out of the employees' request for an agreement respecting wages and working conditions. Officials of the Department of Labour were successful in persuading the parties to conduct negotiations with a view to reaching a settlement of the dispute without recourse to board procedure. As a result of the negotiations, the parties have signed an agreement covering the matters in dispute and the application has been withdrawn.

(4) From 110 employees of the Dominion Wire Rope and Cable Company, Limited, Lachine, P.Q., and its employees, members of Lodge 1288, International Association of Machinists. The dispute arose out of the employees' request for an agreement respecting wages and working conditions. Officials of the Department of Labour were successful in persuading the parties to conduct negotiations with a view to reaching a settlement of the dispute without recourse to board procedure.

(5) From approximately 125,000 employees of the Canadian National Railways and the Canadian Pacific Railway Company and four of their subsidiary railways, namely, the Dominion Atlantic Railway ,the Quebec Central Railway, the Esquimalt and Nanaimo Railway and the Northern Alberta Railways. The employees involved in the dispute, which has arisen out of their request for a wartime

cost-of-living bonus, are members of eighteen "standard" railway labour organizations, represented by a General Conference Committee, as follows: Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen and Enginemen; Order of Railway Conductors; Brotherhood of Railroad Trainmen; Order of Railroad Telegraphers; Commercial Telegraphers' Union; Brotherhood of Maintenance-of-Way Eemployees; International Association of Machinists; Brotherhood of Railway Carmen; International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers, International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Sheet Metal Workers' International Association; International Brotherhood of Electrical Workers; United Association of Plumbers and Steamfitters; International Moulders' Union; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Expres and Station Employees; International Brotherhood of Firemen and Oilers, Roundhouse and Railway Shop Labourer; and Brotherhood of Railroad Signalmen. On April 9 a board was established to deal with the dispute. The personnel of the board is as follows: the Honourable Mr. Justice Patrick Kerwin, of the Supreme Court of Canada, Ottawa, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. A. W. Roebuck, K.C., M.P., Toronto, appointed on the nomination of the employees; and Mr. Isaac Pitblado, K.C., Winnipeg, appointed on the nomination of the employers.

(6) From 82 enginers, announcers and producers in the employ of the Canadian Broadcasting Corporation at Vancouver, Toronto and Ottawa, members of the Association of Technical Employees. The causes of the dispute are said to be (*a*) the employees' request for union recognition and the negotiation of an agreement and (*b*) the alleged unjust dismissal of an employee.

(7) From employees of the Swift Canadian Company, Limited, Moose Jaw, Sask., members of the Packing Plant Employees' Federal Union No. 75. The dispute, arising out of the employees' request for a union agreement governing wages, hours of labour and working conditions, was said to involve between 220 and 330 workers directly. With the assistance of a conciliation officer of the Department of Labour, the parties negotiated a direct settlement of the dispute without recourse to board procedure and an agreement was signed on April 19.

(8) From approximately 2,000 employees of the Canadian National Railways' Express Department, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The causes of the dispute are said to be (*a*) the employees' request for a wartime cost-of-living bonus and (*b*) violations by the employer of the existing agreement between the parties. On April 18 a board was established to deal with this dispute and with the following disputes in regard to which applications had already been received (LABOUR GAZETTE, April, 1941, pp. 369-70): (i) between the Canadian National Railways and its clerks, freight handlers, etc.; (ii) between the Canadian National Railways and its sleeping and dining car employees; and (iii) between the Niagara, St. Catharines and Toronto Railway and its freight handlers, etc. The employees involved in the three last-mentioned disputes are also members of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The personnel of the board is as follows: the Honourable Mr. Justice Patrick Kerwin, of the Supreme Court of Canada, Ottawa, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. F. T. Collins, K.C., Montreal, appointed on the nomination of the employers.

(9) From approximately 1,750 employees of the National Steel Car Corporation, Limited, Aircraft Division, Malton, Ont., members of Lodge 717, International Association of Machinists. On May 1 a board was established to deal with the dispute, which arose out of the employees' request for an agreement respecting wages and working conditions. The personnel of the board is as follows: His Honour Judge James Parker, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. R. R. Evans, K.C., Hamilton, appointed on the nomination of the employer.

(10) From employees of Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, both of St. Johns, P.Q., members of the Federal Labor Union of Paper and Cable Workers of St. Johns. It is stated that 185 workers are directly affected by the dispute, which has arisen out of the employees' request for increased wages and changes in hours of labour and working conditions, as well as alleged unjust dismissals and discriminations on the part of the employers. A strike occurred on April 16 and, following the intervention of officials of the Department of Labour, was terminated the next day. Subsequent negotiations between the parties having proved unsuccessful, a board was established on April 26 to deal with the dispute. Messrs. Roaul Trepanier and Ivan Sabourin, both of

Montreal, have been appointed members of the board, on the nomination of the employees and the employers, respectively, and have been requested to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

(11) From employees of the Dufferin Shipbuilding Company, Limited, Toronto, Ont., members of Local 128, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America. The dispute, arising out of the employees' request for an agreement providing for increased wages and changes in working conditions, is said to affect 245 workers directly and 135 indirectly.

(12) From employees of the Port Arthur Shipbuilding Company, Limited, Port Arthur, Ont., members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, the United Brotherhood of Carpenters and Joiners of America and the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada. The dispute has arisen out of the employees' request for an agreement respecting wages and working conditions and is said to affect 700 workers directly and 150 indirectly. On April 18 a board was established to deal with the dispute. The personnel of the board is as follows: His Honour Judge J. H. McDonald, Sault Ste. Marie, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., Toronto, appointed on the nomination of the employer.

(13) From employees of Canada Veneers, Limited, Saint John, N.B., members of Local 2533, United Brotherhood of Carpenters and Joiners of America. The dispute has arisen out of the employees' request for a new agreement, providing for increased wages and changes in hours of labour and working conditions, and is said to affect 320 workers directly and 60 indirectly. On April 23 a board was established to deal with the dispute. Messrs. J. A. Whitebone and G. M. Teed, both of Saint John, have been appointed members of the board, on the nomination of the employees and the employer, respectively, and have been requested to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

(14) From 550 employees of the Intercolonial Coal Company, Limited, Westville, N.S., members of the Miners' Protective Association. On May 5 a board was established to deal with the dispute, which had arisen out of the employees' request for increased wages, and, on the nomination of the employees, Mr. Eugene Forsey, Montreal, was appointed a member of the board.

(15) From 62 employees of the Schofield Woollen Company, Limited, Oshawa, Ont., members of Local 18, Canadian Hosiery Workers' Union. The dispute arose out of the employees' request for a union agreement governing wages, hours of labour and working conditions. A strike occurred on April 7 and was terminated on April 16, the employees having been warned by the Minister of Labour that their action was illegal, since the employer was engaged in the execution of war contracts. Subsequently the employees submitted their application for the establishment of a Board of Conciliation and Investigation and a board was established on April 28. The personnel of the board is as follows: Captain His Honour Judge C. A. Cameron, Belleville, Ont., chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. F. G. Gardiner, K.C., Toronto, appointed on the nomination of the employer.

(16) From marine engineers in the employ of the Lakehead Transportation Company, Limited, Fort William, Ont., members of District 3, National Association of Marine Engineers of Canada. The dispute has arisen out of the employees' request for a union agreement providing for increased wages, cost-of-living bonuses, and certain changes in hours of labour and working conditions; it is said to affect 10 employees directly and 300 indirectly.

(17) From approximately 3,700 employees of the McKinnon Industries, Limited, St. Catharines, Ont., members of Local 199, United Automobile Workers of America. On May 7 a board was established to deal with the dispute, which had arisen out of the employees' request for increased wages. Messrs. Drummond Wren, Toronto, and J. J. Bench, K.C., St. Catharines, were appointed members of the board, on the nomination of the employees and the employer, respectively, and have been requested to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

(18) From employees of the Halifax Shipyards, Limited, Hailfax, N.S., members of Local 34, Industrial Union of Marine and Shipbuilding Workers of America. Approximately 700 employees are said to be directly

affected by the dispute, which arose out of the employees' request for increased wages. A strike occurred on April 15 and was terminated two days later, following the intervention of officials of the Department of Labour, who drew attention to the illegality of such action before resort to board procedure, the employer being engaged in war work. On May 7 a board was established under Section 65 of the statute. On the nomination of the employees, Mr. J. L. Cohen, K.C., Toronto, has been appointed a member of the board.

(19) From 237 machinists, moulders, etc., in the employ of the Waterloo Manufacturing Company, Limited, Waterloo, Ont., members of the Steel Workers' Organizing Committee. The dispute arose out of the employees' request for a union agreement governing wages, hours of labour and working conditions. A strike occurred on May 1 and work was resumed May 5, following mediation by an official of the Department of Labour. See also paragraph (21) below.

(20) From ornamental iron and bronze manufacturers and contractors, Montreal, P.Q., members of the Builders' Exchange, Incorporated (Ornamental Iron and Bronze Manufacturers and Contractors' Section). Approximately 200 employees, members of the Steel Workers' Organizing Committee, are said to be directly affected by the dispute, which has arisen out of the employees' request for increased wages.

(21) From employees of the Dominion Truck Equipment Company, Limited, Kitchener, Ont., members of the Steel Workers' Organizing Committee. The dispute arose out of the employees' request for a union agreement governing wages, hours of labour and working conditions. A strike occurred on May 1 and work was resumed on May 5, following mediation by an official of the Department of Labour. On May 8 a board was established to deal with this dispute and with the dispute between the Waterloo Manufacturing Company, Limited, and its employees (see above). Messrs, J. L. Cohen, K.C., and Frank Wilkinson, K.C., both of Toronto, were appointed members of the board, on the nomination of the employees and the employer, respectively, and have been requested to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

(22) From approximately 800 employees of Hayes Steel Products, Limited, Merritton, Ont., members of Local 676, United Automobile Workers of America. The dispute has arisen out of the employees' request for increased wages.

(23) From approximately 450 shearers, machinists and press hands in the employ of the Sunshine Waterloo Company, Limited, Waterloo, Ont., members of the Steel Workers' Organizing Committee. The dispute has arisen out of the employees' request for a union agreement governing wages, hours of labour and working conditions.

(24) From approximately 180 nailers, cutters, etc., in the employ of the L. McBrine Company, Limited, Kitchener, Ont., members of the Shoe and Leather Workers, Organizing Committee, affiliated with the Canadian Congress of Labour. On May 2 a strike of two hours' duration occurred in connection with this dispute, which has arisen out of the employees' request for union recognition, increased wages, cost-of-living bonuses and changes in hours of labour and working conditions.

Constitution of Boards Completed

The Board of Conciliation and Investigation established to deal with a dispute between Martin Transports, Limited, Toronto, Ont., and truck drivers and helpers, warehousemen, foremen, checkers, clerks, mechanics and helpers, etc., in its employ in the Provinces of Ontario and Quebec, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers (LABOUR GAZETTE, April, 1941, page 370), has been fully constituted. The personnel of the board is as follows: the Honourable Mr. Justice W. D. Roach, of the Supreme Court of Ontario, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. V. A. Sinclair, K.C., Toronto, appointed on the nomination of the employer.

The constitution of the board established to deal with a dispute between the Hull Electric Company, Hull, P.Q., and its employees, members of Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (LABOUR GAZETTE, April, 1941, page 369), has also been completed. The personnel of the board is as follows: the Honourable Mr. Justice Lucien Cannon, of the Quebec Superior Court, Quebec, P.Q., appointed on the joint recommendation of the other two members; Mr. Alexandre Taché, Hull, appointed on the nomination of the employees; and Mr. Hamnett P. Hill, K.C., Ottawa, appointed on the nomination of the employer.

Strikes after Awards

During April a strike was called by the Canadian Seamen's Union against five com-

panies which did not accept the recommendations of the Board of Conciliation and Investigation established to deal with differences between various shipping companies operating on the Great Lakes and Saint Lawrence River and the unlicensed personnel in their employ (Labour Gazette, February, 1941, pp. 95-99).

On April 23 a strike was called for the purpose of obtaining implementation of the minority report of the board established to deal with a dispute between the Dominion Steel and Coal Corporation, Limited, and the employees in its Peck Rolling Mills Division, Montreal, P.Q. (Labour Gazette, April, 1941, pp. 372-86).

On April 27 employees of the National Steel Car Corporation, Limited, Hamilton, Ont., ceased work because of the employer's refusal to implement the recommendations contained in an interim report of the board established to deal with differences between the parties. The text of the report is printed on pages 527-530 of this issue.

Particulars concerning these strikes are given in the article entitled "Strikes and Lockouts in Canada during April, 1941" appearing elsewhere in this issue.

Settlements

Agreements have been signed embodying the recommendations of the tribunal set up to deal with disputes between four coal mining companies in the Province of Nova Scotia and their employees, members of District 26, United Mine Workers of America (Labour Gazette, March, 1941, pp. 231-36).

On May 1 an agreement was signed in accordance with the recommendations of the Board of Conciliation and Investigation established to deal with a dispute between the Reliance Motor and Machine Works, Limited, Vancouver, B.C., and its machinists, specialists and helpers, members of Lodge 692, International Association of Machinists (Labour Gazette, April, 1941, pp. 388-91). The minimum rates for machinists and specialists recommended in Mr. Bengough's minority report were incorporated in the agreement.

As a result of the mediation of officials of the Department of Labour, a settlement has been reached in a dispute between Montreal Bronze, Limited, Montreal, P.Q., and its moulders and core makers, members of Local 21, International Association of Machinists, and the employees' application for the establishment of a Board of Conciliation and Investigation to deal with the dispute (Labour Gazette, April, 1941, page 370) has accordingly been withdrawn.

Correction

Mr. J. L. Cohen, K.C., Toronto, has informed the Department of an error in the manuscript of his minority report in regard to the Peck Rolling Mills dispute (Labour Gazette, April, 1941, pp. 372-86). The Order in Council referred to at the end of Paragraph 15 (page 378, second column) should not be P.C. 7440, but rather P.C. 2685.

Report of Board in Disputes between Saint John Dry Dock and Shipbuilding Company, Limited, and Its Machinists, Plumbers and Steamfitters, and Electrical Workers

A unanimous report has been received from the Board of Conciliation and Investigation which dealt with disputes between the Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its machinists, members of Local 482, International Association of Machinists, its plumbers and steamfitters, members of Local 213, United Association of Journeymen Plumbers and Steamfitters, and its electrical workers, members of Local B502, International Brotherhood of Electrical Workers.

The personnel of the board was as follows: Judge H. O. McInerney, K.C., appointed on the joint recommendation of the other two members; Mr. F. S. A. McMullin, appointed on the nomination of the employees; and Mr. John N. Flood, appointed on the nomination of the employer. All three reside in Saint John.

The text of the board's report is printed below.

Report of Board

To the Honourable
Norman A. McLarty,
Minister of Labour,
Ottawa, Canada.

In the matter of the Industrial Disputes Investigation Act and disputes between The Saint John Dry Dock and Shipbuilding Company, Limited (Employer) and its Employees, being members of Local 482, International Association of Machinists, and between The Saint John Dry Dock and Shipbuilding Company, Limited (Employer) and its Employees, being members of Local 213, United Association of Journeymen Plumbers and Steamfitters of America, and between The Saint John Dry Dock and Shipbuilding Company, Limited (Employer) and its Employees, being members of Local Union No. B 502, International Brotherhood of Electrical

Workers (employed on Ship Construction and Repair).

Sir:

You having on the sixth day of February, A.D. 1941, established by your hand and under the seal of the Department of Labour, Canada, a Board of Conciliation and Investigation concerning a dispute between the above-named employer and the first two classes of above-named employees and you having further appointed the undersigned Mr. John N. Flood and Mr. Felix S. A. McMullin members of such board on the recommendation of such employer and employees, respectively, and on the twentieth of February, A.D. 1941, appointed the undersigned Henry O. McInerney, K.C., as chairman of such board, and you having subsequently, on the seventh day of March, 1941, referred also to such board the dispute between such employer and such electrical workers as aforesaid, your board has the honour to present its report.

The board convened on February twenty-sixth last, and has since met a number of times. Various documents touching on the dispute have been received and studied, including briefs as submitted by the employer company and by the employees and the representatives of the employees' unions; hearings have been held, at which evidence by representatives of both the company and the employees was heard; further evidence was secured as to rates applicable to this trade in other plants and in other localities where similar operations are carried out; sittings were held to consider the evidence and the merits of the conflicting claims, as well as to consider the functions, powers and limitations of the board as set forth in the Industrial Disputes Investigation Act, Chapter 112, and in Orders in Council, P.C. 2685 and P.C. 7440.

It is fair to say that the discussions carried on before the board between the representatives of the employer and the various groups of employees and the board members themselves have been conducted in the friendliest manner. Apart from the considerable difficulties involved, which have required and have received the most careful consideration we have been able to give them, our duty has not been an unpleasant one. We think it desirable to record that employer and employees alike are very sensible of the serious and all-important tasks in which they have been engaged and that the good relations evident are worthy of emulation throughout this nation. To do nothing that might seem to disturb these relations, but to do what appeared to us right and necessary to maintain them, appeared to us as a plain duty. The importance of ship construction and repair work is always great; now its importance is scarcely calculable most assuredly not in terms of money. It is, we think, generally admitted that nothing is spared at the Saint John Dry Dock to turn out work competently and expeditiously. To this end, every effort of company and men alike is bent. This must go on. Nothing must be permitted to stand in its way. We have conceived it as part of our duty, so far as practicable, to ensure peace and stability in this industry during the entire war period ahead.

In the case of the Machinists, the only matter in dispute was wage rates, since an agreement already existed, although the clause with respect to wage rates had expired on September 7, 1940.

In the case of the Plumbers and Steamfitters, no agreement existed and, while the claim filed dealt with wages only, there was manifest on the part of the employees a desire for an agreement.

In the case of the Electrical Workers, the claim filed asked for increased wages and an agreement.

It is part of our recommendation that agreements be entered into in each of the three above-mentioned trades incorporating the findings of this board. Since it is desirable to have all agreements as nearly uniform as practicable and since the existing agreement with the Machinists appears to be a mutually satisfactory one, we are adopting it as a model in each of the other two trades, with modifications to suit conditions peculiar to each. Drafts of these agreements are attached to this report.

The real matter in dispute in each of the three cases is that of basic wage rates.

We are convinced that these should be higher than they have heretofore been. We fully appreciate the motive underlying Order in Council P.C. 7440. We know that its object is to protect all citizens of Canada, but especially the wage earner, against unduly enhanced prices and rises in the cost of living. Throughout our deliberations we have constantly kept this in mind. But we have also noted that another object of the Order in Council (P.C. 7440) is to provide "that where it can be established that wage rates in any locality were unduly low, provision shall first be made for an appropriate adjustment of rates by negotiation". We quote from paragraph two of page five of the decisions of the Joint National Conference of the Construction Industry of Canada, held under the auspices of the National Labour Supply Council, and reported as having been

received with congratulatory remarks by the Honourable the Minister of Labour.

We are convinced that during the period 1926-29, referred to in paragraph three of such Order in Council, wages, both in this locality and in the Saint John Dry Dock and Shipbuilding industry, were depressed and subnormal. This, by reason of the fact that Saint John is a terminal port and not a port of call on main sea lanes and that under ordinary peace-time conditions (entirely changed by the exigencies of war) special price inducements had to be held out to ships in order that they might be compensated for the additional time and travel involved in bringing them to this port for repair work if Saint John were not a regular port of call for such ships. Labour had to bear its part in depressed prices, in order that there should be work. If, therefore, the words "that period" in the seventh line of such paragraph three, refer, as ordinarily they would be taken to refer, to the words "the period 1926-29" in the third line of such paragraph, there can be no question of resulting depressed and subnormal wages in the industry during that period.

If, however, such words in such seventh line refer, not only to the like words in such line three, but also to the words "thereafter but prior to the date hereof" in such line three, then justification for any recommended increase must be found in depressed and subnormal wages in this locality. The only measure for this known to us is a comparison with wages paid in similar industries in other parts of Canada. Comparing wages in this industry with those in such industries in Esquimalt, Vancouver, Victoria and Halifax, we have no hesitation in finding that wages paid here last year were in the words of the Department of Labour "Suggestions" of March 31st, 1941, "depressed or subnormal", and, both "depressed and subnormal", as stated in the Order in Council.

Comparison with Halifax seems to us the most natural one. The districts of Saint John and Halifax are comparable in population and conditions generally, excepting wages. For the most part, for some unexplained reason, they have for years been higher in Halifax than here. In the privately-owned shipyard there, they are for the most part higher now than they are here. And in that shipyard the employees are not organized. In the Government-controlled dockyard wages are and have been much higher than here, indeed eight cents an hour higher than we feel justified in recommending. That the Halifax dockyard is Government-controlled would seem no reason why wages should be higher there. Indeed it would be difficult to explain satisfactorily to men why Government control should operate to keep wages for similar work under like conditions less in private industry than they are in Government-operated industry. We do not think there is any such intention and we accordingly feel that it has been clearly established that the highest rates paid in this industry (for the three trades above mentioned) in this locality in the year 1940 and prior thereto were depressed and subnormal.

It is accordingly the unanimous finding and recommendation of this board that:—

(*a*) The hourly basic wage rates in the machinist trade shall be:

Journeymen machinists and fitters	77c. per hr.
Helpers	47c. per hr.
Apprentices	22c. per hr.

(*b*) The hourly basic wage rates in the plumbing and steamfitting trade shall be:

Journeymen plumbers, steamfitters and pipefitters	77c. per hr.
Helpers	47c. per hr.
Apprentices	22c. per hr.

(*c*) The hourly basic wage rates in the electrical trade on ship construction and repair shall be:

Journeymen electricians	77c. per hr.
Helpers	47c. per hr.
Apprentices	22c. per hr.

(*d*) That the basic wage rate of 22c. per hour for apprentices in each of (*a*), (*b*) and (*c*) above be subject to a semi-annual increment of 5c. per hour during the four year apprenticeship period.

(*e*) That the above hourly basic wage rates become effective on May 1st, 1941, and remain in effect for the duration of the war, and thereafter for the completion of war contracts in effect at the conclusion of war, and from year to year thereafter, unless thirty days' notice in writing be given by either party desiring a change.

(*f*) That in addition to the foregoing basic hourly wage rates, all journeymen, helpers and apprentices shall receive flat bonuses for cost-of-living increases which occur subsequent to May 1, 1941, in accordance with Section 5 of P.C. 7440.

(*g*) That agreements substantially in accordance with the attached forms be entered into between The Saint John Dry Dock and Shipbuilding Company, Limited, and Local 482, International Association of Machinists, and Local Union No. 213, United Association of Journeymen Plumbers and Steamfitters of America, and Local Union B 502, International Brotherhood of Electrical Workers, in-

corporating (*a*), (*b*), (*c*), (*d*), (*e*) and (*f*) above.

All of which is respectfully submitted.

(Sgd.) H. O. McInerney, Chairman.
John N. Flood, Member.
F. S. A. McMullin, Member.

Dated at Saint John, N.B., this 19th day of April, 1941.

DRAFT AGREEMENT (MACHINISTS)

Agreement between St. John Dry Dock & Shipbuilding Company Limited and Local 482, International Association of Machinists, effective date May 1st, 1941.

The purpose of this agreement is to establish and maintain harmonious relations between the management and the men and to stabilize conditions of employment and rates of pay.

Rule 1. Eight hours shall constitute a day's work, 8 a.m. to 12 noon and 1 p.m. to 5 p.m., excepting Saturday when four hours shall constitute a day's work, from 8 a.m. to 12 noon.

Rule 2. (*a*) In the case of three shifts being worked, the hours shall be as follows:—

No. 1 shift..... 7.30 a.m. to 3.30 p.m.
No. 2 shift..... 3.30 p.m. to 11.30 p.m.
No. 3 shift.....11.30 p.m. to 7.30 a.m.

(*b*) When three shifts are worked, thirty minutes shall be allowed for lunch some time in the fifth hour.

(*c*) Time and one-eighth shall be paid to men working on second and third shifts.

(*d*) Any employee requested to transfer from ordinary day shift or regular night shift to any shift under the three shift arrangement shall be notified nine hours before his shift starts. Failing such notification, regular overtime rates shall apply on all time worked on such shifts, but these shifts to count as one of the shifts mentioned in paragraph (e). This rule does not apply when bringing in a new crew—that is, the men who had not been working in the plant for the preceding twenty-four hours.

(*e*) No employee is to be considered on the three shift arrangement unless he has worked consecutively three of the shifts assigned to. If less than three second or third shifts have been worked, time and one-half shall be paid for all time worked.

Rule 3. If, while working on an ordinary day shift, it is found necessary to work men through lunch hour (12 a.m. to 1 p.m.) or supper hour (5 p.m. to 6 p.m.) usual rates to apply; but if men are retained beyond these periods without being given time for lunch or supper, double time shall be paid for all hours worked after 1 p.m. or 6 p.m. as the case may be. Employee must notify his foreman, however, that he is working on double time, otherwise double time rate will not apply.

Rule 4. Wages shall be paid in cash once a a week on Friday afternoons for period ending on the preceding Sunday inclusive.

Rule 5. When the Company finds it necessary to employ a regular night shift other than as provided for in Rule 2, the following rules shall apply:

(*a*) Any employee covered by this agreement requested to transfer from day shift to night shift, shall be notified one hour before the regular day shift shall commence, or failing this, he shall be notified before 10 a.m. of the day on which the night shift is to start, in which case he shall be paid one extra hour as a bonus to compensate for time lost as a result of having worked a broken shift. Failing notification as aforesaid, the regular overtime rates shall apply on all time worked the first night, but this night to count as one of the three nights mentioned in paragraph (d). This rule does not apply when bringing in a new night crew—that is the men who had not been working in the plant for the preceding twenty-four hours.

(*b*) Regular night shift shall be paid for at the rates of time and one-eighth for eight hours and at the rate of time and one-half for the next six hours on week days, Monday to Friday inclusive; and on Saturdays straight time shall be paid for the first four hours and time and one-half for the next four hours; after that double time shall be paid.

(*c*) In the event of employees on night shift finishing when street cars are not running, the Company shall provide means of transportation to land employees adjacent to their homes. In the event of men being required to report for duty when regular transportation is not available, suitable conveyance to be provided.

(*d*) No employee is to be considered on night shift work unless three consecutive nights have been worked. If less than three complete night shifts have been worked, time and one-half shall be paid for all time worked.

Rule 6. (*a*) Any time worked in excess of hours mentioned in Rule 1, shall constitute overtime and shall be paid for at the rate of time and one-half from quitting time of regular day shift until midnight, and from midnight to the starting time of regular day shift double time shall be paid. A rest period of nine hours shall be allowed in the case of all men who have worked after midnight.

(*b*) Work performed on Sundays and the following legal holdiays, namely, New Year's Day, Good Friday, Victoria Day, King's Birthday, Dominion Day, Labour Day, Thanksgiving Day, Armistice Day and Christmas Day, shall be paid for at the rate of double time. Should any of the aforesaid holidays fall on Sunday, the day set aside by the Dominion Government to be observed.

If any of the aforesaid holidays are not declared legal holidays, double time rates shall not apply.

(*c*) On the day before Christmas and New Year's Day, work to cease at 12 o'clock noon. Any work performed after that time shall be paid for at the rate of double time.

(*d*) Advances to be made to men where and when deemed necessary. Time keepers to be give twenty-four hours' notice.

Rule 7. Should any employee covered by this agreement, feel that he has been unjustly dealt with, he shall take the matter up with his foreman, and failing his obtaining an adjustment, he shall take the matter

up with his Committee, and it, in turn, shall take the matter up with the foreman, General Superintendent, and the higher officials of the Company if necessary. Failing to reach an adjustment, both parties agree to arbitrate, as provided for by the Industrial Disputes Investigation Act of the Dominion of Canada. During the time the case is pending, there shall be no stoppage of work on the part of the men and no lockout on the part of the Company.

Rule 8. Seniority and merit shall be the rule of employment. All fitting work and work other than machine work shall be assigned to Fitters when available.

Rule 9. (*a*) The mininum hourly rate for Machinists and Fitters shall be Seventy-seven cents (77c.) per hour.

The minimum hourly rate for helpers shall be Forty-seven cents (47c.) per hour.

(*b*) Apprentices shall be employed with the understanding that the first year of employment shall be a period of probation, after which time should they show the proper interest and aptitude for their work, they will be allowed to complete the balance of their four years' apprenticeship. They shall be paid the sum of Twenty-two cents (22c.) per hour with half-yearly increases of Five cents (5c.) per hour until the four years' apprenticeship period has been completed, after which they shall receive the minimum hourly rate for Machinists. During their apprenticeship, they must attend Vocational classes and make satisfactory marks for their work there.

(*c*) Number, age and general policy for Apprentices shall be agreed upon between the Company and the Committee.

Rule 10. In addition to the foregoing basic hourly wage rates, a cost-of-living bonus shall be paid to Journeymen Machinists, Fitters, Helpers and Apprentices to compensate for increases in the cost of living subsequent to May 1st, 1941. Such bonus to be as provided for in Section 5 of P.C. 7440.

Rule 11. When it is necessary for men to work in engine room, tanks, bilges, crankcases and other dirty or oily machine, such machine shall be properly cleaned before starting work.

Rule 12. Any men working on Harbour front, finishing work at 3 p.m. or after, shall not be requested to return to the plant for punching out. These men shall be given a full day for time worked up to 3 p.m.

Rule 13. In the event of men being called for work and no work available, or men not being notified before leaving plant or before leaving home for work that they are laid off and return to work on their next regular shift, they shall receive two (2) hours' pay.

Rule 14. Any overtime or bonus time percentages mentioned in this agreement are based on the standard rates of wages paid for straight time ordinary day work, except as in Rule 10 above.

Rule 15. This agreement to become effective on May 1st, 1941, and to remain in effect for the duration of the war and thereafter for the completion of war contracts in effect at the conclusion of the war and from year to year thereafter, unless thirty days' notice in writing be given by either party desiring a change.

St. John Dry Dock & Shipbuilding Company Limited
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Local 482, International Association of Machinists
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DRAFT AGREEMENT (PLUMBERS AND STEAMFITTERS)

Agreement between St. John Dry Dock & Shipbuilding Company Limited and Local Union No. 213—United Association of Journeymen Plumbers and Steamfitters of America, effective date May 1st, 1941.

The purpose of this agreement is to establish and maintain harmonious relations between the management and the men and to stabilize conditions of employment and rates of pay.

Rule 1. Eight hours shall constitute a day's work, 8 a.m. to 12 noon and 1 p.m. to 5 p.m., excepting Saturday when four hours shall constitute a day's work, from 8 a.m. to 12 noon.

Rule 2. (*a*) In the case of three shifts being worked, the hours shall be as follows:—

No. 1 shift..... 7.30 a.m. to 3.30 p.m.
No. 2 shift..... 3.30 p.m. to 11.30 p.m.
No. 3 shift.....11.30 p.m. to 7.30 a.m.

(*b*) When three shifts are worked, thirty minutes shall be allowed for lunch sometime in the fifth hour.

(*c*) Time and one-eighth shall be paid to men working on second and third shifts.

(*d*) Any employee requested to transfer from ordinary day shift or regular night shift to any shift under the three shift arrangement shall be notified nine hours before his shift starts. Failing such notification, regular overtime rates shall apply on all time worked on such shifts, but these shifts to count as one of the shifts mentioned in paragraph (*e*). This rule does not apply when bringing in a new crew—that is, the men who had not been working in the plant for the preceding twenty-four hours.

(*e*) No employee is to be considered on the three shift arrangement unless he has worked consecutively three of the shifts assigned to. If less than three second or third shifts have been worked, time and one-half shall be paid for all time worked.

Rule 3. If, while working on an ordinary day shift, it is found necessary to work men through lunch hour (12 a.m. to 1 p.m.) or supper hour (5 p.m. to 6 p.m.) usual rates to apply; but if men are retained beyond these periods without being given time for lunch or supper, double time shall be paid for all hours worked after 1 p.m. or 6 p.m. as the case may be. Employee must notify his foreman, however, that he is working on double time, otherwise double time rate will not apply.

Rule 4. Wages shall be paid in cash once a week on Friday afternoons for period ending on the preceding Sunday inclusive.

Rule 5. When the Company finds it necessary to employ a regular night shift other than as provided for in Rule 2, the following rules shall apply:

(*a*) Any employee covered by this agreement requested to transfer from day shift to night shift, shall be notifiied one hour before the regular day shift shall commence, or failing this, he shall be notified before 10 a.m. of the day on which the night shift is to start, in which case he shall be paid one extra hour as a bonus to compensate for time lost as a result of having worked a broken shift. Failing notification as aforesaid, the regular overtime rates shall apply on all time worked the first night, but this night to count as one of the three nights mentioned in paragraph (*d*). This rule does not apply when bringing in a new night crew—that is the men who had not been working in the plant for the preceding twenty-four hours.

(*b*) Regular night shift shall be paid for at the rate of time and one-eighth for eight hours and at the rate of time and one-half for the next six hours on week days, Monday to Friday inclusive; and on Saturdays straight time shall be paid for the first four hours and time and one-half for the next four hours; after that double time shall be paid.

(*c*) In the event of employees on night shift finishing when street cars are not running, the Company shall provide means of transportation to land employees adjacent to their homes. In the event of men being required to report for duty when regular transportation is not available, suitable conveyance to be provided.

(*d*) No employee is to be considered on night shift work unless three consecutive nights have been worked. If less than three complete night shifts have been worked, time and one-half shall be paid for all time worked.

Rule 6. (*a*) Any time worked in excess of hours mentioned in Rule 1, shall constitute overtime and shall be paid for at the rate of time and one-half from quitting time of regular day shift until midnight, and from midnight to the starting time of regular day shift double time shall be paid. A rest period of nine hours shall be allowed in the case of all men who have worked after midnight.

(*b*) Work performed on Sundays and the following legal holidays, namely, New Year's Day, Good Friday, Victoria Day, King's Birthday, Dominion Day, Labour Day, Thanksgiving Day, Armistice Day and Christmas Day, shall be paid for at the rate of double time. Should any of the aforesaid holidays fall on Sunday, the day set aside by the Dominion Government to be observed.

If any of the aforesaid holidays are not declared legal holidays, double time rates shall not apply.

(*c*) On the day before Christmas and New Year's Day, work to cease at 12 o'clock noon. Any work performed after that time shall be paid for at the rate of double time.

(*d*) Advances to be made to men where and when deemed necessary. Time keepers to be given twenty-four hours' notice.

Rule 7. Should any employee covered by this agreement feel that he has been unjustly dealt with, he shall take the matter up with his foreman, and failing his obtaining an adjustment, he shall take the matter up with his Committtee, and it, in turn, shall take the matter up with the foreman, General Superintendent and the higher officials of the Company if necessary. Failing to reach an adjustment, both parties agree to arbitrate, as provided for by the Industrial Disputes Investigation Act of the Dominion of Canada. During the time the case is pending, there shall be no stoppage of work on the part of the men and no lockout on the part of the Company.

Rule 8. Seniority and merit shall be the rule of employment.

Rule 9. (*a*) The minimum hourly rate for Journeymen Plumbers, Pipefitters and Steamfitters shall be seventy-seven (77c.) per hour.

The minimum hourly rate for helpers shall be forty-seven cents (47c.) per hour.

(*b*) Apprentices shall be employed with the understanding that the first year of employment shall be a period of probation, after which time should they show the proper interest and aptitude for their work, they will be allowed to complete the balance of their four years' apprenticeship. They shall be paid the sum of twenty-two cents (22c.) per hour with half-yearly increases of five cents (5c.) per hour until the four year apprenticeship period has been completed, after which they shall receive the minimum hourly rate for Journeymen Plumbers, Pipefitters and Steamfitters. During their apprenticeship, they must attend Vocational classes or other approved schools or courses, and make satisfactory marks for their work there.

(*c*) Number, age and general policy for Apprentices shall be agreed upon between the the Company and the Committee.

Rule 10. In addition to the foregoing basic hourly wage rates, a cost-of-living bonus shall be paid to Journeymen Plumbers, Pipefitters, Steamfitters, Helpers and Apprentices to compensate for increases in the cost of living subsequent to May 1st, 1941. Such bonus to be as provided for in Section 5 of P.C. 7440.

Rule 11. When it is necessary for men to work in engine room, tanks, bilges, crankcases and other dirty or oily machine, such machine shall be properly cleaned before starting work.

Rule 12. Any men working on Harbour front, finishing work at 3 p.m. or after, shall not be requested to return to the plant for punching out. These men shall be given a full day for time worked up to 3 p.m.

Rule 13. In the event of men being called for work and no work available, or men not being notified before leaving plant or before leaving home for work that they are laid off and return to work on their next regular shift, they shall receive two (2) hours' pay.

Rule 14. Any overtime or bonus time percentages mentioned in this agreement are based on the standard rates of wages paid for straight time ordinary day work, except as in Rule 10 above.

Rule 15. This agreement to become effective on May 1st, 1941, and to remain in effect for the duration of the war and thereafter for the completion of war contracts in effect at the conclusion of the war and from year

to year thereafter, unless thirty days' notice in writing be given by either party desiring a change.

St. John Dry Dock & Shipbuilding Company Limited

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Local Union No. 213—United Association of Journeymen Plumbers and Steamfitters of America

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DRAFT AGREEMENT (ELECTRICAL WORKERS)

Agreement between St. John Dry Dock & Shipbuilding Company Limited and Local Union B 502 International Brotherhood of Electrical Workers—Effective Date May 1st, 1941.

The purpose of this agreement is to establish and maintain harmonious relations between the management and the men and to stabilize conditions of employment and rates of pay.

Rule 1. Eight hours shall constitute a day's work, 8 a.m. to 12 noon and 1 p.m. to 5 p.m., excepting Saturday when four hours shall constitute a day's work, from 8 a.m. to 12 noon.

Rule 2. (*a*) In the case of three shifts being worked the hours shall be as follows:—

No. 1 shift..... 7.30 a.m. to 3.30 p.m.
No. 2 shift..... 3.30 p.m. to 11.30 p.m.
No. 3 shift.....11.30 p.m. to 7.30 a.m.

(*b*) When three shifts are worked, thirty minutes shall be allowed for lunch sometime in the fifth hour.

(*c*) Time and one-eighth shall be paid to men working on second and third shifts.

(*d*) Any employee requested to transfer from ordinary day shift or regular night shift to any shift under the three shift arrangement shall be notified nine hours before his shift starts. Failing such notification, regular overtime rates shall apply on all time worked on such shifts, but these shifts to count as one of the shifts mentioned in paragraph (*e*). This rule does not apply when bringing in a new crew—that is, the men who had not been working in the plant for the preceding twenty-four hours.

(*e*) No employee is to be considered on the three shift arrangement unless he has worked consecutively three of the shifts assigned to. If less than three second or third shifts have been worked, time and one-half shall be paid for all time worked.

Rule 3. If, while working on an ordinary day shift, it is found necessary to work men through lunch hour (12 a.m. to 1 p.m.) or supper hour (5 p.m. to 6 p.m.) usual rates to apply; but if men are retained beyond these periods without being given time for lunch or supper, double time shall be paid for all hours worked after 1 p.m. or 6 p.m. as the case may be. Employee must notify his foreman, however, that he is working on double time, otherwise double time rate will not apply.

Rule 4. Wages shall be paid in cash once a week on Friday afternoons for period ending on the preceding Sunday inclusive.

Rule 5. When the Company finds it necessary to employ a regular night shift other than as provided for in Rule 2, the following rules shall apply:

(*a*) Any employee covered by this agreement requested to transfer from day shift to night shift, shall be notified one hour before the regular day shift shall commence, or failing this, he shall be notified before 10 a.m. of the day on which the night shift is to start, in which case he shall be paid one extra hour as a bonus to compensate for time lost as a result of having worked a broken shift.

Failing notification as aforesaid, the regular overtime rates shall apply on all time worked the first night, but this night to count as one of the three nights mentioned in paragraph (*d*). This rule does not apply when bringing in a new night crew—that is the men who had not been working in the plant for the preceding twenty-four hours.

(*b*) Regular night shift shall be paid for at the rate of time and one-eighth for eight hours and at the rate of time and one-half for the next six hours on week days, Monday to Friday inclusive; and on Saturdays straight time shall be paid for the first four hours and time and one-half for the next four hours; after that double time shall be paid.

(*c*) In the event of employees on night shift finishing when street cars are not running, the Company shall provide means of transportation to land employees adjacent to their homes. In the event of men being required to report for duty when regular transportation is not available, suitable conveyance to be provided.

(*d*) No employee is to be considered on night shift work unless three consecutive nights have been worked. If less than three complete night shifts have been worked, time and one-half shall be paid for all time worked.

Rule 6. (*a*) Any time worked in excess of hours mentioned in Rule 1, shall constitute overtime and shall be paid for at the rate of time and one-half from quitting time of regular day shift until midnight, and from midnight to starting time of regular day shift double time shall be paid. A rest period of nine hours shall be allowed in the case of all men who have worked after midnight.

(*b*) Work performed on Sundays and the following legal holidays, namely, New Year's Day, Good Friday, Victoria Day, King's Birthday, Dominion Day, Labour Day, Thanksgiving Day, Armistice Day and Christmas Day, shall be paid for at the rate of double time. Should any of the aforesaid holidays fall on Sunday, the day set aside by the Dominion Government to be observed.

If any of the aforesaid holidays are not declared legal holidays, double time rates shall not apply.

(*c*) On the day before Christmas and New Year's Day, work to cease at 12 o'clock noon. Any work performed after that time shall be paid for at the rate of double time.

(*d*) Advances to be made to men where and when deemed necessary. Time keepers to be given twenty-four hours' notice.

Rule 7. Should any employee covered by this agreement, feel that he has been unjustly dealt with, he shall take the matter up with his foreman, and failing his obtaining an adjustment, he shall take the matter up with his Committee, and it, in turn, shall take the matter up with the foreman, General Superintendent, and the higher officials of the Company if necessary. Failing to reach an adjustment, both parties agree to arbitrate, as provided for by the Industrial Disputes Investiga-

tion Act of the Dominion of Canada. During the time the case is pending, there shall be no stoppage of work on the part of the men and no lockout on the part of the Company.

Rule 8. Seniority and merit shall be the rule of employment.

Rule 9. (*a*) The minimum hourly rate for Journeymen Electricians shall be Seventy-seven cents (77c.) per hour.

The minimum hourly rate for helpers shall be Forty-seven cents (47c.) per hour.

(*b*) Apprentices shall be employed with the understanding that the first year of employment shall be a period of probation, after which time should they show the proper interest and aptitude for their work, they will be allowed to complete the balance of their four years' apprenticeship. They shall be paid the sum of Twenty-two cents (22c.) per hour with half-yearly increases of Five cents (5c.) per hour until the four year apprenticeship period has been completed, after which they shall receive the minimum hourly rate for Journeymen Electricians. During their apprenticeship, they must attend Vocational classes or other approved schools or courses, and make satisfactory marks for their work there.

(*c*) Number, age and general policy for Apprentices shall be agreed upon between the Company and the Committee.

(*d*) Helpers are to be advanced to journeymen's status, at the end of two years' service as helpers, on the recommendation of a board of Examiners to be set up for the purpose. Such board of Examiners to consist of three members; one to be appointed by the employer; one by the above named union, and a third to be selected by these two.

Rule 10. In addition to the foregoing basic hourly wage rates, a cost-of-living bonus shall be paid to Journeymen Electricians, Helpers and Apprentices to compensate for increases in the cost of living subsequent to May 1st., 1941. Such bonus to be as provided for in Section 5 of P.C. 7440.

Rule 11. When it is necessary for men to work in engine room, tanks, bilges, crankcases and other dirty or oily machine, such machine shall be properly cleaned before starting work.

Rule 12. Any men working on Harbour front, finishing work at 3 p.m. or after, shall not be requested to return to the plant for punching out. These men shall be given a full day for time worked up to 3 p.m.

Rule 13. In the event of men being called for work and no work available, or men not being notified before leaving plant or before leaving home for work that they are laid off and return to work on their next regular shift, they shall receive two (2) hours' pay.

Rule 14. Any overtime or bonus time percentages mentioned in this agreement are based on the standard rates of wages paid for straight time ordinary day work, except as in Rule 10, above.

Rule 15. This agreement to become effective on May 1st, 1941, and to remain in effect for the duration of the war and thereafter for the completion of war contracts in effect at the conclusion of the war and from year to year thereafter, unless thirty day's notice in writing be given by either party desiring a change.

St. John Dry Dock & Shipbuilding Company Limited.

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Local Union B 502 International Brotherhood of Electrical Workers

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Report of Board in Dispute between Fairfield and Sons, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between Fairfield and Sons, Limited, Winnipeg, Man., and its employees, members of Fairfield Woollen Mills Employees' Unit, One Big Union.

The personnel of the board was as follows: the Honourable Mr. Justice A. K. Dysart, of the Manitoba Court of King's Bench, appointed on the joint recommendation of the other two members; Mr. Edward Armstrong, appointed on the nomination of the employees; and Mr. J. L. M. Thomson, appointed on the nomination of the employer. All three reside in Winnipeg.

The text of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and amendments thereto and in the matter of a dispute between H. C. Fairfield & Sons, Limited, Employer, and its employees being members of the Fairfield Woollen Mills Employees' Unit of the One Big Union, Employees.

To the Honourable NORMAN A. MCLARTY,
Minister of Labour,
Ottawa.

DEAR SIR,—We, the members of the Board of Conciliation and Investigation, established by you on January 28, 1941, to deal with the above dispute, having now completed the work assigned to us beg to submit our report thereon.

Our first meeting of the Board was held on February 7, and meetings thereafter have been held at intervals to suit the convenience of the parties. At most of these meetings both parties were present through their representatives and submitted their evidence and arguments. A few meetings were held at which only one or other of the contesting parties was present, in an effort to discover if any grounds could be found upon which the parties could be brought together in an agreement. This attempt at conciliation at these meetings and at different times throughout the hearings has proved fruitless.

The employees' representatives were headed by Mr. R. B. Russell, the General Secretary of the O.B.U., assisted by D. Sutherland and

H. McGregor. The company on its part was represented by its president, H. C. Fairfield, and his two sons.

We proceeded on the basis that the claims made by the employees in the application for a Board constitutes the whole subject matter of the dispute. These claims are stated as follows:—

1. That the company reinstate the eleven discharged employees and pay them for time lost.
2. That the company stop any further efforts to prevent the employees from exercising their lawful rights in organizing into the union of their choice.
3. That the company recognize the union and enter into negotiations with the employees' representatives in order to arrive at an agreement governing wages, hours of labour and working conditions, a copy of which proposed agreement is hereby enclosed and marked *Exhibit No. 3.*

This third claim was later enlarged upon advice from you and has now been treated by us as including the following additional question:—

4. What wage scales, hours of labour and other working conditions ought to be included in any agreement between the company and its employees?

The pros and cons respecting each of these four questions are set out in appendixes which will be more particularly referred to in connection with each question. Because of the intensely antagonistic attitude taken by the opposing parties, it became necessary to have most of the statements of fact taken under oath in order that precise statements could be checked up if necessary. The evidence was taken down by a court reporter, but has not been transcribed. Speaking generally, however, the facts and arguments are set out in the exhibits Nos. 4-28, inclusive, filed at the hearings.

The four questions in dispute will now be dealt with seriatim.

Question One.

On this first question, namely, whether or not the laid-off men should be restored to their jobs and paid back wages, the facts and arguments of the men will be found in Appendix I and of the company in Appendix I-A attached hereto.

Briefly stated, we find:

On the 17th day of December, 1940, the company laid off twelve of its one hundred and fifty employees, and summarily dismissed one other. In preparation for the lay-off twelve notices had been prepared indicating the reasons assigned by the company for the lay-off, and indicating that the lay-off was only until the men could again be employed with advantage. Mr. Norman Blue, one of the twelve to whom a notice was addressed, did not receive his notice and so did not leave his employment. He has not yet left it. His notice, by some error, was delivered to Mr. Sutherland. The man dismissed was D. Sutherland, whose dismissal was summary for alleged insolence. He was not included in the list of men to be laid off. One of the twelve, Mr. Cassidy, was taken back into service a couple of days later. The remaining eleven laid off are still out, as is also Mr. Sutherland.

In its reply to the men's claims the company stated to the Department of Labour that no men had been dismissed and that those laid off were so laid off until the company could use them to advantage. We must, therefore, treat these eleven men as merely laid off and not dismissed. Therefore, they have a right to be considered as part of the general staff of the company's employees, though not actually working or drawing wages. Mr. Sutherland, however, stands on a different footing and should be regarded as no longer a member of the staff.

Whether any or all of the laid-off men are entitled to be restored to their jobs depends on whether or not they were improperly laid off. If, as the men claim, they were laid off because of their union activities, then the lay-off was improper and the men should be restored to their jobs. On the other hand, if, as claimed by the company, the lay-off was for other reasons than union activities, the lay-off was justified and the men have no right to be restored.

The lay-off followed very closely upon the organization of the union, but we are satisfied that the company had intended to reduce the staff by laying off some members and had reached a definite conclusion to that effect before the union was organized.

The company's reasons for the lay-off were that they had known for some time that they were over-staffed, and, although a decision to lay off had been opposed by some members of the company and at least was postponed, still early in December it seems to have been clear to the company that business prospects could not justify retention of the full staff and that some would have to be laid off. The records before and since the lay-off seem on the whole to substantiate fairly well the company's contention.

In selecting the group to be laid off, the company chose those men from the different departments who seemed to be low in efficiency or production, and fairly low in seniority. On the question of efficiency of the individuals, there has been much controversy. The company relies upon the statements of the various mill managers and supervisors, who all support the company's view, as well as upon records of production kept by the different men. These records, though only introduced and not very accurate, apply in a

rough way the same rule to nearly all of those whose work was so recorded. In some cases, notably that of H. McGregor, this claim seems to be refuted by showing errors in the records.

Turning to the reasons alleged by the employees, namely, union activities, we find that at the time of the lay-off, Sutherland had been spokesman for the men on the evening of December 16th, and was probably one of the most active engaged in the organization, yet the company did not lay him off and did not intend to. It dismissed him because of something which arose in a heated moment between one of the company's officials and Mr. Sutherland. We find therefore, that Sutherland was not laid off because of his union activities. Mr. McGregor had been spokesman for the men in the afternoon meeting, and was known to be active. His case comes nearest of all to establishing the men's claim, but even at that we think it fails because he was not locked out. The remaining men, three, were members of the committee of thirteen which the men had appointed at their organization meeting on December 15th to carry on negotiations with the company respecting an agreement, and the same three were subsequently appointed members of a committee to carry on negotiations, but at the time of the lay-off it is not shown in any way that the company was aware of these facts respecting these three, so that they cannot be said to have been laid off because of union activities. The remaining eight men laid off are not shown to have taken any active part in the organization of a union, and it is not shown that the company even knew that they were members of the union.

The lay-off was not for the purpose of compelling the men to accept or continue their employment on terms or conditions laid down by the company, and least of all was it done for the sole reason of so compelling them. Therefore there was no lock-out within the meaning of Section 2 (*g*) of the Industrial Disputes Investigation Act or of Section 502A of the Criminal Code.

In our opinion, therefore, the governing reasons, if not the only reasons, for the lay-off, were business considerations of the company and not the union activities of the laid-off men. It follows that these men have no right to be restored to their jobs until the company needs their services. It also follows, of course, that they are not entitled to be paid wages for time since the lay-off.

Question Two

The second question is whether or not the company ought to discontinue interfering with the men's right to organize. The facts and claims of the men are set out in Appendix II and the company's reply will be found in Appendix II-A.

On the sworn testimony of the company's officials and of the employee Lorette, it is quite clear that the company did not interfere with the men's right to organize, nor attempt in any way to break up or destroy the organization. The things which transpired in the mill among the employees and which were suspected of being inspired by the company or done with their knowledge and approval, seemed to have been the actions of the men entirely of their own accord.

The company not having interfered, need not, of course, be required to discontinue interference.

We should observe, however, that we deal with this question distinct and apart from Question One.

Question Three

Turning to Question Three, namely, whether or not the company should negotiate with the representatives of the union with a view to reaching a trade agreement, the facts and claims of the men respecting this will be found in Appendix III and of the company in Appendix III-A.

Because the Department of Labour has accepted the representation made by the men that the union contains one hundred and five of the one hundred and fifty employees as at December 17, 1940, and has made a submission to this Board upon that basis, the Board is bound to accept that basis of procedure, and cannot go behind that record.

Although evidence has been adduced that many of the men who joined up with the union subsequently desired to withdraw, no evidence of actual withdrawal has been placed before us, and, even if a sufficient number did withdraw or were now disposed to repudiate the union to reduce the union's membership to a minority of the employees, that is not a matter into which this Board can enter.

Assuming then that the union as formed represented a majority of the employees and therefore had a right to speak for them, the next question is, who shall those spokesmen be? Namely, the men have the right to organize into a union of their choice and to elect spokesmen or representatives of their choice for bargaining purposes. They did choose such men on December 15; they appointed a committee of thirteen, which a week later was reduced or replaced by a committee of five. That committee consists of Sutherland, who was dismissed on the 17th of December, H. McGregor, and three others who had been laid off on the 17th. McGregor and these three, being only laid off, are still entitled to be regarded by the men as belong-

ing to the staff of the company, although not at the moment actively employed. Sutherland alone is no longer a member of the staff, but there is nothing in the Act to prevent the men from naming an outsider to act as one of their representatives in such bargaining.

We therefore think that the union represents the majority of the employees, and, as a union, has the right to negotiate with the company with a view to reaching a collective bargain, and that it is entitled to carry on such negotiations through the representatives which it chose at or before the beginning of this dispute.

The law which gives the men the right to bargain collectively surely carries the implication that the company will negotiate with the men with a view to reaching such bargain. Any other view would render this portion of the Act a futility.

In the above circumstances and on the assumptions upon which we have proceeded, we think that the company should enter into negotiations with the present representatives of this union, with a view to reaching a collective bargain regarding rates of pay, hours, and working conditions.

Question Four

On this question, namely, what ought to be the terms and conditions of an agreement between the company and its employees, the facts and claims of the men are set forth in Appendix IV and of the company in Appendix IV-A.

Although we have attempted to acquaint ourselves with facts that might enable us to reach a conclusion, the paucity of material renders this practically impossible at this stage. Moreover, in view of the fact that we recommend under Question Three that the company meet its employees with a view to striking their own bargain on these matters, we deem that, for the present at least, no recommendation need or should be made by us under this heading.

All of which is respectfully submitted.

(Sgd.) A. K. Dysart,
Chairman.
J. L. M. Thomson.
E. Armstrong.

APPENDIX I

This is a statement of the case of the men on Question One. The men claim that thirteen men laid off or dismissed were so laid off or dismissed by the employer for the sole reason of their activities in forming a trade union.

In support of this view they submit:—

(1) That the one hundred and fifty employees of the company were circularized by the General Secretary of the O.B.U. under letter dated December 11th, 1940, inviting each employee to appear at the Lockport Hall (a mile or so from the mill) on Sunday, December 15th, 1940, for the purposes of organizing a trade union;

(2) That this letter or its contents in some way came to the attention of the company. Two of the officers, H. C. Fairfield and F. R. Fairfield, questioned two of the employees, D. Sutherland and H. McGregor, regarding the possible formation of a union, and made it quite clear that the management would not tolerate any affiliation with outside unions and used intimidating language towards these employees;

(3) That on Sunday afternoon, December 15th, at the Lockport Hall, one hundred and five of the employees assembled and signed application cards and thereby formed a trade union under the name of the Fairfield Woollen Mills Employees' Unit of the One Big Union. This meeting was addressed by R. B. Russell, the General Secretary. A committee of thirteen, including D. Sutherland and H. McGregor, was appointed to prepare a draft agreement as a basis of negotiations with the company. The General Secretary was instructed to request the company by letter to meet this committee with a view to negotiating an agreement;

(4) That the employees further claim that on Monday, December 16th, the company stopped the mill, called the men together and Mr. H. C. Fairfield, Sr., spoke telling the men he had advocated the laying off of men for the past six weeks due to the lack of work, but that Mr. F. R. Fairfield had opposed it. Mr. Fairfield, Sr., also told them that if the company had to close the mill they would put a lock on the door; it made no difference to them; also that the employees could have a union but that if they wanted more money they could get more from the company without a union than they could if an outside union came in and made demands;

(5) That on December 16th the General Secretary, Mr. Russell, 'phoned F. R. Fairfield regarding the alleged threat of "lockout", but Mr. Fairfield denied the allegations and said that the company was aware of its responsibilities;

(6) That on the evening of December 17th twelve men were laid off, eleven of them being given letters in identical terms, namely that the lay-off was regrettable and was due to "lack of business" and to "existing conditions". The recipients of these notices left, being paid up to date with a small bonus. The twelfth notice in the same terms, addressed to N. Blue, was not given to Blue but was later given to D. Sutherland. They claim also that the notice given to Sutherland, though addressed to Blue and sealed in an envelope, was intended for Sutherland, further that neither Sutherland nor Blue has yet received his cheque;

(7) That although the reasons for the lay-off were so stated in the notices and were substantially repeated in the company's answer to the men's application for a Board, the company later, after hearings had begun, assigned additional reasons for the lay-off, namely, inefficiency and low production on the part of the men laid off;

(8) That the alleged inefficiency and low production are based upon records which the company had installed only a month or so before the lay-off, and which up to the time of the lay-off had never been properly developed, and were so incomplete in many essential features that they could not fairly nor even roughly give any true picture of the men's efficiency or production; and that these records, having been entered in a book, have since been destroyed and so can throw but little light on this aspect of the controversy;

(9) That two of the men laid off, D. Sutherland and H. McGregor, had been appointed "charge-hands", and so had much work of a general supervisory nature of which the said records gave no account;

(10) That if the men had been as inefficient and as low in production as the company alleges, it is hard to understand why they were not dismissed long before they were, and especially why for some months prior to the actual lay-off that at least some of them had received periodical increases in pay;

(11) That the allegation of over-staffing is to be heavily discounted because immediately after the lay-off the remaining employees were required or permitted to work longer hours per day, and that the production in numbers of blankets is not recorded for the following two weeks, when admittedly there was much confusion and dislocation of business at the mill.

The conclusion reached by the men and urged, is that the lay-offs were due not to "lack of business" or "existing conditions" nor to "inefficiency" or "low production" on the part of the employees, nor to "over-staffing", but to the real reason that these men or at least some of them had become offensive to the company because of their activities in forming a union.

APPENDIX I-A

This is the reply of the company to Appendix I of the men regarding Question One. The company assign several reasons for the lay-off and dismissals. They say:—

(1) That for at least six weeks prior to December 17, it was evident to the company that the staff was over-manned and ought to be reduced. The decision was postponed because of the opposition of the younger members of the company and of the hope of securing some new business; still, early in December a decision was reached for a lay-off. Thereupon a tentative list of thirty names was drawn up from among the employees from which those laid off were to be selected, and in fact were later selected. The company affirms that of those laid off only three or four were known by the company to be in any way active in organizing a union, and that the most active of these—Sutherland—was not on the list to be laid off, but was to be continued. His dismissal was because of alleged insolence or truculency. The company claims that the majority of those laid off on December 17 were, so far as the company knew, in no way connected with organizing activities;

(2) That the company had heard rumours of organizing activities prior to December 15, but had no definite knowledge of what was actually going on;

(3) That because they suspected that some unrest or dissatisfaction or complaints existed among some of the men, they called a meeting of the day staff about 4.30 in the afternoon of Monday, December 16, and spoke with a view to allaying any unrest or removing any dissatisfaction that might exist and there told the men briefly of the history of the company and its development as one big family; that if they desired to form a union it would be quite satisfactory indeed to the company; that if the men had any complaints or requests to make the company would be glad to hear them and deal with them; and then left the meeting awaiting any word from the men. Soon thereafter H. McGregor came from the meeting to the company's officers and requested that the whole matter be allowed to stand until the night shift could be present. This was agreed to;

(4) That about 7.30 in the evening, when both shifts were present, the meeting was again addressed, this time by one of Mr. Fairfield's sons, along the lines of the afternoon meeting, although a little more briefly. Again the company's representatives retired and soon after a committee of five, headed by D. Sutherland, attended the company's officers and stated that the men had decided unanimously to remain with the union they had formed, and that they would submit some proposals in due course;

(5) That on the evening of December 17 the lay-off took place. Twelve men had been selected for the lay-off several days prior to that time and had been chosen from the preliminary list of thirty names already referred to, and were decided upon after consultation with the officers and management as to the men who should be laid off in the reduction of staff;

(6) That all were unanimous that the men selected for the lay-off were those who could be most easily spared from the mill without lowering the productive power of the mill;

(7) That seniority coupled with efficiency was the principle underlying this particular lay-off, as it had always been in the mill in the preceding eighteen or twenty years;

(8) That the lay-off was not in any respect or degree prompted by union activities of any individual; and that this is shown by the fact that Sutherland, who was known by the company to have been most active, was not slated for the lay-off at all; and that the large majority of those laid off were not known by the company to be, nor had they in fact been, active in promoting the union's organization;

(9) That the fact that the men laid off or dismissed include M. Kartzmark, the president of the union, D. Sutherland, secretary of the union, and the three other members of the executive of five, of the union, is merely coincidence, and was an after event because these men were not elected to their respective offices until several days after they had been laid off, namely, at a meeting of the union on Sunday, December 22, 1940;

(10) That whatever union activities may have been displayed by the men prior to the lay-off, no demands of any kind had been made upon the company. The agreement proposed in the third of the men's complaints was not prepared nor submitted to the company until some days after the lay-off, and it was the first concrete demand made by the union;

(11) That the company did not in fact nor otherwise "lock-out" these men. The company understand "lock-out" to mean, in part at least, a lay-off of men done with a view to compelling them to accept the company's terms of employment. The company does not want these men back in its employment and laid them off because it had no present or further use for their services. As regards the majority of the men the company have always been ready and willing and are now ready and willing to re-engage them if it has any use for their services. But the four or five men, namely, D. Sutherland, H. McGregor, J. McGregor and P. W. Blue and M. Kartzmark, it will not re-engage because they have proven themselves to be trouble-makers for months prior to the lay-off, and chiefly because of their unfair allegations concerning the company, made to the Department of Labour, and because of their insolence and truculency in their attitude to the company's management;

(12) That the need of reduction in staff had for some time prior to the lay-off been well-known, but was delayed only on grounds of compassion or hope of improvement, and that the subsequent production of the mill once the readjustments were settled and the Christmas season with its interruptions passed, proved conclusively that even with reduced staff and reduced number of working hours, the monthly output of blankets progressively and substantially increased. Part of this improvement is attributable to the development of more system in the work and elimination of disturbing elements;

(13) That all the men who were laid off or dismissed were men of low production and efficiency. This is attested to by all the company's managers and supervisors of production, and is shown by the records of production as kept by the men themselves. That these records, though admittedly not very accurate in some respects, were at least the same for all men and had the same relative value for all. Any inaccuracies in the records may be allowed for and still the conclusion is reached of inefficiency and low production power of these men.

In conclusion the company claims that it was well within its rights in reducing the staff when the staff was over-manned, and in laying off these men in that reduction, and maintains that the lay-off was not in any way prompted by the union activities of any of these men.

The company claims therefore that the men ought not to be restored, nor, of course, are they entitled to payment of back wages.

Appendix II

This is a statement of the case of the men on Question Two. In support of this view they submit:—

(1) That within a day or two after December 15, 1940, when the union was organized, a document referred to as the "round-robin" was drawn up and circulated for signatures among the employees and the men claim that inasmuch as this was done during business hours and by men opposed to the union, it must have been instigated or condoned by the company. That document was destroyed and never delivered to the union;

(2) That a week or more afterwards another document was drawn up purporting to be a resignation of the signatories from the union. This document, also circulated during business hours, was widely signed. Here again the men claim that the company must have known, if they did not in fact inspire, this document. Incidentally the document contained eighty-one signatures, at least seventeen of whom were not members of the union from which they purported to resign; and although the document was subsequently sent to the executive of the union it was such a document as they did or could not act upon.

In conclusion the men claim that such activities, if participated in by the company, are in contravention to the men's rights, and should be terminated.

Appendix II-A

This is the reply of the company to Appendix II of the men, regarding Question Two.

Regarding the "round-robin" the company's officers say that they knew nothing of its origin, inception or circulation and had nothing whatever to do with it and that they learned of it eventually, only later on; and that when they did hear of it they disapproved of it.

Regarding the second document they say that here again they knew nothing of it, either of its origin or circulation, until later on, when a copy of it came into their hands about the time that it came to the attention of the Board.

They say further that they had not in any way done anything to justify this complaint.

Appendix III

This is a statement of the case of the employees on Question Three. The men claim:—

(1) That the employees at a meeting on December 15, 1940, exercised their lawful right to form a union and to appoint representatives to negotiate an agreement on their behalf with the company; that committee consisted of thirteen employees, whose names are: P. W. Blue, H. McGregor, J. Loutit, D. Sutherland, V. Taylor, L. Loutit, G. Bruce, O. Taylor, J. Harcus, H. Saunders, G. Tingling, T. McKay, A. McKay;

(2) That this committee prepared a draft agreement as a basis of negotiation with the company, but because of the events already detailed under headings of Questions One and Two this committee did not get an opportunity to meet or negotiate with the company;

(3) That at a subsequent meeting, namely, on December 22, 1940, the organized committee received and adopted the report of progress of that committee; for that thereupon for various reasons a smaller and slightly different committee was appointed to represent the union in the contemplated negotiations with the company. This committe consisted of the following five men: M. Kartzmark, D. Sutherland, H. McGregor, P. W. Blue, J. McGregor;

(4) That this latter committee has not yet been able to open negotiations because of the facts set out in this report;

(5) That the employees claim that there is no restriction placed upon them by law in the selection of representatives to negotiate agreements for them, and that they are at liberty to select employees who have been laid off or even persons who are not in the employ of the company at all;

(6) That they insist upon the freedom of choice which the law allows them as they understand it, and will negotiate with the company only through said committee of five appointed on December 22, 1940;

(7) That the employees resist and will resist the suggestion that if they are to negotiate with the company they must do so only under a committee whose personnel is agreeable to the company;

(8) That they likewise resist the suggestion that any such negotiating committee from them must be at the time of the negotiation in the employ of the company, because that suggestion would enable the company, by laying off any representatives so chosen, to thwart negotiations indefinitely and so defeat the purposes of the Act;

(9) That the union as formed on December 15 was accepted by the Department of Labour at Ottawa as representing the majority of the company's employees, and that this conciliation board cannot now go behind the Department's recognition, but must proceed on the assumption that the union does represent the majority of employees, and has properly chosen those who so represent it in the negotiations;

(10) That, moreover, the union does in fact embrace in its membership the majority of the present employees, and that the present committee appointed for negotiation has never been repudiated by the union.

For the foregoing reasons the employees claim that the right given them by law to establish a union of their choice, and when so established to negotiate collectively, entails a correlative duty on the part of the company to enter into negotiations with the union's representatives. Stated concretely, the employees, being members of the said trade union, claim the right to negotiate with the company for a wage agreement through the said committee of five chosen December 22, 1940.

APPENDIX III-A

This is the reply of the company to Appendix III of the men, regarding Question Three. The company admits:

(1) That it has always acknowledged the right of its employees to form a labour union of their choice;

(2) That the employees did exercise that right and form a union;

(3) That the formation of such a union carries with it the right to bargain collectively on behalf of the employees respecting wages, hours of labour and general working conditions;

(4) That the company has refused and still refuses to negotiate with the committee of five appointed by the union on December 22, because it claims;

(5) That the members of this committee are not employees of the company;

(6) That they were not employees when they were appointed to the committee;

(7) That by their individual conduct the members of that committee have made themselves so objectionable to the company that the company refuses to discuss any agreement with them;

(8) That the objectionable conduct was no part of their proper union activities but something quite outside, as set forth in Appendix I-A;

(9) That the company understands the law to be that negotiations may be carried on by its employees through representatives who are employees and therefore have something immediately at stake in the working of the mill;

(10) That the said committee does not represent a majority of the present employees as shown by the fact that (a) soon after formation of the union, twenty-nine employees signed a "round-robin"; (*b*) that soon thereafter forty-four of those who had become members of the union signed a document which they intended to be a resignation from the union, but which the union officers declined to accept or act upon; in addition, twenty-seven other employees signed the said document and still others expressed annoyance at not having been given an opportunity to sign before it was sent to the secretary of the union.

(11) That the formation of a union does not destroy the essential spirit of the Act, which is to enable *employees* to better their conditions with the company, and not to enable outsiders with sinister motives and objects to interfere with the internal working of a manufacturing plant in which they have no proper concern;

(12) That the personnel of the said committee of five are no longer included in the company's employees, one having been dismissed, and the four others laid off indefinitely and without any present prospect of their being taken back into employment again;

The company therefore submits that it ought not be compelled to negotiate with this committee. It is, however, quite willing to negotiate with a new committee chosen by and from among the present employees.

APPENDIX IV

This is a statement of the case of the employees in respect of Question Four. The men claim:

(1) That they lawfully formed a union and appointed a committee to draw up a draft agreement, and that the committee having so drawn an agreement which has been brought to the notice of the company, that agreement should form a basis of wage scales, hours of labour and other working conditions;

(2) That the said agreement, as frequently stated, is only a draft or suggestions and is open to be varied in any way by negotiations between the men's representatives and the company;

(3) That until the company accepts, qualifies or wholly rejects any or all of the terms of the proposed agreement, there is nothing that the employees can profitably do except to wait until some such action is taken by the company or is forced upon the company.

A copy of said draft agreement is attached. hereto for convenience of reference.

EXHIBIT No. 3

This Agreement made in duplicate this day of 194

Between: Fairfield and Sons, Limited, hereinafter called "The Company" of the first part and Fairfield Woollen Mills Employees' Unit, One Big Union, hereinafter called "the employees" of the second part witnesseth that the parties hereto agree as follows:

Clause 1. Duration of Agreement:

(*a*) This Agreement shall take effect and be binding upon the parties from the first day of January, 1941, to the thirty-first day of December, 1941, and thereafter until revised or terminated as hereinafter provided.

(*b*) If either party desires to revise or terminate this Agreement on the thirty-first day of December, 1941, they will give the other party (30) thirty days' notice prior to that date. If such notice is not given this Agreement shall continue in force thereafter until revised or terminated by a thirty (30) days' notice by either party prior to the thirty-first day of December in any year.

(*c*) Due to the unsettled state in world affairs it is agreed that should the cost of living as indicated by the index published by the Department of Labour in the LABOUR GAZETTE show an increase of five (5) per cent or more, then only shall the union have the right, upon fifteen (15) days' notice, to open up the wage schedule of this agreement for adjustment, when conferences shall be held and any decision reached shall become effective immediately.

Should the Union invoke this clause and an increase in wages be granted by reason thereof, then the Company shall have the right to ask for a revision in the wage scale, should the cost of living show a decline of five (5) per cent or more; however, any revision under this clause shall not be lower than the rates herein established.

Clause 2. Working Hours:

(*a*) Men employed in the Picker Room, Carders, Spinners, Weavers (old mill) Washer Room, Brush, Cutting, Drying Hemming and Packing Room shall work one (1) week days, and one week nights, alternately.

(*b*) The regular hours of the above employees on the day shifts shall be eleven and one-half (11½) hours per day Monday to Friday between the hours of 7.30 a.m. and 7.30 p.m., for which they shall be paid twelve (12) hours' wages per day; and eight (8) hours on Saturday between 7.30 a.m. and 4 p.m.

(*c*) The regular hours of the above employees when on the night shift shall be eleven and one-half (11½) hours per night between 7.30 p.m. and 7.30 a.m., Monday night to Saturday morning, for which they shall be paid twelve (12) hours' wages per night.

(*d*) Men employed as spoolers, weavermen and weavers (new mill) shall work three (3) eight-hour shifts, which shifts shall rotate: first week, from 8 a.m. to 4 p.m.; second week, 4 p.m. to 12 p.m.; and third week, from 12 p.m. to 8 a.m.

Clause 3. Overtime:

All overtime worked in excess of regular working hours on any one shift as above specified, shall be paid for at the rate of time and one-half.

Clause 4. Promotions:

When an employee is required to fill the place of a higher-paid man for a temporary period he shall receive the higher rate of pay, but upon resuming his previous work, shall revert to the previous rate paid him.

Clause 5. Wages:

The following minimum wages shall prevail during the life of this Agreement:

	per hour
Carders (inexperienced):—	
1st three months	$0 30
2nd three months	0 35
2nd 6 months	0 40
After 1 year	0 45
Head Carder T. McKay	0 57½
Head Carder H. Parks	0 52½
Spinners (inexperienced):—	
1st three months	0 30
2nd three months	0 35
2nd six months	0 40
After 1 year	0 45
Charge hands	0 50
Spoolers (inexperienced):—	
1st month	0 20
2nd month	0 25
3rd month	0 30
After 3 months	0 35
Charge hands	0 50
Beamermen	0 35
Weavers (Old Mill) (inexperienced):—	
1st three months	0 30
2nd three months	0 35
2nd 6 months	0 40
After 1 year	0 45
Charge hands	0 52½
Weavers (New Mill) (inexperienced):—	
1st three months	0 30
2nd three months	0 35
2nd six months	0 40
After 1 year	0 45
Charge hands	0 52½
Washer-Room (inexperienced):—	
1st three months	0 30
2nd three months	0 35
2nd six months	0 40
After 1 year	0 45
Dyer	0 52½
Brush, Cutting, Drying, Bailing, Hemming and Packing and Picking Room (inexperienced):—	
1st three months	$0 30
2nd three months	0 35
2nd six months	0 40
After 1 year	0 45
Charge hand, Les Loutett	0 52½
Charge hand, P. Blue	0 50
Firemen:—	
E. Taylor	0 45
H. Cox	0 40

Clause 6. Definition of Regular and Temporary Employees:

A new employee in any of the departments listed in this Agreement, when entering the services of the Company, will be on trial for the first ninety (90) days. If after ninety days of employment (steady or collective) he proves himself to be satisfactory, he shall become a regular employee.

Clause 7. Seniority:

Seniority with efficiency shall govern. No employee shall have any claim to seniority until he has become a regular employee as defined in Clause 6 of this Agreement.

Clause 8. Reduction in Staff:

(*a*) When it becomes necessary to make a reduction in expenses the staff shall be reduced by dispensing with employees with less than 90 days' continuous service.

(*b*) In the event of a further reduction in expenses being necessary the hours of those working 11½ hours per shift shall be reduced to eight (8) hours before any further reduction in staff is made.

(*c*) If further reductions become necessary, then the reduction shall take place by seniority —last man on, first man off.

Clause 9. Grievances:

(*a*) In any dispute that may arise which cannot be satisfactorily adjusted by the manager and the officials of the Company, to whom it shall be referred in successive steps, the parties hereto agree that such dispute shall be referred to a Board of Arbitration as provided in the "Act to Prevent Strikes and Lockouts" or the "Industrial Disputes Investigation Act", whichever may apply, and no strike or lockout shall occur pending a decision.

(*b*) Any employee covered by this Agreement who has been discharged or suspended, or who feels himself aggrieved, shall have the right to have his case taken up with the Company by the Grievance Committee.

(*c*) The Company agrees to recognize the Grievance Committee and the union representative as the sole representative of the employees.

Clause 10. Miscellaneous:

In return for the concessions granted in this Agreement the employees and their union undertake to promote the welfare of the Company at all times.

In witness whereof the above-mentioned parties have hereto set their hand and seal, this day and year first above mentioned.

Fairfield and Sons, Limited,

Party of the First Part.

.....

.....

.....

Fairfield Woollen Mills' Employees' Unit, O.B.U.,
Party of the Second Part.

.....

.....

APPENDIX IV-A

This is the reply and statement of the company to Appendix IV of the men, in respect of Question Four. The company says:—

(1) That the draft agreement prepared by the committee of the men is one which, while it contains many features that would not be objectionable to the company, cannot be entered into without further study and no doubt with much qualification;

(2) That this mill has conducted its business for about twenty years on the basis of individual hiring contracts, and has no experience in dealing with men as classes. It recognizes that individuals differ in efficiency and value, and that to the levelling down or averaging of wages, as between the highly efficient and the extremely inefficient, much study and care must be given;

(3) That there are no other woollen mills in this general district, and there is very little information that can be acquired from the few, small, scattered mills that could be reached in this area.

(4) That it has no knowledge of the terms, conditions or even the existence of any such agreement in woollen mills in eastern Canada, and until it has such information it could not fairly or safely sign up any agreement unless proper safeguards were therein provided;

(5) That such safeguards as may be deemed necessary by the company might prove unacceptable by the employees, and vice versa, and that therefore, time should be allowed for a study of the situation in other localities and with a view to determining how far and in what way outside agreements might assist in forming a new agreement here.

For convenience the company attaches hereto a summary of wages paid to its operators at the mill at the present time. This scale it is willing to continue, and suggests that it form at least a basis of any negotiations.

FAIRFIELD & SONS, LIMITED
WOOLLEN MILLS
WINNIPEG STORE AND DEPOT
468 PORTAGE AVENUE

April 14, 1941.

The Chairman,
Board of Conciliation,
Winnipeg, Man.

Dear Sir:

With reference to your Lordship's suggestion that we set up an outline of an understanding or agreement which we would enter into with our employees we herewith set forth the arrangements under which we are operating this plant and which are in force at present. We place this outline under the headings as follows:—

1. Rates of Pay.
2. Hours of Labour.
3. Working Conditions.

1. Rates of Pay are shown as in attached schedule.

2. Hours of Labour. The hours of Labour are 8 hours, 9 hours and 11½ hours with no overtime. Men are employed by the hour (all employees).

3. Working Conditions. Working conditions at present prevailing at the plant conform with requirements of the Provincial Board of Labour and have been inspected and approved from time to time. The only outstanding suggestion, not an order, not already complied with is to provide a rest room for the employees; this is under consideration and will be provided as soon as possible.

When employees are laid off length of employment and efficiency are taken into consideration.

The arrangements set forth herewith may be taken as a binding agreement between the Company and its employees.

If a majority of our employees wish to organize into a union, and satisfy us that they are members in good standing, we are prepared to incorporate these conditions into an agreement. It must be understood however that we will continue to operate as an open shop.

However before signing an agreement which would provide for more than what is outlined herewith we would require time to consider any new provisions.

Members of a Union Executive desiring to negotiate with us would have to be drawn from our employees of at least two years' standing.

We trust that this information is all that you require for the purposes of your Board.

Yours truly,
Fairfield & Sons, Ltd.
Per H. C. Fairfield,
President.

List of Hourly Rates being paid at our plant for different departments:—

Dyeing and Drying:			
2 Employees	31	cents	
1 Employee	41	"	
Picking and Preparing:			
1 Employee	30	"	
4 Employees	31	"	
2 "	36	"	
Carding:			
4 Employees	31	"	
1 Employee	38·8	"	
2 Employees	46·4	"	
1 Employee	50	"	
Spinning:			
4 Employees	30	"	
10 "	31	"	
1 Employee	36	"	
1 "	41	"	
1 "	50	"	
Bobbin Boys:			
4 Employees	22	"	(Boys)
2 "	24	"	
Spooling:			
5 Employees	20	"	(Boys)
5 "	22	"	
4 "	24	"	
Beaming:			
1 Employee	22	"	(Boy)
1 "	26	"	"
2 Employees	27½	"	"
2 "	28½	"	
1 Employee	31	"	
Weaving:			
12 Employees	30	"	
7 "	31	"	
3 "	33	"	
3 "	42	"	
1 Employee	45	"	
1 "	47	"	
Finishing:			
1 Employee	27	"	(Boy)
2 Employees	30	"	
6 "	31	"	
1 Employee	42	"	
Packing:			
9 Employees	31	"	
1 Employee	41	"	

Maintenance:		Per hour	
2 Employees	.....	31	cents
1 Employee	.....	41	"
Helpers:			
3 Employees	.....	22	" (Boys)
3 "	.....	29	"
1 Employee	.....	30	"
1 "	.....	36	"
1 "	.....	25	" (Boy)

All Rates shown herewith are plus 5 per cent due to rise in cost of living.

All legal holidays are given to employees and they are paid for 8 hours for each holiday at rates shown plus 5 per cent above.

Fairfield & Sons, Ltd.,
Per "F. R. Fairfield".

Report of Board in Dispute between Dominion Engineering Works, Limited, and Its Patternmakers

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Engineering Works, Limited, Lachine, P.Q., and its patternmakers, members of the Montreal Patternmakers' Association.

The personnel of the board was as follows: His Honour Judge Albert Constantineau, Rockland, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. E. Stuart McDougall, Montreal, P.Q., appointed on the nomination of the employer.

The text of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act, R.S.C. 1927, Chap. 112, and in the matter of a dispute between the Dominion Engineering Works, Limited, and its Patternmakers, being Members of the Montreal Patternmakers' Association.

To the Hon. NORMAN A. MCLARTY, K.C., a Member of His Majesty's Privy Council for Canada, and Minister of Labour.

The Report of the Board of Conciliation and Investigation constituted under the said Act by the Minister on the 1st day of March, 1941, respectfully sets forth as follows:

In their application for a Board of Conciliation, the patternmakers declare that the nature and the cause of the dispute is the "Refusal on the part of the Company to recognize the Patternmakers' Association or grant requested increase in wage rates." And later on, referring to their efforts to adjust the dispute, they add: "Committee have communicated on several occasions with the Company and had personal interview without satisfactory results."

In its reply, and as a justification of its attitude, the Dominion Engineering Works, Limited, filed a written statement, in which it stated that: "Application for increase in the minimum wage of patternmakers employed by the Company from a minimum of 85 cents an hour to 95 cents an hour was made in August or September, 1940, by verbal representations to the Superintendent of the Company's pattern shop by a shop committee of the Company's patternmakers, and this application was subsequently renewed on several occasions;" and that such applications were refused "by the Company on the ground that the 85 cents an hour minimum was fair and reasonable, considering all the circumstances, and that such minimum is in proper relation with the minimum rates being paid in all other classes of labour by the Company and by others generally in the district having regard to the importance and character of the patternmaking trade and the skill and experience therein required."

Another ground of refusal relied on by the Company is the fact that the minimum of 85 cents an hour is equal to the highest minimum ever prevailing in the patternmakers' trade during the last 14 years, namely, from the year 1926 onwards, and that its refusal, on this ground alone, has been fully justified by subsequent events, and particularly by the general principles laid down for the guidance of Boards of Conciliation in Order in Council P.C. 7440, Dec. 16th, 1940, par. 3, which is as follows:—

> "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances."

After enumerating in detail the minimum hourly rate of wages paid to the patternmakers from the years 1926-1940, both inclusive, varying from 65 cents to 85 cents, and indicating how such employees had sometimes been adversely affected by depressed business conditions, the Company goes on to say, "Contrasting these conditions with those now existing, it may be stated that since January,

1940, when the 85 cents per hour minimum was restored, available work for the patternmakers in the Company's employ has exceeded the regular 50 hours per week in every week except during part of May, June, July, and the first two weeks in August, since when available work has rendered necessary 14½ additional hours of work per week, making a total of 64½ hours per week, which enables the patternmakers to earn $61.12 a week on the basis of 50 hours at 85 cents, and 14½ additional hours at time and a half, and they continued to earn this minimum up to the 15th November, 1940, at which date the Company regrets to record the fact that they refused to work more than 50 hours per week, apparently in retaliation for the Company's unwillingness to increase the minimum wage. Their refusal has persisted in spite of the fact that there has been, and is at present, and probably will continue to be, an urgent need for increased volume of work from the pattern shop for war needs, inasmuch as 80 per cent to 90 per cent of all the work in the Company's shops is directly or indirectly for the account of the Department of Munitions and Supply of the Government of Canada and such work has been delayed to date the equivalent of 5,000 man hours of work. Throughout this period there has been posted in the pattern shop a notice that the shop is open, and the pattern shop has been kept open for overtime work each Monday, Wednesday, Friday and Saturday afternoons until notice of any change is posted. This additional overtime work was necessary because additional patternmakers were not available to increase the Company's staff."

The Company further observed, "That effective July 1st, 1937, and not in effect in any year before that time, all the Company's employees are paid for seven statutory holidays per annum on which no work is done at their hourly rate for 9 hours per day, unless the holiday falls on a Saturday, when payment is for 5 hours."

The Company further contended that an increase of wages could not be justified on the ground of increased cost of living. On this point, the Company says: "that the present cost of living is below what it was when the 85 cent minimum was in force in 1929, when available work required not more than 50 hours per week resulting in a maximum wage of $42.50 per week, and less in 1930 and 1931 due to shorter hours, and consequently no increase on this ground can be justified, especially where available work now makes possible a 45 per cent increase in earnings even temporary over those which prevailed in those times. Nor can an increase by way of bonus be justified owing to increased cost of living under paragraph 5 (ii) of Order in Council P.C. 7440 above mentioned, inasmuch as there has been no increase approaching 5 per cent in the cost of living since the minimum rate for patternmakers was raised from 80 cents to 85 cents on January 20th, 1940."

Finally, the Company claimed, "That recognition of the Montreal Patternmakers' Association has never been necessary and would not contribute in any way to assuring the patternmakers anything beyond the same fair and reasonable treatment with respect to wages and working conditions which has been, and is, accorded to all employees of the Company, numbering over 1,200, the great majority of whom are not members of any trade association."

The Board met at the Mount Royal Hotel, Montreal, P.Q., on March the 14th, 1941, and sat for two days.

The Dominion Engineering Works, Limited, was represented by Mr. Hubert G. Welsford, Vice-President and General Manager, Mr. John Brodie, Superintendent of the Pattern Shop, and Mr. J. Geoffrey Notman, Manager of Manufacturing; and the Patternmakers by Mr. Harry Murray, Business Agent of the Patternmakers' Association, who was accompanied by two witnesses, Mr. Walter Dilks, and Mr. Howard Rose.

At the opening of its sittings, the Board was handed by Mr. Murray, on behalf of the Patternmakers, an unsigned memorandum which read in part as follows:—

"The men we represent are highly skilled craftsmen and the leading lights of the foundry and engineering trades.

"For a good many years preceding the outbreak of the war our wage rates and living standards had been broken down owing to the long continued depression. The tremendous shrinkage in world trade hit the foundry and engineering industries with great severity.

"Under these conditions the men engaged in the engineering industries found their normal means of livelihood disappear. They had to seek work of any kind wherever it could be found. Such few men as were still sporadically employed in the different firms had to accept wages from 65 to 75 cents per hour and any working conditions that were imposed. Standards that had been gradually built up by many years of patient effort by our organization went by the board."

Then after referring to the sufferings and trials endured by labour in periods of depression, and to the pitiable plight of the labouring classes in general, the memorandum continues:—

"During all those long years of depression working men cherished the hope that when industrial and economic conditions improved,

their depressed conditions would improve likewise. They expected to share in a modest way in increased prosperity. It was therefore not unreasonable to expect that when their skill, intelligence and strength were again in demand, their remuneration would be more in keeping with the service they rendered to the community.

"It was not unreasonable also to expect that they would share, to some extent, in the general increase in industrial efficiency that had been achieved during the depression. The fierce competition for work had accentuated the pace of improvement in industrial processes; the use of new tools and new methods had increased output and the man hours required to perform a certain job or piece of work were steadily reduced. It does not seem fair or reasonable that wages alone should be static in a rapidly changing world."

After these remarks, the document refers feelingly to the grievances of the labouring classes against other interests in the community, pointing out that the treatment they receive from the press and other responsible people is generally tinged with prejudice, partiality, and injustice. Reference is also made to the paramount importance of labour in the present emergency.

In conclusion, the document contains the following demands on behalf of the patternmakers:—

"The minimum rate of one dollar ($1.00) per hour retroactive from November 1, 1940.

"A forty-four (44) hour week and time and half to be paid after regular quitting time and double time from Saturday noon till Sunday midnight.

"A requisition is also made that our union be recognized."

It will be noted that the facts and arguments relied on by the Company and its patternmakers in their respective written statements have been set forth at considerable, possibly too great, length, but it was thought advisable to furnish the reader of this report as complete information as possible, so as to enable him, if so willing, to form a personal opinion as to the merits or demerits involved on either side of the controversy.

It will be noted also that certain arguments resorted to by the patternmakers relate to matters savouring of antipathy between capital and labour, and between employer and employees, and therefore are not subjects properly coming within the purview or jurisdiction of a Board of Conciliation.

The evidence tendered on behalf of the patternmakers chiefly aimed at establishing two points: 1st, that the country is going through a period of prosperity, and that the patternmakers should share therein, in view of the lean years of the past, and the possible depression in the future; and 2nd, that the present wage rate of 85 cents an hour is completely inadequate under the circumstances. They produced a chart showing that some 20 years ago the wages were on a higher level than they have been since that period. On this ground, among others, they reasoned that the wage rate paid then during 1926-29 or thereafter should be considered depressed or sub-normal, and should not be taken as a guide to fix their present remuneration. The chart furnished by the patternmakers corresponded roughly with the figures furnished by the Company in its statement, but covered a longer period.

The Board during several hours listened with interest to the testimony adduced by and on behalf of the patternmakers and to the views expressed by the speakers; but after giving full weight to the evidence and the line of reasoning based thereon, two members of the Board reached the conclusion that the 85 cents an hour wage rate, being the highest since about 20 years, could not be considered as depressed or sub-normal as compared with wages paid in 1926-29 or thereafter, and therefore should be deemed fair and reasonable, within the meaning of the aforementioned Order in Council P.C. 7440, and could not be raised without violating the provisions thereof.

Then followed a discussion as to the interpretation to be placed on the Order in Council. The patternmakers, whose views were apparently concurred in by their representative on the Board, were that the directions embodied therein must be deemed of a merely directory or advisory character, and therefore should be disregarded whenever a Board were of opinion that the facts and circumstances justify a departure therefrom. The majority of the Board were unable to subscribe to that interpretation, which practically would have the effect of nullifying the Order in Council. Reference was made to the last paragraph thereof, which directs: "That the report of any Board shall be at once communicated to the Minister of Labour who shall review the findings of such Board; and, to the extent which in his opinion the report deviates from the principles herein contained, shall direct a reconvening of the Board for reconsideration thereof." This was quoted as cogent proof that the guiding principles contained in the Order in Council were to be construed as imperative and binding on all Boards of Conciliation.

As to the granting of a wartime cost-of-living bonus, the Board was powerless to consider that question as it was not shown that the cost of living had risen by at least 5 per cent since the last increase of wages (according to the figures of the Canadian Bureau of Statistics), though the pattern-

makers asserted, but without direct proof, that the cost of living in Montreal was higher than in other parts of Canada.

Regarding the demand for recognition by the Company of the Patternmakers' Association of Montreal, there was very little said upon this subject, and the request was not pressed.

Before the close of its sittings, the Board asked the parties to the dispute whether there was any possibility of a compromise being reached, and it being told that there was none, and the members of the Board being in disagreement among themselves, there was no alternative left but to end the proceedings on the understanding that there would be a majority report and a minority report sent to the Minister of Labour.

This double failure, that of the parties to the dispute to come to an amicable settlement, and that of the members of the Board to agree among themselves, left matters in a most unsatisfactory state.

The patternmakers were disappointed because of their unsuccessful attempt to better their position, and their apparent resentment would probably result in hampering the productive capacity of the Company, since in all likelihood they would refuse to work overtime as they had done up to November last. Finally, and above all, the unsettled dispute might be detrimental to our national war effort, as it might adversely affect the production of material required for that purpose.

Influenced and impelled by these considerations, which appeared to him to be of considerable importance, the Chairman of the Board, after seriously deliberating over the whole situation, determined to reconvene the Board in a final effort to reconcile the parties to the dispute.

Accordingly, the Board met again at the Mount Royal Hotel, Montreal, on March 20, 1941. First of all, a prolonged discussion took place between the members of the Board and Mr. Welsford, representing the Dominion Engineering Works, Limited. He was earnestly urged on patriotic grounds, and as a friendly gesture to the patternmakers, to consent to some concession to them, so that normal working conditions in the plant of the Company would be restored at once. In the next place, it was pointed out to him, that though the increase in the cost of living since January, 1940, was only 4·1 per cent, yet it might be reasonably taken into account that such rise was not far from 5 per cent, in which case the patternmakers would be entitled to a wartime bonus.

Eventually, Mr. Welsford agreed to offer a flat weekly bonus of $2 to the patternmakers, on condition of their immediate resumption of overtime work. This offer was communicated to Mr. Harry Murray, the patternmakers' business agent, and as soon as he presented himself before the Board, the proposal became the subject of an interesting discussion, which lasted for some time, and in which participated not only the parties to the dispute, but also some members of the Board.

As a result, Mr. Murray agreed to convene a meeting of the patternmakers that evening, and it was understood that if they favoured the acceptance of the offer, he would notify at once the Chairman of the Board, and if not, the Board would hold another sitting the next morning. Pursuant to this arrangement, Mr. Murray, late that evening, advised the Chairman of the Board that he wished to meet him the next day at one o'clock to acquaint him with the decision of the Patternmakers' Association.

At the stated time, Mr. Murray handed the Chairman the letter of acceptance of the Company's offer, which reads as follows:—

Montreal, Mar. 20, 1941.

To the Chairman of the Board.

Dear Sir:

This is to inform you that the members of our Association at your request held a special meeting to-night at which they considered the offer made by the Dominion Engineering Works, Ltd., of a bonus of $2 per week to be called a "Cost-of-living bonus". The result of discussion on this bonus offer is that the committee who appeared before the Board had been authorized to accept it on behalf of the employees of the Dominion Engineering Works, Ltd. Members of our organization wish it to be understood, however, that their demand for an increase in their wage rates may be made, at a time, we hope, in the not far distant future, also that there shall be a clarification of that paragraph in Order in Council P.C. 7440 which shall remove such objections you have raised to wage increases.

Yours truly,
The Patternmakers' Association,
(sgd.) Harry Murray,
Business Manager.

Thus ended, so far as this Board is concerned, the dispute between the Dominion Engineering Works, Limited, and its patternmakers, which had been submitted to it for settlement or arbitration.

The Board regrets that it was unable to draw up a memorandum of settlement in compliance with Section 25 of the Industrial Disputes Investigation Act, since the Com-

pany was unwilling to sign a written agreement, though it offered to furnish the pattern-makers with a letter embodying the terms of their office, if they so desired.

In conclusion, the Board wishes to record in this report the gracious courtesy of the management of the Mount Royal Hotel, who provided very suitable accommodation for the holding of the Board's meetings, free of charge.

Dated at Montreal, this 8th day of April, A.D. 1941.

Respectfully submitted,

(sgd.) A. Constantineau,
Chairman of the Board.
(sgd.) J. A. McClelland,
Member.
(sgd.) E. S. McDougall,
Member.

Interim Report of Board in Disputes between National Steel Car Corporation, Limited, Hamilton, Ont., and Certain Groups of Its Employees

An interim report has been received from the Board of Conciliation and Investigation established to deal with disputes between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain groups of its employees.

The personnel of the board was as follows: His Honour Judge A. H. Dowler, Port Arthur, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. R. R. Evans, K.C., Hamilton, appointed on the nomination of the employer.

The board's interim report was signed by the chairman and Mr. Cohen, while Mr. Evans submitted a minority report. The texts of these reports are printed below.

Particulars concerning a strike which occurred following the employer's refusal to implement the recommendations contained in the board's interim report will be found in the section entitled "Strikes and Lockouts in Canada during April, 1941" (see pp. 536-42).

Interim Report of Board

Re: Industrial Disputes Investigation Act and re differences between National Steel Car Corporation, Limited, and certain of its employees, members of Steel Workers Organizing Committee.

To The Honourable N. A. McLarty,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Following application of the employees on the 2nd February, 1941, a Board of Conciliation and Investigation, composed of His Honour Judge A. H. Dowler, Chairman, Mr. R. R. Evans, K.C., of Hamilton, on the nomination of the Corporation, and Mr. J. L. Cohen, K.C., of Toronto, on the nomination of the employees, was established by you under the above Act, to deal with disputes between the Corporation and the maintenance employees in its 3·45, 3·7 and 4·5 shell shops and its maintenance carpenters, said to be members of the Steel Workers Organizing Committee, these disputes relating to alleged unjustifiable dismissals, adjustment of hours and wages and union recognition.

Subsequent to the original application requests appear to have been forwarded from employees of other departments of the Corporation that their departments be included in the proceedings. On the 25th day of March, 1941, when the Board was finally constituted by the selection of the Chairman, such applications appear to have been received by your Department from:—

1. Employees in the woodworking department;
2. Employees in the 4·5 shell shop;
3. Employees of the general maintenance tool room and bricklayers;

these employees, similarly, said to be members of the Steel Workers Organizing Committee, and these additional matters were referred to the Board on that date, together with matters of alleged wrongful dismissals and discrimination in these departments since the application.

At the opening of our sessions in the Court House at Hamilton we were informed by the employees that similar requests for addition to the application had been forwarded to the Department of Labour on behalf of other departments, reference having been made particularly to the Steel Prep. Department.

We heard the parties first on questions of alleged wrongful dismissals and discrimination and at the opening session on April 3 and during the subsequent days of April 4, 5, 6, 7 and 8, received considerable evidence and argument from both parties on these matters.

These related to cases of employees, Ryce, Lake, Denault, Tanner, Smith, Rooks, a group of four or five employees in the department of foreman Whitehead, employees on the night shift of the Steel Prep. Department, and employees of the woodworkers department.

After listening to the evidence and argument and carefully considering the matter it appeared to us that the issues might be considerably facilitated if the question of the right of the Union, the Steel Workers Organizing Com-

mittee, to act as the bargaining agent for the employees could be first conclusively determined so that, if it was established that the Union was so entitled to represent these men, the parties might first be given an opportunity themselves to reach agreement on the matters in issue between them, including questions of dismissal or discrimination.

It was our intention to furnish authority to the Registrar to conduct a secret vote of the employees in the four departments in which disputes have been referred to the Board. In the course of the Board's deliberations upon this question, however, we ascertained that while Mr. Evans, the nominee of the Corporation, did not agree that any vote need be taken, he agreed that if in fact a vote was taken it should cover the whole plant and not the several departments mentioned. In view of this and since we concur that any vote of the employees should cover the whole plant we have directed that a *plant-wide vote* be held on the question of union representation and if any technical question is raised, our authority can be implemented by action of the Minister under Section 23 of the Industrial Disputes Investigation Act.

In accordance with this we have issued to the Registrar our authority to conduct a secret ballot in the plant by officials of the Department of Labour selected by him, such ballot to be concluded as *expeditiously as reasonably* possible in co-operation with representative of each of the parties. We have also indicated in the direction for the vote that the employees entitled to participate in such ballot (other than office or clerical employees or foremen) are as follows:—

1. Maintenance employees in the 3·45, 3·7 and 4·5 shell shops, and maintenance corpenters on the pay roll of the Corporation on the 3rd February, 1941;
2. Woodworking department—employees on the pay roll of the Corporation on February 14, 1941;
3. 4·5 shell shop—employees on the pay roll of the Corporation on February 19, 1941;
4. General maintenance tool room and bricklayer employees on the pay roll of the Corporation on March 18, 1941;

and all other employees, save as aforesaid, on the pay roll of the Corporation on March 21, 1941, and that the vote is to be upon the following question:—

"Do you desire to be represented in negotiations with the Corporation by the Steel Workers Organizing Committee?"

YES	
NO	

the answer to be indicated by the marking of an "X" opposite the affirmative or negative of the question above set out.

Upon our being advised by the Registrar of the result of the vote we will at once advise the parties and if, as a result thereof, the right of the Union to represent the employees is established, we would deem it the duty of the Corporation to enter into negotiations with the Union on behalf of the employees with a view, in accordance with the language of Order in Council P.C. 2685, to a collective agreement and the mutual disposition of all outstanding issues and differences.

In view of this we believe that we should defer any final decision with respect to cases of alleged wrongful dismissal or discrimination until after the completion of the vote and an opportunity has so been afforded to the parties mutually to solve their own differences.

We feel, however, in respect to the specific case of George A. Tanner, President of the local Union, and one of the applicants for the Conciliation Board, that we should at once, in view of these circumstances, make the finding and recommendation, which we now do, that Tanner should be immediately reinstated in his former employment pending the proceedings of this Board and pending any final disposition of his case, either by agreement between the parties or by recommendation of the Board if we are still called upon to deal with the matter.

We trust that the parties will be able themselves to settle any or all of the matters in dispute between them. If, however, upon the resumption of the Board's deliberations it is found that differences still prevail we will deal with them at once.

We issue this report in the meantime as our interim report in respect generally to the above matters.

The Board will resume its deliberations at the Court House at Hamilton the 5th day of May, 1941, unless earlier convened by the Chairman.

All of which is respectfully submitted,

(Sgd.) A. H. Dowler.
J. L. Cohen.

Hamilton, April 10, 1941.

Minority Interim Report

In the matter of a dispute between National Steel Car Corporation, Limited, Employer, and certain of its employees being members of the Steel Workers Organizing Committee (C.I.O.) Employees.

To the Honourable the Minister of Labour,
Ottawa, Ontario.

1. As a member of the Board of Conciliation and Investigation appointed by you to investigate the above dispute I beg to report that sessions of the Board were held at

Hamilton on April 3, 1941, and following days.

2. The application for the establishment of the Board was made on behalf of maintenance employees of the 3·45, 3·7, 4·5 shell shops and maintenance carpenters and set forth the nature and cause of the dispute as being unjustifiable dismissals, adjustment of hours and wages and union recognition.

3. Subsequent applications not in the form required by the Industrial Disputes Investigation Act were made to the Minister of Labour prior to the first sitting of the Board seeking inclusion in the Conciliation Board hearings of the following—

(*a*) Woodworking Department—employees;
(*b*) 4·5 shell shop—employees;
(*c*) General Maintenance—employees of tool room and bricklayers;
(*d*) Steel Prep. Department—employees;

the nature and cause of dispute in these applications for inclusion being set forth as wages, hours and working conditions.

4. Subsequent to the making of the application for the establishment of a Board and prior to the first sitting of the Board the representatives of the employees lodged complaints with the Minister of Labour claiming that subsequent to said application the Company had dismissed and discriminated against certain employees on account of the dispute and demanded an immediate hearing of all the charges of unjustifiable dismissals and discrimination.

5. On or about the 25th day of March, 1941, the Minister of Labour sent a telegram to the employees' representatives advising that the Board had been instructed to deal at once with the question of dismissals and alleged discrimination and to submit an interim report thereon without delay. A similar telegram dated March 25, 1941, was sent by the Minister of Labour to the employers.

6. The Minister also instructed the Chairman of the Board to include in the Board's hearing of the charges of unjustifiable dismissals and discrimination the complaints of the employees covered by items (*a*), (*b*) and (*c*) of paragraph 3 supra.

7. At the commencement of the sittings of the Board on April 3, 1941, the employees' representative, Mr. Millard, introduced the above-mentioned telegram and asked that the last above-mentioned employees be included in the hearing and also that the complaints of the employees mentioned in item (*d*), paragraph 3 supra, namely, the employees of the Steel Prep. Department, with relation to unjustifiable dismissals and discrimination be also included.

8. The Board then proceeded to hear the complaints of all the above-mentioned groups with respect to the charges of unjustifiable dismissals and discrimination only, no other evidence being called.

9. The Board concluded its hearing of the above complaints on the afternon of Tuesday, April 8, 1941, and the members of the Board then met for discussion.

10. I conceived it to be my duty and the duty of the other members of the Board to render an interim report dealing with those matters heard by the Board, namely, alleged unjustifiable dismissals and discrimination, but the other members of the Board, namely, the Chairman, His Honour Judge Dowler, and Mr. J. L. Cohen, K.C., the employees' representative on the Board, felt that the purposes of the Act would be better served if the making of an interim report on the evidence were deferred pending the taking of a vote or referendum designed to ascertain whether the employees of National Steel Car Corporation, Limited, were in favour of being represented by the Steel Workers Organizing Committee (C.I.O.) in the employees' dealings with the Company.

11. In view of the above decision of the majority of the members of the Board, no useful purpose, with the one exception hereinafter mentioned, could be served by my now making my interim report on the charges of unjustifiable dismissals and discrimination heard by the Board, as previously stated, despite the fact that this was the express purpose of the hearings conducted to date.

12. I am unable to concur with my fellow members of the Board in their decision that a recommendation should be made to the Minister of Labour recommending that a vote or referendum be taken as above set forth. The absence of the Interim Report leaves the employees at large without any adequate knowledge or guidance as to the merits or demerits of the charges of unjustifiable dismissals and discrimination laid and heard and I find no justification or authority in the Act or in the Minister's instructions or elsewhere for the procedure contemplated by my confreres nor am I able to discern how the taking of such vote or referendum will in any way tend to clear up or facilitate conciliation of any of the alleged disputes until there has been a finding of the Board.

13. With respect to the specific case of George A. Tanner the situation is as follows:—Tanner is now President of the Local Union and was one of the applicants for the Conciliation Board. After the appointment of the Board Tanner was discharged, the Company alleging that he was discharged for cause and breach of Company regulations. The majority of the Board recommend that because of his position and the fact that he was an applicant

for the appointment of the Board he should be reinstated pending proceedings of the Board and final disposition by the Board of the merits or demerits of his dismissal. The Company in answer to the complaint of wrongful dismissal and discrimination read evidence justifying Tanner's dismissal for the reasons above mentioned. As already stated, I do not feel justified in now discussing the merits or demerits of his dismissal, but a serious dispute having arisen between the parties with relation to Tanner's dismissal out of circumstances arising after the making of the application for the appointment of a Board and the Board having failed to make any finding that Tanner was dismissed on account of the dispute, there is no justification for recommending that he be reinstated pending a specific finding of the Board in that respect. To insist upon Tanner's reinstatement under the circumstances is only to invite disruption in the department where Tanner was formerly engaged.

14. It is to be observed that the application for establishment of a Board purported to divide the Company's business into departments and that subsequent informal applications for inclusion purported to adopt the same practice. Since this practice might be extended to an unlimited degree resulting in innumerable votes or referendums, no one of which alone would be in the slightest degree conclusive as to the plant as a whole, I respectfully submit that if a vote or referendum be taken such vote or referendum should be taken throughout the plant as a whole and embrace all the employees of the Company. It seems elementary that if the employees are to be asked whether they wish the Steel Workers Organizing Committee (C.I.O.) to represent them as their bargaining agent, all the employees of the Company, and not only a selected group or groups, should be given the opportunity to express their collective opinion.

15. I wish to further say by way of conclusion that the members of the Board have functioned harmoniously and without acrimony.

Respectfully submitted,

(Sgd.) R. R. Evans,
Member.

Hamilton, April 10, 1941.

Report of Board in Dispute between Robson Leather Company, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Robson Leather Company, Limited, Oshawa, Ont., and its employees, members of Local 205, International Fur and Leather Workers' Union of the United States and Canada.

The personnel of the Board was as follows: Captain His Honour Judge C. A. Cameron, Belleville, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. F. G. Gardiner, K.C., Toronto, appointed on the nomination of the employer.

Attached to the board's report is a copy of a signed agreement covering the matters in dispute. The texts of the report and the agreement are printed below.

Report of Board

Honourable N. A. McLarty,
Minister of Labour,
Ottawa.

Re Robson Leather Company, Limited, (Employer), and its factory employees, comprising employees of beam house, chrome room, shaving room, and colouring department, tackers and pasters, buffers, finishers and shippers, members of Local 205, International Fur and Leather Workers' Union of the United States and Canada, (Employees).

The members of the Board of Conciliation appointed to deal with the above dispute had their first meeting at Oshawa on Saturday, April 12, 1941. All members were present, and representatives of the Company and of the employees were also present.

Briefs were presented by the parties, and evidence heard. The Board adjourned on April 12, and re-assembled to hear further evidence on April 23, 1941, and again convened on April 24, 1941. All members were present.

Your Board is pleased to report that the parties, with the assistance of the members of the Board, have reached a friendly settlement of their difficulties and have entered into an agreement embodying the terms of the settlement.

Attached hereto is a copy of the agreement signed by the parties, and which forms a part of this report.

All of which is respectfully submitted,

(Sgd.) Charles A. Cameron,
Chairman.

(Sgd.) J. L. Cohen,
Member.

(Sgd.) F. G. Gardiner,
Member.

Oshawa, Ontario, April 24, 1941.

Agreement

This Memorandum of Agreement entered into this 24th day of April, 1941, between Robson Leather Company, Limited, of Oshawa, hereinafter referred to as the Company of the first part and the employees of the company (other than Foremen, Supervisors, office and clerical help), hereinafter called the employees of the second part.

Whereas the parties entered into a collective labour agreement dated the 30th day of October, 1940.

And whereas, certain differences having arisen between the parties, a Board of Conciliation and Investigation was duly appointed under the Industrial Disputes Investigation Act,

And whereas in the course of the hearings of the said Board the parties have arrived at a mutual agreement disposing of such differences and for the regulation of the hours of labour, wages and working conditions and employment relations between the respective parties,

Now this agreement witnesseth that the parties hereto do hereby agree in place and substitution of the said agreement of the 30th day of October, 1940, as follows:—

1. *Wages.*

(*a*) Junior Workers—shall be all employees under the age of 21 years. The minimum hiring rate for juniors shall be 30 cents per hour, which rate shall be increased automatically four months from the original hiring date to 35 cents per hour, and the time during which any junior employee, now engaged by the Company, had been working for the company prior to this agreement shall be credited on such four months. In the event that a junior worker shall perform the work of an adult worker he shall receive at the commencement of such work 40 cents per hour and after he has been engaged upon such work six months his pay shall be increased to 45 cents per hour and shall continue at that rate until he attains 21 years of age, at which time he shall be paid the adult rate of pay for the work he is doing.

(*b*) Adult Workers—shall be all male workers 21 years of age and over and they shall be paid a minimum hiring rate of 40 cents per hour, which shall be automatically increased to 45 cents per hour after the worker has completed six months actual working time and the time during which any employee has been working for the company prior to this agreement shall be credited on the six months.

(*c*) Wage Increases—The wages of all time and piece workers who are now earning 54 cents per hour or less shall be increased 3 cents per hour. The wages of all time and piece workers who are now earning 55 cents per hour and over shall be increased 2 cents per hour; such increases to take effect as of Monday, April 28, 1941.

(*d*) Equalization of Piece Rates—If the parties are unable to mutually agree the matter shall be dealt with in accordance with the grievance procedure herein contained and if the parties cannot agree upon the impartial arbitrator both parties agree that he shall be appointed by the Minister of Labour of the Dominion of Canada.

(*e*) In the event that the company's production needs require the employment of female workers the hiring rate and wages of female workers shall be negotiated between the Company and the Shop Committee.

2. *Hours of Work.*

(*a*) Day Shift—The hours of work shall be 50 hours per week, to be performed on Mondays and Fridays inclusive, between the hours of 7 a.m. to 12 in the forenoon, and 1 p.m. to 5 o'clock in the afternoon, and on Saturday between the hours of 7 o'clock in the forenoon and 12 noon.

(*b*) Night Shift—If a night shift is worked the hours of work shall be 5 days, Monday to Friday, inclusive, 10 hours per night, for which the employees will be paid straight time, the specific hours to be later agreed upon between the Company and the Shop Committee.

(*c*) Overtime—In the event of the employees being required to perform any work beyond the hours above stipulated, or, as to night shift, beyond the hours agreed upon, the pay for such overtime, as to the first hour on any of the days Mondays to Fridays, inclusive, or for the first half-hour on Saturday, shall be at straight time and any time on such days beyond one hour or on Saturday beyond one half-hour shall be paid for at the rate of time and one-half. Provided that the provisions for time and one-half shall not apply to watchmen and firemen.

3. *Seniority.*

(*a*) All employees with service of three months or over shall be qualified to be placed on seniority list.

(*b*) Lay-offs and re-hiring shall be according to seniority within departments, calculated from the date of hiring.

(*c*) Lists of employees according to such seniority in such departments shall be agreed upon between the Company and the Shop Committee hereinafter provided. A copy shall be furnished to the Chairman of the Shop Committee, and shall be kept up to date from time to time as changes may therein occur.

(*d*) Six consecutive months of unemployment or a voluntary quit or a discharge for cause shall break seniority.

4. *Rest Period.*

(*a*) All employees shall be allowed a five-minute rest period in the morning.

(*b*) Any employee whose work operations change between hot and cold rooms shall be allowed a reasonable period on any such change before resuming further operations.

5. *Sanitary Conditions and Working Facilities.*

(*a*) Employees required to work in rubber boots in the course of their work shall be supplied with one pair in each year free of charge by the Company.

(*b*) The Company and the Shop Committee shall negotiate on all questions relating to sanitary and working conditions or working facilities.

6. *Grievance Procedure.*

(*a*) The Company recognizes a Shop Committee composed of seven employees, who shall be variously elected from their fellow employees who are members of the employees' local union, and the Company shall be advised from time to time of the personnel of the said Shop Committee.

(*b*) All grievances shall be first taken up directly with the foreman concerned, and may be taken up either by the employee affected or by a member of the Shop Committee.

(*c*) If the employee or representative is not satisfied with the decision of the foreman he may, within three days, appeal in writing to the Plant Superintendent and the Plant Superintendent shall, within three days, render a decision on such grievance.

(*d*) If the employee or representative is not satisfied with the decision of the Superintendent the matter shall be referred to be dealt with between the said Shop Committee and the Management.

(*e*) Meetings between the Shop Committee and the Management, for the purpose of dealing with any grievance or any matter arising out of the application and interpretation of this agreement, shall take place every second Friday afternoon.

(*f*) In the event that the Shop Committee and the Management are unable to agree upon any matter, the Committee shall have the right to request the assistance of an outside representative to confer and negotiate with the Management on the grievance or dispute so involved.

(*g*) If the parties are still unable to agree, the matter shall be referred forthwith to an impartial arbitrator to be agreed upon between the parties for conciliation and negotiation.

(*h*) While the grievance procedure above outlined is in process the status quo generally shall prevail.

7. *No Discrimination.*

Both parties agree that no discrimination or intimidation of any sort will be practised either by the Company or the employees by reason of any activity, past or future, of any employee with or in respect to trade union activity or trade union membership.

8. *Increased Cost of Living Bonus.*

It is agreed between the parties that if by July 28, 1941, or during any three-month period thereafter, the cost of living has advanced over the cost of living on the 28th of April, 1941, by five per cent or any multiple thereof, the wages on the 28th of July, 1941, or at the end of any such three-month period thereafter, shall from time to time be further increased as to each employee by the sum of 2½ cents per hour for each five per cent or multiple thereof of such increased cost of living. For the purpose of arriving at any such increase in the cost of living, the Cost of Living Index shall be used of the Dominion Bureau of Statistics, prepared in co-operation with the Department of Labour and the Wartime Prices and Trade Board.

9. *Duration.*

This agreement shall continue in force until the 30th day of October, 1941, and thereafter with any amendments later made shall be automatically renewed from year to year unless in any year at least thirty days before the said 30th day of October either party shall furnish the other with notice of termination or of proposed revision of or addition to any provision hereof. In such event negotiations on any such proposal, revision or addition, shall take place between the parties within ten days of such notice, all provisions not so terminated or proposed to be revised or added to, to continue in force and effect.

In witness whereof the parties hereto have hereunto set their hands and seals signed, sealed and delivered Robson Leather Company, Limited in the presence of:

(Sgd.) Edward Robson,
2nd Vice-President.
(Sgd.) H. P. Labell,
Secretary.

The Employees of the Company,
(Sgd. Paul Krowchuk.
(Sgd.) Andrew Stark.

Report of Board in Dispute between Coulter Manufacturing Company and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Coulter Manufacturing Company, Limited, Oshawa, Ont., and its employees, members of Local 222, United Automobile Workers of America.

The personnel of the board was as follows: Mr. Ian MacRae, Strathroy, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. R. I. Ferguson, K.C., Toronto, appointed on the nomination of the employer.

Attached to the board's report is a copy of a signed agreement covering the matters in dispute. The texts of the report and the agreement are printed below.

Report of Board

To: The Hon. the Minister of Labour,
Ottawa, Ontario.

Sir:

Re: The Industrial Disputes Investigation Act and re differences between the Coulter Manufacturing Company and its day workers, members of Local 222, United Automobile Workers of America.

The Board of Conciliation and Investigation established by you in the above matter is now able to make its report.

Shortly following establishment of the Board and selection of the Chairman the Board assembled in Oshawa on Wednesday, April 2, and again on Wednesday and Thursday, April the 9th and 10th, during which days briefs and supporting representations were submitted on behalf of both parties. The employees at these hearings were represented by George Burt, Regional Director of the United Automobile Workers of America, Thomas MacLean, also a representative of the same Union, and by Douglas Keeler, employee of the Company and Chairman of the Coulter Bargaining Committee, and by Mary Gangemi, Betty Brockman, Michael Kittela, Annie Jacula and Stephen Lezun, also members of the Bargaining Committee. The Company was represented by A. E. Coulter, President of the Company, A. S. Evans, Engineering and Cost Accountant, and C. A. Kinnear, Auditor, and at times by Graham Coulter and R. A. Gibson.

At the opening session we were informed by the parties that it appeared that they had resolved all differences between them other than the question of wages. This statement was implemented on the second day of the Board's sessions when we were informed that the parties had agreed upon the complete text of a collective agreement between them. A copy of the proposed agreement was filed with the Board and some discussion ensued with respect to some of the provisions and phrasing. The document was further revised and we now append herewith a copy of the agreement formally concluded.

Prior to hearing evidence on the question of wages the Board, accompanied by representatives of the parties, made an inspection of the plant and the operations. We then received written and oral representations from both parties on the subject of wages and discussed the matter with them at some length.

During the course of the afternoon session of the 9th of April we strongly urged the parties that they should make a further effort to settle the wage issue between themselves and the Board adjourned its sittings until the following afternoon to afford an opportunity for such negotiation.

Upon resuming the following day we were informed that the parties had acted upon the Board's request and suggestions and that an agreement had been reached on the wage issue. We herewith append to this report a copy of the memorandum signed by the parties respecting the wage issue, the same being attached to the collective agreement aforementioned.

We are pleased to be able to report this, we believe, satisfactory result of our deliberations and hope that the results will justify themselves to both parties concerned.

The Board has recived the complete co-operation of all parties in the handling and settlement of this matter and desires to record its thanks and appreciation to the parties for the assistance and co-operation so rendered.

Respectfully submitted.

(Sgd.) Ian MacRae,
Chairman.
R. I. Ferguson,
J. L. Cohen,
Members.

Dated at Oshawa this 11th April, 1941.

Agreement

Memorandum of Agreement entered into this 10th day of April, 1941, between Coulter Manufacturing Co., Ltd., of Oshawa, hereinafter referred to as the Company, and Local Union No. 222 of the International Union, United Automobile Workers of America, hereinafter referred to as the Union.

In accordance with the right of the employees to bargain and to be represented collectively, the parties hereto do hereby each agree with the other in respect to the wages, hours, terms or working conditions of employment of employees of the said Company as follows:

1. *Maintenance of Membership Clause*

The Company agrees that employees who are members of the Union or who may become members of the Union, and as such, having accepted this contractual obligation, remain in good standing.

2. *Seniority*

It is hereby agreed that the hiring, lay-off, rehiring or transfer of, or distribution of work amongst, employees, shall be in accordance with the seniority provisions hereinafter set forth.

(*a*) A list of employees in order of their respective dates of hiring shall be compiled, and the position of employees on such seniority list shall constitute the seniority standing of the Company's employees.

All new employees thereafter, for a period of sixty days after the commencement of their employment, shall be temporary or probationary employees, but after such period of sixty days such employees shall be entitled to be placed on the seniority list in the order of date of hiring of such employee.

Any employee whose seniority has been broken in accordance with the provisions hereinafter set forth shall, upon being rehired, be considered as a new employee.

(*b*) Seniority shall be—(1) by departments, namely; (*a*) Press Room; (*b*) Buffing Department; (*c*) Plating; (*d*) Shipping, (*e*) Inspection; (*f*) Maintenance.

(*c*) If in the event of the reduction of work where lay-off is necessary or the discontinuance of operations, seniority shall become plant-wide for the employees involved and such employees shall take their place in the plant at jobs they are capable of doing.

(*d*) In any department in which both male and female help are employed they should be divided into separate non-interchangeable occupational groups at standard rates for such work.

(*e*) When an employee is transferred from one department to another for any reason there shall be no loss of seniority. However, in case of temporary transfer not exceeding thirty (30) days an employee will retain his or her seniority in the department from which he or she transferred.

(*f*) A list of employees in order of their respective dates of hiring shall be compiled. The management will co-operate with the committee in arranging department seniority lists. When such lists are completed, they will be initialled by the superintendent and the chairman of the committee, and such lists shall constitute the seniority standing of the employees, The Company shall also supply the committee with a master seniority list of all the employees with their respective dates of hiring, such lists to be also mutually agreed upon as correct, and likewise initialled seniority lists shall be posted in the plant.

(*g*) In the event of conditions necessitating the temporary employment of additional help on maintenance work, etc., the Company shall select such temporary help out of employees available for such work as the Company sees fit, and such selection shall, other factors being equal, be based on seniority.

(*h*) The discharge of any employee shall be subject to a review according to the grievance procedure hereinafter set forth.

(*i*) Twelve consecutive months of unemployment (unless due to illness or plant lay-off), a voluntary quit, or a discharge breaks seniority. If an employee is notified to report for work and does not report within three days or give a satisfactory explanation for not reporting, he shall be considered as having voluntarily quit.

(*j*) Any employee on the seniority list elected to a position in any trade union, or requiring to be absent by reason of participation in Labour Conventions, shall obtain a leave of absence and shall thereafter be employed without affecting his place on the seniority list.

(*k*) In the event of reduction of work all employees without seniority shall first be laid off. In the event that reduction of work continue until the hours of work are reduced to 40 per week, lay-off to take place according to seniority as outlined in section D.

3. *Grievance Procedure*

(*a*) The Company recognizes a shop committee of six (6) members who shall be variously elected from their fellow employees who are members of Local No. 222, I.U.U.A.W.A. The Plant Manager shall be advised in writing of the personnel of the Shop Committee and any changes from time to time.

(*b*) Any employee having a grievance with his or her work or any group of employees having a grievance in connection with their work should first take the matter up with the forman of the employee or employees. The foreman will attempt to make a satisfactory settlement.

(*c*) The Company recognizes the steward system of the Union to the extent that any employee or group of employees may have their steward present their grievance to the foreman.

(*d*) If the employee or group of employees is not satisfied with the foreman's decision they may then take it up with the superintendent or such convenient higher authority. If further action is desired, they may refer the case in writing to be considered by a meeting of the Shop Committee. The members of the Shop Committee may, upon receipt of such written request, investigate the circumstances of the complaint.

(*e*) If the Committee is unable to adjust the grievance the matter will then be taken up with the Factory Manager or such higher authority as in the opinion of the Committee is deemed necessary to deal with the case.

(*f*) If any conference or dealings with the Factory Manager or such higher authority, the Committee shall be entitled either to be represented by or to have associated with it a duly accredited representative or counsel of the Union.

(*g*) Both parties will attempt to settle grievances under the foregoing procedure as speedily and effectively as possible. Until the completion of all the foregoing steps, there shall be no strike or lockout nor shall the Union cause any stoppage, reduction in the rate of production or other act calculated to penalize the Company.

(*h*) (*a*) Any violation of seniority; (*b*) Any discrepancy in wage structure shall be retroactive to date of filing of grievance. Any other decision to be put into effect not later than within twenty-four hours of the rendering thereof.

(*i*) If the said complaint or grievance is not settled with the Factory Manager or such higher authority, the parties shall agree upon an arbitrator to whom the matter shall immediately be referred for arbitration to be held forthwith.

4. *Hours of Work*

(*a*) The regular work week for all workers (other than night shifts) shall consist of a maximum of ten hours per day from Monday to Friday, inclusive, and between the hours only of 7 a.m. and 6 p.m., with a lunch period of sixty minutes commencing at 12 o'clock noon, and five hours on Saturday between the hours of 7 a.m. and 12 noon.

(*b*) The regular hours of work for workers on night shift shall not exceed 55 hours per week and shall be worked only during the first five nights of the week commencing at 7 p.m. on Monday and such hours shall be worked between the hours only of 7 p.m. and 7 a.m. with a lunch period of sixty minutes commencing either at 11 p.m. or 12 o'clock midnight.

(*c*) The above hours of work shall not apply to 6 men from Maintenance and Service who shall work straight time on urgent work, such as break down and unloading of trucks, etc., that may come in after working hours, a list of whom shall be immediately prepared by the management and the Committee.

(*d*) Any employee reporting for work unless previously properly notified not to so report, shall receive at least 2 hours' pay at the regular amount received by such employee.

(*e*) Overtime, and extra-time, shall be evenly divided between employees normally performing the work in question.

(*f*) All work performed on days or during hours other than those above specified for regular work, and in any event, all work performed on Sundays, Legal Holidays (a list of which is appended below) or on Saturday afternoons after 12 o'clock, shall be overtime work and shall be paid for at the rate of 50 per cent above the amount otherwise payable to such employee.

The following days shall be considered as Holidays:

New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day.

5. *Rest Period*

It is agreed that the employees shall be allowed a five-minute rest period after the first two hours in the morning and after the first two hours in the afternoon.

6. *Wages*

To be negotiated between the Shop Committee and the Management.

7. *General*

(*a*) Any person, under or over 21, performing work usually performed by an adult, shall receive adult pay.

(*b*) Any employee reaching the age of 21 years shall be eligible, in order of seniority, for any vacancy in adult job.

(*c*) No discrimination of any sort will be practised either by the Company or the Employees by reason of any activity of any employee with or in respect to Trade Union activity or membership. Neither the Company nor the Employees shall intimidate an employee either against or in favour of Trade Union membership.

8. *Bulletin Boards*

The Committee shall have use of the Bulletin Boards to call department or plant meetings.

9. *War Provision*

The Company and the Committee will negotiate any increase in the hours of work over and above the hours specified in this agreement.

10. *Duration of Agreement*

All the terms of this agreement shall be binding on both parties and shall continue in full force and effect until terminated by either party, or changed or supplemented by consent of both parties. Either party may terminate this agreement by giving sixty days' notice in writing to the other party on or after December 31, 1941. If either party desires to change or supplement this agreement it may give a written notice at least 30 days prior to the date when it proposes that such change or supplement shall become effective. Upon the receipt of such notice, both parties shall meet within 10 days and proceed to negotiate a settlement of any changes or supplements of this agreement.

On behalf of the Employees

(Sgd.) Douglas Keeler, Chairman.
Mary Gangemi, Member.
Betty Brockman, Member.
Michael Kittela, Member.
Annie Jacula, Member.
Stephen Lezun, Member.

On behalf of the Company

(Sgd.) A. E. Coulter,
Coulter Manufacturing Co., Limited.

(Sgd.) George Burt, Thos. MacLean,
On behalf of the International Union.

Dated this 10th day of April, 1941.

April 10, 1941.

The parties agree upon the following increases in wages:—

(1) Employees formerly receiving 25 cents per hour now receiving 27½ cents per hour to be increased to 30 cents per hour after three months from their date of hiring.

The minimum rate of hiring help will be 27½ cents per hour.

(2) All other employees with the exception of five will receive 5 cents increase per hour.

Exceptions: Ethel Reece, who is to receive 2 cents per hour increase because of having received two previous increases since September.

Allan Lymer, who is to receive 2 cents per hour increase because of having received a previous increase in September.

William Ballan will receive a 7 cents increase per hour.

Albert Dobbins will receive 2 cents per hour increase because of having received an increase on February 12, 1941, of 3 cents per hour.

Ernest Bouckley will receive an increase of 2 cents per hour because of having received an increase on February 12, 1941, of 3 cents per hour.

(3) Apprentices in Tool Room will receive 5 cents per hour increase.

(4) Night watchman will receive 10 per cent increase.

It is understood that all increases will be retroactive as of March 14, 1941.

Any other questions of wage rates or wage adjustments or any question of the cost of living bonus during the life of this agreement to be dealt with between the union and the company according to the grievance procedure of the agreement.

Dated at Oshawa this 10th day of April, 1941.

For Local 222, UAWA

(Sgd.) Mary Gangemi
Betty Brockman
Michael Kittela
Annie Jacula
Douglas Keeler
Stephen Lezun
George Burt
Thos. MacLean.

For the Coulter Manufacturing Co., Ltd.,

(Sgd.) A. E. Coulter,
President.

The annual report of the United States Railroad Retirement Board for the fiscal year ended June 30, 1940, shows that during the fiscal year 1940, the Board certified for payment a total of $114,025,000 for retirement benefits of all classes, compared with $107,131,000 in 1939 and $82,655,000 in 1938. When all claims beginning before July 1, 1940, have been adjudicated, a total of about 221,000 individuals will have received benefit under the terms of the Railroad Retirement Acts of 1935 and 1937. Of the total receiving benefit. 133,000 consist of employee annuitants, 48,500 former carrier pensioners transferred to the pension rolls of the Board, 6,350 individuals receiving survivor or death benefit annuities or both, and 32,850 lump-sum death payments.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1941

THE following table shows the number of disputes, workers involved and time loss for April, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*April, 1941.....	32	19,406	75,430
*March, 1941.....	11	1,135	3,515
April, 1940.....	19	13,839	64,914

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

The number of strikes and lockouts, the number of workers involved and the time loss recorded for April, all showed substantial increases over the figures for April, 1940. In the month under review there were many disputes involving small numbers of workers for short periods and also two strikes involving comparatively large numbers of employees for short periods: coal miners in Cape Breton Island, N.S., and steel car factory workers at Hamilton, Ont. These two caused nearly 50,000 days' time loss. A strike of coal miners at Coleman, Alberta, involved 800 workers with time loss of 8,800 days, and four other strikes of coal miners involved 3,180 workers with time loss of 8,700 days. In April, 1940, approximately 70 per cent of the time loss was due to a strike of dress factory workers in Montreal and a strike of seamen on the Great Lakes and St. Lawrence River. Strikes of cotton factory workers at Milltown, N.B., foundry and machine shop workers at Oshawa, Ont., and coal miners at Mountain Park, Alberta, also caused considerable time loss.

In March, 1941, the figures as to disputes were unusually low and the only strike of importance involved tannery workers at Oshawa, Ont.

Five disputes, involving 526 employees, were carried over from March and 27 disputes commenced during April. The total includes one dispute reported too late for inclusion in the March figures given in the LABOUR GAZETTE for April. Of the 32 disputes, 27 were terminated during the month. Three terminated in favour of the employers involved, three in favour of the workers, seven were compromise settlements, while 14 were indefinite in result. At the end of the month, therefore, there were five strikes or lockouts recorded as in progress, namely: coal miners, Coalburn, Pictou, N.S.; barrel factory workers, London, Ont.; steel rolling mill workers, Montreal, P.Q.; seamen, Great Lakes and St. Lawrence River, and hotel employees, London, Ont.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to four disputes of this nature, namely: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees Toronto, Ont. one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8 to November 30, 1940.

Disputes involving men on unemployment relief work who are not paid wages but receive subsistence for which work is performed or may be required are not included in the record, no relation of employer and employee being involved.

The closing down of a sawmill and logging camp at Nanoose Bay, Vancouver Island, on April 8, on the grounds of market conditions and the uncertainty of ships for the export market, was alleged by the workers to be a lockout of 110 workers as the shutdown followed the organization of a local of the International Wood Workers of America and the presentation of proposals for improvements in working conditions by a camp committee. It was reported that a union committee interviewed the British Columbia Minister of Labour but the men were informed that in view of the circumstances no dispute existed requiring government intervention.

A dispute involving a stoppage of work by nine men in a basket factory at Forest, Ontario, on March 24 was reported too late for inclusion in the record for March in the

Labour Gazette for April. Two returned on the next day, two later and the remainder secured work elsewhere. An increase in wages effective from March 31 was secured.

The Board established under the Industrial Disputes Investigation Act following the strike of automobile parts factory workers at Oshawa, Ontario, on March 12 reported a settlement, a compromise having been reached on the wage increase and a union agreement signed.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in Progress Prior to April

Women's Cloak and Suit Makers, Toronto, Ont.—This strike commencing on March 28 was to compel compliance by the employer with the award of an arbitrator appointed by the Ontario Minister of Labour under an agreement between the employer and the International Ladies' Garment Workers' Union. The award was reported not to be binding unless accepted by both parties. The dispute concerned sending work by a clothing jobber to six contract shops. The arbitrator recommended that the jobber have a cutting room and send work to only three contract shops. The employer finally agreed to this and renewed the union agreement.

Disputes Commencing During April

Coal Miners, Glace Bay, Sydney Mines, etc., N.S.—This dispute involved 12 collieries including two at Sydney Mines and Florence operated by one company and ten at Glace Bay, New Waterford, etc., operated by another company, and followed the signing of agreements by the district officers of the United Mine Workers of America giving effect to the award of the tribunal agreed upon to determine all points in the new agreements not settled by negotiations. This procedure had been recommended by a Board of Conciliation and Investigation which dealt with a dispute as to a new agreement in 1940 (Labour Gazette, March, 1941, pages 231-236). The award provided for increases in wages effective from February 1, 1941, provided the new agreement was signed within one month of the award, or from the date of the agreement if not signed within that time. The practice being to have agreements approved by a vote of the miners, the various locals appointed delegates to a conference and called upon the miners to cease work in protest and petition for the resignation of the district officers. The Minister of Labour urged the miners to resume operations. The strike was called off, work was resumed on April 21 and the dispute with the district executive was referred to the international president.

Coal Miners, Florence, N.S.—In accordance with a suggestion of the Nova Scotia Minister of Mines, the miners returned to work pending negotiations, the dispute to be referred to the Joint Board of Adjustment if not settled by negotiations. This was in accordance with the arrangement made at Halifax on December 12, 1940, for the principal mining companies and the United Mine Workers of America (Labour Gazette, December, 1940, page 1239).

Knitting Factory Workers, Oshawa.—The Conciliation Board to which this dispute was referred was established on April 28, the proceedings being outlined elsewhere in this issue. The Minister of Labour had advised the workers that the strike appeared to be illegal as the dispute had not been dealt with by a Board under the Industrial Disputes Investigation Act in accordance with an order in council of November 7, 1939, P.C. 3495, extending the jurisdiction of the Act to the production of munitions of war, supplies, etc. Work was resumed on April 16 and an application for a Board was made in due course.

Box Factory Workers, Tavistock, Ont.—The settlement of this strike provided for an increase in wages of two to six cents per hour, a reduction in hours from 61 per week to 55 with time and one-half rates for overtime and an agreement with employees. Five of those on strike secured work elsewhere.

Barrel Factory Workers, London, Ont.—This strike was called to secure an increase in wages of 15 cents per hour, and one week's holidays with pay. As a result of conciliation by an officer of the Ontario Department of Labour, an offer of a five per cent increase was made with a cost of living bonus every three months if the cost of living had risen by five per cent, in accordance with an order in council of December 16, 1940, regarding wages in mines, public utilities and war work, P.C. 7440. This was refused by the employees.

Steel Rolling Mill Workers, Montreal, P.Q.—This strike followed an investigation by a Board under the Industrial Disputes Investigation Act (Labour Gazette, April, 1941, pages 372-386). The employees had sought an increase in wages to 50 cents per hour for labourers, with corresponding increases for other classes, but had reduced this to an increase in wages of 15 cents for all classes. The Board reported that an increase in wages could not be recommended in accordance with the order in council of December 16, 1940, regarding wages in mines, public utilities and war work, P.C. 7440. Increases in the basic rate of wages, labourers' rate, in 1937 had resulted in a rate at 30·7 cents per hour as compared with 27·5 cents during the period 1926 to 1931, and a bonus of 15 cents per day since Septem-

ber, 1940, had brought the total remuneration per hour to 32 cents. It was also stated that the increase in the cost of living since September, 1940, did not justify a further bonus under the order in council. A minority report by the member of the board nominated on behalf of the employees recommended an increase in the basic rate to 40 cents per hour, with corresponding adjustments for other classes in the plant, and a quarterly cost of living bonus under the order in council, stating that an interpretation of the order in council and of the memorandum dated February 17, 1941, issued by the Department of Labour entitled "Suggestions for the Application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation" taking into account certain fundamental and public considerations would result in a finding that the basic wages in the plant were depressed or subnormal and not fair and reasonable and should be increased. The report of the board recommended also that the management should recognize Local 2174 of the Steel Workers' Organizing Committee and deal and negotiate with the union, that 54 hours per week should be recognized as the standard and that time and one-half rates should be paid for overtime, that seven public holidays should be recognized and any work on those days should be paid at overtime rates and there were also recommendations as to seniority, sanitation and classification of labour. The board was unanimous on these recommendations. The employing company accepted the award of the board but the employees held out for the minority report and ceased work on April 23. On April 25 sufficient workers returned to the plant to move out some steel required for certain defence projects. The Minister of Labour discussed the dispute with the parties but a settlement was not reached.

STEEL CAR FACTORY WORKERS, HAMILTON, ONT.—This strike in an establishment producing steel cars, munitions, etc., on April 27 followed the refusal of the management to comply with the recommendations of an interim report of a Board under the Industrial Disputes Investigation Act to reinstate the president of the local of the Steel Workers' Organizing Committee. The report also recommended a ballot of the employees to determine the number wishing to be represented by the union. The president of the local and a number of other employees had been dismissed for alleged misconduct after the application for a Board had been made. A minority report by the member nominated by the employing company recommended against the reinstatement. The management refused to reinstate the local president or to afford the necessary facilities for taking the ballot by officials of the Department of Labour on behalf of the board. A number of employees ceased work on April 27 and a number remained away from work. The Minister of Labour took up these proposals with the plant management and finally set 6.00 p.m. April 29 as the time for compliance. Failing this, the Minister of Munitions and Supply took over the plant and placed an official of the department in charge as controller. Work was resumed by all employees, including the local union president, at 7 a.m. on April 30. Arrangements were then made for taking the ballot early in May. The union had announced a one-day stoppage of work in various steel plants in support of the strikers but the Minister of Labour pronounced this illegal and the stoppage was cancelled by the union.

SALT FACTORY WORKERS, GODERICH, ONT.—The employees ceased work to secure an increase in wages which the employer stated could not be given owing to market conditions. The strikers were replaced to a great extent but as a result of conciliation by an officer of the Ontario Department of Labour work was resumed on April 14, at the wages previously paid, all being reinstated while those who had taken their places were dismissed.

PLASTERERS, LATHERS, ETC., TORONTO, ONT.—On the expiration of the agreements for plasterers, plasterers' labourers and lathers at the end of March renewals had not been agreed to owing to disputes as to increases in wages. The plasterers and metal lathers proposed increases from $1 per hour to $1.12½, the wood lathers from 75 cents to $1.05 and the plasterers' labourers from 60 cents to 75 cents. The plasterers and metal lathers compromised at $1.05 with an increase to $1.10 at the end of August. Wood lathers settled at 75 cents per hour and the plasterers' labourers at 65 cents with 70 cents at the end of August. Men on war projects resumed work on April 3 and the others on April 4.

BRICKLAYERS, MASONS AND PLASTERERS, KINGSTON, ONT.—The agreement having expired on March 31 and negotiations not resulting in a settlement the employees ceased work to secure an increase in rates from $1 per hour to $1.10. A compromise of $1.05 was reached and work was resumed on April 8. On jobs recognized as war projects work was resumed on April 7. The agreement is outlined elsewhere in this issue.

SHIPYARD WORKERS, HALIFAX, N.S.—A number of workers in one establishment including passer boys, labourers and some iron workers ceased work on April 15 at noon to secure increases in wages. As a result of conciliation by the Department of Labour work was

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to April, 1941				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Women's cloak and suit makers, Toronto, Ont..	7	45	110	Commenced March 28, 1941; for inplementation of ruling *re* number of contractors and cutting room; terminated April 3, 1941; arbitration and negotiations; in favour of workers.
Metal Products—				
Electric fixtures factory workers, Montreal, P.Q.	1	95	500	Commenced March 27, 1941; for union recognition and increased wages, etc.; terminated April 8, 1941; return of workers; in favour of employer.
Non-Metallic Minerals, etc.—				
Abrasives factory workers, Thorold, Ont.	1	110	55	Commenced March 26, 1941; against discharge of worker and for increased wages; terminated April 1, 1941; negotiations; compromise (all reinstated, wages to be negotiated).
CONSTRUCTION—				
Buildings, etc.—				
Plumbers, etc., Ile de Salaberry, P.Q.	1	100	200	Commenced March 15, 1941; for allowance for board and transportation; terminated April 8, 1941; replacement and return of workers; in favour of employer.
TRANSPORTATION—				
Electric Railways—				
Garage employees and bus drivers, Vancouver, B.C.	1	176	528	Commenced March 30, 1941; for increased wages and improved working conditions; terminated April 3, 1941; referred to arbitration; indefinite.
(b) Strikes and Lockouts commencing during April, 1941				
MINING, ETC.—				
Coal miners, Coleman, Alta.	2	800	8,800	Commenced April 1; for closed shop agreement; terminated April 12; negotiations; in favour of workers.
Coal miners, Westville, N.S.	1	400	400	Commenced April 3; against change in system involving temporary extra work for one man; terminated April 3; negotiations; compromise.
Coal miners, Minto, N.B.	1	*(a)* 30	150	Commenced April 3; for extra pay for delayed work; terminated April 9; work resumed pending negotiations; indefinite.
Coal miners, Florence, N.S.	1	700	2,100	Commenced April 9; against sliding scale in tonnage rate for loading coal; terminated April 14; conciliation (provincial) and return of workers pending investigation; indefinite.
Coal miners, Glace Bay, Sydney Mines, etc., N.S.	12	9,500	42,000	Commenced April 14-16; in protest against signing of agreement by district officers without vote of miners; terminated April 19; return of workers pending investigation by union head office; indefinite.
Coal miners, River Hebert, N.S.	1	140	140	Commenced April 17; against temporary reduction in working force; terminated April 17; negotiations; compromise (work to be divided).
Coal miners, Minto, N.B...	1	380	1,900	Commenced April 22; for extra pay for delayed work; terminatedApril 28; conciliation (federal) and return of workers pending inquiry; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1941*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
***(b)* Strikes and Lockouts commencing during April, 1941**—*Continued*				
MINING, ETC.—*Concluded*				
Coal miners, Sydney Mines, N.S.	1	900	2,700	Commenced April 22; *re* timbering; terminated April 24; return of workers pending negotiations; indefinite.
Coal miners, Coalburn, Pictou, N.S.	1	76	600	Commenced April 22; *re* contract rates instead of rate per day; unterminated.
Coal miners, Springhill, N.S.	1	1,200	2,000	Commenced April 25; against suspension o miner; terminated April 27; return o workers pending investigation; indefinite.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Knitting factory workers, Oshawa, Ont.	1	70	575	Commenced April 7; for union agreement, increased wages, reduced hours, etc.; terminated April 16; return of workers pending negotiations, and later reference to I.D.I. Board; indefinite.
Pulp and Paper—				
Paper products factory workers, St. Johns, P.Q.	1	89	178	Commenced April 16; for union recognition increased wages and improved working conditions; terminated April 17; conciliation (federal), and later reference to I.D.I. Board; indefinite.
Miscellaneous Wood Products				
Box factory workers, Tavistock, Ont.	1	60	60	Commenced April 18; for increased wages and payment for overtime; terminated April 19; conciliation (provincial); compromise.
Barrel factory workers, London, Ont.	1	63	189	Commenced April 28; for increased wages and holidays with pay; unterminated.
Metal Products—				
Iron foundry workers, St. Catharines, Ont.	1	140	140	Commenced April 5; for resumption of negotiations *re* wages, working conditions and union recognition following strike of Feb. 25-Mar. 3; terminated April 5; return of workers and reference to I.D.I. Board; indefinite.
Cable factory workers, St. Johns, P.Q.	1	107	214	Commenced April 16; for union recognition, increased wages and improved working conditions; terminated April 17; conciliation (federal) and later reference to I.D.I. Board; indefinite.
Steel rolling mill workers, Montreal, P.Q.	1	324	2,268	Commenced April 23; for wage increase recommended in minority report of I.D.I. Board; unterminated.
Foundry workers, Saint John, N.B.	1	81	243	Commenced April 25; for increased wages; terminated April 30; return of workers pending negotiations; indefinite.
Steel car factory workers, Hamilton, Ont.	1	2,000	5,000	Commenced April 27; for implementation of interim report of I.D.I. Board *re* reinstatement of union official, etc.; terminated April 29; federal control; in favour of workers.
Non-Metallic Minerals, etc.—				
Salt factory workers, Goderich, Ont.	1	32	160	Commenced April 7; for increased wages; terminated April 12; conciliation (provincial); in favour of employer (all reinstated).

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1941*—*Con.*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b)* Strikes and Lockouts commencing during April, 1941—*Concluded				
CONSTRUCTION—				
Buildings, etc.—				
Plasterers, lathers, etc., Toronto, Ont.	15	400	1,000	Commenced April 1; for increased wages; terminated April 3; negotiations; compromise.
Bricklayers, masons and plasterers, Kingston, Ont.	9	50	300	Commenced April 1; for increased wages; terminated April 7; negotiations; compromise.
Shipbuilding—				
Shipyard workers, Halifax, N.S.	1	238	400	Commenced April 15; for increased wages; terminated April 17; conciliation (federal) and later reference to I.D.I. Board; indefinite.
TRANSPORTATION—				
Water—				
Seamen, Great Lakes and St. Lawrence River.	5	150	300	Commenced April 11-17; for union agreement recommended by I.D.I. Board; unterminated.
Longshoremen, Newcastle, etc., N.B.	6	700	1,000	Commenced April 26; for increase in wages; terminated April 28; conciliation (federal) and return of workers with some increase pending further consideration; compromise.
TRADE—				
Warehousemen and drivers, Toronto, Ont.	44	140	420	Commenced April 9; for union recognition, increased wages, improved working conditions, etc.; terminated April 11; return of workers pending negotiations; indefinite.
SERVICE—				
Business, etc.—				
Hotel employees, London, Ont.	1	110	800	Commenced April 15; for union recognition and increased wages; unterminated.

*Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

†In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 250 men indirectly affected.

resumed on April 18, the dispute to be referred to a Board or a Commission under the Industrial Disputes Investigation Act.

SEAMEN, GREAT LAKES AND ST. LAWRENCE RIVER.—The strike of seamen on a number of steamships operated by five shipping companies at the opening of navigation at the middle of April followed the report of a Board under the Industrial Disputes Investigation Act which recommended that the employing companies should sign agreements with the Canadian Seamen's Union. Many of the companies already had agreements with the union or recognized the union and it was recommended that the others should also do so. Several agreed to this and a strike was called for April 15 against the remainder operating about 50 vessels, employing about 600 men. The union men included deckhands, firemen, cooks, etc. In some cases the men left the ships on April 11. Two of the companies signed agreements with another union, the National Seamen's Association of Canada, and one of these reported that the small number who ceased work were immediately replaced. As to the other ships it was reported that small numbers on several boats ceased work but were replaced in a short time or within a few days. Docks at several ports were picketed by the union and at the end of the month it was reported that two ships were held up for lack of crews at Kingston and one at Port Dalhousie.

LONGSHOREMEN, NEWCASTLE, ETC., N.B.—A number of longshoremen engaged to load boats at Newcastle, Chatham and other ports in the vicinity refused to work and demanded an increase in wages from 55 cents, the rate agreed upon in 1940, to 70 cents per hour. As a result of conciliation by the Department of

Labour with the co-operation of the Warden of Northumberland County work was resumed at 62½ cents per hour, subject to a reference to a Board under the Industrial Disputes Investigation Act if desired. The rate for truck drivers was raised from $1.10 per hour to $1.25. It was also agreed that waiting time would be paid for and the New Brunswick Farmer-Labour Union was recognized.

WAREHOUSE MEN AND DRIVERS, TORONTO, ONT.—A number of employees, members of the Fruit and Produce Section of the International Union of Teamsters, Chauffeurs, etc., ceased work on April 9 to secure an increase in wages to $30 per week, 54 hours for drivers and $25 for warehousemen and union recognition. The employers had an agreement with the Wholesale Fruit Employees' Association, affiliated with the Canadian Congress of Labour, effective from June, 1940, to June, 1941. On April 11 work was resumed pending negotiations. Two or three men were charged with intimidation and malicious damage but the charges were withdrawn later.

HOTEL EMPLOYEES, LONDON, ONT.—A number of employees members of the Canadian Hotel Workers' Union including chambermaids, waiters, cooks, elevator operators, bell hops, etc., ceased work to secure union recognition and wage increases. It was reported that from time to time some of the strikers were replaced and that some had returned to work. The hotel was picketed and a union orchestra refused to perform. A conciliation officer of the Ontario Department of Labour conferred with the parties but a settlement was not reached.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in the March, 1941, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1940. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes which began during February was 60 and 8 were unterminated at the end of January, making a total of 68 disputes in progress during February. The number of workers involved was 13,100 and the resultant time loss 23,000 man-working days.

Of the 60 disputes which began during February, 14 arose out of demands for increased wages and 16 were over other wage questions, 3 over working hours, 14 were over questions regarding the employment of particular classes or persons, 12 arose out of questions respecting working conditions, one on a question of trade union principle. During February, final settlements were reached in the case of 50 disputes, of which 11 were settled in favour of workers, 27 in favour of employers and 12 resulted in compromise settlements. In 10 other disputes, work was resumed pending negotiations.

Australia

Disputes beginning in the second half of 1940 numbered 217, involving directly and indirectly 90,024 workers, with a total time loss of 283,793 working days, as compared with 1,223,459 working days lost in the previous six months.

New Zealand

The number of disputes in the year 1940 was 56, involving 10,399 workers, with a time loss of 28,817 man-working days, as compared with a loss of 53,801 man-working days during the previous year.

South Africa

Strikes beginning in the year 1939 totalled 20, involving 4,871 workers, with a time loss of 4,246 working days.

United States

Preliminary estimates show the number of strikes beginning in March as 330, involving

113,000 workers, with a time loss of 1,400,000 working days in all disputes in progress during the month, which time loss is about the same as the average time loss in March in the years 1935 to 1939 inclusive.

The strike of 7,800 employees of an engineering plant engaged in defence contracts at Milwaukee, Wisconsin, which began January 22, was settled April 7 by the National Defence Mediation Board. The demand for a closed union shop was not granted, but it was decided that a referee be chosen for the settlement of disputes and that the question of wages be the subject of further negotiations.

Bituminous coal miners in the Northern and Southern Appalachian fields in twelve states were on strike from April 2 to April 29. About 400,000 miners were involved over a demand for increased wages, in negotiations for the renewal of the agreement. Through the intervention of the President of the United States a settlement was reached, adding $1 per day to the basic wage. This stoppage was reported to affect 85 per cent of the country's soft coal production and to have reduced to some extent the output of steel.

A strike of 8,000 automobile factory workers at Detroit, Michigan, occurred on April 1. By the next day the whole plant was closed and 85,000 workers involved. The demands were for the reinstatement of certain dismissed workers, for collective bargaining with the union and also for wage increases. Within a few days other plants of the same company in this and in other cities were required to close down so that in all plants a total of about 118,000 production employees became involved. Through conciliation by the Governor of the State of Michigan, a settlement was reached April 10, in which all strikers would return to work without discrimination except three whose cases would be arbitrated. The company agreed to accept union grievance committees as employees' advocates; the National Labor Relations Board is to conduct an election to determine the bargaining agent for the employees; a grievance appeal board consisting of two representatives of the company, two of the union, the Governor of the State of Michigan and a federal conciliator was to be formed, this board to settle grievances that cannot be adjusted by plant committees.

Annual Review of Building Permits Issued in Canada During 1940

Building permits issued by the 204 municipalities making monthly returns to the Bureau were valued at $113,005,208 in 1940 according to the annual report of building permits issued by the Dominion Bureau of Statistics. Of this amount $85,613,697 was for new construction and $27,391,511 for additions, alterations and repairs. Residential construction totalled $57,556,509, commercial $21,232,854, industrial $20,208,498, institutional $8,284,410 and other construction work $5,722,937.

Municipalities in Ontario reported the greatest amount of building permits, amounting to $53,592,620. Quebec was in second place with $27,935,864 while British Columbia was third with $11,928,915. In the Prairie Provinces permits issued were valued at $13,862,904 and in the Maritime Provinces $5,684,905.

Comparable figures for previous years are not available since prior to 1940 monthly returns were received from only 58 municipalities. This series was enlarged to 204 in 1940.

In order to provide comparable figures with previous years, the old series based on 58 cities was continued. Building permits issued by these 58 cities in 1940 were valued at $80,274,350, an increase of 33·2 per cent as compared with the previous year. Applying the same rate of increase to the 204 municipalities comprised in the new series gives an increase of about $28,000,000 in the value of permits issued in 1940. Building permits issued in 1940 were also about 26 per cent higher than the previous ten-year average.

The report contains tables giving details of permits issued in each province each month by type of construction, as well as comparable figures for back years by provinces and cities.

Lifting Heavy Weights in Defence Industries, Methods for Conserving Health of Women Workers, is the title of a special bulletin (No. 2) issued by the Women's Bureau of the United States Department of Labour. The study grew out of an expressed need by employers for a simple outline of the problems involved and the steps necessary to protect the health and physique of women employed in defence industries. The report is divided into six sections under the following headings: Guard against injury to physique in the lifting of heavy weights; analyze the elements in weight lifting to develop methods of saving energy; overcome the dangers involved in lifting heavy weights by using certain methods; train workers to use the most economical methods of carrying weights; protect the health of workers in heavy industries by physical examinations; state regulation of weight lifting is more effective through the general authority, etc. Copies of this bulletin (5 cents per copy) may be obtained from the United States Superintendent of Documents, Washington, D.C.

LABOUR SUPPLY AND TRAINING IN INDUSTRIAL PLANTS

Program of Pulp and Paper Industry in Mobilizing Production Power by Training Technically Skilled Labour Force

THE Canadian pulp and paper industry has recently put into effect a comprehensive plan to train and build up a technically trained labour force as a major factor in maintaining a maximum war effort on the industrial front.

The plan had its genesis about seven months ago when a small committee was set up by the Canadian Pulp and Paper Association to investigate the possibilities and problems of establishing a training scheme to replace men who would be lost to the industry through enlistments, transfers, and loans to plants engaged directly on war contracts.

It was early decided that the pulp and paper industry could render useful assistance in the war effort by training men in mechanical trades beyond the normal and predictable requirements of the industry. An experimental scheme started by one of the smaller companies was enlarged and developed by one of the largest companies into what is now referred to as the C.I.P. plan which is operating in half a dozen mills in eastern Canada with approximately 250 trainees and seems likely to become generally adopted by the industry as a whole. The plan lends itself naturally to adaptation in different plants to suit particular requirements and special conditions and no attempt is being made to impose the scheme in its present form. The industry has, however, displayed much interest in the scheme and rapid progress is being made in its development.

The scheme emphasizes two cardinal features which it is hoped to retain in any mill which organizes a training program. First it is important to select intelligent interested trainees who will profit by instruction and to provide training on an individual basis rather than by groups or classes. Secondly it is considered essential to the success of the scheme that it permeates the whole plant organization and, in so far as possible, be conducted on a voluntary basis. The interest and support of all line executives is also regarded as necessary as well as that of foremen and those skilled workers and executives who act as instructors and mentors, or advisers. The present plan may be summarized as follows:

A training director is appointed for each company or group of mills, who, under the chief engineer or other executive officer, and in co-operation with a training advisory board in each mill, exercises general direction and supervision of the scheme. The advisory board consists of the mill manager, as chairman, the plant engineer, as manager of training, the personnel supervisor, as secretary and the mill engineer, master mechanic, steam superintendent and electrical superintendent as the other members.

Courses have been organized in machine shop work, blacksmithing, pipe fitting, welding, millwrighting, tinsmithing, electrical work and steam engineering. Instructors are appointed from among the foremen and skilled tradesmen. Those on salary act without extra pay but instructors who are paid wages may be paid for this extra work at overtime rates (or as arranged).

Trainees are all employees of the plant and are divided into two groups—(a) those who are regularly employed in the maintenance department and are taking a course directly related to their everyday work; and (b) those whose courses are not directly related to their usual employment in the mill. Trainees in "group A" may or may not receive formal trade training in the shops but are given instruction and supervision on the job and are moved from job to job so that the training may be most effective. Those in "group B" attend special classes in the shops on two evenings per week for three hours each night and receive trade training from skilled men chosen as instructors. These act under the supervision of the master mechanic in the case of the mechanical trades, the electrical superintendent for electrical work and the steam superintendent for steam engineering.

All trainees enrol for a one year's correspondence course with the International Correspondence School. Each course is specially prepared for this particular plan in co-operation with the director of training. A fee of $64.25 per trainee is paid in advance by the company and deducted from the trainee's pay at the rate of $1.25 per week. Mentors or advisers, chosen from the engineering and executive staff, are appointed to supervise the work of from two to six trainees and each mentor is required to see that his trainees make satisfactory progress. Complete progress records are maintained for each trainee and the company mails the lessons. Small tools are provided by the company where necessary and everything possible is done to stimulate and maintain interest on the part of all concerned. The scheme is working satisfactorily and lends itself to adjustments and developments which may be deemed advisable as experience is gained.

A new development which is designed to stimulate and speed-up the training pro-

gram is the plan under which about forty maintenance machine shops in the larger mills are being used to produce war materials in the form of machined parts for machines, engines, ships, etc., which the production plants and shipyards find it necessary or advisable to have made in outside plants. This sub-contracting of war products serves a two-fold purpose. First, it speeds up war production by utilizing machine tools and skilled labour hitherto used only for maintenance work. Secondly, it provides useful war work for the mechanics and trainees in the maintenance shops and, where two or more shifts are established, it enables each company to provide more training and develops better mechanics in a shorter period than was possible under the system of evening training.

Another development which is directly connected with the training program and which could not be continued without the use of trainees, is the plan under which the pulp and paper mills in eastern Canada have arranged to send a few highly skilled mechanics from each mill to assist one of the larger war industries in getting into production. Over 60 of these men are on loan for approximately three months during which time they will master the details of various jobs and train others to carry on after they return to their regular jobs in the pulp and paper mills. They are being retained on the payrolls of the mills during their absence and are paid at the rate for mechanics in the war industry, each mill being reimbursed by the war industry for wages. The assisted plant also bears the cost of travelling expenses and living allowances.

The value of this service to war production is apparent. Its retarding effect upon the work of the maintenance departments in the mills will be partially overcome by replacing the men on loan with semi-skilled trainees.

It is hoped that similar action may be taken by other organized war industries and by any industry which regularly engages mechanics and skilled workers whose skill and training would be of great service in connection with war production.

Immigration to Canada During Fiscal Year 1940-41

According to statistics issued by the Immigration Branch of the Department of Mines and Resources, immigration to Canada during the fiscal year ending March 31, 1941, declined 29·1 per cent compared with the number entering the Dominion during the previous fiscal year. In 1940-41 a total of 11,496 persons entered Canada compared with 16,205 in the fiscal year 1939-40.

The largest decline in the number of immigrants took place in the group classified as "other races" in which a decrease of 87·6 per cent was registered in comparison with the previous fiscal year. This decline was closely followed by one of 82·3 per cent in the group classified as "Northern European races". There was also a decline of 13·0 per cent in the numbers coming from the British Isles and a decrease of 29·5 per cent in those coming from the United States.

Of the 11,496 immigrants, 4,198 were adult males, 4,478 adult females and 2,820 were children under eighteen. Occupationally the farming class accounted for 406 males, 148 females and 150 children; the labouring class 576 males, 53 females and 67 children; mechanics, 733 males, 233 females and 164 children; trading class, 580 males, 367 females and 190 children; mining class, 23 males, 3 females and 1 child; female domestic servants, eighteen years and over, 538; under eighteen years, 64; other classes, 1,880 males, 3,136 females, and 2,184 children.

Ontario was the destination of the largest number of immigrants, 4,458 going to that province; 2,590 proceeded to the Province of Quebec; 1,742 to British Columbia; 1,232 to Nova Scotia; 470 to New Brunswick; 421 to Alberta; 287 to Manitoba; 241 to Saskatchewan; 8 to the Yukon Territory, and 4 to the Northwest Territories.

Defence and The Consumer is the title of a pamphlet issued in the public affairs series by the Institute for Consumer Education. It outlines the work of the Consumer Division and its organization and integration with other Divisions of the United States National Defence Advisory Commission and the recently established Office of Production Management and Office of Emergency Management. The pamphlet deals with such problems as housing in defence areas, stabilization of prices, assistance to consumers in methods of buying wisely, use of government grades of products, etc. Copies of this publication (price 10 cents) may be obtained from the Public Affairs Committee Inc., 30 Rockefeller Plaza, New York, N.Y.

The 1940 report of the British Unemployment Insurance Statutory Committee shows that at the end of the year the unemployment fund had a credit balance of £54,534,577 on its general account and £3,858,294 on its agricultural account.

LABOUR SUPPLY AND NATIONAL DEFENCE

Summary of Proceedings at International Labour Office Canadian-American Conference

THE efficient organization of labour supply for essential war industries as a major factor in national defence was discussed on April 12 at the International Labour Office (Montreal) in the second of a series of meetings held under the chairmanship of Mr. Carter Goodrich, chairman of the I.L.O. Governing Body, and attended by representatives of the Governments of Canada and of the United States and of the employers and workers of the two countries.

Those attending included Dr. Bryce Stewart, Deputy Minister of Labour, Canada; Dr. I. Lubin, head of the Bureau of Labor Statistics and executive assistant to the associate-director of the Office of Production Management, United States; Mr. R. Watt, American Federation of Labor; Mr. Tom Moore, Trades and Labour Congress of Canada; Mr. H. Harriman, and Mr. C. McDavitt, representing United States employers; and Mr. Goldie, Mr. Macdonnell and Mr. G. V. V. Nichols, representing Canadian employers, Mr. Rive, Department of External Affairs, was present, as were also two officials of the Canadian Department of Munitions and Supply, Mr. H. Carl Goldenberg, and Mr. F. St. L. Daly. Mr. Edward J. Phelan, Acting Director of the International Labour Office and the technical experts of the I.L.O. also attended the meeting.

The meeting exchanged views on the basis of a draft report which has been prepared by the International Labour Office and will shortly be published under the title of Labour Supply and National Defence. This report deals with the allocation of man-power between the armed forces and industry, the control of employment, the vocational adjustment of labour supply, the mobilization and distribution of labour reserves, and problems of information and organization. The report, which gives a descriptive account of the experience of various countries and especially of Great Britain in dealing with these problems embodies the following conclusions which have been framed in the light of the discussions at this meeting.

1. It is advisable that measures for utilizing the services of the available unemployed including men discharged from the armed forces should, wherever possible, be given priority over other measures to meet increased labour requirements.

2. It is advisable that the expansion of defence production should be so planned that the curtailment of non-essential production or the conversion of the plant capacity and labour force of non-essential industry to war needs is effected in such a manner that unemployment is avoided or reduced to a minimum.

3. It is advisable that defence orders should be distributed, directly or through sub-contracting, among all undertakings capable of taking an effective part in the national defence program, in order that transfers of workers from one employment, area or occupation to another may be limited as much as possible and that factory units may be kept intact wherever possible.

4. In order to facilitate the transfer of labour from non-essential to war industries where such transfer is found necessary, measures should, wherever practicable, be devised to prepare the reinstatement of workers in their previous employment or to provide them with alternative employment on the termination of their service in war industry.

5. Adequate facilities for quick and intensive training and for upgrading should be provided to meet increasing and urgent needs of essential industries for competent workers and supervisors as quickly as possible.

6. It is advisable, so that future problems of readjustment may be as narrowly confined as possible, that the long-range objectives of technical training and apprenticeship should be kept constantly in mind even when expanding labour supply during the emergency period, and with this end in view:—

(*a*) apprenticeship and other methods of giving thorough and well-rounded training to young people should be maintained so far as possible and should be re-established as early as possible in cases where they have had to be curtailed for urgent reasons of defence; and

(*b*) workers who have been rapidly prepared for specialized employment in essential industry should be given all possible opportunity to extend their technical training in such a way as to ensure greater future occupational adaptability.

7. The importance of conserving man-power by avoiding human wastage which would aggravate problems of labour supply makes it necessary that special attention should be given in time of defence emergency to questions of accident prevention, industrial hygiene, preventive medicine, nutrition, and hours of work, and to the adequacy of the system of enforcement.

8. As full and detailed information as possible regarding present and probable labour requirements and all labour reserves on which it is possible to draw should be obtained through the co-operation of Government, employers and workers.

9. It is essential that there should be an adequate and centralized public employment service which should be co-ordinated with the training and other agencies responsible for the foregoing features of a national labour supply.

10. In order to create the atmosphere of confidence and spirit of co-operation on which the effective execution of the defence production program so largely depends:—

(*a*) the positive and organized collaboration of employers and workers with the public authorities is of the highest value for dealing with all labour supply problems from the initiation of policy through every stage of its application; and

(*b*) it is advisable to establish and maintain between employers and workers such understandings and relations as will tend to assure united effort toward the common objective.

Progress of Wartime Housing in Canada

Building programs are being initiated to relieve acute housing shortages in eight Ontario communities whose populations have increased far beyond normal because of expansion of war industries.

Hon. C. D. Howe, Minister of Munitions and Supply, announced on May 7 that contracts are being let by Wartime Housing Limited, the government-owned company headed by Joseph M. Pigott, for the erection of staff houses and single family units in Windsor, Kingston, Oshawa, Peterborough, Hamilton, St. Catharines, Welland, and Fort Erie. Contracts were let some days ago for four staff houses and 225 single family dwellings in Halifax, N.S.

"Wartime Housing Limited will undertake housing programs only in communities in which surveys show an acute shortage of housing owing to the additional employees required in connection with munitions work or defence projects," the Minister declared. "The accommodation will be temporary in character, built at the lowest possible cost consistent with proper standards in health and sanitation, and will be rented to the occupants."

Kingston, overcrowded because of wartime military activity and expansion of war industries, is to have three staff houses, a commissary, and 250 bungalows. It is possible certain existing buildings will be taken over.

Work is to start at once on a "men's centre" to be erected on a site on Burlington street East, Hamilton, loaned to the Government by the International Harvester Co. The plan calls for six large dormitories to house 520 men, two to a room, and a central pavilion in which will be incorporated a dining hall, a large lounge room with recreational facilities, and writing rooms. The centre will be completed in about two months. It is possible 100 to 200 houses also will be built in Hamilton.

Four staff houses, accommodating about 300 men, and 100 family dwellings will be built in St. Catharines. Welland is to have four staff houses to take care of 325 men, and 100 single family units. Fort Erie will have 200 houses to accommodate some 200 men and their families. Between 100 and 150 bungalows will be built in Windsor, 50 in Oshawa, and 50 in Peterborough.

As the purpose of the housing program is to meet the abnormal needs of wartime, buildings erected will be of a type that may be readily liquidated with maximum salvage value after the war. Most of the houses will be of the demountable type, built in convenient sections that may be bolted together and taken apart cheaply when they are no longer needed. Wartime Housing Limited is adopting two or three standard types of houses, and the staff houses will be standardized. Wood construction will be the rule, but the finish will be varied. Mass production methods will be employed to the maximum.

In each community in which a housing program is to be undertaken by Wartime Housing Limited, the company will set up a local committee of prominent citizens who will give their services voluntarily. These committees, assisted by paid administrators, will co-operate in locating sites, and in the heavy task of managing the properties, collecting rents, engaging employees for staff houses, and arranging other details of administration.

During the past week the following committees have been set up: Hamilton—D. B. McCoy, F. C. Ridley, R. P. McBride, K.C., and Major Stewart Chambers; Fort Erie—W. R. Manock, W. J. Hawley, J. R. Steel; St. Catharines—W. A. Wecker, C. Bruce Hill, Dr. H. G. Fox; Welland—W. A. Dawson, A. W. Harcourt, D. S. Hunter, and N. P. Haist.

RECENT ACTIVITIES OF WARTIME PRICES AND TRADE BOARD

Summary of Quarterly Report for Period January 1 to March 31, 1941

IN previous issues of the LABOUR GAZETTE references have been made to the administrative activities and continuing development of the Wartime Prices and Trade Board. In a quarterly report the Board reviews matters of importance which have engaged its attention during the three months' period ending March 31, 1941. A summary of this report is presented herewith.

Sugar

Dealing with the sugar situation the report refers to the recent tendency towards heavy buying in anticipation of a possible increase in the excise tax on sugar in the forthcoming Budget, and at the request of the Minister of Finance, the price of sugar at the refineries was increased by one cent a pound on March 31. The whole of this increase in the refinery price is being collected by the Sugar Administrator and will accrue to the Dominion Government (LABOUR GAZETTE, April, 1941, page 365).

No alteration in the Administrator's selling price of raw sugar was made during the first three months of 1941.

Reference is also made in the report to conferences of the Board with representatives of the Alberta and Ontario sugar beet growers, when matters relating to the production of both sugar beets and beet sugar were fully discussed. It is pointed out that in recent years there has been a very substantial increase in the production of beet sugar in Canada.

Wool

Canadian wool stocks continue adequate for both military and civilian needs the report declares. Owing to a revision of administrative practice in the United Kingdom Wool Control, the crossbred wool equalization pool established early last year is being discontinued.

Henceforth imported wools will be invoiced directly to the buyers at the final price, subject to neither premium nor discount.

Wool prices are steady, and there has developed a slight downward tendency in yarn and cloth prices in Canada.

Hides and Leather

Hide prices remained fairly steady during the first three months of 1941. Following a short recession late in December, they strengthened slightly in the first weeks of the new year but by the end of January were off again to 13½c. a lb. The price level had receded a further ¾c. a lb. by late February, but March markets firmed to 15c. for light native cow hides. Prices of upper leather moved toward the level prevailing in July, 1940. The 3c. a lb. increase in sole leather introduced in November, 1940, continued to affect only spot sales. Among the standard and lower-priced ranges of foot-wear, prices remained unchanged or dropped fractionally.

Despite heavy exports of calf skins to the United States, stocks of hides in Canada continued normal, with ample reserves for military and civilian requirements. Hide exports, which are now directed mainly to the United States, continue with a minimum of interference from the system of export licensing.

During the quarter the office of the Administrator agreed to act as a further liaison between tanners and the Department of Munitions and Supply in keeping the industry informed on defence requirements.

Animal Feeds

By an Order in Council passed in January to meet the need for lower-priced feed grain for eastern farmers, the Dominion Government offered to co-operate with the provinces in the payment of freight on feed grains shipped east from the head of the lakes. This and other measures designed to alleviate the farmers' feed problem came directly under the Department of Agriculture. The Wartime Prices and Trade Board has therefore discontinued its Animal Feedstuffs Committee which had been appointed in February, 1940, to study and report on the problems affecting the price structure of the feedstuffs market.

Coal

The report states that while coal production in Canada increased by 12·4 per cent over that of 1939, reaching an output of 17,500,000 tons, a further material improvement is looked for in 1941. Production during the quarterly period reported on has been maintained at the high wartime level.

Stating that adequate supplies of bituminous coal are available, the report refers to the dependence of Canada on the United States for imports of this type of coal. In this connection the report comments:

"Many of the difficulties lie in the field of transportation, and the Coal Administrator has been making careful estimates of the coming

year's requirement and preparation to ensure adequate supplies. Negotiations are proceeding to facilitate a greater volume of St. Lawrence waterborne shipments from Nova Scotia. With boat charters scarce, water freight rates more than double those in force in 1940 and greatly increased consumption in the Maritimes, it appears doubtful, however, whether any great quantity of Nova Scotia coal can be moved west of Montreal during the coming season.

"The supply of anthracite for this winter's requirements has been ample and a slightly heavier carry-over than usual of top domestic sizes of British anthracite is anticipated. Total consumption of British and United States anthracite has been slightly higher than last year."

With regard to the supply of and market demand for coke the Board's report declares that:

"Although the market demand for coke in Canada and the United States continues strong, Canada has been able to import steadily from the United States. Coke from the United Kingdom is being spasmodically shipped to the United States but it is unlikely that shipments will be made to Canada. From April 1 to March 1, 898,238 tons, an increase of more than 100 per cent over the average for the past few years, were brought into this country and although the 1940 domestic production supplied 462,000 tons more than in 1939, demand still exceeds supply. In the Montreal and Ottawa areas the heavy demands of war industries have made it necessary to reduce the allocations of coke for domestic household use, but ample supplies of alternative household fuels have always been available. Assurance of an adequate supply for the increasing requirements of Canada's war industries has already been obtained from the United States."

Reference is also made to the third report (Labour Gazette, February, 1941, page 133) of the "Britnell Commission" which showed an increase of 7.5 per cent over March, 1938, in the food and clothing budget for the mining districts of Alberta and British Columbia, and the recommendation that wage bonuses of 18 cents per shift be paid effective January 1, 1940.

The Board also conducted an investigation into "what appeared to be undue price increases by coal dealers in the Kirkland Lake and Flin Flon areas" which resulted in price reductions and the restoration of normal competitive conditions.

Cod Liver and Other Fish Oils

Production of cod liver oil showed a very satisfactory increase of thirty per cent during the past quarter, the report states, with domestic output of medicinal crude oil more than trebled. Prior to the war, Canada imported considerable quantities of cod liver oil from Great Britain, but the United Kingdom is now seeking exports from Canada and the supply position has so improved that the first shipments of crude oil from the Dominion were sent to England in January.

Although increased exports and domestic purchases have considerably reduced the available supply of herring oil, the problem of surpluses still confronts the Administrator. This situation has been aggravated by the fact that in oils, as in other commodities, the greatest care is being taken to ensure that export shipments do not fall directly or indirectly into the hands of the enemy.

During the quarter it was decided to exempt from licensing regulations casual exportations of fish oils not exceeding $5. in value in any one shipment.

A new copra plant at Vancouver will begin operation in the near future and will assure considerable additional supplies of coconut oil to the Canadian market.

Butter

Referring to the butter situation the Board's report states that during most of the quarter reviewed, actual market prices of butter have been below the fixed maximum wholesale price which was established at those prices prevailing on December 12, 1940 (Labour Gazette, January 1941, page 5). Reference is also made to the announcement of January 10, 1941, by the Minister of Agriculture that the Dairy Products Board had been given authority to set minimum butter prices, to determine the amount any person may hold in storage, and to buy and sell butter for export.

The report also states that during the quarterly period the stock position in respect of butter has steadily improved, owing, in large measure, to a steady increase in production as compared with the same months in the preceding year.

In response to the Board's request and with the co-operation of hotels, restaurants, institutions and individual consumers, considerable waste of butter appears to have been avoided. There appears now to be no doubt, it is stated, but that the new season of production will be reached without the occurrence of any serious shortage of supply.

Milk

Complaints from a growing number of Canadian municipalities against increases in the price of milk were received by the Board during the past three months.

It is pointed out in the report that while the Board has wide powers in respect of the

control of prices and supplies of "necessaries of life", it has continued to take the view that in the present circumstances and "as a wartime body, it should not attempt to duplicate work which is being done by or is clearly within the powers of existing established Provincial authorities."

Rents

To cope with new phases of the rent control problem and to consolidate existing regulations, the Board issued several new Orders, and extended rent control to additional areas.

Orders pertaining to eviction and the termination of leases which had been effective from November 19, 1940, and January 23, 1941, respectively, were revoked and replaced on March 2, 1941 (LABOUR GAZETTE, April, 1941, page 364).

Added to the list of areas placed under rent control during this quarter were Wellington, and the Nanaimo and Mountain districts in British Columbia; the City of Valleyfield, the Villages of Bellerive, Nouveau Salaberry, Ste. Cecile and St. Timothee, and the Parishes of Grande Ile, Ste. Cecile and St. Timothee, all in the County of Beauharnois in the Province of Quebec; and effective May 1, 1941, the Town of Pembroke and the Townships of Petawawa, Pembroke, Alice and Stafford, all in the County of Renfrew, Ontario, and the City of Swift Current, Saskatchewan. In the Valleyfield, Pembroke and Swift Current areas the maximum rental fixed was that prevailing on January 2, 1941.

The first prosecution in respect of a violation of the Rental Regulations occurred in Halifax and resulted in a fine of $250.

War Exchange Tax and War Exchange Conservation Act

With investigations into the prices of commodities as widely varied as cast iron pipe, codeine, and flax-manufacturing machines, the Board has continued to guard against unwarranted increases consequent upon the imposition of the War Exchange Tax, the import restrictions contained in the War Exchange Conservation Act, and the increased excise taxes under the Special War Revenue Act. The Board is requiring manufacturers and dealers to adhere strictly to the principle that there must be no profit or mark-up in these taxes.

Prices and the Cost of Living

The report gives tabular statistics of wholesale and retail prices and indexes of wholesale prices and the cost of living.

In this regard the report states that:

"It is evident that a much more sudden rise in prices occurred in the first two or three months of this war than in 1914, almost half of the total increase to date occurring in the first month. In part this was due to the early dislocation of Canadian exchange in terms of the U.S. dollar; in part to a substantial and world-wide advance in prices immediately after declaration of a state of war, affecting imported commodities; to the early imposition of war taxes; to the early substantial rise in ocean freight rates. These factors did not apply to the same extent in 1914; Canadian exchange, for example, remained substantially on a par with the U.S. dollar throughout the period of hostilities. In the latter part of 1915 prices generally began to move sharply upwards, and by the eighteenth month of that war they had increased more than in the corresponding period of this war."

Copies of this report and a report covering the Board's activities in the period September, 1939 to December, 1940, may be obtained on application to the Secretary of the Wartime Prices and Trade Board, Ottawa.

National Housing Act Statistics, 1940-41

During the period from April 1, 1940, to March 31, 1941, the number of loans approved under the National Housing Act was 5,302, the number of family housing units financed 5,427, and the volume of loans $16,066,642 according to figures released recently by Hon. J. L. Ilsley, Minister of Finance. Total loans to March 31, 1941, numbered 15,361, aggregated $68,619,945 in total volume, and provided for the construction of 20,481 family housing units.

Throughout the year, encouragement has been given by the National Housing Administration to the construction of low cost housing units in areas suffering acutely from housing shortages.

Of the 5,427 unit loans approved during the fiscal year 1940, 35 per cent were for amounts of $2,500 and under; 60 per cent for $3,000 and under; and 80 per cent for $3,500 and under. Virtually all of these loans financed homes located in those "war areas" where special wartime activities have greatly increased the need for housing accommodation. The average unit loan was $2,960.

Under Part I of the National Housing Act lending operations are now limited to the financing of low and moderate cost single family dwellings, the maximum loan being $4,000.

CONTROL OF LABOUR TURN-OVER IN GREAT BRITAIN

Provisions of "Essential Work" Order as Applied to Scheduled Undertakings Engaged in War Production

THE British Minister of Labour and National Service, on March 5, 1941, made an Order entitled the Essential Work (General Provisions) Order, 1941.

In view of the character and scope of the Order as applied to war industries, the following analysis of the measure is reproduced from the British *Ministry of Labour Gazette.*

The purpose of this Order is to prevent loss of production due to unnecessary turnover of labour or absenteeism. The provisions of the Order apply to "scheduled undertakings"; the Minister may schedule any undertaking which is engaged in "essential work" as defined in the Order, if he is satisfied that it is expedient to do so as a measure for securing the defence of the realm, the efficient prosecution of the war, or the maintenance of supplies or services essential to the life of the community. Notice of scheduling will be given by the Minister to each undertaking concerned (including any branch or department separately scheduled) in the form of a certificate, a copy of which must be kept posted up in the undertaking.

Any undertaking which falls in the category described above may be scheduled provisionally for three months at a time, but before placing an undertaking more permanently on the schedule the Minister must, after consultation with the appropriate Government Department, be satisfied on the following points:—

(*a*) The terms and conditions of employment of persons employed in the undertaking must not be less favourable than those provided for by the Conditions of Employment and National Arbitration Order, 1940, e.g., settled by collective agreements.

(*b*) There must be satisfactory provision for the welfare of persons employed in the undertaking or such provision must be in course of being made. This requirement covers welfare both inside and outside the undertaking, including the arrangement for housing, travelling, and feeding. It is not intended that the undertaking should necessarily be called upon to make such provision at its own cost; what will be required is that satisfactory arrangements should exist, or be in course of being made.

(*c*) Where, in the Minister's opinion, it is necessary that provision should be made by the undertaking for the training of workers, such provision must exist or must be in course of being made.

Conditions of Employment in Scheduled Undertakings

When an undertaking is scheduled the effects are briefly that the right of the management to discharge, and of the personnel to leave, is strictly controlled, and is in general subject to permission of a National Service Officer, and to at least one week's notice; a guarantee of a certain minimum time-rate of wages is given, subject to specified conditions; and cases of alleged absenteeism fall to be dealt with under a special procedure. These provisions are explained more fully below. It is to be observed that they cover all persons, male and female, employed in a scheduled undertaking, including the managerial staff.

No person employed in a scheduled undertaking may be discharged (except for serious misconduct), or have his services lent to any other undertaking without the permission, in writing, of a National Service Officer. In case of an emergency, however, his services may (if he consents) be lent to another undertaking for a period up to fourteen days without such permission.

No person employed in the undertaking may leave his employment without the permission, in writing, of a National Service Officer.

Before the employment of any person employed in the undertaking can be terminated (except on the ground of serious misconduct), at least one week's notice must be given by either side. This does not modify any contract of service which already provides for a longer notice than one week. The week's notice can be given before the permission of the National Service Officer is obtained, but cannot take effect without such permission.

Subject to certain conditions, persons employed in the undertaking at time rates are entitled to receive as a minimum for each week the normal wage of a normal week at the time rate applicable to them; those employed at piece rates are entitled to receive as a minimum for each day (whatever may have been earned on other days) the time rate applicable to them in respect of that day. No payment will become due under this guarantee unless the amount otherwise earned for the week by time workers or the day by piece workers (including any payment for overtime) is less than the guaranteed amount.

In order to be entitled to a guaranteed minimum wage, the person concerned must be, during the normal working hours, capable of and available for work, and willing to perform any services outside his usual occupation which in the circumstances, he can reasonably be asked to perform during any period when work is not available for him in his usual occupation in the undertaking.

Having regard to the condition regarding capability and availability for work it is

evident that the guarantee of a minimum wage will not apply to periods of sickness or periods when the person concerned fails without leave to present himself for work during normal working hours. This rule will not, it is hoped, give rise to any difficulty in cases where owing to air raid warnings persons employed in the undertaking have taken shelter. In such cases, it would be appropriate to regard them as available for work if they are taking shelter in accordance with agreed rules or in accordance with the custom in the establishment. If, however, they are taking shelter, when their fellow workers in accordance with any rule or custom are not taking shelter, it would be appropriate to regard them as not having been available for work.

It is not intended that this guarantee of a minimum wage should affect the existing arrangements for holidays. A person taking holidays would be entitled to such payments as existing agreements allow, but would not be able to claim the guaranteed wage as if he were available for work while on holiday.

A decision as to what services a person can reasonably be asked to perform when his usual work is not available will depend on the particular circumstances. It is contemplated that when for any reason work in a person's usual occupation is not available, he should be willing during normal working hours to turn his hands within reasonable limits to anything else on which he can be usefully employed even if it is outside his usual occupation.

It is made clear in the Order that if in any case terms or conditions of employment more favourable to the person employed than the minimum wage guaranteed by the Order are provided for by a collective agreement, the right to such terms and conditions is not prejudiced.

Decisions of National Service Officers

On request for permission to discharge a person employed or lend his services or to leave employment being made to the National Service Officer he will, as far as practicable, give his decision within seven days. He will in all cases notify his decision to the person making the request, and will also inform the other party if he decides to give the permission asked for.

Local Appeal Boards

Local Appeal Boards, consisting of an independent Chairman and representatives of employers and workers, are being set up. There will be the right of an appeal to a local Appeal Board by the employer, or by the employed person against the decision of the National Service Officers to give or to refuse the permission asked for provided that the appeal is lodged within 14 days. . . .

Absenteeism and Late Arrival

If a person employed in a scheduled undertaking absents himself from work without leave or reasonable excuse, or if he is persistently late at work, the employer may report such absence or lateness to a National Service Officer. The National Service Officer can then give the employed person directions as to the way in which he should in future attend for work. There will be a right of appeal to the local Appeal Board against such directions, but pending the appeal the National Service Officer's directions hold good.

It is not intended that this power of dealing by means of directions with absenteeism or lateness should prejudice any joint arrangements for dealing with such cases which are working satisfactorily in the establishment. Moreover, it will often be possible to get the error corrected by consultation between the National Service Officer and the Trade Union representative without the issue of any formal directions. It will be noted that the National Service Officer will take into account any reasonable explanation which a worker may have for absenting himself, for example, if a worker has already been on a prolonged spell of work after which it is reasonable that he should have some rest, he would not be expected to return to work without having had a reasonable interval.

General Conditions

A scheduled undertaking must keep such records as the Minister may from time to time direct and must give such information as may be required and must permit any inspector of the Ministry of Labour and National Service to visit his premises for inspection with a view to securing compliance with the Order.

In the case of undertakings carried on by Government Departments, the Order contemplates that conditions substantially similar to those required from private employers will be observed in the undertaking if it is placed on the schedule.

The Order lays down a general set of conditions, but it is open to employees' and workers' organizations jointly to submit to the Minister any adaptations to suit the conditions in particular industries.

The Order does not give any new powers to direct persons to take up specified employment. This power was given by Regulation 58A of the Emergency Powers (Defence) Regulations. In administering this power, it has been decided that any persons to whom directions are given to undertake specified services, whether in a scheduled undertaking or elsewhere, shall be allowed to appeal to the local Appeal Board for his district set up under the Order. This right of appeal will be allowed in all ordinary cases, though there may be emergencies in which it is not possible to do so.

OLD AGE AND BLIND PENSIONERS IN CANADA

Financial and Statistical Summary as at March 31, 1941

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at March 31, 1941. (The text of the Old Age Pensions Act was given in the Labour Gazette for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288).

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (Labour Gazette, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $240 per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT MARCH 31, 1941

—	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners	10,746	13,942	12,727	11,747	14,454	59,224
Average monthly pension	18·56	19·12	18·70	14·65	14·92	18·56
*Percentage of pensioners to total population	1·35	1·79	1·74	2·57	2·58	1·57
*Percentage of persons over 70 years of age to total population	2·39	3·60	3·14	4·16	5·00	4·37
*Percentage of pensioners to population over 70 years of age	56·56	49·79	55·33	61·83	51·62	35·89
Dominion Government contributions for quarter ending March 31, 1941	$444,343 36	$587,512 17	$525,896 58	$385,654 72	$486,119 51	$2,446,038 88
Dominion Government contributions April 1, 1940, to March 31, 1941	$1,778,022 53	$2,331,331 44	$2,106,858 53	$1,551,711 34	$1,941,171 82	$9,814,403 80
Dominion Government contributions from inception of Act	$13,227,734 57	$18,535,491 43	$18,862,827 13	$6,724,296 40	$12,532,967 81	$88,049,771 27

* Percentages based on the estimated population as at June 1, 1940—Dominion Bureau of Statistics.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT MARCH 31, 1941

—	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners	1,987	48,000	13,111	8	185,946
Average monthly pension	11·32	15·66	16·93	20·00	
*Percentage of pensioners to total population	2·07	1·48	1·37	0·08	
*Percentage of persons over 70 years of age to total population	6·25	2·98	2·30	1·22	
*Percentage of pensioners to population over 70 years of age	33·12	49·48	59·60	6·56	
Dominion Government contributions for quarter ending March 31, 1941	$50,393 70	$1,675,596 06	$494,374 61	$455 54	$7,096,385 13
Dominion Government contributions, April 1,1940 to March 31, 1941	$203,135 81	$7,199,832 61	$1,973,786 81	$1,678,06	$28,901,932 75
Dominion Government contributions from inception of Act	$1,256,073 27	$33,326,446 64	$17,130,739 70	$18,383 91	$209,664,732 13

* Percentages based on the estimated population as at June 1, 1940—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT MARCH 31, 1941

—	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	197	301	307	704	610
Average monthly pension	19·51	19·64	19·63	19·64	19·20
Dominion Government contributions for quarter ending March 31, 1941	$8,569 73	$13,193 07	$13,444 47	$30,968 63	$26,293 34
Dominion Government contributions April 1, 1940, to March 31, 1941	$33,607 58	$50,564 46	$51,033 74	$121,246 70	$102,375 34
Dominion Government contributions from inception of amendment to O.A.P. Act	$82,962 22	$137,540 36	$133,423 91	$325,381 81	$280,040 05

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners	1,448	116	1,947	283	5,913
Average monthly pension	19·65	13·87	19·50	19·92	
Dominion Government contributions for quarter ending March 31, 1941	$64,084 75	$3,505 05	$87,576 62	$12,840 14	$260,475 80
Dominion Government contributions, April 1, 1940, to March 31, 1941	$248,975 03	$14,337 93	$336,873 46	$50,752 69	$1,009,766 93
Dominion Government contributions from inception of amendment to O.A.P. Act	$712,119 63	$38,723 59	$951,630 44	$132,640 68	$2,794,462 69

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Minimum Wages and Maximum Hours in Alberta, British Columbia and Quebec

BRITISH Columbia has issued a minimum wage order for painters and decorators in Southern Vancouver Island and there is a new minimum wage order for forest workers in Quebec; also some amendments in General Order 4 which include further exemptions from the hours and weekly rest provisions for establishments on war work. Order 6 governing stationary engineers in the Montreal district has been renewed for another year. Alberta has revised its minimum wage orders for delivery boys and for women in offices and in restaurants and there is now a general order limiting deductions for board and lodging which applies to all women under the Act. Alberta again allows longer than the usual number of hours of work on irrigation projects and men and women employed by banks and other financial concerns may be employed extra hours in some cases. With some exceptions night work for women in Alberta is forbidden. Fruit and vegetable canneries in British Columbia are again permitted to work their employees beyond the hours fixed in the Hours of Work Act, eight a day and 48 a week.

Alberta Hours of Work Act

Exemption from the nine-hour day and 54-hour week for men working on irrigation projects under the Water Resources Act which was granted in 1939 (LABOUR GAZETTE, 1939, p. 473) is again allowed from April 1 to November 30, 1941.

Hours of men and women in offices of financial institutions who receive special training in office work and are governed by minimum wage orders are regulated by an order effective May 1. Women may not work more than 44 hours or men more than 48 a week over a yearly period except with the approval of the Board of Industrial Relations when women may work 196 hours in any one month and men 208 when pressure of extra work so requires. The daily maximum hours are nine for women and 10 for men.

From June 1, no women except farm workers and domestic servants, hospital employees and telephone operators and any others exempted by the Board, may be employed between midnight and 6 a.m.

Alberta Male Minimum Wage Act

Order 16 gazetted on April 30 replaces Order 1C (LABOUR GAZETTE, 1938, p. 751), fixing higher rates for some classes of delivery boys and messengers. Instead of applying only to the retail trade, the new order covers all such employees, except part-time workers engaged under contract approved by the Board with a stated rate of wages. The minimum weekly rates for full time work are unchanged at $7.50 for boys under 16 and $9.50 for those over 16 and under 18 but 50 cents extra a week must now be paid to a boy who provides his own bicycle.

The minimum rates for boys under 16 employed by the day and by the hour are raised from 17 to 18 cents and from 20 to 21 cents, respectively. The rates for 16 to 18-year-old boys are increased from 18 to 19 cents for those paid by the day and from 22½ to 23 cents for employees paid by the hour. As before no boy may be paid for less than four hours.

Alberta Minimum Wage Act

The following orders, gazetted April 30, 1941, apply to female workers: Order 11 governing deductions from wages for meals and lodging; a new Order 3, superseding former Order 3 (LABOUR GAZETTE, 1940, p. 690), supplemented by Order 3A, which together cover the "Hotel and Restaurant Industry"; and a new Order 7, replacing former Order 7 (LABOUR GAZETTE, 1938, p. 37), which applies to offices.

Order 11 permits deductions on the following scale: $2.50 for 18 meals and $3 for 21 meals in weeks of 6 and 7 days, respectively; 15 cents for single meals; and $1.50 for lodging for a week of 7 days. Deductions for meals not consumed are prohibited.

Order 3 defines the "Hotel and Restaurant Industry" to include not only public eating places (to which the application of the superseded order was confined), but also any place furnishing lodging for a charge, with the exception of private homes providing board or lodging for not more than six persons exclusive of the occupant's family. The Order does not apply to hotels in towns of less than 600 inhabitants, where the dining-room is open to the public for not more than five hours in any one day. These are now covered by Order 3A. Nurses employed in hospitals and similar establishments are excluded from the application of the Order.

Minimum wages remain unchanged at the following weekly rates: for full-time, experienced employees, $12.50; for learners, $9 for the first month, $10 for the second month and $11 for the third month. For part-time employees, the minimum hourly rate is 30 cents, at least $1.20 to be paid each time they are

called for duty. As under the superseded order, the learning period is restricted to three months, and the number of learners to 25 per cent of the total number of female employees.

The prohibition of deductions from the wages of employees for furnishing, repairing and laundering uniforms, is continued but deductions are now permitted for meals or lodging according to the rates set forth in order 11.

Order 3A applies to hotels in towns, villages and hamlets of 600 population or less except where the dining-room or restaurant is open for more than five hours in any one day. It establishes for full-time employees a minimum of $10 per week, for part-time employees, 25 cents per hour, with a minimum of $1 for each time they are called for duty. The provisions for deductions are identical with those in Order 3.

Order 7, for office workers, repeats the provisions of previous Order 7 but no longer relates the minimum rate to a week of six days. Another change is the restoration to its original form of Clause 4 relating to the payment of part-time employees. Clause 4 of old Order 7 provided that women employed by the hour, day or for busy periods only should be paid at the rate of 30 cents per hour, with a minimum of $1.20 each time they were required to work. Order 10 (LABOUR GAZETTE, 1938, p. 622) added to this clause, in Orders governing several classes of workers, one permitting pro rata deductions, with a minimum 40 hours' pay, in the case of women employed regularly for less than a 48-hour week. This latter clause is now repealed and the $14 minimum applies to the regular work week of 48 hours.

Minimum rates remain the same as in the superseded Order 7: for full-time, experienced employees, $14 per week; for apprentices, from $7.50 per week for the first three months to $12 per week for the tenth, eleventh and twelfth months, the maximum learning period being 12 months. The number of learners is restricted to 25 per cent of the total number of female employees.

Like the earlier Orders governing women's work in Alberta as revised in 1937, the new regulations require time and a half of the ordinary wage to be paid for all hours in excess of nine in a day or 48 in a week.

British Columbia Hours of Work Act

The exemption from the eight-hour day and 48-hour week fixed by the Act, which has been allowed since 1935 in canning, preserving, drying, packing or otherwise adapting for sale or use any kind of fruit or vegetable, is again renewed to March 31, 1942.

British Columbia Male Minimum Wage Act

Order 75, effective June 2, establishes minimum wages and working conditions for painters, decorators and paper-hangers in the southerly portion of Vancouver Island, within the Lake Districts of Victoria Lake, North and South Saanich, Esquimalt, Highland, Metchosin, Goldstream, Sooke, Otter, Malahat and Renfrew. The order is identical with an order which has been in effect for about a year in Vancouver, Point Grey, New Westminster, Burnaby, West Vancouver and the City and District of North Vancouver (LABOUR GAZETTE, 1940, p. 561). Except for indentured apprentices and maintenance men the minimum hourly rate is 75 cents.

Quebec Minimum Wage Act

Order 39 gazetted on May 3 supersedes three orders under the Forest Operations Act which Act was repealed by the Minimum Wage Act, 1940: the Orders for woodsmen and stream drivers, for workmen cutting spruce and balsam and for men cutting firewood and producing saw-logs of pine, cedar, hardwood as well as spruce and balsam used for other purposes than the manufacture of cellulose paste (LABOUR GAZETTE, 1940, pp. 563, 692, 929).

All men employed in the woods are under the new Order, including wood cutters, those floating timber or preparing for stream driving, or those transporting timber from the woods by other means but not for delivery beyond the woods. The Order does not apply to men moving timber in mill ponds for use in a mill or for loading on cars or other vehicles providing the ponds are not more than two miles from the mill or loading point, nor does the Order cover men employed by a farmer or settler on the timber reserve of an agricultural exploitation nor to men in a forest training school or in a township forest reserve.

As under the former orders dealing with wood-cutting the wages for cooks range from $52 to $80 a calendar month with board and lodging depending on the size of the camp. Cookees and choreboys are to be paid $35 and stablemen $55.

For a 26-day month with board and lodging, carters must be paid $55. An extra $12.50 is allowed for each horse supplied by the worker, Time taken to care for the horses is not considered overtime but horses are fed and shod at the employer's expense. The $60-rate for carpenters, blacksmiths, saw-filers, dynamiters, mechanics, truck and tractor drivers and enginemen is continued.

The $52 minimum with board for 26 working days a month is continued for most workers cutting wood for cellulose pastes or paper, including those felling, fashioning, manipulating or transporting timber. A $48 rate is now fixed for roadwork, camp construction or any work of improvement. The new rates for

pieceworkers felling and fashioning timber, except aspen and poplar (for which the rates are 25 per cent less) for the paper industry are $2 a cord for logs 4 feet to 6 feet long. For logs 6 feet to 10 feet long the rate is $1.70 per 100 cubic feet and the rates decline to $1.10 per 100 cubic feet for 16 foot logs. An additional $1 per cord is to be paid for peeling. If workmen are not occupied at piling timber or at roadwork or certain piecework, these rates may be reduced if the contract of hire so stipulates and providing they are paid at least $37.50 with board and lodging for 26 working days.

Lower rates are fixed for workmen preparing firewood for commercial purposes and charcoal wood. Men working by the month are entitled to $37.50 a month for 26 working days with board and lodging. The piece rate for wood 4 feet in length is $2 a cord. For a pile 4 feet by 8 feet the rate is $1.50 for wood 3 feet long; $1.20 for 2-foot logs and 90 cents for wood 1½ feet.

The rate for floating and driving is unchanged at $3 a day with board and lodging. Sorters continue to have a minimum of $52 for 26 work-days a month with board and lodging. This is the rate per calendar month in the new order for dam caretakers and all time-workers not otherwise provided for must be paid $52 with board and lodging for 26 working days.

Wages are generally based on a six-day week of 60 hours with overtime at proportionate rates. If a man works less than the regular number of hours, he is entitled to the regular rate provided he has not wilfully wasted his time during daylight. Hiring contracts are to be in triplicate, the employee to have one copy. Although the employer must pay transportation and lodging he may claim from the workman a sum agreed on in the contract. Any man who quits work without adequate reason within 10 days from commencement is entitled only to $37.50 for 26 working days with board and lodging minus the cost of transportation. Workmen, except pieceworkers, are to be furnished with tools. No deductions may be made for depreciation or breakage but the agreement may provide that the employee is to pay for tools lost. Logs are not to be carried by the workmen. As under the earlier orders apprentices or handicapped workers may be engaged up to 20 per cent of the labour employed. Instead of being paid a minimum rate varying with production, substandard workers are now, with some exceptions, entitled to $37.50 for 26 working days with board and lodging. The maximum charge which may be made for board and room is unchanged at 60 cents a day.

The only deductions allowed from wages are those mentioned in this order or imposed by statute, advances made to the employee and the price of goods sold if a price-list was previously posted. Levy By-law B-1 Revised (LABOUR GAZETTE, January, 1941, p. 31) applies as does B-3 (Posting) (LABOUR GAZETTE, 1940, p. 1037).

Order 6 governing stationary engineers in the Montreal district (LABOUR GAZETTE, 1938, p. 624) is again renewed for one year from April 15, 1941.

In factories executing war contracts all provisions in the orders concerning hours and a weekly rest have been suspended from April 7 to June 6.

Amendments in Order 4, effective May 1, change the number of hours in the regular work-week in several industries. For sash and door mills which were under special Order 24 suspended from March 31, 1940, Order 4 fixes a regular 50-hour week. As before, wages are to be based on the 54-hour week for workers for whom it is so provided in the clauses of the Order and to employees of retail shops, butcher shops, cobbler shops, crushed stone quarries, post-offices, barber shops, cheese factories, bakeries and pastry establishments, theatres and cinemas, felt hat factories, in meat packing, rubber goods, confectionery, flour mills and establishments making concrete pipes, organs and coffins. The 60-hour work-week applies to employees for whom it is so provided in the clauses of the Order and to workers in sawmills, except in the Montreal district, in agricultural implement factories and in undertaking establishments except in the large cities, in seasonal industries, dairies and creameries, to workmen caring for horses and vehicles used by carters and truck drivers, in waste material establishments, hotels and restaurants, transport undertakings and in mills carding wool but where no spinning is done and only for the summer months.

The section fixing an absolute weekly limit of 55 hours for women and young persons and 72 for men and the weekly rest provisions are declared not to apply to employees "engaged in war work or in manufacturing war material" during the manufacturing of such material. These exemptions are now also granted to hotels in municipalities of less than 3,000 which have been already exempted from the provisions for weekly rest and overtime. No punitive overtime rates have to be paid to hotel employees in smaller places but the regular rate is payable for extra hours.

A new clause allows the employer to withhold from his employees' pay, in addition to deductions already provided for, any amounts deduction of which is allowed by statute as well as subscriptions to War Savings Certificates.

LABOUR LEGISLATION IN ALBERTA AND SASKATCHEWAN IN 1941

THE Alberta Legislature, which met on February 20 and was prorogued on April 8, passed an Act providing for the licensing of welders and amended statutes relating to conciliation and investigation in industrial disputes, workmen's compensation, hours of labour, unemployment relief and safety measures in factories where benzol and other dangerous substances are used. The Trade Schools Regulation Act and the Electrical Protection Act were revised.

Conciliation and Investigation in Industrial Disputes

The Industrial Conciliation and Arbitration Act, 1938, was amended to make it apply to a dispute between any employer and a majority of any class of his employees as well as to one affecting a majority of all his workmen. The Act was also extended to cover teachers engaged under the School Act. The section dealing with collective bargaining was amended in the Legislature to provide that employees may conduct such bargaining through a trade union or a negotiating committee duly appointed by a majority vote of the employees or of the class of employees affected by the dispute. Formerly, bargaining was to be carried on by representatives elected by a majority vote of the employees affected. The chairman of any meeting called to appoint representatives for collective bargaining is to furnish the Minister with a statutory declaration showing the number of workmen in the class affected by the dispute and the number attending the meeting, names of officers of any trade union or of the negotiating committee as the case may be, as well as number of votes cast in favour of the trade union or for each member of the negotiating committee. A new section enables the Minister to remove from office any member or members of a board of conciliation whom he considers to be unduly delaying the proceedings for settling the dispute and to appoint new members in accordance with the procedure laid down in the Act.

Workmen's Compensation

By an amendment, effective April 30, 1941, in the Workmen's Compensation Act, the Brotherhood of Railroad Trainmen was brought, at its own request, within the scope of the Act. When the law providing for a collective liability system of compensation was first passed in 1918, all railway workers were exempted from its operation and remained under the Act of 1908, which made the employer individually liable for compensation, but an amendment of 1919 limited this exemption to men engaged in train operation. In 1928, it was stipulated that exemption should continue only to any class of workmen whose organization voted by ballot within a specified time to remain outside the Act. A vote was taken by the maintenance-of-way employees of the Canadian Pacific Railway, the Order of Railway Conductors and the Order of Railroad Trainmen. The first-named organization voted to come under the 1918 Act and the other two voted for exemption. The conductors are therefore the only railway workers now outside the scope of the 1918 Act.

Factories—Dangerous Trades

A section added to the Factories Act is similar to that enacted in Ontario in 1932 and amended in 1936 and enables the Lieutenant-Governor in Council to make regulations for the protection of persons engaged in any industrial process involving the use or manufacture of benzol or other poisons or of any dangerous or harmful substance. The regulations may not only prescribe safety measures to be taken in connection with such substances but may require periodical medical examination of employees engaged in these industrial processes and the reporting by physicians, employers and others of cases where employees are injuriously affected by them. A factory or shop in which a contravention of these provisions occurs is to be deemed to be kept so that the safety of persons employed there is endangered. A penalty is provided in the Act for such employment.

In 1940 a section added to the Manitoba Factories Act authorized the making of regulations similar to those provided for above and the imposition of a penalty for their infraction but omitted the provisions as to medical examination and reporting of cases.

Hours of Labour

The Hours of Work Act was amended to make it clear that the only domestic servants excluded from the operation of the Act are those employed in private houses. A change in the section enabling the Board of Industrial Relations to fix maximum hours of labour in any industry at less than the maximum hours laid down in the Act, makes more effective an amendment of 1939. The latter gave the Board power to prescribe the hours of the day at which work should normally begin and end. The new clause omits reference to the "normal" hours and enables the Board to fix the hours at which work may begin and end, either generally or with respect to any

designated employment or class of employment or with respect to any designated employee or class of employees and to prohibit employment other than during the hours prescribed.

A new section permits the Board to arbitrate in disputes as to wages, hours and conditions of employment and to adjust and settle such disputes as well as to collect on behalf of any employee arrears of wages or moneys due for overtime or to accept moneys so collected in full or partial settlement of the liability of any employer to any employee and to do such other things as may be necessary in performance of the duties imposed upon it by the Act or any other Act.

Unemployment Relief

The Unemployment Relief Act, 1933, which enables the Government of the Province to make agreements with the Government of Canada concerning relief measures, was continued in force until March 31, 1942.

Trade Schools

The revised Trade Schools Regulation Act repeals an Act of 1931 but continues in force until replaced or repealed all orders and regulations made under it. Trade schools registered and trades designated under the former Act are to be considered as registered or designated under the new Act. The definition of "trade" now covers commercial as well as industrial occupations and includes, in addition to the trades previously specified, the construction, repair and operation of aeroplanes, aviation, lumbering, radio and wireless communication, television, air conditioning and refrigeration, business courses by correspondence, advertising salesmanship, sheet metal work, electric and acetylene welding, sound projection and motion-picture operation, industrial and business management, theoretical and practical engineering, and detective, secret service, and oratory courses. As formerly, the Lieutenant-Governor in Council may designate any occupation as a trade within the Act and he now has power also to exempt any school or course of tuition from the operation of the Act. New sections forbid agents of trade schools to canvass in the Province unless their school is registered and stipulate that no examination or certificate or other document granted under the Act shall be held to be a compliance with any other Act. The Lieutenant-Governor in Council may now prescribe the security to be provided by the keeper or operator of a trade school for the performance of his contracts, the accommodation and equipment required and means of instruction to be used, the amount that may be charged the public for any article produced wholly or partly in a trade school or for the material used by or for the services of any employee or student of the school, the conditions on which an agent or representative of a trade school may be registered, the conditions to be observed by any licensee and the form of certificates. Such regulations may also limit the amount or number of articles to be produced so as to avoid unfair competition with factories and shops, fix the times during which the public may obtain service in a trade school and the fees for registration, exempt any trade or school from the operation of the Act or regulations, regulate the selling or offering for sale of any course of instruction and provide for annual returns and the furnishing of information to the Minister.

Electrical Workers

The Electrical Protection Act repeals the Act of like title passed in 1919 and also the Electrical Energy Act, 1930, which was never proclaimed in force. Regulations issued under the 1919 Act are continued in force until rescinded. The new Act, which does not apply to miners covered by the Mines Act, is a revision of the Electrical Energy Act and enables the Lieutenant-Governor in Council on the recommendation of the Minister of Public Works to make regulations governing electrical work and equipment, including provision for the safety of workmen engaged on electrical installation, repair work, etc., for examination and licensing of electrical workers and for prohibiting any person who is not the holder of a subsisting licence from following the occupation of electrical worker. The Lieutenant-Governor in Council, on the advice of the Minister, may give the force of regulations, with such variations as he may specify, to a code of electrical rules promulgated by any association or body of persons and available in printed form. No person may hire or employ any person who is not the holder of a subsisting certificate to undertake any electrical work. Provision is made for inspection of premises and penalties are provided for infraction of the Act.

Welders

The Welding Act enables the Lieutenant-Governor in Council, on recommendation of the Minister of Public Works, to make regulations requiring the examination of welders, appointing examiners, prescribing the nature of the examinations and the standards to be attained, providing for the issuing of one or more classes of certificates and permitting certificates of proficiency issued by any person

or authority to be certificates of proficiency for the purposes of the Act. Such regulations may also prescribe the method of installation, protection, use, repair and extension of welding equipment, provide for its inspection and prohibit the advertising, sale or use of equipment which has not been approved, may specify hazardous welding operations and regulate or prohibit them, provide for the posting of regulations and fix fees. A printed code of rules issued by an association or body of persons may be given the force of regulations, with such variations as may be prescribed. It is forbidden to engage in the trade of welding without holding a certificate under the Act or to employ any person in a welding operation who does not hold such a certificate. Provision is made for inspection of premises and for imposition of penalties for breaches of the Act or regulations. Nothing in the Act is to prevent any person from doing work on his own farm machinery or equipment outside the limits of any city, town, village or hamlet. The Act does not apply to any case in which provision is made for the licensing of welders under the Boilers Act or the Tradesmen's Qualification Act. Formerly, the welder's trade was regulated under the latter Act.

Steam Boilers

An amendment in the Boilers Act provides for a new second-class engineer's certificate entitling the holder to take charge of boilers having an aggregate capacity of 750 h.p.

Miscellaneous

The School Attendance Act was amended to require children under 15 to attend school until they have passed Grade IX, instead of Grade VIII, or have obtained equivalent standing.

Under the Forest and Prairie Fires Prevention Act, a revision of the Prairie Fires Act, fire guardians may summon to fight fires persons up to 60 years of age instead of 65, as formerly. Boat crews and local telephone operators on duty are added to the classes of persons who are exempt.

Amendments in the Co-operative Associations Act enable an association to acquire shares or other securities of other co-operative associations having similar objects in Canada, the United Kingdom or the United States, to purchase on credit from any such association, and unless its memorandum of association provides otherwise, to take or hold and dispose of mortgages, hypothecs, liens and charges to secure the price of property sold by it.

The Building Associations Act, 1940, was amended to enable associations to lend their funds at a rate of interest and under conditions prescribed by the Building Associations Advisory Board. The maximum rate of interest on debentures of an association was raised from three to four per cent. The highest rate chargeable on unpaid balances of the purchase price of housing properties is now five per cent per annum, instead of four per cent. Sections added to the Act enable any ten or more residents of the Province to be incorporated as a co-operative building association for the purpose of accumulating the savings of members and loaning such accumulations to members and also of raising additional funds and loaning them to members for the purpose of building houses. The Advisory Board may, with the approval of the Lieutenant-Governor in Council, draw up standard by-laws to govern such associations. Supplementary by-laws may be made by the association but those of the Board are to prevail in case of conflict unless the Board, in writing, declares to the contrary.

Saskatchewan

The Saskatchewan Legislature in session from February 20 to April 8, amended the laws relating to factories, payment of wages, early closing of shops and trade schools.

Factories—Industrial Poisons

A section added to the Factories Act provides for regulations governing manufacture and use of industrial poisons and is identical with the new section of the Alberta Factories Act summarized above. A factory in which there is a contravention of these regulations is deemed to be kept so that the health of any person employed there is likely to be permanently injured and the employer is liable to a penalty.

Grain elevators in which less than four persons are employed are no longer to be considered factories for the purpose of those sections dealing with guarding of dangerous places and machinery, cleaning of such machinery and storage of inflammable material and explosives.

Deductions from Wages

A section added to the Workmen's Wage Act stipulates that nothing in the Act shall prohibit an employer from making such deductions from the wages of a workman as are authorized by any other other Act or regulations, for the purpose of supplying the workman with medicine and with medical, surgical or hospital care.

Early Closing in Shops

Identical amendments relating to early closing by-laws were made in the City Act and the Town Act. These Acts formerly pro-

vided that where more than one class of trade or business was carried on in any "shop" and a by-law required the closing of shops carrying on any of these classes of trade or business, that shop was to be closed with respect to that class of trade or business at the time and for the period required by the by-law. This provision is now to apply to any "place" where more than one class of trade or business is carried on, whether or not such place is a shop. A section added to both these Acts defines a "shop" for purposes of the section, as any place where a retail trade or business is carried on and provides that where more than one class of trade or business is carried on in the same shop and the shop is closed pursuant to by-law with respect to any class of trade or business, the person in charge must, throughout the closing period, keep in a conspicuous place on each counter and in the front windows a card not less than two feet square on which is printed in English and in type at least one inch high a notice that the shop is open only for the sale of the exempted class or classes of goods and specifying such goods.

Trade Schools

The Trade Schools Regulation Act was amended to forbid any person to act as agent for a trade school outside the Province unless the person operating such school is registered under the Act. The Lieutenant-Governor in Council may make regulations prohibiting the publication of any advertisement relating to a trade school unless such publication is authorized by a person designated for the purpose.

Coal Mines

An amendment in the Bureau of Labour and Public Welfare Act removes the Coal Miners' Safety and Welfare Act from the list of statutes administered by the Bureau.

Superannuation

Changes in the School Act permit the Board of a town school district situated wholly or partly within a city, either alone or jointly with the city or with the boards of other districts or with both, to set up a superannuation or benefit fund for employees other than teachers and for their dependants.

Miscellaneous

An Act amending the Municipal Medical and Hospital Services Act requires a statement sent to the Health Services Board with a by-law submitted for approval to show in detail the medical and hospital services to be provided, the amount of the tax to be levied in respect of each resident, the estimated number of persons in respect of whom the tax is to be levied, estimated total tax, proposed salaries of physicians and surgeons and arrangements with hospitals, existing medical facilities and such other details as the Board may require. On or before September 1 in each year, every council must submit in duplicate to the Board for approval a copy of a resolution passed by the council setting forth in detail the services to be provided under the by-law, estimates of the cost, administration expenses, number of persons on whom the tax is to be levied, amount of the tax, uncollectible taxes and deficit. The section making the mother of a family liable for the tax in cases where the father is dead was amended to make her liable in any case where the tax cannot be collected from the father. Taxes levied under the Act may now be collected by distress and sale of the goods and chattels of the taxpayer. A new provision bars prosecutions for violation of the Act after two years from the date of such violation.

Under an amendment in the Co-operative Associations Act in force May 1, 1941, where an association is not operated for profit, it shall not pay interest on shares or patronage dividends and no part of its surplus shall inure to any member or patron. Formerly, a supplementary by-law was needed to prohibit such interest, dividends, etc. Annual returns to the Registrar are now to be made before the end of April instead of the end of February. A new section enables any association incorporated under an Act of Saskatchewan or of Canada, which has as part of its corporate name the word "Co-operative" and as its main object the purchasing, procuring, selling, manufacturing, processing, producing or dealing in goods, wares and merchandise or otherwise rendering services of a pecuniary value to its members or patrons on a co-operative basis, to take advantage of the provisions of the Act, in so far as these are not inconsistent with its Act of incorporation, provided it files evidence of its incorporation with the registrar who may then register the association under the Act.

The Credit Union Act was amended to set out in detail provisions for federations of credit unions. Any ten or more such unions may organize a federation, with or without share capital, for the furtherance of their common interests. Among the purposes of such federations are carrying on and assisting educational work relating to such unions, improving methods of management, standardizing their bookkeeping, accounting and other procedure; reducing costs by arranging for group bonding of employees, insuring repayment of loans made by unions to their members and purchasing supplies for sale to its members and to other credit unions; accepting as members credit unions admitted by the directors of the federation; encouraging organization into districts of unions which are

25769—6

members and prescribing by-laws for administration of such districts; making loans to member unions and depositing or investing the savings of members, subject to the Act; and rendering to the members any other services incidental to the Act. On the filing of a memorandum of association signed by one member of each credit union affected, the Registrar, if satisfied that it is expedient to do so, may register the federation. By-laws of federation must be approved by the Registrar. A credit union may deposit money with the Saskatchewan Co-operative Credit Society, Limited, and with a federation organized under the above provisions but the total combined amount on deposit at any time with the Society and federation may not exceed 25 per cent of the total deposits of the credit union. A union may invest not more than 25 per cent of its capital in the paid-up shares of any federation, association or society, incorporated by or under any Act of the Legislature, which is authorized to receive deposits from credit unions which are members of it, or in stocks, bonds or securities of the Government of Canada or of Saskatchewan. A credit union may also become a member of and subscribe for shares of Saskatchewan Co-operative Credit Society Limited, and may appoint the necessary delegate or delegates to represent it at meetings of the Society.

Resolutions

On March 17, 1941, the Legislature agreed unanimously to a motion that the Industrial Standards Act should be utilized by the logging and lumbering industry in the Province with a view to improving the living conditions and establishing schedules of wages and hours for workers in this industry.

A motion passed unanimously on April 1 recommended the Government to refer the question of the date from which workmen's compensation should be payable and the increase in the rate of compensation from 66⅔ per cent to 75 per cent of earnings, to a conference to be held to consider proposed amendments to the Workmen's Compensation Act.

WORKMEN'S COMPENSATION IN NOVA SCOTIA, NEW BRUNSWICK, MANITOBA, SASKATCHEWAN, AND BRITISH COLUMBIA

Annual Reports of Provincial Boards

THE annual reports for the year 1940 of the Workmen's Compensation Boards of Nova Scotia, New Brunswick, Manitoba, Saskatchewan and British Columbia, have recently been issued. A brief summary of each appears below.

Nova Scotia

Increased industrial activity resulted in a corresponding increase in the work of the Workmen's Compensation Board of Nova Scotia, according to its report for the year ending December 31, 1940.

There were 14,699 accidents reported to the Board during 1940, of which 43 were fatal. The total estimated cost of all accidents for the year under Part I of the Act was placed at $2,223,000, exclusive of administration expense and cost of safety associations.

The provisional statement of income and expenditure for 1940 shows that the total actual and estimated income was $2,117,819.16, and the actual and estimated expenditure is placed at $2,349,336.12, leaving a provisional deficit for 1940 of $231,516.96. The balance brought forward from previous years is $815,032.83, leaving a provisional gross surplus from all years of $583,515.87, from which an amount of $25,000 is set aside for bad and doubtful accounts leaving a net provisional surplus of $558,515.87.

The report shows that during 1940 an actual and estimated amount of $126,352.01 was paid in account of medical aid to all classes, compared with $188,734.11 paid in 1939. A sum of $10,187.46 was expended in safety associations, an increase compared with the $9,995.66 so paid in 1939. Administration expenses declined from $125,614.30 in 1939 to $116,535.04. An amount of $1,460,736.39 was shown in the provisional statement as compensation outstanding; $42,848.64 for disaster reserve; $166,455.57 transferred to reserves for pension awards and $371,861.37 for compensation paid other than pensions.

Of the 14,699 accidents reported to the Board, 14,017 were compensated. A total of 7,032 accidents resulted in the payment for temporary disability only; 4,033 in payment for medical aid only; while 127 accidents resulted in permanent disability, and 43 fatalities.

The average rate of assessment levied on pay rolls under Part 1 of the Act since its inception has been $2.11 per hundred dollars of pay roll. The average rate for 1939 was $2.96 and for 1940 was $2.88.

The report also gives detailed statistics of accidents and claims for the year 1939 and final financial statements for that year.

Concerning silicosis the report refers to the fact that at the 1940 session of the provincial legislature the Workmen's Compensation Act was amended to include silicosis brought on by employment in the coal mining industry, as a compensable industrial disease. Three cases of disability on this account were allowed

by the Board during the year, one of the three proving fatal. The total cost of the three cases in actual payments, reserves, and estimates to provide for future payments, together with the cost of medical investigation in these and other claims not yet disposed of amounted to $31,291.56, the report states. It is also reported that a number of cases are still under observation and are to be re-examined.

New Brunswick

Covering the calendar year 1940, the twenty-second annual report of the Workmen's Compensation Board of New Brunswick shows the estimated income of the Board to be $1,047,922.04 and the expenditure $865,916.52, leaving an estimated credit balance of $182,005.52. When this credit balance is added to the cumulative credit balance of $488,733.79 carried forward from the year 1939 an estimated surplus of $670,739.31 is shown.

Complete statistics for 1939 are given in the report. The cost of compensation in 1939 was $537,161.97 when a total of 8,126 accidents were reported to the Board. Of these accidents 22 were fatal, 1 resulted in permanent total disability, 262 in permanent partial disability, 5,264 in temporary total disability, while 2,577 required medical aid only.

Causes of accidents in 1939 which were reported to the Board were classified as follows: Prime movers, 137; working machines, 354; hoisting apparatus, 269; dangerous substances, 233; stepping on or striking against objects, 979; falling objects, 1,517; tools, 1,410; runaways and animals, 56; moving trains, vehicles, etc., 323; fall of persons, 1,355; and all other causes, 941.

Factory Inspection.—As in former years, the report of the New Brunswick Factory Inspector for the year ending December 31, 1940, is also included in the report of the Workmen's Compensation Board.

During 1940, the Factory Inspector issued 1,025 renewal licences for stationary engineers and stationary boilermen. New licences issued numbered 110.

Commenting on the operation of pressure vessels the Inspector's report states: "The average employer realizes the necessity of operating his plant with the least possible expense and he realizes that to do this it is best for him to hire efficient help, especially in the care of his boilers or engines. However there are still a few who allow unlicensed men to operate their plants."

Manitoba

A total of 13,168 accidents including 40 fatalities were reported during 1940 to the Manitoba Workmen's Compensation Board according to its report covering the operations of the Board during the last calendar year. Accidents in 1939 numbered 11,433 including 38 fatalities. Details of the accidents as reported by the various groups for the last two years are as follows:

Group	1939	1940
Steam Railways	1,199	1,328
Province of Manitoba.....	584	350
City of Winnipeg.....	351	357
General Body of Employers..	8,658	10,432
Winnipeg Electric Company..	195	164
Dominion Government	446	537
	11,433	13,168

The report also shows that on December 31, 1940, the Board had on its books as in receipt of pension, 534 dependents of workmen killed in industry during the period March 1, 1917 to December 31, 1940.

The total actual pay roll for all classes for 1939 was $70,463,079.03 compared with the 1938 figure of $68,220,539.96. The largest group was that of the general body of employers with a 1939 pay roll of $39,380,959, while the Canadian Pacific Railway and Canadian National Railways had pay rolls of $7,434,671.09 and $7,659,565.28 respectively.

During 1940 the actual cash disbursed by the Board (less investments) amounted to $1,037,551.12, compared with $1,000,692.84 expended in 1939. The value of Board Orders passed during 1940 for the payment of compensation, including orders respecting Dominion Government employees and amounts transferred to General Unclassified Reserve to provide for the future payments in fatal and permanent disability cases was $979,889.10 compared with $1,035,529.62 in 1939.

The report also contains a detailed analysis of compensable accident claims for 1939. The accident claims were classified by causes as follows: Prime movers, 98; working machines, 273; hoisting apparatus, 52; dangerous substances, 176; stepping on or striking against objects, 434; falling objects, 687; handling objects, 970; tools, 262; runaways and animals, 48; moving trains, vehicles, etc., 245; falls of persons, 746; and all other causes, 282.

Saskatchewan

The eleventh annual report of the Saskatchewan Workmen's Compensation Board contains a provisional account of the Board's activities for the calendar year 1940 and a statement for the year 1939.

During 1940, a total of 7,040 claims were reported to the Board compared with 6,052 in 1939. On account of the 1939 claims a total of $428,537.91 was paid in compensation, made up of $177,993.36 on account of compensation, $142,886.86 in pension awards and $107,657.69 in hospital and medical aid.

Total receipts of the Board during 1940 were $501,169.75 while total expenditure including an estimate for outstanding claims was $497,455.15 leaving an estimated surplus of $3,714.60.

25769—6½

The average assessment rate of the Board in 1940 was $1.36 per $100 of pay roll, an increase when compared with the rate of $1.31 established for 1939.

The number of employees who reported to the Board in 1940 was 4,722 compared with 4,686 in 1939, an increase of 36. The amount of pay roll reported during 1940, exclusive of Dominion and Saskatchewan Governments which are not required to estimate their pay rolls, totalled $37,331,674 an increase of $3,728,640 over 1939.

The report gives detailed statistics concerning accidents for which compensation was awarded in 1939, classified by causes as follows: Prime movers, 102; working machines, 236; hoisting apparatus, 13; dangerous substances, 235; stepping on or striking against objects, 732; falling objects, 787; handling objects, 599; runaways and animals, 53; moving trains and vehicles, etc., 193; falls of persons, 776; and all other causes, 5,260.

Commenting on the year's operations the Board's report declares:

"The business of the Board continues to grow from year to year as is evidenced both by increased revenues and increased number of reported accidents. Final figures for the year 1939 show a surplus substantially higher than that anticipated in the 1939 Provisional Statement of a year ago. Average assessment rates for 1940 are shown hereunder as higher than those for 1939 notwithstanding rate reductions in various groups. This is due to a marked upward swing in the business volume in certain industries carrying relatively high assessment rates. Most prominent of these industries are those engaged in the construction of airports and grain elevators. Further rate reductions are being applied to 1941 business wherever such reductions appear to be warranted and in certain groups which show the more substantial reserves there will be no 1941 premium levy. There are no 1941 rate increases. This all presages a 1941 deficit and a consequent reduction of reserves.

"During the year 1940 the Board undertook the revision of its entire regulations and set up an entirely new schedule of medical fees, eliminating at the same time the special 10 per cent discount on medical fees which had obtained since 1934, and also established a new re-classification of the industries in Schedule 1."

British Columbia

According to the twenty-third annual report of the Workmen's Compensation Board of British Columbia, 593,621 or an average of 25,809 claims per year have been reported to the Board during the past twenty-three years.

During 1939 the number of accidents reported to the Board numbered 33,173, including 176 fatal accidents, the corresponding figures for 1938 were 31,505 and 159 respectively.

Accidents resulting in three or more days' loss of time from work arose out of the various classes of industry as follows: Lumber industry, 44 per cent; metal-mining, 12 per cent; general manufacturing and delivery classes, 11 per cent; construction, 5 per cent; navigation, 5 per cent; coal-mining, 4 per cent; railroading groups, 4 per cent; and all other classes, 15 per cent.

Revenue for 1939 totalled $8,335,716.38 of which $5,191,994.91 was collected by way of assessments upon employers during the year, the remainder, $3,143,721.47 being the balance on hand at January 1, 1939.

Disbursements during 1939 included $1,617,-119.04 by way of compensation to injured workmen; $720,265.71 on account of medical aid and $6,885.90 was paid out through the Silicosis Fund. A sum of $2,279,681.56 was transferred to reserve account to meet the cost of pensions and silicosis pensions paid during 1939 to be invested in pensions and to form a fund of cash to be available for pensions. The balance to the credit of the classes as at December 31, 1939 by way of investments and cash totalled $2,769,952.83. The balance to the credit of medical aid at the same date was $160,257.04 and to the credit of the Silicosis Fund was $645,709.58.

Dealing with silicosis the report states: "Silicosis resulting in disablement on and after January 1, 1936, has, subject to the provisions of the Act, been an industrial disease entitling workmen and their dependents to compensation. To the end of last year 113 workmen's claims were allowed with respect to permanent partial or permanent total disability due to silicosis. Of that number, twenty-one workmen have since died, nineteen from silicosis or silicosis complicated with tuberculosis, and two from other causes. During the year awards were made to fifty-nine workmen disabled in whole or in part from silicosis. Ten cases of silicosis proved fatal during the year. While these workmen became disabled within the last four years the onset of the condition was prior to the passing of the silicosis amendments. The effect, therefore, is that the present-day mining operators through their assessments are paying compensation for an accumulation of cases from earlier years."

The report also deals with accident prevention, first aid, and gives detailed statistics showing industries in which accidents occurred, workmen's wage loss, average length of disability, average daily wage at the time of accident, sex, conjugal state, etc.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for April, 1941, Showing Numbers in Training Skilled Trade Categories, Etc.—Training in Plants

WHILE complete information is not yet available in respect to training afforded in April, reports so far received indicate that the Program progressed satisfactorily during the month.

In the 100 schools and training centres, which have submitted reports, there were 10,326 individuals in training at the first of April of whom 5,750 were in industrial classes, 2,189 in the R.C.A.F. classes and 2,387 enlisted men were receiving training as Army tradesmen. During April, 4,488 new trainees were enrolled, 2,796 of these entered industrial classes, 560 were enrolled in the R.C.A.F. classes, 1,132 in the Army classes. During the month 1,326 from the industrial classes were placed in employment and 87 enlisted. From the R.C.A.F. classes 171 enlisted in the Air Force and 40 were placed in employment in the aircraft industry. In the Army classes 877 men completed their course of training. At the end of the month there were 10,780 still in training, 5,791 of whom were in the industrial classes, 2,325 in R.C.A.F. and 2,664 in the Army classes.

From January 1 to April 30, 1941, approximately 16,000 have been afforded training in industrial classes, of these about 4,600 have been placed in employment. Some 300 left the classes to enlist and about 2,200 left voluntarily or for medical reasons or were discharged. In the R.C.A.F. classes 4,200 were in training from January 1 to April 30. Enlistments into the Air Force in the four months amounted to 1,650, this number included some who had been in training prior to January 1. Seventy young men from the R.C.A.F. classes were placed in employment in the aircraft industry. About 4,000 enlisted men received training as tradesmen from January 1 to April 30; of these more than 1,000 have completed their course of training.

Training in Plants

As already detailed in previous reviews, the War Emergency Training Program is in two divisions—the training in schools and training in industry. Each is complementary to the other, and both are being developed to meet the needs of all branches of industry in which the supply of skilled, experienced workers is inadequate to meet the ever increasing demand for war production.

Training in industry is conducted in many different ways to meet the ever changing requirements of each industry and individual plant.

1. Apprenticeship schemes are being continued and extended to provide training for skilled mechanics in such occupations as tool making, machine shop practice, foundry work, pattern-making, and other skilled trades.

2. Plant schools have been organized in a number of the larger plants to provide intensive training for machine-tool operators, bench hands, and semi-skilled mechanics who perform certain jobs and operations of a specialized nature which were formerly done by experienced mechanics.

3. Foremen and experienced workers are being placed in charge of small groups of inexperienced beginners on assembly work, inspection, and the simpler types of production operations where training can be given on the actual job for which the trainee has been hired.

4. Special classes in blue-print reading mathematics and other related subjects are arranged in the evenings and during the off-shifts, for employees who require such knowledge to fit themselves for promotion.

5. Lecture courses in personnel relations, production methods, etc., given by plant engineers, superintendents, and officials, are conducted for foremen and others who have assumed positions of responsibility without having gained the knowledge which ordinarily comes from years of experience.

In most of the plants where war work is being performed some effort is being made to train new workers, and in many plants to which graduates of the War Emergency Classes have been sent for employment, assistance is being given to these trainees which will help them to qualify for better jobs and greater responsibility.

It is the aim of the Department of Labour to encourage and promote this plant training so that the most effective use may be made of available skilled and semi-skilled workers, and in order that the many thousands of unskilled workers who must be absorbed into industrial plants, without pre-employment training in war emergency classes or other training centres, may be fitted to perform the simpler production operations, thereby releasing the more experienced and better trained workers for more responsible jobs.

Explanation of Tables

Table 1 shows for the Dominion and for each province the numbers in training at the first of April, the numbers of new enrolees during the month and the numbers still in training at the end of the month. The table also shows the numbers who were placed in employment, enlisted, completed training but were not placed and the numbers who left the classes during the month including those leaving voluntarily, for medical reasons and those who were discharged from the classes.

The totals for the industrial classes are confined to war emergency training classes only and do not include those in certain Youth Training classes allied to war production which were included in the previous three months but information concerning which is not available yet for April. It is estimated that about 600 trainees would be in these classes in April.

The placements, enlistments and withdrawals shown apply only to the industrial and R.C.A.F. classes but a column has been added to show the numbers in the army classes who were reported as having completed training as tradesmen during the month.

Table 2 shows for each school the numbers in training at the end of April and for the industrial classes the trade classification of training provided. The table also shows for each school the numbers placed in employment, enlisted, completed training but not placed and the number who left voluntarily, for medical reasons or who were discharged during April.

Table 3 is an age classification of trainees enrolled from January 1 to March 31 and of those enrolled in April. While veterans of the 1914-18 war and discharged soldiers of the present war are included in Table 3 a separate age classification for these is shown in Table 4.

TABLE 1—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED IN APRIL, 1941
(SUBJECT TO REVISION)

—	Numbers in Training			Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes				Completed Training in Army Classes
	At First of Month	Enrolled in Month	At end of Month	Placed in Employment	Enlisted	(3) Completed Training not reported Placed	(4) Left before Training Completed	
DOMINION SUMMARY								
Industrial Classes	5,750	2,796	5,791	1,326	87	819	578	.....
R.C.A.F. Classes (1)	2,189	560	2,325	40	171	132	75	.....
Army Classes (2)	2,387	1,132	2,664	.....	.....	.....	.....	877
Total	10,326	4,488	10,780	1,366	258	951	653	877
NOVA SCOTIA								
Industrial Classes	87	85	123	45	.....	.....	4	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	142	93	200	.....	.....	.....	.....	33
Total	229	178	323	45	.....	.....	4	33
NEW BRUNSWICK								
Industrial Classes	141	31	120	1	1	41	9	.....
R.C.A.F. Classes	151	42	164	.....	1	21	7	.....
Army Classes	90	20	81	.....	.....	.....	.....	30
Total	382	93	365	1	2	62	16	30
QUEBEC								
Industrial Classes	646	624	903	129	1	188	66	.....
R.C.A.F. Classes	118	50	148	.....	.....	8	12	.....
Army Classes	20	167	177	.....	.....	.....	.....	.....
Total	784	841	1,228	129	1	196	78	.....
ONTARIO								
Industrial Classes	3,376	1,516	3,180	908	60	403	359	.....
R.C.A.F. Classes	598	.....	591	.....	1	.....	6	.....
Army Classes	1,102	389	1,177	.....	.....	.....	.....	363
Total	5,076	1,905	4,948	908	61	403	365	363
MANITOBA								
Industrial Classes	87	41	77	6	1	.....	44	.....
R.C.A.F. Classes	335	59	301	.....	66	.....	27	.....
Army Classes	227	221	284	.....	.....	.....	.....	162
Total	649	321	662	6	67	.....	71	162
SASKATCHEWAN								
Industrial Classes	204	51	171	62	1	33	8	.....
R.C.A.F. Classes	518	151	563	2	42	58	4	.....
Army Classes	134	.....	112	.....	.....	.....	.....	22
Total	856	202	846	64	43	91	12	22
ALBERTA								
Industrial Classes	775	107	543	132	23	119	65	.....
R.C.A.F. Classes	326	115	289	38	47	45	16	.....
Army Classes	397	2	392	.....	.....	.....	.....	2
Total	1,498	224	1,224	170	70	164	81	2
BRITISH COLUMBIA								
Industrial Classes	434	341	674	43	.....	35	23	.....
R.C.A.F. Classes	143	143	269	.....	14	.....	3	.....
Army Classes	275	240	241	.....	.....	.....	.....	265
Total	852	724	1,184	43	14	35	26	265

(1) Young men desirous of enlisting in R.C.A.F. who are given training prior to enlistment.
(2) Enlisted men referred to schools by Army for training as tradesmen.
(3) Including those who after completion of training obtained employment themselves, without reporting to placement officers.
(4) Including those who left voluntarily or for medical reasons or who were discharged.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF APRIL, 1941

(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT APRIL 30TH							PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN APRIL						
	Industrial Classes													
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Total in Army Classes	Training at April 30th	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
DOMINION SUMMARY														
Nova Scotia			58	57		8	123		200	323	45			4
New Brunswick			91	24	5		120	164	81	365	1	2	62	16
Quebec	100	25	688	61	5	24	903	148	177	1,228	129	1	196	78
Ontario	219	261	2,140	153	274	133	3,180	591	1,177	4,948	908	61	403	365
Manitoba			33	15	26	3	77	301	284	662	6	67		71
Saskatchewan			109	49	13		171	563	112	846	64	43	91	12
Alberta	188	44	179	80	52		543	289	392	1,224	170	70	164	81
British Columbia	228		281	126	33	6	674	269	241	1,184	43	14	35	26
TOTAL	735	330	3,579	565	408	174	5,791	2,325	2,664	10,780	1,366	258	951	653
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College			27			8	35		141	176	15			
New Glasgow—Training Centre				57			57		59	116	30			4
Trenton—Training Centre			31				31			31				
TOTAL			58	57		8	123		200	323	45			4
New Brunswick—														
Campbellton High School				24			24		15	39				
Edmundston R.C.A.F. Classes								50		50		1		2
Fredericton High School													34	
Moncton High School			77				77			77	1	1		3
Moncton—R.C.A.F. Classes								73		73			21	4
Saint John—Vocational			14		5		19		57	76			7	6
Saint John—R.C.A.F. Classes								41		41				1
Woodstock—Vocational									9	9				
TOTAL			91	24	5		120	164	81	365	1	2	62	16
Quebec—														
Cartierville—Aircraft and R.C.A.F. School	100		148	55	5	10	318	148		466	44		86	26
Chicoutimi—Arts and Trades			15				15			15	2			1
Grand 'Mère—Arts and Trades			40				40			40	1			
Hull Technical		11	29	6			46			46	25		18	4
Lachine—Arts and Trades			16				16			16	1			1
La Tuque—Arts and Trades			18				18			18	1		18	4
Lauzon—Arts and Trades			17				17			17	3			2
Montreal—Sherbrooke St. Technical School			95				95		109	204				23
Montreal—Maisonneuve Technical School			18				18			18				2

Montreal—High School of Commerce									29	29				
Quebec—Technical		14	78				92		18	110	2		67	3
Rimouski—Arts and Trades			33			14	47			47	2	1		
Shawinigan—Technical Institute			52				52			52				
Sherbrooke—Arts and Trades			21				21			21				1
Port Alfred—Arts and Trades			20				20			20				4
Three Rivers—Technical			70				70		21	91	45		7	3
Verdun—Arts and Trades			18				18			18	3			4
TOTAL	100	25	688	61	5	24	903	148	177	1,228	129	1	196	78
Ontario—														
Belleville—Vocational			68		20		88			88	65	6	6	4
Brantford—Collegiate and Vocational			49				49		21	70	18	1		7
Chatham—Vocational			35		32		67		54	121	21			4
Cornwall—Vocational			95				95		20	115	35		22	5
Fort William—Vocational	174						174			174	92		71	38
Guelph—Vocational Institute									11	11				
Hamilton—Technical Institute			192	20	44	13	269		71	340	40	1	33	42
Hamilton—Westdale Technical		180	46				226		66	292	6	4		7
Hamilton—Ontario Training College									61	61				
Galt—Welding and Sheet Metal School				37			37			37	32			
Galt—R.C.A.F. Classes								591		591		1		6
Kingston—Collegiate and Vocational Inst.			30		18		48		67	115	11		4	5
Kirkland Lake—Collegiate and Vocational Institute			54				54			54	15	1		1
Kitchener-Waterloo—Vocational			64		7		71			71	32			19
London—Technical and Commercial H.S.			107	12	10		129			129	19			23
Niagara Falls—Vocational			20	20	24		64		20	84	35		47	1
North Bay—Vocational											17	1	14	16
Oshawa—Collegiate and Vocational Inst.			62		26		88		29	117	15		17	5
Ottawa—Technical High		30	71	42	23		166		60	226	76	28		11
Owen Sound—Vocational			72				72			72	3	1	11	8
Peterborough—Vocational			123				123		37	160	54	2	11	25
Port Arthur—Technical and Commercial H.S.			30				30			30	49	2		10
Sarnia—Collegiate Inst. and Technical			35		13		48			48	6			2
St. Catharines—Collegiate and Vocational			43		16		59		38	97	10		2	14
St. Thomas—Vocational			24				24			24	3		6	9
Toronto—Central Technical	45	51	317		5	107	525		345	870	195	8	40	11
Toronto—Danforth Technical			198				198		65	263	24	2	58	43
Toronto—Northern Vocational			96				96		100	196	3	2	4	10
Toronto—Western Technical Commerce			120		26	13	159		34	193	13		21	14
Welland—Vocational			16				16		29	45				
Weston—Vocational			46	22	10		78		35	113	18		36	18
Windsor-Walkerville—Vocational			127				127			127	1	1		7
Woodstock—Collegiate and Vocational									14	14				
TOTAL	219	261	2,140	153	274	133	3,180	591	1,177	4,948	908	61	403	365
Manitoba—														
Brandon—Technical School									20	20				
St. Boniface—Vocational School									51	51				
Winnipeg—Dom.-Prov. Vocational School			33	15	26	3	77		122	199	6	1		44
Winnipeg—Kelvin Technical School									39	39				
Winnipeg—St. John's Technical School									52	52				
Winnipeg—R.C.A.F. Classes								301		301		66		27
TOTAL			33	15	26	3	77	301	284	662	6	67		71

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF APRIL, 1941—*Concluded*
(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT APRIL 30TH							PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN APRIL						
	Industrial Classes													
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Army Classes	Total in Training at April 30th	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw—Technical School			10	12	9		31			31	12		19	4
Moose Jaw—R.C.A.F. Classes								181		181	2			2
Prince Albert—Youth Training School			58				58			58	13	1		
Regina—Balfour Technical			10	8	4		22		29	51	25		14	1
Regina—R.C.A.F. Classes								177		177		5	29	1
Saskatoon—Technical Collegiate			31	29			60		83	143	12			3
Saskatoon—R.C.A.F. Classes								205		205		37	29	1
TOTAL			109	49	13		171	563	112	846	64	43	91	12
Alberta—														
Calgary—Institute of Technology		44		48			92	36	1	129	26	8	110	19
Calgary—D2H Airport	29		25		8		62			62	13	2	9	20
Calgary—Exhibits Building	42		90		12		144		93	237	41	4		7
Calgary—R.C.A.F. Classes								91		91	32	24	45	8
Calgary—Western Canada High									127	127				
Edmonton—Oliver Building	34		28	32			94			94	6			5
Edmonton—10104-114 Street	52		26		20		98		110	208	28	6		13
Edmonton—R.C.A.F. Classes								123		123	4	19		7
Lethbridge—Technical School									31	31				
Medicine Hat—Badminton Club Bldg.	31		10		12		53		30	83	18	3		1
Medicine Hat—R.C.A.F. Classes								39		39	2	4		1
TOTAL	188	44	179	80	52		543	289	392	1,224	170	70	164	81
British Columbia—														
Kelowna—Junior High			76				76			76	1		13	1
Nanaimo—Thos. Hodgson Vocational									29	29				
New Westminster—Technical			25				25			25	1			4
Penticton—High			86				86			86	1		1	11
Vancouver—John Oliver High			24				24			24			16	
Vancouver—King Edward High			25				25			25				1
Vancouver—81 Robson Street				126			126			126	2			2
Vancouver—Technical	228				33		261		76	337	38			4
Vancouver—University of B.C.						6	6			6				
Vancouver—MacDonald Annex									14	14				
Vancouver—R.C.A.F. Classes								269		269		14		3
Vernon—High			45				45			45			5	
Victoria—High									17	17				
Victoria—King's Road									56	56				
Victoria—Central Junior High									49	49				
TOTAL	228		281	126	33	6	674	269	341	1,184	43	14	35	26

TABLE 3.—AGE CLASSIFICATION OF TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM JANUARY 1, 1941, TO MARCH 31, 1941, AND DURING THE MONTH OF APRIL, 1941
(SUBJECT TO REVISION)

	Age 16–19		Age 20–29		Age 30–39		Age 40–49		Age 50 and over		Totals		Total
	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to April 30 1941
Nova Scotia	18	29	16	41	1	12	.....	1	.....	2	35	85	120
New Brunswick	38	6	118	15	21	4	4	2	2	.....	183	27	210
Quebec	180	200	284	215	44	73	9	29	.....	1	517	518[2]	1,035
Ontario [1]	1,821	432	1,978	467	681	183	619	148	264	67	5,363	1,297[2]	6,660
Manitoba	2	3	18	15	26	9	34	7	10	7	90	41	131
Saskatchewan	18	4	85	32	33	11	60	3	22	1	218	51	269
Alberta	115	12	361	33	122	13	125	27	25	4	748	89	837
British Columbia	125	89	262	140	87	62	56	30	23	20	553	341	894
TOTAL	2,317	775	3,122	958	1,015	367	907	248	346	102	7,707	2,449	10,156

[1] Female trainees were enrolled in Ontario only and the numbers of these included in the age groups for that province are—Ages 16-19, 131; ages 20-29, 108; ages 30-39, 15; ages 40-49, 4; ages 50 and over, 13.
[2] Reports incomplete.
NOTE.—Veterans of 1914-18 War and discharged soldiers of present War are included in numbers shown above, but the age classification of these is shown separately in Table 4.

TABLE 4—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN INDUSTRIAL TRAINING CLASSES FROM JANUARY 1, 1941 TO MARCH 31, 1941, AND DURING THE MONTH OF APRIL, 1941

	Age 16–19		Age 20–29		Age 30–39		Age 40–49		Age 50 and over		Totals		Total Jan. 1 to April 30, 1941
	Jan. 1, to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	Jan. 1 to Mar. 31	In April	
Nova Scotia	.....	.....	.....	.....	.....	1	.....	1	.....	2	.....	4	4
New Brunswick	.....	.....	3	3	1	.....	.....	.....	1	.....	5	3	8
Quebec	.....	.....	.....	2	.....	.....	3	.....	.....	.....	3	2	5
Ontario	19	7	125	38	28	15	231	64	57	25	460	149	609
Manitoba	2	2	16	15	21	9	34	7	10	7	83	40	123
Saskatchewan	3	2	19	21	7	5	41	2	9	.....	79	30	109
Alberta	5	1	40	2	26	3	82	22	15	4	168	32	200
British Columbia	1	.....	4	6	3	2	10	2	5	7	23	17	40
TOTAL	30	12	207	87	86	35	401	98	97	45	821	277	1,098

ADMINISTRATION OF U.S. FAIR LABOUR STANDARDS ACT IN 1940

The annual report of the Wage and Hour Division of the United States Department of Labour, covering the activities of the Division during the fiscal year ending June 30, 1940, states that estimates based on a survey made by the United States Bureau of Labour Statistics showed that as of April 1939 there were 12,652,700 covered by the terms of the Fair Labour Standards Act. Of this number, 690,000 at that time were receiving less than 30 cents per hour and 1,663,500 were working more than 42 hours without receiving time and a half for overtime.

During the fiscal year reviewed by the report, as required by the Act, the minimum wage of 25 cents an hour and the maximum workweek of 44 hours was changed to 30 cents an hour and the maximum workweek became 42 hours effective October 24, 1939. (LABOUR GAZETTE, November 1939, page 1090).

Indicative of the increased activity and work of the Division is the fact that as of December 15, 1939, only 896 cases of alleged violation of the Act had been closed, while as of June 30, 1940, the total number of cases closed had increased to 4,673 and in June 1940 alone 1,214 were closed. A corresponding increase in court cases is also shown in the report, a total of 139 court cases having been instituted as of December 15, 1939, while 512 had been instituted as of June 30, 1940. Action had been completed in 447 cases.

In June 1940, the report states, more money was obtained in restitution of legally earned but unpaid wages than in all of the preceding months. As of December 15, 1939, a total of $253,129 had been obtained in restitution for the entire 14 months since the effective date of the Act. Total restitutions as of June 30, 1940, were $2,161,707.

During the fiscal year, 10 wage orders were issued upon the recommendation of industry committees, 6 of which had become effective before July 1, 1940. The wage orders blanket virtually all branches of the textile and apparel industries and have brought wage increases above the statutory minimum to approximately 500,000 employees.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA, MARCH, 1941

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) *Note.*—From March, the monthly surveys of employment prepared by the Dominion Bureau of Statistics for many years are to be complemented by statistics showing the current earnings of those employed by the establishments furnishing data on employment. The additional information, which is expected to prove of outstanding interest and importance, will show the amounts currently received as earnings by a large proportion of the wage-and-salary-earners in industrial employment in the Dominion. The need for such statistics has for many years been widely recognized, but until now, it has not been possible to undertake the collection of the necessary details. Largely because of the present urgent need for more complete information respecting the current labour situation in its relation to the war effort, the Government has recently instructed the Bureau to collect payroll data. Accordingly, new questionnaires were drafted and sent out at the end of March.

For several reasons, the tabulation of the statistics on employment and earnings has been unavoidably delayed, so that this issue of the LABOUR GAZETTE does not contain the usual article on employment as reported by employers throughout the Dominion. However, it is expected that the material will appear in the next issue, and monthly hereafter.

The statistics on earnings will undoubtedly prove of exceptional interest to those concerned with the important questions of employment and earnings besides being a reliable barometric of business conditions. The new questionnaires require employers to report the earnings paid to their employees on their last paydays in the month, the workers and their earnings to be grouped according to the duration of the various pay periods; the earnings reported for a period exceeding one week will then be reduced in the Bureau to sums representative of one week's earnings in each month. In view of the differences in the length of the months, and the overlapping of pay periods as between months, it was considered inadvisable, in a quickly prepared monthly survey, to attempt the collection of data for a period exceeding one week. Accordingly, the average earnings of employees in this period of time will form the basis of the current statistics on earnings.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for March was 2,009 having an aggregate membership of 280,671 persons, 6·6 per cent of whom were without employment on April 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

Unemployment in Trade Unions at the Close of March, 1941

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades or who are idle on account of illness are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were tabulated at the close of March, 1941 from 2,009 labour organizations, whose combined membership was 280,761 persons, of whom 18,637 or a percentage of 6·6 were idle, in contrast with percentages of 6·9 in February and 10·8 at the end of March, 1940. The percentage of idleness in March was the lowest in trade union records for any corresponding month since 1929.

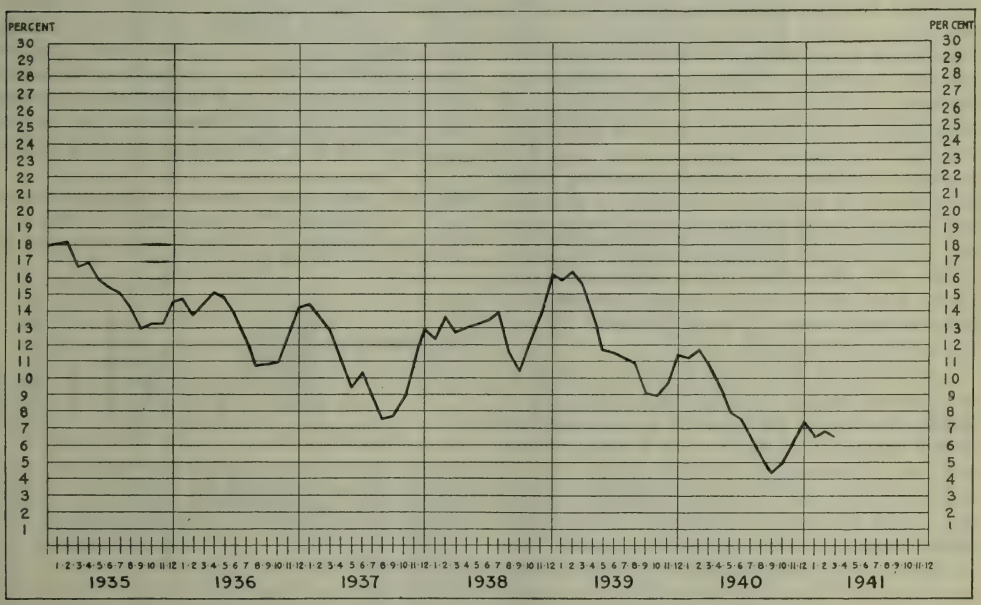
The nominal increase shown in March over the previous month was due to slight advances in employment in the manufacturing and transportation industries, which were sufficient to offset noteworthy declines among fisher-

men and coal miners. Fractional increases occurred in New Brunswick, Ontario and Manitoba, while in Quebec there were moderate advances. On the other hand fractional recessions were in evidence in Nova Scotia and Saskatchewan, and in British Columbia there was a small adverse change, while among Alberta unions there were moderate contractions. In comparison with March, 1940, pronounced gains were observed in Quebec, particularly in the manufacturing industries and among building tradesmen and steam railwaymen. Substantial advances were apparent likewise in Saskatchewan; these increases being due principally to marked employment expansion for steam railwaymen. In Ontario, Manitoba and Alberta noteworthy gains were in evidence, and in Nova Scotia there was a nominal upward movement, while in New Brunswick there was a fractional advance only. The percentage of unemployment among British Columbia members was identical with that reported at the close of March a year ago.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. In comparison with the preceding month employment rose substantially for Toronto members, and in Montreal noteworthy increases were observed also, while in Winnipeg slightly better conditions prevailed. Slight decreases were noted in Halifax, Saint John and Edmonton, while Regina and Vancouver indicated moderate recessions. In contrast with March, 1940, pronounced expansion was observed in Montreal, and decided improvement was in evidence in Halifax, while in Toronto there were also increases of noteworthy proportions. Saint John, Winnipeg, Regina and Edmonton unions disclosed heightened activity on a moderate scale, while slight employment recessions were apparent in Vancouver, which was the only city in this comparison to reflect contractions.

From the chart which accompanies this article and shows the trend of unemployment from March, 1935, to date, it will be seen that the curve during the month under review declined slightly, thus indicating fractional improvement over February. The level of the curve rested considerably below the point shown for the corresponding month of 1940, thus reflecting substantial improvement.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



Reports were tabulated from 611 organizations in the manufacturing industries having a combined membership of 117,575 persons, of whom 4,162 were unemployed, a percentage of 3·5, in contrast with percentages of 4·2 at the close of February, and 6·9 at the end of March, a year ago. Advances of noteworthy proportions over the preceding month were apparent among hat, cap and glove workers, while nominally higher levels were attained by iron and steel tradesmen. Moderate expansion in activity was in evidence among fur workers, and minor increases were observed

for printing pressmen, tailors, garment workers, leather workers and general labourers. Viewed from the percentage standpoint, electric current employees and gas workers were much better employed, but as the membership in these groups is small these changes had but little effect on the manufacturing percentage as a whole. Fractional advances only were noted by bakers and confectioners and metal polishers, while the percentage of idleness among soft drink workers and mine, mill and smeltermen remained unchanged. Cigar and tobacco and rubber workers, as in February, were reported as being fully engaged. Fractional recessions were apparent among papermakers, woodworkers, butchers, meat and fish packers, and clay, glass and stone workers, and slight contractions were noted likewise by jewellery workers, while among textile and carpet workers there were noteworthy recessions. A large majority of the trades participated in the substantial employment expansion shown over March a year ago. Pronounced advances were disclosed by fur workers and impressive gains were noted also for iron and steel tradesmen and general labourers, while from the percentage viewpoint, although involving comparatively few members, employment for electric current employees, rubber and clay glass and stone workers attained considerably higher levels. On the other hand, appreciable declines were in evidence among woodworkers and marked recessions were disclosed by textile and carpet workers.

Reports were tabulated from 57 unions of coal miners having a combined membership of 21,353 persons of whom 1,477 or a percentage of 6·9 were idle at the end of March, in contrast with percentages of 3·5 at the close of February and 10·4 at the end of March, a year ago. New Brunswick members, as in the preceding month, were reported as being fully engaged, while in Nova Scotia minor advances were noted. The usual seasonal lull prevailed in both the Alberta and British Columbia mining areas, where substantial employment recessions were in evidence. In comparison with returns received in March, 1940, noteworthy increases were apparent in Nova Scotia, while in New Brunswick as in the previous comparison, members were reported as being fully engaged. Employment among Alberta miners rose substantially, while on the other hand, in British Columbia there were noteworthy recessions.

In the building and construction trades, reports were tabulated from 216 organizations, whose combined membership totalled 30,318. Of these 6,041, or a percentage of 19·9 were idle in contrast with percentages of 19·5 in February, and 36·5 at the close of March, 1940. Expansion of noteworthy proportions over the previous month was observed among bricklayers, masons and plasterers, while among painters, decorators and paperhangers there were nominal increases. From the percentage viewpoint steamshovel men were much better employed, but this group involves comparatively few members, and this change had but little effect on the building and construction percentage as a whole. Among granite and stonecutters, plumbers and steamfitters, tile layers, lathers and roofers, and hod carriers and building labourers there were nominal recessions, while among carpenters and joiners appreciable contractions were observed. Viewed from the percentage standpoint, bridge and structural iron workers reported marked decreases, but these groups are small and consequently these changes did not affect many members. Every trade participated in the upward movement over March, 1940, when 36·5 per cent of the entire group membership was idle. Pronounced employment expansion was particularly noted among bricklayers, masons and plasterers, carpenters and joiners, painters, decorators and paperhangers, and hod carriers and building labour-

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	**11·1**
Average 1931	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	**16·8**
Average 1932	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	**22·0**
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
Mar. 1930	5·5	3·9	10·0	10·8	10·5	14·7	16·9	12·4	**10·8**
Mar. 1931	6·5	10·9	14·0	16·0	14·7	19·5	21·8	18·8	**15·5**
Mar. 1932	8·0	13·3	23·5	21·6	20·7	17·6	23·2	20·5	**20·4**
Mar. 1933	22·7	16·4	27·3	26·8	20·3	20·5	25·3	23·8	**25·1**
Mar. 1934	9·1	10·7	22·3	19·9	21·8	18·5	20·3	19·9	**19·5**
Mar. 1935	6·6	8·2	20·2	17·2	14·4	12·0	15·7	20·8	**16·7**
Mar. 1936	7·7	6·6	19·3	12·7	12·5	12·0	17·5	14·9	**14·5**
Mar. 1937	7·9	4·2	18·9	10·9	9·6	11·8	14·8	9·4	**12·9**
Mar. 1938	4·0	6·1	16·9	11·6	11·8	10·5	13·0	14·6	**12·8**
Mar. 1939	9·1	10·6	18·6	15·8	12·9	13·1	16·7	15·3	**15·7**
Mar. 1940	5·6	4·2	14·7	9·7	8·4	11·4	14·7	7·3	**10·8**
April 1940	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	**9·6**
May 1940	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	**7·9**
June 1940	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	**7·6**
July 1940	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	**6·4**
Aug. 1940	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	**5·2**
Sept. 1940	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	**4·4**
Oct. 1940	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	**5·0**
Nov. 1940	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	**6·2**
Dec. 1940	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	**7·4**
Jan. 1941	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	**6·6**
Feb. 1941	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	**6·9**
Mar. 1941	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	**6·6**

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
March, 1930	1·8	17·9	11·8	7·4	7·1	7·5	15·2	3·7	....	13·1	2·2	18·5	1·0	....	9·7	6·9	9·4	34·6	0	24·1	30·5	7·5	20·5	8·4	·7	2·6	2·7	0	0	5·6	1·9	10·0	10·8
March, 1931	4·0	34·0	12·4	9·2	10·3	10·2	18·7	6·8	....	28·9	4·4	31·1	1·8	4·5	12·4	7·3	8·8	42·6	....	32·9	45·7	10·9	38·5	12·2	1·4	6·8	6·9	0	1·8	9·5	1·5	17·0	15·5
March, 1932	0	20·5	9·9	18·4	12·4	15·3	23·8	12·1	....	55·4	15·8	17·8	16·1	6·5	21·1	16·4	0	30·9	0	63·8	62·3	12·3	43·4	14·1	1·2	10·9	11·1	0	3·4	11·6	5·5	21·5	20·4
March, 1933	6·8	35·8	17·5	28·2	15·4	16·8	19·2	15·9	0	41·6	19·8	29·7	19·0	20	26·7	35·3	35·7	32·6	....	58·8	71·0	14·1	51·5	16·3	·9	14·8	15·1	0	·8	12·2	7·4	20·9	25·1
March, 1934	1·3	9·1	14·4	16·6	6·8	11·1	9·2	12·0	0	15·9	7·6	7·6	5·0	24·8	15·9	21·3	30	21·9	0	65·4	69·6	12·6	39·6	13·3	1·0	13·4	13·6	6·1	6·8	7·6	2·7	16·9	19·5
March, 1935	64·2	5·8	11·3	13·2	14·8	9·5	8·9	10	0	26·4	6·1	14·0	6·2	·8	8·8	17·5	16·7	9·4	0	48·0	59·2	10·4	62·0	10·7	1·8	11·8	12·1	0	7·3	6·5	2·0	15·4	16·7
March, 1936	1·7	12·1	13·5	12·1	10·5	7·6	4·4	10·3	0	32·0	4·4	15·1	4·3	1·2	19·2	14·3	15·5	10·9	0	42·3	44·3	9·0	41·1	10·0	·9	11·7	11·9	0	2·0	6·6	4·0	10·4	14·5
March, 1937	9·4	2·7	17·0	12·2	6·4	6·3	6·8	5·7	0	10·2	19·8	·1	22·9	23·1	20·8	8·3	12·4	67·8	0	42·4	39·1	7·5	49·0	8·4	·4	7·9	8·1	0	0	4·4	1·7	7·7	12·9
March, 1938	16·3	4·3	8·3	11·4	7·1	6·9	7·0	6·8	....	30·6	5·3	2·8	4·4	45·6	29·9	12·1	4·5	54·8	3·6	39·2	40·8	9·0	23·0	10·2	1·3	7·9	8·2	0	0	4·7	1·3	8·3	12·8
March, 1939	36·7	31·5	12·8	13·3	8·5	7·7	8·7	6·1	0	8·4	11·6	12·4	11·4	12·4	25·8	16·2	2·9	52·1	1·7	34·8	40·2	13·2	69·8	12·9	1·7	6·8	7·0	0	·1	6·2	2·2	9·8	15·7
March, 1940	4·3	14·8	13·1	6·9	4·8	4·4	3·1	6·4	10·3	6·6	3·0	·1	2·8	8·8	25·0	6·1	1·1	27·1	7·9	42·2	36·5	9·1	32·5	9·7	4·1	6·0	6·1	0	0	3·5	2·8	4·2	10·8
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	·9	5·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	0	4·7	4·8	0	0	2·7	1·5	3·8	6·6

ers, and decided improvement was observed likewise for plumbers and steamfitters; while viewed from the percentage standpoint although involving comparatively few members steam shovel men, bridge and structural iron workers, granite and stonecutters and tile layers, lathers and roofers were much better employed.

Returns from 847 unions in the transportation industries showed an aggregate membership of 73,593 persons, of whom 3,861 or a percentage of 5·2 were idle in contrast with 6·2 per cent at the close of February and 9·1 per cent at the end of March, 1940. A nominal upward movement over the preceding month was observed among steam railwaymen whose returns constitute over 80 per cent of the entire group membership and a favourable tendency was apparent likewise for navigation workers, while fractional gains only were in evidence among street and electric railway employees and teamsters and chauffeurs. In comparison with reports tabulated in March, 1940, when 9·1 per cent were idle, employment rose substantially among steam railwaymen and marked gains were observed among teamsters and chauffeurs. Among navigation workers increases of noteworthy proportions were apparent while a fractional advance only was reflected by street and electric railway employees.

Returns tabulated from 6 unions of retail shop clerks showed an aggregate membership of 1,793 persons. These, as in February, 1941 as well as in March, 1940 were reported as fully engaged.

Reports were received from 81 unions of civic employees having a combined membership of 9,536 persons, 141 of whom were idle, or a percentage of 1·5 in contrast with percentages of 2·6 at the end of the preceding month and 2·8 at the close of March, 1940.

In the miscellaneous group of trades there were 148 reports tabulated. These organizations combined a membership of 11,006 persons, of whom 414 or a percentage of 3·8 were idle. This was the same percentage as that shown at the end of the previous month. The percentage at the close of March, 1940, stood at 4·2. Fractional advances over February were observed among hotel and restaurant employees and barbers, while among stationary engineers and firemen the percentage of unemployment remained unchanged. On the other hand, fractional declines were apparent for theatre and stage employees and unclassified workers. In comparison with March, 1940, when 4·2 per cent of the members was idle, noteworthy increases were observed among barbers, while fractional advances only were noted by theatre and stage employees and unclassified workers. Among hotel and restaurant employees and stationary engineers and firemen there were fractional recessions.

Reports were received from 5 organizations of lumber workers and loggers. These groups had a combined membership of 2,719 persons, of whom 61 or a percentage of 2·2 were idle, in contrast with percentages of 9·6 at the close of February and 14·8 at the end of March, 1940.

Returns were tabulated from 5 unions of fishermen whose combined membership was 2,850, of whom 1,000 or a percentage of 35·1, was idle, in comparison with 21·5 per cent at the end of February and 4·3 per cent at the close of March, a year ago.

Table I shows by provinces the percentages of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for March of each year from 1930 to 1939, inclusive, and for each month from March, 1940 to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

Employment Office Reports for March, 1941

The volume of business transacted by the offices of the Employment Service of Canada during the month of March, 1941, as reported by the average placements, showed gains of 4 per cent and 37 per cent, respectively, over that of the preceding month and of the corresponding period a year ago. In industrial comparison with February, 1941, all groups, except logging, showed increased placements, the greatest expansion being recorded in services, manufacturing and construction and maintenance. Small gains only were reported in transportation, trade and mining, while the increase in farming, although fairly large, was not outstanding. The decline in logging, however, was quite substantial. When a comparison was made with March last year, advances were reported in all industries, those in services and manufacturing being particularly pronounced, with fairly heavy increases being shown, also, in logging and construction and maintenance. Improvement recorded in the remaining divisions was much smaller in volume.

The accompanying chart shows the trend of employment since March, 1939, as reported by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. As may be seen from the graph, the curves of both vacancies and place-

ments in relation to applications followed an upward course throughout the month and at the end of the period under review were 12 and 11 points higher, respectively, than the levels recorded at the close of March a year ago. The ratio of vacancies to each 100 applications was 52·6 during the first half and 55·3 during the second half of March, 1941, in contrast with ratios of 40·6 and 43·2 during the corresponding periods of March, 1940. The ratios of placements to each 100 applications during the periods under review were 48·7 and 50·0 as compared with 37·1 and 39·4 during the corresponding month of 1940.

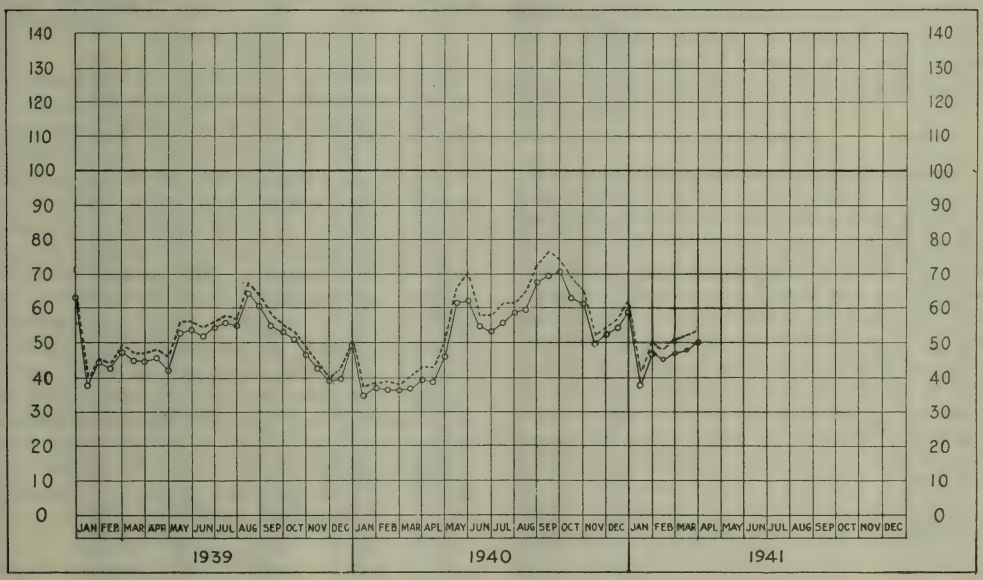
The average number of vacancies reported daily by employers to offices of the Service throughout Canada during March, 1941 was 1,495, as compared with a daily average of 1,096 during the same month a year ago and with 1,413 recorded daily in February 1941.

The average number of applications for employment received daily by the offices of the Service during the month under review was 2,768, in comparison with 2,623 in March, 1940. Applications for work during the preceding month of 1941, averaged 2,851 daily.

The average number of placements made daily by the offices of the Service during March, 1941, was 1,367 of which 847 were in regular employment and 520 in work of one week's duration or less, as compared with a total daily average of 1,313 during the preceding month. Placements in March a year ago averaged 1,000 daily, consisting of 607 in regular and 393 in casual employment.

During the month of March, 1941, the offices of the Service referred 36,805 persons to vacancies and effected a total of 35,521 placements. Of these, the placements in regular employment were 22,009, of which 16,772 were of men and 5,237 of women, while placements in casual work totalled 13,512. The number of vacancies reported by employers was 22,787 for men and 16,060 for women, a total of 38,847, while applications for work numbered 71,967, of which 50,107 were from men and 21,860 from women. Reports for February, 1941 showed 33,889 positions available, 68,417 applications made and 31,489 placements effected, while in March, 1940, there were recorded 26,286 vacancies, 62,931 applications for work and 23,978 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



The following table gives the placements effected by the Employment Service of Canada, each year, from January, 1931 to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (3 months)	64,449	37,551	102,000

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF MARCH, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,164**	**98**	**2,450**	**2,097**	**729**	**1,366**	**2,056**	**741**
Halifax	1,037	76	1,050	974	261	713	268	251
Kentville	246	0	481	246	78	168	915	182
New Glasgow	557	22	596	553	344	207	305	114
Sydney	324	0	323	324	46	278	568	194
New Brunswick	**1,090**	**25**	**1,129**	**1,074**	**203**	**864**	**893**	**173**
Chatham	73	0	73	73	4	69	83	1
Moncton	480	22	491	463	100	356	141	104
Saint John	537	3	565	538	99	439	669	68
Quebec	**13,547**	**2,297**	**26,492**	**12,337**	**7,948**	**3,240**	**16,093**	**4,740**
Chicoutimi	326	41	1,138	320	295	1	606	393
Hull	834	26	1,493	833	726	98	431	459
La Tuque	947	57	973	942	837	103	35	363
Levis	262	42	400	239	137	89	521	.....
Matane	344	21	318	326	286	55	293	149
Montreal	6,913	1,598	11,565	5,678	2,818	2,161	5,551	1,394
Quebec	1,592	386	7,111	1,477	855	449	7,106	869
Rouyn	296	5	395	296	275	20	121	181
Sherbrooke	277	35	527	322	216	41	165	233
Thetford Mines	155	18	503	211	146	3	523	84
Three Rivers	1,327	49	1,629	1,418	1,101	206	558	510
Val d'Or	274	19	440	275	256	14	183	105
Ontario	**12,992**	**893**	**25,316**	**12,405**	**7,659**	**4,677**	**24,916**	**4,361**
Barrie	249	17	372	235	223	12	123	104
Belleville	229	0	457	225	124	101	416	182
Brantford	183	19	222	165	92	73	522	100
Chatham	207	0	247	209	116	93	391	260
Fort William	419	6	294	272	148	124	166	103
Galt	158	62	202	134	118	16	108	24
Guelph	97	18	266	107	55	33	307	67
Hamilton	915	131	2,616	939	466	471	3,440	219
Kenora	78	1	222	82	75	7	160	23
Kingston	443	16	611	427	385	42	317	132
Kitchener	264	8	448	259	206	53	266	75
Lindsay	106	0	129	106	102	4	350	.....
London	478	118	675	416	189	200	841	284
New Toronto	176	0	450	178	119	59	355	44
Niagara Falls	369	15	528	246	212	33	386	77
North Bay	98	1	260	122	85	37	468	237
Oshawa	655	0	887	617	298	319	1,064	62
Ottawa	1,694	246	2,333	1,502	644	845	1,650	276
Owen Sound	121	8	163	121	61	60	178	48
Pembroke	330	0	1,124	328	257	71	504	56
Peterborough	146	14	259	151	107	44	698	67
Port Arthur	410	0	318	361	352	9	315	187
St. Catharines	418	68	528	379	221	156	771	81
St. Thomas	110	6	172	106	76	30	243	122
Sarnia	251	11	367	244	169	75	703	80
Sault Ste. Marie	153	4	372	150	74	73	165	35
Simcoe	95	0	159	95	89	6	93	48
Stratford	128	0	238	137	85	51	524	58
Sudbury	295	0	589	298	277	21	152	20
Timmins	553	0	1,010	555	438	117	662	190
Toronto	2,230	32	7,222	2,296	1,198	1,098	6,863	735
Welland	105	37	342	106	96	9	162	44
Windsor	577	39	883	583	303	280	1,291	207
Woodstock	252	16	351	254	199	55	257	114
Manitoba	**2,221**	**38**	**4,847**	**2,221**	**1,663**	**555**	**14,300**	**1,334**
Brandon	192	36	207	153	117	35	419	83
Dauphin	150	0	152	151	129	22	390	61
Portage la Prairie	84	1	89	83	76	7	665	22
Winnipeg	1,795	1	4,399	1,834	1,341	491	12,806	1,168
Saskatchewan	**1,576**	**270**	**1,802**	**1,492**	**933**	**557**	**2,106**	**674**
Estevan	25	8	31	16	16	0	62	7
Moose Jaw	354	59	372	343	233	108	432	127
North Battleford	35	19	28	18	18	0	94	15
Prince Albert	174	40	156	113	64	49	149	46
Regina	354	47	448	379	277	102	686	234
Saskatoon	206	8	281	222	164	58	402	106
Swift Current	55	58	73	40	36	4	228	25
Weyburn	100	23	103	91	58	33	9	43
Yorkton	273	8	310	270	67	203	44	71
Alberta	**1,991**	**185**	**4,378**	**1,893**	**1,636**	**257**	**4,473**	**1,054**
Calgary	784	92	1,724	721	590	131	1,503	296
Drumheller	20	1	39	9	9	0	57	52
Edmonton	817	29	1,492	824	767	57	1,682	610
Lethbridge	201	52	897	151	127	24	937	60
Medicine Hat	169	11	226	188	143	45	294	36
British Columbia	**3,266**	**65**	**5,553**	**3,286**	**1,238**	**1,996**	**8,644**	**1,468**
Kamloops	50	0	75	49	39	10	126	101
Nanaimo	113	1	228	104	91	13	566	406
Nelson	163	0	167	163	6	157	12	12
New Westminster	120	0	301	120	70	50	687	63
Penticton	93	8	109	90	45	45	140	14
Prince George	6	2	30	4	2	2	29	1
Prince Rupert	97	0	105	96	88	8	115	54
Vancouver	1,487	53	2,999	1,524	464	1,008	6,395	527
Victoria	1,137	1	1,539	1,136	433	703	774	310
Canada	**38,847**	**3,871**	**71,967**	**36,805**	**22,009**	**13,512**	**73,481**	**14,545**
Men	22,787	948	50,107	22,578	16,772	5,657	56,824	9,745
Women	16,060	2,923	21,860	14,227	5,237	7,855	16,657	4,800

NOVA SCOTIA

During the month of March, 1941, positions offered through employment offices in Nova Scotia were slightly higher than in the preceding month, but nearly 34 per cent above the corresponding month of last year. There was an increase also in placements of over one per cent when compared with February and of over 37 per cent in comparison with March, 1940. The large increase in placements over March of last year was due to a substantial gain in services, as a small advance in manufacturing was offset by a decline in construction and maintenance. The changes in all other groups were unimportant. Placements by industrial divisions included manufacturing 133; logging 75; construction and maintenance 544; trade 70 and services 1,239, of which 930 were of household workers. There were 604 men and 125 women placed in regular employment.

NEW BRUNSWICK

There was an increase of nearly 5 per cent in the number of positions offered through employment offices in New Brunswick during March when compared with the preceding month, but a decrease of nearly 9 per cent in comparison with the corresponding month of last year. Placements were nearly 3 per cent higher than in February, but 9 per cent fewer than in March, 1940. A fairly large decrease in construction and maintenance and a moderate gain in services were the only changes of importance by industrial groups from March of last year. Industrial divisions in which most of the placements were effected during the month were logging 53; construction and maintenance 97; trade 67 and services 799, of which 558 were of household workers. During the month 128 men and 75 women were placed in regular employment.

QUEBEC

Opportunities for employment, as indicated by orders received at employment offices in the Province of Quebec during March, were nearly 14 per cent better than in the preceding month and over 74 per cent above the corresponding month of last year. There was an increase also in placements of nearly 9 per cent when compared with February and of nearly 80 per cent in comparison with March, 1940. With the exception of a nominal decline in mining, all industrial divisions showed gains in placements over March of last year, the most important increases being in services, manufacturing, construction and maintenance, and logging. Placements by industrial divisions included manufacturing 1,844; logging 1,099; transportation 218; construction and maintenance 2,823; trade 238 and services 4,891, of which 4,286 were of household workers. Placements in regular employment numbered 5,768 of men and 2,180 of women.

ONTARIO

Orders received at employment offices in Ontario during March called for nearly 14 per cent more workers than in the preceding month and nearly 51 per cent more than during the corresponding month of last year. There was an increase of nearly 14 per cent in placements when compared with February and of nearly 49 per cent in comparison with March, 1940. All industrial divisions participated in the increase in placements over March of last year, the most important advances being in services and manufacturing, with moderate gains in construction and maintenance, logging, transportation and trade. Placements by industrial divisions included manufacturing 2,158; logging 571; farming 702; mining 122; transportation 288; construction and maintenance 3,738; trade 486 and services 4,244, of which 2,758 were of household workers. During the month 6,236 men and 1,423 women were placed in regular employment.

MANITOBA

Employment opportunities, as indicated by orders received at employment offices in Manitoba during March, were nearly 24 per cent above those of the preceding month and over 28 per cent above those of the corresponding month last year. There was an increase also in placements of nearly 16 per cent when compared with February and of nearly 30 per cent in comparison with March, 1940. Placements were higher in all industrial groups than during March of last year, the most important gains being in services and manufacturing. Industrial divisions in which most of the placements were effected during the month were manufacturing 175; logging 152; farming 401; construction and maintenance 529 and services 901, of which 600 were of household workers. There were 1,322 men and 341 women placed in regular employment.

SASKATCHEWAN

The demand for workers as indicated by order received at employment offices in Saskatchewan during March, was nearly 54 per cent higher than in the preceding month and over 47 per cent above the corresponding month of last year. Placements were over 62 per cent more than in February and over 58 per cent above March, 1940. Except for a small decline in transportation, placements were higher in all industrial divisions than during March of last year, the most important advances being in services and manufacturing. Placements by industrial groups included manufacturing 124; farming 320; construction and maintenance 125 and services 864, of which 492 were of

household workers. During the month 593 men and 340 women were placed in regular employment.

ALBERTA

Employment offices in Alberta were notified of nearly 10 per cent more vacancies during March than in the preceding month and over 29 per cent more than during the corresponding month of last year. There was an increase of nearly 11 per cent in placements when compared with February and of over 38 per cent in comparison with March, 1940. Placements in manufacturing, construction and maintenance, logging and farming were considerable higher than during March a year ago and accounted for the substantial increase under this comparison. There was a moderate gain in services, and minor changes only in all other groups. Placements by industrial divisions included manufacturing 207; logging 300; farming 553; construction and maintenance 246 and services 542, of which 442 were of household workers. During the month 1,282 men and 354 women were placed in regular employment.

BRITISH COLUMBIA

Positions offered through employment offices in British Columbia during March were nearly 20 per cent higher than in the preceding month and nearly 19 per cent above the corresponding month of last year. Similar percentages of gain were reported in placements under both comparisons. Placements in manufacturing and services were considerably higher than during March, 1940, but these increases were partly offset by a fairly substantial loss in construction and maintenance. Of the changes in other groups, the gain in farming and declines in logging and trade were the most important. Industrial divisions in which most of the placements were effected during the month were manufacturing 645; farming 162; construction and maintenance 948 and services 1,319, of which 901 were of household workers. There were 839 men and 399 women placed in regular employment.

Movement of Labour

During the month of March 1941, the offices of the Employment Service of Canada made 22,009 placements in regular employment, 9,715 of which were of persons for whom the employment found was outside the immediate district of the offices at which they were registered. Of the latter, 406 were granted the Employment Service reduced transportation rate, 374 going to centres within the same province as the despatching office and 32 to other provinces. The reduced transportation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service who may desire to travel to distant employment for which no workers are available locally.

Transfers at the reduced rate in Quebec during March were 11 in number issued to 9 millwrights' helpers and 2 plasterers, all travelling from Quebec to Chicoutimi. The labour movement in Ontario involved 285 certificates, all provincial. Of these, the following workers at Port Arthur journeyed to points within the region administered by that office, 78 bushmen, 30 cookees, 66 labourers, 6 carpenters, 2 blacksmiths, 26 camp builders (logging), one cook, one fireman, one kitchen help, one clerk one truck driver, one foreman for road construction; also for employment within its respective zone, Fort William despatched 12 bushmen, 2 cooks, 3 cookees, 13 labourers, one blacksmith and one waiter and Sudbury, 24 bushmen. Travelling from North Bay, one lineman and one steamfitter went to Niagara Falls, three bricklayers to Sault Ste. Marie and 3 millhands to Sudbury. Kenora also sent one factory hand for aircraft manufacture to Fort William; Pembroke one clerk and one foreman to North Bay, and Sudbury 4 bricklayers to Sault Ste. Marie. In Manitoba, 36 transfers were effected, 7 provincial and 29 inter-provincial, all emanating from the Winnipeg office. Those issued provincially for points within the Winnipeg jurisdiction, were for 5 farm hands and 2 miners, while the bulk of those sent outside the province travelled to Port Arthur and consisted of 20 bushmen, one restaurant cook, 2 foremen, one inspector, one cookee, one carpenter, and one drag line operator. In addition, 2 farmhands journeyed to Estevan. In Saskatchewan, 2 certificates only were issued to machinists going from Saskatoon to Fort William. Alberta transfers at the reduced rate totalled 72—one of which was interprovincial. At Edmonton, 42 bushmen, 3 cookees, 2 cooks, 8 millhands, 5 farmhands, one truck driver, one labourer, 4 miners, one housekeeper and one maid found employment in localities within the Edmonton zone, while Calgary transferred one farmhand within its own territory and 2 bricklayers to Medicine Hat. The one person proceeding to a point outside the province was a brass moulder going from Lethbridge to St. Thomas, Ontario.

Of the 406 persons who travelled at the Employment Service reduced rate during March, 272 were carried by the Canadian National Railways, 133 by the Canadian Pacific Railway and one by the Northern Alberta Railway.

Building Permits Issued in Canada During March, 1941

The March report of building permits compiled by the Dominion Bureau of Statistics includes returns from 181 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 145 reported detailed operations. The remaining 36 advised that no permits had been issued during the month of March while 23 municipalities had failed to report at the close of April 15.

The total value of permits reported as issued in the month of March is $8,368,161. Revised values for the month of February include returns from 202 municipalities and aggregate $5,850,843. Reports were received from 56 of the original 58 municipalities and show a value of $6,397,623 for March. The corresponding revised value for February includes 58 returns and is $4,754,675, while the March, 1940, value was $4,538,291.

The total value of permits issued by all municipalities during the three elapsed months of the current year is $18,712,699. The value of the 58 municipalities for the same period is $14,715,675, while their corresponding value in 1940 was $10,025,434.

During the month of March new construction of all types amounted to 71·8 per cent of the total value, while the percentage of new residential construction was 44·9.

TABLE 1.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, MARCH, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	8,368,161	.....	143,751	54,753	1,663,273
New construction	6,012,084	.....	104,000	27,153	1,127,440
Additions, alterations, repairs	2,356,077	.....	39,751	27,600	535,833
Residential	4,383,300	.....	83,441	17,353	967,060
New construction	3,755,768	.....	65,000	8,153	763,465
Additions, alterations, repairs	627,532	.....	18,441	9,200	203,595
Institutional	300,541	.....	500	.....	119,000
New construction	183,045	.....	.....	.....	50,000
Additions, alterations, repairs	117,496	.....	500	.....	69,000
Commercial	2,194,375	.....	24,250	36,900	429,790
New construction	1,291,427	.....	4,000	18,500	259,800
Additions, alterations, repairs	902,948	.....	20,250	18,400	169,990
Industrial	1,427,492	.....	35,560	.....	134,500
New consttruction	765,957	.....	35,000	.....	51,300
Additions, alterations, repairs	661,535	.....	560	.....	83,200
Other Building	62,453	.....	.....	500	12,923
New construction	15,887	.....	.....	500	2,875
Additions, alterations, repairs	46,566	.....	.....	.....	10,048

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskat-chewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	4,159,666	221,680	88,650	761,634	1,274,754
New construction	2,862,168	127,200	22,565	669,472	1,072,086
Additions, alterations, repairs	1,297,498	94,480	66,085	92,162	202 668
Residential	1,612,420	147,830	32,475	682,728	839,993
New construction	1,368,768	115,000	21,495	626,882	787,005
Additions, alterations, repairs	243,652	32,830	10,980	55,846	52,988
Institutional	73,640	.....	.....	16,726	90,675
New construction	63,970	.....	.....	.....	69,075
Additions, alterations, repairs	9,670	.....	.....	16,726	21,600
Commercial	1,305,103	73,850	55,480	47,361	221,641
New construction	809,440	12,200	380	34,371	152,736
Additions, alterations, repairs	495,663	61,650	55,100	12,990	68,905
Industrial	1,140,515	.....	400	10,192	106,325
New construction	617,475	.....	400	3,782	58,000
Additions, alterations, repairs	523,040	.....	.....	6,410	48,325
Other Building	27,988	.....	295	4,627	16,120
New construction	2,515	.....	290	4,437	5,270
Additions, alterations, repairs	25,473	.....	5	190	10,850

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	March	First 3 months	First 3 months	First 3 months		March	First 3 months	First 3 months	First 3 months
1941.....	8,368,161	18,712,699	(1) 65·4	(2)	1933.....	953,966	3,065,821	13·6	75·2
1940.....	5,577,266	12,840,144	(1) 57·1	94·4	1932.....	3,396,729	9,453,012	42·0	79·2
1939.....	3,359,661	6,992,967	31·1	87·3	1931.....	9,948,979	24,746,094	110·0	83·8
1938.....	3,561,517	7,885,100	34·6	91·4	1930.....	13,356,787	29,493,262	131·1	96·7
1937.....	6,667,239	10,527,992	46·8	93·0	1929.....	24,068,018	42,950,228	190·9	99·2
1936.....	2,368,537	5,592,471	24·9	84·0	1928.....	15,128,413	33,163,338	147·4	95·5
1935.....	4,022,755	8,507,270	37·8	81·4	1927.....	11,713,640	25,028,353	111·3	96·4
1934.....	1,109,085	2,710,999	12·1	82·1	1926.....	10,634,491	22,493,574	100·0	102·0

[1] Figures based on values reported by the original 58 municipalities.
[2] Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN MARCH, 1941, AND IN MARCH, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during			Value of Permits Issued during	
	March 1941	March 1940		March 1941	March 1940
Prince Edward Island—	$	$		$	$
Charlottetown	N.P.I.	1,500	Sarnia	81,268	2,877
Nova Scotia—			Sault Ste. Marie	21,268	23,811
*Halifax	90,276	289,170	*Stratford	3,275	430
New Glasgow	600	330	*Toronto	710,303	612,263
*Sydney	35,500	11,900	East York Twp	146,360	229,067
New Brunswick—			Welland	141,365	16,900
Fredericton	5,500	N.P.I.	*Windsor	82,874	72,491
*Moncton	No report	17,645	Riverside	19,050	6,200
*Saint John	34,753	40,872	Woodstock	6,174	3,410
Quebec—			York Twp	65,650	42,550
*Montreal (*Maisonneuve)	581,788	849,619	**Manitoba—**		
*Quebec	253,715	107,255	*Brandon	2,680	10,000
Shawinigan Falls	100,350	12,390	St. Boniface	23,850	4,025
*Sherbrooke	51,100	68,100	*Winnipeg	188,900	108,550
*Trois-Rivieres	43,315	28,905	**Saskatchewan—**		
*Westmount	3,575	8,625	*Moose Jaw	5,550	N.P.I.
Ontario—			*Regina	61,100	4,275
Belleville	10,225	22,800	*Saskatoon	5,670	10,850
*Brantford	8,910	1,550	**Alberta—**		
Chatham	30,700	32,700	*Calgary	548,744	122,453
*Fort William	124,645	10,725	*Edmonton	173,570	90,320
Galt	2,515	13,240	Lethbridge	33,045	36,505
*Guelph	No Report	800	Medicine Hat	6,275	2,500
*Hamilton	426,004	101,205	**British Columbia—**		
*Kingston	91,785	27,200	Kamloops	9,725	2,868
*Kitchener	136,970	23,641	Nanaimo	10,200	79,443
*London	49,285	70,675	*New Westminster	93,425	45,115
Oshawa	31,875	2,525	Prince Rupert	2,600	4,240
*Ottawa	276,550	46,050	*Vancouver	816,230	883,485
Owen Sound	20,675	3,350	North Vancouver	34,200	33,500
*Peterborough	2,700	5,070	*Victoria	229,919	153,080
*Port Arthur	191,830	11,155			
*St. Catharines	148,310	60,135	Total 58 Municipalities	(1)6,397,623	4,538,291
*St. Thomas	14,102	7,851	Total 35 Municipalities	(2)5,487,353	3,906,460

* Indicates a municipality whose records are available back to 1910.
(1) 56 municipalities only, reporting.
(2) 33 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF APRIL, 1941

Reports of Superintendents of Employment Service of Canada

THE employment situation at the end of April, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

Farmers in the Maritime Provinces have started Spring ploughing and sufficient help appeared to be available for planting time, although this work in some districts had been held up by heavy rains. Fishing was good and preparations were being made for the opening of the lobster season. Logging was confined chiefly to river driving, however, a few calls had been received for pulpwood cutters. Coal mines in the New Glasgow area operated from 2 to 6 days per week, while those in Cape Breton and vicinity worked 3 to 6 days. Manufacturing concerns were carrying full staffs and were very busy. Little new construction was being started, but that under way was progressing favourably. Transportation was heavy. Railways were carrying coal to capacity, but the shortage of bottoms precluded shipment by water to any extent. Trade was good. In the Women's Section there was a dearth of domestics, with the demand for them steadily increasing.

Requests for farm help in Quebec were more numerous, particularly at Hull and general activity prevailed throughout the province in logging, as preliminary work for river driving had started. Mines at Rouyn and Val d'Or were very busy, many men being employed on surface work, which is carried out at this season of the year. All industrial centres were working at full capacity, particularly where sash and door factories, tanneries, textiles, shoes, clothing establishments and metal trades were located. More construction was getting under way and at Montreal an increase was noted in the number of building permits issued. Road work also provided employment for unskilled labour. Transportation was active. In the Women's division of household service, the demand for domestics greatly exceeded the supply.

There was a continuous call for farm help in Ontario, with ever increasing difficulty being experienced in obtaining suitable men. Vacancies likewise existed in logging for experienced pulpwood cutters and preparations were also getting under way for the Spring drive. Mining was normal, but was gradually becoming more active, as the weather improved; this resulted in the hiring of a number of university students at Sudbury for the summer months. Manufacturing concerns were busily engaged, especially those in the iron and steel division and paint, shoe, rubber and textile groups. Graduates from the War Emergency Training courses also were being placed as they became available. Building was active, with first-class carpenters readily finding employment. Highway construction steadily increased and extra railroad gangs were being sent out. With navigation in full swing, cargoes arriving at Owen Sound had been above the average. Trade was favourable. In the Women's division more clerical positions were available and numerous women and girls had been placed in munition factories, but the greatest demand for female help existed in the hotel, restaurant and domestic section and here it was difficult to obtain sufficient fully qualified workers.

Requests for farmhands in the Prairie Provinces were increasing however with the considerable reduction in acreage to be seeded this year, many farmers will manage without help. In the Lethbridge district, beet seeding was from 20 to 40 per cent completed, with conditions excellent. Cheques to the value of $151,000 had been issued recently, as a second payment to growers of the 1940 beet crop. Logging also was active, but mining quiet. Crude oil production in the Turner Valley had greatly increased over that of the corresponding period a year ago, due to the fact that there are now 144 producing wells there, as against 103 last year. Manufacturing showed little change. Building construction registered improvement. Extra railroad gangs were being sent out, but little work was available, as yet, on highways. Trade was fair. In the Women's Section there was a decided shortage of farm domestics, women preferring to find employment in the cities rather than in the country, but even there capable help was scarce.

The demand for experienced farmhands continued in British Columbia, with a decided lack of applicants. Although in some districts slight contractions had been reported in logging, saw mills and logging camps, for the most part, continued to operate on a large scale basis. At Prince Rupert, halibut landings were heavy and limited amounts of spring salmon also had been caught. Mining was rather quiet. In the industrial section difficulty was being experienced in securing skilled tradesmen, such as pattern makers, machinists, ships' platers and loftsmen. Building construction was fairly active, although few large new projects were being started. Drydocks and shipyards were quieter at Prince Rupert, but more active at Victoria. Longshore work was slack at New Westminster, but busier at Prince Rupert and Victoria. Trade was fair. In the Women's division the demand for domestics exceeded the supply, however employers were using casual help to a greater degree, owing to the lack of women willing to accept full time jobs in domestic service.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE PERIOD JANUARY TO MARCH, 1941

BUSINESS transacted by the offices of the Employment Service of Canada during the quarter January to March, 1941, showed a marked gain over that recorded during the corresponding quarter of 1940, as there was an increase of over 41 per cent in vacancies offered and of nearly 40 per cent in placements effected. Gains were shown in both instances in all groups, except farming, where a moderate decline was reported, the largest increases being recorded in services, manufacturing and logging. Fairly substantial

VACANCIES AND PLACEMENTS OF THE EMPLOYMENT

Industry	Nova Scotia			New Brunswick			Quebec			Ontario		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Manufacturing	345	274	69	180	37	141	4,265	3,861	97	6,453	4,842	1,106
Animal products, edible	2	2		5	2	3	52	44	4	48	34	14
Fur and its products							1	1				
Leather and its products				1		1	5	3		123	90	18
Lumber and its products	55	46	9	4	2	2	352	309	30	269	141	131
Musical instruments										11	5	6
Pulp and paper products	4	4		7		7	423	385	40	344	172	176
Rubber products				1		1	1			163	140	22
Textile products	1	1					177	145	3	578	447	117
Plant products, edible	17	7	10	49	0	39	22	16	2	346	263	83
Plant products, n.e.s.	1	1		1		1	15	10	5	52	23	28
Wood distillates												
Chemical and allied products	1	1		1	1		24	20		160	112	45
Clay, glass and stone				2		2	1			231	167	61
Electric current										444	400	44
Electric apparatus				21	1	20	56	49		277	204	72
Iron and steel products	242	212	28	50	16	33	2,477	2,227	13	2,945	2,270	203
Non-ferrous metal products				4	3	1	521	515		195	180	13
Mineral products	11		11	34	3	31	73	73		114	61	54
Miscellaneous	11		11				65	64		153	133	19
Logging	432	393		143	141	2	4,863	5,167	9	3,791	3,183	5
Fishing and Hunting				1	1					2	2	
Farming	19	19		12	10	2	158	155	1	1,767	1,604	47
Mining	21	21					30	23	6	323	286	14
Coal												
Metallic ores	21	21					29	22	6	312	277	12
Non-metallic ores							1	1		11	9	2
Communication	12	7	5				4	4		16	3	12
Transportation	29	2	27	40	3	37	469	150	292	671	148	521
Forwarding and storage	29	2	27	39	2	37	189	87	97	580	99	479
Railway				1	1		161	19	120	47	27	20
Shipping and stevedoring							119	44	75	43	21	22
Air										1	1	
Construction and Maintenance	2,725	2,104	619	479	258	221	8,163	7,502	508	9,409	6,257	3,061
Railway	166		166	51		51	323	111	210	432	193	212
Highway	457	21	436	175	94	81	3,445	3,234	124	3,526	1,023	2,437
Building and other	2,102	2,083	17	253	164	89	4,395	4,157	174	5,451	5,041	412
Services	3,525	431	2,919	2,442	313	2,106	19,331	6,232	7,415	13,037	4,559	7,543
Governmental	127	55	65	76	75	1	101	49	14	836	577	236
Hotel and restaurant	142	45	84	49	19	29	635	478	55	851	617	210
Professional	336	53	257	26	9	17	389	139	165	440	298	127
Recreational	22	1	20	25	1	24	166	31	117	251	92	154
Personal	290	8	282	660	9	647	541	218	290	1,808	178	1,628
Household	2,608	269	2,211	1,606	200	1,388	17,497	5,316	6,774	8,841	2,788	5,187
Farm household							2	1		10	9	1
Trade	227	19	206	192	8	184	613	431	141	1,344	400	935
Retail	165	17	146	188	8	180	395	241	122	1,187	362	816
Wholesale	62	2	60	4		4	218	190	19	157	38	119
Finance	2		2	9		9	19	16	2	45	21	21
All Industries	7,337	3,270	3,847	3,498	771	2,702	37,915	23,541	8,471	36,858	21,305	13,265
Men	4,072	2,909	1,120	1,831	539	1,291	18,641	17,163	1,227	25,590	16,793	7,462
Women	3,265	361	2,727	1,667	232	1,411	19,274	6,378	7,244	11,268	4,512	5,803

increases, also, were shown in construction and maintenance, transportation and trade, but that in mining was very small. Provincially, New Brunswick reported a minor decline both in vacancies and placements, while the remaining provinces all reported improvement in both divisions, the most outstanding increases being in Quebec and Ontario in manufacturing, logging and services, as well as in construction and maintenance in the former province.

From the chart on page —, which accompanies the article on the work of the Employment Offices for the month of March, it will be seen that the curves of vacancies and placements in relation to applications showed an upward course throughout the quarter, with the exception of the first half of Febru-

SERVICE OF CANADA BY INDUSTRIES—JANUARY–MARCH—1941

Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
409	330	79	115	159	46	230	418	38	1,335	683	649	13,332	10,604	2,225
0	8	1	14	11	3	.....	.....	.....	20	11	9	150	112	34
2	1	1	.....	.....	.....	1	.....	1	.....	.....	.....	4	2	2
7	5	2	2	.....	2	.....	.....	.....	1	1	.....	139	99	23
46	42	4	43	38	.....	159	160	.....	86	64	22	1,014	802	198
1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	6	6
11	6	5	1	.....	1	2	1	.....	19	5	14	811	573	243
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	165	140	23
59	52	6	.....	.....	.....	7	5	2	10	5	5	832	655	133
27	8	19	12	6	6	8	8	.....	19	11	8	500	328	167
6	6	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75	40	34
.....	.....	.....	.....	.....	.....	8	.....	8	.....	.....	.....	8	.....	8
6	3	3	.....	.....	.....	1	.....	1	8	8	.....	201	145	49
3	1	2	4	.....	4	9	9	.....	4	4	.....	254	181	69
12	5	2	1	.....	1	1	1	.....	8	7	1	466	413	48
4	2	2	.....	.....	.....	1	1	.....	2	1	1	361	258	95
200	186	20	12	101	6	25	230	20	1,139	556	581	7,090	5,798	904
3	1	2	.....	.....	.....	1	1	1	8	2	6	732	702	23
10	.....	10	4	3	1	7	2	5	7	6	1	260	148	113
3	3	.....	22	.....	22	.....	.....	.....	4	2	1	258	202	53
535	823	.....	124	48	.....	1,541	1,524	.....	302	284	.....	11,731	11,563	16
2	2	.....	2	2	.....	1	1	.....	.....	.....	.....	8	8	.....
963	952	7	769	690	1	1,121	1,102	4	342	319	12	5,151	4,851	74
12	34	.....	.....	.....	.....	27	23	.....	23	21	2	436	408	22
.....	.....	.....	.....	.....	.....	13	11	.....	.....	.....	.....	13	11	.....
11	29	.....	.....	.....	.....	10	10	.....	18	17	1	401	376	19
1	5	.....	.....	.....	.....	4	2	.....	5	4	1	22	21	3
.....	.....	.....	1	.....	1	.....	.....	.....	4	2	2	37	16	20
20	19	3	79	4	75	57	6	51	143	32	111	1,508	364	1,117
8	7	3	78	3	75	56	5	51	60	3	57	1,039	208	826
10	10	.....	.....	.....	.....	.....	.....	.....	6	1	5	225	58	145
.....	.....	.....	.....	.....	.....	1	1	.....	75	28	47	238	94	144
2	2	.....	1	1	.....	.....	.....	.....	2	.....	2	6	4	2
1,800	1,594	210	283	76	205	464	387	77	2,892	1,138	1,750	26,215	19,316	6,651
4	4	.....	1	.....	1	17	17	.....	1	1	.....	995	326	640
175	148	28	57	14	43	119	69	50	1,776	168	1,608	9,730	4,771	4,807
1,621	1,442	182	225	62	161	328	301	27	1,115	969	142	15,490	14,219	1,204
2,310	1,026	1,247	2,406	1,245	956	2,033	1,142	483	4,312	1,334	2,945	49,396	16,282	25,614
198	190	10	368	234	125	124	113	12	818	49	769	2,648	1,342	1,232
144	130	13	74	60	9	88	67	6	171	112	60	2,154	1,528	466
35	23	12	255	158	12	50	30	12	200	26	173	1,731	736	775
16	3	13	9	.....	9	13	.....	13	22	11	10	524	139	360
183	7	175	220	2	219	91	11	79	508	28	481	4,301	461	3,801
1,674	624	1,024	1,358	723	582	1,364	756	361	2,593	1,108	1,452	37,541	11,784	18,979
90	49	.....	122	68	.....	303	165	.....	.....	.....	.....	497	292	1
127	64	62	109	23	87	37	3	31	169	41	127	2,818	989	1,773
74	46	27	80	22	61	24	3	21	147	32	114	2,260	731	1,487
53	18	35	29	1	26	13	.....	10	22	9	13	558	258	286
8	7	1	.....	.....	.....	4	3	.....	5	1	4	87	48	39
6,186	4,851	1,609	3,888	2,247	1,371	5,515	4,609	684	9,527	3,855	5,602	110,724	64,449	37,551
4,081	3,882	521	2,152	1,254	755	3,667	3,564	291	6,666	2,610	4,038	66,700	48,714	16,705
2,105	969	1,088	1,736	993	616	1,848	1,045	393	2,861	1,245	1,564	44,024	15,735	20,846

ary, when the trend was slightly downward. At the end of March, the levels attained were considerably above those reported at the close of the corresponding period a year ago. During the three months January to March, 1941, there was a ratio of 49·7 vacancies and 45·8 placements for each 100 applications for employment, as compared with 39·5 vacancies and 36·5 placements during the corresponding quarter a year ago.

The average number of positions offered daily during the quarter under review was 1,457, of applications registered, 2,932, and of placements effected, 1,343, in contrast with a daily average of 1,045 vacancies, 2,642 applications and 975 placements in regular and casual employment during the first quarter of 1940.

During the three months January to March, 1941, the offices of the Employment Service reported that they had made 106,378 references of persons to positions and had effected a total of 102,000 placements, of which 64,449 were in regular employment and 37,551 in casual work. Of the placements in regular employment 48,714 were of men and 15,735 of women, while casual work was found for 16,705 men and 20,846 women. A comparison with the same period of 1940 shows that 73,091 placements were then made, of which 44,249 were in regular employment and 28,842 in casual work. Applications for employment during the period under review were received from 155,380 men and 67,396 women, a total of 222,776 persons, in contrast with the registration of 198,132 during the same period of 1940. Employers notified the service during the first quarter of 1941 of 110,724 positions, of which 66,700 were for men and 44,024 for women, as compared with 78,347 opportunities for work offered during the corresponding quarter of 1940.

In another section of this issue will be found a report in detail of the transactions of the Employment Offices for the month of March, 1941.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND UNITED STATES

Great Britain

JANUARY-FEBRUARY RECORD

THE British *Ministry of Labour Gazette* for March, 1941, summarizes the January-February employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at February 10 was 217,546, a reduction of 41,416 compared with January 13. Of this total, 34,917 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 69,417, a decrease of 22,642 compared with January 13. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 16,585, a decrease of 4,089 compared with January 13.

The corresponding figures for women and girls on the registers at February 10, were 231,429 wholly unemployed, 44,818 temporarily stopped and 1,054 unemployed casual workers. Compared with January 13, the numbers wholly unemployed showed a decrease of 30,997, those temporarily stopped a decrease of 15,504 and unemployed casual workers a decrease of 109.

The number of applicants for unemployment benefit or allowances on the registers at February 10, was 470,002 compared with 582,573 at January 13 and 1,348,231 at February 12, 1940.

United States

Total non-agricultural employment in March reached 37,218,000, the highest March level on record, according to a press release issued by the United States Secretary of Labor, Miss Frances Perkins. Rapidly increasing defence production combined with seasonal expansion resulted in an increase of 290,000 workers between February and March. There were 2,366,000 more workers in non-agricultural jobs than in March of last year and 1,541,000 more than in March, 1929. This is the fifth consecutive month in which employment has exceeded the levels of corresponding months in all previous years on record.

The greatest employment gains were in the manufacturing and trade groups. The gain of 165,000 factory workers was almost double the normal seasonal increase largely due to the steadily expanding employment in defence industries. Wholesale and retail trade establishments reported a greater-than-seasonal gain of 69,000. Substantial gains were also reported in the transportation and public utilities group, 26,000 workers, and the Federal, State, and local government service, 30,000 workers. The mining group reported 8,000 more workers than in the preceding month.

A decrease of 28,000 workers from February to March was recorded in the construction group. The small rise in non-federal construction employment was more than offset by the decrease in the number of wage earners engaged in Federal construction. The completion of several important Federal defence projects, notably army cantonments, accounted for the release of a sizeable force of construction workers.

All major groups showed substantial employment gains over March, 1940, the increases of 1,221,000 workers in manufacturing industries and 659,000 in construction accounting for the major portion of the 2,366,000 increase over the year. Construction continued to lead all other groups in percentage gains in employment over the year. Employment in trade establishments was only 41,000 greater than in March, 1940, owing to the fact that last year the early observance of Easter was reflected in a relatively large March employment. The Federal, State, and local government services reported 234,000 more workers than at this time last year.

Factory employment and pay rolls reached new record high levels in March, 1941. Both employment and pay rolls increased by about double the usual seasonal amount between February and March. The number of factory wage earners rose by 165,000 or 1·8 per cent, while weekly wages advanced $7,960,000 or 3·2 per cent. The employment index stood at 119·9 (1923-25=100). The pay roll index reached 131·0. As compared with March, 1940, employment showed a gain of 14·8 per cent, while pay rolls advanced 31·3 per cent. The greater rise in pay rolls than in employment reflected (1) increase in average hours worked per wage earner; (2) overtime payments; and (3) wage increases.

General wage-rate increases were reported by 400 of the 29,500 manufacturing establishments which supplied employment information in March. These increases averaged 6·9 per cent and affected 106,834 or nearly 2 per cent of the 5,718,675 wage earners covered. Among the industries in which substantial numbers of workers received pay raises were: electrical machinery (7,477), cotton goods (7,014), glass (6,690), canning (6,483), automobiles (4,599), steel (4,360), chemicals (4,187), foundries and machine shops, (4,137), and brass, bronze, and copper products (3,225).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by an Order in Council of April 9, 1924. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On December 31, 1934, an Order in Council was passed rescinding the "B" conditions previously in effect and substituting other conditions therefor, the full text of which appeared in the Labour Gazette for January, 1935, pp. 24-25. Provision had been made in the "B" labour conditions in their original form for the payment of wages rates not less than those generally accepted as current for competent workmen in the district in which the work is to be performed, or if there were no current rates then fair and reasonable rates. This provision was retained in the amending Order in Council of December 31, 1934, but with the added proviso that in no event shall the wage rate for male workers 18 years of age and over be less than 30 cents an hour, and for female workers 18 years of age and over, less than 20 cents an hour. It is also provided that in any cases where the provincial Minimum Wages Law requires the payment of higher wages than those set out above, such higher rates shall apply in the execution of federal contracts. With respect to males and females under 18 years of age, it is required that they shall be paid rates of wages not less than those provided for women and girls in the Minimum Wages Scales of the respective provinces.

Respecting contracts for building and construction work the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other person doing or

contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work, and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF TRANSPORT

Construction of a water supply main at Brandon, Man. Name of contractors, Doroas Brothers, Brandon, Man. Date of contract, April 10, 1941. Amount of contract, $6,957. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Pumpmen	0 45
Shovel operators—gas	1 00
Tractor operators	0 60
Steam shovel engineers	1 00
" " cranemen	0 75
" " firemen	0 60
" " oilers	0 50
Watchmen	0 30

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, Etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of contract	Contractor
Fur Caps	F. Alain, Ltd., Quebec, P.Q.
Brown Serge Trousers	The Workman Uniform Co., Ltd., Montreal, P.Q.
Blue Serge Overalls	The Workman Uniform Co., Ltd., Montreal, P.Q.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal Dating Stamps, and Type, Cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber Stamps, Daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter Carriers' Uniforms	Paton Mfg. Co., Ltd., Montreal, P.Q.
" " "	Uniform Cap Company, Ottawa, Ont.
" " "	Pollack & Dorfman, Quebec, P.Q.
" " "	E. H. Shuttleworth, London, Ont.
" " "	Needlecraft Mills Ltd., St. Hyacinthe, P.Q.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Apartment House Locks.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Stamping Machine Parts	Machine Works, Ltd., Montreal, P.Q.
Mail Bagging	W. Robinson & Son Converters, Ltd., Toronto, Ont.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Fur and Leather Products

OSHAWA, ONTARIO.—ROBSON LEATHER COMPANY LIMITED AND THEIR EMPLOYEES.

This agreement reached during proceedings of a board under the Industrial Disputes Investigation Act is published on page 530 of this issue.

Manufacturing: Metal Products

OSHAWA, ONTARIO.—COULTER MANUFACTURING COMPANY LIMITED AND THE UNITED AUTOMOBILE WORKERS OF AMERICA, LOCAL 222.

This agreement reached during proceedings of a board under the Industrial Disputes Investigation Act is published on page 532 of this issue.

VANCOUVER, B.C.—RELIANCE MOTOR AND MACHINE WORKS LIMITED AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 692.

In connection with the report of the board under the Industrial Disputes Investigation Act, which was published in the LABOUR GAZETTE, April, page 388, the draft agreement printed therein was amended to incorporate the wage rates recommended in the minority report, and the agreement as so amended was signed May 1.

Construction: Buildings and Structures

KINGSTON, ONTARIO.—MASON CONTRACTORS AND THE BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 10.

Agreement reached following strike reported elsewhere in this issue. Agreement to be in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime and work on 3 holidays, time and one half; work between noon Saturday and 8 a.m. Monday, double time except in case of concrete masonry, when all concrete poured before noon on Saturday may be finished before 5 p.m. at time and one half.

Minimum wage rate: $1.05 per hour.

Apprentices to be governed by the Ontario Apprenticeship Act.

Any disputes are to be referred to a joint arbitration board.

KINGSTON, ONTARIO.—MASTER PAINTERS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 114.

Agreement to be in effect from May 1, 1941.

Only union members to be employed.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime: time an one half to midnight; double time after midnight and also after 5 p.m. on Saturdays; double time for work on Sundays and four specified holidays.

Minimum hourly wage rate for painters: 80 cents per hour, spray painters 90 cents, (an increase of 5 cents per hour).

For work out of the city where men have to stay away from home, transportation to be paid for and an allowance for board.

Apprentices to be governed by the Ontario Apprenticeship Act.

TORONTO, ONTARIO.—GENERAL CONTRACTORS' SECTION OF THE BUILDERS' EXCHANGE AND CONSTRUCTION ASSOCIATION AND THE BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 2 (BRICKLAYERS) AND LOCAL NO. 26 (STONEMASONS).

The agreement which came into effect March, 1940, and was summarized in the LABOUR GAZETTE, April, 1940, page 386, June, 1939, page 624 and May, 1938, page 572, has been renewed to March 1, 1942, with this change:

Overtime: on certain jobs to be designated by mutual consent, two day shifts may be worked, Monday to Friday, at straight time.

Wages: from April 21, 1941, the wage rate for bricklayers and stonemasons is $1.12½ per hour (an increase of 7½ cents).

TORONTO, ONTARIO.—THE GENERAL CONTRACTORS' SECTION OF THE BUILDERS' EXCHANGE AND CONSTRUCTION ASSOCIATION AND THE TORONTO AND DISTRICT COUNCIL OF CARPENTERS AND MILLMEN, UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA.

Agreement to be in effect from May 1, 1941, to February 28, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1940, page 862, with this exception:

Minimum wage rate for carpenters: $1 per hour (an increase of 5 cents).

TORONTO, ONTARIO.—TORONTO AND DISTRICT SOCIETY OF DOMESTIC, SANITARY AND HEATING ENGINEERS AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 46.

Agreement to be in effect from May 1, 1941, to December 31, 1941, and thereafter from year to year, subject to notice.

Preference in employment to be given to union members, if available, and union members will give preference to employers who are parties to this agreement.

Hours: 8 per day, Monday to Friday, a 40 hour week; shift work to be paid at 8 hours' pay for 7 hours' work. Men required for the setting of sleeves and inserts on Saturday

morning may work at regular rate. Should war conditions make a change in the conditions as to hours necessary, such changes may be permitted by the Joint Conference Board.

Overtime: time and one half until midnight; thereafter and all work on Saturdays, Sundays and seven specified holidays, double time. Overtime work of an emergency repair nature where life or property are endangered to be done at regular rate of pay up to two hours.

Minimum wage rate for plumbers and steamfitters: $1.10 per hour (an increase of 10 cents per hour).

For work out of the city, fare and board to be paid.

One junior mechanic allowed on any job to each branch of the trade except where more than five journeymen plumbers or five journeymen steamfitters are employed when one additional junior mechanic allowed to each additional five journeymen.

A joint conference board to be formed, to whom shall be referred disputes and grievances. If unable to reach a settlement, no strike or lockout to occur before the dispute has been referred to and a decision made by the General Office of the union.

ST. CATHARINES, ONTARIO.—MASTER CARPENTERS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL NO. 38.

Agreement to be in effect from May 1, 1941, to April 30, 1942. If any change desired by either party, 3 months' notice to be given before expiration date.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime: time and one-half: work on Sundays and five specified holidays, double time. Men regularly employed in contractors' shop may work one hour per day overtime on machines, if necessary, at straight time rate.

Minimum wage rate for carpenters: 90 cents per hour; foremen to be paid 5 cents per hour over the union rate. Any union member working for anyone other than a recognized contractor to charge 15 cents per hour over the union rate.

Men working on scaffolds 50 feet in height to be paid 5 cents per hour extra and an additional 5 cents for every 20 feet higher.

One apprentice allowed to every four journeymen.

Any grievance of either party to be submitted to a joint committee.

WINNIPEG, MANITOBA.—GENERAL CONTRACTORS SECTION OF THE WINNIPEG BUILDERS' EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 343.

Agreement to be in effect from May 1, 1941, to April 30, 1942.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1940, page 67 (which agreement was renewed without change to April 30, 1941) with this exception:

Wage rate for carpenters: 95 cents per hour (an increase of 10 cents).

Apprentices to be paid 30 cents per hour during first six months, with an increase of 5 cents per hour each six months for 3½ years, and an increase of 10 cents for the last six months' period.

CALGARY, ALBERTA.—ELECTRICAL CONTRACTORS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 348.

Agreement to be in effect from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. For night shift work, time and one-eighth to be paid.

Overtime: time and one-half to 10 p.m. and from noon until 5 p.m. on Saturdays; all other overtime and all work on Sundays and seven specified holidays, double time.

Minimum wage rate for journeymen electrical workers: $1 per hour. If required to work outside the jurisdiction of the union where a higher wage prevails, they shall be paid at the higher rate.

One apprentice allowed to each journeyman. A journeyman is a worker with 4 or more years' experience at inside wiring, who has passed a satisfactory examination.

For work out of the city, fare and board to be paid by the employer.

All disputes which cannot be adjusted between the employer and the union wil be referred to a joint conference committee, and if they cannot adjust it, to the International Office of the union for conciliation or adjustment.

VANCOUVER, B.C.—CERTAIN ROOFING AND SHEET METAL FIRMS AND THE SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 280.

Agreement to be in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1937, page 1154, with this exception:

Minimum wage rate for journeymen sheet metal workers: $1.07½ per hour (an increase of 7½ cents per hour).

VICTORIA, B.C.—DOMESTIC, SANITARY AND HEATING ENGINEERS AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 324.

Agreement to be in effect from December 1, 1940, to November 30, 1941, and thereafter from year to year, subject to notice.

Only union members to be employed, if available. Union members to give preference to employers, parties to this agreement.

Hours: 8 per day, Monday to Friday, a 40-hour week. Men required for emergency work for the protection of life or property or for jobbing work on Saturday morning, may work at straight time. On shift work, night shifts to be paid 8 hours' pay for 7 hours' work.

Overtime: all overtime and all work on Saturdays, Sundays and seven specified holidays, double time.

Minimum wage rate for journeymen plumbers and steamfitters: $1 per hour.

One apprentice allowed to each shop employing one journeyman plumber or steamfitter and one apprentice for each additional five journeymen. Apprentices in their last year to be junior mechanics and one junior mechanic allowed in any shop or job to each branch of the trade unless more than five journeymen plumbers or five journeymen steamfitters employed when

two junior mechanics allowed to six journeymen, three to eleven.

For work out of the city, fare and board to be paid and travelling time during day.

Disputes to be referred to a joint conference board, and if they are unable to adjust it, to the General Office of the union for a decision before any strike may take place.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Bakers, Quebec.
Bakers, Quebec (amendment).
Paper box (uncorrugated) industry, Province of Quebec (amendment).
Printing trades, Montreal.
Passenger car and bus manufacturing, Montreal (amendment).
Can, container and metal utensil industry, Province (amendment).
Building trades, Quebec (amendment).
Retail stores, Donnacona (amendment).
Funeral undertakers, Montreal (amendment).
Hairdressers, Montreal (amendment).

Industrial Standards Acts

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:—

NEW BRUNSWICK

Bricklayers and plasterers, Saint John.
Carpenters, Saint John.
Painters, Saint John.

ONTARIO

Loggers, Thunder Bay District.

MANITOBA

Bakers, Winnipeg.

SASKATCHEWAN

Barbers, Estevan.
Beauty parlour operators, Estevan (amendment).
Barbers, Humboldt.

ALBERTA

Barbers, Red Deer.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were

summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of two new agreements and the amendment of eight other agreements, as noted below. A request for the extension of a new agreement for barbers and hairdressers at Quebec was published in the *Quebec Official Gazette,* April 5; a request for the extension of a new agreement for the sash, door and woodworking industry throughout the province, in the issue of April 19; a request for the extension of a new agreement for grocers and butchers in the Eastern part of the province was also published in the April 19 issue. Requests for amendments to the following agreements were published in the *Quebec Official Gazette,* as follows: retail stores at Donnacona, paper box (uncorrugated paper) industry throughout the province, in the issue of April 5; municipal employees (outside) and municipal employees (permanent), firefighters and police department, all of the city of Quebec and grocers and butchers, Sherbrooke, in the issue of April 12; the fine glove industry, Province of Quebec, in the issue of April 19, and building trades at Three Rivers in the issue of April 26.

Manufacturing: Vegetable foods, etc.

BAKERS, QUEBEC.—An Order in Council, dated March 29, 1941, and published in the *Quebec Official Gazette,* April 5, extended the term of the then current agreement to April 15, 1941. Another Order in Council dated the same day and also published in the April 5 issue made a new agreement obligatory in this trade. This agreement will be summarized in the next issue of the LABOUR GAZETTE.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated April 22, and published in the *Quebec Official Gazette,* April 26, amends the previous Orders in Council for this industry and will be summarized in the next issue of the LABOUR GAZETTE.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.—An Order in Council, dated April 24, and published in the *Quebec Official Gazette,* April 26, makes obligatory the terms of a new agreement for these trades which will be summarized in the next issue of the LABOUR GAZETTE.

Manufacturing: Metal Products

RAILWAY AND TRAMWAY CAR AND BUS MANUFACTURING INDUSTRY, MONTREAL.—An Order in Council, dated March 29, and published in the *Quebec Official Gazette,* April 5, amends the Orders in Council for this industry (LABOUR GAZETTE, March, 1940, page 282, April, page 390, January, 1941, page 70 and April, page 473):

The term of the agreement which came into effect December 1, 1939, is extended to March 1, 1942.

The wage scale which is part of the agreement is specifically stated to be a scale of minimum wage rates.

CAN, CONTAINER AND METAL UTENSIL MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated April 5, and published in the *Quebec Official Gazette,* April 12, amends the previous Orders in Council (LABOUR GAZETTE, May, 1940, page 496, June, page 608, July, page 730 and January, 1941, page 70):

Hours: provision is made for employees on triple shifts for whom the regular daily period may end at 12 midnight Saturday instead of at noon on Saturday as for other employees.

Construction: Buildings and Structures

BUILDING TRADES, QUEBEC.—An Order in Council, dated March 29, and published in the *Quebec Official Gazette,* April 5, extends the term of this agreement (LABOUR GAZETTE, June, 1940, page 608, October, 1940, page 1075 and March, 1941, page 334) to May 31, 1941.

Trade

RETAIL STORE AND HOTEL WORKERS, DONNACONA.—An Order in Council, dated April 5, and published in the *Quebec Official Gazette,* April 12, extends the term of this agreement (LABOUR GAZETTE, June, 1938, page 695, June, 1939, page 630, June, 1940, page 610) to May 31, 1941.

Service: Business and Personal

FUNERAL UNDERTAKERS, MONTREAL.—An Order in Council, dated April 5, and published in the *Quebec Official Gazette,* April 12, extends the term of this agreement (LABOUR GAZETTE, June, 1940, page 610) to August 3, 1941.

HAIRDRESSERS, MONTREAL.—An Order in Council, dated April 22, and published in the *Quebec Official Gazette,* April 26, extends the term of this agreement (LABOUR GAZETTE, August, 1939, page 862, March, 1940, page 284, June, page 610, August, page 869, September, page 973 and April 1941 page 474) to June 30, 1941.

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreement were approved by Order in Council, and published in the *Quebec Official Gazette*, April 26:

Bakers, Quebec.

Notices were published in the *Quebec Official Gazette*, April 5, 12 and 26, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:—

Hairdressers, Montreal (amendment).
Building trades, St. Jerome.
Paper box (uncorrugated) industry, Province of Quebec (amendment).
Bakers, Quebec (amendment).
Building trades, Quebec (amendment).
Building trades, Joliette.
Hairdressers, Montreal (amendment).
Funeral undertakers, Montreal (amendment).
Bakers, Quebec.
Building trades, Three Rivers.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

New Brunswick

Construction: Buildings and Structures

BRICKLAYERS AND PLASTERERS, SAINT JOHN.—An Order in Council, dated March 28, and published in *The Royal Gazette*, April 2, makes binding in the city of Saint John and within 15 miles of the county court house at Saint John, the terms of a schedule governing bricklayers, plasterers, etc. for the period April 15, 1941, to December 31, 1941.

Hours: 8 per day between 8 a.m. and 5 p.m., (a 48 hour week) except when necessary or expedient to carry on the work at other periods of the day, when 7½ hours to constitute a day's work, with pay for 8 hours. For the months June to September inclusive, 4 hours' work on Saturdays, a 44 hour week.

Overtime: time and one half for first four hours; all other overtime and all work on Sundays and six specified holidays double time.

Minimum wages: for bricklayers, plasterers, stonemasons, marble masons, ceramic and clay tile setters, 90 cents per hour; for cement finishers, terrazzo layers and setters of asphalt and composition floor and wall tile, 70 cents per hour.

CARPENTERS, SAINT JOHN.—An Order in Council, dated March 28, and published in *The Royal Gazette*, April 2, makes binding the terms of a schedule governing carpenters and joiners in the city of Saint John and within 15 miles of the county court house at Saint John for the period April 15, 1941, to December 31, 1941.

The conditions as to hours and overtime are the same as summarized above for the bricklayers' and plasterers' schedule.

Minimum wage rates: journeymen carpenters 70 cents, first year apprentices 30 cents, second year apprentices 40 cents, third year apprentices 50 cents.

PAINTERS, SAINT JOHN.—An Order in Council, dated March 28, and published in *The Royal Gazette*, April 2, makes binding the terms of a schedule governing painters, decorators, paperhangers and glaziers in the city of Saint John and within 15 miles of the county court house at Saint John for the period April 15, 1941, to December 31, 1941.

The conditions as to hours and overtime are the same as summarized above for the bricklayers' and plasterers' schedule.

Minimum wage rates for journeymen employed in painting, decorating, paperhanging and glazing: journeymen painting structural steel, 70 cents; journeymen spray painting, 70 cents; journeymen employed on all other work, 60 cents.

Ontario

Logging

Loggers, Thunder Bay District.—An Order in Council, dated April 18, and published in *The Ontario Gazette*, April 26, makes binding the terms of a schedule of wages and hours for the logging industry in the Thunder Bay District (vicinity of Port Arthur) for the period April 1, 1941, to March 31, 1942.

The terms of this schedule are the same as the one previously in effect, which was summarized in the Labour Gazette, May, 1940, page 501.

Manitoba

Service: Business and Personal

Bakers, Winnipeg and District.—An Order in Council, dated April 10, and published in *The Manitoba Gazette*, April 12, with amendment in April 19 issue makes binding the terms of a schedule governing wages and hours in the bread, cake and pastry baking industries, in the city of Winnipeg and within 30 miles thereof.

Schedule to be in effect from April 22, 1941, to March 31, 1942, and until a new schedule is made or this one discontinued by order of the Minister of Labour.

Hours: 50 per week, except for boys under 18 years, hand wrappers (female) and inside sales force for whom the work week is 48 hours.

Overtime: time and one quarter.

Minimum weekly wage rates: dough man $26, assistant dough man $23, oven man $24, divider man $21, table hand $22, machine man $20, bakers' helpers from $15 during first year to $18 during third year, boys under 18 years $12 during first six months, machine wrappers $20, hand wrappers (female) from $12 during first year to $15 during third year, shippers $20 and $25, checker $19, stableman $20, outside salesmen $20, inside sales force from $12 during first year to $14 during third year. In any case where wages as at March 31, 1941 were higher than the above minimum rates, they may not be reduced.

Vacation: employees with at least one year's service to have a minimum of one week's vacation allowed, and all employees to have ten specified holidays or one day in lieu thereof, with pay.

Saskatchewan

Service: Business and Personal

Barbers, Estevan.—An Order in Council, dated April 2, and published in *The Saskatchewan Gazette*, April 15, makes binding the terms of a schedule governing the barbering industry in the town of Estevan and within five miles therefrom.

Hours: 52 per week.

Overtime: 35 cents an hour or 60 per cent of proceeds taken in by the employee, whichever is the greater.

Minimum wage rate for full time experienced employees: $15 per week or 60 per cent of all money taken in by the employee, whichever sum is the greater; part time employees, 35 cents per hour or 60 per cent of proceeds taken in by the employee, whichever is the greater.

A scale of minimum charges for services is included.

No employer may employ more than one part time employee for each full time employee.

Hairdressers, Etc., Estevan.—An Order in Council, dated April 5, and published in *The Saskatchewan Gazette*, April 30, amends the current schedule (Labour Gazette, December, 1938, page 1426) by making a change in the minimum charge for one service.

Babrers, Humboldt.—An Order in Council, dated April 5, and published in *The Saskatchewan Gazette*, April 30, makes binding the terms of a schedule governing the barbering industry in the town of Humboldt and within five miles therefrom, from May 10, 1941, "during pleasure".

Hours: 48 per week.

Overtime: 35 cents per hour or 60 per cent of proceeds taken in by the employee, whichever is greater.

Minimum wage rate for full time experienced employees: $13 per wek or 60 per cent of proceeds taken in by the employee whichever is greater; part time employees, 35 cents per hour or 60 per cent of proceeds taken in by the employee, whichever is greater.

A scale of minimum charges for services, which must be charged customers is included.

Alberta

Service: Business and Personal

Barbers, Red Deer.—An Order in Council, dated March 25, and published in *The Alberta Gazette*, March 31, makes binding the terms of a schedule for the barbering industry in Red Deer and within 10 miles of it.

Hours: 54 per week.

Overtime: 60 cents per hour.

Minimum wage rates: for full time barbers, 60 per cent of total takings each week, with a guarantee of at least $15 per week; those employed on an hourly basis, 40 cents per hour, with a minimum payment of four consecutive hours each day of employment; those employed by the day, 60 per cent of total takings with a guarantee of at least $3 per day ($3.50 on Saturdays). Apprentices to be paid 60 per cent of total takings with a guarantee of $8 per week.

A scale of minimum prices for services is included. Only one apprentice allowed to work in a barber shop at any one time, apprenticeship to be for two years.

PRICES RETAIL AND WHOLESALE IN CANADA, APRIL, 1941

Cost of living, prices of staple articles and index numbers

THE official index number of the cost of living in Canada calculated by the Dominion Bureau of Statistics advanced from 108·2 at the begining of March to 108·6 at the beginning of April due mainly to an advance in the food group though there were fractional advances in the fuel and light, clothing, and home furnishings groups. The increase in the food group from 109·0 to 110·1 was due in large part to higher prices for butter and sugar although meats, cereals, vegetables and fruits were higher also. Comparative figures for the general index at certain dates are 108·6 for April; 108·2 for March; 104·6 for April, 1940; and 100·8 for August and September, 1939. The increase since April, 1940, was 3·8 per cent and since August and September, 1939, 7·7 per cent. Since the outbreak of war the clothing group has advanced 14·2 per cent, food 10·9 per cent, home furnishings 10·7 per cent, fuel and light 10 per cent, rent 3·8 per cent, and miscellaneous 1·6 per cent.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost of living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7.

The index number of the cost of living was constructed on the basis of a survey of the expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food (31·3 per cent), $443; Shelter (19·1 per cent), $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40; including Health (4·3 per cent), $60.80; Personal Care (1·7 per cent), $23.90; Transportation (5·6 per cent), $79.30; Recreation (5·8 per cent), $82.10; Life Insurance (5·2 per cent), $73.30. Other expenditure, not directly represented in the index was $40. The Bureau of Statistics is constructing cost of living index numbers for certain cities on the same basis as that for Canada. The figures for the food group in some cities have been issued and are given in the accompanying table, "Index Numbers of Retail Prices of Foods for eight cities in Canada." For each city the index is weighted according to the figures as to expenditure of families in that city shown by the cost of living survey in 1938.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new, may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure the indexes for the new "Home Furnishings" and the "Miscellaneous" should be combined using the weights. By this method of calculation the figures of the old index for April, 1941, are Food 124, Fuel and Light, 149, Rent, 153, Clothing, 134, Sundries, 162, All Items, 140.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915, to September, 1940, has also been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of April was: Food, $8.98; Laundry starch, 4·1 cents; Fuel, $3.01; Rent, $6.21; and Total $18.23. The average cost of staple foods by provinces at the beginning of April was: Nova Scotia, $9.04; Prince Edward Island, $8.54, New Brunswick, $9.16; Quebec, $8.35; Ontario, $9; Manitoba, $8.85; Saskatchewan, $8.60; Alberta, $8.67; and British Columbia, $9.99.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 86·7 for the week ended May 2 as compared with 86·0 for the week ended March 28 and an average for March of 85·9. Comparable monthly figures for certain earlier dates are 83·1 for April, 1940; 72·3 for August, 1939, pre war; 73·4 for April, 1929; 87·6 for July, 1937, the highest point since June, 1930; and 63·5 for February, 1933, the low point in recent years. The prices of steers, hides, cottonseed oil, tin ingots, hemp and rubber were higher in April than in March while prices of crude oil, oats, wheat, linseed oil,

and rosin were lower. In the classification according to chief component materials three of the eight main groups were slightly more than 2 per cent higher for the week ended May 2 than for the week ended March 28 namely, Vegetable Products, Non-Metallic Mineral Products, and Chemical Products. Changes in other groups were slight, the Animals and Animal Products group being the only one to record a decline.

The increase in the general index since the outbreak of war was about 19 per cent "consumers' goods" having advanced about 18 per cent and "producers' goods" 22 per cent.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935-1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·1	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Per	April 1914	April 1915	April 1916	April 1918	April 1920	April 1922	April 1926	April 1929	April 1933	April 1937	April 1939	April 1940	Mar. 1941	April 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·5	23·3	24·2	33·9	39·3	28·8	28·8	35·4	20·7	24·9	27·8	28·3	31·5	31·9
Beef, round steak	lb.	.....	20·4	21·5	30·8	33·8	23·9	23·4	30·1	16·7	20·4	23·5	24·2	27·2	27·7
Beef, rib roast	lb.	.....	18·8	18·7	28·3	31·2	22·3	21·8	27·5	15·9	18·7	20·6	21·1	26·8*a*	27·3*a*
Beef, shoulder	lb.	16·5	16·4	16·6	24·1	25·2	16·2	15·7	21·9	11·3	13·6	15·9	16·2	18·9*b*	19·0*b*
Beef, stewing	lb.	.....	.....	.....	.....	21·1	12·6	12·3	17·4	9·2	11·1	13·3	13·7	15·5	15·7
Veal, forequarter	lb.	17·6	17·1	18·1	26·3	26·4	19·0	18·9	24·3	12·3	14·2	16·6	17·2	18·9	19·4
Mutton, hindquarter	lb.	21·0	20·8	22·6	33·2	36·2	27·4	29·4	30·1	19·2	23·2	24·0	28·2*c*	29·7*c*	30·1*c*
Pork, fresh, from ham	lb.	20·3	18·4	20·9	35·7	39·1	30·0	29·6	29·0	14·5	20·9	23·8	23·2	22·3	22·3
Pork, salt mess	lb.	18·5	17·4	18·5	33·6	35·8	26·6	27·2	26·6	14·3	19·7	21·3	20·8	20·1	20·4
Bacon, not sliced	lb.	26·1	24·7	27·6	48·1	54·4	41·3	41·8	37·6	18·8	28·5	30·3	29·9	28·2	28·5
Bacon, sliced	lb.	.....	.....	.....	.....	58·4	45·6	46·1	42·0	21·9	32·0	33·7	33·3	32·6	32·7
Fish, salt cod	lb.	.....	.....	.....	.....	24·4	21·4	20·9	21·3	17·4	17·8	18·1	19·1	19·8	20·0
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·1	19·8	19·9	20·4	15·9	17·0	16·9	18·0	19·4	19·8
Lard	lb.	19·1	17·5	18·9	34·7	38·5	22·5	24·7	22·1	12·4	16·8	12·4	11·4	10·4	10·3
Eggs, fresh	doz.	24·0	23·4	26·6	46·0	53·1	33·5	39·8	40·3	22·9	26·8	28·2*d*	27·5*d*	27·4*d*	27·0*d*
Eggs, cooking	doz.	23·2	21·8	26·0	43·9	48·3	30·6	34·8	34·9	18·1	22·7	24·0	23·3	23·9	23·5
Milk	qt.	8·9	9·1	8·8	12·0	15·0	12·4	12·1	12·5	9·3	10·8	10·9	11·0	11·4	11·5
Butter, dairy	lb.	29·5	33·1	33·3	49·2	65·5	38·7	46·3	44·3	24·9	26·9	23·6	28·7	34·2	34·7
Butter, creamery	lb.	34·7	37·9	38·3	54·8	72·5	44·9	51·5	49·0	28·8	30·5	26·6	32·0	38·2	38·8
Cheese, Canadian, mild	lb.	19·3	22·0	23·3	31·1	37·8	28·5	32·6*h*	33·8*h*	19·5*h*	22·5*h*	22·2*h*	26·4*h*	24·1	24·2
Bread, white	lb.	4·3	4·8	4·6	7·8	9·2	7·0	7·6	7·7	5·5	6·8	6·6	6·7	6·7	6·7
Flour	lb.	3·3	4·3	3·7	6·7	8·0	4·8	5·3	4·9	2·6	4·5	3·0	3·5	3·7	3·7
Rolled oats, bulk	lb.	4·4	5·2	4·8	8·0	8·3	5·6	5·8	6·3	4·6	5·7	5·0	5·4	5·2	5·2
Rice	lb.	5·8	5·9	6·4	10·7	17·1	9·3	11·0	10·5	7·9	8·2	8·1	8·8	9·2	9·3
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·6	19·2	16·4	15·6	11·7	13·3	10·5	12·6	13·7	13·7
Peas, canned, 2's	tin	.....	.....	10·6	19·9	21·2	19·1	17·5	15·9	11·7	12·3	10·5	11·4	11·9	12·0
Corn, canned, 2's	tin	.....	.....	10·6	23·6	21·5	17·1	16·4	15·9	11·6	12·4	10·5	11·1	12·1	12·4
Beans, dry	lb.	5·9	6·9	9·3	16·9	11·9	8·9	7·9	11·8	3·7	7·8	5·0	7·3	6·4	6·2
Onions	lb.	.....	.....	.....	.....	14·5	14·5	4·9	8·3	3·4	4·0	4·2	3·9	4·5	5·0
Potatoes	75 lb.	108·3	80·0	154·2	160·8	512·5	123·1	245·7	105·5	76·7	160·6	115·0	144·1	106·5	105·8
Potatoes	15 lb.	.....	.....	.....	.....	106·9	29·2	55·2	25·8	19·1	37·0	27·2	33·0	25·9	25·7
Apples, evaporated	lb.	13·0	11·6	13·3	22·1	29·2	23·0	19·9	21·4	14·8	16·1	15·6	15·1	14·9	14·9
Prunes, medium	lb.	12·5	12·9	13·0	17·6	27·6	18·9	15·7	13·5	10·9	11·7	10·7	11·7	11·5	11·5
Raisins, seedless, 16 oz	.....	.....	.....	.....	.....	26·0	27·8	18·1	15·8	17·1	16·9	16·7	16·7	16·6	16·7
Currants, bulk	lb.	.....	.....	.....	.....	31·0	23·2	18·9	19·7	16·3	15·2	14·9	15·5	14·8	14·8
Peaches, canned, 2's	tin	.....	.....	.....	.....	41·4	35·5	29·2	26·5	20·3	19·3	16·3	15·8	15·5	15·6
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	70·2	52·4	45·5	42·3	39·1	44·1	42·9	43·4	45·3	45·5
Sugar, granulated	lb.	5·6	8·1	8·6	10·6	21·7	8·4	7·9	7·4	7·4	6·4	6·3	7·1	7·5	7·9
Sugar, yellow	lb.	5·2	7·3	8·0	10·0	20·4	8·0	7·5	7·0	7·1	6·3	6·2	7·0	7·4	7·7
Tea, black	lb.	35·1	36·9	39·2	51·1	65·9	54·4	72·0	70·6	42·0	52·4	58·5	67·4	68·9	69·5
Coffee	lb.	37·9	39·1	39·6	40·9	60·4	53·6	61·4	60·7	39·9	35·5	34·0	44·1	45·7	45·9
Cocoa, ½ lb.	tin	.....	.....	.....	.....	30·8	29·1	27·4	27·5	24·7	19·9	19·2	19·5	19·5	19·3
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·65	8·49	8·56	11·48	15·92	17·40	17·76	16·37	15·34	14·76	14·64	15·03	15·84	15·85
Coal, bituminous	ton	6·14	5·95	6·03	9·25	11·20	10·93	10·31	10·11	9·25	9·41	9·44	9·79	10·03	10·05
Coke	ton	.....	.....	.....	.....	.....	.....	14·10	13·00	11·71	12·23	11·94	12·35	12·74	12·80
Wood, hard, long	cord	7·00	6·72	6·64	10·74	12·72	12·50	12·27	12·30	10·09	9·53	9·51	9·82	10·16	10·20
Wood, hard, stove	cord	.....	.....	.....	.....	14·56	14·35	14·48	14·64	11·97	11·29	11·60	11·90	12·25	12·35
Wood, soft, long	cord	5·47	5·02	4·83	7·99	9·71	9·30	8·95	8·90	7·46	7·22	7·14	7·19	7·54	7·59
Wood, soft, stove	cord	.....	.....	.....	.....	11·36	11·01	11·10	11·07	9·05	8·48	8·56	8·66	8·95	9·02

a Rolled. *b* Blade. *c* Leg roast. *d* Grade A. *h* Kind most sold.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	April 1926	April 1929	April 1930	April 1933	April 1937	April 1938	April 1939	April 1940	Mar. 1941	† April 1941
*All commodities	567	64·0	127·4	155·9	97·3	101·2	94·5	91·2	65·3	86·2	82·3	73·4	83·1	85·9	86·7
Classified according to chief component material—															
I. Vegetable products	135	58·1	127·9	167·0	86·2	103·8	86·5	86·3	56·6	91·3	84·0	62·1	76·1	73·8	75·6
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	100·4	108·9	104·2	59·5	77·1	78·9	72·1	77·6	85·3	84·5
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	100·7	92·4	83·4	67·0	75·4	68·1	65·8	83·7	85·3	86·4
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·3	94·6	91·2	59·3	78·5	77·6	76·4	87·3	92·4	92·5
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·7	93·8	92·4	85·0	102·9	102·5	97·5	102·4	107·5	107·6
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	98·7	103·5	86·8	60·5	89·6	70·6	69·5	76·3	77·7	77·7
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	98·7	91·9	93·0	83·9	85·6	86·6	84·9	87·1	91·5	93·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·4	95·4	94·0	81·6	82·7	80·5	78·1	85·5	93·3	95·5
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	101·3	93·6	92·3	70·2	79·1	78·5	74·1	82·4	86·2	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	102·0	97·4	99·4	63·7	80·7	80·5	72·2	78·7	83·4	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	100·8	91·0	87·5	74·6	78·1	77·1	75·4	84·8	88·1	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	100·8	95·0	90·0	60·0	89·2	81·8	68·3	80·4	81·3	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	96·9	94·0	96·2	87·3	92·4	94·5	94·9	96·6	102·4	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	101·2	95·1	88·3	57·0	88·8	80·4	65·3	78·6	79·0	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·6	100·2	94·7	74·8	98·2	89·9	87·6	94·9	100·6	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	101·3	94·0	86·9	54·0	87·2	78·8	61·5	75·8	75·3	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	102·8	86·2	83·6	56·6	86·1	79·0	59·9	73·2	72·4	.....
B. Animal	105	70·1	129·0	146·0	95·9	100·8	106·0	101·0	60·5	78·8	79·2	73·0	80·8	86·2	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	104·3	95·8	93·2	46·5	91·4	82·5	65·5	72·1	69·1	69·2
II. Marine	16	65·9	111·7	114·1	91·7	97·8	103·0	94·8	58·6	69·1	69·1	65·4	75·0	83·5	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·3	94·4	91·0	59·5	78·2	77·4	76·1	86·9	92·0	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	99·2	92·6	90·4	79·7	89·5	87·0	84·6	88·8	92·9	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	102·2	94·7	90·3	53·0	87·6	79·0	65·5	76·8	78·9	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	100·5	92·4	90·0	69·6	80·6	81·3	73·3	81·7	84·2	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended May 2, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of April, of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has ben made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except milk and bread, are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers in each. Information as to prices of milk, bread and fuel and the rates for rent is secured by the correspondents of the LABOUR GAZETTE, and also by the Bureau of Statistics.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 604 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE,

(Continued on page 606)

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast, per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**31·9**	**27·7**	**27·3**	**19·0**	**15·7**	**20·7**	**19·4**	**30·1**	**24·9**	**22·3**	**18·8**	**20·4**	**28·5**	**32·7**
Nova Scotia (average)	**32·7**	**26·7**	**26·3**	**19·0**	**15·7**	**18·7**	**14·0**	**30·3**	**25·5**	**22·5**	**19·6**	**19·8**	**26·0**	**32·7**
1—Sydney	35·7	28·7	26·7	22·7	18·7	.....	13	30·3	28	22	22·5	20·4	27	32·7
2—New Glasgow	35	28	31·2	20·5	16·3	18	15	31·5	27·2	23	20·5	19·3	25	31·1
3—Amherst	29	23·4	23	15·2	12·7	17·5	.....	27·5	22·4	.....	16·5	18·1	.....	32·9
4—Halifax	32·6	26·8	24·4	17·5	16	16	.....	30	25·4	.....	18·8	19·3	.....	32
5—Windsor	30	25	27·5	18·5	16·2	22	.....	.....	25	.....	20	21·7	.....	33·6
6—Truro	33·7	28	24·7	17·3	14·2	20	.....	32	25	.....	19·3	19·9	.....	33·8
7—**P.E.I.**—Charlottetown	**26·5**	**24·0**	**22·5**	**15·5**	**15·2**	.....	**12·0**	.....	**25·0**	**22·0**	**18·0**	**20·0**	**30·0**	**32·4**
New Brunswick (average)	**34·9**	**26·7**	**27·5**	**18·1**	**13·7**	**17·9**	**19·5**	**31·9**	**25·0**	**26·0**	**19·1**	**20·4**	.....	**33·2**
8—Moncton	33·1	27·9	26	17·4	12·6	18·3	22	32·4	25	27	19·5	20·1	.....	35·2
9—Saint John	38·4	28	31	20·5	15·8	17·9	17	31·5	25·9	25	19·2	20·6	.....	33·6
10—Fredericton	35·4	25·8	25·5	14·4	12·8	17·6	.....	31·7	22·4	.....	17·7	19·8	.....	33·6
11—Bathurst	32·5	25	27·5	20	13·5	.....	.....	.....	26·5	.....	20	21·1	.....	30·3
Quebec (average)	**29·6**	**27·4**	**24·7**	**17·5**	**12·5**	**19·0**	**18·1**	**27·8**	**21·1**	**20·0**	**17·0**	**18·4**	**26·7**	**30·1**
12—Quebec	32	29·6	25·4	19·8	11·8	20·6	13·5	25·8	17	16	15·8	17·3	.....	28·5
13—Three Rivers	29·8	26·1	23·7	17·2	13·1	18·1	.....	26·2	20·5	.....	17·8	19·2	.....	32·5
14—Sherbrooke	35·5	30·8	25·5	20	13·3	19·5	20	31	24·2	22	17·4	19	25	28·1
15—Sorel	26·4	26·1	23·6	14·9	11·6	18	.....	27·5	20·1	.....	15·1	17	.....	30
16—St. Hyacinthe	23·9	23·4	22·8	15·8	12·4	19·1	.....	24·6	20·1	.....	16·7	16·2	.....	31·6
17—St. Johns	34	29·2	29·3	17	12·9	20	.....	31·5	26	.....	19·2	18·7	.....	29·7
18—Thetford Mines	21·7	25	20	15·5	11·2	20	18	25	17·7	16	15·7	18·4	25	29·6
19—Montreal	33·5	30	27	18·4	14·1	17	21	29·3	22·4	26	17·5	20	30	30·2
20—Hull	29·6	26·7	24·9	19·2	12·2	18·9	.....	29·1	22	.....	17·7	19·7	.....	30·6
Ontario (average)	**32·6**	**28·8**	**28·6**	**20·1**	**16·5**	**21·0**	**19·9**	**30·1**	**25·8**	**23·6**	**19·0**	**20·7**	**27·4**	**31·9**
21—Ottawa	34·2	29·8	32·1	21·6	16·5	18·8	17	29·4	24·8	23	18·6	20·2	26	33
22—Brockville	36	31·3	31·3	20·7	16	17·5	.....	32·2	25·4	.....	18·4	20·5	.....	31·5
23—Kingston	31·9	26·5	27·6	19	14·2	16·3	18	28·4	24·6	22	18·7	19·7	27	30·3
24—Belleville	28·6	26·3	26·2	18	13·2	22	19	29·2	21·7	21	17·7	18·5	25	31·4
25—Peterborough	31·3	28·3	28·5	20	16·7	19·7	18	31·1	26	20	19·6	20·2	27	32·1
26—Oshawa	32·2	28·5	27·7	19·4	17·5	22·7	25	29·8	26	22	18·4	19·6	27·5	31·3
27—Orillia	32·5	27·5	27·5	19	18	20	.....	30	24	.....	19	21·5	.....	34·2
28—Toronto	34·8	30·3	31·2	22·4	19·1	20·7	18·5	30·6	26·9	23	17·4	22·5	27·5	33·5
29—Niagara Falls	34·3	29·7	28·6	20·6	14·3	22·6	.....	29·2	26·4	.....	17·7	23	.....	31
30—St. Catharines	35·5	30·8	31·9	22·5	15·4	20·2	22	29·5	27	25	19·2	21·2	27	30·8
31—Hamilton	32·8	29·8	28·7	20·6	18·4	21	23	29·8	25·7	23	18·4	25	29	30·5
32—Brantford	30	28·5	27·9	20·7	15	21·2	18	29·3	26·4	19	20·3	17·6	25	31·1
33—Galt	31·7	29	31·2	21·2	19·3	25·2	23	30·2	26·1	27	21·8	.....	.....	33·5
34—Guelph	31·3	28·3	26	20·3	17·1	18·7	.....	29·7	24·8	.....	17	20·3	.....	30·4
35—Kitchener	29·5	27·9	27·3	19·1	16·5	22·2	.....	31·6	26·7	.....	18·4	17	.....	32
36—Woodstock	36·2	31·5	30·6	23·5	16·4	23	.....	31	28·1	.....	19·2	21·3	.....	31
37—Stratford	31·7	29·5	30·2	20·4	18·1	21	.....	28·5	25·6	.....	18·1	.....	.....	31·7
38—London	32·5	29·1	29	19·5	16·1	20·1	18	30·7	26·1	22	18·9	19·2	25	32·5
39—St. Thomas	32·8	29·1	30·1	20	16·4	22·1	24	28·4	26·7	24	20·1	18·5	29	33
40—Chatham	30·9	28·3	28·6	20	16	23	.....	29·4	27·2	.....	21·1	19·5	.....	32·6
41—Windsor	32·8	28·1	27·6	20·8	16·9	21·2	19	29·8	26·1	25	20·4	20	23	30·9
42—Sarnia	34	29·6	30·4	22	17·7	21·8	.....	29·8	27·2	.....	19·1	22·6	.....	33
43—Owen Sound	31·2	28·5	27·3	17·7	16·2	21	.....	27·6	24·7	.....	18	25	.....	31·3
44—North Bay	35	31·5	29	19·7	17·5	24	.....	30·7	27·2	.....	20·7	21	.....	32·8
45—Sudbury	30·7	27·8	26·2	18·8	15·3	20·7	20	30	25·4	25	18·6	20·3	27	29·3
46—Cobalt	35	27·5	29	18	18·3	.....	18	.....	26·5	30	18	20·3	29	32·2
47—Timmins	28·8	25·6	25·8	18·6	15·1	19·5	18	32·3	25	24	18·8	22·6	27	30·4
48—Sault Ste. Marie	32	28	25·9	18·4	15·2	20	18	29·2	23·8	23	17·9	19·5	27	30·4
49—Port Arthur	31·8	28	26·7	19·4	16·5	22·5	22	32·6	25·2	25	19·2	22·4	30	34·8
50—Fort William	35·8	30·4	27·6	20·1	16·4	21·4	20	32·9	26·4	25	20	21·3	35	33·3
Manitoba (average)	**30·8**	**25·6**	**26·3**	**19·1**	**15·7**	**19·7**	**19·0**	**27·6**	**24·9**	**21·5**	**17·9**	**18·9**	**32·5**	**35·1**
51—Winnipeg	31·6	26·1	26	19·1	16·4	19·3	18	28·6	24·8	23	19	18·9	30	34·8
52—Brandon	30	25	26·5	19	15	20	20	26·5	25	20	16·8	.....	35	35·4
Saskatchewan (average)	**27·0**	**22·8**	**23·3**	**15·3**	**12·7**	**18·9**	**17·3**	**28·4**	**21·5**	**19·6**	**16·1**	**19·3**	**27·6**	**32·7**
53—Regina	31·4	25·1	24·4	16·2	15·2	20	18	29·3	23·5	22	15·9	18·7	.....	32·9
54—Prince Albert	20	18	20	12	10	.....	20	.....	18	18	.....	.....	28	32·5
55—Saskatoon	27·2	23·1	24·1	16·7	12·1	20	16	28·1	21·9	20·4	15·7	16·8	27·1	32·9
56—Moose Jaw	29·5	24·9	24·5	16·1	13·4	16·7	15	27·7	22·4	18	16·7	22·5	.....	32·5
Alberta (average)	**29·0**	**25·1**	**25·5**	**17·5**	**14·1**	**19·4**	**15·8**	**29·1**	**24·0**	**18·5**	**17·9**	**19·1**	**27·5**	**33·8**
57—Medicine Hat	29·3	25·3	27·7	18·3	15·7	20	.....	31	25	.....	18	20	.....	34·4
58—Drumheller	29·7	27·7	24	18·7	14·2	20	18	28	25·3	17	19·3	20	29	31·3
59—Edmonton	25·8	21·5	23·8	14·8	11·9	18·8	13	26·5	22·8	18	18	17·1	25	31·2
60—Calgary	29·2	25·9	27·6	17·1	15·9	19·4	16	32·2	24·3	19	17·7	21·1	26	36·7
61—Lethbridge	31	25	24·5	18·5	13	18·8	16	27·6	22·6	20	16·3	17·3	30	35·5
British Columbia (average)	**35·0**	**30·0**	**30·3**	**20·5**	**19·7**	**25·4**	**25·3**	**33·7**	**27·4**	**22·8**	**21·4**	**23·2**	**33·3**	**37·9**
62—Fernie	30	25 .	26·5	18	16·5	19	.....	32·5	25	.....	20·5	22·3	.....	31·2
63—Nelson	33·2	29	30·6	22·2	20·2	25	24	35·5	30	27	23	23	32	37
64—Trail	34	29·5	27	20·2	17·5	24·5	25	33·5	28·2	26	22·5	23·8	37	38·4
65—New Westminster	35·6	30·5	30·9	20·6	20	23·6	22	32	25·8	25	19·6	22·2	30	39·1
66—Vancouver	36	31·1	30·9	20·1	21·4	24·3	.....	31·9	25·8	23	19·9	24	31	37·4
67—Victoria	40·9	34·7	35·2	22·3	23·1	29·9	28	36·2	27·9	25	21·7	22·3	35	36·7
68—Nanaimo	37·6	31·9	32·6	22·6	21	29	28	35	28·4	26	21·4	23·8	.....	38·1
69—Prince Rupert	32·7	28·3	28·3	18·3	17·5	27·5	25	33·3	28·3	30	22·3	24·2	35	37·8

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF APRIL, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
55·1	**17·8**	**26·7**	**16·0**	**20·0**	**19·8**	**19·0**	**10·3**	**13·7**	**27·0**	**23·5**	**11·5**	**34·7**	**38·8**	
54·0	**13·5**	**29·3**	**22·5**	**15·2**	**15·1**	**19·6**	**10·9**	**14·4**	**32·1**	**28·7**	**11·0**	**32·0**	**42·2**	
53·4	10	25·3	.....	14·8	15·4	18·6	10·6	14·3	31·9	28	13	32	40·7	1
53·6	15	20·5	.....	14·9	14·3	19·8	10·8	14·3	31·4	29	10–12	32	42	2
51·4	15	30	22·5	15	15	20·6	11·4	14·4	31·5	27·8	10b	.....	41·8	3
56·8	14	31·2	.....	14·9	15	19·2	10·6	14·1	31·6	.....	12	.....	42·5	4
55	.....	.....	.....	15·4	.....	20·1	10·8	14·5	32·3	.....	10	.....	43·3	5
53·7	.....	.....	.....	16	16	19·4	11·3	14·7	33·9	30	10	.....	42·8	6
56·3	**12·0**	**30·0**	.....	**14·7**	**17·0**	**19·3**	**10·8**	**14·5**	**25·5**	**22·5**	**9·0–10·0**	**35·6**	**39·7**	7
56·0	**14·7**	**32·1**	**20·0**	**16·2**	**17·4**	**20·3**	**11·0**	**14·2**	**30·0**	**25·3**	**11·0**	**36·0**	**40·3**	
58·2	14·7	30·6	.....	15·9	16·2	21·1	10·8	14·9	30·2	25·7	11	37	41·7	8
57·7	13·5	33·6	20	16·2	16·7	20·3	11·2	13·9	31	26	12	35	40	9
56·4	16	32	.....	16·2	18·7	19·6	11·5	14·3	30·2	26·2	11	.....	41·6	10
51·8	.....	.....	.....	16·4	18	20·1	10·5	13·5	28·4	23·4	10b	.....	38	11
55·2	**15·3**	**28·1**	**12·5**	**19·4**	**18·5**	**19·0**	**10·4**	**13·1**	**27·2**	**24·5**	**10·5**	**35·1**	**37·7**	
46·9	17·6	27·7	15	20	16·1	19·4	10·9	12·9	27·8	25·1	12	33·5	38	12
55·9	14	27·8	.....	15	18·6	18	10·2	13·4	27·1	24·7	11	.....	37·2	13
55·2	16·5	29	.....	18·7	22·2	19·7	10·1	13·2	29·8	26·2	11·1a	35	37·6	14
54·6	15	25	.....	.....	15	17	10	12·8	25·2	23	9	.....	37·9	15
54·3	16·5	30·2	13	22	20	19·2	10·9	13·6	25·3	22·8	9	.....	37·3	16
57·2	13	28	10	.....	.....	18·7	10	13·1	28·5	26·2	9	.....	37·9	17
58·3	.....	.....	.....	.....	.....	19·2	11·4	13·3	24·5	22·5	9	36	38·5	18
56·4	15·4	29·7	12·1	22·4	21·3	19·2	10·1	13	28·8	24·9	12–13	36	37·7	19
57·6	14·4	27·5	12·3	18	16·4	20·2	9·9	12·7	28·2	25·1	12	.....	37·4	20
54·7	**17·1**	**26·4**	**18·6**	**19·4**	**19·5**	**19·1**	**10·3**	**13·7**	**26·6**	**23·7**	**12·3**	**36·7**	**38·5**	
56·8	14·2	28·6	20	21·1	17·8	19·9	10·2	13·4	28·4	27·1	12	.....	38·3	21
56·5	.....	28	.....	19·2	20·2	18·6	10·1	13·7	25·2	22·2	12	.....	37·7	22
51·3	15	27	15	18·9	18·1	18·8	9·9	13·4	24·8	21·7	12	32	37·6	23
53·7	.....	26·5	16	20	18·7	19·6	10·5	13·3	26·3	24	12	37	38·3	24
53·2	.....	.....	.....	20·7	20·5	19·1	10·1	13·5	22·4	20·2	12	35	38·2	25
55·5	.....	30	.....	21	22	18·6	10·3	13·7	26·4	23·5	12	.....	39·1	26
53·8	20	.....	20	20	19·7	18·7	10·2	14·1	23·7	21	12	.....	39·2	27
56·5	17·8	30·8	18·4	25	20·8	18·2	10·5	13·4	27·7	25·5	13	38	38·5	28
54·7	.....	.....	19·5	19·2	19·4	19·3	10·2	13·7	27	25·2	12·5a	.....	39·1	29
53	.....	25	.....	19·5	15·5	18·7	10	13·6	27·1	25	12·5a	37·5	38·4	30
55·3	20	30·6	22·5	18	19·8	19·1	9·9	13·5	27·4	24·7	12·5a	.....	38·8	31
52·3	.....	25	18	18·6	18·8	19·8	10·8	13·7	25·2	23·7	12	36	38·6	32
55	.....	.....	22	17·5	22·2	19·3	10·1	13·7	26·2	23·4	12	37·5	39	33
53·7	.....	28·7	16	.....	19	19·3	9·9	13·5	25	20·7	12	.....	38·7	34
53·2	16	23·3	18	19	18·7	19	10·3	14	25·3	22·7	12	.....	38·9	35
53·8	.....	.....	.....	17·7	18·7	18·9	10	13·3	23·2	21	12	.....	38·5	36
54·1	.....	26·5	19	18·8	19	19·1	10	13·7	24·1	20·6	12	.....	38·6	37
54·4	13·5	21·7	17·2	18·1	18·8	17·8	10·2	13·6	25·5	23·5	12	37·5	38·1	38
54	16	25	18	19·4	21·7	18·6	10·3	14·1	26	22·6	12	37	39·6	39
53·2	.....	.....	.....	18·8	20·5	18·7	10·1	13·6	23·7	20·5	12	.....	38·1	40
55·1	19	26	15	19	20	18·1	10·7	13·4	26·6	22·8	13	38	37·7	41
58·4	.....	25	.....	18·8	19	18·2	10·7	13·4	25·7	22·8	12	.....	38·8	42
51·8	.....	.....	.....	20	19	20	10·1	13·6	23·7	22	12	.....	38·8	43
55·7	15	24·3	22·5	19·5	21·2	20·2	10·4	14·1	31	28·5	13	.....	38·4	44
51·3	20	28	13·5	16·7	18	19·8	10·8	13·6	29·1	26	13	.....	38·4	45
57	18	.....	.....	18·5	20	20·9	12·5	15	31·9	27	13	36·5	39·1	46
55·5	.....	25	16	19·7	20·7	19·9	10·1	14·2	29·1	26·4	14	.....	38·3	47
56·4	20	23	25·5	18·5	18·7	19·1	10·4	14·3	30·4	.....	13	.....	38·4	48
58·7	.....	28	19·7	21·1	18·8	19·4	10·1	13·3	29·6	28	12	37	38·1	49
58·1	15	25	18·4	18·9	18·7	19·2	10·2	13·5	30	26·7	12	38	38·4	50
54·6	**24·0**	**25·1**	**13·4**	**22·9**	**18·5**	**18·7**	**9·2**	**13·1**	**24·2**	**21·2**	**10·5**	**32·8**	**37·0**	
56·1	24	25·1	14·2	21·7	18·5	18·6	8·7	12·3	25·9	22·9	11	33·5	36·8	51
53	.....	25	12·5	24	18·4	18·8	9·6	13·8	22·4	19·4	10	32	37·1	52
53·6	**24·4**	**24·1**	**10·4**	**24·2**	**20·7**	**18·4**	**8·9**	**13·0**	**23·5**	**20·0**	**10·8**	**29·1**	**36·8**	
54·9	26·2	25·7	11·8	25·7	22	18·4	9·5	13·1	23·9	20·2	11	30	36·4	53
53·5	.....	20	.....	.....	.....	18·3	8·4	12·6	23·2	20·7	10	28	37·9	54
50·9	23·3	24·4	8·4	21·8	20·1	18·5	9	13·5	25	20·7	11	29·2	36·4	55
55	23·7	26·3	11	25	20	18·3	8·5	12·9	22	18·3	11	29	36·4	56
52·9	**22·8**	**25·8**	**12·8**	**24·0**	**23·6**	**18·5**	**9·2**	**13·5**	**22·0**	**18·0**	**10·8**	**28·2**	**37·2**	
55	22·5	27·5	10	25	25	18·4	9·6	14·1	21·1	18·3	11	.....	37·2	57
55·5	25	26	14	24	24	19·7	9·2	13·4	21·3	17·5	10	30	38·5	58
48·7	21	25	15·7	22·7	23·2	18·6	9·1	13·2	22·6	19	11	26·5	36·5	59
51·1	21·7	24·8	12·7	24·5	23·5	18	9·3	13·1	23·7	18·4	11	28	37	60
54·1	23·6	25·6	11·8	23·9	22·2	17·6	8·6	13·7	21·1	17	11	.....	36·7	61
58·7	**18·9**	**24·5**	**12·4**	**24·8**	**24·1**	**18·0**	**10·7**	**13·8**	**28·7**	**24·2**	**11·7**	**38·2**	**39·9**	
53·3	24	26	12·5	25	26·7	17·4	9·9	13·5	28·3	23·7	11	.....	38·6	62
62·5	24·7	27·5	11·3	28·3	26	19·5	10·4	15·5	25	.....	12·5a	37	40·8	63
59	24·4	27	13·5	26·7	26·3	19	11·6	14·7	26·4	20	12·5a	35	39·4	64
59	16·2	22·5	.....	23·2	21·3	17·1	10·5	12·9	28·5	.....	10	36	39·3	65
60	15·7	21·7	.....	22·5	21	16·7	10·3	12·9	29·1	.....	10	39	39·2	66
57·9	15	26	.....	24·5	22·5	18·6	10·5	13·3	30·1	28	12	39	39·4	67
58·3	16·5	25	.....	.....	25	18·7	10·8	13·7	29·7	24	11a	.....	41·6	68
59·4	15	20	.....	23·3	24·2	16·6	11·5	13·7	32·7	25·5	14·3a	43	40·6	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**24·2**	**6·7a**	**17·9**	**3·7**	**5·2**	**9·1**	**9·3**	**13·7**	**12·0**	**12·4**	**10·9**	**6·2**	**5·0**
Nova Scotia (average)	**24·3**	**7·1**	**18·6**	**4·0**	**5·2**	**9·8**	**8·7**	**14·8**	**12·1**	**13·2**	**11·8**	**6·0**	**5·5**
1—Sydney	24·1	6·7-7·3	19·2	3·9	5·1	9·9	8·1	14·1	11·7	11·5	12·7	5·5	4·7
2—New Glasgow	24·7	6·7-7·3	18·8	4	5·1	10	8·5	14·4	11·7	12·4	10	5·2	5·2
3—Amherst	22·9	7·3	18·8	3·9	5	10	8·3	14·6	11·9	13·1	12	5·8	5·8
4—Halifax	24·5	6·7-8	18·8	4·1	5·4	9·4	9·7	14·8	11·9	13·4	12·5	6·8	5·9
5—Windsor	23·8	7·3c	17·8	4·1	5·2	9·6	8·6	15	12·8	14·4	11·8	7	6
6—Truro	25·5	6·7	18·1	4	5·1	9·9	8·8	15·7	12·5	14·5	12	5·8	5·5
7—**P.E.I.**—Charlottetown	**23·2**	**7·3**	**18·8**	**4**	**5·4**	**9·8**	**8·4**	**14·2**	**13·4**	**13·2**	**11·1**	**5·9**	**6·1**
New Brunswick (average)	**24·5**	**7·5**	**18·5**	**3·9**	**5·3**	**9·7**	**9·2**	**14·6**	**12·3**	**13·4**	**11·9**	**5·9**	**5·4**
8—Moncton	24·7	8	19·4	4	5·5	9·9	9·8	14·5	12·2	13·2	12·1	5·8	5·6
9—Saint John	25·2	6·7-8	19·3	3·8	5·5	9·7	9·8	14·8	11·9	13·5	11·4	6·3	5·5
10—Fredericton	23·4	7·3	17·7	3·9	5·4	9·4	9·2	14·7	12·1	13·7	11·3	6·1	5·4
11—Bathurst	24·5	8	17·6	3·9	4·8	9·7	8·1	14·5	12·8	13	12·7	5·5	5·2
Quebec (average)	**21·9**	**5·3**	**15·5**	**4·0**	**5·1**	**9·6**	**8·7**	**12·2**	**12·2**	**12·2**	**10·7**	**5·5**	**4·9**
12—Quebec	23·2	5-8b	17·4	3·9	5·3	9·7	9·9	12·8	12·2	12·7	10·4	6·4	4·9
13—Three Rivers	22·3	5·3	14·5	4·1	5	9·5	8·7	12·6	11·7	12	11·9	5·2	4·9
14—Sherbrooke	23·1	5·3	14·7	3·8	5·3	9·7	8·7	12·1	13	12·8	12·6	5·5	5·1
15—Sorel	21·1	4·7	15	3·5	5	9·5	7·1	12·4	12·6	12	9·5	.....	5
16—St. Hyacinthe	20·9	4	15·6	3·9	5·2	9·7	9·5	11·1	12·4	11·5	10·2	5·3	5·1
17—St. Johns	21·5	4·7-5·3	15·7	4	5·1	9·8	8·3	11·9	12·1	12·9	10·8	5·3	4·7
18—Thetford Mines	21·4	5·3	14·5	4·2	5·3	9·8	8·1	12·2	12·2	11·5	9·7	5·4	5
19—Montreal	22	5·3-6·7	16·2	4·3	5	9·5	9	12·2	11·5	11·4	10·6	5·7	4·6
20—Hull	21·3	5·3-6·7	16	3·9	5·1	9·5	8·9	12·9	11·9	12·7	10·5	6·2	5
Ontario (average)	**23·5**	**6·2**	**16·7**	**3·5**	**5·0**	**8·8**	**9·6**	**13·4**	**11·3**	**11·9**	**10·6**	**5·9**	**4·8**
21—Ottawa	22·4	6·7	16	4	5	8·9	9·9	13·1	11·8	12·5	11·6	6·1	5·3
22—Brockville	21·6	6	13·9	3·8	5	8·7	9·5	13·2	11·3	13	10·6	5·9	5
23—Kingston	22·2	5·3-6·7	15	3·7	4·9	9·2	9·4	12·9	11	12·1	10·2	5·4	4·5
24—Belleville	22·4	5·3-6·7	16·3	3·3	4·9	8·7	9·3	13	11·7	11·5	10·7	6·4	4·7
25—Peterborough	24·2	5·3-6·7	17·4	3·5	4·8	7·7	9·9	12·9	11	11·7	10·5	6·1	4·3
26—Oshawa	23·1	4·7-6·7	17·9	3·3	4·7	8·6	8·9	13·4	11·3	11·9	10·7	6·2	4·6
27—Orillia	24·4	5·3	16·7	3·7	4·8	8·8	9·2	13·9	12·1	11·9	10·8	5·7	4·4
28—Toronto	22·8	6·7	17·1	3·5	4·9	8·5	9·4	12·8	10·6	11·8	10·8	6	5
29—Niagara Falls	24·3	6	16·8	3·6	5·1	8·7	9·8	12·8	11	11·8	10·4	7·1	4·3
30—St. Catharines	23·5	6·7	16·1	3·5	4·8	9	9·1	12·6	11·6	11·8	11·9	6·8	4·8
31—Hamilton	23·8	6-6·7	16·4	3·6	5·1	8·8	9·6	12·8	11	11·5	10·5	5·5	5
32—Brantford	24·5	5·3-6·7	17·4	3·4	5	8·8	10·2	13·7	11	11·9	9·3	6·1	4·7
33—Galt	24·5	6·7	16·8	3·3	4·9	8·3	9·6	13·7	10·9	11·7	11·3	5·1	5·3
34—Guelph	23·7	6	17·3	3·1	4·9	8·7	9·9	13·5	10·8	11·8	9·5	6·1	4·8
35—Kitchener	25·3	6-6·3	17	3·4	5	8·3	10·2	13·7	11·3	12·1	10·7	6	5·1
36—Woodstock	22·4	6½	15·6	2·9	4·9	8·6	9·9	13·7	11	11·8	9·3	6	5·1
37—Stratford	23·4	5·3	15·7	3·2	5·1	9	9·9	13·5	10·4	10·7	9·3	5·9	4·5
38—London	22·5	6·7	17·6	3·1	4·9	8·7	9·7	13·1	10·6	11·4	10·3	5·4	4·6
39—St. Thomas	24	5·3-6·7	19·6	3·3	5·1	9	10·2	13·9	11·5	11·4	10·7	6	4·7
40—Chatham	23·5	5·3	16·4	3·5	4·9	8·5	9·9	13·5	11	11·3	9	4·7	4·4
41—Windsor	22·9	5·3-6·7	15·7	3·5	5	8·5	9·5	12·8	11·2	11·3	10·5	5·7	4·6
42—Sarnia	24·4	6½	18·5	3	5	9·3	9·1	13·9	11·7	12	11·1	6·4	4·1
43—Owen Sound	22·5	5·7	16·5	3·3	5·1	9·1	9·8	13·4	10·7	12	10·9	5·6	4·2
44—North Bay	24·7	6-6·7	15·4	3·9	5·4	9·7	9·7	14·1	11·8	12·6	11·1	6·1	5·1
45—Sudbury	22·3	6·7	15·3	3·9	5·6	8·7	8·9	13·3	12·1	12·2	10·2	5·8	5·2
46—Cobalt	25	6·7	15·8	4·2	5·2	9·5	9·8	14·8	13·1	13·3	12·4	6·1	5·5
47—Timmins	23·6	6·7	16·6	3·9	6	9·3	10·1	13·7	12·2	12·4	12·3	5·7	5·3
48—Sault Ste. Marie	23·5	6·7	17·3	3·7	5	9·1	9·8	14·4	11·7	12·7	11·4	6·7	5·1
49—Port Arthur	24·1	6-6·7	19·8	3·7	4·8	9·2	9·8	12·7	11·2	11·6	8·8	5·8	5·7
50—Fort William	24·9	6-6·7	17·4	3·7	5·4	8·9	9·2	13·4	11·3	11·4	10	6	5·3
Manitoba (average)	**25·4**	**7·0**	**17·0**	**3·8**	**5·2**	**9·1**	**9·9**	**14·7**	**12·4**	**12·3**	**11·3**	**7·2**	**4·5**
51—Winnipeg	25·1	6·4-8	15·9	3·7	5	8·8	9·6	14·4	12·3	12·2	11·4	6·9	4·2
52—Brandon	25·6	6·4-7·1	18	3·8	5·3	9·4	10·1	14·9	12·4	12·4	11·1	7·5	4·8
Saskatchewan (average)	**25·3**	**6·9**	**20·4**	**3·7**	**5·4**	**8·7**	**9·8**	**15·1**	**13·0**	**13·0**	**11·1**	**6·5**	**4·8**
53—Regina	25·2	6·4-7·2	18·2	3·7	5·6	8·9	9·6	14·9	12·8	12·8	11·3	6·2	5·2
54—Prince Albert	25·5	6·4	22·6	3·8	5·9	9	10·1	15·4	13·3	13·6	11·8	7·4	4·9
55—Saskatoon	24·9	7·2	22·3	3·6	5	8·7	10·1	15·1	12·9	12·9	10·8	6·8	4·7
56—Moose Jaw	25·6	7·2	18·4	3·8	5·1	8·3	9·4	15	12·8	12·7	10·6	5·6	4·5
Alberta (average)	**26·7**	**7·8**	**20·2**	**3·8**	**5·5**	**8·8**	**9·8**	**14·5**	**12·8**	**12·6**	**10·2**	**6·9**	**4·9**
57—Medicine Hat	26·8	8	21·9	3·8	5	8·8	9·8	14·5	13·2	12·7	10	7·2	5·2
58—Drumheller	27·1	7·1-8	21·8	3·8	5·5	8·5	10·3	15	12·9	12·8	9·5	7·1	4·8
59—Edmonton	25·4	7·2-8	19·7	3·8	5·9	8·8	9·2	14·3	12·7	12·4	10·9	7	5·1
60—Calgary	27·4	8	18·7	3·8	5·5	8·7	10	14·3	12·6	12·5	11	6·8	4·6
61—Lethbridge	26·7	8	18·8	3·9	.....	9	9·7	14·5	12·4	12·4	9·7	6·4	5
British Columbia (average)	**27·1**	**8·6**	**22·1**	**4·0**	**5·6**	**9·1**	**8·5**	**14·0**	**13·1**	**12·8**	**11·7**	**7·8**	**5·1**
62—Fernie	26·3	8c	21·2	4·1	5·7	8·9	9·4	13·9	13·2	12·9	11·2	8·2	4·4
63—Nelson	27·2	9	24	4·1	5	9	9	15	15	15	12·5	9	6·7
64—Trail	25·3	9	21·9	3·8	5·8	9·2	9	13·6	12·9	13·3	11·6	8·1	5·5
65—New Westminster	27·5	8·3-8·8	21	4	5·7	9	7·5	13·6	13·1	12·3	11	6·5	4·5
66—Vancouver	26·4	8·3-8·8	20·3	3·8	5·3	9	7·8	13·2	11·7	11·4	10·2	6·4	4·5
67—Victoria	27·6	8	22·1	4	5·7	9·3	8·4	13·9	12·1	11·9	12·8	7·6	4·9
68—Nanaimo	28·8	8	21·1	3·6	5·3	9	9·1	13·9	13	12·2	11·7	7·9	4·9
69—Prince Rupert	27·9	9-10	25	4·3	6·4	9·6	8·1	14·7	13·7	13·5	12·5	8·3	5·1

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF APRIL, 1941

Potatoes (d)		Apples												
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar† (f)	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·058	**25·7**	**23·4**	**14·9**	**11·5**	**16·7**	**14·8**	**9·9**	**31·0**	**32·6**	†	**15·6**	†	**45·5**	
·975	**23·7**	**21·5**	**14·0**	**12·4**	**16·6**	**14·9**	**10·2**	**37·6**	**39·3**	**33·7**	**15·7**	**39·3**	**51·6**	
·976	24·1	25	13	11·7	15·2	15	12·4	39	44·8	32·2	15·2	29	52·5	1
1·039	25·5	20	15	13·6	15·9	14·5	10	37·2	37·8	33·7	15	29·9	50·7	2
·824	19·3	25	.....	12·3	17·2	14·2	10	38·4	39·1	33·1	15·4	31·8	52·2	3
·993	24·8	18·5	.....	11·5	17·7	17·3	9·1	37·7	36·6	34·3	15·9	30	53·2	4
1·05	23·8	16·2	.....	12·5	17·2	14·3	9·1	36·8	40·6	34	15·2	31	52	5
·968	24·8	24	.....	12·6	16·3	14	10·6	36·7	36·7	35	17·5	30·1	49	6
·584	**15·6**	**23·7**	**14·0**	**12·7**	**16·9**	**14·5**	**11·0**	**39·9**	.....	**33·5**	**17·3**	**29·6**	**51·3**	7
·817	**20·6**	**22·5**	**15·5**	**12·0**	**16·0**	**14·3**	**10·1**	**37·0**	**38·7**	**34·1**	**15·5**	**32·2**	**50·1**	
·868	19·8	24·2	13	13·2	16·4	15	9·6	37	36·1	35·4	16	32·2	52·8	8
·835	20·6	22·2	18	11·3	15·4	13	9·2	35·6	37·4	33·9	15·1	30·9	50·7	9
·777	20·9	21·7	.....	11·6	16·2	14	10·4	34·5	40·2	34·6	14·8	31·1	48·1	10
·787	21	21·7	.....	11·7	15·9	15	11	40·7	41·2	32·4	16·1	34·7	48·7	11
·792	**20·4**	**23·8**	**13·0**	**11·7**	**16·9**	**14·0**	**7·8**	**30·8**	**32·1**	**30·4**	**15·1**	**29·6**	**43·7**	
·783	22·7	22	.....	11·9	17·5	14·2	8	32·6	33·4	30·8	15·2	29·5	45·8	12
·746	19·4	26·4	.....	11·8	16·4	14·4	8	30·1	33·3	31	16·2	30·1	45·3	13
·816	20·4	25·4	12	12	17·7	13·7	7·8	28·8	32·9	29·1	15·4	30·1	44·2	14
·736	19·2	.....	.....	11·2	16·5	13·1	8·5	33·6	37·8	31	14·8	27	44·1	15
·821	20·1	24·2	.....	12·2	17·2	13·7	7·3	32·1	32·5	31·3	14·6	29·1	42·1	16
·681	17·6	23·2	.....	12·1	16·1	14·2	7·2	29	30·6	30·4	14·5	31·7	43·2	17
·827	22·7	25	.....	12·1	18	13·6	8·2	35·1	35·8	31·4	15·3	32·9	45·1	18
·856	20·9	21·5	14	11	16·6	13·7	7·5	29·2	25·1	29·2	14·7	28·3	41·3	19
·861	20·9	22·4	.....	11·3	15·7	15·2	8	26·7	27·6	29	14·9	27·9	41·9	20
1·151	**27·3**	**23·9**	**13·6**	**11·4**	**16·4**	**15·2**	**9·1**	**30·0**	**31·6**	**30·5**	**15·0**	**27·7**	**43·4**	
·937	24	25·7	.....	11·2	15·8	15·8	8·8	28	28·3	30·2	15	28	43·7	21
1·013	24·8	25‡	.....	11·4	17·6	15	8·8	29·4	33·7	30·5	14·8	27·1	44·2	22
1·03	24·7	21·9	12·5	11·4	16·5	14·5	9·2	28·5	30·8	29·4	15·1	25·8	43·5	23
1·114	26·5	22·4	10	12·5	15·3	14·8	8·7	29·6	31·4	29·5	15·4	26·6	41·1	24
1·131	25	22·3	.....	11·6	16·1	15	9·3	30·9	33·1	30	15·7	27·1	41·8	25
1·089	25·8	22·2	.....	11·2	17·5	14·4	8·2	27·9	29·4	30	14·6	27·2	43·2	26
1·125	26·6	23·3	.....	10·5	16·1	15	9	29·7	26·2	30·2	14·9	28·2	43	27
1·142	26·4	24·5	.....	10·7	16·3	14·4	8·3	29·2	27·6	28·3	13·9	26·1	41·4	28
1·182	27·5	21·5	.....	10·5	17·1	14·8	9·4	29	32·1	30·1	14·3	28·5	45·2	29
1·145	27·3	25	.....	11·2	16·1	15·2	9·5	30·2	29·6	29·2	14·8	27·4	43·6	30
1·12	27·3	30	.....	12·1	16·3	14·6	8·6	32·2	30·8	29·2	14·2	26·9	42·2	31
1·139	25·7	21·6	.....	12·1	16·2	14·7	8·6	30·2	28·8	29·3	14·2	26·7	42·4	32
1·175	28	24·8	.....	11·6	17	14·9	9·1	30·2	31	29	14·5	26·7	42·1	33
1·106	26·1	24·8	.....	11·7	15·5	14·8	8·3	27·7	28·5	29·4	14·8	26·7	41·8	34
1·16	27·8	22·4	.....	11·3	16·1	14·9	8·4	27·3	30·9	29·8	15·1	26·6	42·4	35
1·14	25·4	19·2	.....	11·8	15	14·4	8·7	33	32·8	29·4	14·6	25·9	43	36
1·169	27·7	24·8	.....	9·9	16·6	14·9	8·2	29·2	31·1	30·2	15·1	27·1	42·8	37
1·121	25·6	25·1	.....	11·4	16·5	14·3	8·7	30·6	30·1	29·1	14·3	26·3	42·3	38
1·233	27·9	16·9	.....	10·7	16·7	15	8·8	32·8	34·5	30·7	15·6	28·5	42·9	39
1·042	24·5	18·8	.....	10·6	16·5	14·7	7·8	27·1	27·9	29	15·1	26·7	41·5	40
1·144	24·7	20·8	.....	10·3	15·7	14·5	8·4	27	28·6	29·6	14·4	26·7	41·1	41
1·121	25·5	17·9	.....	11·6	17·3	15·5	8·9	31·4	30·8	30·6	15·7	28·6	42·2	42
1·142	27	19·4	.....	12	16·1	15	7·9	30·5	35	30·4	15·3	27·9	41·8	43
1·227	31·9	30	.....	11·3	16·5	16·4	9·8	32	33·5	33·1	15·7	28·7	45·9	44
1·112	28·3	30	.....	11·3	15·7	16·6	9·4	28·2	32·2	30·3	15·3	28·1	44·8	45
1·331	35·1	25	17	12·5	17	15·5	8·5	34·8	38·3	35	17·4	32·3	49	46
1·288	33	.....	15	12·3	16·2	17·1	10·7	29·1	34	33	16·6	30·2	46·7	47
1·23	28·2	26	18	12	16·6	15·8	11·3	29·2	35·2	31·8	15·1	27·9	44·8	48
1·297	30·8	32·6	12·5	11·6	17·4	17·5	11·2	32·7	37·2	34·8	13·7	30·3	46·3	49
1·325	29·3	29·5	10	10·8	17·7	15·8	11·3	30·9	35·7	34·6	14·6	31	45·7	50
1·068	**25·4**	.....	**14·0**	**11·7**	**16·2**	**15·2**	**11·6**	**30·8**	**31·3**	**60·6**	**15·5**	**50·6**	**44·3**	
1·098	27·1	.....	13	11·3	17·3	14·9	10·8	29	30·3	58·3	14·9	49·9	43·7	51
1·037	23·7	.....	15	12·1	15·1	15·5	12·3	32·5	32·3	62·9	16·1	51·2	44·9	52
1·142	**26·7**	.....	**14·7**	**11·9**	**16·0**	**15·1**	**12·8**	**28·8**	**30·3**	**61·2**	**16·2**	**51·2**	**49·1**	
1·10	26·4	.....	15	11·6	16·9	14·4	12·4	27·8	29·8	60·8	15·9	50·9	49·3	53
1·407	28·5	.....	15	12·5	17	16·3	15	32·6	35	62·9	16·9	52·6	49·4	54
1·064	26·4	.....	14·6	11·8	15·6	14·9	12	27·8	29·3	60·9	16	51	48·3	55
·995	25·3	.....	14	11·7	14·5	14·6	11·9	26·8	27	60	16	50·2	49·2	56
·782	**22·6**	.....	**17·5**	**11·3**	**17·8**	**15·3**	**12·8**	**28·9**	**30·1**	**59·1**	**17·1**	**49·3**	**47·3**	
·791	23·1	.....	.....	11·6	17·9	15·6	12	29·1	29·2	59·2	17	50·8	47·9	57
·951	23·3	.....	17	11·1	18·2	16·3	14·1	29·4	33·4	61·4	18·1	51·4	50·1	58
·692	17·7	.....	15	11·8	16·7	14·5	13·2	29·3	29·3	56·5	16·3	47·6	46·4	59
·835	25·9	.....	19	11	17·2	15	12·1	25·2	32·3	57·7	16·9	48·2	45·5	60
·642	23	.....	19	11·2	18·8	15	12·5	31·6	26·4	60·5	17·4	48·4	46·8	61
1·377	**32·3**	.....	**17·0**	**10·9**	**17·8**	**14·3**	**11·6**	**28·8**	**32·2**	**58·6**	**16·6**	**47·9**	**45·2**	
·75	24·3	.....	.....	12·9	18·7	15·4	11·5	31	33	63·6	17·6	54	49·7	62
1·59	35	.....	.....	12·5	18·5	15	15	30	40	62	20	52·5	50	63
1·494	33·6	.....	.....	10·8	18·1	15·1	12·8	29·7	35·7	62·1	17·9	50·7	48·3	64
1·32	30	.....	17	10	17·3	13·2	10	25	26·7	54·3	15·3	43·7	43	65
1·347	30·7	.....	16	10·1	16·1	13·3	9·8	27·5	26·7	53·4	14·8	42·7	40·2	66
1·588	37·2	.....	.....	10	17·4	13·3	10	29·6	31·5	57·3	14·5	44·3	42·1	67
1·47	33·6	.....	15	10·5	18·1	13·9	11·4	26·4	30	54·6	15·7	46·3	42·2	68
1·456	33·7	.....	20	10·5	18	15	12·4	31·1	33·6	61·4	17	49·3	45·7	69

f. Formerly raspberry jam. † Ontario and east, 32 ounce jar with pectin; Manitoba and west, 4 pound tin, pure.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**7·9**	**7·7**	**45·9**	**69·5**	**19·3**	**15·8**	**4·2**	**12·3**	**4·9**	**15·839b**	**10·050**
Nova Scotia (average)	**7·7**	**7·5**	**53·7**	**69·2**	**19·5**	**10·0**	**4·2**	**12·4**	**5·0**	**17·250**	**8·140**
1—Sydney	7·6	7·4	51·5	69·2	19·1	10	3·8	12·4	5	.....	6·90– 7·25s
2—New Glasgow	7·5	7·4	57·3	70	20·9	10	4·1	13·2	5	.....	6·75– 7·00s
3—Amherst	7·5	7·3	54·2	70·5	17·7	.....	4·3	11·7	5	.....	6·75– 9·25
4—Halifax	8·1	7·9	51·7	69·7	21·6	10	4·7	12·9	5	17·25	9·00–10·75
5—Windsor	7·6	7·4	52·8	68	17·7	.....	4·1	12·2	5	.....	.....
6—Truro	7·6	7·3	54·8	67·9	19·7	.....	4·1	12·1	5	.....	7·75–10·00
7—**P.E.I.**—Charlottetown	**7·8**	**7·3**	**52·3**	**69·3**	**18·2**	**15·0**	**3·6**	**12·9**	**5·0**	**17·000**	**9·650–10·150**
New Brunswick (average)	**7·9**	**7·6**	**52·4**	**69·3**	**19·0**	**16·0**	**4·1**	**12·1**	**5·0**	**16·500**	**10·088**
8—Moncton	7·8	7·5	55·1	69·5	19·8	10	4·1	12·2	5	g	10·00–10·50g
9—Saint John	7·8	7·5	50·2	70	18·2	10	4·6	12	5	16·50	12·00–13·00
10—Fredericton	7·9	7·8	52·2	69	18	.....	3·3	11·9	5·1	.....	10·00–11·00
11—Bathurst	8·2	7·7	52·2	68·7	20	.....	4·3	12·1	4·9	.....	9·50
Quebec (average)	**7·4**	**7·2**	**44·4**	**75·0**	**20·4**	**14·8**	**4·1**	**11·4**	**4·9**	***15·836**	***9·775**
*12—Quebec	7·5	7·2	42·2	78·1	19·8	15	4·4	12	5	15·00	10·50
*13—Three Rivers	7·7	7·5	48·7	77·7	21·2	.....	4·3	11·4	4·9	15·50	8·50– 8·75
*14—Sherbrooke	7·4	7·3	42·2	73·6	20·9	15	4·3	11	4·9	16·50	10·00–11·75
*15—Sorel	7·3	7	45·4	75·5	19·3	.....	3·7	11·6	4·8	15·25–15·50	8·00– 9·00
*16—St. Hyacinthe	7·2	7·1	44·8	74·3	19·8	.....	4·8	11·3	4·8	15·25	9·00– 9·50
*17—St. Johns	7·4	7·4	42·8	72·9	21·9	.....	4·4	11·4	4·9	15·00	10·50
*18—Thetford Mines	7·2	6·9	42·3	73	19	15	4·2	11·1	4·7	18·00	11·00
*19—Montreal	7·2	7	46·4	76·8	19·1	14	3·6	11·3	4·9	16·00	8·00– 8·50
*20—Hull	7·6	7·3	45·2	72·9	22·4	.....	3·5	11·4	4·9	15·90	10·00–10·95
Ontario (average)	**7·9**	**7·7**	**44·9**	**70·6**	**18·9**	**13·3**	**4·2**	**12·0**	**4·9**	**15·627**	**11·222**
21—Ottawa	7·6	7·2	45·6	69·1	18·8	12	4·1	11·1	4·9	15·90	10·45
22—Brockville	7·6	7·4	42	66·6	20·8	.....	4·2	10·5	4·9	15·00	8·00– 8·50
23—Kingston	7·6	7·5	42·2	67	17·5	13	4·4	12·1	4·9	15·50	8·75
24—Belleville	7·8	7·7	48·2	67·2	17·3	10	4·2	11·7	5·1	15·00	9·50–12·50
25—Peterborough	7·9	7·8	49·8	66·1	19·2	15	4·5	11·9	4·9	16·00	10·50–14·00d
26—Oshawa	7·8	7·7	47·6	66·2	19·3	12	4·3	11·4	5·2	15·50	9·50–13·50d
27—Orillia	8·2	8·2	45·8	73·8	18·7	.....	4·1	11	4·8	16·00	9·75–13·50d
28—Toronto	7·4	7·2	45·8	69·1	17·8	12	4	11·6	4·7	13·75	11·25
29—Niagara Falls	7·9	7·8	42·5	67·2	19·3	.....	3·7	13	4·8	14·00–14·50g	8·00–11·50g
30—St Catharines	8·3	8·1	44·8	71·1	19	11·3	4·3	13	4·9	14·90g	8·00–13·50g
31—Hamilton	7·7	7·6	43·5	70	18·8	10	4·1	11·9	4·8	14·50	10·25–11·25
32—Brantford	7·7	7·7	47·7	72·6	18·1	12	3·8	10·9	5	15·50	9·50–13·25d
33—Galt	8	7·6	44·4	70	18·3	10	4·1	11·4	4·6	15·25	10·50–13·00d
34—Guelph	7·7	7·4	43·4	70	18·9	.....	3·7	12·2	5	15·50	9·50–13·00d
35—Kitchener	7·9	7·8	40·6	73	18·8	.....	3·7	11·8	4·6	15·50	9·00–13·00d
36—Woodstock	7·7	7·7	44·3	69·4	17·7	.....	4·2	12·1	4·9	15·50	9·00–13·50d
37—Stratford	8·1	8	45·8	70	18·5	.....	4·1	11·9	4·9	15·25	8·50–12·50d
38—London	7·6	7·4	45·7	70·4	16·9	.....	4·1	11·3	4·8	15·25g	11·50–12·50g
39—St. Thomas	7·9	7·8	45·2	73·8	18·5	9·8	4·2	12·6	5·1	15·00g	9·50–12·50g
40—Chatham	7·8	7·7	45·1	68·8	17·5	.....	4·1	11·1	4·7	15·00g	9·00–11·50g
41—Windsor	7·9	7·4	41·7	69·9	18·6	15	3·8	10·6	4·5	15·00g	9·50–11·50g
42—Sarnia	8·2	7·9	44·4	74·2	17·8	.....	4·6	12·3	5·1	15·50g	8·90–10·00g
43—Owen Sound	7·9	7·8	50·5	72·7	19	.....	4·3	12	5·2	15·50	8·50– 9·00
44—North Bay	8·3	8·2	48·7	73·1	20·3	.....	4·7	13·5	4·9	16·50	14·00
45—Sudbury	8·5	8·1	42·7	67·5	20·8	15	4·1	13·7	5	17·00	11·00–14·50d
46—Cobalt	8·8	8·1	46·9	74·6	21·2	.....	4·5	13·2	4·7	18·25	13·00d
47—Timmins	7·9	7·9	41·2	72·4	19·4	18	4·4	13·7	4·8	19·00	12·50–16·50d
48—Sault Ste. Marie	7·8	7·5	45·5	71	19·9	16·3	4·5	12·9	4·7	16·00	9·50–12·25d
49—Port Arthur	7·7	7·5	42·8	66·5	20·2	20	4·1	12·1	4·8	16·00	12·25–14·00d
50—Fort William	7·9	7·6	42·5	66·9	19·6	15	4·1	11·6	4·8	16·00	12·25–13·75d
Manitoba (average)	**8·4**	**8·1**	**42·8**	**65·6**	**19·3**	**14·0**	**4·2**	**13·1**	**5·1**	**19·000**	**9·050**
51—Winnipeg	7·9	7·8	42·8	64·9	18·8	13	4·3	12·1	5·2	19·00	6·25–13·75h
52—Brandon	8·5	8·4	42·8	66·3	19·8	15	4·1	14	5	.....	5·00–11·20h
Saskatchewan (average)	**8·8**	**8·8**	**42·8**	**65·8**	**19·4**	**13·9a**	**4·1**	**13·5**	**5·0**	.....	**8·469**
53—Regina	8·7	8·8	40·2	65·4	18·8	15	3·4	12·9	5	.....	5·25–12·50h
54—Prince Albert	9	8·8	42·3	67	21·7	20	4·3	13·9	5	.....	8·75– 9·75h
55—Saskatoon	8·7	8·7	44·5	65·3	19·8	20·6	4·2	13·6	4·9	.....	7·25– 9·60h
56—Moose Jaw	8·9	8·8	44	65·6	17·4	20	4·3	13·6	5	.....	5·25– 9·40h
Alberta (average)	**8·3**	**8·4**	**43·7**	**66·7**	**18·2**	**17·0a**	**4·0**	**14·0**	**4·9**	.....	**5·031**
57—Medicine Hat	8·2	8·1	44·6	68·5	17·5	.....	3·1	14·2	5	g	g
58—Drumheller	8·3	8·3	42·3	64·1	19·8	20	4·7	14·6	5	.....	4·25– 5·25h
59—Edmonton	8·2	8·4	44·4	66·2	18·3	15	4·6	13·4	4·9	g	3·00– 4·50h
60—Calgary	8·4	8·3	42·4	67·1	18	18	3·7	13·4	4·8	g	6·50– 7·25h
61—Lethbridge	8·6	8·8	44·6	67·6	17·2	15	3·8	14·4	4·9	.....	4·50– 5·00h
British Columbia (average)	**7·9**	**7·7**	**45·2**	**66·0**	**20·3**	**24·4a**	**4·8**	**12·8**	**5·0**	.....	**10·460**
62—Fernie	8·2	8·3	48	67	16·8	.....	4·4	14·6	5	.....	.....
63—Nelson	8·5	8	48·5	67·5	22·5	25	5·1	15	5	.....	9·50–11·00
64—Trail	8	8·2	44·5	67·7	19·6	25	5·1	13·7	5	.....	9·00–10·00
65—New Westminster	7·2	6·7	43	64	20	25	4·8	11	5	.....	10·00–11·50
66—Vancouver	7·5	7·4	41·1	61·3	19·7	18	4·4	10·8	5	.....	10·00–11·50
67—Victoria	8·2	7·6	46·9	65·5	21·9	25	4·3	12·2	5	.....	9·25–10·75
68—Nanaimo	7·7	7·4	43·7	64·7	20·6	28	5	11·9	5·3	.....	7·47–7·97s
69—Prince Rupert	7·9	7·6	45·7	70	21·3	25	5	13·8	5	.....	13·00–15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to con- $25–$35 per month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax for fuel.

AND RENTALS IN CANADA AT THE BEGINNING OF APRIL, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
12·796	**10·195**	**12·347**	**7·590**	**9·023**	**7·452**	**27·7**	**9·5**	**24·822**	**18·304**	
10·550	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·5**	**21·250**	**15·250**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·2	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00	30	9·4	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·5	15·00–18·00	10·00–15·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	.....	9·8	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·5	18·00–25·00	14·00–18·00	5
9·50–11·00	.....	.....	.....	.....	.....	.....	9·5	18·00–25·00	15·00–17·00	6
12·750	**8·500**	**10·000**	**6·000**	**7·000**	**7·500c**	**18·0**	**9·5**	**19·00–23·00**	**10·00–15·00**	7
12·583	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**28·3**	**9·5**	**24·125**	**17·375**	
12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	30g	9·5	20·00–32·00	15·00–20·00	8
13·25	8·00	12·00	6·00	7·00	7·00– 8·00	26·5	9·8	18·00–27·00	16·00–20·00	9
12·50	.....	.....	.....	.....	.....	.....	9·5	25·00	18·00	10
.....	.....	.....	.....	.....	.....	.....	9·1	23·00	16·00	11
***12·891**	***11·216**	***12·131**	***8·100**	***9·229**	***8·813**	**25·5**	**8·9**	**23·278**	**17·125**	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·1	22·00–32·00	.....	12
13·50	8·00	11·00c	6·00c	9·00c	7·00c	.....	9	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	8·9	23·00–30·00	18·00–25·00	14
.....	.....	.....	.....	.....	.....	.....	8·8	15·00–19·00	9·00–14·00	15
13·00	.....	.....	.....	.....	.....	.....	8·7	18·00–25·00	16·00–20·00	16
12·50	.....	.....	.....	.....	.....	.....	8·8	18·00–26·00	14·00–18·00	17
14·00	.....	10·50c	.....	8·25c	.....	25	9·1	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	26	8·9	22·00–33·00	19·00–22·00	19
13·25–13·50	8·00– 9·50	9·00–10·25	5·00– 6·00	6·25– 8·00	.....	.....	8·7	18·00–26·00	14·00–18·00	20
13·185	**11·033**	**13·310**	**8·786**	**10·601**	**9·050**	**25·9**	**9·3**	**26·241**	**19·580**	
12·00–13·25	9·00	10·00	6·50	7·50	9·00–10·00	25	9·2	20·00–30·00	15·00–22·00	21
12·50	.....	.....	.....	.....	.....	.....	9·6	18·00–24·00	14·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	25	9·2	20·00–28·00	18·00–20·00	23
13·00	10·00	12·00	9·00	10·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	10·00	11·00	5·00	6·00	5·00	22	9·3	22·00–30·00	16·00–20·00	25
13·50	13·00	14·00	10·00	11·00	9·00	20	9·4	25·00–32·50	15·00–22·50	26
14·00	9·00	10·00	6·00	7·50	.....	.....	9·6	20·00–27·00	15·00–22·00	27
12·00	14·00	16·00	10·00	12·00	12·00	25	8·7	28·00–37·00	20·00–28·00	28
12·25g	g	g	g	g	g	g	9·2	20·00–30·00	16·00–23·00	29
13·00g	g	16·00g	g	g	g	25g	9·2	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	8·9	28·00–36·00	17·00–28·00	31
13·50	.....	15·00	.....	12·00	.....	25	9	22·00–32·00	16·00–24·00	32
13·25	.....	17·00–18·00	.....	13·00–14·00	10·00	25	9·4	20·00–27·00	15·00–20·00	33
13·50	14·00	15·00	10·00	11·00	.....	.....	8·8	22·00–30·00	18·00–22·00	34
13·50	14·00	16·00	11·00	13·00	.....	.....	9·1	20·00–32·00	16·00–22·00	35
13·50	.....	.....	.....	.....	.....	.....	9·1	20·00–26·00	15·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·3	20·00–26·00	15·00–20·00	37
12·50–13·50g	g	16·00g	g	13·00g	g	25 g	9·5	25·00–36·00	20·00–26·00	38
13·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	22·5g	9·3	24·00–30·00	18·00–24·00	39
11·50g	g	g	g	g	g	g	9·4	20·00–26·00	14·00–20·00	40
12·00g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23 g	9	25·00–37·00	20·00–27·00	41
13·00g	g	g	g	g	g	g	9·5	20·00–28·00	15·00–20·00	42
12·00	.....	.....	.....	.....	.....	.....	8·8	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	9·5	.....	.....	44
15·50	.....	11·25–13·50c	.....	9·00–c	9·00c	30	9·6	30·00–40·00	25·00–30·00	45
.....	.....	10·50	.....	9·00– 9·75	.....	30	9·9	17·50	15·00	46
18·00	9·50	10·50	8·50	9·50	.....	35	9·5	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·5	22·00–32·00	16·00–22·00	48
13·00	8·50	9·75	7·50	8·75	.....	30	9·7	23·00–33·00	17·00–23·00	49
13·00	8·00	9·00	7·00	8·00	.....	30	9·5	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**7·813**	**8·563**	**7·000**	**30·3**	**9·6**	**26·750**	**19·500**	
13·25–15·75	.....	.....	6·25– 9·00	7·25–10·00	6·50– 7·50	32·5	9·5	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	28	9·6	18·00–26·00	14·00–20·00	52
15·667	.....	.....	**6·750**	**8·500**	**9·250**	**27·5**	**9·8**	**26·750**	**19·625**	
14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	9·8	28·00–37·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·8	20·00–27·00	15·00–20·00	54
.....	.....	.....	6·00– 8·50	7·00–10·50	7·25	28	9·8	22·00–30·00	15·00–22·00	55
14·00	.....	.....	.....	10·00–11·00c	11·00c	25	9·8	22·00–28·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**28·7**	**10·0**	**25·750**	**18·250**	
g	g	g	g	g	g	g	10·2	21·00–27·00	15·00–21·00	57
.....	.....	.....	.....	.....	4·50	.....	10·3	r	r	58
g	g	g	5·00g	6·00g	g	30 g	9·6	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26 g	9·7	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	30	10	20·00–32·00	15·00–20·00	61
10·000	.....	.....	**7·344**	**7·429**	**4·380**	**34·2**	**10·1**	**23·188**	**17·563**	
.....	.....	.....	.....	.....	.....	.....	10·3	16·00	14·00	62
10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	40	10·5	20·00–30·00	18·00–20·00	63
.....	.....	.....	7·50– 8·50	8·25– 9·75	.....	40	10·1	25·00–32·00	20·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·6	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·25	30	9·6	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	30	10·9	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	5·00	.....	9·5	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00 i	8·00–12·00 i	.....	35	10·6	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite
dition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses,
of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices.

(Continued from page) 599

December, 1940, page 1227). The rental figures in the table for the beginning of April, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

Retail Prices

Fresh meat prices averaged slightly higher in April than in the previous month continuing a gradual upward movement since the beginning of the year. Sirloin steak advanced month by month from an average of 29·9 cents per pound at the beginning of December, 1940, to 31·9 at the begining of April, 1941. Other cuts of beef showed similar increase in the same period and veal rose from 19·3 cents to 20·7 cents, lamb from 27·2 cents to 30·1 cents, and fresh loin of pork from 24·5 cents per pound to 24·9 cents in the same comparison. Fresh eggs averaged 27·0 cents at the beginning of April as compared with 27·4 cents at the beginning of March declines being reported from most localities except in British Columbia when the average price rose from 26·7 cents per dozen in March to 28·7 cents in April. A factor in the advance in British Columbia was reported to be a subsidy of three cents per dozen by the provincial government on all eggs for export. Stocks in cold storage at the beginning of April were greater both as compared with the previous month and with April, 1940. Increases of one cent per quart for milk were reported from a number of cities in Ontario and the Dominion average price was fractionally higher at 11·5 cents per quart. The price of creamery butter was higher in most localities the Dominion average being up from 38·2 cents per pound in March to 38·8 cents in April. The price in April, 1940, was 32·0 cents. Prices in the Maritime Provinces have been higher in recent months than in other provinces. The domestic disappearance of butter in March was about three per cent greater than in February and about the same as in March, 1940. Production during the first three months of 1941 was about 13 per cent greater than in the same period in 1940 and a further increase was reported in April. Storage stocks at April 1 were reduced as compared with the previous month and with April, 1940. The price of cheese at 24·2 cents per pound in April was little changed from the previous month but was about 2 cents per pound lower than in April, 1940. Bread continued unchanged at 6·7 cents per pounds in the average. Prices of canned vegetables have moved gradually upward during the last year. Dried beans averaged 6·2 cents per pound in April, 6·4 in March and 7·3 cents in April, 1940. Onions at five cents per pound were one half cent per pound higher in April than in March. The price of potatoes at 25·7 cents for 15 pounds was little changed from the previous month as compared with 33 cents in April, 1940. The price of sugar advanced from 7·5 cents per pound at the beginning of March to 7·9 cents at the beginning of April. Under an order of the Wartime Prices and Trade Board the price of sugar at the refineries was increased one cent per pound effective March 31.

The following are the prices reported for Welsh coal, "cobbles" and "French nuts" at the beginning of April, 1941: Halifax $18.25; Charlottetown $17; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; St. Hyacinthe $16.75; Montreal $17; Ottawa $18; Kingston $17.50; Belleville $17.50; Peterborough $18.50; Oshawa $17.50; Toronto $15.50; St. Catharines $15.75; Hamilton $16.50; Brantford $17.75; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the April issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930=100, was 151·0 for March, an increase of 0·7 per cent for the month. Of the food groups, increases in the "meat, fish and eggs" group and the "other food and tobacco" group was almost offset by a decline of 2·6 per cent in cereals. Of industrial materials and manufactures, the greatest increase was one of 2·7 per cent in "other textiles" due chiefly to the rise in

artificial silk and raw silk prices. Cotton prices rose 1·8 per cent due to higher prices for American raw cotton and yarns. Miscellaneous commodities rose 1·7 per cent due to the rise of 11½ to 14 per cent in hide prices and to an 8½ per cent rise in rubber prices.

COST OF LIVING.—The index number of the *British Ministry of Labour Gazette*, on the base July, 1914=100 was 197 at March 1, showing no change from the previous month. Food was one per cent lower, the principal change being a reduction in the price of eggs. Rent and the fuel and light group were both unchanged, while there was some increase in the price of clothing and a slight increase in the price of sundries.

Australia

COST OF LIVING.—The index number of the Commonwealth Bureau of Census and Statistics, of the cost of food, groceries and housing on the base 1923-1927=1000, was 956 (weighted average for 30 towns) for the fourth quarter of 1940, as compared with 944 for the previous quarter.

New Zealand

COST OF LIVING.—The index number of the Census and Statistics Department, on the base 1926-1930=1000 was 1,049 for January, as compared with 1,051 in December, due to a substantial decline in meat prices.

United States

WHOLESALE PRICES.—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 81·5 for March, an advance of 1·1 per cent for the month. There was at least some slight advance in each of the ten main groups except the fuel and lighting materials group which was fractionally lower than the February level.

COST OF LIVING.—The Bureau of Labour Statistics index number of the cost of goods purchased by wage earners and lower salaried workers in large cities, on the base 1935-1939 =100, was 101·2 at March 15, an increase of 0·4 per cent for the month. Increases were recorded in food, clothing, fuel and house-furnishings, while rent and miscellaneous commodities were unchanged.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1941

DURING the first quarter of 1941 there were 301 fatal industrial accidents (including deaths from industrial diseases reported by workmen's compensation boards, etc., as well as fatalities incidental to occupational pursuits) as compared with 181 fatal accidents in the first quarter of 1940. Of the 301 fatalities in the period under review, 95 occurred in January, 116 in February and 90 in March. Fatal accidents during each year are recorded by quarterly periods in the issues of the LABOUR GAZETTE for May, August and November of that year, and in February of the following year.

The supplementary list of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contains 57 fatalities for 1940.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners of Canada, certain other official sources, as well as from the correspondents of the LABOUR GAZETTE, and newspaper reports.

Classified by groups of industries, the fatalities occurring during the first quarter of 1941 were as follows: Agriculture, 28; Logging, 40; Fishing and Trapping, 5; Mining, Non-ferrous Smelting and Quarrying, 49; Manufacturing, 49; Construction, 34; Electric Light and Power, 3; Transportation and Public Utilities, 57; Trade, 21; Service, 15.

Of the mining accidents, 29 were in "metalliferous mining," 11 in "coal mining," three in "non-metallic mineral mining and quarrying, n.e.s.," and six in "structural materials."

Of the accidents in manufacturing one was in "vegetable foods, drink and tobacco," one in "textiles and clothing," six in "leather, fur and products," 12 in "saw and planing mill products," four in "wood products," three in "pulp, paper and paper products," 13 in "iron, steel and products," one in "non-ferrous metal products," two in "non-metallic mineral products," and six in "chemical and allied products."

In construction there were 16 fatalities in "buildings and structures," two in "railway," two in "shipbuilding," eight in "highway and bridge," and six in "miscellaneous construction."

In transportation and public utilities there were 25 fatalities in "steam railways," two in "street and electric railways," six in "water transportation," 12 in "air transportation," and 12 in "local and highway transportation."

There were five fatalities in "wholesale," and 16 in "retail," trade.

Of the fatalities in service, six were in "public administration," two in "custom and repair," five in "personal, domestic and business," and two in "professional."

The most serious disaster during the period under review occurred on February 24, as a result of which eleven ice workers lost their lives when a truck conveying them across the frozen surface of the St. Lawrence River near Longueuil, Quebec, took a wrong turn, going off the ice road and plunged into an open stretch of water. Five other ice cutters who were in the truck were rescued.

On March 18, a terrific explosion and fire wrecked a fur dyeing plant in Montreal, five workers losing their lives and about sixty others being injured. The cause of the spark setting off an explosion of cleaning liquid was not revealed at the coroner's inquest.

Other accidents involving the loss of two or more lives were as follows:—

Three labourers were killed on February 25, in a gravel pit cave-in at Transcona, Manitoba. Two quarry labourers were killed by a premature dynamite explosion at Melocheville, Quebec, on March 15.

Two labourers on highway construction were killed when a truck overturned, near Vernon, B.C., on February 5, and another two labourers engaged on similar work were killed on February 15, at Stamford, Ontario, when struck by an automobile.

On January 14, a labourer and two linemen engaged on airport construction lost their lives when they were pinned under an overturned truck, at Pennfield, New Brunswick.

The collision of two trains near Trenton, Ontario, on February 12, caused the death of an engineer and a fireman. A similar collision at Inkerman, Ontario, on March 31, resulted in the deaths of an engineer, a fireman and a section foreman.

A pilot, a co-pilot and a stewardess lost their lives in a plane crash, near Armstrong, Ontario, on February 6. Two pilots and a radio operator were killed in a plane crash at St. Hubert, Quebec, on February 19. A pilot and a radio operator en route from Montreal, Quebec, died in a plane crash near Musgrove Harbour, Newfoundland.

When a train struck a truck near Trenton, Ontario, on January 4, the driver and his helper were killed.

Two tie camp workers were drowned at Great Falls, Manitoba, when a tractor snowplough broke through the ice.

Two fishermen were drowned from a dory in a storm off Lunenburg, Nova Scotia, on January 25.

Supplementary List of Accidents

A supplementary list of accidents occurring during 1940 has been compiled which contains 57 fatalities of which two were in agriculture, 12 in logging, two in fishing and trapping, 13 in mining, non-ferrous smelting and quarrying, seven in manufacturing, seven in construction, six in transportation and public utilities, two in trade, and six in service. Two of these accidents occurred in January, two in February, two in March, two in May, one in June, 10 in July, three in August, 10 in September, three in October, six in November, and 16 in December.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1941 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electric Light and Power	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	....	....	....	2	5	....	....	....	....	....	....	....	7
B.—Working machines	4	....	....	....	7	2	....	....	....	....	....	....	13
C.—Hoisting apparatus (elevators, conveyors, etc.)	....	....	....	4	1	2	....	2	1	....	....	....	10
D.—Dangerous substances (steam, electricity, flames, explosions etc.)	2	....	....	7	14	3	2	....	1	....	5	....	34
E.—Striking against or being struck by objects	....	2	....	....	2	....	....	....	....	....	....	....	4
F.—Falling objects	10	24	....	17	6	2	....	....	2	....	....	....	61
G.—Handling of objects	....	4	....	....	3	....	....	....	....	....	....	....	7
H.—Tools	....	....	....	....	....	....	....	....	....	....	....	....	....
I.—Moving trains, vehicles, watercraft, etc.	2	5	3	6	2	12	....	50	16	....	6	....	102
J.—Animals	6	....	....	....	....	....	....	....	....	....	....	....	6
K.—Falls of persons	4	4	....	5	7	13	....	5	....	....	3	....	41
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	....	1	2	8	2	....	1	....	1	....	1	....	16
Totals	28	40	5	49	49	34	3	57	21	....	15	....	301

RECENT LEGAL DECISIONS AFFECTING LABOUR

Alberta Court Upholds Actions of Check-weigher in Advising Miners of their Rights under the Mines Act and their Wage Agreement

Holding that the charge had not been proved and that the plaintiff had not established his right to bring the action, Judge A. M. MacDonald of the District Court of Southern Alberta on March 21 refused to remove a check-weigher appointed and paid by the miners and dismissed a complaint made against him that his actions made him removable under the provisions of the Mines Act.

The fact that the complainant was referred to by witnesses as manager of the mine was not considered proof that he was the manager and so entitled to make a complaint under the Mines Act.

S. 31 of that Act permits the owner, agent or manager of a mine, who desires the removal of a check-weigher on the ground that he has impeded or interrupted the working of the mine or improperly interfered with the weighing or otherwise misconducted himself, to lay a complaint before the District Judge and the latter, if he considers investigation of the complaint advisable, must summon the check-weigher to answer the complaint.

In this case, the defendant check-weigher, who was president of the local union and a member of the pit committee, had suggested to the men that they should not work on Thanksgiving Day, a holiday under the collective agreement between the union and the company, on the day after New Year's Day, an optional holiday under the agreement, or on Sundays except in emergency when the evidence showed the men did work. He advised them that it was a breach of the Lord's Day Act to work on Sundays except in emergencies and also that it was a violation of the Mines Act for tipple operators to work more than eight hours a day.

There was no evidence that the plaintiff had impeded the workings of the mine and he was not charged with interfering with the weighing. Any offence must therefore be for misconduct.

The Court expressed the opinion that neither of two English decisions cited was of much assistance. In one the check-weigher had been convicted of intimidating workmen, and imprisoned; in the other he had exceeded the powers set out in the English Act and the Justice of the Peace Court therefore had jurisdiction which was the only question decided by the higher Court.

Judge MacDonald referred to an English King's Bench decision that it was not misconduct for a check-weigher to take part in the legitimate work of a miners' association and he expressed the opinion that the Alberta legislature did not intend to prevent such activities. Neither could it be regarded as misconduct to advise the men as to their rights under the agreement or the laws of the Province and of the Dominion. Costs were awarded to the defendant. *Cumberford* v. *Thryso,* (1941) 1 Western Weekly Reports 490.

Workman Holding Fourth-Class Engineer's Certificate Entitled only to Fireman's Pay when Doing Fireman's Work

On February 22 a majority of the Montreal Court of King's Bench allowed with costs the appeal of the defendant Club from the decision of Mr. Justice Chase-Casgrain of the Superior Court, who on June 5, 1939, gave judgment in favour of the plaintiff who had been employed "as fireman or such other duties as may be assigned" at a rate of 35 cents an hour, the minimum fixed for firemen by Order 6 of the Minimum Wage Commission. The original judgment was for $224 with interest and costs which represented the difference between the firemen's rate of 35 cents an hour and the 45-cent rate fixed by the Minimum Wage order for fourth-class engineers.

The Minimum Wage order provides that "employees shall be paid.....according to the class of work done and not according to the grade of the certificate which they hold." The plaintiff was hired by a first-class engineer who was generally in charge but the plaintiff claimed that he was frequently left alone. The evidence showed that the plaintiff was working under orders of the engineer who could be reached by telephone when he was not on the premises.

Regulations under the Stationary Enginemen's Act forbid any stationary engineer to carry on other duties simultaneously if they are likely to lead to neglect of his work as stationary engineer, but here the dispute was only as to wages and the question became simply whether the plaintiff was working as a fourth-class engineer or as a fireman.

The order states that "fireman" means "helper of the....enginemen" which is what the plaintiff appeared to be. The appeal of the Club was therefore allowed and judgment was given for $41.76 the sum admitted by the defendant to be owing. The balance of the claim was dismissed with costs.

The dissenting judge, Mr. Justice Laliberté, would have reduced the original judgment to

allow the rate of a fourth-class engineer only during the hours in which the plaintiff was shown to have been alone in charge of the boilers. *The Engineers Club of Montreal v. Payer* (1941) Rapports Judiciaires de Québec, Cour du Banc du Roi (en appel) 209.

Quebec King's Bench Affirms Award of Damages to Housemaid Injured at Work

With Mr. Justice St. Jacques and Mr. Justice Barclay dissenting, the majority of the Quebec Court of King's Bench on October 31, 1940, dismissed the appeal of the defendant employer and affirmed the judgment given by Mr. Justice Marchand of the Superior Court on April 11, 1940, allowing damages of $705 to a domestic servant who was seriously injured in a fall from a second story window which she was cleaning in the defendant's residence.

The plaintiff, a woman of 30 had been employed by the defendant's wife for several years. On June 3, 1938, while working with the knowledge and consent of her mistress if not on instructions from her, the plaintiff fell a distance of from 12 to 15 feet. The windows were "English windows" divided into two sections transversely and moving up and down in grooves. While washing the outside of the upper part of the window the plaintiff sat on the window ledge with her head and arms outside, working with one hand and steadying herself by holding to the window with the other. As she was raising a window to re-enter the room she lost her grip and fell.

Although she was accustomed to washing windows the majority of the Court felt that it had not been established that she had ever washed windows of this type. She was therefore in the position of an inexperienced worker. The work was shown to be dangerous and a special duty was therefore placed on the employer to take care of anyone under his control. As there was no defect shown in any thing under the employer's control, some members of the Court expressed the view that the only section of the Civil Code under which action could lie was 1053 which makes responsible for his fault or negligence any person capable of discerning right from wrong. In the words of Mr. Justice Bond "there was negligence on the part of the appellant's wife in allowing the respondent to do this work, at least without assistance, in view of the danger inherent in it when carried out at a height, and involving the placing of the person in an abnormal and precarious position."

Mr. Justice Barclay would have required the plaintiff to prove that the defendant had been guilty of an offence connected with the cause of the accident. He considered that there was no evidence that the mistress knew the maid was inexperienced and under the common law an employer is not responsible for the ordinary dangers of the occupation. *Boiteau v. Mlle. Bernard* (1941) Rapports Judiciaires de Québec, Cour du Banc du Roi (en appel), 237.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] JUNE, 1941 [NUMBER 6

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

ACCORDING to data tabulated in the Dominion Bureau of Statistics from 12,600 establishments, employment at the beginning of April showed a substantial contra-seasonal expansion, the reported staffs aggregating 1,405,425 persons, compared with 1,344,138 in the preceding month. The statistics furnished by leading firms since 1920 show that in many of these years, employment at April 1 has suffered a between-seasonal recession, ordinarily resulting from the completion of the winter's work in logging camps, before any considerable numbers of persons have been absorbed into the outdoor industries opening up in the spring and summer. The unusually large advance at the date under review was partly due to heightened industrial activity resulting from the war effort, but may also partly be due to the fact that the basis of reporting employees has been changed with the inauguration of statistics on earnings to complement the employment data. (See the article entitled "The Employment Situation at the Beginning of April, 1941, as Reported by Employers.")

There were important losses in logging at April 1, 1941, but in most other industrial groups, the trend was decidedly favourable. The gains in manufacturing were particularly marked.

The index (based on the 1926 average as 100) rose from 135·3 at March 1 to 141·3 at the beginning of April; at that date in the more recent years of the record, it was as follows:—1940, 111·9; 1939, 104·9; 1938, 105·0; 1937, 103·0; 1936, 97·4; 1935, 93·4 1934, 91·3; 1933, 76·0; 1932, 87·5; 1931, 99·7; 1930, 107·8; 1929, 110·4 and 1928, 102·3.

Unemployment in Trade Unions.—At the beginning of May, 1941, the percentage of unemployment among local trade unions stood at 5·5 in contrast with percentages of 6·6 at the beginning of April and 9·6 at the beginning of May, 1940. The percentage for May was based on returns compiled from 2,029 labour organizations with a total membership of 284,227 persons.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada showed marked gains in business transacted during April, 1941, when compared both with the previous month, as well as with April a year ago, construction and maintenance and services being the groups in each instance mainly responsible for the change, with marked improvement in manufacturing as an additional factor in the increase noted over the corresponding month last year. Vacancies in April, 1941, numbered 52,665, applications 76,795 and placements in regular and casual employment 48,177.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 109·4 at the beginning of May as compared with 108·6 for April; 104·9 for May, 1940; and 100·8 for August and September, 1939. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 88·7 for the week ended May 30 as compared with 87·5 for the week ended May 2 and 86·5 for the week ended April 4. Comparative figures on a monthly basis for certain previous dates are 86·6 for April, 1941; 82·1 for May, 1940; 72·3 for August, 1939, pre war; and 73·7 for May, 1939.

Business Statistics.—The most recent statistics available reflecting industrial conditions in Canada are given in the table on page 612. The index of the physical volume of business in April was 3·1 per cent higher than in the previous month and 6·6 per cent higher than in April, 1940. For the first four months of 1941 this index was 126·9 an increase of slightly more than 13 per cent as compared with the same period in 1940. The volume of mineral production as indicated by the index for the group was slightly lower in April than in March but slightly higher than in April, 1940. The increase for the first four months as compared with the same period in

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	May	April	March	May	April	March
(2) Trade, external, aggregate.. $	.....	224,693,469	210,977,483	211,300,484	170,672,197	160,199,036
(2) Imports, merchandise for consumption..... $	.....	106,268,419	107,982,222	100,536,837	85,979,519	76,733,896
(2) Exports, Canadian produce. $	.....	116,932,587	101,918,653	109,852,709	83,565,008	82,719,395
Customs duty collected..... $	.....	13,243,432	14,364,899	13,504,404	11,518,132	9,702,993
Bank debits to individual accounts..... $	.....	2,984,165,460	2,838,145,853	3,339,595,188	2,938,297,836	2,412,660,476
(1) Bank notes in circulation.. $	.....	361,822,103	364,896,139	264,668,621	243,953,661	251,635,416
Bank deposits savings..... $	.....	1,707,557,890	1,702,704,381	1,643,084,405	1,671,538,370	1,661,151,503
Bank loans, commercial, etc... $	.....	1,012,157,670	1,015,263,785	937,950,070	934,261,407	984,161,915
Security prices, index numbers—						
Common stocks.....	‡64·2	65·8	66·8	73·3	88·4	90·3
Preferred stocks.....	.....	97·9	98·7	96·7	108·9	108·8
Index of bond yields, Dominion.....	‡95·6	95·9	95·8	99·8	100·2	101·9
(2) Prices, wholesale, index number.	†88·7	86·6	85·9	82·1	83·1	83·2
(2) Cost of living index number.....	109·4	108·6	108·2	104·9	104·6	104·6
Index, retail sales, unadjusted.....	.....	135·8	119·1	119·9	110·1	105·9
(3) Index, retail sales, adjusted.....	.....	135·4	129·3	113·7	110·0	112·3
Index, wholesale sales.....	.....	141·5	125·2	136·3	115·1	104·1
(2) Employment index number (employers' pay-roll figures)....	.....	141·3	135·3	114·3	111·9	113·5
(2) (4) Unemployment, percentage (trade union members).....	5·5	6·6	6·9	9·6	10·8	11·7
Railway—						
(5) Car loadings, revenue freight cars	244,842	230,728	230,532	212,207	201,817	178,990
Canadian National Railways, gross earnings.... $	26,725,770	24,648,000	23,528,006	20,281,335	17,666,164	18,049,624
Operating expenses..... $	.....	.....	.....	14,577,890	13,708,319	13,801,408
Canadian Pacific Railway, gross earnings..... $	19,276,000	16,655,000	16,620,000	13,512,000	12,044,000	11,478,000
Canadian Pacific Railway. operating expenses, all lines $	.....	13,506,000	13,373,900	11,047,138	10,097,844	9,975,994
Steam railways, freight in ton-miles.....	.....	.....	.....	2,929,953,000	2,784,653,000	2,559,486,000
(11) Building permits..... $	.....	15,336,790	8,541,356	13,137,281	11,127,440	5,577,266
(7) Contracts awarded..... $	40,875,600	23,567,200	13,991,900	28,093,800	25,905,000	11,726,100
Mineral Production—						
Pig iron.....tons	.....	103,326	102,038	93,254	84,210	91,772
Steel ingots and castings.....tons	.....	200,680	195,481	174,417	153,451	157,326
Ferro-alloys.....tons	.....	16,161	15,201	10,272	13,989	8,298
Gold.....ounces	.....	.....	446,529	443,199	419,282	430,519
Coal.....tons	.....	1,219,050	1,543,784	1,245,834	1,273,015	1,324,714
Timber scaled in British Columbia.....bd. ft	.....	341,124,112	306,444,230	304,984,401	292,229,696	243,245,469
Flour production.....bbls	.....	1,660,897	1,476,673	1,282,906	1,344,293	1,257,034
(6) Sugar, manufactured.....lbs.	71,548,490	49,950,676	60,847,403	93,878,138	59,710,134	34,864,788
Footwear production.....pairs	.....	2,091,248	2,524,243	2,192,983	2,186,128	2,242,756
Output of central electric stations, ...k.w.h	.....	2,693,353,000	2,631,809,000	2,671,567,000	2,398,722,000	2,426,157,000
Sales of insurance..... $	.....	.....	33,340,000	31,369,000	31,899,000	29,898,000
Newsprint production.....tons	.....	279,996	275,770	323,560	268,947	251,280
Automobile prod., cars, trucks, etc.	.....	27,584	26,044	21,277	19,687	16,612
(8) Index of Physical Volume of Business.....	.....	127·9	124·0	117·8	120·0	106·3
INDUSTRIAL PRODUCTION.....	.....	139·5	133·5	128·8	134·0	115·0
Mineral production.....	.....	121·8	122·8	120·5	146·4	113·4
Manufacturing.....	.....	140·3	137·3	129·6	127·9	115·8
Construction.....	.....	181·5	139·0	139·9	179·6	116·5
Electric power.....	.....	126·1	115·8	123·0	112·3	106·8
DISTRIBUTION.....	.....	108·1	107·6	99·0	95·9	91·5
Trade employment.....	.....	.....	.....	109·2	107·8	108·9
Carloadings.....	.....	127·2	122·9	117·1	110·7	96·0
Imports.....	.....	150·0	153·6	125·8	129·5	115·9
Exports, excluding gold.....	.....	169·2	147·4	142·3	121·4	120·4

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended May 30, 1941. ‡ For week ended May 15, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending May 31, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending May 17, April 19 and March 22 1941; May 18, April 20 and March 23 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

1940 was somewhat less than 2 per cent. Manufacturing production rose 12 per cent in the four months' comparison and was higher also in April, 1941, both as compared with the previous month and with April, 1940. In this group comparing production for the first four months of 1941 with the same period in 1940 steel ingots were 22·3 per cent higher, pig iron 8·7 per cent higher, automobiles and trucks 40·2 per cent, sugar 5·2 per cent, newsprint 5·9 per cent higher, and slaughtering of hogs 33·8 per cent. The index of construction was much higher in April than in March and higher than in April, 1940. The value of contracts awarded rose from $58 million dollars for the period January to April, 1940, to $89 million dollars for the same period in 1941. Electric power production was nearly 7 per cent greater in the first four months of 1941 than for the same period in 1940. The increase in April as compared with March was 9 per cent and as compared with April, 1940, 12 per cent. In the distribution of goods car loadings and exports were higher in April than in March and higher also than in April, 1940. Imports were slightly lower in April than in March but higher than in April, 1940. In the first four months of 1941 exports advanced 24 per cent as compared with the first four months of 1940, while imports increased 32 per cent. Railway traffic movement was 15 per cent greater in the same comparison at 947,000 cars. The value of retail sales continued upward in April being 14 per cent greater than in March and 23 per cent greater than in April, 1940. Cumulative totals for the first four months of 1941 were 16 per cent above the corresponding period of last year.

Information available for May shows wholesale prices, gross earnings of the railways, the value of contracts awarded and the number of cars of revenue freight at higher levels both as compared with the previous month and with May, 1940.

Strikes and Lockouts.—The number of strikes and lockouts recorded for May was 35, involving 6,292 workers with time loss of 23,926 man working days, as compared with 23 disputes during May, 1940, involving 8,590 workers and causing time loss of 51,122 days.

The important disputes during May of this year were those involving steel rolling mill workers at Montreal, metal products workers at Toronto, upholsterers at Montreal, and four strikes of coal miners in Nova Scotia and New Brunswick. In May, 1940, the principal disputes involved silk factory workers at Drummondville, glass workers near Montreal, and three strikes of coal miners in Nova Scotia.

In April, 1941, the number of disputes was 32, involving 19,406 workers with time loss of 75,430 days, over half of which was due to a strike of nearly ten thousand coal miners in Nova Scotia for about five days. Other important disputes included steel car factory workers at Hamilton and steel rolling mill workers at Montreal, also five strikes of coal miners in Alberta, Nova Scotia and New Brunswick.

Of the 35 disputes in May, 1941, thirty-one were terminated during the month the majority of which were of short duration. Three were terminated in favour of the employers involved, four in favour of the workers, six resulted in compromise settlements, one was partially successful, and 17 were indefinite in result. Four disputes involving approximately 600 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Amendment to Industrial Disputes Investigation Act

Two recent measures designed to improve the administration of the Industrial Disputes Investigation Act, will strengthen the impartial character of Boards of Conciliation and Investigation and provide for prompt investigation of any threatened dispute before a conciliation board is appointed.

The first measure, in the form of an amendment to the Act, prevents any person from serving on a conciliation board if he is, and within six months has been, a counsel or paid agent of the parties to the dispute. This is intended to eliminate or reduce any tendency to nominate persons to Boards of Conciliation who may have any financial or partisan interest in a dispute, the whole purpose being to ensure a greater measure of impartiality in Board procedure in line with the original intent of the Act.

The amendment to the Act is contained in a Bill, which was enacted as follows:

1. Section 12 of the Industrial Disputes Investigation Act, Chap. 112, of the Revised Statutes of Canada, 1927, is amended by substituting for the words after the word "has", the words—

"any pecuniary interest, in the issue of a dispute referred to such Board or who is then acting or has so acted within a period of six months preceding the date of the application for a Board in the capacity of solicitor, legal adviser, counsel or paid agent of either of the parties to the dispute".

The second measure establishes by Order in Council (P.C. 4020) a three man Industrial

Disputes Enquiry Commission. This body will make an immediate preliminary investigation into any threatened dispute. If it is able to effect a settlement, it will thus avoid the delay and expense of establishing a board of conciliation. If it cannot effect a settlement it will clarify the major issues and clear the ground for prompt action by a board of conciliation if that proves necessary.

Industrial Disputes Investigation Act

Thirteen applications for the establishment of Boards of Conciliation and Investigation have been received recently and six boards have been established. Two boards have submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section commencing on page 618.

Commissioner Appointed under Inquiries Act

On May 19 Mr. John J. Robinette, of Toronto, was appointed a Commissioner under the provisions of Part I of the Inquiries Act to investigate the culpability of those taking part in a strike at the plant of the Schofield Woollen Company, Limited, Oshawa, Ont., from April 7 to 16 (LABOUR GAZETTE, May, 1941, pages 505 and 537). The strike was in contravention of the provisions of the Industrial Disputes Investigation Act, as extended by Orders in Council P.C. 3495 and P.C. 1708, prohibiting a stoppage in war work pending reference of the dispute to a Board of Conciliation and Investigation, and the Commissioner has been instructed to advise the Minister of Labour as to whether prosecutions should be instituted.

Increases in minimum wage rates on Government contracts for supplies

On May 30, the Minister of Labour, Hon. Norman A. McLarty, announced that an Order in Council (P.C. 3884) had been passed authorizing increases in minimum wage rates on Government contracts for the manufacture of supplies and imposing severe penalties for non-compliance.

Effective immediately on all new contracts and on contracts already in force ten days after notice has been given to the contractors, rates must not be less than those set under any law of the province where the work is being performed and must never be less than 35 cents per hour for adult male workers and 25 cents per hour for adult female employees. The Order also provides that special permits are required to employ beginners or handicapped persons at lower rates. These new rates replace the rate of 30 cents an hour for men and 20 cents an hour for women which were established by Order in Council on December 31, 1934. Special rates are provided for an employer who is really training young men and women for jobs.

In announcing the increased rates, it was pointed out that the matter had been discussed by provincial Ministers of Labour in conference with the federal Minister, (LABOUR GAZETTE, May 1941, page 497). At that time this increase was recommended unanimously by those present and since then has been agreed upon by provincial Ministers in those provinces not represented at the conference.

Further details and information concerning this increase and the operation of the Fair Wages Policy of the Dominion Government will be found elsewhere in this issue in the article entitled "Fair Wages Conditions in Dominion Government Contracts."

The text of the Order in Council follows:

Whereas the Minister of Labour reports with reference to Order in Council dated June 7, 1922 (P.C. 1206) amended as to the "B" conditions by Order in Council dated December 31, 1934 (P.C. 3271), setting forth the Fair Wages Policy of the Government of Canada with respect to contracts for the manufacture of supplies,—

1. that since December, 1934, the cost of living has increased 14 per cent and the average wage rates of common labour in factories have increased about 20 per cent;

2. that the minimum wage rates prescribed in the said Order, including rates of 30 cents per hour for men and 20 cents an hour for women, can therefore no longer be regarded as fair and reasonable minimum rates;

3. that a number of serious industrial disputes have arisen over wage rates at or near these minima; and

4. that much industrial unrest would be allayed and many industrial disputes averted if these minimum rates were increased to more reasonable levels;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to order that the Schedule of Minimum Wage Rates in clause 1 of the said "B" conditions be and it is hereby rescinded and the following substituted therefor:

"Schedule of Minimum Wage Rates"

a. For any character or class of work, not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed, and, in any event,

b. For male employees over eighteen years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Programme, not less than 35 cents an hour; and

c. For female employees over eighteen years of age, not less than 25 cents an hour;

Provided however, that the Minister of Labour or his duly authorized representative may issue permits for the employment of beginners without previous experience in the trade at rates not less than the following:

20c. p. h. for the first four wks. of employment,
25c. p. h. for the second four wks. of employment,

30c. p. h. for the third four wks. of employment, and 35c. thereafter, and of handicapped persons at such special rates as the Minister finds to be fair and reasonable, upon written application therefor in such form as the Minister of Labour may prescribe."

His Excellency in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act (chapter 206, R.S.C. 1927), is further pleased to order and doth hereby order as follows:

1. The terms of all existing contracts of the type to which the said "B" conditions apply, shall be revised by the insertion therein of the foregoing Schedule of Minimum Wages, such revision to become effective ten days after written notice thereof has been communicated to the contractor; and

2. Any contractor or subcontractor who employs any person in or upon the work of any contract at a wage rate of less than that prescribed in the foregoing Schedule of Minimum Wages shall be guilty of an offense and shall be liable on summary conviction to a fine of not less than ten dollars and not more than twenty-five dollars for each day on which each such person was so employed and shall be ordered to pay each such person twice the difference between the wages actually paid to him and the prescribed minimum rate.

Minister of Labour announces commencement of unemployment insurance

The Minister of Labour, Hon. Norman A. McLarty, announced in the House of Commons on May 15, that unemployment insurance would be placed in operation and commence to function on July 1.

On the same day the Minister, in a radio address, again outlined the unemployment insurance plan and in referring to the commencement of contributions to the scheme on July 1 Mr. McLarty said:

"While collections will begin on July 1, it should be borne in mind that benefits do not become payable in any case until contributions have been made for not less than 180 days within the two years immediately preceding the date on which need for benefit develops. It will be understood, therefore, that no benefits will become payable until approximately seven months have elapsed during which contributions have been made."

The full text of the Minister's radio address will be found elsewhere in this issue as well as an article outlining the steps being taken by the Unemployment Insurance Commission to put the scheme into operation.

Provision for civil employment reinstatement of enlisted men

On June 11, the Minister of Labour, Hon. Norman A. McLarty, made the following announcement in the House of Commons.

"It is felt desirable that all persons who have left employment to enlist should, inasfar as possible, be relieved of worry about their reinstatement on their return.

"The Government accordingly has approved of the principle of legislation to provide for Civil Employment Reinstatement of those who have enlisted in His Majesty's Forces during the present war. When Parliament reconvenes, the Government will submit this legislation for approval.

"It will provide that employers of those who enlist for service in His Majesty's Forces shall reinstate the employees in employment at the termination of that service inasfar as practicable under conditions not less favourable to the employee than those which would have been available to him had he not enlisted.

"Conditions will necessarily be contained in the Bill which will relieve the employer, under certain circumstances, of his obligation to re-employ as, for example, if the employee fails to apply for such reinstatement within a given period after discharge or demobilization, or having been offered reinstatement by the employer the former employee fails to present himself for employment. The legislation will be generally modelled on legislation existing in Great Britain as to its terms and conditions but will be subject, of course, to the necessary variation in industrial conditions between the two countries.

"The draft Bill has been supported by the Labour Coordination Committee, the National Labour Supply Council and the Committee on Employment of the General Advisory Committee on Demobilization and Rehabilitation."

Development of war training program in pulp and paper industry

Reference was made in the May issue of the LABOUR GAZETTE (p. 544) to the plan of the pulp and paper industry to build up a technically trained labour force as a major factor in maintaining a maximum war effort on the industrial front. The basis of the program, now in effect, has several important features. These may be stated as follows:

(1) The co-operative aspect of the plan envisages the utilization of the complete facilities of the industry in all its mills across Canada together with the organization and utilization of other local shops not within the industry in furthering industrial training for war production.

(2) Arrangements are being made to loan skilled pulp and paper workers to other essential industries and to replace the loaned employees by employees trained within the industry.

(3) The training of many other employees (clerks, etc.) in machine shop practice for potential use by war industries.

(4) As an out-growth of the training program there will be instituted an energetic and co-operative search for war contracts of the kind the industry is equipped to handle, which means that its employees are being trained and producing for the war effort at the same time.

Minimum prices of butter fixed May to October

On May 10, by Order in Council (P.C. 3230, approval was given, fixing the minimum prices for first grade creamery butter sold in Canada. This action was taken pursuant to a recommendation to Council by the Minister of Agriculture, Hon. James G. Gardiner, and in accordance with authority vested in the Dairy Products Board by Order in Council of January 10, 1941, whereby the Board is required "upon the recommendation of the Minister and with the approval of the Governor in Council, to establish minimum prices at which butter may be sold".

According to a schedule attached to the Order in Council establishing the minimum prices, increases of a ½ cent per pound per month from May to October 1941 are provided for.

The following as set forth in the schedule, are the minima prices of butter for the months of June, July, August, September and October.

Schedule No. 1

Minimum Prices of Creamery Butter
First Grade Creamery Solids Delivered to Purchaser

Province	June cents per lb.	July cents per lb.	August cents per lb.	Sept. cents per lb.	Oct. cents per lb.
B.C.					
Ont.					
Que.	30	30½	31	31½	32
N.B.					
N.S.					
P.E.I.					
Alta.	28	28½	29	29½	30
Man.					
Sask.	27	27½	28	28½	29

First Grade Creamery Prints or Rolls Delivered to Purchaser

Province	June cents per lb.	July cents per lb.	August cents per lb.	Sept. cents per lb.	Oct. cents per lb.
B.C.					
Ont.					
Que.	31	31½	32	32½	33
N.B.					
N.S.					
P.E.I.					
Alta.	29	29½	30	30½	31
Man.					
Sask.	28	28½	29	29½	30

In previous issues of the LABOUR GAZETTE references have been made to the order of the Wartime Prices and Trade Board fixing the maximum wholesale price of butter in Canada at the wholesale price prevailing in various localities on December 12, 1940. (LABOUR GAZETTE, January, 1941, page 5). This order of the Wartime Prices and Trade Board was revoked on May 1 (LABOUR GAZETTE, May, 1941, page 499).

Prosecution of Alleged Tobacco Combine

Trial of tobacco manufacturers and wholesalers charged with participation in an alleged combine in violation of the Combines Investigation Act was begun before Mr. Justice Shepherd of the Alberta Supreme Court in Edmonton on April 21. Three of the accused elected for trial by judge alone and their cases were set over to the next assizes.

Before the selection of the jury, motions were made by defence counsel to have the charges quashed and to be supplied with further particulars. These motions were dismissed by the Court. A challenge to the array in connection with the selection of the panel of jurymen was then made by L. A. Forsyth, K.C., counsel for Imperial Tobacco Company and subsidiaries. This charge was tried and dismissed by A. D. Harvie and L. Stuart Fraser, two Edmonton barristers appointed by the court to hear the charge.

A jury was first empanelled to try the pleas of autrefois acquit which had been entered by thirty-three of the accused last December. The defendants pleaded that the previously stayed proceedings on charges under the Criminal Code were a bar to the present prosecution. Argument on this point began on April 24. On May 2, on direction from the judge that the issues turned upon a question of law, the jury brought in a verdict for the Crown. The jury to hear the special pleas was then discharged and a jury to hear the charges under the Combines Investigation Act was selected on May 6.

The trial is proceeding.

Activities of U.S. National Defence Mediation Board

Since its establishment in March, the United States National Mediation Board (LABOUR GAZETTE, April, 1941, page 366), has settled nearly 30 cases of labour-industrial disputes, and has obtained agreements in these cases by which over 600,000 men have either remained on defence work without resorting to strike or have returned to work.

In announcing these figures, Dr. C. A. Dykstra, chairman of the National Defence Mediation Board, stated that the experience

of the Board indicated that with good faith and good will labour disputes can be settled by conference and agreement. "The facts speak for themselves", he said, "but I want to emphasize that the issues in these cases were settled around the conference table by agreement and not by force. As a result, both employers and employees have gone back to their defence jobs with a better understanding of each other's problems and a will to put greater effort and greater speed into the production of the things this country needs—tanks, guns, planes and ships."

Switzerland applies international maritime conventions of I.L.O.

The Swiss Government has decided to apply several international labour conventions on maritime questions, the International Labour Office announced recently.

There has not hitherto been any need for maritime legislation in Switzerland, as that country had practically no mercantile marine. But war developments and the fact that Switzerland can no longer make use of foreign shipping, upon which it has always relied for vital overseas trade, have made it necessary to buy a certain number of ships and to have them sail under the Swiss flag.

An order of the Swiss Federal Council, dated April 9, 1941, the text of which was received recently by the International Labour Office in Montreal, provides for the application to the crews of Swiss ships of six Maritime Conventions adopted by the International Labour Conference in 1920, 1921 and 1926. These conventions, which so far have received 167 ratifications, deal with the following questions: Prohibition of the employment on vessels of children under 14; payment of an unemployment indemnity to shipwrecked sailors; prohibition of employment of young people under 18 as trimmers or stockers; medical examination of seafarers under 18; public supervision of the completion and enforcement of seamen's articles of agreement; and repatriation of seamen.

No General Increase in Price of Shoes

No general increase in the retail price of shoes should be expected in the next six months, according to a statement issued recently by Maurice Samson, Hides and Leather Administrator under the Wartime Prices and Trade Board.

A survey just completed of the manufacturing costs of standard lines of Canadian shoes for the fall trade shows that there has been little or no increase in factory costs over last year. Only in a few men's lines will higher prices for material and labour add five to fifteen cents to the manufacturing costs of a pair of shoes. Most lines of women's shoes show slightly higher factory costs but, in the majority of instances, the additional charges for materials and labour amount to less than fifteen cents a pair.

"It is expected that, for most lines of shoes, retailers will be able to absorb any slight increase in factory costs without advancing retail prices," said Mr. Samson. Although this may result in some cases in modification of customary percentage mark-up, the increased sales which are expected should maintain or enlarge trading margins. So far this year retail sales of shoes are twenty-five per cent above the 1940 level.

"If along with enlarged volume of business, traditional rates of mark-up are maintained, an inflationary tendency will result," added the Hides and Leather Administrator. "Under such a practice, the price increase is always greater than the cost increase, that producing an automatic increase in the charge for operating expenses whenever the costs of merchandise or materials advance. Such increased costs do not necessarily, however, involve proportionate increases in operating costs. In fact, unit operating costs, with an enlarged volume of business, will have a decided tendency to decline. Rigid maintenance of traditional rates of mark-up should therefore be discouraged in this period because they have a tendency toward price pyramiding."

A stabilizing factor in shoe prices, the Hides and Leather Administrator reported, is the action taken on June 14th by the Office of Price Administration and Civilian Supply in the United States to establish maximum prices for raw hides. Prices of hides in Canada are closely related to prices in the United States. Shoe and leather prices are dependent to a considerable extent on the cost of hides, and the action of United States authorities in setting maximum prices for hides somewhat below recent market levels should assist in keeping shoe prices stable in Canada.

27604—2

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS have been received recently from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the West Coast Woollen Mills, Limited, Vancouver, B.C., and its employees, members of the Pacific Textile Workers' Union; and

2. Between the Hull Electric Company, Hull, P.Q., and its employees, members of Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The texts of the aforementioned reports will be found at the end of this statement.

Applications Received

Applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act have been received recently in the Department of Labour as follows:—

1. From 70 members of the United Automobile Workers of America employed by the Department of National Defence at its Central Mechanization Depot, London, Ont. The dispute, which had arisen out of the employees' request for increased wages and the right to bargain collectively through union representatives, was outside the scope of the statute, the workers involved being employees of the Crown, and therefore a board could not be established.

2. From 250 employees of the Gendron Manufacturing Company, Limited, Toronto, Ont., members of the Steel Workers Organizing Committee, who are seeking union recognition, increased wages, improved working conditions and the reinstatement of workers alleged to have been dismissed on account of their union activities.

3. From employees of twelve grain elevator companies at Fort William and Port Arthur, Ont., members of Locals 650 and 6, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The following companies are involved in the dispute: Bawlf Terminal Elevator Company, Limited; Canadian Consolidated Grain Company, Limited; Eastern Terminal Elevator Company, Limited; Fort William Elevator Company, Limited; Federal Grain, Limited; McCabe Brothers Grain Company, Limited; Manitoba Pool Elevators, Limited; N. M. Paterson and Company, Limited; Ogilvie Flour Mills Company, Limited; Saskatchewan Pool Terminals, Limited; United Grain Growers Terminal, Limited; and Western Grain Company, Limited. The dispute, arising out of the employees' request for revision of their existing agreement to provide for increased wages and changes in working conditions, is said to affect approximately 1,000 workers directly and 1,500 indirectly.

4. From approximately 1,000 longshoremen in the employ of various shipping merchants at ports located along the Miramichi River in New Brunswick. The dispute arose out of the employees' request for an agreement embodying increased rates of pay and changes in hours of labour and working conditions. A strike occurred on April 26 and terminated two days later, following mediation by an official of the Department of Labour, who succeeded in effecting a temporary compromise settlement pending reference of the dispute to a Board of Conciliation and Investigation (LABOUR GAZETTE, May, 1941, pp. 541-2). A board was established on May 31, its personnel being as follows: His Honour Judge J. L. Ryan, Bathurst, N.B., chairman, appointed on the joint recommendation of the other two members; Mr. T. H. Whalen, Newcastle, N.B., appointed on the nomination of the employees; and Mr. W. H. Davidson, also of Newcastle, appointed on the nomination of the employers.

5. From employees of Bishop and Sons, Limited, Portneuf Station, P.Q., members of the National Catholic Union of Pulp and Paper Workers of Portneuf. The dispute, which is said to affect 38 workers directly and 63 indirectly, has arisen out of the employees' request for a union agreement embodying increased rates of pay and improved working conditions, as well as the reinstatement of a workman alleged to have been dismissed on account of his union activities.

6. From metal polishers and buffers employed in the Polishing Department of Gray Forgings and Stampings, Limited, Toronto, Ont., members of Local 21, Metal Polishers, Buffers, Platers and Helpers' International Union. The dispute, arising out of the employees' request for increased wages and changes in working conditions, is said to affect 15 workers directly and 275 indirectly.

7. From 42 employees of the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., members of Local 1, Vancouver Metal Workers' Union. The dispute has arisen out of the employees' request for a union agree-

ment with respect to wages, hours of labour and working conditions.

8. From employees of Dumart's, Limited, Kitchener, Ont., members of Local 139, United Packinghouse Workers of America. The dispute, arising out of the employees' request for a union agreement with respect to wages, hours of labour and working conditions, is said to affect 268 workers directly and 27 indirectly. A strike of one day's duration occurred on May 23 and was terminated as a result of the intervention of officials of the Department of Labour. On May 27 a board was established to deal with the dispute, its personnel being as follows: Mr. H. E. Fuller, K.C., Sarnia, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., also of Toronto, appointed on the nomination of the employer.

9. From employees of Canadian Acme Screw and Gear, Limited, Toronto, Ont., members of the Steel Workers Organizing Committee. The dispute, arising out of the employees' request for a union agreement with respect to wages and working conditions, is said to affect 2,600 workers directly and an equal number indirectly. A strike occurred on May 21 and was terminated on May 23 as a result of the intervention of officials of the Department of Labour.

10. From employees of the Maritime Telegraph and Telephone Company, Limited, Halifax, N.S., members of Local B1030, International Brotherhood of Electrical Workers. The dispute, arising out of the employees' request for a union agreement embodying increased rates of pay and a proper application of classification, is said to affect 36 workers directly and 26 indirectly.

11. From employees of the Morton Engineering and Dry Dock Company, Limited, Quebec, P.Q., members of Local 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, Local 1118, International Brotherhood of Electrical Workers, and Local 730, United Brotherhood of Carpenters and Joiners of America. The dispute, arising out of the employees' request for union agreements respecting wages and working conditions, is said to affect 290 workers directly and 340 indirectly.

12. From employees of the Gaspesia Sulphite Company, Limited, Chandler, P.Q., members of the National Catholic Union of Pulp Workers of Chandler, Inc. The dispute, arising out of the employees' request for a union agreement respecting wages, hours of labour and working conditions, is said to affect 241 workers directly and 300 indirectly.

13. From 768 employees of the Canadian International Paper Company, Temiskaming, P.Q., members of Local 233, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The dispute arose out of the employees' request for increased wages and vacations with pay.

Other Boards Established

On May 15 a Board of Conciliation and Investigation was established to deal with a dispute between the Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its carpenters, members of Local 840, United Brotherhood of Carpenters and Joiners of America (LABOUR GAZETTE, April, 1941, page 369). The carpenters' application for the establishment of a board had been held in abeyance pending receipt of the report of the board established to deal with disputes involving three other classes of workers in the company's employ (LABOUR GAZETTE, May, 1941, pages 507-14). Negotiations which followed receipt of this report were unsuccessful, however, and the carpenters went on strike on May 14. Work was resumed on the following day and a board was established to deal with the dispute. The personnel of the board is as follows: Mr. H. O. McInerney, K.C., chairman, appointed on the joint recommendation of the other two members; Mr. F. S. A. McMullin, appointed on the nomination of the employees; and Mr. J. N. Flood, appointed on the nomination of the employer. All three reside in Saint John.

On May 16 a board was established to deal with a dispute between Hayes Steel Products, Limited, Merritton, Ont., and its employees, members of Local 676, United Automobile Workers of America (LABOUR GAZETTE, May, 1941, page 506). The personnel of the board is as follows: Professor J. C. Cameron, Queen's University, Kingston, Ont., chairman, appointed in the absence of a joint recommendation from the other two members: Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ont., appointed on the nomination of the employer.

On May 19 a board was established to deal with a dispute between the Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., and its shipwrights, ship joiners and carpenters, some being members of Local 1735, United Brotherhood of Carpenters and Joiners of America, and some being members of the Amalgamated Building Workers of Canada (LABOUR GAZETTE, May, 1941, page 503). The personnel of the board is as follows: Mr. R. O. Campney, K.C., Van-

couver, B.C., chairman, appointed on the joint recommendation of the other two members; Rev. C. D. Clarke, Victoria, B.C., appointed on the nomination of the employees; and Mr. T. W. Brown, Prince Rupert, appointed on the nomination of the employer.

On May 31 a board was established to deal with a dispute between the Dufferin Shipbuilding Company, Limited, Toronto, Ont., and its employees, members of Local 128, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (LABOUR GAZETTE, May, 1941, page 505). The personnel of the board is as follows: His Honour Judge James Parker, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. E. W. Sinfield, appointed on the nomination of the employees; and Mr. D. L. McCarthy, K.C., appointed on the nomination of the employer. All three reside in Toronto.

Constitution of Boards Completed

The constitution of six other Boards of Conciliation and Investigation has been completed recently, as indicated hereunder:—

1. The personnel of the board established to deal with a dispute between Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, both of St. Johns, P.Q., and their employees, members of the Federal Labour Union of Paper and Cable Workers of St. Johns (LABOUR GAZETTE, May, 1941, pages 504-5) is as follows: His Honour Judge Albert Constantineau, Ottawa, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Raoul Trepanier, Montreal, P.Q., appointed on the nomination of the employees; and Mr. Ivan Sabourin, K.C., also of Montreal, appointed on the nomination of the employers.

2. The personnel of the board established to deal with a dispute between Canada Veneers, Limited, Saint John, N.B., and its employees, members of Local 2533, United Brotherhood of Carpenters and Joiners of America (LABOUR GAZETTE, May, 1941, page 505) is as follows: Mr. T. L. McGloan, chairman, appointed on the joint recommendation of the other two members; Mr. J. A. Whitebone, appointed on the nomination of the employees; and Mr. G. M. Teed, appointed on the nomination of the employer. All three reside in Saint John.

3. The personnel of the board established to deal with a dispute between the Intercolonial Coal Company, Limited, Westville, N.S., and its employees, members of the Miners' Protective Association (LABOUR GAZETTE, May, 1941, page 505) is as follows: Professor N. A. MacKenzie, President of the University of New Brunswick, Fredericton, N.B., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Eugene Forsey, Montreal, P.Q., appointed on the nomination of the employees; and Mr. J. G. Fogo, K.C., Halifax, N.S., appointed on the nomination of the employer.

4. The personnel of the board established to deal with a dispute between McKinnon Industries, Limited, St. Catharines, Ont., and its employees, members of Local 199, United Automobile Workers of America (LABOUR GAZETTE, May, 1941, page 505) is as follows: His Honour Judge J. T. Mulcahy, Pembroke, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, appointed on the nomination of the employer.

5. The personnel of the board established to deal with a dispute between Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of Local 34, Industrial Union of Marine and Shipbuilding Workers of America (LABOUR GAZETTE, May, 1941, pages 505-6) is as follows: the Honourable Mr. Justice W. L. Hall, of the Supreme Court of Nova Scotia, Halifax, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. C. B. Smith, K.C., Halifax, appointed on the nomination of the employer.

6. The personnel of the board established to deal with disputes between the Waterloo Manufacturing Company, Limited, Waterloo, Ont., and its employees, members of the Steel Workers Organizing Committee, and between the Dominion Truck Equipment Company, Limited, Kitchener, Ont., and its employees, also members of the Steel Workers Organizing Committee (LABOUR GAZETTE, May, 1941, page 506) is as follows: His Honour Judge J. A. McGibbon, Lindsay, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., also of Toronto, appointed on the nomination of the employers. On May 15, the scope of this board was widened so that it might also deal with a dispute between the L. McBrine Company, Limited, of Kitchener, and its employees, members of the Shoe and Leather Workers' Organizing Committee (LABOUR GAZETTE, May, 1941, page 506).

Replacement of Board Member

On account of his being called up for service in the Royal Canadian Air Force, Mr. E. H. Crawford, K.C., Winnipeg, Man., has resigned as member of the Boards of Conciliation and Investigation established to deal with disputes between National Cartage and Storage, Limited, Winnipeg, and its chauffeurs, helpers, warehousemen, etc., members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers, and between the Manitoba Cartage and Warehousing Company, Limited, Winnipeg, and its chauffeurs, warehousemen, etc., also members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers (LABOUR GAZETTE, January, 1941, page 9, and April, 1941, page 370). On the nomination of the employees concerned, Mr. G. A. Brown, of Winnipeg, has been appointed a member of each of these two boards in substitution for Mr. Crawford.

Applications Withdrawn

Following mediation by an official of the Department of Labour, a settlement has been reached in a dispute between the Corporation of the City of Edmonton, Alta., and electrical workers employed in its Telephone, Electric Light and Power Departments, members of Local B1007, International Brotherhood of Electrical Workers (LABOUR GAZETTE, February, 1941, page 95) and the employees have withdrawn their application for the establishment of a Board of Conciliation and Investigation.

Officials of the Department of Labour have also assisted in the settlement of a dispute between the Dominion Wire Rope and Cable Company, Limited, Lachine, P.Q., and its employees, members of Lodge 1288, International Association of Machinists (LABOUR GAZETTE, May, 1941, page 503). An agreement has been signed covering the matters in dispute and the employees have withdrawn their application for the establishment of a Board of Conciliation and Investigation.

Report of Board in Dispute between West Coast Woollen Mills, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the West Coast Woollen Mills, Limited, Vancouver, B.C., and its employees, members of the Pacific Textile Workers' Union.

The personnel of the board was as follows: Mr. A. M. Whiteside, K.C., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. John Stanton, appointed on the nomination of the employees; and Mr. R. L. Norman, appointed on the nomination of the employer. All three reside in Vancouver.

Attached to the report is a draft agreement negotiated by the parties to the dispute with the assistance of the board. Subsequently the agreement was signed by representatives of both parties.

The texts of the board's report and agreement are printed below.

Report of Board

In the matter of a dispute between the West Coast Woollen Mills, Limited, employer and its employees being members of the Pacific Textile Workers' Union, employees.

To the Honourable NORMAN A. MCLARTY,
Minister of Labour,
Ottawa, Canada.

SIR:—

The Board of Conciliation and Investigation established in the above matter has the honour to report as follows:—

The Board commenced its sittings on the 1st day of April, 1941, and arrangements were then made for Employer and Employees to be represented on April 7, 1941. Thereafter sittings were held on April 8, 9, 16, 21, 22, 23, 28, 29, 30, May 5, 6 and 13.

The following gentlemen appeared as representatives of the Employees of the Company:—

Mr. J. E. Barnott, President of the Federal Local of the Canadian Conference, Canadian Textile Union;
Mr. A. McAuslane, National Organizer of the Canadian Congress of Labour;
Mr. John Wigdor, Research Director of Statistics of International Woodworkers of America.

The Employer's President, Mr. Ernest A. Stanford, and Mr. W. A. Pullen, the General Manager, appeared to represent the Company and, by consent of the Employees' representatives, Mr. Walter S. Owen, barrister, appeared as Counsel for the Employer.

Evidence was submitted by the Employees as to rates of wages paid, the high cost of living, the sanitary conditions of the Employer's plant buildings and other matters mentioned in the application.

During the course of the enquiry the Employees' representatives asked the Board to include in the matters to be reviewed the recognition of the Pacific Textile Workers' Union. As this had not been mentioned in

the original application, the consideration of this point was deferred until the requisite authority came from the Department of Labour. The draft agreement referred to in a letter dated April 10, 1941, from Mr. McAuslane, one of the Employees' representatives, to the Honourable the Minister was filed as an Exhibit.

The Board visited the Employer's plant and investigated the sanitary conditions complained of in the application. As the Company has constructed new buildings and made the necessary provision for its Employees, the issue as to the sanitary conditions was dropped by tacit consent.

After ample discussion, it was suggested that the differences might be more readily adjusted by a private conference between the representatives of the two parties and the Members of the Board and this plan was adopted, followed by interviews between the representatives themselves without the assistance of the Board, and Members of the Board are pleased to say that as a result of these conferences a submission was made to the Board setting forth in general the terms of an agreement to be entered into between the Company and its Employees to be effective for the period of two years commencing May 1, 1941. The draft agreement with the accompanying scale of wages is exhibited with this report.

It will be noted that this agreement will provide for a substantial increase of wages, the provision of overtime payment to Employees, other than engineers, working more than eight hours in any one day or forty-eight hours in any one week, and to engineers working more than nine working hours in any one day and fifty-four hours in any one week.

The question of the date at which the increased wages shall take effect was left to the Board, which decided that the new scale of wages shall be retroactive to March 24, 1941.

The application for a Board of Conciliation was dated on the 21st day of January, 1941, and the Board of Conciliation, for various reasons, was not actually constituted until the appointment of the Chairman on March 26, 1941. It is desirable that the constitution of a Board of Conciliation shall be effected as soon as possible after an application is made so that matters in dispute may be more speedily settled, and that any adjustment of wages may be related back to a date as near to the date of application as may be just and equitable.

The Members of the Board feel gratified that the issues have been settled in a friendly manner, ample concessions having been made on both sides.

All of which is respectfully submitted.

(Sgd.) A. M. WHITESIDE, Chairman.
(Sgd.) R. L. NORMAN, Member.
(Sgd.) JOHN STANTON, Member.

Vancouver, B.C.,
May 15, 1941.

Draft Agreement

This agreement made the 1st day of May, A.D. 1941, between West Coast Woollen Mills, Ltd. (hereinafter referred to as "The Company") and the employees of the West Coast Woollen Mills, Ltd. (hereinafter referred to as "The Employees").

Whereas it is the desire of the Company and its Employees permanently employed in the woollen mill operated by the Company that harmony, goodwill and mutual confidence should at all times prevail between the Company and the Employees and that practical, workable facilities should now be set up to ensure that all complaints, differences, disputes, suggestions and representations of either party arising out of the operations be brought to the attention of the other party without delay and settled fairly and to the mutual satisfaction of the parties hereto and that a spirit of co-operation should prevail between the Company and its Employees;

And whereas it is further desired by the parties hereto that facilities be provided for the settlement of any such complaints, differences and disputes by consideration thereof by a Committee of the management and a Committee of the Employees of the Company;

Now therefore the parties hereto hereby agree as follows:

1. *Employees' Committee.*

The Employees then working for the Company shall from time to time at reasonable intervals meet at regularly constituted meetings and nominate a Committee of three or more Employees of the Company who shall be designated the Employees' Committee, and shall be authorized by the Employees for and on their behalf individually and collectively to negotiate with the Company all matters in dispute or any representations which the Employees desire to make to the Company and the members of the Committee during the term of their office shall have power to act for and to bind all the Employees of the Company. The names of the Employees serving on the Committee from time to time shall be communicated to the Company and the management shall be entitled to treat with those Employees whose names were last communicated to the Company as being the members of the said Committee.

2. *Overtime.*

(*a*) A working week shall consist of forty-eight hours except in the case of engineers who may be required to work fifty-four hours a week.

(*b*) Except for engineers who may be required to work nine hours a day; a working day shall consist of eight hours.

Time and one-half shall be paid for overtime to all Employees other than engineers after eight working hours in any one day or forty-eight working hours in any one week and to engineers after nine working hours in any one day and fifty-four working hours in any one week.

3. *Statutory Holidays.*

Time and one-half overtime shall be paid for time worked on New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

4. *Working Week.*

The working week for each Employee shall consist of six days of eight hours each or in the case of engineers may consist of six days of nine hours each and no Employee shall be required by the Company to work seven days in any one week unless that is necessary by reason of a direction to do so by the Federal authorities or for other good cause beyond the control of the Company.

5. *Wages.*

There shall be a general wage increase of five cents (5 cents) an hour payable to every Employee of the Company computed on the basis of the payroll for the last two weeks of April, 1941, to take effect from March 24, 1941. The rates of pay thus established shall be adjusted 5 per cent up or down quarterly as the cost of living rises or falls five per cent (5 per cent) according to the index established by the Dominion Bureau of Statistics. The figure fifty cents (50 cents) shall be the balance rate. Provided that the index figure published by the said Bureau for the month of March, 1941, shall be the starting point from which all future increases or decreases shall be calculated. Provided further that the rates of pay thus established shall be minimum rates of pay during the life of this agreement. A schedule setting forth the minimum rates of pay thus established is attached to this agreement and marked "A".

6. *Allowance for Work when None Supplied.*

Any Employee called for work who, after providing the Company with adequate means of notifying him, reports for work when no work is available shall, unless he has been given sufficient notice cancelling the said call, be entitled to two hours' pay at the rate then enjoyed by him.

7. *Special Allowance for Lunch.*

Employees working the night and graveyard shifts shall be entitled to a special allowance of pay at the wage enjoyed by each for fifteen minutes in addition to their actual working time if employed on work which necessitates a stoppage of the machine being operated by them. All other employees who by the nature of their work are able to leave their machines in operation shall be entitled to full pay although stopping work for the purpose of eating their lunch, provided that they stand by their respective machines on call in case of emergency.

8. *Holidays.*

Employees having completed twelve months consecutive service with the Company shall be entitled to one week's holiday without pay subject to arrangement with the Company.

9. *Mechanical Defects and Responsibility for Accidents.*

All mechanical defects in machines or equipment will be reported to the management in duplicate, Employee retaining copy. Employees in charge of equipment and machines shall not be held responsible for accidents or damage when it can be shown that reasonable care has been exercised and they have not been negligent in the handling of such equipment.

10. *Notice Board.*

It shall be permissible for the Committee of Employees to put up a bulletin board in the factory for the purpose of posting notices of interest. Said board will be in keeping with the general furnishings. All notices posted on the said board shall first be signed by the members of the Committee.

11. *Promotion and Seniority.*

Seniority shall be established by departments from the date an Employee shall have last been employed on a continuous basis and in the filling of vacancies and permanent new positions including those of more than three months' duration, merit and ability being sufficient, seniority shall be recognized.

Seniority lists by department of all Employees shall be posted on bulletin board in January of each year and upon presentation of proof of error by the Employees' Committee, such error shall be corrected. The lists shall show names, and dates of entry into service of each Employee.

All vacancies shall be filled by such Employees as are most able to fill the required positions but length of service shall be taken into consideration in filling such positions.

An Employee whose position is abolished or who is displaced by a senior Employee shall be entitled to exercise his or her seniority rights to a junior position providing they are proficient in that work and the Company does not have to discharge a junior Employee who is skilled and efficient and replace with a senior who is not so proficient or able to do such work. When reducing forces, senior Employees with sufficient ability to perform the work will be retained.

12. *Duration of Agreement.*

This agreement shall be effective for a period of two years from May 1, 1941, and shall continue from year to year thereafter unless either party gives notice of its intention to cancel to the other party in writing sixty (60) days before the date of expiration of the said two-year period or sixty (60) days before the expiration of any succeeding one-year period.

13. *Freedom of Action.*

There shall be no discrimination against any worker employed because of his or her affiliation with any bona fide trade union or other organization.

Signed on behalf of the Company:

.....

Signed on behalf of the Employees:

.....

SCHEDULE OF WAGE RATES FOR THE WEST COAST WOOLLEN MILLS, LTD.

Department	A Rates of pay including cost of living bonus up to and including Mar. 23/41	B Established rates of pay from Mar. 24/41	C Higher rates of pay now being paid for experience and length of service	D Amount of increase	E Rate from Mar. 24/41
	cts.	cts.	cts.	cts.	cts.
Wool scouring and dyeing labourers.	.35	.35	.....	.05	.40
Picker foreman—					
C. DeTaeye	.53	.53	.....	.05	.58
Mixing picker second hand	.33	.33	.....	.05	.38
Mixing and rag picker labourers	.30	.30	.....	.05	.35
Carders—					
J. Hillen	.53	.....	.53	.05	.58
J. Barnott	.53	.....	.53	.05	.58
Carders	.40	.40	.....	.05	.45
Cardroom strippers	.35	.35	.....	.05	.40
Cardroom labourers	.30	.30	.....	.05	.35
Spinners, piece work	.37½	.37½	.....	.05	.42½
Spinners' helpers	.30	.30	.....	.05	.35
Winders	.30	.30	.....	.05	.35
Spoolers	.30	.30	.....	.05	.35
Warpers	.37½	.37½	.....	.05	.42½
Relief for handing-in spoolers and warpers	.30	.30	.....	.05	.35
Weavers, piece work	.35	.35	.....	.05	.40
Mending forelady	.36	.36	.....	.05	.41
Embroidery machine operator	.33	.33	.....	.05	.38
Burlers	.30	.30	.....	.05	.35
Fulling and scouring—					
L. Hill	.45	.45	.45	.05	.50
Fulling and scouring operators	.35	.35	.....	.05	.40
Fulling and scouring labourers	.30	.30	.....	.05	.35
Piece dryer labourers	.30	.30	.....	.05	.35
Engineers	.62½	.62½	.....	.05	.67½
Shippers	.30	.30	.....	.05	.35
Office cleaning	.30	.30	.....	.05	.35
All learners under 18 and learners over 18 with permit	.17–.25	.17–.25	.....	.05	.22–.30

Report of Board in Dispute between Hull Electric Company and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Hull Electric Company, Hull, P.Q., and its employees, members of Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

The personnel of the board was as follows: the Honourable Mr. Justice Lucien Cannon, of the Quebec Superior Court, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members; Mr. Alexandre Taché, K.C., Hull, appointed on the nomination of the employees; and Mr. H. P. Hill, K.C., Ottawa, appointed on the nomination of the employer.

The Board's recommendations have been accepted by both parties to the dispute and have been put into effect by the company.

The text of the board's report is printed below.

Report of Board

15th May, 1941.

To the Honourable the Minister of Labour.
Re: Industrial Disputes Investigation Act and re differences between the Hull Electric Company and its employees being members of Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

Dear Sir:

The Board appointed on April 3rd, 1941, is pleased to report as follows:

At the initial hearing the company took the position that it is not subject to Order in Council No. 7440 on the ground that it is

not a trade or an industry, and the employees claimed that it was.

After several hearings and consultations with the employees and employer we are of the opinion that:—

1. The attached schedule of wages is a fair and reasonable adjustment having regard to existing circumstances and conditions and should become effective as of April 1st, 1941; and

2. That if employees are asked to work over their daily regular time, they should be paid at the rate of time and a half for such overtime.

The company represented that the classification of labour shown on the attached schedule, with the exception of the operators, is used only for the purpose of clarifying or identifying the wages payable to its present employees. The employees urged that a permanent system of classification ought to be established by the company and thus insure the stability of occupational wages.

The employees in their memorandum addressed to the company have expressed the desire that a system of pensions should be introduced and that two weeks' holidays with pay after five years' service should be granted. The employees have acknowledged that these changes, while desirable, cannot be at present considered, and that any discussion should be adjourned to a further period when normal conditions have been returned.

We beg to remain, Sir,

Yours very truly,

(Sgd.) Lucien Cannon,
Chairman.

(Sgd.) H. P. Hill,

(Sgd.) Alexandre Taché,
Members of the Board.

SCHEDULE

	Rates effective Apr. 1, 1941	Changes 1942	Effective 1943	April 1, 1944
Machinist	51c. p.h.	53c. p.h.	..	..
Armature winder	50	..	..	..
Blacksmith	40	..	..	..
Carpenter	51	..	..	..
Air brake inspector	42	..	..	..
Pitman—1st class	46	..	..	..
Pitman—2nd class	44	..	..	..
Pitman—3rd class	39	40	42c. p.h.	44c. p.h.
Troubleman	44	..	..	..
Car cleaner—1st class	39	..	..	..
Car cleaner—2nd class	33	34	36	..
Welder	35	36	38	40
Trackman	40	..	..	..
Trolley lineman—1st class	46	..	..	..
Trolley lineman—2nd class	36	..	..	..
Freight crew (conductor)	50	..	..	..
Freight crew (motorman)	50	..	..	..
Freight crew (brakeman)	42	..	..	..
Car operators—1st year	44	..	..	..
Car operators—2nd year	45	..	..	..
Car operators—3rd year	47	..	..	..
Car operators—4th year	49	..	..	..
Flagman	$2.75 per day	..	..	..

The H. E. Co.,
per. A. V. Gale, V. P. & Gen. Mgr.

For the employees,
G. G. Proulx, Chairman of the Com.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1941

THE following table shows the number of disputes, workers involved and time loss for May, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*May, 1941	35	6,292	23,926
*April, 1941	32	19,406	75,430
May, 1940	23	8,590	51,122

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

Although the number of strikes and lockouts recorded for May showed a considerable increase over the number for May, 1940, there was a substantial decrease in the number of workers involved while the time loss was less than half. The increase in the number of disputes was due to the occurrence of many strikes involving small numbers of workers for short periods, there being fifteen each of which caused time loss of less than 100 man-working days, and only five which caused time loss of over 1,000 days. The most important disputes were those involving steel rolling mill workers at Montreal, metal products factory workers at Toronto, upholsterers at Montreal, and four strikes of coal miners in Nova Scotia and New Brunswick. There were also four other strikes of coal miners in Nova Scotia which caused little direct time loss.

In May, 1940, a strike of silk factory workers at Drummondville, P.Q., accounted for two-thirds of the time loss for the month and there was considerable time loss due to three strikes of coal miners in Nova Scotia and a strike of glass factory workers near Montreal. Sixteen hundred automobile factory workers at Windsor, Ont., were on strike for a few hours.

In April, 1941, a strike of coal miners in Nova Scotia involved 9,500 workers and caused time loss of 42,000 days, over half of the time loss for the month. A strike of coal miners in Alberta caused time loss of 8,800 days, and four coal mining strikes in Nova Scotia and New Brunswick also caused time loss of 8,700 days. Other important disputes were those involving steel car factory workers at Hamilton, Ont., and steel rolling mill workers at Montreal.

Five disputes, involving 593 employees, were carried over from April and 30 commenced during May. Of these 35 disputes, 31 were terminated during the month, three being decided in favour of the employers involved, four in favour of the workers, six resulted in compromise settlements, one was partially successful, and 17 were indefinite in result. At the end of the month, therefore, there were four strikes or lockouts recorded as in progress, namely: steel rolling mill workers, Montreal, P.Q.; tannery workers, Owen Sound, Ont., hosiery factory workers, Owen Sound, Ont., and button factory workers, Kitchener and Waterloo, Ont.

Among the 17 disputes for which the results were recorded as indefinite, in seven cases work was resumed on the understanding that the disputes would be referred to Boards under the Industrial Disputes Investigation Act, in some cases only if further negotiations did not bring about a settlement. In one other case the dispute was to be dealt with under the Industrial Conciliation and Arbitration Act of British Columbia. In the other cases work was resumed pending negotiations, six of these indefinite results being in coal mining.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to five disputes of this nature, namely: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940; seamen, Great Lakes and St. Lawrence River, five employers, April 11-17, 1941, to May 31, 1941.

A strike of 600 coal miners at Springhill, Nova Scotia, for one shift on April 9 was reported too late for inclusion in the LABOUR GAZETTE for May. The men ceased work in

protest against a delay in their being hoisted out of the mine and sought payment for the extra time. Work was resumed pending negotiations.

A strike of eight doffers in a cotton mill at Cornwall, Ont., from April 17 to April 21, was also reported too late for the May issue of the LABOUR GAZETTE. An increase in the piece rate was demanded and an adjustment was made.

A stoppage of work in a sawmill at Poetts Nook, Vancouver Island, British Columbia, on April 28 has been reported but full particulars have not been received. It has been reported that the mill was closed following a dispute as to extra work and the men left the vicinity.

A minor dispute involved 10 civic labourers at Glace Bay, Nova Scotia, in a stoppage of work for a few hours owing to a change of duties for one employee. It was arranged that any grievance would be dealt with by the Board of Works or the Council.

A dispute involving 35 employees in the spinning department of a woollen textile mill at Guelph, Ontario, on May 30 has been reported. It appears that the workers sought an increase in wages and work was resumed in a short time but full particulars have not been received.

The sawmill and logging camp at Nanoose Bay, Vancouver Island, closed on April 8 (as reported in the LABOUR GAZETTE for May) on the grounds of market conditions and lack of shipping, resumed operations about May 10, with part of the crew. The shut down followed a request by a committee of the International Woodworkers of America for certain improvements and the reinstatement of two union workers. On the re-opening of the establishment, the union alleged discrimination against the union members in re-employment and took up the matter with the British Columbia Minister of Labour.

An application for a Board under the Industrial Disputes Investigation Act on behalf of 15 metal polishers in Toronto in an establishment employing nearly three hundred other workers is recorded elsewhere in this issue. The dispute is as to wage increases and alleged discrimination against union workers and was not settled as a result of conciliation by officials of the Department of Labour. Following negotiations as to wages, the night shift was cancelled on the ground of lack of work and later other metal polishers were discharged on refusing to work overtime. The Board was established on June 7.

Disputes by Industries

The following is a review of disputes by industries in which strikes and lockouts occurred during the month, giving particulars as to certain disputes in addition to the information given in the tabular statement.

MINING

The strike at Coalburn in Pictou County arose out of a dispute as to the rate per ton in a re-opened mine in which operations were carried on at datal rates for a time. A compromise on the contract rate was finally reached with a five per cent increase for datal men.

The strike at New Waterford arose out of the deduction of pay for the loading of coal not completed by the men on the previous shift, owing to a dispute about cleaning off the wall.

Two of the strikes at Sydney Mines were due to a dispute as to the number of booms to be erected and paid for. Two other stoppages in the same mine arose out of a dispute as to a reduction in working force owing to a reduction in output by contract-miners reported to be due to dissatisfaction with the new agreement against which the miners struck in April.

The strike at Minto was due to the failure of negotiations regarding a dispute as to overtime payment for work not finished in the regular shift, which caused two strikes in April. A conciliation officer of the Labour Department had dealt with this dispute and as a result of further conciliation the management agreed to negotiate with union representatives with a view to reaching an agreement as to wages and working conditions.

MANUFACTURING

Printing and Publishing.—The strike of plate printers in two establishments in Ottawa followed the termination of agreements with the Ottawa locals of the International Plate Printers, Die Stampers and Engravers' Union and failure to agree on wage increases of ten cents per hour. As a result of conciliation by the Department of Labour a compromise was reached at $1.45 per hour, and a cost of living bonus of $1.75 per week, to be adjusted according to changes in the cost of living index number. Agreements were entered into providing for seven statutory holidays with pay, overtime pay beyond 40 hours per week, etc.

Miscellaneous Wood Products.—The strike of barrel factory workers resulted in recognition of the Canadian Barrel Workers' Union, Local No. 1, a compromise being reached on wage increases, two and one-half cents per hour for time workers and five per cent increase for piece workers, with time and one-half for overtime.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to May, 1941				
MINING, ETC.—				
Coal miners, Coalburn, Pictou, N.S.	1	76	912	Commenced April 22, 1941; *re* contract rates instead of rate per day; terminated May 14, 1941; negotiations; compromise.
MANUFACTURING—				
Miscellaneous Wood Products.				
Barrel factory workers, London, Ont.	1	63	378	Commenced April 28, 1941; for increased wages and holidays with pay; terminated May 7, 1941; conciliation (provincial); partially successful.
Metal Products—				
Steel rolling mill workers, Montreal, P.Q.	1	324	8,424	Commenced April 23, 1941; for wage increase recommended in minority report of I.D.I. Board; unterminated.
TRANSPORTATION—				
Water—				
Seamen, Great Lakes and St. Lawrence River.	5	50	500	Commenced April 11-17, 1941; for union agreement recommended by I.D.I. Board; employment conditions no longer affected by end of May; replacement and return of workers; in favour of employers.
SERVICE—				
Business, etc.—				
Hotel employees, London, Ont.	1	80	250	Commenced April 15, 1941; for union recognition and increased wages; employment conditions no longer affected early in May; replacement and return of workers; in favour of employer.
(b) Strikes and Lockouts commencing during May, 1941				
MINING ETC.—				
Coal miners, New Waterford, N.S.	1	23	46	Commenced May 2; for full payment for work not completed; terminated May 3; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	(a) 16	48	Commenced May 2; *re* timbering; terminated May 5; return of workers pending negotiations; indefinite.
Coal miners, Sydney Mines, N.S.	1	60	100	Commenced May 7; against lack of cars for loading coal; terminated May 8; return of workers pending further negotiations; indefinite.
Coal miners, Minto, N.B.	1	300	1,200	Commenced May 7; for extra pay for delayed work; terminated May 11; conciliation (federal), work resumed pending negotiations for union agreement; indefinite.
Coal miners, Sydney Mines, N.S.	1	900	1,800	Commenced May 16; against reduction in working force; terminated May 19; return of workers pending negotiations; indefinite.
Coal miners, Sydney Mines, N.S.	1	(a) 260	1,000	Commenced May 21, against reduction in working force; terminated May 24; return of workers pending negotiations; indefinite.
Coal Miners, Sydney Mines, N.S.	1	(a) 140	500	Commenced May 26; *re* timbering; terminated May 31; return of workers; indefinite.
MANUFACTURING—				
Animal Products—				
Meat packing workers, Kitchener, Ont.	1	255	255	Commenced May 23; for union recognition, increased wages, etc.; terminated May 23, conciliation (federal) and reference to I.D.I. Board; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1941*—*Continued*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during May, 1941.—*Con.*				
MANUFACTURING—*Con.*				
Fur, Leather, etc.—				
Trunk and bag factory workers, Kitchener, Ont.	1	147	30	Commenced May 2; for union recognition, closed shop, increased wages, etc.; terminated May 2; return of workers pending negotiations or reference to I.D.I. Board; indefinite.
Tannery workers, Owen Sound, Ont.	1	75	150	Commenced May 30; against discharge of union officer, for union recognition and increased wages; unterminated.
Textiles, etc.—				
Wool spinners and warpers, Carleton Place, Ont.	1	24	48	Commenced May 3; for increased wages; terminated May 5; conciliation (federal), work resumed pending negotiations or I.D.I. Board; compromise reached.
Dyeing factory workers, Cobourg, Ont.	1	35	17	Commenced May 15; for increased wages; terminated May 15; return of workers pending negotiations; indefinite.
Cotton factory workers, Cornwall, Ont.	1	*(b)* 8	20	Commenced May 15; for increased wages; terminated May 19; negotiations; compromise.
Cotton factory workers, Hamilton, Ont.	1	*(c)* 40	20	Commenced May 23; for increased wages; terminated May 23; return of workers pending reference to I.D.I. Board; indefinite.
Hosiery factory workers, Owen Sound, Ont.	1	20	80	Commenced May 28; for increased wages; unterminated.
Pulp and Paper Products—				
Pulpwood workers, Hantsport, N.S.	1	120	120	Commenced May 6; for increased wages; terminated May 7; return of workers pending settlement; indefinite.
Printing and Publishing—				
Steel plate printers, Ottawa, Ont.	2	31	77	Commenced May 1; for increased wages and holidays with pay; terminated May 5; conciliation (federal) and negotiations; compromise.
Miscellaneous Wood Products.				
Upholsterers and bedding workers, Montreal, P.Q.	5	450	825	Commenced May 27; for recognition of union, wage increases and reduced hours for upholsterers; terminated May 29; negotiations; in favour of workers.
Metal Products—				
Thresher factory workers, Waterloo, Ont.	1	100	300	Commenced May 1; for union recognition, wage increases, etc.; terminated May 3; conciliation (federal) and reference to I.D.I. Board; indefinite.
Truck body factory workers, Kitchener, Ont	1	100	*(d)* 200	Commenced May 1; against discharge of workers, and for union recognition, increased wages, etc.; terminated May 3; conciliation (federal) and later reference to I.D.I. Board; indefinite.
Steel products factory workers, Vancouver, B.C.	1	56	56	Commenced May 5; against discharge of workers; terminated May 5; conciliation (provincial) and reference to provincial Conciliation Commissioner; indefinite.
Metal products factory workers, Toronto, Ont.	1	1,700	5,000	Commenced May 21; for increased wages and changes in working conditions; terminated May 23; conciliation (federal) and reference to I.D.I. Board; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during May, 1941.—*Conc.*				
MANUFACTURING—*Con.*				
Metal Products—Con.				
Steel products factory workers, Toronto, Ont.	1	34	10	Commenced May 27; for increased wages; terminated May 27; conciliation (provincial and federal), work resumed pending negotiations; indefinite.
Metal products factory workers, Toronto, Ont.	1	50	25	Commenced May 28; against discharge of workers and for increased wages; terminated May 28; conciliation (federal); in favour of workers (wages increased and men reinstated).
Non-metallic Minerals, etc.—				
Fertilizer factory workers, Charlottetown, P.E.I.	1	30	60	Commenced May 7; for increased wages; terminated May 9; negotiations; in favour of workers.
Miscellaneous Products—				
Button factory workers, Kitchener-Waterloo, Ont.	4	200	600	Commenced May 29; for increased wages, union recognition, payment for overtime, etc; unterminated.
CONSTRUCTION—				
Buildings, etc.—				
Carpenters, Kingston, Ont.	12	250	450	Commenced May 1: for increased wages; terminated May 3; conciliation (federal); in favour of workers (increase effective July 1).
Structural steel workers, Hamilton, Ont.	1	80	240	Commenced May 5; for increased wages; terminated May 7; negotiations, work resumed pending settlement; compromise (overtime concession made).
Truck drivers, Port Arthur, Ont.	1	(e) 125	150	Commenced May 20; for increased haulage rates; terminated May 21; negotiations; compromise.
Shipbuilding—				
Carpenters, Saint John, N.B.	1	70	35	Commenced May 14; for increased wages; terminated May 14; reference to I.D.I. Board; indefinite.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) Several hundred indirectly affected.
(b) 760 indirectly affected.
(c) 800 indirectly affected.
(d) Work resumed from 7 to 11.30 a.m. May 2.
(e) 700 indirectly affected.

Metal Products.—The strike of steel rolling mill workers at Montreal which began on April 23 continued during May, a settlement not being reached as a result of discussions by the Minister of Labour and officials of the Department with the parties involved. Early in June the Minister requested the chairman to reconvene the Board of Conciliation and Investigation to reconsider the wage dispute and on June 11 work in the plant was resumed.

The strike of 1,700 employees in a metal products establishment in Toronto on May 21 followed negotiations between a committee of employees and the management regarding wage increases, an offer by the management being refused. As a result of conciliation by an official of the Department of Labour work was resumed and an application for a Board under the Industrial Disputes Investigation Act was received on May 27 and the Board was established on June 6. The workers

organized during the strike as members of the Steel Workers' Organizing Committee.

CONSTRUCTION

Carpenters at Kingston, Ontario, ceased work on May 1 on the expiration of the union agreement with the contractors' association, an increase in wages of five cents per hour not having been conceded. As a result of conciliation by an official of the Department of Labour the increase was agreed upon, to be effective from July 1, the employers having contracts not completed. Carpenters on construction work for war projects resumed work before the settlement was reached.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in the March, 1941, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1940. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes which began during March was 121 and 8 were unterminated at the end of February, making a total of 129 disputes in progress during March. The number of workers involved was 63,400 and the resultant time loss 285,000 man-working days.

Of the 121 disputes which began during March, 33 arose out of demands for increased wages and 30 were over other wage questions, 4 over working hours, 20 were over questions regarding employment of particular classes or persons, 26 arose out of questions respecting working conditions, 7 on questions of trade union principle and one was a sympathetic strike. During March, final settlements were reached in the case of 94 disputes, of which 15 were settled in favour of workers, 52 in favour of employers and 27 resulted in compromise settlements. In 18 other disputes, work was resumed pending negotiations.

Apprentices in the engineering and shipbuilding industries in a number of towns in the Clydeside district in Scotland were on strike for wage increases from February 28 to March 19. The strike began in one locality and extended after a few days to the other towns, and about 12,500 workers were idle during the course of the dispute. Work was resumed following sittings of a Court of Inquiry under the Industrial Courts Act, 1919, and a national agreement governing the wages of apprentice engineers was later negotiated. A further 1,800 apprentices in the same industries at Barrow were on strike from March 18 to March 26 and work was resumed after the national agreement was made. Dissatisfaction with the terms of this agreement was the cause of 6,000 other engineering apprentices being on strike from March 27 and later dates, at Manchester and district; work was resumed April 5, on the terms of the agreement with the understanding that local negotiations be opened for the wages for younger apprentices who were not covered by the national agreement.

Clerical, works staff and other workpeople in the tinplate manufacturing industry in several towns in West Wales were on strike from March 24 and later dates over the suspension of a clerk and for recognition of the clerical and works staffs' union. In all 7,500 workers were involved. Work was resumed April 5, on the understanding that discussion should take place.

A strike of 2,000 coal miners at Durham which began April 19 over the question of a minimum wage for coal cutters, and of 3,000 others who went out in sympathy two days later, was settled April 27 when it was agreed to resume work pending negotiations.

About 2,500 employees of meat wholesale establishments in London went on strike April 28 over the dismissal of a number of workers, but was settled the next day.

Eire

Statistics recently published show that the number of disputes which began during the year 1940, was 89, involving 7,715 workers, with a time loss of 152,076 working days. Of these 89 disputes, 46 were over wages questions, 2 over hours, 25 over the engagement or dismissal of workers, 11 over other matters concerning conditions of employment, 4 were sympathetic disputes and one was over a trade union question. During the year 87 disputes were terminated, of which workers' claims were wholly admitted in 19 cases, admitted in part in 27 cases and rejected in 17 cases; employers' claims were wholly successful in 11 cases and in 13 other cases the result was indeterminate.

United States

Preliminary estimates show the number of strikes beginning in April as 400, involving 500,000 workers, with a time loss of 7,800,000 working days in all disputes in progress during the month. The bituminous coal mining dispute which was in progress in April and was noted in last month's LABOUR GAZETTE accounted for about two-thirds of the total workers involved and more than three-quarters of the total time loss for the month.

Twelve thousand loggers and lumber mill workers in the State of Washington went on strike May 9 for increases in wages and other demands. No settlement had been reached at the beginning of June.

Anthracite coal miners in Pennsylvania, numbering 91,000, were on strike for one day, May 19. Work was resumed the next day when an agreement was reached providing for wage increases.

A compromise in the wage increase demanded, reached through federal government conciliation on May 21, ended a strike of 8,500 employees of an automobile and airplane parts manufacturing company at Detroit which had been called May 15.

A two day strike of nearly 6,000 employees of a fire arms manufacturing plant at Hartford, Connecticut, was settled May 14, the strikers obtaining wage increases.

Three plants of a company manufacturing aircraft tools and dies at Detroit, Michigan, were closed due to a strike of 3,000 employees, from May 6 to May 17.

A strike of 1,900 machinists in eleven shipyards in the San Francisco district, California, began May 10. Other employees of these yards, 18,000 in number, were indirectly involved, with the result that work was suspended. Later in the month a certain proportion of those not on strike returned to work but the majority were still out at the end of the month in spite of the efforts of the federal government, the state governor and the head office of the union to effect a return to work. The demands of the strikers were for increased pay for overtime and a slight increase in wage rates over those provided in a master agreement for the whole Pacific Coast which was signed in April but which the local unions of machinists in this area repudiated. A closed shop agreement for one of the shipyards which was not a party to this master agreement was also sought.

Labour Requirements of U.S. Defence Industries

Mr. M. J. Kane, Assistant Chief of Field Operations, Labor Division, United States Office of Production Management, recently told a meeting of the International Association of Public Employment Services at Denver, Colorado, that a minimum of 1,300,000 additional men and women would have to be employed in major defence industries by the end of 1941. Of these, he stated, 285,000 would be needed in ship production, 250,000 in the production of tanks and guns, 100,000 in the production of munitions, and 400,000 in the production of airplanes.

"We have already absorbed practically all the craftsmen and highly skilled workers not regularly engaged in non-defense activities," he said. "The U.S. Employment Service has pointed out that a considerable list of high skills had already developed, for which few or no unemployed workers were registered. The remedy, in addition to the diversion of already employed workers to defense production, lay in a threefold program of training upon which no time must be lost."

The three phases of the program were outlined as follows: 1.—The upgrading of skilled workers to a point where each does the highest type of work of which he is capable; 2.—The training of new or semi-skilled workers to special operations; and 3.—The augmenting of the number of apprentices undergoing basic training in skill.

COMMENCEMENT OF UNEMPLOYMENT INSURANCE IN CANADA

Plan in Operation July 1—Summary of Regulations—Administrative Rulings of Commission—Text of Radio Address by Minister of Labour

CANADA'S Unemployment Insurance Plan will come into operation on July 1, according to an announcement made on May 15 by Hon. Norman A. McLarty, Minister of Labour. The plan is provided for by the Unemployment Insurance Act which became law on August 7, 1940, after detailed study by both Houses of Parliament and by committees of both Houses. (LABOUR GAZETTE, July, 1940, pages 682-686; August, 1940, pages 791-804, etc.)

In his radio address the Minister referred to the extensive preparations which have been made for launching the project. Indicating the magnitude of the work which will spread the "cloak of insurance" over nearly one-half of Canada's population, Hon. Mr. McLarty said:—

"Unemployment Insurance will make a direct contribution to the war effort even now. Contributions of workers and their employers will total about $1,000,000 a week. This will be held in trust by the Government for the Unemployment Insurance Commission, to be invested in Victory Loans and other similar government bonds until it will be needed. To the taxpayer, this means that just $1,000,000 a week less has to be raised by the Minister of Finance by other means."

Administration of Act

The Unemployment Insurance Act is administered by the Unemployment Insurance Commission which was created in September, 1940. The Acting Chief Commissioner is Mr. Arthur MacNamara, former Deputy Minister of Public Works in the Province of Manitoba, who recently completed the reorganization of the Dependents' Allowance Branch of the Department of National Defence. Representing the workers, is Mr. R. J. Tallon, former Secretary-Treasurer of The Trades and Labour Congress, while Mr. Allan M. Mitchell of Montreal, the third Commissioner, represents the employers.

Insured Classes and Exceptions

The Act provides for the compulsory insurance of employed persons with certain exceptions. Subject to necessary regulations it will provide such persons weekly benefits for limited periods if they become unemployed. Among the excepted, or non-insurable, employments, are: agriculture, fishing, logging, hunting, trapping, stevedoring, domestic service in a private home, professional nursing, teaching, and employment at a rate of remuneration exceeding $2,000 in a year.

Contributions

An Unemployment Insurance Fund is to be created from contributions by employers and employees, and from a Government grant of one-fifth of the combined contributions made by employers and employees. The Government also defrays the cost of administration of both Unemployment Insurance and the new Employment Service. Collection of the employers' and employees' contributions will be effected by the sale of unemployment insurance stamps in suitable denominations through local Post Offices and other authorized agencies. Employers will be provided with insurance books for each of their insurable employees and in these books stamps of the required values will be affixed at stated intervals. The employer will deduct the employee's share from the latter's wages. As an alternative, a stamp metering device may be used. Contributions are graded in wage classes.

Benefits

The receipt of insurance benefits by an insured person will be subject to four conditions, namely,—

1. That contributions have been paid in respect of him for at least thirty weeks, or one hundred and eighty days, during the most recent two years;
2. That he proves his state of unemployment;
3. That he is capable and available for work but unable to obtain suitable employment; and
4. That he proves that he did not refuse to attend any course of instruction or training which he was directed to attend by the Commission.

No benefits will be payable until thirty weeks after contributions begin.

An insured person will be disqualified from receiving benefits—

(*a*) If he participates in, and helps to finance, or is directly interested in a stoppage of work due to a labour dispute, or

(*b*) If he has been discharged for misconduct, or

(*c*) If he has refused to accept suitable employment without just cause, or

(*d*) If he has voluntarily left employment without just cause.

Persons under sixteen years of age and persons earning less than 90 cents a day are not entitled to benefits, but may accumulate benefit rights at no cost to themselves.

TABLE OF WEEKLY CONTRIBUTIONS AND BENEFITS

Class	Earnings in a Week	Weekly Contributions		Weekly Benefits (if in same Class for 2 Years)	
		By Employee	By Employer	Single Person	Person with One or More Dependents
		cts.	cts.	$ cts.	$ cts.
0	Less than 90c daily (or under 16 years of age)	.....	27	.....	.....
1	$5 40 to $7 49...	12	21	4 08	4 80
2	7 50 to 9 59...	15	25	5 10	6 00
3	9 60 to 11 99...	18	25	6 12	7 20
4	12 00 to 14 99...	21	25	7 14	8 40
5	15 00 to 19 99...	24	27	8 16	9 16
6	20 00 to 25 99...	30	27	10 20	12 00
7	26 00 to 38 49 (or under $2,000 per annum)....	36	27	12 24	14 40

Daily rates are based on one-sixth of the weekly rates.

No benefit will be paid for the first nine days of unemployment in a benefit year. Thereafter, a worker may draw one benefit payment for every five contributions made in the previous five years, less one payment for every three benefit payments received in the previous three years.

Employment Service

A system of free employment offices is being established throughout Canada, operating in uninsured as well as insured industries. Concerning the Employment Service, the Minister observed:—

"For the employer, it will offer the best and widest field in which to find just the type of man or woman he requires to fill some special post.

"For the worker, it will offer free contact with employers who have vacancies to fill.

"For war industries operating at high pressure, it will be the quickest and most logical place to look for the men they need. At this time of crisis, such a service is vital to our efficiency."

Registration of Employers

By regulation of the Unemployment Insurance Commission, every employer of an insurable person is required to register. At the time of registration, employers will be given a licence which will be numbered. This number will be used thereafter for identification purposes and for the purchase of insurance stamps. It is the duty of every registered employer to obtain a book for every employee on his payroll who is insurable under the Act. These books will be supplied to the employer by the Registration Office on request.

Issuance of Insurance Books

Each employer will allot a book to every insurable employee who will be assigned a number. This number will be the employee's "social security number" throughout his insurable life.

The Insurance Book has two detachable forms. The outside sheet in the front is to be returned to the Registration Office with name, residence, sex, birth date, employer's name, address and business filled in. The back cover of the book shall be the employee's certificate that he is registered as an insured person and it notifies him of his "social security number".

The insurance book remains in the custody of the employer until the employee's services are terminated, when it may be handed to the employee. The books remain the property of the Commission and penalties are provided for any deliberate destruction or defacement. Every employee has the right to inspect his book at reasonable times while it is in the employer's custody.

The employer will be responsible for his contributions and those of his employees. The employees' share will be deductable from wages, except in the case of employees earning less than ninety cents per day or employees under sixteen years of age. In these two classes the employer must pay the full contribution and may not make any deduction from the employees.

After the initial registration, an employer will obtain a book for every person he engages in insurable employment who has not had a book.

If the employer has not the insurable person's book in his possession and the employed person cannot deliver it to him because of unavoidable circumstances, the employer shall report the circumstances to the Commission and shall nevertheless make contributions in accordance with a temporary arrangement. It is provided that such temporary arrangement must not continue for more than six weeks.

Contributions Procedure

Where stamps are used, stamps of the proper denomination and for the required number of days must be affixed in the employees' insurance books. Contributions must be made at the following times:

(1) Where no wages or other pecuniary remuneration is paid, or where the average daily earnings are less than ninety cents, contributions will be made at least once a week.

(2) Immediately upon separation from employment.

(3) In all other cases, stamps shall be affixed within seventy-two hours after each date on which wages are payable.

A stamp must be cancelled by writing or impressing the employer's registration number after affixing the stamp in the book.

If the wages payable are for a full working week, a full week's contribution shall be payable. If for less than a working week, contributions shall be payable on the basis of one-sixth of the week's contribution for each day worked.

When wages are paid on a semi-monthly or monthly basis, the contribution shall be for the calendar weeks, which fall completely within the pay period plus any unpaid part of the previous pay period. Provision is made in the regulations for adjustment of fractions of a cent in the contributions.

Determination of Earnings

In determining the earnings of an insured person, the gross value of his remuneration in the insurable employment, including any remuneration in respect of overtime, will be considered.

Where an employed person is paid by the piece or on some similar basis, his weekly earnings may be determined by ascertaining the average earnings per week for a month. Where an employed person works for less than a week and is not paid on the same basis for each day of employment, his weekly earnings may be calculated by multiplying his average daily earnings for the period by six.

Meals and shelter provided by the employer must be included in determining the weekly earnings of the employed person. The scale used for the determination of the National Defence Tax will be accepted in this connection, or alternatively, the following table:—

	Per week	Per month
Meals and shelter	$6.00	$26.00
Meals only	4.50	19.50
Shelter only	1.50	6.50
Individual meals, or shelter for one night	....	25c. each

Payments made by the employer to the employee as gratuities and unrelated to the contract of service, will not be regarded as earnings.

Holidays and Sickness

Any person who works the full working week will be considered to have been employed during the whole of that week and if any holiday is observed in the premises in which he works, he will be considered to have worked the whole week whether he receives remuneration for that day or not.

An insured person will be deemed to have been employed on any day in respect of which remuneration is paid, although he has been granted leave of absence for that day, either by way of vacation or on account of sickness. Leave of absence for sickness, however, will not be recognized as employment for any continuous period exceeding one month.

If contributions are made in error, rebates may be made under certain conditions on application to the local office.

Determination of Insurability

To be an insured person, an employee must be employed under a contract of service or apprenticeship. A contract of service is an agreement, expressed or implied, whereby one person agrees to perform services for another under the direction of the employer, not only as to the result to be accomplished but also as to the means by which that result is to be accomplished. It is not necessary that the employer actually direct the manner in which the services are performed, but he must have the right to do so. The right to control hours of work and to discharge for cause are important factors indicating that a contract is a contract of service.

Rulings of Commission

The Unemployment Insurance Commission has found it necessary to make a number of rulings on the definition of the so-called "excepted" employments. Some of these rulings are summarized below

Employment in agriculture includes all services performed on a farm by an employee of the tenants thereof or of the owner of such farm, directly connected with the cultivation of the soil, the raising and harvesting of crops, and the raising, feeding and management of livestock, bees and poultry, fur-bearing animals, and wild life, and services performed as an incidental and necessary adjunct to such activities.

Employment in fishing includes services performed by the crew of a fishing vessel. Employees of fish-packing factories are insurable.

Sawmills, planing mills, shingle mills, wood-processing plants which, it is known, will operate in excess of thirty weeks in the year, will be considered as being reasonably continuous in operation, and, therefore, their employees will be insurable.

Transportation by water will cover the crews of all vessels engaged in transportation by sea, lakes, rivers and canals. Similarly, *transportation by air* will include all members of the crew of an aircraft, but not maintenance and ground staffs or ticket agents.

Private domestic service will not be an insurable employment, but servants employed in a club will be insurable. Persons employed in any trade or business carried on for gain, for example, a rooming or boarding house where there are ordinarily more than four paying persons, will be insurable.

Charitable Institutions. The Commission has ruled that a charitable institution is "an institution wishing to claim exclusion as a charitable institution should have available written evidence in the form of its charter or official statement of policy indicating that it is not operating for gain."

Seasonal employment in factories operating on a seasonal basis for canning or processing food products, which it is known will not operate in excess of fifteen weeks a year, will not be insurable employment. Enumerators, poll-clerks, returning officers and those engaged in compiling voters' lists for elections, and census enumerators will be excluded from the operation of the Act.

$2,000.00 Limit. The Unemployment Insurance Act provides that persons earning more than $2,000.00 in a year are not insurable. If the actual earnings cannot be pre-determined, earnings for the previous year or earnings of persons employed in the same employment, may be used as a basis. All tradesmen employed in the building-construction industry, however, will be insurable. Where there is any doubt as to the application of the $2,000 limit, joint proposals may be submitted to the Commission by employers and employees.

Inconsiderable Employment.—Persons who certify to the Commission that they are ordinarily employed in insurable employment for less than four hours a day, or for less than two days a week and are not available for further insurable employment, may be granted a certificate stating that they are in excepted or non-insurable employment.

Persons working in Canada, but insured under an unemployment insurance plan of another country, are not required to contribute in respect of any part of their earnings upon which contributions are paid in the other country.

Registration in Progress

During the month of June, employers across Canada have been registering their employees for the new plan, in order that they may be prepared to make contributions commencing July 1.

In his radio address on May 15th, the Minister of Labour in appealing for the co-operation of employers and employees said: "Today in Britain, the bombed-out worker and the Government have found in their social legislation a source of their high courage and morale. Canadians have already expressed their approval of the Unemployment Insurance Act here both as a war measure and as a plan for peace. I ask for the utmost co-operation of workers and their employers in launching this scheme and I know that I can count upon it."

Radio Address of Minister of Labour

The full text of the radio address delivered by Hon. Norman A. McLarty on May 15, 1941 at 11.15 p.m. follows:

"In June of last year, the Federal Government obtained the approval of every Province in Canada to an amendment to the British North America Act, permitting an Unemployment Insurance Act to be written into the social and economic structure of this country.

"That was done and, by August, Canada had followed the example of other countries where great industries have developed, and has passed such an Unemployment Insurance Act.

"Now, and because the operation of an Unemployment Insurance Plan at this time would be a direct contribution to our "Trial by Battle", it is intended to start collecting contributions and putting the Act into full operation on July 1st.

"This plan of insurance, which was examined in detail by Parliament last year and very widely approved, is designed to fit the unique features of the industrial and social structure of Canada. The experience of other countries in this field of social insurance legislation has been carefully studied and it is believed many mistakes have thereby been avoided.

"In Canada Unemployment Insurance is to be administered by a Commission representing the three parties who contribute to the Fund: workers, their employers and the State. Each of these three will pay into a Fund for the benefit of the worker who becomes unemployed.

"When the Unemployment Insurance Commission was created last September, the late Dr. Sirois was chosen as Chief Commissioner but, owing to his ill health, it was necessary to arrange for a man to carry on in his place. Some months earlier Mr. Arthur MacNamara had been brought from Manitoba, where he had been Deputy Minister of Public Works, to reorganize the Dependents' Allowance Branch of the National Defence Department, and he was induced to undertake the new work as Acting Chief Commissioner. With him, representing the workers of this country, is Mr. R. J. Tallon, well known for his work in protecting the interests of the worker. Mr. Allan M. Mitchell of Montreal, the third

Commissioner, represents those enlightened employers of Canada who see in Unemployment Insurance a true contribution to industrial peace and good will.

"In the last few months, this Commission has been working at great pressure and with great ability under difficulties, to make it possible to start operating the plan on July 1st. This will be an outstanding achievement, as in other countries it has always taken a matter of years to set up the machinery to administer such a scheme. In fact this early start is only made possible through the co-operation of the Post Office and other Government departments.

"This Commission will spread a cloak of protection over some two and one-half million workers in Canada who, with their dependents, will total nearly half the population of the country.

Distribution of Insurance Books

"In the course of the next few weeks, it will start the distribution of insurance books to every employer in an insured industry: one for each of his employees who comes within the terms of the Act. For instance, there will be about one million books distributed in each of the cities of Montreal and Toronto; and some idea may be had of the magnitude of the task by the statement that across the whole country the issue of books will weigh about seventy tons. No less than three million books are being printed for the first year's supply and in a few weeks these will be distributed through about fifty depots set up in Post Offices across the country. The front page of the insurance book, which employers will fill in, will show details such as age, occupation and industry of each of the persons working for them. This will be the means by which every insured worker in the country will be registered and given a number, which he will retain throughout his years of employment.

Contributions

"Contributions to the Unemployment Insurance fund will be made by means of special stamps purchased through the Post Offices and placed in the worker's insurance book. The worker's contribution ranging from twelve to thirty-six cents a week, depending on his earnings, will be deducted from his wages by his employer and with the employer's contribution will make up the value of the stamp which is put into the book. The total number of stamps required for the first year will be some eighty-nine million.

Benefits

"The amount of benefit an unemployed worker receives and the length of time he receives it is strictly related to the amounts and length of time he himself contributed while he was employed. For example, if a married man was fully employed at twenty-five dollars a week for five years and then became unemployed for a long period he would receive twelve dollars a week for a limit of one year.

Employment Service

"During this period of unemployment the nation-wide Employment Service—a development of the existing Provincial Employment Services—would be endeavouring to find him employment either in his usual occupation or in some other suitable occupation at his normal standard of living.

"This Employment Service will operate in every large community in Canada and it will charge no fees to any employer or worker who desires to use it.

"For the employer it will offer the best and widest field in which to find just the type of man or woman he requires to fill some special post.

"For the worker it will offer free contact with employers who have vacancies to fill.

"For war industries operating at high pressure, it will be the quickest and most logical place to look for the men they need. At this time of crisis, such a service is vital to our efficiency.

Insurance Coverage

"Because of administrative difficulties, the experience of other countries has shown that it is unwise to insure some types of employment in the early years of operation. For example, agriculture and fishing by their very nature do not operate in places where collections can be easily made or benefits administered through a City Employment Exchange. These occupations, and others like forestry and trapping, are therefore among those not insured.

"Professional people like doctors, lawyers, and dentists, and people earning over two thousand dollars in a year, are also excluded although all these excluded classes will benefit indirectly from the payment of insurance benefits to the unemployed workers in their community. Even with these exclusions, something like eighty per cent of the wage earners of the country will be required to contribute to the insurance fund and will be able to draw from it on fulfilment of certain minimum requirements.

"While nobody doubts that many of our serious economic problems in the last ten years have been caused by unemployment, or the fear of unemployment, it might be said that the relief of distress caused by unemployment is not the most pressing problem facing Canada

at this time—that we are in the middle of the greatest war that this country has ever experienced and that we can think of these problems later—after Hitler has wished he had suddenly become sane and flown to Scotland with his friend, Hess.

Preparation for Peace

"Perhaps if we had all been willing to think of war in time of peace, it might have been possible to have kept the regimented barbarity of the Nazi hordes from laying waste the civilized lands of the continent of Europe. Let it not be said that in time of war we did not plan for peace and that we so far forgot the debt we owe to the skill of the worker and the tireless efforts of those who plan for this victory, that they were left to drift alone on the turbulent waters of readjustment after that victory had been won. An "all-out" War Effort demands changes in the industrial structure that will have permanent effects on the economic life of the country. As Mr. Menzies, the Prime Minister of Australia, said recently, "If we win this war—and we certainly mean to—we shall take years to recover from the strain . . . and there will be burdens which will bow our shoulders for a generation to come."

"In the meantime, we have created industries that are designed solely for war purposes. Agricultural workers have become builders of aeroplane engines; stenographers are making munitions; industry has developed new materials and techniques and trained its workers in new skills, and the armed forces themselves have drawn to their ranks much of the brain and muscle that has built Canada's peace-time prosperity. The days of readjustment will bring new and intricate problems beyond the experience of any man.

"Unemployment Insurance will give those who contribute a chance to catch their breath after their strenuous labours, and enable them to pause for a while during the period of readjustment without the fear of want and distress hanging over their heads. Their spending of their insurance benefits will help to sustain the purchasing power of the great consuming public, while merchants adapt themselves to new conditions. As far back as 1919, a Royal Commission of Canada recommended the study of Unemployment Insurance as a means of protection for workers during the period of the country's rapidly changing economic structure.

"During the last war, and again during this war, Great Britain has seen the value of extending the scope of protection afforded by Unemployment Insurance and in the battered homes of Britain, workers are finding their insurance benefits of tremendous value, both to their pockets and their peace of mind.

A Contribution to War Effort

"As my colleague, Mr. Ilsley, has pointed out on more than one occasion, Unemployment Insurance will make a direct contribution to the War Effort, even now. Contributions from workers and their employers will total about one million dollars a week. This will be held in trust by the Government for the Unemployment Insurance Commission, to be invested in Victory Loans and other similar Government bonds, until it will be needed. To the tax-payer, this means that just one million dollars a week less has to be raised by the Minister of Finance by other means while the demands on the fund are few.

"Collections will begin on July 1st, when this important contribution to social welfare will be launched.

"While collections will begin on July 1st, it should be borne in mind that benefits do not become payable in any case until contributions have been made for not less than 180 days within the two years immediately preceding the date on which need for benefit develops. It will be understood, therefore, that no benefits will become payable until approximately seven months have elapsed during which contributions have been made.

"Of course, at this time it is impossible to predict the number of benefit cheques which will be issued once benefit rights have been established. Based on the experience in the United States during recent months, an approximation of the number of benefits which might become payable has been set up by one of our accountants. His guess is that the number of benefit cheques which will be issued each working day will not be less than fifteen thousand, or in the neighbourhood of three and a half million cheques a year.

"I simply mention the volume of cheques which will probably be required to give listeners an appreciation of the magnitude of the task which is being undertaken.

"To-day, in Britain, the bombed-out worker and the Government have found in their social legislation, a source of their high courage and morale.

"Canadians have already expressed their approval of the Unemployment Insurance Act here, both as a war measure and as a plan for peace.

"I ask for the utmost co-operation of workers and their employers in launching this scheme and know that I can count upon it."

HEALTH INSURANCE IN SASKATCHEWAN

Survey of Rural and Urban Medical and Hospitalization Plans

OPERATING in Saskatchewan are a number of health insurance schemes concerning which official information has been received from Dr. R. O. Davison, chairman, Health Services Board, Saskatchewan Department of Public Health.

From time to time the LABOUR GAZETTE has outlined various health and medical prepayment and insurance plans (May, 1940, page 456; November, 1940, page 1105; etc.). In Saskatchewan the provincial Public Health Act authorizes the Health Services Board to make wide enquiries into and to co-operate for the purpose of securing better health services for the people of that province. Its main activities so far have been concerned with municipal sponsored health services.

Since Saskatchewan is predominantly agricultural in its economic outlook, with almost 63 per cent of its population being engaged in farming, the main problem has been to provide this group with medical and hospital facilities. Large industries are not numerous in the province and consequently no great necessity has been experienced so far, in dealing with services to their employees.

Besides legislation enabling rural municipalities, towns and villages to provide their residents with medical and hospital services, there is also a statute containing the procedure for the formation of voluntary groups for the purchase of medical and hospital services on a mutual benefit plan. Several associations have been incorporated under this enactment and groups may be found in both rural and urban centres.

Rural Medical and Hospital Services Associations

Among rural schemes for the prepayment of medical and hospital expenses, the following is an outline of the general features of what is being accomplished.

Members of these plans are provided with medical services including the services of a physician who receives a salary of $300 per month. The member and his family receive general medical services, obstetrical care and minor surgery. The doctor is required to attend to all fractures reasonably within the competence of a general medical practitioner, although the patient must pay the cost of any X-ray services, or of casts or other supplies needed for its proper setting. Preventive services are stressed and the doctor is required to systematically organize and conduct immunization clinics and to physically examine children at least once each year. The doctor supplies his own automobile and pays its running expenses in the discharge of his duties. On its part, the association furnishes the physician with a telephone and pays the rental charges thereon. It grants him holiday leave as well as leave to attend medical society meetings and refresher courses.

For these services a member pays an annual fee of $5 plus an additional amount of $4 for the second person in the household, $3 for the third person if an adult son or daughter, or $2 if a juvenile, $2 for the fourth person if an adult son or daughter, or $1 if a juvenile. The annual assessment for the fifth person or subsequent dependents is $1 each. A family maximum of $14 has been established.

Office calls are free, but the patient is required to pay a fee of $1.50 for each and every visit made by the doctor to his home. In addition, the doctor may charge and collect from the patient a fee of $10 for maternity cases, as well as fees for home visits, provided the mother has been under his care for five months; otherwise he may charge a fee of $15. When roads are impassable owing to snow, the member must furnish transportation for the doctor.

Urban Associations

Details of organization of urban associations are outlined in the following example scheme in effect in a city of approximately 11,000 people, limiting its activities to furnishing members with medical services. One physician is employed and is paid an annual sum of $12 for each member. When the member has one dependent he receives $20 and a maximum of $24 for a family. The doctor provides general medical services and minor surgery with no charge for office calls. The patient pays $1 for the first visit to the home in any one illness, subsequent visits being free. After 10 p.m. the physician is entitled to collect $2 for the initial home call and 50c per mile one way if he is called outside the city limits.

Prepaid Hospitalization

Associations offering hospital services only are best described in two examples, one of a plan enrolling members from a small town and surrounding district; and another organization comprising the employees of the largest city in the province.

In the first example, that of an association in a small town and surrounding district, 248 contracts are in force comprising a total of 648 persons. Each member pays an annual membership fee of $1 and an annual fee of $7 for the member, plus $5 for his wife and $1 for each dependent thereafter, with a family maximum of $15. Hospitalization is provided by the association to the extent of $2.25 per day which assures the member or his dependents, public ward accommodation and all ordinary hospital services except fees for operating room, case room, X-ray services or other extras. The patient assumes responsibility for these charges. A total of 60 days' hospitalization in any one year on any one contract is provided by the association, under this plan.

The second organization, comprising the employees of the largest city in the province, has a total membership of about 275. Each member pays a monthly fee of 75c plus 25c for each dependent with a monthly maximum of $2. The association pays either of two city hospitals $2.50 per day which assures public ward accommodation and all ordinary hospital services, including the use of the operating room and the case room, ordinary laboratory services and X-ray services up to an amount of $10.

Saskatoon Association

One of the most comprehensive schemes is that established by the Saskatoon Mutual Medical and Hospital Benefit Association, Limited. Members are solicited from the City of Saskatoon and a neighbouring town, and since its incorporation on October 16, 1939, over 700 members have been enrolled. Both medical and hospital services are provided. A member for himself pays a monthly fee of $1.75; for each member of his immediate family, twenty-one years of age or over, a fee of $1.50 per month; for each member of his immediate family if dependent upon the member and between the age of eighteen and twenty-one years inclusive, a fee of $1.00 per month; for each dependent member of his immediate family under eighteen years of age, a fee of 50c per month. Five or more persons belonging to an industrial, professional or employees group which may include the wives or husbands of such persons, may join and each pay a fee of $1.50 per month.

This association pays for all necessary medical and surgical care including consultations, treatments, examinations, surgical procedures and preventive care as well as laboratory tests, X-ray examinations and physiotherapy treatments, diathermy, short wave therapy, galvanic therapy, quartz light, ultra violet ray, infra-red light, etc.

Public ward accommodation is provided at either of the two Saskatoon general hospitals for which the Association pays $3 per day. This rate includes all ordinary nursing services, use of operating and case rooms, appliances, equipment and supplies used in ordinary surgical procedures and medical treatment, medicines, drugs, sera and oxygen as may be prescribed by attending physicians and surgeons, as well as use of all X-ray services and physiotherapy services available in the hospitals.

A similar association is in the process of formation in Regina, and will offer members the same service on a similar basis.

Supervision of Associations

The incorporation of these voluntary organizations as well as supervision of their activities is a function of the Health Services Board. In addition, the by-laws and any agreements entered into for the services are also subject to the Board's approval.

Municipal Associations

Although considerable advance has been made in the field of co-operative medicine, the main feature of health services in Saskatchewan has been their development on a municipal basis.

Often rural areas and small urban centres afford insufficient financial inducement to attract a resident medical practitioner, or such districts have insufficient resources to furnish their people with adequate hospital facilities. It has, therefore, been necessary for the Provincial Legislature to invest local governing bodies with powers to establish municipal medical, dental, hospital and nursing services and pay for them through the medium of taxation.

Rural municipalities have been given wider powers than villages, towns or cities. The rural community, as an aid in obtaining a physician, may offer an annual, or other grant, not exceeding $1,500. It may also offer a duly qualified nurse an annual, or other grant, not exceeding $1,000 as an inducement for her to reside and practise her profession in the municipality. Where no physician lives within the outer boundaries of the municipality, the amount may be increased to $1,500. If so desired, the municipality may employ nurses for individual patients and also may adopt a similar procedure in the case of dentists.

Rural municipalities, villages and towns may furnish their residents with medical, surgical or hospital services or all of them at the expense of taxation. Taxation may take the form of the usual tax on land or

it may be a personal tax levied on each individual resident. Personal tax legislation was introduced in 1939 and it is still in the experimental stages. On the other hand, schemes paid for from funds derived from taxation on land have in many cases been operated for a considerable period of time.

Rural Medical Services

At present 99 out of 302 rural municipalities, as well as 65 towns and villages furnish their residents with municipal medical services. The population of these communities represents approximately 23 per cent of the provincial figure. The service is given under the terms of a written agreement between the doctor and the municipality concerned, and under the average agreement a municipal physician provides general medical services, obstetrical care and minor surgery. He acts as medical health officer, organizes and conducts immunization clinics, inspects school premises and examines school children, providing corrective treatment when necessary. He equips a suitable office, supplies his own automobile and pays its running expenses, and in the majority of agreements furnishes patients with drugs and dressings on his first visit. There is no cost to the patient except in the case of a rural municipality where it is customary to permit the physician to collect a fee of $2 and a reasonable mileage charge for an unnecessary home call. Major surgical services require a separate agreement.

Rural Hospitalization Services

Hospitalization is provided by 63 rural municipalities and 15 towns and villages or to about 14 per cent of the provincial population. The extent of hospital care and treatment paid for varies, although the most popular plan is that whereby the municipality assumes responsibility for payment of public ward accommodation at a rate which usually includes all ordinary hospital services. The rates charged by hospitals in such arrangements are from $2 to $3 per day.

Both medical and hospital services are sponsored by 29 rural municipalities and 9 towns and villages, representing about 7 per cent of the provincial population.

Six districts have established both medical and hospital services on a per capita tax basis. The first one comprises a rural municipality, one town and two villages with a total population of approximately 2,400. Each resident of this area pays an annual tax of $6 and from funds secured on this basis the municipality employs a resident physician at a yearly salary of $4,000. If a specialist's services or surgical procedures are necessary, patients are referred to physicians of a nearby city and the municipality meets the accounts at 50 per cent of the scheduled fees. A total of twenty-one days' hospitalization in any one year is provided on the authorization of the resident physician. Maternity cases are not hospitalized, unless the doctor considers such care essential to the mother's welfare. The other districts operating both medical and hospital schemes under the personal tax have found that the annual tax should be greater than that levied by the first district and there is now a tendency to make the amount at least $8.

In addition, rural municipalities or villages are empowered under the Public Health Act to make grants-in-aid toward the erection and maintenance of hospitals. Towns and cities may also take over, purchase, maintain and erect hospitals.

The Act also provides that two or more municipalities whether urban or rural, may combine and co-operate in the establishment of union hospital districts. Such districts may issue debentures to raise money, the debentures to be retired from funds secured by way of taxation on land. This provision was designed to provide better hospital facilities for rural areas and at present there are 23 institutions established in this manner in operation.

Staggering of Travel Hours in Great Britain

In order to provide improved travel facilities for workers, the London Passenger Transport Board and the principal railway companies have arranged with the employers in some areas for the staggering of working hours over 15-minute periods, thus extending the "peak" period and enabling the railway companies to transport workers to their homes without the rush on trains and consequent long waiting which a shorter peak period entails.

Selecting, Training and Upgrading is the title of a report issued by the National Industrial Conference Board Inc. of New York in its Studies in Personnel Policy. In a preface it is explained that the report is designed to supply executives with facts which will be helpful in solving, through upgrading and training, some of the labour shortages in their own plants. It emphasizes the selection, upgrading and training of skilled workers, job instructors and supervisors.

COMBINES INVESTIGATION ACT

Conviction of Shipping Container Combine Upheld by Ontario Court of Appeal

THE conviction of manufacturers of corrugated and solid fibre board shipping containers and one individual of combining to restrain trade in contravention of section 498 of the Criminal Code was upheld by a four to one decision of the Ontario Court of Appeal in *The King* v. *Container Materials Limited et al.* The judgments, delivered on May 30 on appeal from the decision of Mr. Justice Hope of the Ontario Supreme Court, handed down on September 6 last (reported in LABOUR GAZETTE, September, 1940, pp. 986-990) find the accused guilty of conspiring to unduly prevent or lessen competition and affirm the fines which were imposed. Three other charges under section 498 were eliminated by the Appeal Court, and a new trial was ordered, on a question of admission of evidence, in the case of Wilson Boxes Limited.

The accused companies are engaged in manufacturing and marketing shipping containers in all parts of Canada. The existence of a combine consisting of eighteen manufacturing companies, Container Materials Limited, a corporation set up by the companies to control their marketing, and one association officer, was reported on investigation under the Combines Investigation Act. Prosecution was undertaken at the instance of the Attorney-General of Canada and the accused were convicted following trial at Toronto. Fines totalling $161,500 were imposed by the Court.

On the appeal, all five members of the Court wrote their reasons for judgment, three of them at considerable length. Four members of the Court, Chief Justice Robertson and Justices Middleton, Masten and Fisher, upheld the conviction of the appellants, with the exception already noted, while Justice Henderson dissented from the majority view of the Court.

In 1931 manufacturers of corrugated shipping containers in Canada entered into agreements with Container Materials Limited, an incorporated trade association directed by H. J. Badden, to establish joint control over the marketing of corrugated products throughout the country. Deposits were made by member companies and these were substantially increased by periodical assessments. Members were allotted percentages of the total business, subsequently revised from year to year, and a pooling system was set up to compensate members whose business fell below their quotas by equal amounts contributed by companies whose sales exceeded their allotted percentages. Schedules of prices, rigidly enforced, were set through Container Materials Limited and rigorous control was maintained over practically every phase of marketing, including credit terms, discounts and types of containers. In the words of Chief Justice Robertson:—

"This supervision and control of the marketing of the manufacturers' products was constantly and continuously maintained by Container Materials Limited throughout the period during 1931 to 1938, and, with the conduct of a pooling arrangement hereinafter described, and doing what occasionally became necessary to eliminate competition from outside its circle appears to have constituted the whole business of that Company. The Appellant, Badden, who, with his partner, A. J. Hardy, was made a director, became president of the Company and also its secretary-treasurer, his salary in the latter office being $15,000 per year. The activities of Container Materials Limited were carried on from the offices of Hardy & Badden in Toronto."

Enforcement of Agreements

"No bevy of little girls ever played a game of 'Let's Pretend' with more realism than these business men displayed in all that related to the marketing of their products in carrying on among themselves the pretence that Container Materials Limited was the sole purchaser from them of their products, and they were merely its agents in selling them to their customers.

"It is not to be supposed that it was ever intended that any Court should be asked to enforce the agreements in any particular when the fundamental provision that Container Materials Limited should purchase the manufacturer's products was not fulfilled. The agreements, however, provided their own sanctions and the means of enforcing them. No doubt the advantages to the manufacturers of such an arrangement in limiting competition was always a potent factor in securing their continued allegiance to it."

Pooling Arrangement

In referring to the pooling arrangement the Chief Justice states:—

"The amounts received and disbursed in carrying out this arrangement were substantial. The amount paid to manufacturers whose sales were short—a like amount being paid in by manufacturers with excess sales—often exceeded in the aggregate $15,000 for the month; not infrequently it exceeded $20,000, and there were months when it was over $32,000.

"This pooling arrangement could hardly fail to have the effect of reconciling to some degree the manufacturers whose sales did not increase as rapidly or as consistently as the sales of

some others, to the restrictions of an agreement under which competition was prevented in many directions."

Elimination of Competition

"Care was taken throughout the period of the agreements of 1st September, 1931, so far as possible, to bring within the circle of manufacturers who carried on their operations in accordance with the agreed plan, any who may not have executed the agreements although then carrying on business in Canada, and any new manufacturers. . . . Others of the Appellants who were not parties to the agreements of 1st September, 1931, in one way and another joined in the general scheme to fix prices, and in some cases to co-operate more fully, so that almost the whole industry engaged in manufacturing this class of goods in Canada was joined in maintaining the control centred in Container Materials Limited.

"That the manufacturers concerned deemed it important to maintain this condition plainly appears from their letters to Container Materials Limited, and to other manufacturers. Whenever an independent manufacturer entered the field there was immediate unrest until the situation had been dealt with or the competition in some way ceased."

"It is, I think, not open to serious dispute that this was an arrangement to prevent or lessen competition generally throughout Canada, as well as in the particular places named in the indictment, in the sale of the articles the manufacturers were engaged in producing. Appellants contend, however, with great earnestness that it is not shown that there was an arrangement to prevent or lessen competition unduly, and much argument was addressed to us on both sides, not only as to the meaning of 'unduly', as used in s. 498, ss. 1, of the Criminal Code, but also in respect to the contention of Appellants that the burden is imposed on the prosecution of proving that the Appellants intended, by their arrangement or agreement, not only to prevent or lessen competition, but to do it unduly, and that in fact competition was unduly prevented or lessened by it. It must always depend greatly upon the circumstances of each case whether or not what is complained of is done, or is agreed to be done, 'unduly', and it becomes substantially a question of fact. In the words of the Chief Justice in *Weidman* v. *Shragge* (1912) 46 S.C.R. 1 at p. 4, 'It is for the Courts to say whether in the circumstances of each particular case the mischief aimed at exists.' There are, however, some established principles to guide one in the inquiry. In the case just referred to the Chief Justice said at p. 4, 'If the object of the parties to the agreement is to interfere with the free course of trade by unduly preventing or lessening competition, the agreement is declared to be unlawful'. Mr. Justice—now Chief Justice —Duff in the same case, at p. 37, after referring to the necessity for keeping scrupulously in view the public interest in freedom of control in commercial matters, and in freedom of dealing in private property, said, 'But giving full effect to these considerations, I have no hesitation in holding that as a rule an agreement having for one of its direct and governing objects the establishment of a virtual monopoly in the trade in an important article of commerce throughout a considerable extent of territory by suppressing competition in that trade, comes under the ban of the enactment.' At p. 42 of the same case Mr. Justice Anglin, as he then was, discussed the difference between the meaning to be attached to 'unreasonably' and that which should be given to 'unduly' when employed in such a statute, and he said 'under the former a chief consideration might be whether the restraint upon competition effected by the agreement is unnecessarily great having regard to the business requirements of the parties, whereas under the latter the prime question certainly must be, does it, however advantageous or even necessary for the protection of the business interests of the parties, impose improper, inordinate, excessive or oppressive restrictions upon that competition the benefit of which is the right of every one?' The opinions so expressed were quoted and approved in *Stinson-Reeb Builders Supply Co.* v. *The King* (1929) S.C.R. 276.

"In my opinion it is established by evidence properly admissible, that an agreement or arrangement was made among the manufacturers who mainly supplied the market throughout Canada for corrugated and solid fibre board boxes and shipping containers that they would place the control of the marketing, the barter, sale and supply to customers of their output of these products under the control of Container Materials Limited, a company that they themselevs, through their representatives on the board of directors, controlled and operated, with the Appellant Badden as president and secretary and virtual manager, and that the measure and extent of that control was such control as that would be in the hands of a single purchaser, to whom alone any of these manufacturers was at liberty to sell its products, or any part of them, and for whom the manufacturers themselves in supplying their real customers were mere agents selling the goods of that purchaser for it and under its strict supervision and control. While this was not strictly a monopoly it was to have all the effect of one so far as the public was concerned. Under this arrangement there was always to be imposed as a restriction upon the manufacturers' freedom to compete, whether among themselves or against others (if there were others who could supply similar goods or other goods that would compete with them), the control of Container Materials Limited, not only over prices but also over every matter that entered into the supply of the market, and that would have been in the hands of Container Materials Limited if it had been the sole purchaser to whom the manufacturers could sell, and from whom alone others could obtain a supply."

"If I am right in the conclusion I have reached as to the real arrangement or scheme of these manufacturers, and of those who worked with them in its execution, then I think there can be no question that it falls within the terms of sec. 498, s.s. 1 (*d*). Its purpose was to extinguish so far as these manufacturers were concerned all competition in the barter and sale of these products in Canada just as completely as if Container Materials Limited had a monopoly of them.

"It is argued that this is not so, for each individual manufacturer continued throughout to push the sale of its own goods and to supply the requirements of its customers and to search for new customers for its goods. It is pointed out further that in the aggregate the money value of the sales per annum about doubled

in the period under investigation, most of the manufacturers steadily increasing the volume of their sales. It is argued that this disproves the assertion that competition was restricted.

"No doubt this case is to be distinguished from cases where it was part of the conspiracy charged that the volume of output should be restricted, or that only persons engaged in a certain trade or belonging to an association should be supplied, or that there should be some controlled allotment, among the members, of the available business. We have none of these in this case. We have, however, the so-called 'pool' arrangements by which any manufacturer who obtained more than his specified percentage of the total monthly sales was required to pay a substantial part of his gross receipts from the excess to other manufacturers whose sales had fallen below the percentages assigned to them. This necessarily imposed some limitation on the amount of new business any manufacturer could afford to take. In this way also the customers of the one manufacturer were indirectly made to compensate the less successful manufacturer for the business he failed to get.

"Competition from which everything that makes for success is eliminated except salesmanship is not the free competition that sec. 498 is mainly designed to protect. It brings to the customer no opportunity to buy at a lower price or on better terms, or to buy better or more attractive goods for the same money, and this is one of the principal benefits to be had from free competition. The chief factor in increasing sales under conditions such as prevailed under this arrangement is mere salesmanship. Competition of this restricted kind resembles the competitions one reads of among the agents of one insurance company as to who shall write the most insurance in the year, all competition in benefits granted the persons insured being prevented by law."

Second Count

"The second count is laid under clause (*b*) of sec. 498. It charges a conspiracy to restrain or injure trade or commerce in relation to articles of trade or commerce, to wit, corrugated and solid fibre board boxes or shipping containers."

"It was strongly argued for the Appellants that the Crown had proved only one conspiracy, and therefore there could be only one crime. It was said, as it has often been said, that the crime lies in conspiring and not in what was done to carry out the conspiracy. No doubt that is true. Yet simply to conspire does not come within the description of any offence. The crime is to conspire to do something or to bring about some result, as to conspire to rob or to conspire to commit some other named indictable offence (s. 573 of the Criminal Code) or to conspire to defraud (s. 444)."

"Not only have we but one agreement or arrangement although it is necessary to read more than one document to discover it, and some essential part of it is not in writing at all and is disclosed only by the conduct of the parties, but the evidence of the things done or agreed to be done that goes to establish the conspiracy is as relevant to the second count as to the first, and has been taken into account in reaching the conclusion of guilt on that count. It therefore seems to me that, having convicted on the first count, it would be improper and unjust to convict again on the second count for the same conspiracy to do the same things, described in different terms. In this connection it is significant that the voluminous particulars delivered by the Crown make no distinction as between one count and another."

Third Count

"The third count in the indictment is laid under clause (*a*) of sec. 498, and charges a conspiracy to unduly limit the facilities for producing, manufacturing, supplying, storing or dealing in corrugated and solid fibre board boxes or shipping containers."

Fourth Count

"The fourth count charges a conspiracy to unduly prevent, limit or lessen the manufacture or production of corrugated and solid fibre board boxes or shipping containers, or to unreasonably enhance the price thereof contrary to clause (*c*) of s. 498. While as an incident of its control of the marketing of these articles, Container Materials Limited did at times refuse to permit the manufacturers to supply customers with the very article called for, this is far from being evidence of a conspiracy to unduly prevent, limit or lessen manufacture or production. Without a far more intimate knowledge of the requirements of this trade than can be obtained from the evidence it is, in my opinion, impossible for the Court to say that there was anything undue in what was done in this regard. The absence of any evidence from persons who were unable to get what they reasonably required also called for comment."

Unreasonableness of Prices

"There remains under the fourth count the question of conspiracy to unreasonably enhance prices. There is an abundance of evidence, in my opinion, of a conspiracy to control prices and to fix them throughout Canada, and to unduly prevent and lessen competition in that respect. The evidence establishes that Container Materials Limited was given a large measure of control over prices, and that it exercised such control over a period of years, and that competition in prices ceased to exist. I doubt whether the direct evidence on the fixing of prices goes any further than that. There is evidence, no doubt, of the prices that were fixed, but there is no direct evidence so far as I am aware, that any of the prices were unreasonably high. In that connection it is important to note that here the word 'unreasonably' is used and not 'unduly' before the word 'enhance'. The result may be that it is necessary to consider the reasonable necessities of the producer as well as the interest of the customer or consumer, in determining whether prices are enhanced in a way that is forbidden. See *Weidman* v. *Shragge* (supra) at p. 42.

"Doubtless there is a grave danger that the prices demanded for goods will be unreasonably enhanced if the manufacturers of the goods have the control of prices in their own hands. There may be much truth in Edmund Burke's epigram, 'There never was a man who thought he had no law but his own will who did not soon discover that he had no end but his own profit'. That danger, however, is one that arises from preventing or lessening competition against which clause 'd' of sec. 498 is designed to provide. It is not enough to support a charge under clause 'c' to show that unreasonable enhancing of prices was made possible. It must be shown that it was designed.

"There are features of the arrangement to which Appellants were parties, and there were acts done in pursuance of it that definitely suggest a purpose on the part of the manufacturers to enhance prices beyond their reasonable and legitimate requirements. The most important of these is the so-called 'pool'. It seems a reasonable conclusion that the manufacturers reimbursed themselves by the prices fixed for their products, for the sums required to be paid in each month by those whose gross sales for the preceding month exceeded their assigned percentages of the aggregate sales of all of them for the benefit of those whose gross sales fell short of their assigned percentages."

"I should be inclined to the opinion that to fix prices high enough to provide from profits the funds necessary for the operation of the pool afford evidence of a conspiracy to unreasonably enhance prices, and would warrant a conviction on the fourth count—for the requirements of the pool cannot be considered a valid reason for raising prices—were it not for the fact that the views I have set forth of the real working of the pooling arrangement were not presented in argument before us, nor do they appear in the reasons for judgment of the learned trial judge. . . In the circumstances, however, I do not think it would be safe or proper to uphold the conviction on grounds that have not been argued, and, other grounds failing, I would therefore quash the conviction on the fourth count.

"Appellants contend that intent is an essential ingredient of the offence charged, and that even if it has been shown that they conspired to prevent or lessen competition, it has not been shown that they had any intention to do so unduly. The case of *Attorney-General of Australia* v. *Adelaide SS. Company* (1913) A.C. 781 is relied on. I do not think that case is relevant. The statute defining the offence in question there expressly included the intent in its definition. I do not think anything more than 'mens rea' is required to be found in the present case. It cannot have been the intention of Parliament that unless it is shown that the object of the conspiracy was to do something in a manner or to a degree that the accused ought to be found to have himself considered 'undue', he could not be convicted. It is, I think, sufficiently established by cases already cited that it is for the Court or the jury to decide what is 'undue', in fact, and no more is necessary. Apart from that question, there can be no doubt that 'mens rea' is amply established in this case. The subterfuge of introducing Container Materials Limited in the guise of an independent purchaser must count heavily against Appellants on any consideration of questions of innocent intention."

Sentences Confirmed

"There remains the matter of sentence, against which some of the Appellants have appealed. I am not able to take the view that the matters with which these proceedings are concerned are the result of innocent mistake into which anyone might fall. As the accused are all, with the one exception of the Appellant Badden, corporations, not much is to be gained by discussing questions of moral turpitude, for the persons whose morals would be the subject of discussion are not before the Court. This much may, with fairness, be said that if as much care had been taken to keep within the law as was taken to seem to be within it, the law would not have been broken. I can find no ground for interfering with the sentences that were imposed by the trial Judge.

"The appeal of each of the Appellants so far as it relates to their conviction on counts 2, 3 and 4 of the indictment should be allowed, and the convictions upon these counts should be quashed. The conviction of Wilson Boxes, Limited, on the first count should also be quashed and a new trial should be had. In all other respects the appeals should be dismissed."

Mr. Justice Middleton concurred with Chief Justice Robertson. In his reasons for judgment Mr. Justice Middleton states:

"The offence thus described is a conspiring, combining, agreeing or arranging with others to do any one of four things defined in section 498 of the Code. The offence is for the one thing, to combine or conspire, etc., to injure trade in one of the four methods mentioned in section 498. For this offence, if proved, penalties provided may be imposed. The offence is the conspiracy and not the carrying out of the conspiracy in any one of the four methods named.

"Upon the evidence I am convinced that the Crown has failed to establish any one of the offences charged and numbered (*a*), (*b*) or (*c*) in the section referred to. But, on the other hand I am equally convinced that, having regard to the matters hereinafter set forth, the Crown has abundantly proved offences against Clause (*d*). It is shown that the accused are guilty of conspiring and agreeing to unduly prevent or lessen competition in the production, manufacture, purchase, barter, sale, transportation or supply of articles or commodities which may be the subject of trade or commerce, and to the price thereof.

"It was contended by the defence that these overt acts, individually necessary for the establishment of the crime, ought to be set out fully in the indictment. I do not think that this is so, having regard to what has been said before; the offence is the conspiracy or agreement. The overt acts are not the crime but the fruit of it."

Mr. Justice Masten, who also gave lengthy reasons for judgment, finds, in part:

"As already indicated I am of opinion for the reasons hereinafter stated that a conspiracy to unduly prevent or lessen competition, as alleged in Count 1, is established by the evidence."

"As a preliminary observation I desire to point out that stabilization of a widespread industry is no doubt lawful, and for that purpose some degree of control may be essential even though it involves a lessening of competition to a certain extent. Parliament has recognized that fact or situation by providing that the act of lessening competition becomes unlawful only when the competition is *unduly* lessened. That means that competition may be lessened either duly or unduly. Where the line is to be drawn is a question of fact on which the trial Judge has found that the appellants have overstepped the line between legitimate and undue lessening of competition.

"In considering whether his finding was or was not warranted, I think it would be a mistake for this Court to look upon the appellants as guilty of moral turpitude or of a wicked intention. Their directors are honourable men desirous of conducting successfully the affairs of their respective companies, and if in their

efforts they have by mistake overstepped the line set by Parliament and have *unduly* lessened competition they are responsible for their unlawful act. *Rex* v. *Stewart*, 1940 O.R. at 181. Breach of the statute is one thing, moral turpitude is quite another."

"The finding of the trial Judge is 'that Container Materials Limited represented that it controlled 100 per cent of the industry'. I think it is established that the organization operating through Container Materials Limited substantially controlled throughout Canada during the period in question the manufacture and sale of containers.

"It is clear from the foregoing analysis of the organization created in 1931 that it was an instrument possessing enormous potency, whose first object was to improve or increase the profits of its members and adherents by its control of the manufacture and sale throughout Canada of containers. It is also manifest from the foregoing analysis that the supervision and restrictions imposed by the organization necessarily lessened competition. Whether the charter and by-laws of Container Materials Limited, coupled with the four agreements when taken by themselves, make manifest an agreement to lessen competition *unduly* need not be considered, for the organization manifests a common agreement and certain subsequent overt acts done by the organization in pursuance of the common agreement establish in my opinion that its objective was to 'unduly lessen competition' and hence was unlawful.

"If I correctly understood the argument of counsel for appellants it was submitted that a criminal conspiracy must first be established before correspondence or acts done in pursuance of the unlawful agreement could be given in evidence. I cannot agree."

Mr. Justice Henderson dissented from the majority view of the Court. His reasons for judgment, in part, follow:—

"I am unable to agree that there is any evidence to establish a conviction under count 1 of the indictment, and moreover in my view there can be no conviction under count 1 in the face of an acquittal under count 2 of the indictment."

"In my opinion, therefore an acquittal under Section 498 subsection (*b*) is a bar to a conviction under subsections (*a*), (*c*) or (*d*) where the prosecution is founded on the same alleged conspiracy.

"In the view I take that in reality there is only one conspiracy and that the gist of the offence is the conspiracy, the various counts set forth being simply allegations of overt acts, in pursuing the object of the conspiracy, I find difficulty in upholding the conviction of the accused, and more difficulty still in upholding the sentence of the learned Trial Judge, having in mind that the Crown fails in respect of counts 2, 3 and 4.

"It would appear to me that the conviction and sentence both fail, and that in order to convict the accused on this appeal we would have to substitute a conviction by this Court and a sentence by this Court, which I conceive is beyond our province.

"The trial throughout, and the argument before us, proceeded in the view of the Crown that the parties acted in entire good faith in entering into the agreements which I have set forth, that they were honourable men and believed that they were within their rights; that there was no intention on the part of any of the accused to commit any wrongful act, much less a crime, but that the intention and object of the parties is entirely beside the question and in this respect, in my opinion, the Crown erred and in accepting this view, in my opinion, the learned Trial Judge erred."

"In my opinion *mens rea* or guilty mind is a necessary ingredient of the crime here charged, and I should have thought that the crime of conspiracy is particularly one which involves *mens rea*. I should add that Crown Counsel expressly acquitted the accused of any fraud or fraudulent intention. The Crown accepts the view that there having been an association of manufacturers in this industry prior to 1931, and the industry being in a bad way financially, having taken heavy losses and being in danger of collapse, the object of the accused was to form an association which would stabilize the industry, put it on a sound footing and make it prosperous.

"It is charged by the Crown that in effecting this object the accused did unduly stifle competition. In support of this the various regulations to which the accused submitted, with a view to making their agreements efficient and operative, are cited. It is said, of course, that a committee was appointed who, after consideration of costs and other features entering into the problem, made a scale of prices to which the accused agreed, but no attempt was made to show that prices were unreasonably enhanced. It is said that the accused submitted to all kinds of restrictions in the matter of designs, sizes, colourings and printing upon their products. No evidence is offered in support of the view that in standardizing their products the accused did any injury to the public or to their consumers. For all that appears to the contrary, one is entitled to conclude that this stabilization and standardization was all for the benefit both of the industry and of the consuming public, and in the whole army of customers throughout Canada no single witness is called to say that competition was lessened, much less unduly lessened, or to say that the public interest in any way suffered."

The appellants have served notice of appeal to the Supreme Court of Canada.

The Wartime Prices and Trade Board has issued a booklet entitled *Rent Control in Canada* dealing with questions and answers on maximum rentals, renewal of leases and evictions. The rent control regulations explained in the booklet "are designed to guide the relationship between landlords and tenants in war-congested areas, and to prevent unreasonable increases in the cost of living in which, for many Canadian families, rent is the largest single factor."

Copies of this booklet may be obtained on application to the Wartime Prices and Trade Board.

LABOUR LEGISLATION IN QUEBEC, ONTARIO AND NOVA SCOTIA IN 1941

Quebec

THE Quebec Legislature, which was in session from January 7 to May 17 enacted a law for the regulation of trade schools and amended statutes relating to collective agreements, professional syndicates and workmen's compensation.

Collective Agreements

The Collective Agreement Act was amended to provide that an Order in Council making binding on employers and employees certain terms of a collective agreement may also fix the minimum prices to be charged to the public for the services of barbers and hairdressers. A joint committee appointed to enforce an agreement may, with the approval of the Lieutenant-Governor in Council, grant to its members, in addition to their travelling expenses, a fee not exceeding $5 to be paid for attendance at not more than one meeting in a week. The committee must keep duplicates of its financial reports and show them on request to any person during office hours. Right of appeal is now given in summary proceedings for offences under the Act where the fine is $200 or more.

Professional Syndicates

An amendment in the Professional Syndicates Act regulates more strictly the operations of syndicates. In future by-laws must provide for at least one general meeting of the members of a syndicate every three months; require officers, delegates or deputies to submit a report to the members at least once a year; impose upon the members an annual assessment of at least $1 for the administration fund; provide that failure to pay such assessment for a period not exceeding one year shall entail forfeiture of membership; and require minutes of every meeting to be drawn up and approved during the meeting or, at latest, at the following meeting.

The reduction of the number of members in good standing to less than twenty dissolves a syndicate. Corporations may be members of professional syndicates of employers in any business or industry which they carry on, each being represented by a delegate appointed in accordance with the ordinary administrative procedure. A petition for the formation of a union or federation of syndicates must be accompanied by a resolution of each of the adhering syndicates. The section of the Act defining the powers of federations was revised and now provides that they shall have all rights and powers conferred by the Act upon professional syndicates particularly those relating to the study and and defence of their economic, social and moral welfare. They may also establish and administer sickness, unemployment, superannuation, death or other benefit funds for members of the adhering syndicates and their heirs and beneficiaries, if such syndicates agree, whether the latter adhere directly to such union or federation or are members of one which is affiliated with it. A syndicate is forbidden to claim more than one year's assessment from a retiring member.

Workmen's Compensation

An amendment in the Workmen's Compensation Act extends from one to two years the period during which a workman may be furnished with, and have replaced, prosthetic and orthopedic appliances. A new section bars actions under the common law against the servants or mandataries of the employer of the injured workman by reason of any fault committed in the performance of their duties. In accordance with this provision is the repeal of the section of the Civil Code which gave a workman or dependant having a right of action against a person other than the employer the option of bringing such action or claiming compensation under the Workmen's Compensation Act and its replacement by a new section barring actions under the Code in accidents covered by the Workmen's Compensation Act, except to the extent permitted by that Act.

Wages

The Code of Civil Procedure was amended as to the section exempting from seizure the wages of a debtor who complies with the rules laid down for payment of the debt, including the depositing in court of the seizable portion of his wage, together with a sworn declaration. The amendment requires a debtor taking advantage of these provisions and making, as required by the Code, a new declaration after interruption of his employment, to declare again in the same suit.

An amendment in the Alcoholic Liquor Act forbids the cashing of pay cheques in hotels, inns, taverns, restaurants or cafes.

Trade Schools

The Trade-Schools Act, which will come into force on Proclamation, defines a trade school as any establishment in which by lessons, demonstrations, practice, correspondence, or in any other way, the arts, trades or vocations specified in the regulations made under the Act are taught, but not schools established by corporations which are specially authorized by statute to found such schools. Every person desiring to operate a trade school must obtain a permit from the Provincial Secretary and schools already established must obtain such a permit within thirty days of the coming into force of the Act. Before issuing a permit the Minister must be satisfied that the school will have competent instructors and the necessary equipment and will furnish proper vocational training at reasonable rates. Provision is made for inspecting trade schools, their methods of instruction and of business. The Lieutenant-Governor in Council may make regulations determining the trades or vocations to which the Act shall apply; governing the operation of trade schools, including instruction, advertising, examinations, and the conditions upon which articles made in a school may be sold or work done for the public; requiring annual reports; and fixing fees for permits and for the filing of reports. A fine of from $100 to $500 and costs may be imposed for contravention of the Act or regulations. The costs of administration are to be paid out of moneys voted annually by the Legislature and the sum of $8,000 is appropriated for that purpose for the fiscal year 1941-42.

Pressure Vessels

References to the Canadian Interprovincial Regulations for the construction and inspection of boilers and machinery, which are no longer in use in the Province, were deleted from the Pressure Vessels Act.

Ontario

During the Session of the Ontario Legislature, from February 19 to April 9, amendments were made in laws relating to Sunday street cars, woodmen's liens and pensions for employees of the Hydro-Electric Power Commission.

Sunday Street Cars

An amendment in the Railway Act adds the Cornwall Street Railway, Light and Power Co. to the list of companies exempt from the provisions of the Act which forbid any company or municipal corporation to operate a street or electric railway or tramway on a Sunday or to employ any person on such railway on that day, except for work of necessity.

Moving-Picture Machine Operators

In the Theatres and Cinematographs Act the term "operator" was replaced by the term "projectionist" in the sections relating to examination and licensing of such employees.

Woodmen's Liens

An amendment in the Woodmen's Lien Act provides that forms of writs, summonses, etc., for use in carrying out the Act are to be prescribed by the Rules Committee, with the approval of the Lieutenant-Governor in Council instead of being prepared and adopted, as formerly by the judges of the district courts or a majority of them. The Rules Committee is to be set up under a 1941 amendment to the Judicature Act and is to consist of six judges of the Supreme Court appointed by the Chief Justice of Ontario, a judge of a county or district court appointed by the Attorney General, the Attorney General or a law officer of the Crown appointed by him, the Master of the Supreme Court and three barristers or solicitors appointed by the Benchers of the Law Society.

Hydro-Electric Commission Employees' Pensions

Under an amendment in the Power Commission Insurance Act the Power Commission, with the approval of the Lieutenant-Governor in Council, may amend agreements already made with insurance corporations for the insurance of employees of any municipal authority or authorities by way of service or income annuities or death, disability or other benefits. An amending agreement is to be legal and binding upon each municipal authority on whose behalf it is made and upon the successors and assigns of such authority.

Nova Scotia

The Nova Scotia Legislature, during the Session which opened on February 25 and closed on April 5, passed an Act authorizing appointment of Commissioners of Conciliation in labour disputes and amended laws relating to boiler inspection, workmen's compensation, mines and advance polls in municipal elections.

Conciliation in Industrial Disputes

The Concilation Service Act empowers the Minister of Labour to act as a mediator and to appoint a Commissioner or Commissioners of Conciliation in labour disputes whenever he considers such action necessary in the interests of industrial peace. Commissioners are to be paid such remuneration, allowance and expenses as the Governor in Council may determine.

Steam Boilers

The revised Steam Boiler Inspection Act applies to any boiler, vessel or structure in which steam is generated for power or heating but does not apply to boilers used for domestic or heating purposes and having a pressure not exceeding 15 pounds to the square inch, to marine boilers or to locomotive or other boilers subject to the jurisdiction of the Dominion Board of Transport Commissioners. Provision is made for appointment of a Chief Inspector and other inspectors who are authorized to enter premises at all reasonable hours. The Chief Inspector, or any person authorized in writing by the Minister of Highways and Public Works, may summon and examine any person as to any matter connected with the construction, alteration, repair or operation of a steam boiler. The Lieutenant-Governor in Council may make regulations prescribing specifications for construction, material and methods to be used and tests to be applied; governing inspection before and after construction or repair; the issuing, suspension and cancellation of certificates of inspection and the fees to be paid; declaring in what circumstances a boiler is to be deemed to be unsafe and prohibiting the use or operation of any such boiler; defining the powers of inspectors; providing for reports and returns; and, generally, respecting safety and efficiency. Penalities are provided for violation of the Act or the regulations.

Workmen's Compensation

The Workmen's Compensation Act was amended to require application for payment of accounts for medical aid to be made within three months after such aid has been rendered, instead of within one year as formerly.

Mines

The revised Mines Act retains the sections enabling the Minister, under certain conditions, to take over and operate a mine and employ workmen and requiring the payment of fair wages to such workmen. An amendment makes it clear that in such cases the Minister may have the mine operated for the production of mineral and may dispose of the output.

Advance Polls

The revised Towns Incorporation Act provides that advance polls shall be open on the Saturday preceding polling day instead of the Monday preceding.

Employment of Non-residents

The Nova Scotia Labour Act, 1933, is to remain in force until May 1, 1942. It forbids any employer of 25 or more workers to hire any person who has not been a resident of the Province for at least one year unless the person hired has a certificate from the Government Employment Agent or Municipal Clerk in the place where he is to be employed, stating that there are no unemployed residents capable of doing and willing to do the work.

Certain Regulations to be Laid before the Legislature

An Act to require the laying before the House of Assembly of certain regulations requires all rules and regulations made, under authority of any Act of the Legislature, by the Governor in Council or by the Minister or other official of a Department of the Public Service, or by any board, commission or body mentioned in the Schedule to the Act to be laid before the Legislative Assembly. These authorities include the Workmen's Compensation Board and the Nova Scotia Land Settlement Board. Regulations made before the passing of the Act must be laid before the House within twenty days after coming into force of the Act or, if the House is not then sitting, within twenty days of the opening of the next session. Regulations made after the passing of the Act must be laid before the House within twenty days after they are made, or, if the House is not sitting, within twenty days of its next meeting.

During the month of May, there were 9,203 accidents reported to the Workmen's Compensation Board of Ontario. This constitutes the largest number in any single month since the Act was put into force. In April of this year there were 8,110 accidents and in May of last year there were 5,945. This shows an increase of 3,258 over the same month in 1940. Benefits awarded during May amounted to $838,908.03, of which $680,190.45 was for compensation and $158,717.58 for medical aid.

RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

UNDER the War Measures Act, an Order in Council has been passed governing the discipline of merchant seamen, and the schedule of compensation to seamen for loss of effects through war hazards has been amended. Under the Canada Shipping Act, changes have been made in By-law 7 of the Pilotage District of St. John. Minimum wage regulations in the provinces include a revised order governing Manitoba shops, in Quebec a revised order for the butter and cheese trade in Montreal, a new order governing theatres in Montreal and an amendment in the by-law providing for a levy on wages, and in Prince Edward Island a regulation respecting the remuneration of truck drivers. The relaxation of hours provisions in war industries in Quebec is continued; in Alberta the exemption of certain classes of employees in lumbering and construction camps from hours and weekly rest-day provisions is renewed for the season; and in British Columbia hours provisions have been relaxed for resort hotels during the summer. Under the Manitoba Factories Act, regulations for the protection of workers handling substances containing lead or benzol have been passed. Finally, New Brunswick regulations governing theatres, including cinematograph operators, have been amended.

Canada—War Measures Act

Two Orders in Council affecting seamen, one relating to discipline and the other revising the schedule of compensation for war damage to effects, have been passed.

The Merchant Seamen Order, 1941 (P.C. 2385), passed on April 4 (gazetted May 17), is designed to prevent delays in the sailing of merchant ships due to obstructive action by members of the crew. It is to be administered by the Minister of National Defence for Naval Services. It authorizes the Minister of Justice to nominate naval, R.C.M.P. and Transport Department representatives, any three of whom may, if each Department is represented, form a Committee of Investigation, and to appoint naval, transport and immigration officials, any three of whom may, if each Department is represented, form a Board of Inquiry. A naval representative will be the chairman of a Committee of Investigation, and an immigration official will be the chairman of a Board of Inquiry.

A Committee of Investigation has authority to board any ship and conduct an investigation into the conduct of any seaman employed thereon. If it is satisfied that a seaman is likely to cause delay in the departure of the ship, to refuse to sail on the ship, to refuse to perform his regular duties, or to induce other seamen to interfere in any way with the proper operation of their ship, it may direct in writing that such seaman be temporarily detained and removed from his ship. Any seaman so detained must be brought before a Board of Inquiry within 48 hours.

A Board may inquire into the conduct of a seaman who is alleged to be likely to cause delay in the departure of a ship, who deserts from his ship, who refuses to sail or carry out his regular duties, who is alleged to be inducing other seamen to interfere in the proper operation of their ship, who is suspected of subversive activities, or who has been detained by direction of a Committee. It may also, at the request of the Director of a seamen's manning pool, inquire into the conduct of any seaman belonging to that pool. P.C. 4751, of September 12, 1940, respecting alien seamen, is amended to permit any alien seaman detained under that Order to have his case referred to a Board.

A Board may order in writing that a seaman be released, released to his ship or to a manning pool or detained for a period not exceeding three months. A seaman who has been detained will, at the end of his period of detention, again have his case reviewed by a Board, which may direct that he be released or detained for a further period not exceeding six months. Notwithstanding any of the above provisions, a Board may recommend to the Minister of Justice that the seaman be detained under Regulation 21 of the Defence of Canada Regulations. Finally a Board may make an order prohibiting leave from any ship for a period not exceeding 48 hours. There is no appeal from an order of a Board.

It is expressly stipulated that this Order in Council is to be interpreted in accordance with P.C. 2685 (LABOUR GAZETTE, 1940, p. 678), affirming the right of employees to organize in trade unions, to bargain collectively, and to be protected from such acts of employers as refusal of employment and dismissal because of trade union membership, intimidation to prevent an employee from belonging to a trade union, and conspiracy with other employers to such ends.

The schedule of compensation under the Compensation to Seamen (War Damage to

Effects) Regulations of November 10, 1939 (P.C. 3358), has been amended by P.C. 91/3191 gazetted May 24, 1941. For masters, certificated officers and uncertificated officers, the maximum payable for loss of personal effects remains unchanged, as does that for ratings in the victualling department above the rank of waiter or room steward. For waiters or room stewards and similar pay ratings, the maximum has been raised from $50 to $70 while for ratings in the victualling department of lower pay, it has been raised from $40 to $70. For carpenters and joiners the maximum payable for effects has been raised from $50 to $70, while that for tools remains at $100. For boatswains, donkeymen, quartermasters and similar ratings, as for licensed pilots and apprenticed pilots, it has been raised from $50 to $70, for seamen, greasers, firemen, trimmers and similar ratings, from $40 to $70, and for Oriental ratings, from $20 to $25.

In the case of fishing boats and vessels of 60 registered tons and over and foreign-going sailing vessels, the rates for masters and mates or engineers remain unchanged at $200 for the former and $100 for the two latter, while for members of the crew it is raised from $40 to $70. In the case of all other fishing boats and home trade, inland and minor water sailing vessels, as well as pilot boats and lightships, the rate for masters is unchanged at $125, while that for members of the crew is raised from $40 to $70.

Canada Shipping Act

P.C. 3251, gazetted May 24, 1941, amends subsection (*b*) of By-law 7 of the Pilotage District of St. John (LABOUR GAZETTE, 1935, p. 31) dealing with payments to pilots. The clauses dealing with the method by which payments are to be made remain unchanged, but the clause providing for an annual maximum of $4,000 for any pilot is omitted.

Alberta Hours of Work Act

Order 11, gazetted May 17, 1941, extends for six months the exemption from the weekly rest-day requirement of the Act, and Order 11A, gazetted May 31, extends for the same period the exemption from the nine-hour day and 54-hour week requirement, of cooks, cookees, bull cooks, night watchmen and barn bosses employed in the lumbering industry and by logging and railway contractors in rural districts more than ten miles from any city or in towns and villages of less than 1,000 inhabitants (LABOUR GAZETTE, 1940, p. 1257).

Order 18, gazetted May 17, 1941, renews from May 15 to October 31, the provisions of Order 12 (LABOUR GAZETTE, 1940, p. 343), exempting from the weekly rest-day requirement cooks, cookees, bull cooks and barn bosses employed in highway or other construction camps, but adds the proviso that the exemption applies only if the men receive not less than the following wage-rates, with meals and lodging: cooks $75 per month, cookees and bull cooks $50 per month, with a minimum for barn bosses of $80 per month and lodging. Order 18A, gazetted May 31, exempts them for the same period from the nine-hour day and 54-hour week requirement, with the same proviso as to minimum wage-rates.

British Columbia Female Minimum Wage Act

Order 52H, gazetted May 29, 1941, relaxes for resort hotels during June 14 to September 13, the hours provisions of Order 52 (LABOUR GAZETTE, 1938, p. 291). Resort hotels are defined to include any establishment in unorganized territory which furnishes meals or lodging to the general public for a charge. The maximum hours permitted are 10 per day and 56 per week. However, time and one-half must be paid for hours in excess of 48 per week. The weekly rest-day requirement is continued but provision is made for other arrangements in cases where the employers and employees concerned make application. A large number of cities, districts and villages is listed in which the Order is not effective.

Manitoba Factories Act

Regulations gazetted May 10, 1941, effective from April 30, prescribe special precautions to be taken when lead, its compounds, benzol or other substances dangerous to health are prepared for use or are used in industrial processes. These are similar to Ontario regulations gazetted September 3, 1932. Manufacturers, distributors and importers of benzol, of substances containing benzol, or of substances containing lead or its compounds for use in industrial processes, must clearly label packages and containers to indicate the benzol or lead content. The precaution is not required, however, in cases where lead compounds are used only as dryers in the preparation of paint products and where paint products are prepared for use by brush or by dipping process only.

Manufacturers, distributors and other employers using or handling substances dangerous to health must, when required by the Minister of Labour, post in a conspicuous place forms approved by the Department of Health setting forth the nature of the danger and the precautions to be taken for the protection of employees. Moreover, when such substances

are offered for use in industrial processes, accurate information regarding the percentage of harmful ingredients must be provided on the request of the Minister of Labour. Finally, the Minister of Labour may at any time require physical examination, by qualified physicians at the expense of the employers, of workmen employed at the date of examination or within the previous six months. The maximum fees permitted for examinations (with report), if conducted in groups of five or more from the same factory, are: $2 each for physical examination, blood count and blood smear examination, and $3 per film for X-ray examination. These fees may be increased by 50 cents for groups of less than five. Reports of the examinations must be forwarded by the physicians to the Director of the Division of Industrial Hygiene of the Department of Health and any case, real or suspected, of specific industrial disease must be reported immediately by the physician.

Contravention of any of the above regulations renders the offender subject to a fine of not more than $50 or, in default, to imprisonment not exceeding three months.

Manitoba Minimum Wage Act

A new Order 3, governing retail and wholesale establishments (excluding department stores and mail order houses), was gazetted May 26, 1941, and is effective from June 26. It supersedes former Order 3 (LABOUR GAZETTE, 1937, p. 983).

For the Greater Winnipeg Water District, and for summer resorts during June to September, the minimum rates of pay for a 48-hour week are as follows. For experienced employees the rate remains unchanged at $12 per week. For inexperienced employees, the period of apprenticeship is reduced from 16 to 12 months, and the minimum rate is raised from $8 to $9 per week for the first four months, from $9 to $10 per week for the second four months, and from $10 to $11 per week for the third four months. As in the former Order, however, it is provided that if an indenture of apprenticeship has been entered into, the wages stipulated by the indenture may supersede the rates set by this regulation, provided the indenture is approved by the Minimum Wage Board. A new provision sets the following minimum rates for delivery and messenger boys: $8 per week for the first four months, $9 per week for the second four months, and $10 per week thereafter. The maximum number of inexperienced employees permitted remains at 25 per cent of the total number of employees, but it is now specified that delivery and messenger boys are to be included in this percentage.

In other parts of Manitoba, the minimum rates for stores continue at not more than $2 per week below the rates for the above area.

For part-time employees working 16 hours or less in any week a minimum of 30 cents per hour is fixed. Those working more than 16 hours per week are to be paid at the rates for full-time employees. As under the former Order an employee must be paid for not less than four consecutive hours on each occasion on which he is required to report, while a new provision requires a rest period of not less than 15 minutes without deduction for each part-time worker after three hours' work. The number of part-time employees is now fixed at 25 per cent of the total staff, except on Saturdays and during the two weeks preceding Easter and from November 15 to December 24 inclusive, when up to 40 per cent is permitted.

Requirements as to maximum hours and overtime rates remain unchanged, as do those concerning minimum age, cash payment, statutory holidays, deductions for meals, lunch periods and uniforms. Provisions governing seats, drinking water, light, ventilation, and general sanitary conditions are identical with those of the previous order.

New Brunswick Theatres Act

New regulations governing theatres, superseding those issued in 1931, were gazetted on May 14, 1941. These are unchanged in so far as they affect cinematograph operators except that qualifications for applicants for licences are now specified. An applicant must have served an apprenticeship of at least 12 months under a competent operator and have a minimum of 500 hours actual experience with 35 mm. equipment, or must hold a New Brunswick or other licence. As under the previous regulations, applicants are given a practical examination under the direction of the Chairman of the Board of Censors. The provisions requiring operators to be licensed, permitting each licensed operator to be accompanied by an apprentice, and laying down rules regarding construction of operating cabinets, fire prevention or other safety measures, and conduct of operators, remain unchanged.

Prince Edward Island Remuneration of Truck Operators Act

An Order in Council of May 1, gazetted May 17, fixes the minimum rate of remuneration for the hire of trucks, truck drivers and trucking service at four cents per ton mile for the first 20 miles and three and one-half cents per ton mile for distances in excess

of 20 miles, except that in hauls of ten miles or less the rate may be not less than $2 per hour for a truck carrying six tons, and pro rata for trucks carrying a greater or less weight of cargo.

Quebec Minimum Wage Act

By Orders in Council gazetted during May, 1941, one order has been renewed, another has been introduced, and By-law B-1 has been amended. Also, a resolution continuing the relaxation of hours provisions for war industries was passed.

The resolution, gazetted May 31, renews for two months from June 6 the terms of previous resolutions whereby the provisions of orders limiting hours or prescribing weekly rest are suspended for industrial establishments executing war contracts, unless otherwise decided by the Commission or the Lieutenant-Governor in Council, providing the higher rates fixed for overtime by the orders are paid.

Order 16A, gazetted May 17, renews for one year from May 15 the provisions of Order 16 which regulates wages and hours in the butter and cheese wholesaling and exporting trade in the Island of Montreal (LABOUR GAZETTE, 1938, p. 1350; 1939, p. 475).

Order 40, gazetted May 31, regulates wages and hours in cinemas and theatres of the Island of Montreal. The following minimum wage rates are fixed: for managers, whatever the number of hours worked, $30 per week; for projectionists, 60 cents per hour; for stagehands and musicians, 60 cents per hour, if employed during at least four days in one week, and if employed less than four days, $2 for one show, $3 for two shows in one day, and $5 for three shows in one day; for ushers and porters, 25 cents per hour; for maintenance men, 55 cents per hour if certificated or licensed, and 40 cents per hour if not certificated or licensed; for messengers, 17 cents per hour; and for all other employees, 26 cents per hour. When an employee works at two of the above occupations, his rate is the one fixed for the occupation having the higher rate, unless the work in which he is occupied "much longer" is the lower paid. No deductions of any kind are permitted without special authority from the Commission, and tips are the exclusive property of the employee. Uniforms must be furnished, repaired and cleaned at the employer's expense.

The hours of work for which an employee must be paid include not only those during which he is actually working but also those during which he is at the disposal of the employer. Part-time employees must be paid for at least three hours for each call.

The regular work-week is 54 hours, except for managers, for whom there is no limit, for propectionists, for whom the regular work-week is 48 hours, and for caretakers, for whom the regular work-week is 60 hours and the regular work-day 10 hours. Hours in excess of these constitute overtime and must be paid at the rate of time and one-half. Every employee must have a weekly rest of 24 hours or a double rest of 18 hours.

Every employer must deliver the employee's pay in a sealed envelope on which appears information regarding the status of the employee, the number of hours paid for and the rate per hour. He must keep a register of this information and furnish his payroll to the Commission on request.

By-law B-1 (LABOUR GAZETTE, January, 1941, p. 31) has been amended by O.C. 1241, gazetted May 23, to provide that the levy enacted by the by-law shall be payable on the wages of employees governed by the Order for forest operations only from July 1, 1941.

WORKMEN'S COMPENSATION IN QUEBEC, 1940

During 1940 there were 65,704 accidents reported to the Quebec Workmen's Compensation Commission according to its thirteenth annual report covering activities for the year 1940. Accidents reported to the Commission during 1939 numbered 53,942 and in the period 1931-1938 a total of 327,487 claims were filed with the Commission.

The report shows a surplus in the Accident Fund account of $1,228,938.69 after taking into account a proposed retroactive reduction of assessment rates for the year 1940 amounting to approximately $500,000. In this connection the report declares that "these rate reductions will not apply to all 24 classes covered by the Accident Fund, but only those showing a reasonable surplus will profit by the important reduction in rates contemplated by the Commission". It is further stated that "these reduced rates will be maintained as long as the employers in each class are successful in their present program of accident prevention".

Compensation, Pensions, Medical Aid, etc., in 1940.—In the financial statement given in the report it is shown that in 1940 a total of $5,524,989.20 was expended by the Commission on account of compensation. Of this total $681,331.70 was for medical aid, $1,225,288.12 for temporary incapacity, $574,607.57 for permanent disability, $490,474.39 for death

benefits and $2,553,287.42 was set up as a reserve for outstanding claims.

In 1939 a total of $3,906,064.61 was paid out by the Commission on account of compensation.

Revenue in 1940.—Revenue of the Commission in 1940 amounted to $6,261,056.28 made up of $5,431,870.10 from assessments, $54,723.52 in interest, penalties and sundry items and $774,462.66 on account of estimated adjustments of assessments.

The surplus account for 1940 is shown in the report as standing at $267,709.95 compared with a surplus of $646,402.68 in 1939.

Administration expenses for the year amounted to $399,473.33, the largest item of this total being that of salaries of Commissioners and staff of $296,551.90.

During 1940, grants to Accident Prevention Associations were made by the Commission amounting to $122,000 compared with $108,912.31 so granted in 1939.

The report also refers to the action which is being adopted by two important groups of employers putting into effect a system of Merit Rating for the year 1941. By mutual agreement, employers in certain groups have accepted to pay a higher provisional rate than would otherwise be necessary, with the intention that those employers having an unfavourable accident experience will pay the increased rate and at the end of the year, it is anticipated that a considerable surplus will be accumulated to permit a reimbursement to employers with a good experience during the year, thus encouraging them to continue their efforts to prevent accidents and at the same time, reducing their cost of production which, according to the report, will have an important bearing on the war effort.

Tuberculosis in Industry

Tuberculosis in industry is the subject of a publication issued recently by the International Labour Office in Montreal, forming the first instalment printed in Canada of its monumental Encyclopaedia of Industrial Hygiene.

In 1919 the first International Labour Conference, meeting at Washington, requested the International Labour Office "to draw up a list of the principal processes to be considered as unhealthy". It was found very difficult to draw up this list on account of the complex character of many of the operations which might be considered dangerous, the constant changes in industrial technique, and the indefinite nature of the idea of "unhealthiness". It was therefore decided to substitute for the list requested by the Conference a sort of encyclopaedia which would analyse the problems involved from three points of view: the work done, the worker employed, and the environment in which he worked. The Encyclopaedia aims at giving a summary of the scientific data available on the various subjects dealt with and is designed to be something between a purely scientific work intended for experts and a popular manual. It is meant to supply workers, employers and practising doctors with the information necessary to enable them to combat occupational diseases.

The execution of this vast work has been rendered possible by the collaboration of 95 experts belonging to fifteen different countries. The publication, entitled *Occupation and Health*, began to appear in instalments in 1925. Later the pamphlets were collected in two large volumes which were published in 1930 and 1932 respectively. The first volume contained articles on subjects from "Abattoirs" to "Hydroxylamine" and the second on subjects from "Ice cream makers" to "Zinc". Each article is prepared on a uniform plan: a general survey, sources of danger, symptoms, diagnosis, hygiene, legislation, and in certain cases a short bibliography.

Some years later it seemed necessary to revise and supplement the Encyclopaedia. New processes had been adopted and new products introduced, involving fresh risks for the workers. In 1935 the International Labour Office decided to issue supplements to the two original volumes of the Encyclopaedia, and publication was resumed in 1938. The first instalment of the supplement contained articles on the following subjects: allergy and occupation, asbestos, beryllium (glucinium), pneumoconiosis, silicosis; the second included articles on anthraco-silicosis, industrial noise, nickel carbonyl, fluorine compounds, toxic gas, and selenium. In 1939 the third supplement was printed; its contents included articles on acetone and its homologues, butanone, pentanone, hexanone, dioxan, ethylene glycol, its homologues and derivatives (propylene glycol, ethers of ethylene glycol, ethylene oxide), graphite, navvies' disease, occupational tumours, seleniuretted hydrogen. Supplement No. 4, printed in 1940 deals with adaptation and rehabilitation, coracoiditis, occupational tumours, and workers' nutrition. The new supplement, No. 5, containing an article on tuberculosis in industry, has been written by Professor Donald E. Cummings of the University of Colorado.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for May 1941 showing Numbers in Training, Numbers placed in Employment, etc.

THE War Emergency Training Program which is designed to meet the skilled and semi-skilled labour requirements of Canadian industry for war production was revised and expanded at the beginning of 1941 in accordance with the recommendations of the Inter-Departmental Committee on Labour Co-ordination. In addition to pre-employment and specialized training in trades and occupations in which workers are required for industrial war production, courses of training are provided for young men who desire to enlist in the R.C.A.F., and for enlisted men from the Army and Navy referred to the schools by those Services for training as tradesmen and mechanics.

Reports showing the progress of the program in each of the first four months of 1941 have been published in the March, April and May issues of the LABOUR GAZETTE. Reports for the month of May from the 99 schools and training centres from which returns have been received indicate the continued satisfactory progress of the program. The number of graduates placed in employment in the month was 1816, the largest number placed in any month since the program was inaugurated. This number includes 468 trainees who graduated in previous months but who had not been placed immediately. In this connection it may be mentioned that frequently placement arrangements for all who graduate in a certain month cannot be completed in time to have them reported as placed in that month. At May 1st there were 10,585 in the classes, of these 5,883 were receiving training for industry; 2,283 were in the R.C.A.F. classes and 2,419 in the Army and Navy classes. During May new trainees enrolled numbered 3,852; of these 1,990 entered the industrial classes; 294 were enrolled in R.C.A.F. classes and 1,568 enlisted men commenced training.

Since April 1st, 1941 there have been 19,376 in receipt of training, of whom 11,246 were in industrial classes, 3,043 in the R.C.A.F. classes and 5,087 in Army and Navy classes. The number placed in employment from April 1st to May 31st was 3,400 and the total number who enlisted was 724. While practically all of these joined the R.C.A.F., there were a number of wireless operators enlisted in the R.C.N.V.R. and a number from the classes joined other units of the armed services.

In April and May 2,209 enlisted men who had been in the Army and Navy classes completed their courses of training. These classes were conducted in 46 schools and training centres. The training provided is in accordance with the requirements of the Services and includes the following trade categories: motor mechanics, fitters, welding, concrete work, plumbing, carpentry, sheet metal work, engine artificers, blacksmithing, tin and copper smithing, cooking and clerical work.

Preference is given in the selection of trainees for the industrial classes to veterans of the 1914-18 War, those discharged from the Armed Forces of the present War and those over forty years of age. Instructions have been issued to selection officers to avoid admitting to the classes men of military age except those who have been rejected for enlistment.

Explanation of Tables

In Table 1 the numbers in training and the numbers placed in employment, enlisted, etc., from April 1, 1941 to May 31, 1941 and in May are shown for the Dominion and for each province, a separation being made of those in the industrial, R.C.A.F. and Army and Navy classes. It may be mentioned that in May only one Navy class, which was in Ontario, was conducted, the number enrolled in the class was 53. The placements, enlistments and withdrawals are, as indicated, applicable only to the industrial and R.C.A.F. classes but the numbers who completed training in the Army classes are shown in a separate column.

Table 2 shows by provinces and for each school the numbers in training at the end of May. The main trade classification of training provided in the industrial classes is shown for each of the schools. The column headed "Other Trades" includes those receiving training in draughting, fine instrument making, industrial chemistry, blue print reading, and woodworking. The table also shows for each school the numbers placed in employment, enlisted, completed training but not placed, and the number who left voluntarily, for medical reasons or were discharged during May.

Table 3 is an age classification of new trainees enrolled from April 1, 1941 to May 31, 1941 and in the month of May. Veterans of the 1914-18 War and discharged soldiers of the present War are included in Table 3 but a separate age classification of these is shown in Table 4. In respect to the first three age groups shown in Table 3 it may be stated that the totals include a considerable number who have been rejected for enlistment but full information as to the numbers of these is not available. Steps have been taken to have this information included in future reports.

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO MAY 31, 1941, AND IN MAY, 1941

(SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not reported placed[3]		Left before Training Completed[4]			
	From Apr. 1/41 to May 31 1941	At First of May	Enrolled in May	At end of May	From Apr. 1/41 to May 31 1941	In May	From Apr. 1/41 to May 31 1941	In May	From Apr. 1/41 to May 31 1941	In May	From Apr. 1/41 to May 31 1941	In May	From Apr. 1/41 to May 31 1941	In May
DOMINION SUMMARY														
Industrial Classes	11,246	5,883	1,990	5,323	3,348	1,804	155	63	1,150	721	1,101	441	.....	.....
R.C.A.F. Classes [1]	3,043	2,283	294	2,007	52	12	569	398	229	97	138	63	.....	.....
Army and Navy Classes [2]	5,087	2,419	1,568	2,581	.....	.....	.....	.....	.....	.....	.....	.....	2,209	1,203
Total	19,376	10,585	3,852	9,911	3,400	1,816	724	461	1,379	818	1,239	504	2,209	1,203
NOVA SCOTIA														
Industrial Classes	316	123	53	139	80	31	3	2	.....	.....	8	4	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	273	183	38	162	.....	.....	.....	.....	.....	.....	.....	.....	103	53
Total	589	306	91	301	80	31	3	2	.....	.....	8	4	103	53
NEW BRUNSWICK														
Industrial Classes	204	120	32	94	31	30	1	.....	65	24	12	3	.....	.....
R.C.A.F. Classes	232	164	39	125	.....	.....	66	65	21	.....	20	13	.....	.....
Army Classes	201	77	91	85	.....	.....	.....	.....	.....	.....	.....	.....	90	60
Total	637	361	162	304	31	—30	67	66	86	24	32	16	90	60
QUEBEC														
Industrial Classes	1,560	899	194	835	328	176	3	2	212	145	139	66	.....	.....
R.C.A.F. Classes	217	148	49	161	.....	.....	26	26	8	.....	22	10	.....	.....
Army Classes	254	172	67	201	.....	.....	.....	.....	.....	.....	.....	.....	24	24
Total	2,031	1,219	310	1,197	328	176	29	28	220	145	161	76	24	24
ONTARIO														
Industrial Classes	6,360	3,307	1,219	3,091	2,206	1,160	88	28	412	357	608	238	.....	.....
R.C.A.F. Classes	598	591	.....	546	.....	.....	39	38	.....	.....	13	7	.....	.....
Army and Navy Classes	2,072	1,067	(5) 581	(5)1,001	.....	.....	.....	.....	.....	.....	.....	.....	984	621
Total	9,030	4,965	1,800	4,638	2,206	1,160	127	66	412	357	621	245	984	621

MANITOBA														
Industrial Classes	432	135	58	118	88	29	6	.....	91	25	129	21	.....	.....
R.C.A.F. Classes	402	301	8	198	.....	.....	128	62	46	46	30	3	.....	.....
Army Classes	504	284	56	261	.....	.....	.....	.....	.....	.....	.....	.....	197	35
Total	1,338	720	122	577	88	29	134	62	137	71	159	24	197	35
SASKATCHEWAN														
Industrial Classes	289	173	34	135	83	23	4	3	65	32	22	14	.....	.....
R.C.A.F. Classes	786	563	117	487	2	.....	186	144	92	34	19	15	.....	.....
Army Classes	291	.....	157	151	.....	.....	.....	.....	.....	.....	.....	.....	134	.....
Total	1,366	736	308	773	85	23	190	147	157	66	41	29	134	.....
ALBERTA														
Industrial Classes	1,027	526	145	433	197	65	47	24	203	84	130	65	.....	.....
R.C.A.F. Classes	508	289	67	260	50	12	109	62	62	17	21	5	.....	.....
Army Classes	753	390	354	364	.....	.....	.....	.....	.....	.....	.....	.....	380	378
Total	2,288	1,205	566	1,057	247	77	156	86	265	101	151	70	380	378
BRITISH COLUMBIA														
Industrial Classes	1,058	600	255	478	(5) 335	(5) 290	3	3	102	54	53	30	.....	.....
R.C.A.F. Classes	300	227	14	230	.....	.....	15	1	.....	.....	13	10	.....	.....
Army Classes	739	246	224	356	.....	.....	.....	.....	.....	.....	.....	.....	297	32
Total	2,097	1,073	493	1,064	335	290	18	4	102	54	66	40	297	32

(1) Young men desirous of enlisting in the R.C.A.F. who are given training prior to enlistment. (2) Enlisted men referred to schools by the Army and Navy for training as tradesmen. (3) Including those who after completion of training obtained employment themselves without reporting to Placement Officers. (4) Including those who left voluntarily or for medical reasons or were discharged. (5) Including 239 employees of an Aircraft Company whose training was completed and who were returned to the Company. (6) Including 53 Navy personnel.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF MAY, 1941

(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT MAY 31ST										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN MAY			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at May 31st	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
DOMINION SUMMARY														
Nova Scotia	.....	.....	55	75	.....	9	139	.....	162	301	31	2	.....	4
New Brunswick	.....	.....	69	25	.....	.....	94	125	85	304	30	66	24	16
Quebec	117	.....	633	68	2	15	835	161	201	1,197	176	28	145	76
Ontario	200	313	2,054	99	198	227	3,091	546	1,001	4,638	1,160	66	357	245
Manitoba	.....	.....	52	22	44	.....	118	198	261	577	29	62	71	24
Saskatchewan	51	.....	84	.....	.....	.....	135	487	151	773	23	147	66	29
Alberta	112	.....	167	54	42	58	433	260	364	1,057	77	86	101	70
British Columbia	123	.....	183	124	40	8	478	230	356	1,064	290	4	54	40
TOTAL	603	313	3,297	467	326	317	5,323	2,007	2,581	9,911	1,816	461	818	504
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College	.....	.....	25	.....	.....	9	34	.....	116	150	.....	2	.....	1
New Glasgow—Training Centre	.....	.....	.....	75	.....	.....	75	.....	46	121	.....	.....	.....	3
Trenton—Training Centre	.....	.....	30	.....	.....	.....	30	.....	.....	30	31	.....	.....	.....
TOTAL	.....	.....	55	75	.....	9	139	.....	162	301	31	2	.....	4
New Brunswick—														
Campbellton High School	.....	.....	6	.....	.....	.....	6	.....	18	24	.....	.....	24	.....
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	24	.....	24	.....	23	.....	4
Fredericton High School	.....	.....	.....	25	.....	.....	25	.....	16	41	.....	.....	.....	1
Moncton High School	.....	.....	44	.....	.....	.....	44	.....	16	60	30	1	.....	2
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	49	.....	49	.....	21	.....	4
Saint John Vocational	.....	.....	19	.....	.....	.....	19	.....	35	54	.....	.....	.....	.....
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	52	.....	52	.....	21	.....	5
Woodstock Vocational	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
TOTAL	.....	.....	69	25	.....	.....	94	125	85	304	30	66	24	16
Quebec—														
Cartierville Aircraft & R.C.A.F. School	117	.....	54	68	2	15	256	161	.....	417	82	26	83	39
Chicoutimi Arts and Trades	.....	.....	14	.....	.....	.....	14	.....	.....	14	.....	.....	.....	1
Grand'Mère Arts and Trades	.....	.....	40	.....	.....	.....	40	.....	.....	40	.....	.....	.....	.....
Hull Technical	.....	.....	31	.....	.....	.....	31	.....	.....	31	7	.....	7	4
Lachine Arts and Trades	.....	.....	16	.....	.....	.....	16	.....	.....	16	7	.....	.....	.....
La Tuque Arts and Trades	.....	.....	17	.....	.....	.....	17	.....	.....	17	2	.....	.....	.....
Lauzon Arts and Trades	.....	.....	18	.....	.....	.....	18	.....	.....	18	1	.....	.....	.....
Montreal Sherbrooke St. Tech. School	.....	.....	87	.....	.....	.....	87	.....	98	185	7	.....	.....	5

Montreal Maisonneuve Tech. School			18				18			18	3			
Montreal High School of Commerce									29	29				
Montreal—Octave Cassegrain			86				86		12	98				13
Montreal—William Lunn			16				16		24	40	1			1
Port Alfred Arts and Trade			19				19			19	4			
Quebec Technical			69				69		18	87	28	1	8	8
Rimouski Arts and Trades													47	
Shawinigan Technical Institute			50				50			50	9	1		1
Sherbrooke Arts and Trades			19				19			19	9			1
Three Rivers Technical			62				62		20	82	10			2
Verdun Arts and Trades			17				17			17	6			1
TOTAL	117		633	68	2	15	835	161	201	1,197	176	28	145	76
Ontario—														
Belleville Vocational			54		21		75			75	45	1	5	1
Brantford Collegiate and Vocational			54				54			54	11			4
Chatham Vocational			40		14		54		56	110	54		8	2
Cornwall Vocational			118				118			118	54			
Fort William Vocational	133						133			133	85		26	15
Galt Aircraft School			84	10	52		146			146	95			5
Galt R.C.A.F. Classes								546		546		38		7
Guelph Vocational Institute									19	19				
Hamilton Technical Institute			151	8	35	21	215			215	127	1	20	37
Hamilton Westdale Technical		187	48				235			235	4	3		8
Hamilton Ontario Training College									53	53				
Kingston Coll. and Voc. Institute			26				26		64	90	7			4
Kirkland Lake Coll. and Voc. Inst			47				47			47	23		2	
Kitchener-Waterloo Vocational			66				66		52	118	23	1	3	7
London Technical and Comm. High Sch			115	24	11		150		72	222	83	1	31	22
Niagara Falls Vocational			32	16			48			48	17		15	
Oshawa Coll. and Voc. Inst			55		10		65		7	72	26	1	4	5
Ottawa Technical High		28	72	25	21		146		60	206	43	6		1
Owen Sound Vocational			69				69			69	25			1
Peterborough Vocational			144				144		39	183	50	2	1	17
Port Arthur Technical and Comm. H. S			7				7			7	24			18
Sarnia Coll. Inst. and Tech			31		8		39			39	15	1	12	1
St. Catharines Coll. and Voc			44		13		57			57	10		6	5
St. Thomas Vocational			9				9			9	8		6	1
Toronto Central Technical	67	98	385			163	713		300	1,013	88	1	41	26
Toronto Danforth Technical			116				116		91	207	99	1	85	14
Toronto Northern Vocational			106				106		60	166	13			7
Toronto Western Tech. Commerce			58		13	43	114		(Navy) 53*	167	66	4	51	11
Welland Vocational			12				12			12	4			
Weston Vocational			34	16			50		23	73	35		12	14
Windsor-Walkerville Vocational			77				77		38	115	26	5	29	12
Woodstock Coll. and Vocational									14	14				
TOTAL	200	313	2,054	99	198	227	3,091	546	1,001	4,638	1,160	66	357	245
Manitoba—														
St. Boniface—Vocational School			13		22		35		48	83	6		5	1
Winnipeg—Dom. Prov. Vocational Sch			39	22	22		83		115	198	23		20	20
Winnipeg—Kelvin Tech. School									39	39				
Winnipeg—St. John's Tech. School									59	59				
Winnipeg—R.C.A.F. Classes								198		198		62	46	3
TOTAL			52	22	44		118	198	261	577	29	62	71	24

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF MAY, 1941
(SUBJECT TO REVISION)

	Numbers in Training at May 31st										Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes in May			
	Industrial Classes													
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Army Classes	Total in Training at May 31st	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw Technical School	17		40				57			57	1			5
Prince Albert Youth Training Sch			7				7			7	10	2	32	7
Regina R.C.A.F. Classes	10		10				20		72	92	2			
Saskatoon Technical College	24		27				51		79	130	10	1		2
Saskatoon—R.C.A.F. Classes								487		487		144	34	15
TOTAL	51		84				135	487	151	773	23	147	66	29
Alberta—														
Calgary Inst. of Technology								52		52	1	3	85	5
Calgary—D2H Airport			33	18	10	5	66			66	8	1		15
Calgary—Exhibits Buildings	26		45		10	11	92	79	86	257	38	29	16	24
Calgary—Western Canada High									112	112				
Calgary—Mount Royal College									28	28				
Edmonton—Oliver Building	23		24	36		17	100			100	8	1		13
Edmonton—10104-114 Street	35		45		11	13	104	108	97	309	17	34		13
Lethbridge Technical School									41	41				
Medicine Hat—Badminton Club Bldg	28		20		11	12	71	21		92	5	18		
TOTAL	112		167	54	42	58	433	260	364	1,057	77	86	101	70
British Columbia—														
Kelowna Junior High			29				29			29	3			14
Nanaimo—Thos. Hodgson Voc									32	32				
Nelson—Junior High School			32				32			32		1		
New Westminster—Technical			21				21			21	3			1
Penticton—High			47				47			47				2
Vancouver—John Oliver High			25				25			25	2		6	2
Vancouver—King Edward High											2		23	
Vancouver—81 Robson Street				124			124			124	34		7	6
Vancouver Technical	123				40		163		163	326	(1) 240		13	2
Vancouver—University of B.C.												1	5	
Vancouver—MacDonald Annex									39	39				
Vancouver—R.C.A.F. Classes								230		230		1		10
Vancouver—576 Seymour St									9	9				
Vernon—High			29				29			29				2
Victoria—High									25	25				
Victoria—King's Road									32	32				
Victoria—Central Junior High									56	56				
Victoria—Youth Training School						8	8			8	6	1		1
TOTAL	123		183	124	40	8	478	230	356	1,064	290	4	54	40

(1) NOTE.—Of these, 239 are employees of an Aircraft Company who have completed training and returned to the Company.

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO MAY 31, 1941, AND IN THE MONTH OF MAY, 1941

(SUBJECT TO REVISION)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May
Nova Scotia	64	35	56	15	14	2	2	1	2	.....	138	53
New Brunswick	22	16	39	24	12	8	5	3	.....	.....	78	51
Quebec	221	21	256	41	87	14	53	24	5	4	622	104
Ontario (1)	845	413	996	445	416	176	278	124	128	61	2,663	1,219
Manitoba	7	4	43	28	24	15	21	14	10	3	105	64
Saskatchewan	18	14	53	21	13	2	4	1	1	.....	89	38
Alberta	39	27	81	48	36	23	50	23	13	9	219	130
British Columbia	128	39	268	128	125	63	52	22	23	3	596	255
TOTAL	1,344	569	1,792	750	727	303	465	212	182	80	4,510	1,914

(1) Ontario totals include 35 female trainees. No females were enrolled in the other provinces.

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO MAY 31, 1941, AND IN THE MONTH OF MAY, 1941

(SUBJECT TO REVISION)

	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May	From April 1 to May 31	In May
Nova Scotia	.....	.....	.....	.....	1	.....	2	1	2	.....	5	1
New Brunswick	.....	.....	9	6	.....	1	.....	1	.....	.....	9	8
Quebec	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	2	.....
Ontario	9	2	87	49	33	18	113	48	50	25	292	142
Manitoba	3	1	28	13	18	9	17	10	10	3	76	36
Saskatchewan	4	2	33	12	5	.....	3	1	.....	.....	45	15
Alberta	5	4	10	8	12	9	43	21	9	5	79	47
British Columbia	.....	.....	12	6	4	2	9	7	7	.....	32	15
TOTAL	21	9	181	94	73	39	187	89	78	33	540	264

LABOUR AND INDUSTRY IN ONTARIO, 1940

Twenty-first Report of Provincial Department of Labour

IMPROVED employment conditions in Ontario during 1940 were recorded by all branches of the provincial Department of Labour, according to the twenty-first report of the Ontario Department of Labour. The index number of employment averaged 117·2 for the fiscal year 1940, compared with 112·0 for 1939 based on the 1926 average as 100. All but two of the thirteen occupational divisions showed increases in employment, the most marked being those of 28·0 in the logging industry and 27·2 points in mining, an all-time high level for that division. Concurrently with this improvement in the employment conditions, the report refers to the decrease in the percentage of unemployment among trade union members in Ontario from 12·9 per cent in 1939 to 9·6 per cent in 1940.

Industrial Disputes.—During the fiscal year 1939-40, there were 36 strikes reported in Ontario, in which 6,075 workers were involved with a time-loss of 50,468 man-working days. The amount of time-loss was the smallest since 1932 and showed a decrease of 42 per cent as compared with 1939. In only three of the strikes were more than 500 workers involved and these were of less than one week's duration. In twenty strikes less than 100 workers were involved.

Five strikes in the rubber industry caused 45 per cent of the total time-loss, four in the textile industry 22 per cent and six in the manufacture of metal products 15 per cent of the time-loss.

One-half of the strikes, involving 76 per cent of the total number of workers, were

settled by compromise; seven were settled in favour of the workers, six in favour of the employers; four were indefinite as to outcome and one remained unterminated at the end of the fiscal year.

Youth Training.—Under the agreement between the Dominion and provincial Governments pursuant to the Youth Training Act, 2,913 persons were assisted during the year, and approximately 90 per cent, or 2,645, of these were placed in employment on the completion of training courses. Chief courses provided were aircraft mechanics, welding, machine shop practice, sheet metal, learnership within industry, rural training, tobacco curing and home service training for domestics.

Reference is also made to the request of the federal government that the Ontario Department of Labour train groundmen for the repair and maintenance of aircraft, and the Aircraft Training School was opened at Galt in September 1939 with 207 young men from all parts of the province, who had expressed the desire to enlist in the Royal Canadian Air Force as skilled mechanics. Students at this school are paid transportation to Galt and a living allowance of $9.00 per week and are billeted in homes selected and sponsored by reliable civic authorities. Students are required to sign a declaration that they are willing to join the Air Force on the completion of their training at the school and they must be passed as physically fit by the medical board of the Air Force.

Learners within industry, numbering 1,211 young men and young women, were placed in practically every branch of industry to receive definite training for periods varying from six to thirteen weeks according to the nature of the work undertaken and the time required to bring the trainee to proficiency. They were paid the normal trade rate of wages during training.

Results achieved by the farm training project were also gratifying, the report states. The 395 trainees were young men from urban centres in need of assistance and with a liking for farm life. They were placed on year-round agreement bases, after a month's probation period, with farmers who had undertaken to teach them farming, and there is every indication that many of them will be working their own farms in the near future.

Employment Service.—During the fiscal year, 307,612 applications for employment were made to the Ontario offices of the Employment Service of Canada, and 137,551 vacancies were registered. Placements numbered 133,866, bringing total placements up to 3,127,330 in the twenty-two years the offices have been in operation.

Factory Inspection.—During the year, 3,481 accidents were reported to the Factory Inspection Branch. While the number of accidents reported was higher than the previous year, fatalities were fewer there being 22 compared with 36 in 1939.

The increased number of accidents reflects the effect of increased industrial activity under wartime conditions. Similarly wartime conditions were largely responsible for an increase of nearly 800 in the number of permits issued by the Branch. The total number of permits issued was 4,882, of which 2,642, or an increase of 590, concerned hours of work for female employees.

Complaints received by the Branch during the year numbered 118 of which 46 were because of long hours. In certain of these cases it was necessary to institute proceedings, which resulted in 9 convictions and the withdrawal of one case. In all, 31,758 inspections were made by the Composite Inspection Branch.

Boiler Inspection.—The work of the Boiler Inspection Branch increased greatly during the fiscal year, due in large part to the Branch having assumed the responsibility for the annual inspection of uninsured boilers and pressure vessels. The number of such inspections totalled 3,303, and of other used pressure vessels 1,164 inspections were made, making a grand total of 4,467 of this type of inspection.

Inspections of new pressure vessels numbered 2,236 of which 888 were first, 559 second and 789 were final inspections.

Drawing and specifications surveyed, registered and re-registered during the year totalled 395, or 61 more than the number in the previous fiscal year. The increase in the volume of inspection work of the branch also resulted in a corresponding increase in the number of certificates issued, 5,562, almost double that of the previous year. As a result of the inspection and other activities of the branch, $27,121.31 was transmitted to the Treasurer of Ontario. In 1939, the amount transmitted was $18,407.80.

Operating Engineers.—Certificates issued by the Operating Engineers' Board numbered 16,919 and the net revenue as a result amounted to $26,123.12. Revenue from the sale of text books totalled $1,767.85. In all, 1,730 candidates applied to the Board for examination.

Wartime conditions brought new problems to the Board, such as the question of the possible lapse of certificates of men on active service, the aid required by firms in replacing engineers due to enlistment, and the increasing assistance requested by the recruiting centres of the Royal Canadian Naval Volunteer Reserve in the selection and classification of engine room and stoker ratings.

Industry and Labour Board

The Industry and Labour Board administers the Industrial Standards Act, the Apprenticeship Act and the Minimum Wage Act.

Industrial Standards Act.—Thirty-six official conferences were held during the fiscal year pursuant to the Industrial Standards Act, and twenty-six of the thirty schedules submitted by these conferences were approved. At the end of the fiscal year there were ninety-six schedules in effect in the province.

The amount of arrears of wages collected totalled $7,013.56 from 127 employers on behalf of 314 employees. This amount shows an increase of $1,921.42 as compared with last year's total. Ninety-nine prosecutions pursuant to this Act, being half the number of last year, resulted in seventy-five convictions with fines amounting to $618.25.

Apprenticeship. — During the year 516 apprentices were registered under the terms of the Apprenticeship Act as follows:—100 in the various building trades, 140 in the motor vehicle repair trade and 276 in the barbering and hairdressing trades. The number of active apprentices at the close of the fiscal year totalled 1,496.

A successful class for apprentices in the motor vehicle repair trade was held in Hamilton and a class in hairdressing was held in Toronto with satisfactory results. In January and February full-time day classes in carpentry and bricklaying were conducted in Hamilton and all first and second year apprentices in these trades were given the opportunity of attending.

Minimum Wages.—Wage returns were received by the Minimum Wage Branch from 14,954 employers of female workers, who reported on 432,892 employees, of whom 129,111 were female employees and 303,781 were male. These figures indicate a decided improvement in the employment situation, as compared with the previous year.

The checking in these returns resulted in wage adjustments for 1,674 female employees in 929 firms. The sum of $12,946.17 was collected as arrears of wages from 337 employers on behalf of 463 female employees.

During the year thirty-five charges were laid under the Minimum Wage Act against eighteen employers. Fourteen convictions were registered with fines amounting to $140.

In a conclusion to his report, the Ontario Deputy Minister of Labour, Mr. J. F. Marsh states:

"Since the declaration of war all Branches of the Department of Labour have increased their services to the public. New responsibilities have been imposed by wartime conditions and these have been met with ready response from all members of the staff.

"Early in October 1939 a committee, having the Deputy Minister of Labour as chairman and composed of heads of various Branches of the Department and a representative of the Industrial Hygiene Branch of the Department of Health, was formed to deal with requests for special concessions from firms engaged on war orders. These requests are usually for permits to employ female workers beyond the limits set forth in the Factory, Shop and Office Building Act in order to ensure prompt delivery. The principal function of the committee is to assist employers to meet demands for greater output within the requirements of the law and, when necessary, to grant concessions with such safeguards that there may be no undue hardship to workers subjected to the strain of the speeding-up process."

Conference of Electrical Workers

On June 1, a one-day conference of electrical workers was held in Toronto under the auspices of the United Electrical, Radio and Machine Workers' Union of America. Nearly seventy-five delegates from Hamilton, Toronto, Brockville, Peterboro and Montreal representing nearly 15,000 workers were present.

The convention approved unanimously the adoption of a national minimum wage and hour program requesting an increase of 10 cents per hour, union recognition, a basic minimum wage of 62½ cents per hour; a 40-hour week with time and one-half for overtime and double time for holidays; and vacations with pay.

Other requests drawn up by the conference call for seniority protection; a ten per cent bonus for night work; seniority preference for union stewards and officials; equal pay for equal work; and a guarantee of at least 4 hours' work on being called to report for work.

Resolutions were also adopted opposing Order in Council 7440 and supporting the activities of the Canadian Hosiery Workers' Union.

ANNUAL CONVENTION OF LABOUR EDUCATIONAL ASSOCIATION OF ONTARIO

The Labour Educational Association of Ontario held its thirty-ninth annual convention in St. Thomas on May 24, delegates from all parts of the province being in attendance.

The president of the St. Thomas Trades and Labour Council, Mr. A. V. Sallaway welcomed the delegates on behalf of their fellow trade unionists in the city and an official civic welcome was extended by His Worship Mayor George Dyer, and Aldermen John Lane and Charles Currah. Greetings were also extended the convention by Mr. O. C. Jenette. Conciliation Officer, Ontario Department of Labour, on behalf of the Ontario Minister and Deputy Minister of Labour, and by Mr. J. A. D'Aoust on behalf of the president and members of the Executive Council of the Trades and Labour Congress of Canada.

Mr. E. W. Senfield, vice-president of the Trades and Labour Congress also addressed the delegates and in his remarks referred to various Orders in Council passed since the outbreak of war affecting Canadian workers. He deplored the lack of knowledge on the part of the rank and file as to the real implications of these Orders and suggested that their provisions be fully discussed at the meetings of local unions.

Emphasizing the value of education along trade union lines, Mr. Magnus Sinclair, Executive Board member of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, said there was a "woeful lack of appreciation" among trade unionists generally, of the seriousness of problems affecting wage earners and of official policies designed to meet them.

Thanking these speakers for their remarks, the president of the Association, Mr. Peter Grant, expressed the appreciation of the Executive to affiliated organizations for their support and co-operation during the year and to the Trades and Labour Council of St. Thomas for having carried out the convention arrangements.

Messages were also received from Mr. Humphrey Mitchell, Secretary of the National Labour Supply Council, a former president of the Association; Mrs. Emily Marks, widow of the late Joseph T. Marks, founder of the Association, who occupied the office of secretary-treasurer for more than twenty-five years; and Mr. Stephen L. Clark, president of the Association, when it was founded in Woodstock, Ontario, June, 1902.

Mr. Fred Molineux, General Organizer of the Brotherhood of Painters, Decorators and Paperhangers of America, presented a paper outlining the significance and importance of Order in Council 7440 to Canadian workers; while Mr. Ernest Ingles, vice-president of the International Brotherhood of Electrical Workers and member of the Board of Directors of Wartime Housing Limited, dealt with the functions of this government-owned organization in providing housing accommodation for workers engaged in munitions work and other defence projects.

The report of the Executive of the Association covered a number of matters, the chief recommendation in the report being one to amend the constitution respecting affiliation fees charged by the Association. The report was adopted on the recommendation of the Committee on Officers' Reports, the Committee submitting additional proposals designed to increase the membership and further the interests of the Association.

Convention Resolutions

Two resolutions were dealt with by the Convention. These called for the restriction of the hours of street and electric railway employees to forty per week, and the raising of the minimum age for obtaining motor driving licences from sixteen to eighteen years. In pursuance with a decision of last year's convention that such matters be dealt with from the educational viewpoint only, the principles involved in these resolutions were unanimously endorsed and copies of the same were ordered forwarded to the Trades and Labour Congress of Canada.

The election of officers for the ensuing year, resulted as follows: President, W. Bircher, Hamilton; vice-president, Charles Keeping, London; secretary-treasurer, Rod Plant, Ottawa; executive board, F. Ackerknecht, Kitchener; Mrs. E. Finkle, Toronto; E. A. Smith, Ottawa; R. Hessell, London; J. F. Cauley, Hamilton; T. Dealy, St. Catharines; G. Lauder, Windsor; L. Lear, Brantford; A. V. Sallaway, St. Thomas. By virtue of a provision of the Constitution whereby the immediate past-president becomes a member of the Executive, Peter Grant, last year's president, is also a member of the Board for the coming term.

London was chosen as the meeting place for the convention next year.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Employment Offices

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting April 1 was 12,600, the employees on their payrolls numbering 1,405,425.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for April was 2,029 having an aggregate membership of 284,227 persons, 5·5 per cent of whom were without employment on May 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of April, 1941, as Reported by Employers

The prolonged delay in the publication of the data on employment for April 1 is due to the inauguration by the Dominion Bureau of Statistics of statistics of payrolls to complement the monthly surveys of employment. The need for such information, long recognized in the Dominion, has been intensified by war-time conditions. Accordingly, the Bureau was instructed in March to undertake the collection of statistics on earnings, not only to provide a general measurement of the intensity of the industrial war effort, but also because of the great value that such material possesses in connection with the prevention and the settlement of industrial disputes.

Despite the numerous demands for information now being made upon employers from many directions, the additional data have, on the whole, been cheerfully furnished by industrialists throughout the Dominion, particularly in the many cases where there exists a clear understanding of the value of current statistics of earnings, and the many practical uses to which they may be put. Following receipt of the instructions to undertake this work, the Bureau, where possible, gave employers notice of the impending change in the material required, in the hope of reducing the delays that were bound to occur in the initial preparation of current statistics of earnings. Nevertheless, the completion of the new questionnaires took more time than had been expected. This was especially so among the companies whose activities are widely dispersed; indeed, some employers had not succeeded in organizing the necessary routine when the tabulation, whose results are given in this bulletin, was made.

The compilation of the material in the Bureau has also taken longer than was anticipated, partly because of uncertainty regarding the material that could be expected, and partly because of the lack of any statistics by which the accuracy of the returns furnished could be judged, until the tabulation was well advanced and averages were calculated against which debatable cases could be measured. When this stage was reached, it was found necessary to query and to revise many reports, causing further delay. It is improbable that future bulletins on employment and earnings can be issued as early as when inquiries were limited to the statistics of employment; nevertheless, when the time lost has eventually been made up, the current reports should be published within a reasonably short time of the date on which they were formerly issued. It is hoped that the value of the information on earnings, both as a barometric and also in connection with labour problems, will amply compensate for the delay in the date of publication of the returns.

Great care was taken in preparing the data for tabulation; as already indicated, the

experience gained in only a few weeks made necessary the revision of many reports which at first sight had seemed to be in order. Frequently explanations and confirmations had to be obtained from employers. In spite of all possible precautions to ensure accuracy, the figures of earnings published in this bulletin must be regarded as subject to revision.

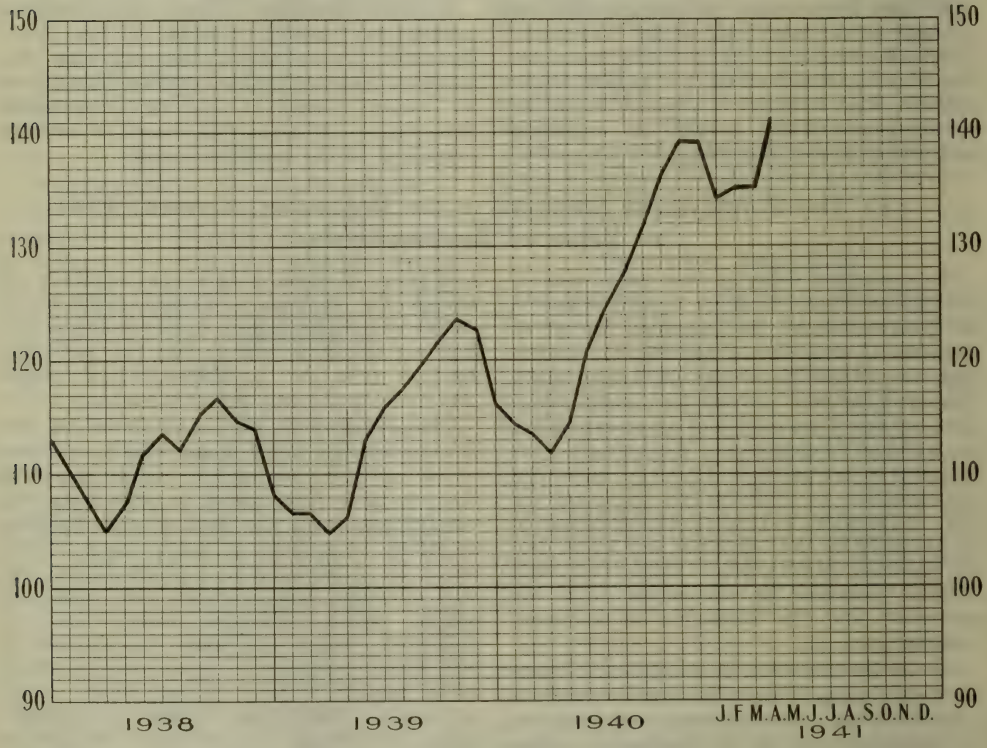
The inclusion of the statistics of earnings has undoubtedly resulted in some changes in the employment data furnished as compared with preceding months. The questionnaire formerly used asked for a statement of employees as at a single date; the present form requires a statement of the number employed in the pay periods which fall nearest to the last day of the month, to correspond with the payrolls reported. The figures of employment prepared on the new basis are in most cases higher than those previously tabulated; it is not possible to measure the considerable effect of this difference in timing upon the comparability of the latest indexes with those for earlier months.

Although establishments have always been asked to include employees of all classes in their reports, the use of the new questionnaire revealed the fact that in many cases this request had not been complied with; the result was that discrepancies in the coverage of the returns became apparent. These differences were in the main due to the inclusion of part-time workers, salesmen, etc., to a greater extent than was formerly the case. Wherever possible, adjustment was made to correct inconsistencies due to this cause, but it was obviously impossible to detect all such instances, particularly where the numbers involved in individual establishments were relatively small, although in the aggregate, they might conceivably be of some importance.

Following the first tabulation of the data, many thousands of reports were carefully scrutinized a second time, and comparison was made with data for previous years, to determine so far as possible, to what extent the coverage was altered by the use of the new questionnaire . This lengthy and

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



laborious process was followed by adjustment where necessary. Continued efforts will be made to eliminate discrepancies arising from such differences in coverage, but in the meantime, this has probably been another factor contributing to the unusually large increase in employment noted in the present report.

Those especially interested in the figures for the cities will find a difference in the coverage of employment for Apr. 1 as compared with previous months. The large railways formerly furnished statistics of employment for certain classes of workers for the leading cities, but their accounting methods prohibit in most cases the segregation of corresponding figures of payrolls. Since the two sets of data are to be tabulated at one operation, there is no alternative but to eliminate these classes from the city tabulations. Where necessary, the indexes for Mar. 1 have been adjusted, but so far, it has not been possible to make corrections for earlier months. Neither the provincial nor the Dominion figures are affected.

For various reasons, statistics of earnings have not been tabulated in the present report for all the firms whose figures of employment are included in the index. However, the data on earnings are fully representative in respect of coverage, being available for over 94 p.c. of the total number of employees included in the present report, in the eight leading industries whose data are used in constructing the general indexes of employment. The information on earnings is as accurate as possible in the light of present experiences, but nevertheless must be regarded as subject to revision.

General Summary

Employment—There was further important expansion in industrial employment at April 1, according to information tabulated by the Dominion Bureau of Statistics from 12,600 establishments whose staffs aggregated 1,405,425, compared with 1,344,138 in the preceding month. This increase of 61,287 workers, or 4·6 p.c., has rarely been exceeded in any month in the more than twenty years during which the monthly surveys of employment have been made. As already pointed out, it is probable that the change in the basis of reporting is partly, though not wholly responsible for this unusually large increase in the number of employees reported by the co-operating establishments at Apr. 1. Great pains were taken to make adjustment where the need was evident, but it must be reiterated that it was not possible to determine and correct all such instances. The increase raised the crude index from 135·3 at March 1 to a new all-time high of 141·3 at Apr. 1. The corresponding figure for the same date in 1940 had been 119·9; this was the previous maximum for the beginning of April. The average for the calendar year 1926 is taken as 100 in calculating these index numbers.

In most of the twenty preceding years during which the employment data have been collected, employment at Apr. 1 has shown a downward movement. This has been due in the main to the completion of the winter's logging operations in many camps in the Eastern and Central Provinces, without sufficiently great expansion in those industries whose active seasons commence in the spring and early summer, to offset the curtailment in bush work. There was a considerable falling off in the number of persons employed in logging at the first of April, but the decrease was below-average in the experience of other years of the record, while intensification of the war effort resulted in the absorption of many additional workers in manufacturing and other industries. It is probable that the new method of reporting has had a particularly marked influence on the figures shown for the logging industry. The present returns cover those employed in the pay period falling nearest to the end of the month, rather than the number working on the day of the inquiry, as was formerly the case; especially in a time of falling employment, would the new basis tend to produce a much higher total than the former method.

As a result of the abnormally large, contra-seasonal increase, the seasonally adjusted index showed its greatest advance on record, rising from 141·0 to 149·7 at Apr. 1, 1941. It is not improbable that this pronounced increase will be followed by a smaller-than-average gain in the report for the first of May. In other words, it seems likely that in some cases the change in the basis on which the reports are made will affect the timing of the seasonal changes as indicated in other years of the record, so that the figures for Apr. 1, shown in the present bulletin, may reflect part of the expansion which in previous years would have been indicated in the data for May 1.

There was an outstandingly large increase in manufacturing at the date under review, when 39,382 persons were taken on by the co-operating establishments. This gain of five p.c. was decidedly greater than that recorded at April 1 in any other year of the record, having, in fact, rarely been exceeded in any month for which data are available. The upward movement continued the series of advances which have been in evidence almost without interruption since the summer of 1939, and resulted in the establishment of new all-time high index numbers of employment, both crude and seasonally adjusted. Practically all industries contributed to the gain; in iron and steel there were particularly

important advances, associated with the production of war requirements. Marked expansion was also reported in chemical, textile, pulp and paper, food, lumber, leather, and non-ferrous metal, electrical apparatus and clay, glass and stone products. In many cases these gains were seasonal in character, although they were unusually large for the time of year.

Among the non-manufacturing industries, mining, communications, transportation, construction, services and trade also shared in the upward movement. Many of the additions reported were seasonal, although here too they were above the average. The exception to the generally favourable movement was logging, in which, as already stated, there was a considerable seasonal falling-off; it has also previously been stated, that, partly as a result of the new basis of reporting, this decline was smaller than normal, although it exceeded the loss indicated at Apr. 1 in many other years of the record.

Earnings—The statistics of employment and payrolls include the number and the earnings of salaried employees and wage-earners in all categories, but do not include owners of businesses and their earnings. The questionnaire used asks firms to abstract from their records, the sums paid their employees, grouped according to the duration of their pay periods, whether this be a month, half a month, a fortnight, or a week. The sums reported for these varying periods of time are then reduced in the Bureau by the appropriate fractions, to the sums which would be earned in one week in the month.

It is recognized that the preparation of data on a monthly basis would be valuable, but the variation in the length of the months, and the overlapping of pay periods between months, make it impossible, in a quickly prepared current survey, to tabulate information on a monthly basis. Accordingly, the average earnings paid for services rendered in the last week in the month will be the basis of the current information on earnings. In the United States, where such data are widely used, the statistics tabulated are those for the week including the fifteenth of the month.

It is probable that any revision made in the Canadian figures of earnings in the next few months will tend to lower the general per capita average. This is mainly because some of the larger employers of labour in the highway construction and logging groups were unable to furnish material on payrolls for March. The preparation of data for logging is greatly complicated by the methods of payment used, and by the scanty communication facilities frequently existing between the camps and the co-operating offices. In both the logging and the highway groups the reported earnings are usually below the general average; in the former, this is partly due to the fact that board and lodging are in many cases provided by the employers, while the current surveys necessarily cover only money pay-

TABLE I.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
April 1, 1927.....	97·4	97·8	.....	.....	.....	94·6	100·4	94·1	.....	.....	.....	96·1
April 1, 1928.....	102·3	98·5	.....	.....	.....	99·2	106·0	101·9	.....	.....	.....	100·0
April 1, 1929.....	110·4	107·5	.....	.....	.....	101·1	117·4	113·9	.....	.....	.....	106·0
April 1, 1930.....	107·8	107·8	.....	.....	.....	103·7	112·7	103·2	.....	.....	.....	106·0
April 1, 1931.....	99·7	102·3	.....	.....	.....	98·5	102·4	97·7	.....	.....	.....	92·4
April 1, 1932.....	87·5	88·3	.....	.....	.....	85·0	91·1	86·1	.....	.....	.....	80·9
April 1, 1933.....	76·0	78·3	.....	.....	.....	73·1	78·3	78·3	.....	.....	.....	68·8
April 1, 1934.....	91·3	95·1	.....	.....	.....	85·1	98·7	83·3	.....	.....	.....	86·6
April 1, 1935.....	93·4	95·8	.....	.....	.....	85·9	100·7	86·9	.....	.....	.....	91·8
April 1, 1936.....	97·4	101·8	.....	.....	.....	91·4	103·4	90·5	.....	.....	.....	95·9
April 1, 1937.....	103·0	105·4	.....	.....	.....	102·2	108·8	89·4	.....	.....	.....	97·5
April 1, 1938.....	105·0	103·6	80·0	115·6	90·5	107·4	109·6	89·4	89·2	87·4	91·0	100·2
April 1, 1939.....	104·9	99·7	88·3	114·7	82·3	109·4	108·0	91·7	88·9	91·9	95·8	100·5
April 1, 1940.....	111·9	111·8	94·0	123·7	98·4	112·2	118·8	96·7	94·8	94·4	101·2	102·8
Jan. 1, 1941.....	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1.....	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1.....	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
April 1.....	141·3	135·6	142·7	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
Relative weight of Employment by Provinces and Economic Areas as at April 1, 1941	100·0	7·2	0·2	4·2	2·8	29·4	43·8	11·2	5·3	2·1	3·8	8·4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area to the total number of all employees reported in Canada by the firms making returns at the date under review.

ments. In both industries, a large proportion of more or less unskilled labour is involved. Consequently, the general and provincial averages will be lowered as information on earnings is obtained for a greater proportion of the reported employees in these industries. On the other hand, little information has yet been furnished for the employees of banks, the inclusion of whose earnings will tend to raise the general average.

In addition to the revisions in the general data on earnings that are likely to result from the foregoing reasons, it must also be pointed out that further experience in completing the forms in the offices of the co-operating establishments, and in interpreting the data in the

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	[1]Relative Weight	April 1, 1941	Mar. 1, 1941	April 1, 1940
MANUFACTURING	58·5	158·2	150·8	123·4
Animal products—edible	2·2	153·2	148·5	132·0
Fur and products	0·2	113·0	110·6	110·1
Leather and products	1·9	132·9	126·9	124·9
Boots and shoes	1·2	127·7	123·2	122·8
Lumber and products	3·9	102·4	94·9	79·5
Rough and dressed lumber	2·3	91·9	83·7	66·6
Furniture	0·9	109·2	106·6	90·3
Other lumber products	0·9	134·9	124·8	114·2
Musical instruments	0·2	85·7	79·8	59·6
Plant products—edible	2·9	126·0	122·6	115·1
Pulp and paper products	5·4	122·5	117·9	110·8
Pulp and paper	2·4	112·2	106·9	97·5
Paper products	0·9	159·2	152·0	139·8
Printing and publishing	2·1	123·2	120·3	117·8
Rubber products	1·2	128·6	125·4	109·3
Textile products	9·9	154·9	153·3	144·4
Thread, yarn and cloth	3·6	167·3	164·3	158·0
Cotton yarn and cloth	1·8	123·8	122·6	122·0
Woollen yarn and cloth	0·8	185·0	179·7	170·9
Artificial silk and silk goods	0·8	571·6	562·9	512·9
Hosiery and knit goods	1·7	140·9	135·8	141·2
Garments and personal furnishings	3·4	157·2	151·4	136·3
Other textile products	1·2	163·5	154·8	132·8
Tobacco	0·8	139·9	155·6	165·6
Beverages	0·8	196·5	183·9	164·3
Chemicals and allied products	2·5	288·3	265·1	182·0
Clay, glass and stone products	1·0	119·7	108·1	85·3
Electric light and power	1·3	140·1	137·5	130·6
Electrical apparatus	1·9	196·7	188·5	142·3
Iron and steel products	18·3	190·8	178·7	118·9
Crude, rolled and forged products	1·9	206·2	193·9	148·7
Machinery (other than vehicles)	1·5	206·8	188·9	131·0
Agricultural implements	0·6	104·5	97·5	75·4
Land vehicles	7·7	127·7	162·9	112·0
Automobiles and parts	2·6	252·0	239·2	163·4
Steel shipbuilding and repairing	1·1	364·6	339·3	128·3
Heating appliances	0·4	155·6	140·8	128·4
Iron and steel fabrication (n.e.s.)	1·0	218·1	212·2	132·6
Foundry and machine shop products	0·8	217·5	200·7	120·1
Other iron and steel products	3·3	216·1	198·6	124·3
Non-ferrous metal products	2·7	255·3	244·1	173·0
Non-metallic mineral products	0·9	167·1	173·8	161·7
Miscellaneous	0·5	191·2	178·4	153·8
LOGGING	3·5	166·2	210·0	90·0
MINING	5·8	174·1	168·7	164·4
Coal	1·9	96·0	95·1	89·7
Metallic ores	3·3	363·6	349·2	350·2
Non-metallic minerals (except coal)	0·6	132·4	125·8	124·8
COMMUNICATIONS	1·8	93·4	89·7	83·2
Telegraphs	0·4	102·7	99·9	89·8
Telephones	1·4	90·8	86·9	81·4
TRANSPORTATION	8·2	94·3	90·5	82·8
Street railways and cartage	2·4	138·9	135·0	125·1
Steam railways	4·7	82·9	82·4	75·5
Shipping and stevedoring	1·1	85·6	68·6	61·6
CONSTRUCTION AND MAINTENANCE	8·9	100·2	83·0	59·6
Building	3·8	122·2	104·7	45·9
Highway	2·9	105·6	79·4	78·3
Railway	2·2	73·1	62·9	56·3
SERVICES	2·5	158·3	150·2	133·4
Hotels and restaurants	1·5	151·9	143·2	127·1
Personal (chiefly laundries)	1·0	169·5	162·6	144·6
TRADE	10·8	149·1	145·7	137·6
Retail	8·2	156·1	151·6	142·9
Wholesale	2·6	130·9	130·2	123·7
ALL INDUSTRIES	100·0	141·3	135·3	111·9

[1] The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Bureau, will no doubt result in the correction of many inaccuracies which in the original tabulation have not been detected. Accordingly, in this first report on current payrolls, it was considered inadvisable to present the statistics in the detail in which it is hoped eventually to publish them, while it must be reiterated that the figures that are given, are preliminary.

Statistics on earnings were tabulated from 11,393 employers, whose staffs aggregated 1,321,909, or 94 p.c. of the total number included in the present survey. The amounts paid to these employees as earnings for one week in March amounted to $34,480,094. This was a per capita average of $26.08, a figure which, as already explained, cannot be regarded as final.

In manufacturing, reports on earnings were received for 95·1 p.c. of the total employees included in the survey. In communications, transportation and mining, the proportions were higher, at 99·8 p.c., 97·6 p.c. and 97·7 p.c., respectively. The proportions in trade, construction and maintenance, services and logging were below the general average; in these groups data on earnings were received from, respectively 91·3 p.c., 89·4 p.c., 86·7 p.c., and 85·8 p.c. of the total number for whom information on employment is available. While the inequalities in these percentages may have affected to an unknown degree the per capita weekly average for all industries in this original tabulation, nevertheless the proportions are large enough in all cases to give assurance of the representative character of the figures for the various industrial divisions.

Greater familiarity with the individual returns, and more extensive study of the aggregates and averages, will be necessary before any but the most general comments

EMPLOYMENT AND EARNINGS

Number of Establishments furnishing data on the Earnings of their Employees, together with the Number of Employees and their Aggregate and Average per capita Earnings reported for one week in March, 1941.
(The earnings figures are preliminary and are subject to revision.)

Geographical or Industrial Unit	Number of Establishments reporting the earnings of their Employees	Number of their Employees	Aggregate Weekly Earnings	Average Weekly Earnings
			$	$
(a) *Provinces*				
Maritime Provinces	**794**	**95,814**	**2,237,118**	**23.35**
Prince Edward Island	46	1,681	33,006	19.63
Nova Scotia	389	56,822	1,370,906	24.13
New Brunswick	359	37,311	833,206	22.33
Quebec	**2,768**	**370,656**	**9,095,476**	**24.54**
Ontario	**4,993**	**592,955**	**16,111,357**	**27·17**
Prairie Provinces	**1,634**	**149,737**	**3,911,749**	**26.14**
Manitoba	691	70,975	1,886,487	26.58
Saskatchewan	363	27,906	706,341	25.31
Alberta	580	50,856	1,321,921	25.99
British Columbia	1,204	112,730	3,121,394	27.69
Canada	**11,393**	**1,321,909**	**34,480,094**	**26.08**
(b) *Cities*				
Montreal	1,587	174,579	4,335,340	24.83
Quebec City	187	18,847	421,826	22.38
Toronto	1,710	176,217	4,690,850	26·62
Ottawa	209	17,325	415,992	24.01
Hamilton	318	48,551	1,343,733	27.68
Windsor	181	29,623	1,069,083	36.09
Winnipeg	507	45,275	1,133,033	25.03
Vancouver	525	45,801	1,204,277	26.29
(c) *Industries*				
Manufacturing	6,356	781,042	20,541,170	26.30
Logging	423	42,280	784,851	18.56
Mining	390	79,762	2,527,094	31.68
Communications	59	24,897	666,323	26.76
Transportation	487	112,894	3,659,489	32.42
Construction and Maintenance	1,227	112,200	2,735,893	24.38
Services	527	30,594	479,620	15.68
Trade	1,924	138,240	3,085,654	22.32
All Industries	**11,393**	**1,321,909**	**34,480,094**	**26.08**

can be made upon the current figures of earnings. The following notes deal only with the more obvious aspects of the data.

The highest per capita earnings were reported in transportation and mining, with the preliminary figure for manufacturing approximating the all-industries average. Logging and services come at the lower end of the scale; this is partly, though not entirely, due to the fact that no attempt was made to include in these figures the value of board and lodging, frequently a part of the remuneration received by employees in these industries. The figure for trade as a whole is raised by the earnings reported in wholesale establishments, that in the retail division having been considerably lower. This was to some extent a result of part-time work in many retail stores.

The reported earnings in Ontario were greater than elsewhere, as would be expected in view of the considerable concentration of the heavy industries in the province; such industries of course not only require much skilled labour, but also ordinarily employ a large proportion of men. The relatively high average in Manitoba is probably due to a high ratio of transportation workers, and consequently of males, among the persons whose earnings were reported. In Quebec, the preliminary per capita average was below the Dominion average, partly as a result of a greater-than-average percentage proportion of workers in the textile industries, ordinarily large employers of women workers.

The sex and industrial distributions also contributed to the variations in these preliminary figures of per capita earnings for the cities. The largest were in Windsor and Hamilton, reflecting important concentrations of workers in the highly paid, heavy industries, in which also the payment of earnings for overtime was frequently reported.

Employment by Economic Areas

Industrial activity increased in all five economic areas at Apr. 1. In Prince Edward Island, New Brunswick and Saskatchewan, however, the tendency was downward. The general level of employment was higher than in any other spring for which data are on record.

The gains at the beginning of April in Nova Scotia, Quebec, Ontario, Manitoba, Alberta and British Columbia were on a large scale; the upward movement was probably exaggerated by the fact that the data now represent the total number of persons on the payroll, rather than the number at work at a single date. This difference in the method of reporting had the effect of delaying part of the important decline in logging which is customarily indicated at the beginning of April, at the same time that it increases the coverage of the total employees of a number of firms. The difference in timing may to some extent adjust itself in subsequent tabulations. At the present, it is uncertain to what extent the comparability of the new data with the former statistics will be adversely affected by the change in the basis of reporting.

Maritime Provinces.—There was a contra-seasonal increase in the Maritime Provinces as a unit. A falling-off was reported in Prince Edward Island and in New Brunswick, while improvement was noted in Nova Scotia. The 886 co-operating employers enlarged their payrolls from 100,857 persons at Mar. 1 to 101,415 at the beginning of April. Logging showed a decided seasonal contraction, over 1,700 men being released from bush work. On the other hand, manufacturing reported gains, mainly in animal food, lumber, pulp and paper, textile and iron and steel. Mining, shipping, communications and trade also showed advances. Employment generally was decidedly brisker than at the beginning of April, 1940, when a considerable loss had been reported; statements for Apr. 1 of last year were received from 829 firms employing 82,874 workers, 3,156 fewer than at Mar. 1, 1940.

Quebec.—Manufacturing, communications, mining, transportation, construction and maintenance, services and trade reported improvement in Quebec. The unusually large gains in manufacturing extended to many industrial divisions, being most pronounced in the iron and steel, chemical and textile groups. On the other hand, there were large, seasonal losses in logging.

Data were tabulated from 3,117 establishments in Quebec, with 413,456 employees, as against 397,702 at Mar. 1. The index, at 143·1 at Apr. 1, 1941, was many points higher than at the same date of last year, when curtailment had been indicated. The trend has been retrogressive in eighteen of the twenty preceding Aprils for which information is available; the increase at the latest date was therefore contra-seasonal, according to the experience of this period.

At Apr. 1, 1940, statistics had been furnished by 2,963 employers, whose payrolls had included 320,894 men and women, as compared with 327,036 in the preceding month.

Ontario.—Employment showed a substantial improvement in Ontario, where 5,399 firms had enlarged their forces by 25,814 workers since the preceding month, bringing them to 615,118 at Apr. 1. A loss had been registered by the 5,201 establishments making returns for the same date in 1940, when their staffs had aggregated 473,266. The index of employ-

ment then stood at 118·8, compared with 152·0 at the latest date.

The experience since 1920 shows that activity customarily declines in Ontario at the beginning of April, there having been curtailment of operations in seventeen of the twenty previous years for which data are available; the advance at the date under review was not only contra-seasonal, but was also exceptionally large.

Manufacturing reported greatly heightened activity as compared with the preceding month, the most marked improvement being in iron and steel plants. The trend was also favourable in the lumber, pulp and paper, food, chemical, textile, electrical apparatus, non-ferrous metal and many other divisions. On the other hand, beverage factories were slacker. In the non-manufacturing industries, mining, building, road and railway construction and maintenance and trade showed improvement. Logging, however, released a large number of men as the season's operations drew to a close, and transportation was also quieter.

Prairie Provinces. — Employment in the Prairie Provinces as a whole advanced at Apr. 1; the gain was contra-seasonal. The Prairie index, at 116·7 at the latest date, was 20 points above that at Apr. 1, 1940. Firms in Manitoba and Alberta reported improvement at the beginning of April of the present year, while a falling-off was shown in Saskatchewan. An analysis of the returns by industry shows that most of the increase in the Prairie Provinces as a whole was manufacturing, transportation and construction, while logging and coal mining were slacker. The working forces of the 1,789 co-operating employers aggregated 157,538 persons, compared with 149,758 at Mar. 1.

The establishments furnishing information on employment at the same date of last year had numbered 1,698, with a personnel of 126,324.

British Columbia.—Seasonal expansion was indicated in British Columbia, according to returns tabulated by the Bureau from 1,305 firms with 117,898 employees, or 11,381 more than in their last report. The increase exceeded that noted, on the average, at Apr. 1 in previous years of the record, being also larger than the gain recorded at the same date of last spring. The volume of employment reported was greater than at Apr. 1 of 1940, or of any other year of the record.

There was an advance at the date under review in manufacturing; this took place mainly in the lumber and iron and steel divisions, while pulp and paper products were decidedly more active. Logging, transportation, construction and trade also afforded more employment.

At the beginning of April of last year, the 1,212 co-operating establishments had reported 90,572 employees, compared with 89,733 in the preceding month.

Index numbers by provinces and economic areas are given in Table I.

Employment by Cities

Industrial activity substantially increased in each of the eight centres for which employment data are segregated, viz., Montreal, Quebec City, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver. The gains in most of these cities resulted in the establishment of new all-time high index numbers of employment. In Winnipeg, however, the favourable comparison goes back to 1929.

Montreal.—There was a further upward movement in Montreal, according to 1,807 firms who reported 200,508 persons on their payrolls, as compared with 194,723 at Mar. 1. This increase, which was seasonal in character, was above the average for Apr. 1 in earlier years of the record, although it has been exceeded by the gain indicated at the same date in several other springs. Manufacturing generally showed marked improvement at Apr. 1, 1941, from the preceding month; chemical, textile and iron and steel plants reported the greatest increases in personnel. Transportation, services, construction and trade also afforded rather more employment. The 1,758 establishments from which returns were received for Apr. 1, 1940, had reported 169,411 employees, compared with 168,363 in the preceding month; the index then was many points lower than that of 134·0 at the beginning of April, 1941, when a new maximum was established.

Quebec. — Manufacturing, construction and trade showed heightened activity in Quebec City, while transportation was quieter. There was an increase of 744 persons in the working forces of the 216 employers making returns, who had 20,839 on their payrolls at Apr. 1. A small loss had been indicated by the 209 firms co-operating at the beginning of April in 1940, whose staffs aggregated 15,008; the index was then decidedly lower than that of 151·2 at the latest date.

Toronto.—Toronto businessmen reported improvement over the preceding month. Most of the betterment took place in manufacturing, construction and transportation, while trade was somewhat quieter. Within the manufacturing division, there were pronounced increases in iron and steel, food, textiles, chemicals, electrical apparatus and some other classes. The working forces of the 1,870 em-

ployers furnishing statistics totalled 186,668 persons, compared with 178,764 at March 1. Employment in Toronto in recent months has reached new all-time highs; the latest index was 145·4, compared with 139·3 at March 1, the previous maximum. At the first of April, 1940, the figure had been 115·9. Data were then received from 1,786 firms, whose staffs had included 152,209 men and women.

Ottawa.—An advance was indicated in Ottawa, there being gains in manufacturing, particularly of iron and steel products, and in construction, services and trade. An aggregate staff of 18,709 workers was employed by the 237 establishments whose statistics were tabulated, and who had 17, 288 in their last report. The index, at 142·3 at April 1, was much higher than that of 110·6 at the same date of last year, when an increase had also been recorded. Statements had then been compiled from 231 firms with 15,007 workers.

Hamilton.—Manufacturing showed further important expansion, particularly in the iron and steel division, while there was an upward movement in construction. Returns were tabulated from 334 employers with 49,341 persons on their paylists, or 3,101 more than at March 1. The level of employment reached a new maximum, the index rising from 141·7 at March 1, 1941, to 151·4 at the date under review. A decline had been indicated by the 332 establishments furnishing returns for April 1, 1940; their payrolls had included 37,949 men and women.

Windsor.—The trend in Windsor continued decidedly favourable, according to data received from 197 firms employing 30,391 workers, as against 29,016 at the beginning of March. Manufacturing was more active, especially in the iron and steel division, and trade and construction also showed some improvement. Employment generally was in greater volume than in any other month of the record. The 194 concerns reporting for April 1, 1940, had provided work for 21,445 persons.

Winnipeg.—Industrial activity increased in Winnipeg, the staffs of the 549 establishments furnishing statistics aggregating 47,868, as compared with 46,080 in the preceding month. Manufacturing was brisker, and services and construction also reported an upward movement. Trade, however, was rather slacker. A gain, on the whole, had also been noted at April 1, 1940, when information had been received from 528 employers with a personnel of 41,630; the index was then decidedly lower, standing at 95·4, as compared with 114·8 at the date under review. The latter figure is the highest since late in 1929.

Vancouver.—Improvement was recorded in Vancouver, according to 576 firms with a staff of 47,570, as compared with 44,036 in the preceding month. Most industrial divisions showed expansion, that in manufacturing being most pronounced; the greatest gains were made in lumber and iron and steel plants. Transportation and trade also reported considerably heightened activity. A much smaller increase had been indicated at the beginning of April of last year, and employment in that city was then at a lower level. The index stood at 139·9 at the latest date, compared with 111·5 at April 1, 1940, when the 533 co-operating establishments had reported 37,588 men and women on their paylists.

Employment by Industries

Manufacturing.—Further pronounced improvement of a seasonal character was recorded in manufacturing at the beginning of April, when the number reported as having work in these industries reached a new maximum. The Dominion Bureau of Statistics tabulated returns from 6,866 establishments which employed 821,669 operatives at the latest date, as compared with 782,287 at the beginning of March. The April 1 index (1926=100), stood at 158·2 as compared with the previous high of 150·8 at March 1, 1941, and with 123·4 at April 1, 1940, previously the highest figure for April in the years since 1920. The increase of five per cent at the latest date has not often been exceeded in any month of the record. The fact that the present report shows the number who were employed during the pay period falling nearest to the first of April, rather than the number at work on the single day, as in former reports, has undoubtedly had the effect of exaggerating the genuinely large increase in employment in manufacturing which took place at the first of April.

Reflecting the abnormally great advance in the period under review, the seasonally adjusted index substantially increased, rising from 154·0 at March 1, 1941, to 159·5 at the latest date. These two figures are the highest so far recorded.

The largest additions to the personnel indicated at the date under review were in lumber, textiles and iron and steel; these were seasonal in character, but they exceeded the average gains reported at April 1 in the period, 1921-1940. Manufacturers of iron and steel products showed an increase of 17,500 employees, the majority of whom were employed in the production of vehicles for use on land or sea or in the air, in fire arm manufacture and in other industries directly or indirectly associated with the war effort. Chemical, electrical apparatus, non-ferrous metal, clay, glass and stone, leather, beverage and food

factories also showed improvement. On the other hand, the tobacco industry afforded less employment.

The following are the unadjusted index numbers in manufacturing at April 1 in the years since 1927 (average, 1926=100):—1941, 158·2; 1940, 123·4; 1939, 107·1; 1938, 110·8; 1937, 110·7; 1936, 101·1; 1935, 93·9; 1934, 88·1; 1933, 76·0; 1932, 87·3; 1931, 99·7; 1930, 111·3; 1929, 116·5 and 1928, 106·6.

The 6,542 manufacturers furnishing statistics for April 1, 1940, had employed 633,847 workers, a moderate increase in comparison with their payrolls in the preceding month.

Logging.—Continued and larger losses of a seasonal nature were noted in logging camps, 483 of which reduced their payrolls from 62,258 men at March 1, to 49,276 at the date under review; the number laid-off was rather below average, according to the experience of preceding years of the record. The most extensive curtailment at the beginning of April was in Quebec and Ontario, but the movement was also downward in the Maritime and Prairie Provinces. In British Columbia, on the other hand, some improvement was noted. The seasonal contractions reported at the same date of last year had involved the release of a larger number of workers; the index then stood at 90·0, as compared with the April 1, 1941, figure of 166·2. As already stated, it is probable that the new method of reporting has a greater influence on the figures for logging than upon most other classes. This effect would undoubtedly be more pronounced in a period of seasonal change, such as the spring, than in any other time of year. Thus the present report, covering the payroll period falling nearest to March 31, no doubt includes as employed many men whose names appeared on the payroll in March, although at April 1 they may have been released from bush work.

Mining.—Coal-mining showed a slight increase on the whole; there was a considerable advance in the metallic division and in quarrying and the extraction of other non-metallic minerals. Four hundred and ten mine operators reported 81,612 employees, compared with 79,081 at the beginning of March. Employment in this group was in greater volume than at the same date in any preceding year for which statistics are available. Also in connection with these industries and particularly in regard to the coal mining division, it should be emphasized that the number on the payroll is almost invariably greater than the number employed on any given day.

Communications.—Information was received from 61 communication companies and branches employing 24,938 workers, or 974 more than in the preceding month. Telephones and telegraphs both reported increased activity. The index number stood at 93·4 at the latest date, or 10·2 points higher than at April 1, 1940.

Transportation.—Employment in transportation showed a further advance at the beginning of April, when the shipping, steam railway and the street railway, cartage and storage divisions were more active. The working forces of the 536 co-operating employers aggregated 115,652 persons, compared with 111,059 in the preceding month. A moderate reduction on the whole had been noted at the beginning of April, 1940, when the index was 11·5 points lower than the latest figure of 94·3.

Construction and Maintenance.—The industries in this group reported further contra-seasonal improvement at the beginning of April, there being an upward movement in the building, highway and railway branches. Statistics were tabulated from 1,359 contractors with 125,514 employees, or 21,487 more than in their last return. An increase had also been indicated at the beginning of April last year; but the index of employment in construction was then many points lower than that of 100·2 at April 1, 1941. The remarks made in connection with logging, mining and other industries are also particularly applicable to the construction group, so that it is highly probable the present large increase is partly a result of the new method of reporting.

Services.—Employment in hotels and restaurants showed a gain, and laundries and dry-cleaning establishments were also busier. The 611 firms co-operating in the service division reported 35,304 employees compared with 33,484 at March 1. The trend had also been upward at the beginning of April, 1940, when the index was lower.

Trade.—There was a substantial increase in the aggregate forces of the 2,175 co-operating wholesale and retail establishments, which employed 151,460 workers at April 1, as compared with 147,978 at the beginning of March. The advance was seasonal in character, but rather exceeded the average for the time of year in the experience of the period, 1921-1940. The index, at 149·1, was several points higher than that of 137·6 at April 1 of last year, when improvement had also been noted.

Table II gives index numbers by industries.

(2) Unemployment in Trade Unions at the Close of April, 1941

Unemployment as used in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are idle on account of illness, are not considered as unemployed. Unions involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

At the end of April, 1941, returns were tabulated from 2,029 labour organizations, whose total membership was 284,227 persons, of whom 15,677, or a percentage of 5·5, were unemployed, in contrast with percentages of 6·6 in March, and 9·6 at the close of April, 1940. The April percentage of idleness was the lowest in trade union records for any corresponding month since April, 1929, when the percentage of unemployment was identical with that of the month under review.

The employment expansion observed in April over the preceding month was largely due to substantial increases among building tradesmen, an appreciable improvement in the transportation industries, and advances of somewhat lesser degree in the manufacturing industries. These employment gains were more than sufficient to offset rather noteworthy recessions among coal miners. There were fractional increases in New Brunswick and Manitoba, while in British Columbia there was heightened activity, although on a small scale. Moderate employment expansion was in evidence in Ontario and Saskatchewan, while in Nova Scotia and Quebec there were fractional recessions; in Alberta there were nominal contractions. In contrast with April, 1940, a large majority of the trades participated in the substantial expansion observed in Ontario and Saskatchewan, and increases of noteworthy proportions were reflected in Quebec, Manitoba, Alberta and British Columbia. A nominal upward movement only was evident in New Brunswick, while in Nova Scotia there was a fractional advance.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. In comparison with the preceding month employment rose substantially in Edmonton, and in Regina and Vancouver, also, there were appreciable gains. Moderate expansion was noted in Toronto; in St. John the advance was nominal, while in Winnipeg fractional increases only were noted. In Halifax, moderate recessions were apparent, and in Montreal there was a fractional contraction. In comparison with April, 1940, pronounced gains were noted in Montreal and Toronto; in Vancouver and Winnipeg, also, there was decided improvement. Moderate expansion was evident in Regina, Edmonton and St. John, while in Halifax, which was the only city in this comparison to reflect contractions, the decrease was but fractional.

From the chart which accompanies this article and shows the trend of unemployment from April, 1935, to date, it will be seen that the curve during April declined slightly thus reflecting nominal improvement over March conditions. The level of the curve rested considerably below the point shown for the corresponding month of 1940, thus indicating a substantial employment expansion.

Returns were received from 627 organizations in the manufacturing industries, combining a membership of 120,338 persons, of whom 3,264 were idle, a percentage of 2·7 in contrast with percentages of 3·5 at the end of March and 7·3 at the close of April, a year ago. Pronounced employment expansion over the preceding month was noted among textile and carpet workers and among woodworkers, likewise, there were marked gains. Noteworthy advances were reflected by general labourers and among papermakers, also, there was appreciable expansion. A nominal improvement was observed among bakers and confectioners and jewellery workers, and fractional increases by soft drink workers, printing pressmen, tailors, butchers, meat and fish packers, fur workers and mine, mill and smelter men. Cigar and tobacco, electrical, hat, cap and glove, and gas workers, as in the preceding month, were reported as being fully engaged. Fractional recessions were in evidence among leather workers, rubber workers, iron and steel tradesmen, metal polishers and clay, glass, and stone workers, while among garment workers there were nominal contractions. A large majority of the trades participated in the improvement shown over April, 1940, when 7·3 per cent of the membership in the manufacturing industries was unemployed. Impressive expansion was noted by fur workers and employment likewise rose substantially for garment, leather, rubber workers, and iron and steel tradesmen. From the percentage viewpoint metal polishers and clay, glass and stone workers indicated decided improvement, but the membership in these groups is small

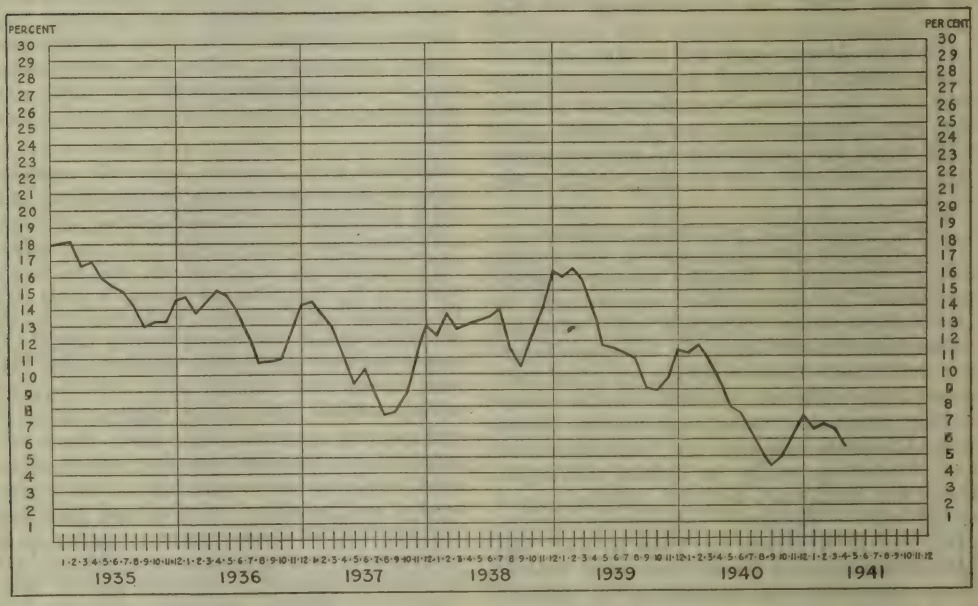
and these changes had but little effect on the manufacturing group as a whole. Fractional recessions were noted by textile and carpet workers and a slight employment contraction was apparent among mine, mill, and smelter men.

Reports were tabulated from 52 unions of coal miners, with a combined membership of 21,117 persons. Of these 2,198 were unemployed, or a percentage of 10·4, in contrast with percentages of 6·9 at the end of March and 11·4 at the close of April, a year ago. New Brunswick members were reported as having adequate work, while nominal contractions were evident in Nova Scotia. Noteworthy decreases occurred in British Columbia and in Alberta there were marked recessions. These contractions in the western coal fields were due to the usual between seasons lull. In contrast with reports tabulated at the close of April a year ago, New Brunswick members, as in the previous comparison, were reported as having adequate work, while fractional gains were observed in Nova Scotia. A moderate advance was disclosed among Alberta miners, but in British Columbia there were rather substantial recessions.

In the building and construction trades reports were tabulated from 231 organizations, having an aggregate membership of 32,857 persons, of whom 4,989 or a percentage of 15·2 were unemployed in contrast with percentages of 19·9 at the end of March, and 30·2 at the end of April, 1940. Employment levels were decidedly higher for bricklayers masons and plasterers and pronounced advances were apparent likewise among carpenters and joiners. There were noteworthy increases among painters, decorators and paperhangers and hod carriers and building labourers, while among bridge and structural iron workers there was moderate improvement. Fractional advances were noted by electrical workers and granite and stonecutters but slight contractions were reflected by tile layers, lathers, and roofers, plumbers and steamfitters indicated fractional decreases, from the percentage viewpoint, although involving comparatively few members, steam-shovel men reported noteworthy recessions. Every trade was included in the employment expansion over April, 1940. Much higher levels were attained by bricklayers, masons and plasterers, painters, decorators and paperhangers, and plumbers and steamfitters, while impressive gains were apparent likewise among carpenters and joiners. From the percentage viewpoint tile layers, lathers and roofers and steam shovel men were much better employed, but owing to the small memberships in these groups these changes had but little effect on the building group as a whole.

Reports received from 837 unions in the transportation industries indicated a combined

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



membership of 71,582 persons, of whom 2,564 were idle, or a percentage of 3·6 in contrast with percentages of 5·2 at the close of March and 6·5 at the end of April, 1940. Steam railway men whose returns constitute over 78 per cent of the entire group membership reported noteworthy improvement, while among teamsters and chauffeurs there were fractional advances only. On the other hand, fractional recessions were apparent among navigation workers and street and electric railway employees. Contrasted with returns received in the transportation industries, at the end of April, a year ago, when 6·5 per cent were idle, employment levels were considerably higher for steam railwaymen. Among teamsters and chauffeurs, there was decided expansion, while moderate increases were observed among navigation workers, fractional advances only were apparent among street and electric railway employees.

Reports received from 7 unions of retail shop clerks showed a combined membership of 2,156 persons. These, as in March were reported as being fully engaged in contrast with 0·1 per cent of idleness at the close of April, a year ago.

Returns were tabulated from 87 unions of civic employees combining a membership of 9,715 persons, of whom 330, or a percentage of 3·4, were idle, in comparison with percentages of 1·5 at the end of March and 2·0 at the close of April, 1940.

There were 148 reports received in the miscellaneous group of trades. These organizations had a combined membership of 11,022 persons, of whom 504 were idle or a percentage of 4·6, in contrast with percentages of 3·8 at the end of March and 4·7 at the close of April, 1940. Nominal contractions from the previous month occurred among hotel and restaurant employees and stationary engineers and firemen, while fractional recessions were noted by theatre and stage employees, barbers and unclassified workers. In comparison with April, 1940, when 4·7 per cent were unemployed, there was a nominal upward movement among theatre and stage employees and barbers, while among stationary engineers and unclassified workers the percentages of idleness were identical with those of April, a year ago. Among hotel and restaurant employees there was a tendency toward reduced activity.

Returns were tabulated from 4 organizations of fishermen. These groups had a combined membership of 2,567 persons, of whom 360 or a percentage of 14·0 were idle, in contrast with 35·1 per cent at the close of March and 18·2 per cent at the end of April, a year ago.

Reports were received from 5 unions of lumber workers and loggers. The combined membership of these groups was 3,095, of whom 230, or a percentage of 7·4 were idle, in contrast with percentages of 2·2 at the end of March and 11·8 at the close of April, 1940.

Table I shows by provinces the percentages of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for April of each year from 1930 to 1939, inclusive, and for each month from April, 1940 to date. Table II summarizes the returns in the various groups of industries for the same months at Table I.

TABLE 1.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
April 1930.....	5·6	2·8	8·3	8·8	8·9	11·0	15·6	9·7	9·0
April 1931.....	7·2	9·8	14·9	15·2	14·4	14·6	20·3	17·8	14·9
April 1932.....	8·9	16·0	28·1	24·0	21·9	16·9	26·1	21·5	23·0
April 1933.....	21·3	15·1	25·7	26·5	20·9	17·5	28·1	22·6	24·5
April 1934.....	10·9	9·6	22·3	18·6	19·5	15·6	22·4	19·2	19·1
April 1935.....	5·2	13·1	20·7	16·6	14·5	9·8	20·8	19·7	17·0
April 1936.....	8·2	8·0	21·2	13·2	11·8	10·2	18·0	12·5	15·1
April 1937.....	8·2	5·5	15·6	8·6	8·6	10·0	16·9	7·4	11·1
April 1938.....	3·6	9·2	14·5	13·6	9·9	11·8	18·1	15·6	13·1
April 1939.....	8·2	12·0	15·6	13·7	12·3	13·0	17·9	12·9	13·9
April 1940.....	4·0	4·1	12·3	8·2	8·3	8·3	16·5	8·8	9·6
May 1940.....	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	6·9
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	6·6
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	5·5

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Government	Miscellaneous	All occupations
April, 1930	1·3	11·9	11·0	6·6	6·3	6·1	8·5	5·0	...	9·2	3·7	26·0	1·0	16·7	11·1	6·3	10·1	26·5	...	22·7	23·2	6·8	20·4	7·5	1·4	3·2	3·3	0	3·7	·5	7·2	9·0
April, 1931	2·4	37·3	13·0	11·1	11·1	10·3	17·9	6·8	...	28·8	13·2	21·0	13·3	2·1	8·3	8·3	5·6	41·9	...	32·8	40·5	9·8	33·0	10·6	1·3	6·9	7·0	0	2·1	6·8	1·1	14·9
April, 1932	0	26·1	13·5	25·5	12·5	14·5	19·5	12·7	...	58·6	35·8	18·6	38·5	8·6	25·6	24·5	11·5	18·9	...	61·9	62·7	13·2	33·6	14·9	1·3	9·3	9·4	0	2·9	11·4	5·6	20·8	23·0
April, 1933	2·0	34·3	17·1	28·3	17·8	16·8	19·2	15·7	...	39·6	25·7	26·8	26·5	7·5	21·5	34·9	46·8	23·0	...	61·6	66·7	14·3	30·4	16·3	1·0	14·7	15·0	0	2·0	11·4	6·0	20·8	24·5
April, 1934	2·2	29·9	19·3	16·4	7·2	10·4	17·9	11·8	...	21·4	11·2	23·8	11·4	·4	11·2	19·5	33·3	10·2	...	65·2	61·3	11·4	40·4	11·9	·8	13·4	13·5	7·5	6·8	6·3	1·7	15·2	19·1
April, 1935	47·4	8·2	14·6	13·5	15·1	10·6	11·2	10·2	...	31·6	8·3	19·2	8·0	7·4	7·4	15·4	15·9	18·9	...	56·1	61·9	9·9	47·7	10·0	1·5	11·9	12·2	...	11·5	6·5	1·7	15·9	17·0
April, 1936	·7	16·1	20·2	11·4	9·0	7·3	2·8	11·2	...	28·4	8·9	16·8	7·1	20·5	17·1	11·5	12·6	18·2	...	39·1	44·8	9·0	43·7	9·3	1·8	11·4	11·6	0	4·4	8·9	3·2	16·9	15·1
April, 1937	3·2	2·3	16·1	10·6	8·6	6·8	6·0	7·7	...	45·1	11·4	1·2	13·8	9·5	23·6	7·9	9·6	71·9	3·7	39·0	30·8	6·6	41·6	7·0	·8	8·3	8·5	0	0	4·3	1·6	7·6	11·1
April, 1938	·5	4·6	13·4	13·9	9·3	7·1	8·3	5·6	...	36·7	18·3	3·8	23·7	11·7	18·3	11·9	5·0	44·6	3·7	33·1	33·7	8·2	26·3	9·1	·7	8·1	8·3	0	0	4·3	·9	7·4	13·1
April, 1939	16·6	30·7	14·2	11·8	7·7	7·4	8·1	6·3	2·6	8·1	4·8	13·1	2·7	8·3	26·1	17·4	3·3	41·7	1·6	39·6	40·0	9·5	31·9	10·5	1·9	6·6	6·8	0	·5	4·2	1·4	6·6	13·9
April, 1940	18·2	11·8	13·9	7·3	4·3	4·1	2·6	6·6	7·7	5·0	5·2	13·	·9	7·3	28·0	6·0	7·2	57·3	·9	33·5	30·2	6·5	25·7	6·9	2·7	5·7	5·8	0	·1	3·4	2·0	4·7	9·6
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	...	·5	12·5	19·1	5·7	...	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	3·1	3·1	1·8	5·5	9·3	4·7	13·4	...	·5	17·6	10·0	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	0	4·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·6	·3	6·0	3·1	2·9	9·3	...	·8	7·9	17·2	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	0	4·2	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·7	1·5	4·9	...	2·6	2·5	1·0	2·9	2·6	14·7	6·3	·5	2·1	0	18·3	7·1	3·4	20·5	3·3	·3	5·3	5·3	0	0	2·2	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	...	1·9	3·0	3·4	2·4	6·4	11·5	4·6	3·8	3·7	2·6	16·3	7·1	4·5	23·9	3·3	·3	5·3	5·4	0	0	2·1	·2	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	...	16·8	4·7	3·2	4·7	7·2	11·0	3·8	4·2	1·2	6·7	15·6	9·9	4·5	30·6	4·6	·3	5·4	5·5	0	·1	2·2	·1	4·2	5·0
November, 1940	22·8	9·3	6·2	6·2	1·6	3·4	2·7	4·6	0	20·	9·0	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·8	·6	4·2	5·3
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·1	18·2	6·2	·5	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·1	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	4·3	4·4	0	0	3·0	·2	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·4	6·0	6·1	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	·0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5

(3) Employment Office Reports for April, 1941

The volume of business transacted by the offices of the Employment Service of Canada during April, 1941, as indicated by the average daily placements effected, showed marked gains over March, as well as over the corresponding month last year, the increase in the former instance being 47 per cent and in the latter over 71 per cent. In comparison with the preceding month all industrial divisions recorded gains, particularly substantial advances being shown in construction and maintenance and services, followed by others of more moderate proportions in farming and transportation; those in trade, logging, manufacturing and mining, however, were quite small. When compared with April, 1940, marked improvement was noted in construction and maintenance, services and manufacturing. Fairly heavy increases also were reported in logging and transportation and moderate gains in trade and mining; the only group to show a decline being farming and this was nominal only.

The accompanying chart shows the trend of employment from January, 1939, to date, as represented by the ratio of vacancies offered and of placements effected for each 100 applications for employment registered at the offices throughout Canada, computations being made semi-monthly. It will be seen from the graph that the trend of the curves of vacancies and placements in relation to applications was decidedly upward through the month, there being a difference of about 15 points in each instance. At the close of the period the levels attained were about 19 points higher than those recorded at the end of the corresponding month a year ago. The ratio of vacancies to each 100 applications was 65·9 and 70·9, respectively, during the first and the second half of April, 1941, in contrast with ratios of 43·3 and 51·5 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the periods under review were 60·5 and 64·6, as compared with 39·0 and 46·4 during April, 1940.

The average number of vacancies reported daily to the offices of the Service throughout Canada was 2,195, as compared with 1,495 in the previous month and with 1,304 in April a year ago.

The average number of applications for employment received daily by the offices during the month under review was 3,200, as compared with 2,768 in March and with 2,759 in April last year.

The average number of placements made daily by the offices of the Service during April, 1941, was 2,008, of which 1,243 were in regular employment and 765 in work of one week's duration or less, as compared with a total daily average of 1,367 during the preceding month. Placements in April, 1940, averaged 1,173, consisting of 707 in regular and 466 in casual employment.

During the month of April, 1941, the offices of the Service referred 49,372 persons to vacancies and effected a total of 48,177 placements. Of these, the placements in regular employment were 29,828, of which 24,798 were of men and 5,030 of women, while placements in casual work numbered 18,349. The number of vacancies reported by employers was 34,122 for men and 18,543 for women, a total of 52,665, while applications for work numbered 76,795, of which 55,916 were from men and 20,879 from women. Reports for March, 1941, showed 38,847 positions available, 71,967 applications made and 35,521 placements effected, while in April, 1940, there were recorded 33,892 vacancies, 71,729 applications for work and 30,497 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931, to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (4 months)	94,277	55,900	150,177

NOVA SCOTIA

Orders listed at offices in Nova Scotia during April were over 16 per cent higher than in the preceding month and nearly 30 per cent above that of the corresponding month last year. There was an increase of 16 per cent in placements when compared with March and a gain of nearly 34 per cent over April, 1940. All industrial groups, except mining, recorded increased placements over April last year, the greatest improvement being shown in services, gains in the remaining sections being fairly small. Industrial divisions in which most of the placements were effected were construction and maintenance, 752; manufacturing, 125; trade, 90, and services 1,382, of which 995 were of household workers. During the month 844 men and 109 women were placed in regular employment.

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF APRIL, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,516**	**106**	**2,695**	**2,432**	**953**	**1,479**	**2,135**	**764**
Halifax	1,187	102	1,177	1,108	338	770	263	377
Kentville	306	0	461	306	87	219	960	79
New Glasgow	626	4	660	621	411	210	344	147
Sydney	397	0	397	397	117	280	568	161
New Brunswick	**1,329**	**66**	**1,263**	**1,252**	**247**	**1,001**	**840**	**289**
Chatham	115	0	123	115	65	50	91	0
Moncton	573	50	503	498	93	401	106	163
Saint John	641	6	637	639	89	550	643	126
Quebec	**20,093**	**3,145**	**29,922**	**17,993**	**11,881**	**5,036**	**14,450**	**4,904**
Chicoutimi	559	75	1,151	498	472	13	517	519
Hull	839	23	1,491	917	523	386	473	398
La Tuque	1,069	259	1,099	932	833	95	112	133
Levis	57	13	1,113	83	76	2	1,285	.....
Matane	713	167	641	565	497	67	381	358
Montreal	11,613	1,788	13,980	10,091	6,772	2,701	3,633	1,517
Quebec	2,014	564	6,185	1,646	916	541	6,317	717
Rouyn	477	2	587	481	438	40	125	237
Sherbrooke	403	83	519	404	230	85	132	238
Thetford Mines	157	21	402	223	140	11	380	89
Three Rivers	2,037	131	2,346	2,001	857	1,079	783	593
Val d'Or	155	19	408	152	127	16	312	105
Ontario	**17,535**	**972**	**26,224**	**16,664**	**9,554**	**7,067**	**20,911**	**6,470**
Barrie	404	7	385	348	331	17	125	324
Belleville	218	0	304	224	128	96	196	161
Brantford	250	29	237	236	126	110	523	126
Chatham	234	8	286	220	65	155	380	140
Fort William	399	5	360	345	190	155	174	66
Galt	209	77	228	181	144	37	91	72
Guelph	168	34	238	161	93	51	227	124
Hamilton	1,926	173	2,799	1,846	1,006	840	3,270	430
Kenora	86	1	201	86	42	44	145	90
Kingston	896	16	943	810	735	75	354	226
Kitchener	373	5	519	366	193	174	233	116
Lindsay	138	0	162	138	129	9	363	.....
London	612	108	833	590	261	316	701	375
New Toronto	151	6	393	140	85	55	256	132
Niagara Falls	350	21	421	342	231	91	328	129
North Bay	134	1	315	185	125	60	565	597
Oshawa	1,003	0	921	915	463	452	691	105
Ottawa	2,107	172	2,515	1,930	788	1,142	1,332	373
Owen Sound	200	8	207	231	126	105	133	53
Pembroke	291	0	1,291	220	134	86	397	134
Peterborough	179	9	267	233	168	65	443	129
Port Arthur	800	0	631	695	658	37	251	116
St. Catharines	613	83	650	543	278	266	483	196
St. Thomas	185	4	200	183	112	71	158	201
Sarnia	372	21	451	357	199	158	797	93
Sault Ste. Marie	322	34	479	282	147	135	135	40
Simcoe	100	0	165	100	59	41	52	77
Stratford	137	0	221	152	109	43	350	105
Sudbury	308	7	491	275	226	49	108	34
Timmins	412	0	805	416	276	140	483	140
Toronto	2,877	32	6,872	2,872	1,375	1,500	5,636	971
Welland	117	36	311	113	99	14	146	100
Windsor	671	55	680	638	264	376	1,147	316
Woodstock	293	20	443	291	189	102	238	179
Manitoba	**2,639**	**74**	**4,803**	**2,710**	**1,966**	**741**	**14,397**	**1,528**
Brandon	330	57	345	284	235	48	414	250
Dauphin	164	0	193	165	147	18	418	45
Portage la Prairie	76	0	90	76	75	1	999	97
Winnipeg	2,069	17	4,175	2,185	1,509	674	12,866	1,136
Saskatchewan	**1,986**	**227**	**2,095**	**1,914**	**1,378**	**527**	**1,928**	**1,535**
Estevan	33	12	47	21	21	0	87	24
Moose Jaw	452	57	393	422	298	115	382	329
North Battleford	57	28	34	42	27	15	62	77
Prince Albert	143	23	200	135	84	51	175	73
Regina	482	19	577	509	351	158	671	401
Saskatoon	383	14	396	376	299	77	330	336
Swift Current	140	33	125	143	122	21	179	89
Weyburn	148	26	134	129	97	32	8	96
Yorkton	148	15	189	137	79	58	34	110
Alberta	**3,189**	**247**	**4,258**	**3,001**	**2,436**	**564**	**3,771**	**1,314**
Calgary	1,236	139	1,811	1,121	839	282	1,126	384
Drumheller	60	2	60	37	34	3	63	86
Edmonton	1,056	33	1,413	1,025	829	196	1,365	572
Lethbridge	628	67	690	587	548	38	902	148
Medicine Hat	209	6	284	231	186	45	315	124
British Columbia	**3,378**	**51**	**5,535**	**3,406**	**1,413**	**1,934**	**8,060**	**1,601**
Kamloops	91	0	110	91	83	8	103	135
Nanaimo	91	0	177	88	77	11	407	452
Nelson	151	0	154	151	10	141	11	32
New Westminster	158	0	184	158	94	64	665	115
Penticton	91	11	106	86	36	50	124	29
Prince George	10	6	79	3	3	0	99	0
Prince Rupert	152	3	120	142	95	47	61	21
Vancouver	1,474	34	2,880	1,530	467	1,004	5,616	589
Victoria	1,160	0	1,725	1,157	548	609	974	228
Canada	**52,665**	**4,891**	**76,795**	**49,372**	**29,828**	**18,349**	**66,492**	**18,405**
Men	34,122	1,206	55,916	33,569	24,798	8,543	51,580	12,544
Women	18,543	3,685	20,879	15,803	5,030	9,806	14,912	5,861

NEW BRUNSWICK

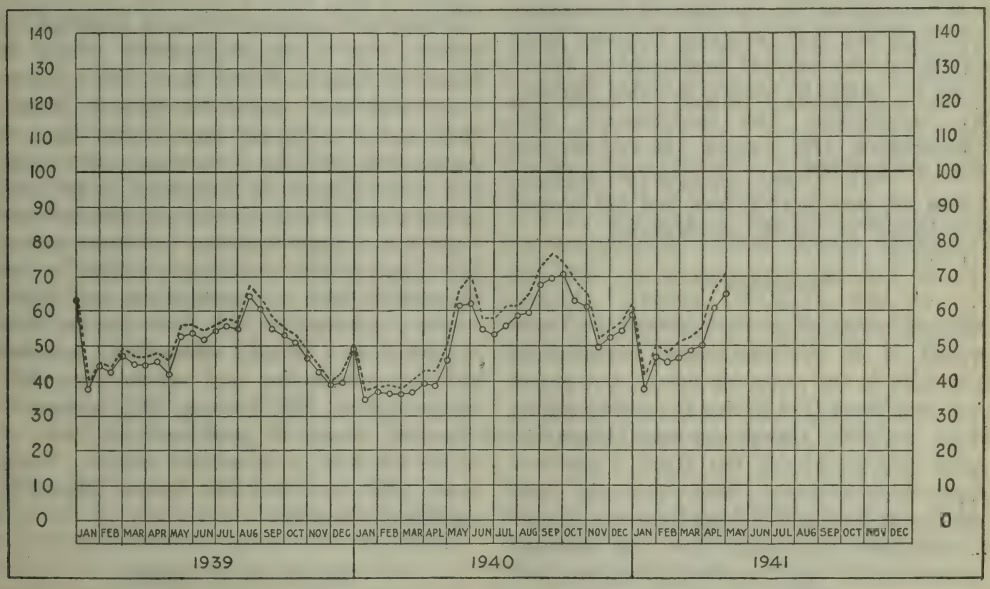
Opportunities for employment, as shown by calls received at employment offices in New Brunswick during April, were nearly 22 per cent more favourable than in the preceding month, but about 7 per cent below those of the corresponding period last year. There was an increase in placements of 17 per cent in comparison with March, but a decline of more than 11 per cent when compared with April, 1940. A substantial decline in construction and maintenance accounted for the loss in placements for the province as a whole, though nominal reductions also occurred in trade and farming. Services, however, showed a fair gain, with smaller increases reported in transportation, manufacturing and logging. Placements by industrial divisions included construction and maintenance 163; transportation 55; manufacturing 54, and services 941, of which 635 were of household workers. There were 185 men and 62 women placed in regular employment.

QUEBEC

There was an increase of over 48 per cent in the number of positions offered through employment offices in Quebec during April when compared with the preceding month and a gain of almost 110 per cent in comparison with the corresponding month last year. Placements also were 51 per cent higher than in March, 1941, and 139 per cent above those of April, 1940. All industrial groups reported gains, the most marked being recorded in construction and maintenance, services, transportation and manufacturing, with a fairly heavy increase also reported in logging. Improvement recorded in the remaining divisions was not so outstanding. Industries in which employment was found for the majority of workers included construction and maintenance, 6,970; manufacturing, 1,415; logging, 1,192; transportation, 1,170; trade, 267; farming, 159, and services, 5,727, of which 4,577 were of household workers. Placements in regular employment numbered 9,900 of men and 1,981 of women.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



ONTARIO

During the month of April, positions offered through employment offices in Ontario were 35 per cent more than in the preceding month and nearly 44 per cent above those of the corresponding month last year. There was an increase of nearly 35 per cent in placements when compared with March and of about 42 per cent in comparison with April, 1940. Placements in all industrial groups, except farming where a moderate loss was registered, were higher than in April last year, the largest gains being shown in services, manufacturing, logging and construction and maintenance. Industrial groups in which most

of the placements were effected were construction and maintenance, 4,571; manufacturing, 2,740; logging, 990; farming, 807; trade, 584; transportation, 348 and services 6,405, of which 3,566 were of household workers. During the month 8,212 men and 1,342 women were placed in regular employment.

MANITOBA

The demand for workers, as shown by orders listed at offices in Manitoba during April, was nearly 19 per cent higher than that of the previous month and over 31 per cent above that of the corresponding period a year ago. There was an increase in placements of 22 per cent when compared with March and of 34 per cent in comparison with April, 1940. Moderate increases in services, construction and maintenance, manufacturing and logging chiefly accounted for the gain in placements over April last year, although farming, trade and mining also reported improvement. Placements by industrial groups included farming, 729; construction and maintenance, 523; manufacturing, 170; logging, 163 and services 1,010, of which 677 were of household workers. During the month 1,620 men and 346 women were placed in regular employment.

SASKATCHEWAN

Employment offices in Saskatchewan were notified of 26 per cent more vacancies in April than in the preceding month, but nearly 5 per cent fewer than during the corresponding month last year. Placements were 28 per cent higher than in March, but about 1 per cent below those of April, 1940. A fairly large decrease in farming accounted for the decline in placements from April last year, although transportation, too, reported a minor loss. These reductions, however, were largely offset by gains in services, manufacturing, construction and maintenance and trade. Groups for which employment was found for over 100 workers included farming, 746; construction and maintenance, 115; and services, 895, of which 617 were of household workers. There were 963 men and 415 women placed in regular employment.

ALBERTA

During April, vacancies offered through employment offices in Alberta were over 60 per cent higher than in the previous month and nearly 89 per cent above those of the corresponding period last year. Placements, likewise, were nearly 59 per cent above those of March, 1941, and more than 94 per cent in excess of the number reported during April, 1940. With the exception of a very small decrease in logging, all industrial divisions registered gains, the most important being in farming, construction and maintenance, services and manufacturing. The majority of placements recorded during the month were effected in the following industrial groups: farming, 1,237; construction and maintenance, 453; manufacturing, 225 and services 915, of which 585 were of household workers. Placements in regular employment consisted of 2,041 men and 395 women.

BRITISH COLUMBIA

Employment opportunities, as indicated by orders received at employment offices in British Columbia during April, were nearly 4 per cent more favourable than in March, 1941, and over 13 per cent above those of April, 1940. Similar percentages of change also were recorded in placements under both comparisons. Fairly substantial increases were registered in manufacturing and services, but this improvement was partly offset by an appreciable loss in construction and maintenance. Changes in all other groups were comparisons. Fairly substantial increases included construction and maintenance, 957; manufacturing, 596; farming, 127; transportation, 81; trade, 80, and services 1,443, of which 838 were of household workers. There were 1,033 men and 380 women placed in regular employment.

Movement of Labour

During the month of April, 1941, the offices of the Employment Service of Canada made 29,828 placements in regular employment, 12,103 of which were of persons for whom the employment found was outside the immediate locality of the offices at which they were registered. Of the latter, 976 were granted the Employment Service reduced transportation rate, 729 going to centres within the same province as the despatching office and 247 to other provinces. The reduced transportation rate which is 2·5 cents per mile with a minimum fare of $4 is granted by the railway

companies to bona fide applicants at the offices of the Employment Service who may wish to travel to distant employment for which no workers are available locally.

Certificates issued by Quebec offices were all interprovincial and were for bushmen transferred from Hull to the following centres: 114 to Pembroke, 98 to Port Arthur and 1 to Sudbury—a total of 213. In Ontario the movement was entirely within the province, and consisted of the transportation of 581 workers, the majority of whom were sent to points within the same zone as the despatching office. Of these, Port Arthur was responsible for 287 bushmen, 20 cooks, 34 cookees, 28 carpenters, 5 clerks, 79 labourers, 2 truckdrivers, 2 bulldozer operators, 1 blacksmith and 1 town domestic; Fort William—19 bushmen, 3 cookees, 3 truck-drivers, 2 labourers, 1 clerk, and 1 hotel cook; Sudbury—58 bushmen, 1 cook and 1 cookee for logging, 2 miners, 1 cook and 1 cookee for mining. In addition, North Bay sent to Sudbury 18 bushmen and to Port Arthur 1 road machine operator; Ottawa transferred to Niagara Falls 1 millwright, and proceeding from Pembroke to Sudbury were 4 cookees, 3 teamsters, 1 foreman and 1 mill hand. Of the 60 certificates issued by Manitoba offices, 29 were provincial and 31 interprovincial; the former being for 2 labourers travelling from Dauphin to points within its own territory, 2 farm hands and 2 farm housekeepers from Winnipeg to Brandon and 16 farm hands, 4 bushmen, 1 cook, 1 cookee and 1 machine helper from Winnipeg to a destination within the Winnipeg zone. Of those despatched interprovincially, Dauphin sent to Fort William 1 sheet metal worker; Winnipeg directed to Port Arthur, 9 miners, 3 cookees, 4 cooks, 4 bushmen, 2 cement mixers, 2 tractor operators, 1 watchman, 1 sheet metal worker and 1 millwright; to Estevan, one farm hand, to Saskatoon, one stable man and to Yorkton, 1 farm hand. Benefiting by the reduced rate in Saskatchewan, 3 steamfitters secured certificates at Regina for transportation to Winnipeg. Offices in Alberta issued 117 reduced rate vouchers, all provincial. For employment within the Edmonton zone, that office transferred 22 bushmen, 45 labourers, 13 farm hands, 13 cooks, 4 cookees, 3 miners, 2 ship's carpenters, 2 truck-drivers, 1 teamster, 1 powder man, 1 clerk, 1 lathe operator and 1 housekeeper; Calgary likewise sent 3 farm hands, to points within its own territory, besides 5 farm hands bound for Drumheller. Only two certificates were issued by British Columbia, one for an engineer and one for a hotel employee journeying from Vancouver to centres within the jurisdiction of that city office.

Of the 976 workers who took advantage of the Employment Service reduced transportation rate during April, 470 travelled by the Canadian National Railways, 505 by the Canadian Pacific Railway and 1 by the Pacific Great Eastern Railway.

(4) Building Permits Issued in Canada during April, 1941

The April report of building permits compiled by the Dominion Bureau of Statistics includes returns from 185 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 177 reported detailed operations. The remaining 7 advised that no permits had been issued during the month of April while 19 municipalities had failed to report at the close of May 15th.

The total value of permits reported as issued in the month of April is $15,336,790. Revised values for the month of March include returns from 203 municipalities and aggregate $8,541,356. Reports were received from the original 58 municipalities and show a value of $12,552,258 for April. The corresponding revised value for March includes 58 returns and is $6,418,108, while the April 1940 value was $7,102,897.

The total value of permits issued by all municipalities during the four elapsed months of the current year is $34,233,769. The value of the 58 municipalities for the same period is $27,288,418, while their corresponding value in 1940 was $17,128,331.

During the month of April new construction of all types amounted to 81·7 per cent of the total value, while the percentage of new residential construction was 43·9.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED BY 185 MUNICIPALITIES IN CANADA, BY PROVINCES, APRIL, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	15,336,790	1,450	775,430	69,287	2,961,445
New construction	12,508,863	.....	699,245	44,095	2,171,492
Additions, alterations, repairs	2,827,927	1,450	76,185	25,192	789,953
Residential	7,849,733	1,450	218,590	31,416	1,690,938
New construction	6,736,434	.....	179,545	17,270	1,348,862
Additions, alterations, repairs	1,113,299	1,450	39,045	14,146	342,076
Institutional	625,710	.....	431,000	.....	4,800
New construction	536,940	.....	431,000	.....	600
Additions, alterations, repairs	88,770	.....	.....	.....	4,200
Commercial	4,982,978	.....	75,140	35,071	1,050,882
New construction	3,848,724	.....	43,900	24,525	665,760
Additions, alterations, repairs	1,134,254	.....	31,240	10,546	385,122
Industrial	1,774,879	.....	39,900	2,400	167,875
New construction	1,337,874	.....	34,000	1,900	140,900
Additions, alterations, repairs	437,005	.....	5,900	500	26,975
Other Building	103,490	.....	10,800	400	46,950
New construction	48,891	.....	10,800	400	15,370
Additions, alterations, repairs	54,599	.....	.....	.....	31,580

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	8,312,380	717,910	241,748	779,420	1,477,720
New construction	7,215,203	421,895	124,726	643,150	1,189,057
Additions, alterations, repairs	1,097,177	296,015	117,022	136,270	288,663
Residential	3,704,406	438,460	145,670	536,668	1,082,135
New construction	3,228,203	388,945	114,950	441,627	1,017,032
Additions, alterations, repairs	476,203	49,515	30,720	95,041	65,103
Institutional	125,610	8,000	5,000	5,500	45,800
New construction	92,840	6,500	.....	.....	6,000
Additions, alterations, repairs	32,770	1,500	5,000	5,500	39,800
Commercial	3,159,105	254,300	70,503	106,197	281,780
New construction	2,891,058	21,900	9,601	76,405	115,575
Additions, alterations, repairs	268,047	232,400	60,902	29,792	116,205
Industrial	1,296,271	17,100	19,675	126,313	105,345
New construction	987,586	4,500	175	121,113	47,700
Additions, alterations, repairs	308,685	12,600	19,500	5,200	57,645
Other Building	26,988	50	900	4,742	12,660
New construction	15,516	50	.....	4,005	2,750
Additions, alterations, repairs	11,472	.....	900	737	9,910

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	April	First 4 months	First 4 months	First 4 months		April	First 4 months	First 4 months	First 4 months
1941	15,336,790	34,233,769	(1) 65·7	(2)	1933	1,595,502	4,661,323	11·2	75·1
1940	10,927,440	23,767,484	(1) 57·2	94·5	1932	4,370,863	13,823,875	33·3	79·1
1939	5,960,638	12,953,605	31·2	87·4	1931	13,495,165	38,241,259	92·1	83·7
1938	4,890,677	12,675,777	30·8	91·0	1930	16,978,076	46,471,338	111·9	96·4
1937	6,106,693	16,634,685	40·0	94·3	1929	29,656,709	72,606,937	174·8	99·4
1936	3,237,366	8,829,837	21·3	84·2	1928	18,606,167	51,769,505	124·6	95·7
1935	6,300,046	14,807,316	35·6	81·3	1927	17,312,470	42,340,823	101·9	96·3
1934	2,269,157	4,980,156	12·0	82·3	1926	19,044,499	41,538,073	100·0	101·7

(1) Figures based on values reported by the original 58 municipalities.
(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN APRIL, 1941, AND IN APRIL, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

	Value of Permits Issued during	
	April 1941	April 1940
	$	$
Prince Edward Island—		
Charlottetown	1,450	635
Nova Scotia—		
*Halifax	655,269	89,560
New Glasgow	5,155	2,543
*Sydney	14,290	5,140
New Brunswick—		
Fredericton	2,925	17,225
*Moncton	27,520	210,665
*Saint John	35,092	38,750
Quebec—		
*Montreal (*Maisonneuve)	1,321,493	715,818
*Quebec	83,310	205,535
Shawinigan Falls	113,600	105,550
*Sherbrooke	118,500	64,300
*Trois-Rivieres	304,240	58,870
*Westmount	9,190	263,998
Ontario—		
Belleville	73,765	8,750
*Brantford	48,445	22,625
Chatham	42,700	50,970
*Fort William	1,435,310	82,187
Galt	14,618	25,511
*Guelph	31,195	12,700
*Hamilton	264,014	383,839
*Kingston	150,881	36,913
*Kitchener	132,514	193,159
*London	99,420	87,945
Oshawa	77,695	10,800
*Ottawa	698,704	304,150
Owen Sound	65,675	2,925
*Peterborough	555,411	62,679
*Port Arthur	751,852	37,430
*St. Catharines	125,757	94,485
*St. Thomas	34,189	25,667
Sarnia	233,225	74,128
Sault Ste. Marie	218,811	46,320
*Stratford	8,455	4,788
*Toronto	910,581	848,245
East York Twp.	221,275	320,565
Welland	57,790	53,505
*Windsor	188,456	79,515
Riverside	45,200	14,500
Woodstock	40,842	10,554
York Twp.	260,650	166,800
Manitoba—		
*Brandon	13,785	5,895
St. Boniface	108,965	45,800
*Winnipeg	549,700	399,700
Saskatchewan—		
*Moose Jaw	27,655	7,550
*Regina	115,140	83,989
*Saskatoon	48,075	42,800
Alberta—		
*Calgary	334,570	126,764
*Edmonton	351,130	135,635
Lethbridge	74,235	88,745
Medicine Hat	18,335	2,225
British Columbia—		
Kamloops	49,615	11,810
Nanaimo	23,600	10,435
*New Westminster	95,465	94,625
Prince Rupert	6,335	5,520
*Vancouver	929,900	761,605
North Vancouver	39,450	20,090
*Victoria	250,574	393,565
Total 58 Municipalities	12,552,258	7,102,897
Total 35 Municipalities	10,720,082	5,981,091

* Indicates a municipality whose records are available back to 1910.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF MAY, 1941

Reports of the Superintendents of the Employment Service of Canada

THE employment situation at the end of May, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

Farmers in the Maritime Provinces were busily engaged in ploughing and seeding, although work on the land had been hampered by heavy rains. Logging was confined chiefly to river driving, mill work and pulpwood cutting. Apart from lobster fishing, which was good, other catches of fish were not so heavy. Coal mines in the New Glasgow area operated from three to five days per week, while those in Cape Breton and vicinity worked from one to five days. All industrial concerns were running on full time and at Saint John, additional Federal war contracts ensured the employment of workers on regular and overtime schedules. Private building operations showed steady progress, but few large contracts were being started. Transportation by air, land and water was heavy, particularly over the holiday week-end and the volume of trade was keeping up exceptionally well, with collections fair. In the Women's Division the demand for household domestics exceeded the supply available.

Farming in the province of Quebec was progressing favourably, but farm help was increasingly scarce. Logging was seriously handicapped in the northwestern part of the province by forest fires raging over many square miles of territory and numerous men had been withdrawn from the camps there to engage in firefighting. In other districts river driving was well under way, with a

noticeable increase in the number of logs sent down. Mining was quiet. Nearly all industrial centres were extremely busy. The aluminum plant at Arvida was working full time, as well as sash and door factories at La Tuque. Leather, iron and steel concerns at Montreal reported increased production and at Hull and Sherbrooke all manufacturing establishments were fully engaged. At Quebec City specialized labour was lacking. Building and highway construction progressed steadily and the Lauzon shipyards were preparing their docks for heavy tonnage ships. Transportation was brisk. In the Women's Division experienced servants were very scarce, as many women preferred industrial to household work.

Regardless of increased pay, farm orders in Ontario were difficult to fill. At Simcoe, tobacco planting was in full swing, with wages from $30 on general farms to $60 per month on tobacco farms; a scarcity of experienced planters existed, but no serious shortage had developed, as yet. A dearth of skilled bushmen also was reported from various logging centres, for men willing to accept this kind of work were hard to obtain. Saw mills were working full time, many with double shifts; forest fires, however, had proved a menace to standing timber and large groups of men had been sent out to combat them. Mining was quiet. With few exceptions, all manufacturing concerns were busy, with complete staffs, but skilled tradesmen were still scarce. War emergency classes were being held and trainees from these government sponsored schools, as they completed their courses, were gradually being absorbed into industry. Building construction was very active and the increased demands for construction workers had reduced the available supply of unskilled labour to a low percentage. Extra railroad gangs also had been sent out. Lake transportation was very heavy, principally handling grain and coal cargoes and, with the increased volume of traffic at railway terminals—Fort Erie and Niagara Falls—employment for railroad workers was higher than it had been for many years. Trade, both wholesale and retail, was exceedingly good. Opportunities for service for women and girls were steadily mounting. Practically all first class household help and experienced stenographers had been placed and the call for factory hands, likewise, was increasing. Numerous men, also, had been supplied to air ports, in the capacity of mess men, cooks and orderlies.

As seeding was almost completed in the Prairie Provinces, fewer calls were received for farm help. Strong winds had been prevalent in Saskatchewan and Alberta, consequently moisture conditions were none too satisfactory in some localities. Logging was active and there existed a good demand for bushmen, especially at Winnipeg; forest fires elsewhere, however, were again menacing saw mills and timber limits. Mining was quiet, but manufacturing plants were busy. Building construction was fair, the erection of new homes and repairs and alterations being the most active branch of this industry. Defence projects were proceeding steadily and road work was being started both on highways and railways. Trade was fair. There was still an acute shortage of help in the Women's Section, both for farm and city householders, many applicants being anxious for other work and adverse to domestic service.

A demand for general farm hands continued in British Columbia and some difficulty was experienced in securing men for work in the more distant and isolated communities. Considerable movement of labour took place from the logging camps, this being due to the holiday and not to the lessening of the number employed, as, despite lack of ships for export trade, lumbering operations proceeded on a high level. Fishing was fair, also mining. House construction continued to dominate building activities; the laying of building slips was under way at the Victoria shipyards, but no dates had been set for the laying of keels on the new slips and no definite expansion could be expected at present. Trade was good. Drydocks and shipyards were busy at Prince Rupert and Victoria, with stevedoring also very active at all ports, except New Westminster. In the Women's Division at Victoria, many orders for berry pickers had been received and filled, although the full amount of help called for could not be supplied. Placements of stenographers were improving steadily, but the supply of hotel and household help, in general, was insufficient to meet the situation.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND UNITED STATES

Great Britain

FEBRUARY-MARCH RECORD

THE British *Ministry of Labour Gazette* for April, 1941, summarizes the February-March employment situation in Great Britain as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at March 17, was 172,660, a reduction of 44,886 as compared with February 10. Of this total, 36,408 had been classified by interviewing panels as unsuitable for ordinary industrial employment. Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 41,676; this was a decrease of 27,741 as compared with February 10. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 17,000, an increase of 415 as compared with February 10.

The corresponding figures for women and girls on the registers at March 17 were 191,648 wholly unemployed (of whom 2,011 had been classified by interviewing panels as unsuitable for normal full-time employment), 34,015 temporarily stopped, and 919 unemployed casual workers. As compared with February 10, the numbers wholly unemployed showed a decrease of 39,781, those temporarily stopped a decrease of 10,803, and unemployed casual workers a decrease of 135.

The number of applicants for unemployment benefit or allowances on the registers at March 17 was 351,783, as compared with 470,002 at February 10, and 976,830 at March 11, 1940.

United States

An all-time peak of 37,617,000 persons employed in non-agricultural employment in the United States was reached in April, according to a statement issued by Miss Frances Perkins, United States Secretary of Labour. This total exceeded the previous high reached in September 1929, by 147,000 and represented a gain of 2,735,000 workers over April 1940. Despite the huge decline in employment in bituminous coal mining in April during wage nogtiations, there were 390,000 more workers in non-agricultural jobs in April than in March principally as a result of increases in manufacturing, construction, and trade.

Continued expansion of defence production together with rising production in non-durable goods industries resulted in an increase of 190,000 workers in manufacturing. Wholesale and retail trade establishments reported a marked gain of 198,000 workers over March, resulting largely from heavy Easter business.

An increase of 75,000 workers took place in finance, service, and miscellaneous. Transportation and public utilities accounted for a gain of 66,000 workers and Federal, State, and local governments expanded their civil employment by 49,000.

Employment in construction increased 129,000. Federal construction employment rose moderately, but the greater part of the gain in total construction employment resulted from a seasonal increase in private construction.

The only major group to show a decrease in employment was mining where 317,000 fewer workers were employed in April than in March. This decrease was almost entirely the result of the suspension of operations in the bituminous coal regions pending the signing of new contracts.

With the exception of mining, all major groups showed substantial gains over April, 1940. Manufacturing employment showed an increase of 1,510,000 wage earners. Construction employment rose 642,000. Trade showed a rise of 335,000 workers. The Federal, State, and local government services reported 268,000 more workers than at this time last year. Mining showed a reduction of 288,000 over the year interval.

Factory employment and pay rolls exceeded all previous levels in April, 1941. Both employment and pay rolls showed substantial contraseasonal gains from March to April. The increase in factory wage earners amounted to 190,000 or 2·0 per cent, while weekly wages rose more than $6,100,000 or 2·4 per cent. The usual seasonal movements are decreases of 0·1 per cent for employment and 0·8 per cent for weekly wages. The employment index stood at 122·3 (1923-25=100) and the pay-roll index reached 134·4. One hundred and thirty-three of the 157 manufacturing industries regularly surveyed each month showed gains in employment from March to April and 116 showed increases in pay rolls. Most of the increases were larger than seasonal or contraseasonal. Comparison with April of last year shows factory employment up 18·5 per cent and factory pay rolls up 37·3 per cent. Increased hours, overtime payments, and wage increases were responsible for the greater proportionate gain in pay rolls than employment over the year interval.

The durable goods group of manufacturing industries showed employment gains of 2·9

per cent over the month and 29·0 per cent over the year, with corresponding pay-roll increases of 3·6 and 52·1 per cent. The increases in non-durable goods were much less pronounced, namely, 1·1 per cent and 9·4 per cent in employment and 0·9 and 20·7 per cent in pay rolls.

Retail trade employment increased 5·6 per cent and pay rolls rose 5·9 per cent between mid-March and mid-April. The employment index (97·7 per cent of the 1929 average) reached the highest April level since 1929, while pay rolls were higher than in any April since 1930. Wholesale trade reported contraseasonal employment and payroll gains of 0·6 per cent and 1·2 per cent between March 15 and April 15.

In anthracite mines employment between March 15 and April 15 was curtailed by 3·0 per cent, and pay rolls decreased 42·6 per cent. This reflected materially decreased production resulting in widespread part-time employment. The employment and pay roll declines since April, 1940, were 4·8 per cent and 32·9 per cent, respectively. Employment and pay rolls in bituminous coal mines fell sharply from March to April (76·8 per cent and 83·5 per cent, respectively), principally as a result of suspension of operations pending the signing of new contracts.

Employment in private building construction increased seasonally by 11·3 per cent from March to April. The current April employment gain followed closely the usual seasonal trend and compared with an increase during this same period of 11·7 per cent in 1940, 10·5 per cent in 1939, and an average of 11·2 per cent between 1932 and 1940.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924 and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December 1934, and substituting higher rates therefor. (The full text of this order in council appears at page 614 of this issue.) This action was found necessary because of the fact that the cost of living had increased 14 per cent since December 1934, and the average wage rates of common labour in factories had increased about 20 per cent, so that the rates of 30c and 20c per hour previously established as minima for male and female workers respectively could no longer be regarded as fair and reasonable minimum rates. The new schedule provides "for any character or class of work not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed" and in any event for male employees over 18 years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Program, not less than 35c an hour; and for female employees over eighteen years of age, not less than 25c an hour. It is further provided that permits may be issued for the employment of beginners without previous experience in the trade at rates not less than 20c per hour for the first four weeks of employment; 25c per hour for the second; 30c per hour for the third and 35c per hour thereafter; and also for the employment of handicapped persons at such special rates as the Minister of Labour finds to be fair and reasonable, upon written application therefor in such form as the Minister may prescribe.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplaed by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreement with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "Where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are *minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

NATIONAL HARBOURS BOARD

Construction of a timber pile wharf at Berth 4, Saint John Harbour, N.B. Name of contractors, Diamond Construction Co. Ltd., Fredericton, N.B. Date of contract, May 16, 1941. Amount of contract, approximately $587,064.10. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 70
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians	0 65
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Millwrights	0 65
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface, temporary work)	0 55
Pipelayers, caulkers, and solderers	0 50
Plumbers and steamfitters	0 80
Pile driver and derrick engineers	0 65
Pile driver and derrick foreman	0 75
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 45
Pile driver and derrick labourers	0 45
Pumpmen	0 50
Riggers (general)	0 55
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc. cutting and fitting timber)	0 50
Tractor operators	0 50
Watchmen	0 35
Welders and burners—acetylene or elec.	0 65
	Per day
Lock tenders	6 50
Assistant lock tenders	4 00
Gauge tenders	4 50

Sand hogs (men working under compressed air).

Pressure		Hours			Wages
Min.	Max.	Max. wkg. hrs.	Max. 1st. and 2nd period in comp. air	Min. rest period in open air	Per day
Normal to 18 lbs... ..		8	4	½	$ 6.50
18 lbs. to 26 lbs... ..		6	3	1	7.25
26 lbs. to 33 lbs... ..		4	2	2	8.00
33 lbs. to 38 lbs... ..		3	1½	3	8.70
38 lbs. to 43 lbs... ..		2	1	4	9.40
43 lbs. to 48 lbs... ..		1½	¾	5	10.15
48 lbs. to 50 lbs... ..		1	½	6	10.90

**Dredge Crew* (Dipper, Clam or Bucket Ladder)

	Per month with board and lodging
Captain..	$175 00
Mate..	100 00
Chief Engineer..	165 00
Second Engineer..	125 00
Ladderman..	75 00
Oiler..	75 00
Firemen..	65 00
Deckhands..	60 00
Cook—first..	70 00
Cook—second..	50 00
**Tug Crew*	
Captain..	$150 00
Mate..	125 00
Chief Engineer..	125 00
Firemen..	65 00
Deckhands..	60 00
Cook..	70 00
**Navigable Barge or Scow*	
Engineer..	$113 00
Fireman..	65 00
Deckhands..	60 00
**Derrick Scow*	
Deckhands..	60 00

**Current hours to be worked.*

DEPARTMENT OF PUBLIC WORKS

Construction of alterations to Dominion Warehouse Building, Nicholas Street, Ottawa, Ont. Name of contractor, Alex I. Garvock, Ottawa, Ont. Date of contract, April 16, 1941. Amount of contract, $33,243. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos Insulation Workers..	$0 70
Brick and hollow tile layers..	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)..	0 50
Carpenters and joiners..	0 85
Cement finishers..	0 60
Cement and concrete mixer operators:	
Steam..	0 70
Gas. or elec...	0 55
Drivers..	0 45
Driver, horse and cart..	0 60
Driver, team and wagon..	0 80
Electricians, (inside wiremen)..	0 80
Elevator constructors..	0 95
Elevator constructors' helpers..	0 66
Engineers on steel erection..	0 85
Labourers..	0 45
Lathers—metal..	0 70
Motor truck drivers..	0 50
Motor truck driver and truck..	1 45
Painters and glaziers..	0 70
Painters (spray)..	0 85
Plasterers..	0 85
Plasterers' helpers (mixing and tempering material)..	0 50
Plumbers and steamfitters..	1 00
Roofers, sheet metal..	0 85
Sheet metal workers..	0 85
Stonecutters..	0 80
Stonemasons..	1 00
Stonemasons' helpers (mixing and tempering mortar)..	0 50
Structural steel workers..	0 85
Watchmen..	0 40
Waxers and polishers (floor)..	0 50
Welders and burners on steel erection..	0 85

Construction of wharf improvements at Baie Comeau (Manicouagan), Saguenay Co., P.Q. Name of contractors, North Shore Construction Co., Ltd., Montreal, P.Q. Date of contract, May 14, 1941. Amount of contract, approximately, $6,600. A fair wages schedule was included in the contract as follows:—

	Per hour
Labourers..	$0 35
Motor truck driver..	0 40
Motor truck driver and truck..	1 35
Drill runners..	0 45
Powdermen..	0 45
Driver..	0 35
Driver, horse and cart..	0 50
Driver team and wagon..	0 60
Watchmen..	0 30

Construction of marine ways at H.M.C. Dockyard, Esquimalt, B.C. Name of contractors, Victoria Pile Driving Co., Ltd., Victoria, B.C. Date of contract, April 28, 1941. Amount of contract, approximately $13,847.48. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foreman..	$1 25
Pile driver engineer..	1 12½
Pile driver man..	1 00
Pile driver boomman..	1 00
Pile driver bridgeman..	1 00
Pile driver fireman..	0 68¾
Labourers..	0 45
Wharf and dock builders..	1 00
Cement and concrete mixer operators (gas.)..	0 55
Cement and concrete mixer operators (steam)	0 70
Cement finishers..	0 60
Painters..	0 65
Drill runners..	0 55
Track layers..	0 50
Watchman..	0 45

	Per day
Diver (full day's pay to be allowed whether employed full or part time)..	20 00
Diver's tender (full day's pay to be allowed whether employed full or part time)..	7 00

Construction of driveway and fence lighting at the new annex laboratories of the National Research Council, Ottawa, Ont. Name of contractor, Mr. Fred A. Wilson, Ottawa, Ont. Date of contract, May 12, 1941. Amount of contract, $11,887. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators:—	
Steam	0 70
Gas. or elec	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters, spray	0 85
Painters and glaziers	0 70
Watchman	0 40
Welders and burners (acetylene or elec.)	0 70

Construction of alterations to the interior of the Records Storage Building, Ottawa, Ont. Name of contractors, Doman Construction Co. Ltd., Ottawa, Ont. Date of contract, May 19, 1941. Amount of contract, $5,225. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 85
Cement finishers	0 60
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Elevator constructors	0 95
Elevator constructors' helpers	0 66
Labourers	0 45
Lathers (metal)	0 70
Linoleum layers	0 60
Marble setters	1 00
Marble setters' helpers (all men assigned to help tradesmen)	0 50
Motor truck driver	0 50
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters (spray)	0 85
Painters and glaziers	0 70
Plasterers	0 85
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 00
Terrazzo layers	0 75
Terrazzo layers' finishers and helpers	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50

Construction of engineer's residence at Colwood, near Victoria, B.C. Name of contractor, Mr. Leslie G. Scott, Victoria, B.C. Date of contract, May 12, 1941. Amount of contract, $5,037 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 80
Cement finishers	0 60
Cement and concrete mixer operators-steam gas. or elec	0 70
	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Electricians (inside wiremen)	0 75
Labourers	0 45
Lathers—metal	0 75
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers helpers	0 50
Plumbers and steamfitters	0 90
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Roofers, shingles (wood, asbestos)	0 80
Sheet metal workers	0 75
Tile setters (asphalt)	0 75
Tile setters (ceramic)	0 95
Tile setters' helpers	0 50
Watchman	0 45

DEPARTMENT OF TRANSPORT

Development work at St. Thomas, Ont. Name of contractors, Armstrong Bros. Construction, Brampton, Ont. Date of contract, May 8, 1941. Amount of contract, $149,338.40. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt Rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Concrete mixer operators—gas	0 50
Drivers	0 40
Drivers, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators—gas	0 50
Road roller operators—gas. or steam	0 65
Shovel operators—gas	1 00
Tractor operators	0 50
Watchmen	0 35

Construction of a road at Picton, Ont. Name of contractors, King Ewing Co., Ltd., Oakville, Ont. Date of contract, May 8, 1941. Amount of contract, $11,693.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blasksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Drivers	0 35
Drivers, team and wagon	0 65

	Per hour
Drivers, horse and cart	0 50
Labourers	0 35
Motor truck driver	0 40
Motor truck driver and truck	1 40
Road grader operators:—	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 65
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas)	1 00
Watchmen	0 30

Construction of a cast iron pipe line at Virden, Man. Name of contractors, Dorosz Brothers, Brandon, Man. Date of contract, May 9, 1941. Amount of contract, $8,714. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipe-layers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Pumpmen	0 45
Shovel operators—gas	1 00
Tractor operators	0 60
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Watchmen	0 30

Additional development at Boundary Bay, B.C. Name of contractors, Dawson Wade & Co., Ltd., Vancouver, B.C. Date of contract, May 22, 1941. Amount of contract, $170,457. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 62½
Asphalt tampers, smoothers and spreaders	0 55
Blacksmiths	0 75
Blacksmiths' helpers	0 50
Carpenters and joiners	0 97½
Cement finishers	0 90
Cement and concrete mixer operators:—	
Steam	0 90
Gas. or elec.	0 60
Compressor operators (gas. or elec.)	0 60
Drivers	0 50
Driver, horse and cart	0 60
Driver, team and wagon	1 00
Drill runners	0 55
Electricians (inside wiremen)	1 00
Engineers, operating, steam	0 90
Engineers, crane (steam, gas. or elec.)	0 90
Enginemen, stationary	0 60
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 50
Machinists	0 75
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipefitters (surface-temp. work)	0 65
Pipelayers, caulkers and solderers	0 57½
Powdermen	0 65
Pumpmen	0 60
Riggers (general)	0 65
Road grader operators:	
Horsedrawn	0 57½
Including team	1 05
Gas	0 61½
Road roller operators (steam or gas)	0 90
Rodmen, reinforced steel	0 75
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74½
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Tractor operators (small)	0 75
Tractor operators (Letourneau, etc.)	0 75
Watchmen	0 45
Plumbers and steamfitters	1 00
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 50

Construction of a water supply line at Moncton, N.B. Name of contractors, Wheaton Bros., Ltd., Moncton, N.B. Date of contract, May 22, 1941. Amount of contract, $7,817.45. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Brick and hollow tile layers	0 80
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 55
Cement finishers	0 55
Cement and concrete mixer operators:—	
Steam	0 60
Gas. or elec.	0 45
Compressor operators—(gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers, operating, steam:—	
Single or double drums	0 60
Three or more drums	0 70
Engineers, crane (steam, gas. or elec.)	0 65
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface-temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 65
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50

	Per hour
Road grader operators:—	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Erection of an administration building at Dorval, P. Q. Name of contractors, J. E. Brazeau Ltd., Montreal, P. Q. Date of contract, May 29, 1941. Amount of contract, $163,122.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 75
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Boilermakers on construction or erection	0 83
Boilermakers' helpers	0 61
Brick and hollow tile layers	0 88
Carpenters and joiners	0 77
Cement finishers	0 61
Cement and concrete mixer operators:	
Steam	0 61
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 40
Driver, horse and cart	0 55
Drivers, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 83
Engineers, operating, steam:	
Single or double drums	0 72
Three or more drums	0 80
Engineers on steel erection	0 83
Engineers, crane (steam, gas. or elec.)	0 72
Elevator constructors	0 98
Elevator constructors' helpers	0 69
Firemen, stationary	0 55
Hod carriers	0 50
Hoist operators—tower (gas. or elec.)	0 72
Labourers	0 44
Lathers—metal	0 83
Lathers—wood	0 61
Linoleum layers	0 60
Machinists	0 75
Marble setters	0 88
Mastic floor layers	0 72
Mastic floor rubbers and finishers	0 55
Mastic floor kettlemen	0 61
Millwrights	0 77
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 70
Painters (spray)	0 70
Painters and glaziers	0 70
Painters on steel erection	0 70
Pile driver and derrick foremen	0 75
Pile driver and derrick engineer	0 65
Pile driver and derrick men	0 55
Pile driver and derrick firemen	0 55
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plasterers	0 88
Plumbers and steamfitters	0 85
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Roofers, felt and gravel: patent: comp	0 55
Roofers, sheet metal	0 75
Roofers, shingles (wood, asbestos)	0 54
Rodmen, reinforced steel	0 61
Sheet metal workers	0 75
Steam shovel engineers	0 99
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	0 99
Stonecutters	0 88
Stonemasons	0 88
Structural steel workers	0 83
Terrazzo layers	0 86
Tractor operators	0 50
Tile setters—asphalt	0 60
Watchmen	0 35
Waxers and polishers (floor)	0 45
Welders and burners—acetylene or elec.	0 60
Welders and burners—on steel erection	0 83

Erection of a radio range station at Dorval, P. Q. Name of contractors, J. A. A. Leclair Dupuis, Ltd., Montreal P. Q. Date of contract, May 29, 1941. Amount of contract, $30,702.26. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 45
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Boilermakers on construction or erection	0 83
Boilermakers' helpers	0 61
Brick and hollow tile layers	0 88
Carpenters and joiners	0 77
Cement finishers	0 61
Cement and concrete mixer operators:	
Steam	0 61
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 40
Drivers, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 83
Engineers, operating, steam:	
Single or double drums	0 72
Three or more drums	0 80
Engineers on steel erection	0 83
Engineers, crane (steam, gas. or elec.)	0 72
Enginemen, stationary	0 55
Hod carriers	0 50
Hoist operators—tower (gas. or elec.)	0 72
Labourers	0 44
Lathers—metal	0 83
Lathers—wood	0 61
Linoleum layers	0 60
Machinists	0 75
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 70
Painters (spray)	0 70

	Per hour
Painters and glaziers	0 70
Plasterers	0 88
Plumbers and steamfitters	0 85
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas)	0 65
Rodmen, reinforced steel	0 61
Roofers, felt and gravel: patent: comp	0 55
Roofers, sheet metal	0 75
Sheet metal workers	0 75
Shinglers (wood, asbestos)	0 77
Steam shovel engineers	0 99
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	0 99
Structural steel workers	0 83
Terrazzo layers	0 70
Terrazzo finishers and helpers	0 55
Tile setters—asphalt	0 60
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Waxers and polishers (floor)	0 45
Welders and burners—acetylène or elec	0 60
Welders and burners—on steel erection	0 83

Construction of roads at Mossbank, Sask. Name of contractors, Messrs. Sutherland & Berry, Moose Jaw, Sask. Date of contract, May 29, 1941. Amount of contract, $7,577.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 65
Blacksmiths' helpers	0 45
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 55
Road roller operators—gas. or steam	0 70
Tractors operators	0 60
Watchmen	0 35

GROUP "B" CONTRACTS

Manufacture and Repair of Equipment, Supplies, Interior Fittings, etc.

NOTE.—Each of the contracts listed under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Blue Serge Cloth	Hield Bros., Ltd., Kingston, Ont.
Bedsteads	Simmons Ltd., Montreal, P.Q.
Mattresses	Simmons Ltd., Montreal, P.Q.
Flags	S. S. Holden, Ltd., Ottawa, Ont.
Brown Serge Jackets	The Workman Uniform Co., Ltd., Montreal, P.Q.
Bed blankets	The Slingsby Mfg. Co., Ltd., Brantford, Ont.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter Carriers' Uniforms	Pollack & Dorfman, Quebec, P.Q.
Letter Carriers' Uniforms	J. E. Wiegand & Co., Ltd., Kitchener, Ont.
Stamping machine parts	Machine Works, Ltd., Montreal, P.Q.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Vegetable foods

VANCOUVER, B.C.—CERTAIN BAKERIES AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION, LOCAL 468.

Agreement reached in December, 1940, during proceedings and in accordance with the award of an arbitration board under the Industrial Conciliation and Arbitration Act of British Columbia. Agreement to be retroactive to June 1, 1940, and to be in effect to May 31, 1941, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1939, page 848, with this exception:

Minimum wage rates are increased 10 per cent, making the weekly minima: doughman $34.65, ovenman $33.55, bench hands and machine men $30.50, helpers $26.40, shipper $33, assistant shipper, checkers and bread wrappers $25.65, finishers and cake wrappers $18.70; jobbers $5.50 per day.

It is further provided that the agreement may be re-opened on ten days' notice at any time for the revision of wages if the index number of the cost of living issued by the Dominion Bureau of Statistics shows a variation of 8 per cent as compared with June 1, 1940, providing that wages may not be reduced below the above minimum rates.

Manufacturing: Tobacco and Liquors

VICTORIA, B.C.—A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 280 (BREWERY WORKERS).

Agreement to be in effect from January 1, 1941, to December 31, 1941, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, September, 1940, page 967 and November, 1938, page 1292, with this exception:

Minimum wages for a 44 hour week: brewhouse, cellar and washhouse employees and coopers $34.70; bottlers, machine operators and packers $34.15; extra and permit card help $30.85; truck drivers $34.70, drivers' helpers $33.60; chief engineer $165.35 per month based on a 48 hour week; second and third engineer $39.15 for a 48 hour week; first and second firemen $36.40 and third and fourth firemen (without papers) $33.60, all for a 48 hour week. (These are increases of 5 per cent over the previous wage scale.)

Manufacturing: Animal foods

MOOSE JAW, SASKATCHEWAN.—A CERTAIN MEAT PACKING COMPANY AND THE PACKING PLANT EMPLOYEES FEDERAL UNION, LOCAL No. 75.

Agreement reached following conciliation by an officer of the Department of Labour. Agreement to be in effect from April 19, 1941, to April 18, 1942, and thereafter from year to year, subject to notice.

The Company recognizes the union as the bargaining agent for employees.

Hours: 8 per day, 48 per week, but these hours may be increased at times, if necessary, to 10 per day and 54 per week.

Overtime: time and one-half for work over 10 hours per day or 54 per week and for all work on Sundays and seven specified holidays, except employees on shift work for whom another day off per week will be substituted for Sunday.

Wages: the wage scale is not included in the agreement, but it is provided that the cost of living adjustment plan now in effect be continued, subject to the company's quarterly redetermination.

Vacation: a vacation with pay of one week to be granted to employees of one year or more of continuous service, two weeks for those of five or more years' continuous service and three weeks to women of 15 years' continuous service and men of 20 years' continuous service.

A seniority system to be in effect for the reduction of staff and rehiring.

Subject to certain qualifications, employees are guaranteed a minimum of 40 hours' work per week.

For the setttlement of disputes, provision is made for the employees to present their grievances to the management, with, if they desire, the assistance of a union representative. When a settlement is reached it shall be final and binding.

Manufacturing: Printing and Publishing

MONTREAL, OTTAWA, TORONTO, HAMILTON AND LONDON.—CANADIAN LITHOGRAPHERS' ASSOCIATION AND THE AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCALS NOS. 27 (MONTREAL), 40 (OTTAWA), 12 (TORONTO), 42 (HAMILTON) AND 47 (LONDON).

Agreement to be in effect from September 16, 1940, to December 31, 1942, and thereafter from year to year, subject to notice.

The agreement comprises "persons engaged in the production of lithography by lithographic, planographic, photo-lithographic or gelatine processes, whether direct or offset", in all establishments "whether such operations constitute its principal business or are accessory to some other business or enterprise".

Hours were to be 45 per week until December 31, 1940, but starting from January 1, 1941, 44 per week.

Overtime: all time worked before or after the established schedule of hours to be paid at time and one-half for first three hours on the first five working days of the week; all other overtime and work on Sundays and holidays, double time.

The hourly minimum wage rates for day work in effect from September 16 to December 31, 1940, are from one to three cents higher than those of the previous agreement or about 3 per cent higher. (From January 1, 1941, employees to receive the same weekly wages for a 44 hour week as they previously received for a 45 hour week.) For night work, 15 per cent extra to be paid. Minimum hourly wage rates for some classes from September 16, 1940, to December 31, 1940: Art Department—artists (reproducers only) $1.03 for commercial, general, letterers and engravers, $1.13 for poster (crayon) and 88 cents for poster (letterers); Camera Department—camera operators 64 cents for commercial and $1.03 for process and colour; Plate Making Department—commercial transferrers 88 cents, colour transferrers and provers $1.03, stone polishers 60 cents, plate grainers 60 and 75 cents; Press Department—journeymen pressmen from 62 cents for smallest presses (one colour) to $1.34 and $1.39 for larger presses and $1.55 for first pressman on four colour presses, direct rotary and web offset presses 96 cents, flat bed presses (stone) 88 cents; feeders and attendants from 33 cents on smallest presses (one colour) during first year to 62 cents on largest presses (two colours) after second year.

Apprentices are limited: in the press department—one apprentice to the first three journeymen and one for each additional four journeymen; in all other departments—one to the first four journeymen and one for each additional five journeymen.

Wages for apprentices: in the press department—an apprentice must serve as feeder first, his wages as an apprentice to be increased each six months by one ninth of the difference between the wages he received as a feeder and the journeyman pressman's rate for size of press operated; in the plate making department, from 20 cents during first year to 92 cents during second half of sixth year; in the Art department and Camera department, from 20 cents during first six months to 56 cents during second half of fifth year, with improvers being paid from 64 cents during first half of first year to 92 cents during second half of second year.

If during the life of this agreement there is a substantial change in the cost of living, either party may request a meeting of the Joint Com-

mittee to consider same and if they fail to agree they may by mutual consent appoint an arbiter or ask the Federal Minister of Labour to appoint one, whose decision will be final.

The above Joint Committee to be appointed to interpret the agreement; their decisions shall be final.

Manufacturing: Miscellaneous Wood Products

WINNIPEG, MANITOBA.—THE BENTWOOD CHAIR AND TABLE MANUFACTURING COMPANY LIMITED AND THEIR EMPLOYEES (MEMBERS OF THE BENTWOOD EMPLOYEES' UNIT OF THE ONE BIG UNION).

Agreement to be in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice.

The Company recognizes the union. New employees must join the union.

Hours: 9 per day, 4 on Saturdays, a 49 hour week.

Overtime is limited to two 3-hour periods in each week, all such overtime to be paid at time and one-quarter except on contracts for war purposes on which Company was engaged when agreement was made.

Wages per hour: chief machine men 41 cents, band sawyer 34 cents, rip sawyer 36 cents, machine hands 30 cents, benchmen 30 to 34 cents, sander 36 cents, painters 38½ cents, gluemen 31 cents, benders and packers 30 cents, machine hand helpers and painters' helpers as per minimum wage schedule of the province.

Seniority to be considered when necessary to reduce staff.

An adjustment committee to be formed for the settlement of disputes.

Manufacturing: Metal Products

THREE RIVERS, QUEBEC.—A CERTAIN IRON FOUNDRY AND INTERNATIONAL MOULDERS' UNION, LOCAL 101 (FOUNDRY WORKERS).

Agreement to be in effect from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice.

The company recognizes the union as the only agent representing the employees. Preference in employment to be given to union members.

Hours: 9 per day, a 54 hour week for day work; 11 per night for 5 nights, a 55 hour week for night work.

Overtime: time and one-half; double time for work on Sundays and eight specified holidays.

Wages: all employees receiving 45 cents per hour and over to receive an increase of 5 cents per hour; those receiving less than 45 cents per hour to receive an increase of 3 cents per hour.

Any employee who believes he has been unjustly treated or that the agreement has been violated may have the matter taken up by the grievance committee with company officials, and if a settlement is not reached, it will be referred to arbitration as provided by law.

OSHAWA, ONTARIO.—A CERTAIN MANUFACTURER OF PIPE FITTINGS, ETC., AND THE STEEL WORKERS' ORGANIZING COMMITTEE, LOCAL 1817.

Agreement to be in effect from May 1, 1941, to April 30, 1942.

No discrimination against employees on account of union membership or union activity.

Hours: 9 per day, 5 days per week, a 45 hour week, except those engaged on pulverized coal plant operations, who work on shift work, 8 hours per day, 48 per week.

Overtime: time and one-half for first four hours, double time thereafter; time and one-half for work on Saturdays, Sundays and eight specified holidays.

Wages: minimum hourly rate for newly hired employees to be 45 cents for adults and 33 cents for those under 21 years of age. The scale of wages as adjusted by agreement December 1, 1940, is to remain in effect, but it is provided that should "the cost of living be increased over 108 per cent by the end of May, 1941, the company shall apply such increase to the pay starting July 7, 1941", and should the cost of living be increased by the end of November, 1941, over the May, 1941, figure, the company to apply such increase to the pay starting January 5, 1942. Employees on night shifts to be paid 10 per cent extra.

Vacation: all employees with one year's service to have one week's vacation with pay.

Seniority rights to be observed in lay-off and re-employment. All employees who enlist or are called into the armed forces to retain their seniority and, if fit for work, be rehired at the conclusion of such service.

Disputes are to be settled by the grievance committee with the management, or, if necessary, by an arbitration board, the chairman of which, if the parties cannot agree on one, will be named by the Minister of Labour for Ontario.

OSHAWA, ONTARIO.—A CERTAIN COMPANY MANUFACTURING IRON CASTINGS AND THEIR EMPLOYEES.

Agreement to be in effect from April 28, 1941, to April 30, 1942.

No discrimination against any employee on account of union affiliation.

Hours: 9 per day, 5 days per week, a 45 hour week.

Overtime: time and one-half for overtime and for all work on Saturdays, Sundays and eight specified holidays.

Wages: minimum hourly hiring rates for moulders and coremakers, 50 cents per hour to continue not more than 3 months; minimum hourly rate for day workers 55·7 cents per hour. Piece-work prices for moulders and coremakers to be based on a minimum basis of 66·8 cents per hour for the worker of average skill and ability.

Wages will be adjusted according to changes in the cost of living as shown by the Dominion Department of Labour cost of living indices. Taking the minimum wage rates of this agreement as the basis of pay at March 31, 1941, the company will pay a quarterly lump sum cost of living adjustment as of the first pay day in July and October, 1941, and in January and April, 1942.

Vacation: the plan of the company for vacation with pay is mentioned but not set out in the agreement.

Seniority to be observed in lay-off, re-employment and in promotions, other things being equal. Employees going into military service, if fit, will be rehired when discharged from such service and their seniority rights preserved.

Grievances are to be taken up by the employees' negotiating committee with the management, or, if necessary, by an arbitration board, the chairman of which may be named by the Minister of Labour for Ontario if the parties cannot agree in naming one.

WINDSOR, ONTARIO.—A CERTAIN BRASS FOUNDRY AND THEIR EMPLOYEES (MEMBERS OF THE UNITED AUTOMOBILE WORKERS OF AMERICA, LOCAL 195).

Agreement reached following strike reported in the LABOUR GAZETTE, March, 1941, page 240. Agreement to be in effect from February 25, 1941, to March 1, 1941, and until 30 days' notice from either party.

No discrimination against any employees on account of union membership or activity. Neither the company nor the employees to intimidate employees against or in favour of union membership.

Hours: 9 per day, Monday to Friday, a 45-hour week.

Overtime: time and one-half for overtime and for all work on Saturdays, Sundays and eight specified holidays.

Wages: it is agreed that the entire wage structure will be reviewed in September, 1941. "The company agrees to conform to the schedule to be set up by the Labour Department at Ottawa in connection with changes in living costs. The base figure will be that shown by the Bureau of Statistics for February, 1941, and for each rise of 5% in living cost the company will give bonus as recommended by the Dominion Government."

Seniority to be considered in laying off and rehiring employees.

Grievances are to be taken up by the shop committee with the management, and if they cannot agree, will be referred to an arbitrator mutually agreed upon.

Manufacturing: Non-metallic Mineral Products, Chemicals, etc.

OSHAWA, ONTARIO.—A CERTAIN GLASS MANUFACTURING ESTABLISHMENT AND THEIR EMPLOYEES.

Agreement reached through conciliation of the Department of Labour. Agreement to be in effect from February 1, 1941, to February 1, 1942, and thereafter subject to 60 days' notice.

The employer recognizes a shop committee of employees, which in conferences with the employer may have the assistance of a non-employee representative of the union to which they belong. No discrimination against employees on account of union activity.

Hours: 10 per day, 5 days per week, a 50 hour week, which in case of the requirements of rush orders may be extended to 55 hours. This limitation of hours does not apply to power house personnel and maintenance men, nor to certain specified highly skilled workers.

Overtime: time and one-half for overtime, including all work on Sundays and eight specified holidays. However, for the duration of the war, workers who are willing and able to work overtime on war production may work at regular wage rates.

Seniority to be considered when making lay-offs.

Grievances are to be taken up by the shop committee with the management, and if not so settled they may be referred to a representative of the Dominion Department of Labour or to a board under the Industrial Disputes Investigation Act.

Construction: Buildings and Structures

HALIFAX, N.S.—THE CONSTRUCTIVE MECHANICAL TRADES EXCHANGE, INCORPORATED, AND THE BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 1 (BRICKLAYERS).

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. In case of two or more shifts, 8 hours' pay for 7 hours' worked on night shift.

Overtime and all work on Sundays and on ten specified holidays, double time.

Minimum wage rate for bricklayers, masons and tilesetters: $1.10 per hour (an increase of 10 cents per hour).

OTTAWA, ONTARIO.—CANADIAN CONSTRUCTION ASSOCIATION, OTTAWA BRANCH, AND THE BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 7 (BRICKLAYERS).

Agreement to be in effect from May 24, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half between 5 p.m. and 10 p.m. Mondays to Fridays and Saturday afternoon to 5 p.m. All other overtime and work on Sundays and five specified holidays, double time.

Minimum hourly wage rate for bricklayers: $1 to May 31, 1941; $1.05 from June 1 to September 30, 1941; $1.10 from October 1, 1941, to April 30, 1942.

A joint industrial council to be formed for the settlement of disputes.

OTTAWA, ONTARIO.—CANADIAN CONSTRUCTION ASSOCIATION, OTTAWA BRANCH, AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 93.

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half between 5 p.m. and 10 p.m. Mondays to Fridays and Saturday afternoon to 5 p.m.; all other overtime and work on Sundays and five specified holidays, double time.

Minimum hourly wage rate for carpenters: 85 cents to July 31, 1941; 90 cents from August 1, 1941, to April 30, 1942.

A joint industrial council to be formed for the settlement of disputes.

OTTAWA, ONTARIO.—CERTAIN CONTRACTORS AND THE OPERATIVE PLASTERERS AND CEMENT FINISHERS' INTERNATIONAL ASSOCIATION, LOCAL 124 (PLASTERERS).

Agreement to be in effect from May 16, 1941, to May 15, 1942.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. For night shifts, time and one-seventh to be paid.

Overtime: time and one-half to midnight on Mondays to Fridays and to 5 p.m. on Saturdays; all other overtime and all work on Sundays and five specified holidays, double time.

Minimum wage rate for plasterers: $1 per hour. The advisory committee may fix a special minimum rate for any handicapped employees.

KINGSTON, ONTARIO.—KINGSTON BUILDING CONTRACTORS' ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 249.

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime: any carpenter required in connection with the pouring of concrete or other work pertaining to the saving of life or property on Saturday afternoon or evening, to be paid at time and one-half; work on Sundays and six specified holidays, double time.

Wages for carpenters: 85 cents per hour during May and June, 1941, and 90 cents thereafter. A lower rate may be fixed by a joint committee for any handicapped worker. No union member to undertake to supply either labour or material in competition with any contractors who are parties to the agreement, unless he is paid at $1.10 per hour.

TORONTO, ONTARIO.—CERTAIN CONTRACTORS AND THE OPERATIVE PLASTERERS AND CEMENT FINISHERS' INTERNATIONAL ASSOCIATION, LOCAL NO. 48 (PLASTERERS).

Agreement reached following strike reported in the LABOUR GAZETTE, May, page 538. Agreement to be in effect from April 1, 1941, to March 1, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE May, 1940, page 493, and October, 1939, page 1061, with this exception:

Minimum hourly wage rate for plasterers: $1.05 from April 1, to August 28, 1941, and $1.10 from August 29, 1941, to March 1, 1942.

For work out of the city, transportation to be paid by the employer and travelling time.

Shop hands must be union members. Shop hand apprentices to serve five years.

HAMILTON, ONTARIO.—HAMILTON CONSTRUCTION ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 18.

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, June, 1940, page 606, with this exception:

Minimum hourly wage rate for carpenters (formerly 80 cents) is 85 cents from May 1 to June 30, and 90 cents from July 1, 1941.

HAMILTON, ONTARIO.—MASTERS PAINTERS' ASSOCIATION AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS, LOCAL 205.

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter subject to 30 days' notice.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. For night work, 9 hours' pay for 8 hours' work.

Overtime: time and one-half. Work on Sundays and five specified holidays, double time.

Minimum wage rate for painters and paperhangers: 75 cents per hour, except spray painters whose minimum rate is 90 cents.

For work out of city, fare and travelling time to be paid, and if necessary to stay, payment for board.

LETHBRIDGE, ALBERTA.—THE BUILDING AND CONSTRUCTION CONTRACTORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 846.

Agreement to be in effect from April 26, 1941, to April 25, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. For night shifts, 7 hours per shift with pay for 8 hours.

Overtime: time and one-half for first four hours; thereafter and all work on Sundays and five specified holidays, double time.

Minimum hourly wage rate for carpenters: 90 cents; carpenters in charge of work, 10 cents per hour extra.

Apprentices limited to one to every three journeymen and not more than five on any one job. Apprentices to be paid from 40 cents per hour during first year to 70 cents during fourth year.

All grievances are to be taken up by the job stewards with the employer.

VICTORIA, B.C.—CERTAIN ELECTRICAL CONTRACTORS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 230.

Agreement to be in effect from February 10, 1941, until either party gives notice of change.

Only union members to be employed, if available. Union will not supply men to contractors or individuals who have not signed a union agreement.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. In shift work, second shift (between 4.30 p.m. and 12.30 a.m.) to have a 30 minute lunch period, but to be paid for full 8 hours; third shift to be from 12.30 a.m. to 8 a.m. (7½ hours) with a 30 minute lunch period, and to be paid for full 8 hours. For second and third shifts, 40 hours to be a week's work, except in case of a second shift employed on all emergent war work, when they may work 44 hours.

Overtime: time and one-half for first 4 hours; thereafter and all work on Sundays and nine specified holidays, double time.

Wages per hour for class "A" work, that is all work except that done on a single or duplex residence: journeyman wireman $1 per hour, experienced helper 62½ cents, helpers with less than 3 months' experience 50 cents. Wages per hour for class "B" work, that is all work done on single or duplex residences: journeyman wireman 75 cents.

VICTORIA, B.C.—A CERTAIN SHEET METAL FIRM AND THE SHEET METAL WORKERS INTERNATIONAL ASSOCIATION, LOCAL 276.

Agreement to be in effect from November 26, 1940, to January 1, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, Monday to Friday, a 40 hour week.

Overtime: double time for all overtime and for work on Saturdays, Sundays and seven specified holidays.

Minimum wage rate for journeymen sheet metal workers (in shop or on job): 90 cents per hour.

For work out of city, fare, board and travelling time to be paid by the employer.

One apprentice allowed to each four journeymen; apprentices to serve four years and to be paid from 30 per cent of journeyman's wage during first half of first year to 80 per cent during second half of fourth year.

Any disputes are to be referred to a joint adjustment board, and if they are unable to settle it, to arbitration.

Construction: Shipbuilding

VANCOUVER, B.C.—A CERTAIN DRY DOCK AND SHIPBUILDING FIRM AND THE BOILERMAKERS AND IRON SHIPBUILDERS' UNION OF CANADA, LOCAL NO. 1 (IRON SHIPBUILDERS, ETC.).

The agreement which came into effect January 2, 1940, and was summarized in the LABOUR GAZETTE, March, 1940, page 278, was amended February 24, 1941, to provide: helpers advanced to become chippers, caulkers and drillers to be paid at their present rate for one month, 80 cents per hour for another 3 months and the regular rate thereafter; holders-on or others advanced to become riveters to be paid 80 cents per hour for one month and the regular rate thereafter; heaters and helpers advanced to become holders-on to be paid the prevailing rate from the beginning; for boilermakers and platers, the apprenticeship system to be maintained with a maximum of one apprentice to five mechanics.

VICTORIA, B.C. TWO DRY DOCK AND SHIPBUILDING FIRMS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1598 (SHIPWRIGHTS).

One agreement is in effect from March 17, 1941, the other from March 24, 1941, both for the duration of the war and the completion of wartime contracts. The agreements are similar to that made with the Amalgamated Building Workers of Canada which was summarized in the LABOUR GAZETTE, February, page 180.

Transportation and Public Utilities: Electric Railways

TORONTO, ONTARIO.—TORONTO TRANSPORTATION COMMISSION AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, LOCAL 113.

The agreement which came into effect March 31, 1934, (LABOUR GAZETTE, September, 1934, page 876) has been in effect from year to year, the last extension being from the period April 1, 1940 to March 31, 1942. From March 4, 1938, the agreement was amended to provide for one week's vacation with pay each year. From January 1, 1940, the establishment of a pension fund was authorized. From October 1, 1940, all hourly wage rates were increased by 3 cents per hour, this increase to be subject to quarterly review.

NIAGARA, ST. CATHARINES AND TORONTO RAILWAY (ONTARIO) AND THE MOTORMEN, CONDUCTORS AND BUS OPERATORS ENGAGED IN PASSENGER SERVICE (MEMBERS OF THE AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES).

Agreement to be in effect from September 1, 1940 to August 31, 1941, and thereafter subject to 30 days' notice.

Hours and overtime: for employees filling regular assignments, overtime payable at time and one-half after fifteen minutes after completion of regular assignment, and assignments may not be increased if they are of 10 hours or more duration; for spare employees, time worked or held for duty in excess of 8 hours in a 24 hour period, to be paid at time and one-half.

Wages per hour for motormen, conductors and bus operators in passenger service: 48 cents per hour for first six months, 51 cents during second six months, 55 cents after one year; one man car operators on the Niagara Falls and Welland Subdivisions, 2 cents per hour extra; employees to be paid 5 cents per hour extra for time occupied training students.

Vacation: after one year's service, 3 days' vacation with pay; after two years' service one week's vacation with pay.

Seniority to govern choice of runs.

Transportation and Public Utilities: Local Transportation

TORONTO, ONTARIO.—CERTAIN TAXICAB COMPANIES AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL 488 (TAXICAB DRIVERS).

Agreement to be in effect from September 1, 1940 to September 1, 1941, and thereafter until changed by another agreement.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1939, page 859, with these exceptions:

Hours: regular daily hours are reduced from 11 to 10½, and regular weekly hours from 66 to 63 per week. Those on split shifts (not exceeding 20 per cent of regular employees) to work 9½ hours in not more than two periods in the day, with pay for 10½ hours.

Minimum wages for drivers are increased from $14 to $16 per week.

VANCOUVER, B.C.—CERTAIN TRANSFER AND STORAGE FIRMS AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL NO. 31 (TRUCK DRIVERS).

Agreement to be in effect from June 15, 1940, to June 15, 1943, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, June, 1937, page 689, with these exceptions:

Overtime: time and one-half for work over 10 hours in any day or over 50 hours in any week.

Vacation: one week's vacation with pay for employees with a year's service.

(Regular hours are unchanged at 9 per day, 50 per week, with minimum wages of 45 and 50 cents per hour for truck drivers, 40 and 45 cents for swampers and $3 per day for motorcycle operators.)

VANCOUVER, B.C.—A CERTAIN LONG DISTANCE TRUCKING FIRM AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, STABLEMEN AND HELPERS, LOCAL NO. 31 (TRUCK DRIVERS).

Agreement to be in effect from June 15, 1940 to June 15, 1943, and thereafter from year to year, subject to notice, but wage rates may be reopened for discussion at the end of any year.

All employees to be union members and to authorize the company to deduct and pay over to the union, union dues, etc.

Minimum wage scale for certain runs are specified, such as $20 from Vancouver to Kamloops and return, $30 from Vancouver to Kelowna and return.

Seniority to govern lay-offs, etc.

Disputes which cannot be settled between the parties to be referred to arbitration.

Transportation and Public Utilities: Air Transportation

TRANS-CANADA AIR LINES AND THEIR EMPLOYEES REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 714 (AIRCRAFT MAINTENANCE MECHANICS).

This agreement, which covers all landing fields of the Trans Canada Air Lines in Canada, is to be in effect from February 1, 1941, to January 31, 1942, and thereafter from year to year, subject to notice.

The company to discuss with the executive of the union matters involving the employees.

Hours: 8 per day, 6 days per week, a 48 hour week; where not practicable to relieve employees one day in seven, the weekly day off may be accumulated for four weeks. Employees required to work on any of the seven specified holidays will be credited with pro-rata overtime, with a minimum of two hours.

Overtime to be credited on a pro-rata basis and compensatory time off allowed.

Minimum monthly wage rates for certain maintenance and overhaul employees based on a 48 hour week: mechanics $165, junior mechanics from $120 during first six months to $150 during fourth six months, learners from $60 during first six months to $110 during sixth six months, cleaner $75. Minimum monthly wage rates for stores department employees: stockkeeper $120 and $125, shipper and receiver $110 and $115, assistant stockkeeper $100 and $105, issuer $60 to $90.

Vacation: two weeks vacation with pay annually to employees of one year's service; for those with less than one year's service at June 30th, one day for every month worked.

Seniority to be observed in reduction of staff and re-employment, and also in making promotions in cases of employees of equal ability.

Transportation and Public Utilities: Electricity and Gas

WINNIPEG, MANITOBA.—THE WINNIPEG ELECTRIC COMPANY AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCALS NOS. 1037 AND 435.

Agreement to be in effect from May 1, 1941, to April 30, 1943, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, February, 1939, page 216, with these exceptions:—

Wages: for the period May 1, 1941, to April 30, 1942, wage rates are 1½ cents per hour higher than in the previous agreement, except for groundmen for whom rate is 2½ cents per hour higher. For the period May 1, 1942, to April 30, 1943, further increases varying from one to 3 cents per hour are provided for.

Vacation: after one year's service 12 days' vacation with pay is granted employees, with proportionately fewer days for those working between 193 and 288 days during the year.

Service: Recreational

EDMONTON, ALBERTA.—CERTAIN THEATRES AND THE NATIONAL UNION OF THEATRICAL EMPLOYEES, LOCAL NO. 11 (MOVING PICTURE MACHINE OPERATORS).

Agreements to be in effect from various dates in 1940, to October 13, 1941, in case of one theatre and to August 31, 1943, for all other theatres.

The agreements are similar to those previously in effect and summarized in the LABOUR GAZETTE, May, 1938, page 576, wtih these exceptions:—

The provision that operators report for duty one-half hour before show is omitted.

Four additional theatres have agreements, each with two projectionists, with weekly wage rates of $36 for each projectionist in one theatre, $28.50 in two theatres and $27.50 in the fourth theatre.

In all agreements, provision is now made for Sunday midnight previews being paid at $5 for each man, Sunday screenings and Sunday special shows at 50 cents per quarter hour, with a minimum of one hour.

Service: Business and Personal

ST. CATHARINES, THOROLD, MERRITTON AND PORT DALHOUSIE, ONTARIO.—CERTAIN HOTELS AND THE HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE, LOCAL 756 (BEVERAGE DISPENSERS).

Agreement to be in effect from April 1, 1941, to March 31, 1942.

All employees to be or become union members.

Hours: 48 per week (a 6 day week). All full time employees to be entitled to at least one night a week off from 6 p.m.

Overtime to be paid at 60 cents per hour.

Minimum wage rates: $24 per week for waiters handling beverages, $27 per week for tapmen. Extra help to be paid at 55 cents per hour, or $4.40 for a day of 8 hours. A waiter employed 5 hours per day, with not more than one split within seven hour period

per day, 6 days per week, to be a steady spare man and be paid $15 per week; only one man shall work this shift in each shop employing up to four steady waiters.

Vacation: all regular or short shift employees with one year's service or more to receive a week's vacation with pay each year.

Disputes which cannot be settled between the union and the employers will be referred to arbitration.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Bakers, Quebec.

Shoe Manufacturing Industry, Province of Quebec (amendment).

Millinery Industry, Montreal (amendment).

Paper box (corrugated) Industry, Province of Quebec (amendment).

Paper box (uncorrugated) Industry, Province of Quebec (amendment).

Printing Trades, Montreal District.

Elevator Constructors, Eastern Quebec Province (amendment).

Elevator Constructors, Western Quebec Province (amendment).

Building Trades, Val d'Or and Amos.

Building Trades, Montreal (amendment).

Longshoremen (inland navigation), Montreal (amendment).

Hardware and Paint Stores, Quebec (amendment).

Retail Stores, Donnacona (amendment).

Grocers and Butchers, Sherbrooke (amendment).

Garages and Service Stations, Montreal (amendment).

Barbers and Hairdressers, Quebec (amendment).

Industrial Standards Acts

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:—

NOVA SCOTIA

Bricklayers, Halifax.
Carpenters, Halifax.
Electrical Workers, Halifax.
Plasterers, Halifax.
Sheet Metal Workers, Halifax.

ALBERTA

Sheet Metal Workers Edmonton.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in

the *Quebec Official Gazette,* the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette.* Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement and the amendment of twelve other agreements, as summarized below (together with two new agreements and one amendment made in April which were referred to in the May issue of the LABOUR GAZETTE and are now summarized). A request for the extension of a new agreement for plumbers and sheet metal workers in Montreal was published in the *Quebec Official Gazette,* May 3; a request for the extension of a new agreement for building trades in the Quebec district, in the issue of May 17; requests for the extension of new agreements for garages and service stations in Montreal and for retail stores at Coaticook, in the May 31 issue. Requests for amendments to ten agreements were published in the *Quebec Official Gazette,* as follows: barbers and hairdressers at St. Hyacinthe in the issue of May 3; the paper box (uncorrugated paper) industry throughout the province, the men's and boys' clothing industry throughout the province, plumbers and sheet metal workers at Three Rivers in the May 10 issue; barbers at Montreal, retail stores at Quebec, the leather tanning industry throughout the province, barbers at Rouyn and Noranda, building trades at St. Jerome and building trades at Sherbrooke in the issue of May 17.

Manufacturing: Vegetable foods, etc.

BAKERS, QUEBEC.—An Order in Council, dated March 29, and published in the *Quebec Official Gazette,* April 5, makes obligatory the terms of an agreement between L'Association des Boulangers de Québec (The Bakers' Association of Quebec), certain other Bakeries and Le Syndicat national catholique de l'industrie de la boulangerie, de la pâtisserie et de la biscuiterie Inc., section de Québec (The National Catholic Union of the Bakery, Pastry and Biscuit Workers, Inc., Quebec Section).

This agreement to be in effect from April 5, 1941, to March 31, 1942, and thereafter from year to year subject to notice, and includes salesmen as well as inside employees.

It applies to the cities of Quebec and Levis, the town of Quebec West and the counties of Quebec, Quebec West, Levis, Beauce, Montmagny and Montmorency except the Island of Orleans. This territory is divided into two zones: zone I, the cities of Quebec and Levis and within 15 miles of them; zone II, the rest of the territorial jurisdiction.

Hours for inside bakery employees and delivery department: for bread bakeries, 62 per week in zone I and 72 in zone II; for cake, biscuit and pastry establishments, 62 per week in both zones.

Overtime: time and one-half.

Minimum wage rates in bread bakeries: foreman $24 in zone I and $19.55 in zone II, journeymen $21 in zone I, $17 in zone II; extra employees $3.75 per day ($4 on Fridays) in zone I, $3.20 in zone II.

Minimum weekly wage rates in cake, pastry and biscuit bakeries: of the workers of both sexes who are foremen, assistant foremen, journeymen, helpers and apprentices—40 per cent to be paid at least $17 per week (minimum for foremen is $23, assistant foremen $21), a further 40 per cent at least $12, and the remaining 20 per cent at least $7; of the workers of both sexes employed as packers, wrappers, orders and sample clerks and all other employees including those employed in a wholesale or retail store pertaining to this industry—40 per cent to be paid at least $11, another 40 per cent at least $9 and the remaining 20 per cent at least $7.50. Extra employees to be paid 25 cents per hour.

Minimum weekly wage rates in delivery department: salesmen $16 in zone I, $14.40 in zone II ($25 in zone I and $22.50 in zone II, if he furnishes his own vehicle), salesman-helper $7 in zone I, $6.30 in zone II, deliverer $14 in zone I, $12.60 in zone II ($25 in zone I and $22.50 in zone II if he furnishes his own vehicle). A salesman, salesman-helper or deliverer is responsible only for credit allowed to a customer after having been forbidden to do so in writing by his employer. Any reduction of wages is prohibited for damaged or non-saleable goods, except in the case of excessive carelessness.

Apprentices to serve three years and to be paid at least $7 per week in zone I and $5.95 in zone II.

Manufacturing: Fur, Leather and Miscellaneous Animal Products

SHOE MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated May 9, and published in the *Quebec Official Gazette,* May 17, amends the last amendment to this agreement as noted in the LABOUR GAZETTE, March, 1941, page 333. (The agreement and other amendments were noted in the LABOUR GAZETTE, October, 1937, page 1156, March, 1938, page 335, June, page 691, December, page 1423, July, 1939, page 728, October, page 1065, September, 1940, page 971 and December, page 1309.)

Of the six classes of general factory trades, the increase of 10 per cent in minimum wage rates is effective from February 1, 1941, only

for the four more highly paid classes; for the remaining two classes the increase of 10 per cent is effective from July 1, 1941. The exemption from the 10 per cent increase formerly given to manufacturers in the county of Beauce is effective only until July 1, 1941, when they also must pay the 10 per cent increase to all six of the general factory trades classes. The adjustment of wages according to changes in the cost of living which is to be made twice a year is applicable only to the general factory trades and will be based on the minimum wage rates as at July 1, 1941 (that is after the 10 per cent increase has been made applicable to all).

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER) INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated April 30, and published in the *Quebec Official Gazette*, May 3, amends the previous Orders in Council for this industry (LABOUR GAZETTE, February, 1939, page 218, March, page 335, June, page 628, February, 1940, page 172 and December, page 1310).

Stationary enginemen and boiler firemen (stokers) are added, the minimum hourly rate for stationary enginemen being 40 cents and for boiler firemen (stokers) 35 cents.

PAPER BOX (UNCORRUGATED PAPER) INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated April 22, and published in the *Quebec Official Gazette*, April 26, amends the previous Orders in Council for this industry (LABOUR GAZETTE, April, 1939, page 528, September, page 950, May, 1940, page 496, December, page 1310, April, 1941, page 473). The term of the agreement is extended to April 1, 1942, and thereafter from year to year, subject to notice.

Hours: 55 per week except for shippers, repairmen, firemen and enginemen. Hours for firemen and enginemen, 60 per week.

Overtime for those whose regular hours are limited to 55 per week, time and one-quarter for work over 55 and up to 60 in the week; all work over 60 hours, time and one-half. For work over 60 hours for firemen and enginemen, time and one-quarter.

The minimum hourly wage rates for female employees are increased by one cent per hour except for apprentices on machines whose minimum rates are unchanged.

The minimum hourly wage rates for male employees are increased by 5 cents per hour for foremen and machinists; by 3 cents per hour for scorers, die makers and stockers; by one cent per hour for punch operators and "other help", by 2 cents per hour for all other classes except apprentice scorers whose rates are unchanged; stationary enginemen are added to the scale at 42 cents per hour in zone I and 39 cents in zone II. The average minimum wage for male employees, including apprentices, to be at least 33 cents per hour in zone I and 31 cents in zone II.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL DISTRICT.—An Order in Council, dated April 24, and published in the *Quebec Official Gazette*, April 26, makes binding the terms of an agreement between L'Association des Maîtres-Imprimeurs de Montréal, Inc. (the Association of Master Printers of Montreal, Inc.), The Employing Printers' Association of Montreal, Inc. and La Féderation Catholique des Métiers de l'Imprimerie du Canada, Enrg. (The Catholic Federation of the Printing Trades of Canada, Registered), Le Conseil Syndical Catholique des Métiers Alliés de l'Imprimerie, Inc. (The Catholic Union Council of Allied Printing Trades, Inc.), Le Syndicat Catholique et National des Typographes, Inc. (The National Catholic Union of Typographers, Inc.), Le Syndicat Catholique et National des Pressiers, No. 1, de Montréal, Inc. (The National Catholic Union of Pressmen, No. 1, of Montreal, Inc.), Le Syndicat Catholique et National des Relieurs, Inc. (The National Catholic Union of Bookbinders, Inc.) The Montreal Typographical Union, Local 176 (International Typographical Union), L'Union Typographique Jacques-Cartier, Local 145 (International Typographical Union), The Montreal Printing Pressmen and Assistants' Union, Local 52 (International) and L'Union International des Relieurs, Local 91 (The International Brotherhood of Bookbinders, Local 91).

The agreement is in effect from April 26, 1941, to December 31, 1941, and thereafter from year to year, subject to notice.

The agreement which covers all printing trades engaged in work other than daily newspapers is similar to the one previously in effect and summarized in the LABOUR GAZETTE, April, 1938, page 452, June, 1936, page 546, December, 1936, page 1181, October, 1939, page 1065, February, 1941, page 183, and April, page 473, with these exceptions:—

The lithography industry is no longer included as this industry has a separate agreement covering the whole province.

Rural weekly newspapers are now included, with wage rates from 8 cents per hour less than the regular rates in the same zone for the higher paid classes to one cent per hour less for apprentices.

Regular hours in zone I are reduced from 45 to 44 per week.

Minimum hourly wage rates are increased by 2 cents per hour for the higher paid classes and by one cent per hour for the lower paid classes.

Manufacturing: Textiles and Clothing

MILLINERY INDUSTRY, MONTREAL DISTRICT.—An Order in Council, dated April 30, and published in the *Quebec Official Gazette*, May 3, amends the previous Orders in Council for this industry (LABOUR GAZETTE, August, 1935,

page 732, March, 1936, page 275, June, 1937, page 695, June, 1938, page 691, April, 1940, page 390).

The term of the agreement is extended to February 15, 1942, and thereafter from year to year, subject to notice.

Minimum wage rates for a 40 hour week: hand blockers $36 (an increase of $1.80); blockers, straw operators, fabric operators and cutters, $32.50 (an increase of $1.50); drapers $22.40 (an increase of $1); trimmer-drapers, $19.20 (an increase of $1); trimmers, $17 (an increase of $1). Employees receiving more than the above minimum rates to receive an increase of 5 per cent.

Construction: Buildings and Structures

ELEVATOR CONSTRUCTORS, QUEBEC CITY AND DISTRICT (EASTERN QUEBEC).—An Order in Council, dated May 10, and published in the *Quebec Official Gazette*, May 17, extends the term of this agreement (LABOUR GAZETTE, November, 1940, page 1202) to June 30, 1941.

BUILDING TRADES, MONTREAL.—An Order in Council, dated May 10, and published in the *Quebec Official Gazette*, May 17, extends the terms of this agreement (LABOUR GAZETTE, July, 1940, page 732, November, page 1203, December, page 1312, April, 1941 page 473) to June 30, 1941.

ELEVATOR CONSTRUCTORS, HULL DISTRICT (WESTERN QUEBEC).—An Order in Council, dated May 10, and published in the *Quebec Official Gazette*, May 17, extends the term of this agreement (LABOUR GAZETTE, November, 1940, page 1203) to June 30, 1941.

BUILDING TRADES, VAL D'OR AND AMOS.—An Order in Council, dated May 9, and published in the *Quebec Official Gazette*, May 17, makes obligatory the terms of an agreement between certain contractors and Le Syndicat Catholique des travailleurs du bâtiment de l'Abitibi.

The agreement covers the construction, installation or demolition of buildings, roads and bridges in the towns of Val d'Or and Amos, but excludes the mining industry (except for construction works having no technical relation with the said industry) and also excludes municipal corporations inasmuch as repair and maintenance work on their own buildings and the construction, rebuilding or maintenance works on aqueducts, sewers, paving, sidewalks, etc., are concerned if such work is done under the immediate control of the corporation. This exemption does not apply to contractors or sub-contractors doing this same work for the municipality. Maintenance work done by painters, carpenters and plasterers within a day of 8 hours is also excluded.

The agreement is to be in effect from May 17, 1941, to February 11, 1942.

Hours: 8 per day, 48 per week, except for common labourers who may work 9 per day, 54 per week.

Overtime: time and one-half till midnight; double time between midnight and 7 a.m.; double time for work on Sundays, church holydays and three other holidays.

Minimum hourly wage rates:—

Bricklayers	$0 70
Cement block layers	70
Carpenters, joiners and millwrights in the construction, including the following operations: concrete forms (shop or job), erection of screens, wooden or metal sashes, windows, steel partitions, restaurant furniture, counters and shelves (whether fixed or movable)	50
Electricians	60
Painters	50
Operators hoist and crane operators	50
Operators (steam-driven mixers)	50
Operators (gasoline-driven mixers)	50
Operators (compressors)	50
Truck drivers	45
Labourers (non-qualified workers)	35
Terrazzo layers:	
Journeymen	80
Helpers	40
Plasterers:	
Journeymen	80
Helpers	40
Plumbers, steamfitters	75
Permanent watchmen	30
Carters, team drivers:	
Single	35
Double	40
Additional remuneration for carters supplying:	
1 horse	15
2 horses	30
	Per week
Material checkers and timekeepers (without daily limitation as to hours of work)	$19 80
Watchmen (without daily limitation as to hours of work)	18 00
Yardmen (without daily limitation as to hours of work)	18 00

One apprentice to each ten journeymen in the bricklayer, carpenter, electrician and plumber trades. Apprentices to serve four years, and to be paid from 30 per cent of journeyman's wage during first year to 75 per cent during fourth year.

Transportation and Public Utilities: Water Transportation

LONGSHOREMEN (INLAND AND COASTAL NAVIGATION), MONTREAL.—An Order in Council, dated April 25, and published in the *Quebec Official Gazette*, May 3, extends the term of this agreement (LABOUR GAZETTE, June, 1939, page 629, February, 1940, page 173, April, page 391, June, page 610, February, 1941, page 184 and April, page 473) to June 1, 1941.

Trade

HARDWARE AND PAINT STORES, QUEBEC.—An Order in Council, dated April 30, and published in the *Quebec Official Gazette*, May 3, amends the previous Orders in Council for these stores (LABOUR GAZETTE, April, 1940, page 391, December, page 1312 and January, 1941, page 70).

The name of the first employers' association, a party to the agreement, is changed to "La Section de Quincaillerie, Ferronnerie, Peinture et Matériaux du Construction de l'Association des Marchands détaillants du

Canada, Inc., District de Quebec (The Hardware, Paint and Construction Materials Section of the Retail Merchants Association of Canada, Inc., Quebec District). Another contracting party is added: L'Association professionelle des Employés de Bureau de la Province de Québec, Inc. (The Professional Association of Office Employees of the Province of Quebec, Inc.).

Overtime to be paid for only after 57 hours' work in a week, and all work over 57 hours, time and one-half: work on any holiday to be paid at double time.

Vacation: one week's vacation with pay after two years' service but with three years' experience in the trade.

Wages: the minimum wage rates are raised approximately 5 per cent, except for beginners whose minimum rates are unchanged.

RETAIL STORE AND HOTEL WORKERS, DONNACONA.—An Order in Council, dated May 10, and published in the *Quebec Official Gazette*, May 17, extends the term of this agreement (LABOUR GAZETTE, June, 1938, page 695, June, 1939, page 630, June, 1940, page 610, May, 1941, page 593) to May 1, 1942, but may be repealed on 60 days' notice.

GROCERS AND BUTCHERS, SHERBROOKE.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, May 31, amends the previous Orders in Council for these stores (LABOUR GAZETTE, July, 1940, page 734 and August, page 868) by allowing work on one of the holidays (May 24) in 1941.

GARAGES AND SERVICE STATIONS, MONTREAL.—See below under "Service: Custom and Repair".

Service: Custom and Repair

GARAGES AND SERVICE STATIONS, MONTREAL.—An Order in Council, dated April 30, and published in the *Quebec Official Gazette*, May 3, extends the term of this agreement (LABOUR GAZETTE, December 1939, page 1280, February, 1940, page 173 and April, 1941, page 474) to June 7, 1941.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC.—An Order in Council, dated May 2, and published in the *Quebec Official Gazette*, May 10, extends the term of this agreement (LABOUR GAZETTE, October, 1937, page 1158, December, page 1388, October, 1938, page 1174, October, 1939, page 1068, May, 1940, page 500, June, page 610, March, 1941, page 335) to June 1, 1941.

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, May 10 and 31:—

Building trades, Sherbrooke (amendment).
Printing trades, Montreal district.

Notices were published in the *Quebec Official Gazette*, May 3, 10, 17 and 31, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:—

Tavern employees, Quebec.
Building trades, Hull.
Plumbers, Hull.
Paper box (uncorrugated) industry, Province of Quebec.
Garages and service stations, Montreal (amendment).
Printing trades, Montreal.
Barbers and hairdressers, Quebec (amendment).
Barbers and hairdressers, Sherbrooke.
Building trades, Montreal (amendment).
Elevator Construction, Western Quebec (amendment).
Elevator Construction, Eastern Quebec (amendment).
Printing trades, Montreal.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Nova Scotia

Construction: Buildings and Structures

BRICKLAYERS, HALIFAX.—An Order in Council, dated May 27, and published in *The Royal Gazette,* May 28, makes binding the terms of an agreement between the Constructive Mechanical Trades Exchange, Inc. and the Masons, Bricklayers and Tilesetters Union, Local No. 1, in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. In case of shift work, night shifts to be paid at 8 hours' pay for 7 hours' work.

Overtime and work on Sundays and ten specified holidays, double time.

Minimum wage rates for bricklayers, masons and tilesetters: $1.10 per hour (an increase of 10 cents per hour).

CARPENTERS, HALIFAX.—An Order in Council, dated May 27, and published in *The Royal Gazette,* May 28, makes binding the terms of an agreement between the Constructive Mechanical Trades Exchange, Inc. and the Carpenters' Union, Local 83, to be in effect "on the day on which it is made binding under the 'Industrial Standards Act of 1936'" until April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. In case of shift work, night shifts to be paid at 8 hours' pay for 7 hours' work.

Overtime: time and one-half for first four hours; thereafter and all work on Sundays and ten specified holidays, double time.

Minimum hourly wage rate for carpenters: 77 cents to June 30, 1941, and 80 cents from July 1, 1941, to April 30, 1942. (The previous rate was 70 cents.)

ELECTRICAL WORKERS, HALIFAX.—An Order in Council dated May 27, and published in *The Royal Gazette,* May 28, makes binding the terms of an agreement between the electrical contractors and employers of Halifax and the International Brotherhood of Electrical Workers, Local No. 625. The agreement which was made May 1, 1941, is to be in effect to April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. On shift work, night shifts to be paid at 8 hours' pay for 7 hours' work.

Overtime: time and one-half for first four hours; thereafter and all work on Sundays and ten specified holidays, double time.

Minimum hourly wage rates: journeymen electrical workers, $1 (an increase of 5 cents). The wages of apprentices in their first, second and third year are also increased by 5 cents per hour, to 35, 45 and 55 cents per hour respectively. A journeyman in charge of two or more journeymen to be paid 10 cents per hour extra.

Not more than one apprentice to three journeymen.

(The agreement also provides for none but union members to be employed, and also that for work out of the city, fare, board and travelling time to be paid by the employer.)

PLASTERERS, HALIFAX.—An Order in Council, dated June 4, and published in *The Royal Gazette,* June 4, makes binding the terms of an agreement between the Constructive Mechanical Trades Exchange, Inc. and the Operative Plasterers and Cement Finishers' International Association, Local 215. The agreement which was made May 1 is to be in effect until April 30, 1942, and thereafter from year to year, subject to notice.

This agreement does not apply to finishers of concrete floors or walls.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. In case of shift work, night shifts to be paid at 8 hours' pay for 7 hours' work.

Overtime: time and one-half for first four hours; thereafter, and all work on Sundays and ten specified holidays, double time.

Minimum wage rate for plasterers: 90 cents per hour (an increase of 5 cents per hour).

SHEET METAL WORKERS, HALIFAX.—An Order in Council, dated May 27, and published in *The Royal Gazette,* May 28, makes binding the terms of an agreement between the Constructive Mechanical Trades Exchange, Inc. and the Sheet Metal Workers International Association, Local 409. The agreement, made May 1, 1941, is to be in effect on the day on which it is made binding under the "Industrial Standards Act of 1936" until April 30, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half to 10 p.m.; thereafter, and all overtime on ship work and all work on Sundays and nine specified holidays, double time.

Minimum wage rate for certified sheet metal workers: 75 cents per hour.

(The agreement also provides that every effort be made to employ union members, if available, and also that for work out of the city, fare, board and travelling time to be paid by the employer.)

Alberta

Construction: Buildings and Structures

SHEET METAL WORKERS, EDMONTON.—An Order in Council, dated May 6, and published in *The Alberta Gazette,* May 15, makes binding the terms of a schedule governing the sheet metal industry in the city of Edmonton and within 10 miles of the city post office. The schedule to be in effect from May 25, 1941, to May 24, 1942, or thereafter "during pleasure".

This schedule is similar to the one previously in effect and summarized in the LABOUR GAZETTE, June, 1939, page 633, with these exceptions:—

Minimum wage rate for journeymen sheet metal workers: $1 per hour (an increase of 10 cents).

Apprentices to be paid from $7 per week during first six months to $25 during fifth year.

The conditions governing out of town work are deleted.

PRICES RETAIL AND WHOLESALE IN CANADA, MAY, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE official index number of the cost of living in Canada, on the base period 1935 to 1939 as 100, calculated by the Dominion Bureau of Statistics advanced from 108·6 at the beginning of April to 109·4 at the beginning of May. All of the principal groups were higher except foods which declined slightly. The largest increases occurred in rent and in the miscellaneous group with minor increases in fuel, clothing, and home furnishings. The decline in the food group was due to lower prices for dairy products and eggs which more than offset increases in the prices of certain meats, dry groceries, vegetables and fruits. Comparative figures for the general index at certain dates are 109·4 at the beginning of May; 108·6 for April; 104·9 for May, 1940; and 100·8 for August and September, 1939. The increase since May, 1940, was 4·3 per cent and since August and September, 1939, 8·5 per cent. Since the outbreak of war the clothing group has advanced 14·4 per cent; home furnishings 10·8 per cent; food 10·4 per cent, fuel and light 10·3 per cent; rent 5·7 per cent; and the miscellaneous group 3·8 per cent.

The index number of the cost of living was constructed on the basis of a survey of the expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food (31·3 per cent) $443; Shelter (19·1 per cent), $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40, including Health (4·3 per cent), $60.80, Personal Care (1·7 per cent), $23.90, Transportation (5·6 per cent), $79.30, Recreation (5·8 per cent), $82.10, Life Insurance (5·2 per cent) $73.30. Other expenditure, not directly represented in the index was $40.

The table of index numbers of changes in the cost of living published in this monthly statement from January, 1927, to September, 1940, has been discontinued and replaced by the new official cost of living index number calculated by the Dominion Bureau of Statistics. Those who have been using the old index number of the Department for special purposes and cannot immediately change to the new, may bring the old series down to date each month by applying the percentage changes shown by the new index to the figure for August, 1940, for the old index. The group figures may be similarly adjusted. For the "Sundries" group figure, the indexes for the new "Home Furnishings" and the "Miscellaneous" should be combined using the weights. By this method of calculation the figures of the old index for May, 1941, are Food, 124, Fuel and Light, 149; Rent, 156; Clothing, 134; Sundries, 164; All Items, 142.

Publication of the table showing the cost per week of a list of staple foods, fuel and lighting, and rent entering into a family budget which appeared in the LABOUR GAZETTE from August, 1915, to September, 1940, has been discontinued. The cost of the list in terms of average retail prices in 69 cities in Canada at the beginning of May was: Food, $8.96; Laundry starch, 4·1 cents; Fuel, $3.02; Rent, $6.28; and Total, $18.30. The average cost of staple foods by provinces at the beginning of May was: Nova Scotia, $9.07; Prince Edward Island, $8.77; New Brunswick, $9.23; Quebec, $8.30; Ontario, $8.96; Manitoba, $8.82; Saskatchewan, $8.56; Alberta, $8.74; and British Columbia, $9.94.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost of living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9.

Regional Index Numbers of the Cost of Living

The Dominion Bureau of Statistics has completed the calculation of index numbers of the cost of living for eight of the twelve cities covered in the survey of the expenditures of families of wage-earners and low salaried workers in 1938. These index numbers were recently published by the Bureau in a bulletin, "Regional Changes in Living Costs", and are shown in the accompanying table.

These regional indexes have been constructed similarly to that for the Dominion and are based upon the actual expenditure records of a representative group of wage-earner families in each of the eight cities.

The Bulletin states that "the only material difference is that the city indexes have been placed temporarily upon the base period August, 1939, as 100 in order to provide as quickly as possible a wartime record of regional cost of living movements. The Bureau's official base period continues to be 1935-1939."

Publication of the index numbers for the food group on the base of 1935 to 1939 as 100 in each of these cities will be continued.

The accompanying table shows the percentage distribution of wage-earner family living expenditures, for the year ending September, 1938, in each of the eight cities as shown by the survey.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of May, of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 718 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New

PERCENTAGE DISTRIBUTION OF WAGE-EARNER FAMILY LIVING EXPENDITURE

(Year ending September, 1938)

Budget Group	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
Foods	29	33	33	29	31	30	29	31
Fuel and Light	8	8	6	6	8	8	5	5
Rent	22	19	18	20	19	19	19	20
Clothing	11	11	13	11	11	11	11	11
Home furnishings and services	8	7	9	9	7	10	9	10
Miscellaneous	22	22	21	25	24	22	27	23
TOTAL	100	100	100	100	100	100	100	100

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 88·7 for the week ended May 30 having risen gradually week by week during the month from 87·5 for the week ended May 2 as compared with 86·6 for the month of April; 82·1 for May, 1940; and 72·3 for August, 1939, pre war. All of the eight principal groups of commodities in the classification according to chief component materials, the only grouping used in the weekly index, advanced during the month, the largest increases, between 2 and 3 per cent, being in the Animals and Animal Products Group, the Fibres, Textiles and Textile Products Group and in the Chemicals and Allied Products Group. Among important commodities to advance during the month were hogs, fresh meats, eggs, hides, raw cotton, raw silk, cotton fabrics, tea, vegetable oils, and gasoline. The increase in the general index since the outbreak of war down to the last week in May was 22·7 per cent. Consumers' goods were up 19·7 per cent and producers' good 22·3 per cent between August, 1939, and April, 1941, the latest date for which this information is available.

Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of May, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

(Continued on page 720)

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935-1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·2	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6
May	109·7	109·7	109·2	114·5	111·8	105·1	109·4

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0
May	113·0	110·8	111·1	108·6	109·8	107·9	109·1	109·4

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA

August, 1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Service	Miscellaneous	Total
HALIFAX							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	106·6	103·0	102·3	100·0	100·0	100·5	102·9
December	106·5	103·0	102·3	101·8	103·0	100·6	103·3
1940—							
February	106·8	103·0	102·3	101·8	103·2	100·4	103·4
April	108·1	103·0	102·3	110·3	106·1	100·4	104·9
June	106·5	106·8	104·1	110·2	106·9	100·4	105·5
August	112·3	106·8	104·1	110·2	106·9	101·9	107·5
October	112·0	103·4	104·1	112·0	108·7	101·9	107·0
December	115·2	103·4	104·1	112·2	109·7	101·9	108·0
1941—							
February	114·4	103·4	104·1	112·5	110·3	102·0	107·9
April	114·0	103·4	104·9	112·6	110·7	101·7	107·8
SAINT JOHN							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	106·4	100·0	102·8	100·0	100·1	100·5	102·5
December	107·9	100·0	102·8	102·1	103·0	100·7	103·4
1940—							
February	106·1	100·0	102·8	102·1	103·0	101·5	103·0
April	106·2	100·0	102·8	110·5	106·5	101·5	104·2
June	105·6	100·0	102·8	110·6	107·2	101·5	104·1
August	108·4	100·0	104·3	110·6	107·1	102·7	105·4
October	107·9	105·9	105·1	114·1	109·6	102·7	107·0
December	112·5	105·9	105·1	115·4	110·7	102·7	108·7
1941—							
February	111·4	105·9	106·5	115·7	111·2	102·9	108·6
April	111·2	105·9	106·5	115·8	111·9	102·7	108·5
MONTREAL							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	108·8	103·9	107·0	100·1	99·9	100·4	104·1
December	107·3	103·9	108·5	103·9	104·6	100·6	104·7

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA—*Continued*

August, 1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total
1940—							
February	106·5	103·9	108·8	103·9	104·7	100·4	104·4
April	107·1	103·9	108·5	108·7	107·3	100·4	105·4
June	105·8	109·3	109·2	110·6	107·8	100·4	106·3
August	106·0	109·3	113·6	110·6	109·2	102·2	107·1
October	107·8	108·1	113·7	116·4	111·0	102·2	108·4
December	111·1	108·1	113·7	116·5	111·8	102·2	109·6
1941—							
February	111·6	108·1	113·7	117·1	112·5	102·5	110·0
April	112·0	108·1	113·7	117·3	113·1	102·1	110·1
TORONTO							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	106·5	100·8	105·9	99·9	100·0	100·5	102·5
December	106·2	100·8	105·9	104·3	102·6	100·9	103·2
1940—							
February	103·6	100·8	106·7	104·3	102·9	100·8	102·5
April	104·1	100·8	107·5	108·3	103·6	100·8	103·2
June	103·5	102·9	106·3	107·3	104·4	100·8	103·4
August	104·5	102·9	110·0	107·3	104·5	102·0	104·2
October	105·9	102·9	110·0	111·4	107·2	101·4	105·1
December	107·6	102·9	110·0	111·7	108·5	101·4	105·8
1941—							
February	108·0	102·9	110·0	111·8	108·7	101·8	106·0
April	108·8	102·9	110·8	112·1	108·5	101·6	106·3
WINNIPEG							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	107·6	99·7	104·6	100·3	99·9	100·3	102·8
December	106·3	99·7	104·6	102·9	102·9	100·3	102·9
1940—							
February	105·6	99·7	104·6	102·9	103·0	100·2	102·6
April	105·6	99·7	104·6	107·9	104·5	100·2	103·3
June	104·6	101·2	104·6	106·9	104·8	100·4	103·2
August	107·9	101·2	104·6	106·9	104·6	101·8	104·6
October	107·0	103·0	105·5	109·4	106·9	102·0	105·2
December	110·3	103·0	105·5	109·3	107·8	102·0	106·3
1941—							
February	109·0	103·0	105·5	109·6	108·6	102·2	106·0
April	109·9	103·0	105·5	109·5	108·5	102·0	106·2
SASKATOON							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	110·6	100·5	102·7	100·5	100·0	100·4	103·6
December	111·4	100·5	102·7	104·5	104·7	100·4	104·8
1940—							
February	109·8	100·5	107·0	104·5	104·9	100·1	104·6
April	109·0	100·5	107·0	109·5	106·5	100·1	105·1
June	105·5	104·0	107·0	109·6	106·8	100·1	104·7
August	106·1	104·0	107·0	109·6	106·9	101·8	105·3
October	106·6	108·1	107·0	112·7	110·1	101·8	106·9
December	112·1	108·1	107·0	112·9	110·8	101·8	108·6
1941—							
February	111·5	108·1	107·0	113·9	111·8	102·1	108·7
April	112·5	108·1	107·0	114·0	112·3	101·8	109·0
EDMONTON							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	108·3	100·3	104·9	100·0	99·8	100·3	102·8
December	109·1	100·3	104·9	104·3	103·9	100·2	103·8
1940—							
February	105·9	100·3	104·9	104·3	104·1	100·0	103·1
April	106·8	100·3	104·9	108·1	105·7	99·9	103·7
June	106·4	100·3	104·9	109·7	106·4	99·9	103·8
August	104·6	100·3	104·9	109·7	106·4	101·6	103·7
October	105·2	100·0	98·0	113·9	109·6	101·6	104·2
December	109·9	100·0	98·0	114·2	109·7	101·6	105·6
1941—							
February	108·2	100·0	98·0	114·7	110·4	102·5	105·5
April	108·1	100·0	98·0	115·0	113·1	102·2	105·7

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES IN CANADA—*Concluded*

August, 1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total
VANCOUVER							
1939—							
August	100·0	100·0	100·0	100·0	100·0	100·0	100·0
October	106·3	99·1	103·5	100·6	100·0	100·3	102·1
December	106·0	99·1	103·5	104·6	102·0	100·3	102·6
1940—							
February	106·1	99·1	108·8	104·6	102·1	100·2	102·9
April	106·0	99·1	108·8	108·1	103·9	100·2	103·4
June	104·5	99·2	108·8	109·3	104·0	99·6	103·0
August	105·8	99·2	108·8	109·3	103·6	101·0	103·7
October	105·6	99·4	108·8	111·2	105·3	101·0	104·0
December	109·0	99·4	108·8	111·4	106·9	101·0	105·3
1941—							
February	110·9	99·4	108·8	112·8	107·4	101·3	106·1
April	112·0	99·4	108·8	112·9	107·6	101·1	106·5

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Per	May 1914	May 1915	May 1916	May 1918	May 1920	May 1922	May 1926	May 1929	May 1933	May 1937	May 1939	May 1940	April 1941	May 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·1	23·8	25·1	36·7	39·3	29·8	29·4	36·3	21·6	26·9	27·9	28·5	31·9	32·3
Beef, round steak	lb.	.....	21·1	22·1	33·5	33·8	24·9	23·9	31·2	17·5	22·3	23·8	24·4	27·7	28·1
Beef, rib roast	lb.	.....	19·2	20·2	30·8	31·2	22·8	22·1	28·8	16·5	19·7	21·1	21·4	27·3*a*	27·3*a*
Beef, shoulder	lb.	16·2	16·4	17·0	26·3	25·2	16·7	16·0	22·5	11·8	14·8	16·1	16·5	19·0*b*	19·4*b*
Beef, stewing	lb.	.....	.....	.....	.....	21·1	13·0	12·4	18·0	9·6	12·2	13·4	13·8	15·7	15·9
Veal, forequarter	lb.	17·1	17·1	16·4	27·4	26·4	19·0	18·8	24·0	12·1	14·2	15·9	16·6	19·4	19·0
Mutton, hindquarter	lb.	20·8	21·4	23·3	34·9	36·2	28·7	30·4	31·5	21·4	24·0	24·5	29·2*c*	30·1*c*	30·6*c*
Pork, fresh, from ham	lb.	19·9	18·9	21·8	37·1	39·1	30·0	29·7	30·2	15·1	21·3	23·5	23·2	22·3	23·0
Pork, salt mess	lb.	18·5	17·6	18·4	34·2	35·8	26·1	27·7	27·1	14·6	19·9	21·0	21·5	20·4	20·2
Bacon, not sliced	lb.	25·7	24·9	28·4	50·0	54·4	40·8	42·0	38·2	19·9	28·6	30·5	29·7	28·5	29·0
Bacon, sliced	lb.	.....	.....	.....	.....	58·4	45·1	46·1	42·7	22·9	32·1	33·7	32·8	32·7	32·8
Fish, salt cod	lb.	.....	.....	.....	.....	24·4	21·5	20·9	21·4	17·4	17·7	18·0	18·8	20·0	20·1
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·1	19·7	20·5	20·9	16·3	17·0	17·3	18·2	19·8	19·8
Lard	lb.	18·6	17·6	19·5	36·0	38·5	22·0	24·6	21·9	12·8	16·8	12·0	11·0	10·3	10·2
Eggs, fresh	doz.	25·8	23·7	26·2	43·9	53·1	32·7	34·9	35·0	19·2	25·5	26·1*d*	26·8*d*	27·0*d*	26·4*d*
Eggs, cooking	doz.	25·1	22·6	24·4	34·8	48·3	30·5	31·0	30·7	15·4	21·4	22·0	22·6	23·5*f*	23·0*f*
Milk	qt.	8·9	9·1	8·5	12·0	15·0	12·1	11·8	12·2	9·1	10·8	10·9	11·0	11·5	11·5
Butter, dairy	lb.	27·6	32·4	32·1	48·1	65·5	38·7	40·0	44·2	24·0	27·2	23·3	27·7	34·7	32·9
Butter, creamery	lb.	32·7	37·3	36·8	53·4	72·5	45·5	43·6	48·4	27·0	30·8	26·1	30·5	38·8	34·9
Cheese, Canadian, mild	lb.	19·8	22·3	23·8	30·3	37·8	27·9	32·1*h*	33·9*h*	19·8*h*	22·6*h*	22·0*h*	25·4*h*	24·2	24·4
Bread, white	lb.	4·3	4·9	4·7	7·8	9·2	7·0	7·6	7·7	5·5	7·0	6·6	6·7	6·7	6·7
Flour	lb.	3·2	4·4	3·7	6·8	8·0	4·9	5·3	4·9	2·7	4·6	2·9	3·6	3·7	3·7
Rolled oats, bulk	lb.	4·3	5·3	4·7	8·0	8·3	5·5	5·8	6·3	4·6	5·8	5·0	5·4	5·2	5·2
Rice	lb.	5·8	5·9	6·5	11·0	17·1	9·5	11·0	10·4	7·9	8·2	8·1	8·9	9·3	9·4
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·6	19·2	16·3	15·5	11·7	13·3	10·5	12·9	13·7	13·7
Peas, canned, 2's	tin	.....	.....	10·6	20·2	21·2	19·1	17·6	16·0	11·7	12·2	10·4	11·7	12·0	12·1
Corn, canned, 2's	tin	.....	.....	10·5	23·9	21·5	17·1	16·3	15·9	11·5	12·4	10·4	11·3	12·4	12·7
Beans, dry	lb.	6·0	7·1	9·6	17·1	11·9	8·8	7·9	12·0	3·8	7·9	5·0	7·3	6·2	6·2
Onions	lb.	.....	.....	.....	.....	14·5	13·9	5·5	8·6	3·9	4·3	5·0	4·1	5·0	6·0
Potatoes	75 lb.	91·6	77·5	151·2	155·0	512·3	114·7	297·7	102·5	78·9	141·8	129·7	146·3	105·8	104·6
Potatoes	15 lb.	.....	.....	.....	.....	106·9	28·2	66·3	25·5	19·4	33·1	30·3	33·8	25·7	25·5
Apples, evaporated	lb.	12·9	11·6	14·3	22·4	29·2	23·5	20·1	21·3	14·9	15·7	15·3	14·9	14·9	14·8
Prunes, medium	lb.	12·9	13·8	12·9	17·7	27·6	19·2	15·8	13·5	11·2	11·7	10·7	11·7	11·5	11·6
Raisins, seedless, 16 oz	.....	.....	.....	.....	.....	26·0	27·7	18·3	15·6	17·1	16·9	16·7	16·8	16·7	16·7
Currants, bulk	lb.	.....	.....	.....	.....	31·0	23·8	18·7	19·6	16·3	15·3	14·9	15·5	14·8	14·9
Peaches, canned, 2's	tin	.....	.....	.....	.....	41·4	35·3	28·9	26·3	20·3	19·2	16·3	16·1	15·6	15·6
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	70·2	52·1	45·1	42·6	39·5	44·0	42·7	43·5	45·5	46·2
Sugar, granulated	lb.	5·5	8·0	9·3	10·8	21·7	8·0	7·9	7·3	7·8	6·5	6·4	7·1	7·9	8·5
Sugar, yellow	lb.	5·1	7·3	8·5	10·1	20·4	7·6	7·5	6·9	7·6	6·3	6·3	7·0	7·7	8·3
Tea, black	lb.	36·2	37·2	39·1	56·9	65·9	54·4	71·8	70·6	41·7	52·4	58·5	68·2	69·5	70·9
Coffee	lb.	37·6	39·1	39·6	42·9	60·4	51·5	61·5	60·6	39·7	35·4	33·8	45·2	45·9	46·6
Cocoa, ½ lb.	tin	.....	.....	.....	.....	.....	29·2	27·2	27·6	24·6	19·8	19·4	19·7	19·3	19·2
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·51	8·40	8·62	11·44	15·92	17·19	17·38	16·15	15·29	14·39	14·54	15·01	15·85	15·85
Coal, bituminous	ton	6·14	5·93	6·06	9·23	11·20	10·84	10·23	10·06	9·24	9·38	9·42	9·80	10·05	10·05
Coke	ton	.....	.....	.....	.....	.....	.....	13·76	12·83	11·70	12·22	11·89	12·41	12·80	12·77
Wood, hard, long	cord	6·55	6·71	6·70	10·78	12·72	11·86	12·34	12·26	9·89	9·52	9·51	9·80	10·20	10·32
Wood, hard, stove	cord	.....	.....	.....	.....	14·56	14·33	14·45	14·64	11·86	11·31	11·60	11·93	12·35	12·42
Wood, soft, long	cord	5·0*i*	4·96	4·91	7·95	9·71	9·29	8·97	8·82	7·37	7·24	7·14	7·19	7·59	7·63
Wood, soft, stove	cord	.....	.....	.....	.....	11·36	11·05	11·11	11·03	8·96	8·49	8·56	8·67	9·02	9·06

a Rolled. *b* Blade. *c* Lamb. *d* Grade A. *f* Grade B. *h* Kind most sold.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast, per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**32·3**	**28·1**	**27·3**	**19·4**	**15·9**	**20·0**	**19·0**	**30·6**	**25·2**	**23·0**	**19·1**	**20·2**	**29·0**	**32·8**
Nova Scotia (average)	**33·7**	**28·0**	**27·0**	**19·2**	**16·2**	**18·5**	**13·7**	**31·1**	**25·3**	**24·0**	**20·0**	**19·8**	**27·7**	**32·4**
1—Sydney	36·2	29·0	26·7	23·5	18·7	16	12	30·7	27·5	24	22·7	20·3	28	31·8
2—New Glasgow	34·2	28·8	30·2	20	16·2	18	15	32·3	26·7	23	20·5	19·3	28	32
3—Amherst	30·1	25·2	22·3	16	13·4	17·5	.....	28·5	21·5	.....	18	19	.....	33·5
4—Halifax	33·3	27·1	24·5	17·7	15·8	17	14	29	25·5	25	19	19·6	27	31·8
5—Windsor	34·3	29·3	30	19·7	17·7	20	.....	35	24·3	.....	20·3	20·6	.....	32·6
6—Truro	34	28·3	28	18·3	15·3	22·3	.....	.....	26	.....	19·3	20·2	.....	32·8
7—**P.E.I.**—Charlottetown	**31·5**	**25·5**	**26·0**	**18·2**	**16·1**	**18·3**	**12·0**	**30·0**	**25·5**	**22·0**	**20·5**	**19·1**	**30·0**	**32·0**
New Brunswick (average)	**36·3**	**27·6**	**26·8**	**17·5**	**14·4**	**18·3**	**19·5**	**32·1**	**24·7**	**26·0**	**18·7**	**20·7**	**27·8**	**33·3**
8—Moncton	33·5	27	24·8	17·1	12·9	19	22	31	25	27	19	20·1	30·5	34·7
9—Saint John	38·4	28·9	30·8	20·5	16·5	17·7	17	31·7	25·8	25	18·9	21·2	25	33·9
10—Fredericton	37·1	26·8	24·9	14·9	13·7	18·2	.....	33·7	23·2	.....	18·2	19·8	.....	33·8
11—Bathurst	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	21·6	.....	30·8
Quebec (average)	**30·2**	**27·5**	**24·8**	**18·0**	**12·6**	**17·7**	**16·8**	**28·6**	**21·3**	**19·8**	**17·1**	**18·7**	**26·7**	**30·2**
12—Quebec	32·3	30	24·3	20	11·4	16·6	11	27·4	16·8	16	15·8	17	.....	28·6
13—Three Rivers	30·8	26·7	22·9	17·7	14·3	18·3	.....	27·2	20·3	.....	17·8	18·1	.....	31·6
14—Sherbrooke	34·6	29·3	29·6	20·8	13·9	17·6	20	30·7	24·9	22	18·3	18·8	25	29·5
15—Sorel	30·2	26·7	22	15·6	12	16·5	.....	29·3	19·9	.....	15·1	18	.....	30·9
16—St. Hyacinthe	24·5	23·7	25·3	16·6	13	19·6	.....	24	20·1	.....	16·2	16·1	.....	30·5
17—St. Johns	35	30	26·5	18·2	11	17	.....	31·5	25·7	.....	19·5	20·1	.....	30·3
18—Thetford Mines	20·4	24·2	20	16·2	11·4	20	15	.....	18·2	15	16	19·1	25	29·2
19—Montreal	34·4	29·7	27·1	18·4	14·1	15·9	21	30·3	22·6	26	17·7	20·4	30	30·3
20—Hull	29·3	27·1	25·1	18·7	11·9	17·6	.....	28·4	22·8	.....	17·8	20·3	.....	30·9
Ontario (average)	**32·7**	**29·0**	**28·6**	**20·3**	**16·5**	**20·4**	**19·7**	**30·5**	**26·2**	**23·9**	**19·5**	**20·5**	**26·9**	**32·1**
21—Ottawa	34·7	30·3	32·6	21·9	15·8	17·5	17·5	30·1	24·4	23	18·6	19·9	27·5	32·2
22—Brockville	36·2	30·4	31·5	21	17	18·3	.....	34	23·7	.....	18·8	19·8	.....	31·6
23—Kingston	32·3	27·9	27·2	20	13·9	17	12	28·7	24·7	20	19	19·9	27	30·5
24—Belleville	28·5	26·2	27	20	14·2	20	19	31·2	23·4	21	17·6	18	25	31·6
25—Peterborough	32·8	29·4	29·8	20·4	17·3	21·7	18	29·9	26·6	22	20	20·2	27	32·5
26—Oshawa	31·6	28·3	27·2	19·6	17·2	20·2	25	29·6	26·4	22	18·7	19·1	27·5	32·1
27—Orillia	31	27·5	26·5	18·5	17	21	.....	33	25·5	.....	20	21	.....	30·2
28—Toronto	34·9	30·4	31·4	22·4	19·1	20·2	20	30·5	26·9	24	17·3	21·8	28	33·8
29—Niagara Falls	33·7	29·8	29	21	15·2	18·5	.....	29·7	25·7	.....	18·6	21·6	.....	31·3
30—St. Catharines	34·6	30·6	31·3	22·4	14·2	20·7	22	31·4	27	25	20·2	22·2	27	30·7
31—Hamilton	32·8	30·1	29·4	20·8	18·1	21·5	23	30·3	25·7	23	18·6	23·5	29	31
32—Brantford	32	28·7	27·5	20·5	15·2	20·4	18	30·2	27·1	20	20·6	18·8	27	32·4
33—Galt	31·5	29·7	29·3	22	20	22·3	23	31·3	27·2	27	21·7	.....	.....	33·4
34—Guelph	31·1	28·4	26·4	19·9	17·1	20	.....	30·5	24·9	.....	17·2	17·2	.....	30
35—Kitchener	30·8	29	27·9	19·6	17·1	20·8	.....	31·1	26·4	.....	18	18	.....	32·3
36—Woodstock	35·5	31	30·1	21·7	16·2	21	.....	30	27·5	.....	19·7	21·3	.....	30·8
37—Stratford	34·4	30	29·8	20·4	20	21·7	.....	29·4	28·4	.....	19·4	.....	.....	31·9
38—London	32·8	29·3	29·6	19·8	16·2	19·3	18	30·7	26·5	23	18·7	20·8	25	32·5
39—St. Thomas	33·2	29·2	30·4	21·6	16·2	23·6	24	28·4	26·9	24	20·5	17·7	30	32·3
40—Chatham	31·3	29·1	28·1	20·2	14·8	20·6	.....	29	26·8	.....	20·1	19·5	.....	32·3
41—Windsor	30·3	27·2	28·8	19·6	15·5	23·7	19	31	26·1	26·5	20·1	18·2	23	30·2
42—Sarnia	34·8	30	28·6	21·6	18·6	22·3	.....	31·5	26·6	.....	20·4	21·7	.....	34·7
43—Owen Sound	30·6	27·6	27·5	18·2	15·8	18·7	.....	27·2	24·8	.....	19·6	23·5	.....	31·1
44—North Bay	36	31·3	28·3	20·7	15·8	.....	.....	29·3	29·7	.....	23	21·4	.....	34·4
45—Sudbury	29	27	26·2	19·2	16·5	18·5	18	29·2	26·2	25	18·4	19·8	27	32
46—Cobalt	35	29·5	29	19	18·5	.....	.....	.....	27·5	.....	21	24	.....	33·2
47—Timmins	30·7	27	27·5	19·7	15·4	19·5	18	33·5	25·7	27	19·2	22	27	31
48—Sault Ste. Marie	31·4	28·1	26·3	18·7	15·6	18·2	18	29·8	23·9	23	18·1	19·7	27	30·6
49—Port Arthur	31·2	27·7	26·5	19·5	17·5	20	22	32	25·5	27	20·5	22·9	.....	35·1
50—Fort William	35	30·4	28·3	20·3	15·2	23·4	20	33	28·3	27	21·3	21·4	.....	34·5
Manitoba (average)	**31·2**	**26·2**	**27·3**	**19·2**	**15·7**	**19·0**	**18·0**	**29·0**	**25·6**	**21·3**	**18·9**	**18·3**	**34·0**	**35·3**
51—Winnipeg	31·7	26·4	26·2	19·1	16·2	18·7	16	28·5	26·2	22·5	20·4	18·3	33	34·8
52—Brandon	30·7	26	28·3	19·3	15·2	19·3	20	29·5	25	20	17·3	.....	35	35·8
Saskatchewan (average)	**26·3**	**22·8**	**22·2**	**15·7**	**12·6**	**17·4**	**16·4**	**28·9**	**22·3**	**19·0**	**15·7**	**19·5**	**32·5**	**33·0**
53—Regina	30·8	25·3	24·4	16·8	14·9	19·6	18	30·5	23·8	22	16·1	20	35	33·9
54—Prince Albert	18	18	16	13	10	15	15	.....	18	15	12	.....	33	33·8
55—Saskatoon	26·7	22·7	23·3	16·4	12·3	18·5	16·5	27·4	23·2	19	16·9	16·7	27	32·8
56—Moose Jaw	29·7	25	25·1	16·5	13·3	16·5	16	28·9	24·2	20	17·9	21·9	35	31·6
Alberta (average)	**30·1**	**26·3**	**25·5**	**18·2**	**15·0**	**17·9**	**17·7**	**29·8**	**25·1**	**19·5**	**18·4**	**18·7**	**28·3**	**34·4**
57—Medicine Hat	32·3	28·7	27·7	21	17·7	19	.....	30·7	25	.....	18·7	19	.....	35·4
58—Drumheller	31·5	29	25	19	12·2	12·5	20	28	26·5	20	18·5	20	30	30·6
59—Edmonton	27·1	22·7	23·8	15·6	13·4	18·4	.....	30·8	24·6	18	18·2	17·1	25	32·8
60—Calgary	31·5	27·3	28·6	18·9	16·8	21	16	32·5	26·2	20	19·6	20·2	28	38·9
61—Lethbridge	28	23·7	22·5	16·5	14·7	18·7	17	27	23·2	20	17	17·3	30	34·1
British Columbia (average)	**35·2**	**30·3**	**29·8**	**20·8**	**20·2**	**26·3**	**24·1**	**33·9**	**27·7**	**26·0**	**21·6**	**22·7**	**33·0**	**37·2**
62—Fernie	32·5	28	27·5	19	19	25	.....	33·5	25	.....	21	21·7	.....	34·2
63—Nelson	32·2	28·4	29·4	21·4	17·9	25·3	25	34·7	30	27	23·2	20·5	32	34·7
64—Trail	33·6	29·4	27·5	20·2	18·5	25·2	25	32·8	28·8	26	22·4	23·8	37	37·5
65—New Westminster	35·9	31·3	30·8	21·7	21·2	24	22	32·4	26·1	25	19·9	22·7	30	37·7
66—Vancouver	36·6	31·1	31·1	20·6	22·2	25·1	16	32·4	26·4	23	20·2	23·9	29	37·9
67—Victoria	40·5	33·6	33·1	22·8	22·3	28·2	28	36·2	28·5	25	21·3	20·8	35	37·8
68—Nanaimo	37·5	32·4	32·2	23·3	22·7	28·2	28	35·5	28·4	26	21·4	24	.....	40·4
69—Prince Rupert	32·7	28·3	26·7	17·7	17·5	29	25	33·3	28·3	30	23·3	23·8	35	37·5

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF MAY, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
54·9	**17·7**	**27·1**	**17·5**	**20·1**	**19·8**	**19·0**	**10·2**	**13·9**	**26·4**	**23·0**	**11·5**	**32·9**	**34·9**	
54·4	**13·7**	**28·6**	.....	**15·2**	**16·0**	**19·9**	**11·0**	**14·4**	**31·1**	**28·1**	**11·2**	**31·0**	**38·9**	
53·7	11	29·5	.....	15·1	15·5	19·5	10	14·4	32·4	30	13	32	37·8	1
52·9	15	30	.....	14·9	15	20·3	11·2	14·2	30	28·5	12	30	38·1	2
52·5	15	28	.....	15·3	15·5	20·4	10·6	14·2	29·9	25	10b	.....	40·2	3
57·6	14	28·7	.....	15·2	15	20	11·2	14·4	32·8	29	12	.....	39·3	4
53·7	15	27·5	.....	15·4	18	21·1	10·9	14·7	29·4	.....	10	.....	38·8	5
55·8	12	28	.....	15	17	17·9	12·2	14·7	31·8	.....	10	.....	39·2	6
56·4	**10·0**	**29·5**	.....	**14·7**	**16·4**	**18·9**	**11·2**	**14·3**	**25·9**	**22·3**	**9·0-10·0**	**35·0**	**37·3**	7
55·0	**14·6**	**29·5**	.....	**16·0**	**18·1**	**20·5**	**10·9**	**14·3**	**28·8**	**25·1**	**11·0**	**36·0**	**38·2**	
58·1	14	27	.....	15·7	16·9	20·9	10·4	14·8	30·1	27	11	37	39·4	8
57·8	12·7	33·3	.....	16·3	16·8	21·1	11·1	14·2	30·5	26·6	12	35	37·7	9
56·5	17	28·2	.....	16·4	18·6	19·9	11·7	14·6	28·1	24·7	11	.....	38·5	10
47·5	.....	.....	.....	15·5	20	19·9	10·3	13·5	26·6	22·1	10b	.....	37·2	11
55·2	**16·2**	**31·0**	**21·5**	**19·5**	**19·4**	**19·2**	**10·3**	**13·2**	**26·3**	**23·8**	**10·5**	**32·3**	**33·4**	
47·1	12	28·5	.....	15	17·2	19·4	10·3	13·1	26·7	23·9	12	33	34·2	12
55·2	18	35	.....	.....	16·8	18·5	10·2	13·4	26·3	24·4	11	.....	33·2	13
55·4	18	37·5	.....	21·7	22	18·9	10·7	13·6	28·7	25·8	11·1a	32	33·3	14
55	.....	.....	.....	.....	.....	19	10	12·3	23·9	22·1	9	.....	33	15
53·7	18	30	.....	20	20	19·7	10·8	13·4	24·6	22·2	9	.....	33·6	16
58·5	.....	.....	.....	.....	.....	18·3	10	13·4	27·2	24·2	9	.....	33·3	17
57·5	14	28	.....	.....	.....	18·6	11·1	13·4	22·7	20·8	9	30	34·1	18
57·2	17·1	29·9	21·5	21·4	22·4	20·2	10	13·2	29	25·7	12–13	34	33·4	19
57·5	.....	27·8	.....	.....	17·7	20·1	9·9	12·8	27·4	24·9	12	.....	32·9	20
54·7	**17·0**	**26·7**	**19·8**	**19·3**	**19·1**	**19·2**	**10·3**	**14·0**	**26·4**	**22·8**	**12·3**	**33·8**	**34·4**	
56·8	20	30·4	25	22	18·8	19·6	10·2	13·7	28·1	24·8	12	.....	33·8	21
56·9	.....	27·5	.....	20	21	18·1	9·9	14	25·7	22·8	12	.....	33·6	22
51·2	15·7	29·3	16·5	18·4	19·7	18·8	10·1	13·6	25·4	22·2	12	30	32·8	23
53·3	.....	24	17	20	18·3	20·1	10·3	14·3	25·6	22·7	12	31	34	24
51·1	19	27	.....	19·3	20	19·2	10·2	13·6	23·7	21	12	32	34·3	25
55·9	.....	.....	.....	20	18	19·3	10·4	14	26	22	12	.....	34·7	26
52·2	.....	.....	.....	.....	.....	19·4	10·2	14·2	22	.....	12	.....	34·5	27
57·1	17·2	31·5	17·1	.....	21·5	18·3	10·5	13·7	28·2	24·5	13	36	34·5	28
55·4	.....	.....	20	20·2	18·7	18·9	10·4	14·3	26·9	22·5	12·5a	.....	34·9	29
53·9	18	.....	.....	19	17	19	10·1	13·8	27·8	.....	12·5a	.....	35·1	30
55	19·5	30·7	24·1	.....	19·5	18·9	10	13·7	27·3	.....	12·5a	.....	34·3	31
51·8	.....	.....	18	18·8	.....	20	9·8	14·2	25·1	23·6	12	33·5	34·3	32
55·6	.....	.....	.....	.....	.....	19·4	9·9	14	25·2	22·2	12	35·5	34·3	33
54·2	.....	28·5	.....	20	18	18·9	9·8	13·8	24·9	19·6	12	.....	34·2	34
53·1	19·5	.....	19	17	22	19·5	10·1	14·1	25·4	22·6	12	.....	34·4	35
51·8	.....	.....	.....	.....	.....	18·7	9·9	13·9	22·7	18·7	12	.....	34·5	36
54·9	20	26·5	18	20	.....	19·2	10·1	14·2	24·8	21·5	12	.....	34·2	37
54·9	15	23	20·7	18·5	19	18	10·4	14	25·2	21·7	12	.....	33·7	38
55	12·5	26	23·5	19·2	.....	18·3	10·4	14·3	24·5	.....	12	34	35·7	39
54·3	.....	.....	.....	19	.....	18·7	9·8	13·8	24·3	19	12	.....	33·3	40
53·9	15	27	22·5	16	.....	18·9	10·3	13·6	25·7	.....	13	.....	33·4	41
55·9	.....	.....	.....	.....	.....	18·4	10·5	13·8	26·6	23	12	.....	34·3	42
51·9	.....	.....	.....	.....	.....	18·9	10	13·7	24	21·5	12	.....	35·3	43
55·3	.....	.....	.....	17·5	17	20·5	10·5	14·3	30	28	13	.....	35·2	44
52·3	.....	25	.....	23	18	19·9	10·9	14·1	29·5	26	13	.....	34·1	45
55·8	.....	.....	.....	20	.....	21	12·7	15·1	31·5	.....	13	.....	37·2	46
56·5	.....	25·2	18	19·5	21·7	20·7	10·7	14·4	29·9	26·8	14	.....	34·2	47
57·3	12	20	17·8	19·3	17·5	19	10·3	14·3	29·3	.....	13	.....	34·7	48
58·3	.....	.....	20	20	18	19·3	10·1	13·7	28·1	23·3	12	36	34·8	49
59·5	.....	26·2	19·2	18·2	19	19·3	9·9	13·6	29·5	24·3	12	36	34·9	50
56·0	.....	**27·5**	**16·4**	**23·3**	**18·2**	**18·6**	**9·5**	**13·1**	**23·4**	**20·5**	**10·5**	**32·0**	**32·9**	
57	.....	27	16·4	22·5	18·7	18·5	9·3	12·6	26	22·5	11	32	32·4	51
55	.....	28	.....	24	18·7	18·6	9·6	13·5	20·8	18·4	10	32	33·3	52
52·4	**24·5**	**25·7**	**10·9**	**23·8**	**22·0**	**18·2**	**8·7**	**13·3**	**22·4**	**19·0**	**10·8**	**26·2**	**32·3**	
55·2	24·7	27·6	11·3	25	21·8	18·4	9·2	13·4	24·3	19·7	11	.....	32·2	53
51·7	.....	24	.....	.....	.....	17·7	8·2	12·6	19·4	17·4	10	25	33	54
49·3	23·8	25·6	9·3	21·3	19·2	18·8	8·9	13·4	23·2	19·5	11	25·5	31·7	55
53·4	25	25·7	12	25	25	17·8	8·6	13·6	22·5	19·2	11	28	32·5	56
52·8	**23·5**	**26·1**	**13·6**	**23·9**	**23·6**	**18·6**	**8·9**	**13·9**	**22·2**	**18·5**	**10·8**	**27·7**	**34·0**	
51·6	26	27·7	.....	25	25	17·8	9·4	14·7	21·3	17·7	11	.....	34·5	57
55·8	25	26·7	14	24	24	19·7	8·9	14·1	21·4	17·8	10	30	35·8	58
50	22	25	15·2	23	22	19·2	8·8	13·8	22·9	19·4	11	25	32·9	59
52·2	21·7	25·5	13·1	23·2	24·3	18·4	8·8	13·2	24·1	19·4	11	28	33·6	60
54·6	23	25·4	12	24·2	22·7	18	8·8	13·8	21·3	18·3	11	.....	33	61
58·0	**18·7**	**23·6**	**16·0**	**25·4**	**23·3**	**17·7**	**10·4**	**13·9**	**27·4**	**24·9**	**11·7**	**37·7**	**35·9**	
52·5	25	27·5	13	25	24·3	17·4	9·4	13·3	26·8	22·6	11	.....	35·8	62
61	24·2	27·5	20	26·7	25	19·3	10	15	25	22	12·5a	35	34·8	63
60·7	23·5	26·7	15	25·6	25·5	15·2	10·7	15	27·1	.....	12·5a	35	36·2	64
58·6	15·8	20	.....	23·3	21·3	16·8	10·3	13·4	27·3	.....	10	38	35·6	65
60·6	14·8	20·1	.....	23	21·6	17	10·4	13·1	27·5	25·5	10	36	35·1	66
58·4	14·7	23·6	.....	24·2	24·4	18·4	10·7	13·3	27·5	25	12	39	35·4	67
58·3	16·5	23·5	.....	.....	.....	19·7	10·1	13·8	27·3	26·5	11a	.....	38·2	68
54·2	15	20	.....	30	20·7	18	11·6	14·4	31	27·5	14·3a	43	36·2	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables				Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**24·4**	**6·7a**	**17·9**	**3·7**	**5·2**	**9·1**	**9·4**	**13·7**	**12·1**	**12·7**	**11·0**	**6·2**	**6·0**
Nova Scotia (average)	**24·6**	**7·1**	**19·1**	**4·0**	**5·2**	**9·7**	**8·5**	**14·9**	**12·0**	**13·8**	**12·0**	**6·0**	**6·4**
1—Sydney	24·2	6·7–7·3	19·3	3·9	5·1	9·5	8·5	14	11·5	12·5	12·5	5·4	5·8
2—New Glasgow	25·2	6·7–7·3	18·9	4	5·1	9·7	8·5	14·5	11·5	13	11·5	5·2	6·1
3—Amherst	23	7·3	19	3·9	5	10	7·8	14·7	11·7	13·9	12·2	5·7	6·6
4—Halifax	24·5	6·7–8	19·1	4·1	5·5	9·4	9·8	15	12	14	12·5	6·5	6·4
5—Windsor	23·9	7·3c	18·6	4·1	5·2	9·4	8·8	15	12·7	14·2	11·7	6·9	7·6
6—Truro	27	6·7	19·5	4	5·2	10	7·7	15·9	12·5	14·9	11·7	6	5·6
7—**P.E.I.**—Charlottetown	**23·8**	**7·3**	**18·8**	**4·0**	**5·3**	**9·9**	**8·6**	**14·6**	**13·2**	**13·5**	**11·7**	**5·8**	**7·2**
New Brunswick (average)	**24·4**	**7·5**	**18·3**	**4·0**	**5·3**	**9·7**	**9·4**	**14·7**	**12·5**	**13·8**	**12·1**	**6·1**	**6·4**
8—Moncton	24·4	8	19·4	4·1	5·3	9·8	10·1	14·8	12·6	14·9	11·5	5·9	6·3
9—Saint John	25·2	6–7·3	19·4	3·8	5·5	9·8	9·9	14·7	11·8	13·6	12·5	6·3	6·1
10—Fredericton	23·8	7·3	17·1	4	5·5	9·6	9·8	14·7	12·5	13·8	11·5	6·3	7·1
11—Bathurst	24·1	8	17·4	4	4·8	9·7	7·8	14·4	13·2	12·9	12·8	5·9	6·1
Quebec (average)	**22·1**	**5·3**	**15·5**	**3·9**	**5·2**	**9·7**	**9·0**	**12·5**	**12·2**	**12·6**	**10·6**	**5·6**	**5·4**
12—Quebec	23·5	5–8b	17·7	3·9	5·2	9·7	10	13·8	12·3	12·9	10·6	6·1	5·1
13—Three Rivers	22·2	5·3	14·4	4·1	5·5	10	8·9	12·9	12·2	12·4	10·4	5·2	5
14—Sherbrooke	22·8	5·3	13·5	3·8	5·1	9·7	9·4	12·9	12·7	13·9	10·4	5·4	5·9
15—Sorel	21·4	4·7	14·6	3·6	4·7	9·6	7·2	11·8	11·7	11·9	10	5·4	4·8
16—St. Hyacinthe	21·5	4	16·1	3·9	5·4	9·8	9·6	11·4	13·7	11·9	10·4	5·5	5·5
17—St. Johns	21	4·7–5·3	16·3	3·8	5·4	9·7	9·2	12·1	12·6	13·3	11·5	5·1	5·7
18—Thetford Mines	22·4	5·3	14·1	4	5·1	9·8	8·1	12·6	12·2	11·9	10·8	5·2	5·8
19—Montreal	22·5	5·3–6·7	16·1	4·1	5	9·3	9·4	12·4	11·8	12	10·8	5·8	4·9
20—Hull	21·8	5·3–6·7	16·4	3·9	5·1	9·5	9·1	12·5	10·8	12·8	10·3	6·7	5·5
Ontario (average)	**23·8**	**6·2**	**16·5**	**3·5**	**5·1**	**8·8**	**9·7**	**13·4**	**11·5**	**12·2**	**10·8**	**5·9**	**5·9**
21—Ottawa	22·8	6·7	16·4	3·9	5	9	9·9	13	11·9	13	11·2	5·9	6·1
22—Brockville	22·4	6	13·7	3·8	5	8·9	10	13·3	11·7	13·2	11·2	6·3	6·3
23—Kingston	23·7	5·3–6·7	14·9	3·7	4·9	9·1	9·2	12·9	11·1	12·5	10·5	5·8	5·6
24—Belleville	22·3	5·3–6·7	15·9	3·4	4·9	8·7	9·6	13·2	11·6	12	10·9	5·9	5·4
25—Peterborough	23·9	5·3–6·7	16·4	3·3	4·9	8	9·5	13·5	11	11·6	10·2	5·5	5·3
26—Oshawa	23·9	5·3–6·7	17·5	3·2	5	8·5	9·3	13·3	11·1	12·7	10·5	6	5·6
27—Orillia	24·6	5·3	14·9	3·2	5	9	9·4	13·7	12·7	12·4	12·6	5·7	5·8
28—Toronto	22·8	6·7	17	3·4	4·9	8·5	9·3	12·8	10·7	12·1	10·8	5·7	5·7
29—Niagara Falls	24·4	6	16·7	3·6	5·1	8·8	9·8	12·8	11	12·2	10·1	6·6	5·2
30—St. Catharines	23·8	6·7	15·3	3·5	4·8	8·6	9·3	12·6	11·5	12	10·9	7·4	6·3
31—Hamilton	23·9	6–6·7	16·5	3·3	5	8·7	9·6	12·7	11·2	12·1	10·6	5·7	5·9
32—Brantford	25·4	6–6·7	17·4	3·5	5	8·7	10	13·8	11·5	12·1	10·3	6	5·5
33—Galt	24·8	6·7	17·4	3·3	4·9	8·4	10	13·7	11·4	12·4	10·3	5·3	5·7
34—Guelph	23·6	6	17·3	3·1	4·8	8·6	9·8	13·3	10·9	12·2	9·3	6	6·5
35—Kitchener	25·1	6–6·3	16·1	3·4	5	8·4	10·2	13·9	11·1	12·5	10·8	6·1	6·2
36—Woodstock	22·7	6	15·6	3	5	8·7	9·8	13·8	11	12·2	9·4	5·8	5·2
37—Stratford	23·4	5·3	16·4	3·2	4·9	8·9	10·1	13·1	10·7	10·9	10·9	6	5·5
38—London	22·4	6·7	17·8	3·1	4·9	8·6	9·6	13·4	10·7	11·9	10·7	5·6	5·6
39—St. Thomas	23·9	5·3–6·7	19·3	3·3	5	9·6	10·2	13·9	11·4	11·7	11·1	6	5·7
40—Chatham	24·2	5·3	17	3·6	4·9	8·5	9·5	13·6	12·2	13	10·8	5·5	5·2
41—Windsor	23·3	5·3–6·7	15·8	3·6	5	8·3	9·4	13	10·5	11·5	11·2	5·1	5·6
42—Sarnia	24·2	6	16·6	3·1	4·9	9	9·4	13·9	11·7	12·2	11·5	6·2	5·2
43—Owen Sound	23	5·7	17	3·2	5	9·1	9·4	13·1	11	11·8	10·1	5·1	5·1
44—North Bay	25·2	6–6·7	15·2	4	5·5	9·7	9·7	13·7	11·7	12·2	12	6·2	5·6
45—Sudbury	23·2	6·7	14·8	3·9	5·6	8·8	9·3	13·2	11·8	12·9	11·2	6·2	6·9
46—Cobalt	25·5	6·7	15	4·1	5·2	9·5	9·8	14·9	13·1	13·6	13	5·7	6·5
47—Timmins	24·3	6·7	16	4	5	9·6	10·3	13·7	12·5	12·4	11·8	5·7	8·3
48—Sault Ste. Marie	23·9	6·7	16·9	3·8	5·2	9·3	9·8	14·2	12·2	13·1	11·3	6·7	6
49—Port Arthur	24·2	6–6·7	20·7	3·8	5·4	9·2	9·8	12·6	11·4	11·4	9·4	5·8	6·3
50—Fort William	24·4	6–6·7	17·5	3·7	5·2	8·6	9·3	13·4	11·8	11·5	10	6·1	6·7
Manitoba (average)	**25·4**	**7·0**	**16·5**	**3·8**	**5·3**	**8·9**	**9·8**	**14·5**	**12·5**	**12·4**	**10·9**	**6·8**	**5·6**
51—Winnipeg	25·2	6·4–8	15·6	3·7	5	8·8	9·6	14·3	12·3	12·3	11·7	6·7	5·1
52—Brandon	25·6	6·4–7·1	17·3	3·9	5·5	9	10	14·7	12·6	12·4	10·1	6·9	6
Saskatchewan (average)	**25·1**	**6·9**	**19·9**	**3·8**	**5·5**	**8·9**	**9·9**	**15·0**	**13·2**	**13·2**	**10·8**	**6·6**	**6·0**
53—Regina	25·5	6·4–7·2	19·7	3·8	6·2	9	10·1	15	13·4	13·2	11·6	6·7	6·5
54—Prince Albert	25	6·4	20	3·8	5·5	8·7	9·7	15·4	13·7	14	9·6	7	6·4
55—Saskatoon	24·8	7·2	21·3	3·8	5	8·7	10·4	14·9	12·9	13	11·1	6·1	5·7
56—Moose Jaw	25	7·2	18·7	3·6	5·2	9	9·5	14·8	12·8	12·6	10·7	6·6	5·2
Alberta (average)	**26·3**	**7·8**	**20·4**	**3·8**	**5·3**	**8·7**	**10·0**	**14·3**	**12·6**	**12·8**	**11·1**	**6·3**	**6·2**
57—Medicine Hat	25·7	8	21·7	3·7	5	8·5	10·2	14·6	12·1	12·3	11·4	5·6	6·1
58—Drumheller	25·3	7·1–8	22·2	3·8	5	8·4	10	14·8	13·2	13·3	11·2	6·2	6·4
59—Edmonton	25·7	7·2–8	18·9	3·8	5·1	8·8	9·2	14·3	12·4	12·5	11·4	6·6	6·1
60—Calgary	27·3	8	19·9	3·8	5·3	8·8	10·1	13·4	13	13·1	11·5	7	6·3
61—Lethbridge	27·3	8	19·5	3·9	5	8·9	9·4	14·6	12·4	12·6	9·9	6·2	6
British Columbia (average)	**26·9**	**8·6**	**22·3**	**4·0**	**5·6**	**9·2**	**8·9**	**14·0**	**13·3**	**13·2**	**11·0**	**7·9**	**7·0**
62—Fernie	26·3	8c	21·2	4·1	5·7	9	9·4	14·1	13·2	12·9	9·8	8·1	6·5
63—Nelson	24·7	9	23	4·1	.....	8·7	9	14·3	15·3	14·7	.....	9·7	9
64—Trail	26	9	21·5	3·9	5·5	9·2	9·7	13·4	12·8	13·8	11·2	8·5	9
65—New Westminster	27	8·3–8·8	22	4	6	9·1	7·7	13·7	13·7	13·6	11·6	6·4	6·4
66—Vancouver	26·9	8·3–8·8	21·2	3·8	5·2	8·8	8·5	13·3	11·7	11·6	10·7	6·5	5·5
67—Victoria	27·3	8	21·8	4·1	5·8	9·2	8·7	14	12·5	12·6	10·8	8·3	6·5
68—Nanaimo	29·1	8	22·4	3·8	5·3	9·4	9·2	14·4	13·6	12·5	11·4	7·8	6·3
69—Prince Rupert	28	9–10	25	4·2	6	10	9·2	15	13·6	14·1	11·2	8	6·6

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF MAY, 1941

Potatoes (d)		Apples												
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar† (f)	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·046	**25·5**	**24·8**	**14·8**	**11·6**	**16·7**	**14·9**	**10·1**	**31·6**	**32·2**	†	**15·6**	†	**46·2**	
·968	**23·8**	**22·4**	**13·5**	**12·8**	**16·2**	**14·8**	**10·2**	**37·2**	**39·4**	**33·6**	**15·8**	**30·5**	**49·9**	
·987	24·4	30	13	12·1	15·6	15	12·4	39·7	43	32·1	15·8	29·5	49·5	1
1·064	25·1	25	15	14·7	15·7	14·7	10	36·6	38·5	33·5	15·1	30·8	48·6	2
·793	20	.....	.....	12·8	16·4	13·3	9·7	35·7	39·1	32·5	15	31·1	52·5	3
1·036	25·2	19·6	12·5	12·7	17·3	17·7	9·7	35·5	36·6	33·8	15·9	30·8	50·2	4
·964	23·2	15	.....	11·7	16·8	14	9·3	37·4	40·6	34·6	15·4	31	49·5	5
·964	25	22·5	.....	12·7	15·2	14	10	38·2	38·3	35	17·6	30	49·3	6
·684	**16·8**	**29·5**	**14·0**	**13·1**	**17·4**	**14·3**	**10·9**	**38·7**	.....	**34·0**	**16·8**	**30·4**	**51·9**	7
·774	**21·1**	**22·5**	**15·5**	**12·3**	**16·1**	**14·9**	**9·9**	**37·6**	**37·5**	**34·4**	**15·6**	**32·3**	**50·4**	
·82	20·2	22·4	13	13	16·8	15	9·5	36·3	33·7	35·8	16·4	32·7	51·1	8
·837	21	22·6	18	12·3	15·5	14	9·1	37·7	38·5	34·5	15	31·4	50·4	9
·70	23·2	.....	.....	12·3	15·9	15·3	10·1	35	39·1	34·3	15·1	31·3	51·2	10
·737	20	.....	.....	11·4	16·1	15·2	10·9	41·5	38·7	33·1	15·9	33·6	48·7	11
·737	**19·5**	**26·0**	**13·0**	**12·0**	**17·1**	**14·3**	**7·9**	**31·3**	**31·8**	**30·8**	**15·2**	**30·3**	**45·3**	
·674	18·7	.....	.....	12·5	17·7	15·4	8·2	32	33·2	31·2	16·1	29·8	48·3	12
·681	18·7	25	.....	11·9	16·4	14·2	7·6	30·4	35	31·8	16·1	30·1	46·4	13
·786	18·9	25	12	13·1	18	14·6	7·9	28·9	32·7	30·3	15·3	32·2	45·6	14
·661	17·8	.....	.....	11	15	13·6	8·2	32·8	33·6	30·9	14·5	28·1	45·8	15
·735	18·9	25	.....	12·3	17·6	14·4	7·5	36·3	32	32·4	15	29·4	44	16
·639	18·1	27·7	.....	11·7	18·2	14·4	7·3	30·8	32·8	30·7	15·1	31·7	44·8	17
·808	22·2	35	.....	11·9	18	13·7	8·3	34·1	34	30·9	15·3	33·8	46·1	18
·852	20·4	21·7	14	11·5	16·9	13·8	7·9	28·8	25·2	29·7	14·6	28·8	43·6	19
·795	21·4	22·9	.....	11·8	16·1	14·8	8	27·9	27·8	29·7	14·9	28·8	43·4	20
1·153	**27·4**	**25·0**	**13·0**	**11·5**	**16·5**	**15·2**	**9·0**	**30·8**	**31·4**	**30·6**	**14·9**	**27·7**	**44·0**	
·895	23·8	26·3	.....	11·3	15·9	15·5	8·4	28·8	27·7	29·9	15	27·4	43·9	21
1·015	25·6	25	.....	11·7	17·5	14·7	8·7	29·7	33·9	31·3	14·9	26·7	44·4	22
1·088	25·4	22·9	12·5	11	16·4	15	8·9	29·1	30·6	30	15	26·3	43·7	23
1·136	26·2	21·3	10	11·3	16·7	14	8·5	30·9	30·5	29·7	15·8	26·6	42	24
1·064	24·7	25·8	.....	11·1	15·4	14·5	8·9	30·4	30·3	29·8	15·6	26·3	41·6	25
1·117	25·5	22·5	.....	12·5	17·7	14·9	8·6	29·5	30	30·5	14·9	27·5	45·1	26
1·10	26·2	22	.....	11·2	16·1	14·9	9·2	29·5	27·5	30·7	15	28·2	43	27
1·163	26·8	23·8	.....	10·5	16·4	14·5	8·3	29·6	28	28·5	13·9	26·3	42·7	28
1·209	27·8	20	.....	10·4	17·2	15	9·4	30·6	31·7	29·5	14·5	28·4	45·1	29
1·142	26·9	.....	.....	11·8	16·4	15·4	9·2	30·5	31·2	28·7	13·8	27·2	43·2	30
1·09	26·9	26·6	.....	11·5	16·9	14·6	8·5	32·1	29·5	29·2	14·3	25·8	42·8	31
1·148	26·3	21·3	.....	13·5	15·3	14·7	8·5	32·1	29·4	29·3	14·5	26·9	43·1	32
1·186	27·7	21·9	.....	11·3	16·3	14·7	8·9	31·4	30·9	28·4	14·4	26	42·3	33
1·118	26·2	27·9	.....	11·7	15	14·7	8·4	29·5	28·2	30·3	14·5	27·3	42·5	34
1·109	26·9	24·3	.....	11·1	16·7	15·4	8·8	29	29·7	30·1	14·8	26·6	43·1	35
1·207	26·1	19·2	.....	11·4	16	14·7	8·6	33·7	30·5	29·5	15·2	26·7	44	36
1·075	26·2	30	.....	10·8	17·1	14·9	7·8	28·7	31·7	30·3	15·4	28	43·2	37
1·131	25·6	23	.....	11·3	16·7	14·3	8·1	31·1	29·9	29·1	14·7	26·3	43·2	38
1·246	28·1	20·1	.....	11·8	16·9	15·1	8·7	33·5	35·3	30·7	16	27·9	43·2	38
1·08	25·1	32·7	.....	10·8	16·4	14·3	7·7	27·6	28·7	29·3	15·5	25·7	41·4	49
1·217	25	21·9	.....	10·8	15·3	14·8	8·3	27·6	25·1	28·4	14·4	26·8	41·7	40
1·071	25·7	.....	.....	10·7	16·8	15·8	8·8	32·7	29·7	31·6	15	26·8	42·4	41
1·142	27·7	25	.....	11·4	14·6	15	8·5	32·8	33·7	30·4	14·5	28	43·7	42
1·23	32·7	25	.....	12·2	15·8	15·7	8·9	33·1	33	32·8	16·6	30	46·4	43
1·119	27·9	28·3	.....	11·4	16·1	17·4	9·6	28·3	32·8	31·7	15·1	29·3	45·9	44
1·275	35·1	.....	.....	12·3	18	17	10	35	37·6	34·2	16·8	30·8	49·5	45
1·283	32·9	.....	15	13·2	17	15·8	11	32·2	35·8	32·6	15·4	31	47·4	46
1·263	28·5	30·6	18	12·1	17·2	15·6	11·3	33	36	32	15·1	28·6	45·4	47
1·342	31·2	32	12·5	11·8	17·1	17·8	10·8	32·2	36·2	34·5	13·7	30·7	46·7	49
1·325	31·6	30	10	10·9	17·6	16·3	11·5	30·9	35·6	34·5	13·5	31·6	47	50
1·034	**26·0**	.....	**14·0**	**11·2**	**16·6**	**15·5**	**11·5**	**30·4**	**31·0**	**61·1**	**15·1**	**50·2**	**43·9**	
1·095	27·2	.....	13	11	17·7	14·9	10·7	29·2	30·3	58·9	14·5	48·5	43·2	51
·973	24·8	.....	15	11·4	15·5	16	12·3	31·5	31·7	63·2	15·7	51·9	44·6	52
1·083	**26·2**	.....	**14·7**	**12·1**	**15·7**	**15·2**	**12·2**	**30·4**	**30·0**	**61·7**	**16·7**	**51·9**	**49·7**	
1·11	27·3	.....	15	12·1	17	14·6	12·5	28·7	29	62·2	16·2	52	48·7	53
1·231	27·5	.....	15	12·7	16	16·4	13	35	33·2	63	17·4	52·2	51·4	54
1·04	25·2	.....	14·6	11·7	15	15·1	12·1	28·9	29·2	61·7	16·1	51·6	48·8	55
·951	24·6	.....	14	11·9	14·8	14·5	11	29	28·7	60	17·2	51·7	49·7	56
·791	**22·3**	.....	**17·8**	**11·0**	**17·5**	**15·1**	**13·6**	**28·6**	**28·5**	**59·3**	**17·2**	**49·8**	**48·1**	
·80	20·8	.....	.....	11·2	17·7	15·4	13·4	26·7	25·7	59	17·5	52	48·8	57
·925	24	.....	17	11·3	18	15·3	14·3	28·8	30·8	62·5	18·1	51·7	50·7	58
·693	18·7	.....	15	11	16·5	14·5	13·7	30·4	29·9	56·1	16·3	47·7	46·5	59
·875	26·7	.....	20	11·2	17·1	15·1	13·6	28·3	30·8	58·3	16·6	49·3	46·3	60
·66	21·4	.....	19	10·4	18·2	15·2	13·2	28·8	25·2	60·4	17·3	48·5	48·4	61
1·373	**30·8**	.....	**17·0**	**10·7**	**17·7**	**14·1**	**12·8**	**29·8**	**31·8**	**58·7**	**16·6**	**48·9**	**47·2**	
·70	19·1	.....	.....	12·4	19·2	15·4	14	31·2	33	62·4	17·8	54	50	62
1·525	32·5	.....	.....	10·8	16·7	15	15	31·7	37·7	65·3	19	54	56·7	63
1·484	26	.....	.....	11	18·4	14·7	14	29·2	35·7	61·8	18·5	53·8	49·4	64
1·432	32·2	.....	17	10	18	13	12	25	27·5	54	15	45·5	44·5	65
1·361	32	.....	16	9·9	15·8	13	10·8	27·6	26·5	53·7	14·8	43·8	42·4	66
1·445	34	.....	.....	11	17·6	12·6	11·8	30·7	31·2	56·7	14·9	45·1	44·3	67
1·483	33·2	.....	15	10	18·1	14	11·7	31·3	31·2	55·7	15·7	45·1	43·4	68
1·556	37·5	.....	20	10·8	18	15	13·1	31·7	31·7	60	17	50	46·7	69

f. Formerly raspberry jam. † Ontario and east, 32 ounce jar with pectin; Manitoba and west, 4 pound tin, pure.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	8·5	8·3	46·6	70·9	19·2	15·7	4·2	12·4	4·9	15·848b	10·051
Nova Scotia (average)	8·3	8·1	54·7	70·0	19·2	10·0	4·2	12·5	5·0	17·250	8·190
1—Sydney	8·2	7·9	53·1	69·9	19·6	10	3·4	11·8	5	.....	7·15– 7·50s
2—New Glasgow	8·1	8·1	57·6	69·8	20·3	10	4·4	13	5	.....	6·75– 7·00s
3—Amherst	8·3	7·9	53·8	70	17·8	.....	4·3	12·4	5	.....	6·75– 9·25
4—Halifax	8·5	8·3	51·4	70·2	21·5	10	4·7	12·8	5	17·25	9·00–10·75
5—Windsor	8·3	8·1	55	70	16·6	.....	4·1	12·2	5	.....	.....
6—Truro	8·2	8	57·5	70	19·4	.....	4·4	13	5·2	.....	7·75–10·00
7—P.E.I.—Charlottetown	8·6	8·1	53·9	69·5	18·0	15·0	3·5	13·0	4·9	17·400	9·650–10·400
New Brunswick (average)	8·6	8·4	53·4	69·7	19·7	10·0	4·2	12·2	4·9	16·500	10·688
8—Moncton	8·9	8·5	55	69·6	19·9	10	4·5	11·9	5	g	10·00–10·50g
9—Saint John	8·3	8	49·8	70	19·3	10	4·5	12·4	5	16·50	12·00–13·00
10—Fredericton	8·6	8·5	52·9	69·7	18·2	.....	3·6	12	5	.....	10·00–11·00
11—Bathurst	8·7	8·4	55·8	69·4	21·3	.....	4·2	12·3	4·7	.....	9·50
Quebec (average)	8·0	7·8	46·1	75·5	20·2	14·8	4·3	11·4	5·0	15·836*	9·775*
*12—Quebec	8·2	7·9	45	79·7	18·5	15	4·1	12·4	5	15·00	10·50
*13—Three Rivers	8·3	7·9	47·1	78·7	21·7	.....	4·2	11·1	5	15·50	8·50– 8·75
*14—Sherbrooke	8	7·8	43·4	74·4	18·4	15	4·3	11·4	5	16·50	10·00–11·75
*15—Sorel	7·9	7·5	49	72·8	19·5	.....	4·4	10	4·9	15·25–15·50	8·00– 9·00
*16—St. Hyacinthe	7·9	7·8	42·6	77·5	21·1	.....	4·8	10·8	5	15·25	9·00–10·50
*17—St. Johns	8	7·9	45·8	72·8	21·4	.....	4·6	12·3	5·2	15·00	10·50
*18—Thetford Mines	7·9	7·5	46·7	73·1	18·8	15	4·2	11·7	4·6	18·00	11·00
*19—Montreal	7·9	7·7	47·8	77·9	20·2	14	3·8	11·3	5	16·00	8·00– 8·50
*20—Hull	8·3	7·9	47·7	72·3	22	.....	4·2	11·5	5	15·90	9·00–10·95
Ontario (average)	8·4	8·3	45·5	72·2	18·8	13·5	4·1	12·0	4·9	15·627	11·210
21—Ottawa	8·3	8·	45·7	71·2	18·4	18·5	4·4	11·1	5	15·90	10·45
22—Brockville	8·2	7·9	43·4	69·3	20·7	.....	4·4	10·4	4·9	15·00	8·00– 8·50
23—Kingston	8	7·9	44·6	71·6	18·3	13	4·3	11·9	5	15·50	8·50– 8·75
24—Belleville	8·5	8·2	47·4	70·3	17·9	10	4·1	12·1	5·1	15·00	9·50–12·50d
25—Peterborough	8·5	8·5	48·1	71·3	19·1	15	4·1	11·7	5·1	16·00	10·50–14·00d
26—Oshawa	8·4	8·3	51·4	69	19·2	12	4·1	11·5	5·1	15·50	9·50–13·50d
27—Orillia	8·5	8·5	50	70·2	18·2	.....	4·4	11·2	5	16·00	9·75–13·50d
28—Toronto	8·2	7·9	45·9	71	17·8	12	4	11·4	4·7	13·75	11·25
29—Niagara Falls	8·6	8·4	42·3	71·4	17·4	.....	4	12·8	4·8	14·00–14·50g	8·00–11·50g
30—St Catharines	8·6	8·2	44·4	71·5	17·8	11·3	4·2	12·2	5	14·90g	8·00–13·50g
31—Hamilton	8·1	8·1	41·8	73·2	18·6	10	4·2	11·1	4·7	14·50	10·25–11·25
32—Brantford	8·3	8·3	50·1	76·2	18·6	12·5	4·1	11·3	5	15·50	9·50–13·25d
33—Galt	8·6	8·4	45·6	68·4	17·8	10	4·1	11	4·8	15·25	10·50–13·00d
34—Guelph	8·2	8·1	42·9	74·5	17·8	.....	3·7	11·8	4·7	15·50	9·50–13·00d
35—Kitchener	8·4	8·3	41·4	74·4	18·8	.....	3·8	11·9	4·7	15·50	9·00–13·00d
36—Woodstock	8·5	8·4	47·6	70·5	17·5	.....	3·4	11·6	5·1	15·50	9·00–13·50d
37—Stratford	8·4	8·3	46·5	72·4	19·4	.....	4	12·4	4·8	15·25	8·50–12·50d
38—London	8·3	8·3	43·7	74·7	17·5	12·5	3·8	10·7	4·9	15·25g	11·50–12·50g
39—St. Thomas	8·4	8·4	45·8	73·9	19·2	10	4·3	12·5	5	15·00g	9·50–12·50g
40—Chatham	8·5	8·1	42·8	73·3	17·6	.....	4	11	4·8	15·00g	9·00–11·50g
41—Windsor	8·3	8	40	70·2	18·2	15	3·8	10·7	4·5	15·00g	9·50–11·50g
42—Sarnia	8·7	8·6	44·6	76·6	17·1	.....	3·7	12·7	4·9	15·50g	8·50–10·00g
43—Owen Sound	8·4	8·3	50·1	73·4	19·8	.....	4·6	11·6	4·9	15·50	8·50– 9·00
44—North Bay	8·9	8·6	51	76·2	18·2	.....	4·8	13·7	4·9	16·50	14·00
45—Sudbury	8·7	8·4	43·1	70	20·6	15	3·9	13·3	4·9	17·00	11·00–14·50d
46—Cobalt	8·8	8·7	47	75	21	10	4·8	13·7	5	18·25	13·00d
47—Timmins	8·9	8·6	45·8	72·5	20·8	18	4·5	14	4·8	19·00	12·50–16·50d
48—Sault Ste. Marie	8·5	8·3	45·5	75·7	20·8	16·3	4·1	13·2	4·8	16·00	9·50–12·25d
49—Port Arthur	8·5	8·3	45·2	69·4	19·3	20	3·7	12·3	4·9	16·00	12·25–14·00d
50—Fort William	8·2	8	42·2	67·9	20·1	15	4·2	11·9	4·8	16·00	12·25–13·75d
Manitoba (average)	8·9	8·8	42·6	66·2	18·5	14·0	3·8	12·7	5·1	19·000	9·050
51—Winnipeg	8·7	8·7	41	65·8	18·6	13	3·9	12·1	5·2	19·00	6·25–13·75h
52—Brandon	9	8·9	44·2	66·5	18·3	15	3·7	13·3	5	.....	5·00–11·20h
Saskatchewan (average)	9·4	9·3	43·3	67·3	19·9	19·5a	3·6	14·0	5·0	.....	8·469
53—Regina	9·2	9·5	41·8	67	18·8	15	3·3	13·5	5	.....	5·25–12·50h
54—Prince Albert	9·7	9	43·2	69·6	22·7	22·5	3·4	14·5	5	.....	8·75– 9·75h
55—Saskatoon	9·4	9·5	43	65·4	19·9	20·6	3·7	13·9	4·8	.....	7·25– 9·60h
56—Moose Jaw	9·2	9·2	45	67	18·3	20	4	14·2	5	.....	5·25– 9·40h
Alberta (average)	9·2	9·1	44·6	67·9	18·6	17·5a	4·1	14·0	5·0	.....	5·031
57—Medicine Hat	9·1	9·1	41·5	68·5	16·6	.....	3·8	14·3	5	g	g
58—Drumheller	9	8·9	40·8	66·5	20·3	20	4·5	14	5	.....	4·25– 5·25
59—Edmonton	9·4	9·3	44·7	68·1	17·9	15	4·6	13·5	4·9	g	3·00– 4·50g
60—Calgary	8·8	8·9	47·9	68·1	20·7	20	3·7	13·5	4·8	g	6·50– 7·25g
61—Lethbridge	9·5	9·4	48	68·2	17·7	15	3·9	14·5	5·1	.....	4·50– 5·00
British Columbia (average)	8·7	8·4	44·5	67·7	20·2	24·0a	4·9	13·0	5·0	.....	10·460
62—Fernie	9·2	9·6	45·4	70·2	18·2	.....	4·4	14·6	5	.....	.....
63—Nelson	9·3	8·7	46·3	69·7	19·3	25	5·8	14·3	5	.....	9·50–11·00
64—Trail	8·8	8·7	42·5	69·5	20·1	25	5·7	13·9	4·9	.....	9·00–10·00
65—New Westminster	8·7	7·7	44	64	20	24	5	11·5	5	.....	10·00–11·50
66—Vancouver	8	7·8	40·7	64·1	18·2	16	4·6	10·8	5	.....	10·00–11·50
67—Victoria	8·9	8·5	48·3	67·5	22·2	25	3·9	12·2	5·2	.....	9·25–10·75
68—Nanaimo	8·1	7·8	44	66·5	20·4	28	4·7	12·8	5·2	.....	7·47– 7·97s
69—Prince Rupert	8·5	8·3	45	70	23	25	5	14	5	.....	13·00–15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated i. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to con- $25–$35 per month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax for fuel.

AND RENTALS IN CANADA AT THE BEGINNING OF MAY, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
12·772	**10·324**	**12·421**	**7·633**	**9·062**	**7·464**	**27·9**	**9·6**	**25·133**	**18·535**	
10·550	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·7**	**21·333**	**15·333**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·3	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00c	30	9·8	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·8	15·00–19·00	10·00–16·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·9	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·5	18·00–25·00	14·00–18·00	5
9·50–11·00	.....	.....	.....	.....	.....	.....	9·9	18·00–25·00	15·00–17·00	6
12·750	**8·500**	**10·000**	**6·000**	**7·000**	**7·500c**	**19·0**	**9·5**	**19·00–23·00**	**10·00–15·00**	7
12·583	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**28·3**	**9·5**	**24·375**	**17·625**	
12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	30 g	9·5	22·00–32·00	15·00–22·00	8
13·25	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·8	18·00–27·00	16·00–20·00	9
12·50	.....	.....	.....	.....	.....	.....	9·5	25·00	18·00	10
.....	.....	.....	.....	.....	.....	.....	9·1	23·00	16·00	11
***12·891**	***11·457**	***12·398**	***8·193**	***9·339**	***9·050**	**25·5**	**9·2**	**23·556**	**17·250**	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	8·3	23·00–33·00	.....	12
13·50	8·00	11·00c	6·00	9·00c	7·00c	.....	9·1	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	11·4	23·00–30·00	18·00–25·00	14
.....	.....	.....	.....	.....	.....	.....	8·9	15·00–19·00	10·00–15·00	15
13·00	12·66	14·00	8·66	10·00	10·00	.....	9	18·00–25·00	14·00–20·00	16
12·50	.....	.....	.....	.....	.....	.....	9·4	18·00–26·00	14·00–18·00	17
14·00	.....	10·50c	.....	8·25c	.....	25	9·1	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	26	9	24·00–34·00	20·00–23·00	19
13·25–13·50	8·00– 9·50	9·00–10·25	5·00– 6·00	6·25– 8·00	.....	.....	8·8	18·00–26·00	14·00–18·00	20
13·142	**11·100**	**13·353**	**8·821**	**10·601**	**8·944**	**26·1**	**9·3**	**26·652**	**19·866**	
12·00–13·25	10·00	11·00	7·00	8·00	9·00–10·00	25	9·2	20·00–30·00	15·00–22·00	21
12·50	.....	.....	.....	.....	.....	.....	9·7	18·00–26·00	15·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	25	9·2	20·00–28·00	18·00–20·00	23
13·00	10·00	12·00	9·00	10·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	10·00	11·00	5·00	6·00	5·00	22	9·3	22·00–30·00	16·00–20·00	25
13·50	13·00	14·00	10·00	11·00	9·00	20	9·4	25·00–32·50	15·00–22·50	26
14·00	9·00	10·00	6·00	7·00	.....	.....	9·5	20·00–27·00	15·00–22·00	27
12·00	14·00	16·00	10·00	12·00	12·00	25	8·8	28·00–40·00	20·00–28·00	28
12·25g	g	g	g	g	g	g	9·1	20·00–32·00	16·00–24·00	29
13·00g	g	16·00g	g	g	g	25 g	9·1	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	9·1	28·00–38·00	18·00–28·00	31
13·50	.....	15·00	.....	12·00	.....	28	9·1	22·00–32·00	16·00–25·00	32
13·25	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·1	20·00–27·00	15·00–20·00	33
13·50	14·00	15·00	10·00	11·00	.....	.....	8·9	24·00–30·00	18·00–24·00	34
13·50	14·00	16·00	11·00	13·00	.....	.....	9·2	22·00–33·00	18·00–23·00	35
13·50	.....	.....	.....	.....	.....	.....	9·5	20·00–28·00	16·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·2	20·00–26·00	15·00–20·00	37
12·50–13·00g	g	16·00g	g	13·00g	g	25 g	9·4	27·00–37·00	22·00–27·00	38
13·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	22·5 g	.....	24·00–30·00	18·00–24·00	39
11·50g	g	g	g	g	g	g	9·4	20·00–28·00	15·00–20·00	40
12·00g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23 g	8·9	25·00–37·00	20·00–27·00	41
12·00g	g	g	g	g	g	g	9·7	20·00–30·00	15·00–22·00	42
12·00	.....	.....	.....	.....	.....	.....	8·8	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	10	.....	.....	44
15·50	.....	11·25–13·50c	.....	9·00c	9·00c	30	9·5	30·00–40·00	25·00–30·00	45
.....	.....	10·50c	.....	9·00– 9·75c	.....	30	10	17·50	15·00	46
18·00	9·50	10·50	8·50	9·50	.....	35	9·6	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·6	22·00–32·00	16·00–22·00	48
13·00	8·50	9·75	7·50	8·75	.....	30	9·9	23·00–33·00	17·00–23·00	49
13·00	8·00	9·00	7·00	8·00	.....	30	9·6	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**7·813**	**8·563**	**7·000**	**30·3**	**9·7**	**26·750**	**19·500**	
13·25–15·75	.....	.....	6·25– 9·00	7·25–10·00	6·50– 7·50	32·5	9·6	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	28	9·7	18·00–26·00	14·00–20·00	52
15·667	.....	.....	**6·750**	**8·700**	**9·450**	**27·5**	**9·7**	**27·375**	**20·125**	
14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	9·8	28·00–38·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·5	22·00–27·00	15·00–22·00	54
.....	.....	.....	6·00– 8·50	7·00–10·50	7·25	28	9·8	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60c	11·60c	25	9·5	22·00–28·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**65·500**	**4·167**	**29·0**	**10·0**	**26·125**	**18·625**	
g	g	g	g	g	g	g	10·2	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·3	r	r	58
g	g	g	5·00g	6·00g	g	30 g	9·7	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26 g	9·7	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	30	10·3	22·00–32·00	15·00–22·00	61
10·000	.....	.....	**7·344**	**7·446**	**4·318**	**34·2**	**10·3**	**23·313**	**17·688**	
.....	.....	.....	.....	.....	.....	.....	10·3	16·00	14·00	62
10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	40	10·7	20·00–30·00	18·00–20·00	63
.....	.....	.....	7·50– 8·50	8·50– 9·75	.....	40	10	27·00–32·00	22·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·8	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·00	30	9·7	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	30	10·8	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	5·00	.....	10·2	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00 i	8·00–12·00 i	.....	35	10·6	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite
dition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses,
of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	May 1926	May 1929	May 1930	May 1933	May 1937	May 1938	May 1939	May 1940	April 1941	‡May 1941
*All commodities	567	64·0	127·4	155·9	97·3	100·2	93·4	89·7	66·7	85·3	80·3	73·7	82·1	86·6	88·7
Classified according to chief component material—															
I. Vegetable products	135	58·1	127·9	167·0	86·2	102·6	84·0	85·3	61·0	88·7	79·1	63·1	72·8	76·0	76·3
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	97·8	108·4	102·6	58·6	76·8	77·1	71·9	76·4	84·5	86·7
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	100·1	91·8	83·0	68·9	75·3	67·9	66·4	83·7	86·0	88·8
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·2	94·1	89·7	59·5	78·9	77·2	76·8	87·7	92·5	95·4
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·4	94·4	91·4	84·5	102·8	101·5	96·9	102·3	107·6	111·1
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	97·6	99·2	80·6	64·7	85·9	69·0	69·2	76·5	77·7	78·1
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	98·5	92·3	90·8	83·2	86·6	87·1	84·7	88·8	91·7	96·0
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·7	95·5	93·5	81·2	82·2	80·5	78·0	85·4	95·6	100·0
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	100·4	93·0	91·3	70·8	79·2	77·7	74·0	82·0	87·0	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	99·6	96·5	98·1	64·3	80·0	78·4	72·1	77·9	84·7	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	100·9	90·7	86·7	75·1	78·7	77·2	75·2	84·7	88·6	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	100·3	93·1	87·1	63·2	87·3	78·9	69·0	78·9	81·6	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·2	94·9	91·5	84·9	94·1	95·5	94·9	100·3	102·7	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	101·6	92·9	86·6	60·8	86·5	77·0	66·1	76·5	79·2	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	99·7	99·1	92·9	75·6	98·0	89·4	87·9	95·3	100·7	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	100·9	91·5	85·2	58·3	84·6	74·9	62·4	73·3	75·6	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	101·7	83·8	82·5	60·9	83·8	74·6	60·9	70·5	74·5	.....
B. Animal	105	70·1	129·0	146·0	95·9	96·5	104·5	99·1	60·1	78·3	77·1	72·8	79·3	85·9	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	100·3	93·0	91·9	51·2	87·8	77·3	65·1	68·0	69·5	69·9
II. Marine	16	65·9	111·7	114·1	91·7	100·2	103·6	94·0	58·7	65·8	68·0	68·7	78·3	81·7	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·2	94·0	89·5	59·7	78·5	76·8	76·5	87·4	92·1	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	98·9	92·6	88·5	79·4	89·5	86·7	84·3	89·7	92·9	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	99·7	93·0	88·5	56·0	85·8	75·8	66·5	75·3	79·3	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	99·8	91·1	88·9	70·4	80·1	79·3	73·2	80·6	85·3	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended May 30, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

(Continued from page 710)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The rental figures in the table for the beginning of May, 1941, are, therefore, for these cities the same as at the beginning of January, 1941 (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

Fresh meat prices at the beginning of May were slightly higher than in the previous month continuing the gradually upward movement in progress since December, 1940. Beef prices averaged materially higher also at the beginning of May than at the same date in 1940, while lamb and fresh pork showed little change in this comparison. Sirloin steak averaged 32·2 cents per pound for May, 31·9 at the beginning of April, 29·9 cents for December, 1940, and 28·5 cents for May, 1940. Cheaper cuts of beef showed similar changes. Lamb was 30·6 cents per pound for leg roast at the beginning of May, 1941, 30·1 for the previous month, 27·2 cents for December, 1940, and 29·2 cents for May, 1940. Fresh pork averaged 23 cents for May, 22·3 cents for April and 23·2 cents for May, 1940. The price of breakfast bacon averaged the same in May, 1941, as one year previously, namely, 32·8 cents per pound and changes in the interval were slight.

Fresh eggs at an average of 26·4 cents per dozen were little changed from the previous month and recorded about the usual seasonal fall from an average of 46·2 cents for December, 1940. The price in May, 1940, was 26·8 cents per dozen. Prices were somewhat lower

in the prairie provinces and higher in the maritime provinces than elsewhere in the Dominion. Stocks of eggs in storage at May 1 were reported to be about 16 per cent greater than at May 1, 1940. The price of milk at 11·5 cents per quart at the beginning of May was the same as for the previous month following an advance of nearly one-half cent per quart since the beginning of the year due mainly to increases reported from many cities in Ontario, where the prices were higher than in most other localities. The Dominion average price in May, 1940, was 11 cents per quart. The average retail price of creamery butter was nearly four cents per pound lower at the beginning of May than at the beginning of April but still about four cents per pound higher than in May, 1940. Production during the first four months of the current year was about 13 per cent greater than for the same period in 1940 and a further substantial increase was reported for May. The "domestic disappearance" of butter in April was about the same as for April, 1940, and the quantity exported was small. The order of the Wartime Prices and Trade Board effective December 27 (LABOUR GAZETTE, January, 1941, page 5) fixing maximum wholesale prices of butter was revoked by the Board on the first day of May, 1941, effective May 10, 1941. The price of cheese at 24·4 cents per pound was fractionally higher than at the beginning of April but one cent per pound lower than in May, 1940. Stocks in storage at May 1 were somewhat greater than at May 1 last year and a further increase was reported at the beginning of June. The average price of bread was 6·7 cents per pound, unchanged since March, 1940. Flour and rolled oats have changed little in the average in recent months. Dried beans averaged 6·2 cents per pound in April and May as compared with 7·3 cents in May, 1940. Onions advanced one cent per pound averaging 6 cents at the beginning of May. The price of potatoes at 25·5 cents for 15 pounds was little changed from the previous month as compared with 33·8 cents for May, 1940. Granulated sugar averaged 8·5 cents per pound at the beginning of May, 7·9 cents at the beginning of April and 7·5 cents at the beginning of March. On March 31 the Wartime Prices and Trade Board ordered an immediate increase of one cent per pound in the price of sugar at the refineries, this increase to accrue to the Dominion Government (LABOUR GAZETTE, April, 1941, page 365). This action was taken at the request of the Minister of Finance. When the excise tax on sugar was increased one cent per pound, this order of March 31 was withdrawn immediately leaving the net increase one cent per pound. The price of anthracite coal at $15.85 per ton has shown little change in recent months. The price at May 1, 1940, was $15 per ton. Increases in rent were reported from a number of localities at the beginning of May.

The following are the prices reported for Welsh coal, "cobbles" and "French nuts" at the beginning of May, 1941; Halifax, $18.25; Charlottetown, $17.40; Moncton, $17; Saint John, $16.50; Quebec, $16; Three Rivers, $16.50; Sherbrooke, $17.50; St. Hyacinthe, $16.75; Montreal, $17; Ottawa, $18; Kingston, $17.50; Belleville, $17.50; Peterborough, $18.50; Oshawa, $17.50; Toronto, $15.50; St. Catharines, $15.75; Hamilton, $16.50; Brantford, $17.75; Galt, $17.50; Sudbury, $19.75; Cobalt, $21.50; Timmins, $21.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost of living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the April issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The *Statist* index number, on the base 1867-1877=100, was 138.0 at the end of March, an advance of 1.2 per cent for the month. A rise of 4.2 per cent in the "sugar, coffee and tea" group and of 1.7 per cent in the animal food group was almost offset by a decline of 2·1 per cent in vegetable foods. All the industrial materials groups showed some advance for the month, the greatest being one of 4·2 per cent in textiles.

COST OF LIVING.—*The Ministry of Labour Gazette* index number, on the base July,

1914=100, was 198 at April 1, an increase of 0·5 per cent for the month. Food rose 0·6 per cent, the principal change being a substantial increase in bacon prices. Clothing prices also were higher partly due to the Purchasing Tax. Rent, fuel and light and sundries showed little or no change.

Eire

COST OF LIVING.—The official index number, on the base July, 1914=100, was 218 for February, a rise of 2 per cent over the November level. Since August, 1939, food prices have risen 24 per cent, clothing 36 per cent and fuel and light 46 per cent, and the total cost of living (including rent and sundries) 26 per cent.

New Zealand

WHOLESALE PRICES.—The index number of the Census and Statistic Office, on the base 1926-1930=1000, was 1280 for February, an increase of 0·5 per cent for the month. Each one of the seven main groups contributed to this increase.

COST OF LIVING.—The index number of the Census and Statistics Office, on the base 1926-1930=1000, was 1056 for February, a rise of 0·6 per cent for the month, and of 6·1 per cent over the August, 1939, level.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number on the base 1926=100, was 83·2 for April, an increase of 2·1 per cent for the month. Every one of the ten main groups of commodities were included in the general rise, the largest increases occurring in farm products, foods and textile products.

COST OF LIVING.—The Bureau of Labour Statistics index number, of the cost of goods purchased by wage earners and lower salaried workers in large cities, on the base 1935-1939=100, was 102·2 at April 15, an increase of one per cent for the month, mainly due to a rise of 2·2 per cent in food prices; clothing rose 0·2 per cent, rent 0·3 per cent, "fuel, electricity and ice" 0·2 per cent, house furnishings 0·6 per cent and miscellaneous commodities 0·3 per cent.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Manitoba Appeal Court Upholds Decision not to Interfere with Union's Interpretation of Railway Agreement

On May 13, the Manitoba Appeal Court with Mr. Justice Trueman disagreeing with the reasons for judgment, unanimously dismissed the plaintiff's appeal and affirmed the judgment of Mr. Justice Adamson of the King's Bench who had refused to interfere with the interpretation of a collective agreement made in good faith. (LABOUR GAZETTE, 1940, p. 1324.)

At the organization of the Canadian National Railways in 1920 the employees' seniority lists were consolidated with the result that as the Canadian Northern Railway was the oldest most of its employees were at the top of the list. To remedy this the "Montreal Agreement" was drawn up in 1926 by the Canadian National Railways and representatives of the Brotherhood of Firemen and Enginemen and the Brotherhood of Locomotive Engineers. There were separate lists for engineers and firemen as well as consolidated lists in the Firemen's Brotherhood which included firemen and engineers when the latter, being unemployed, were compelled to work as firemen and their seniority depended on the date they had first joined the Brotherhood. The Montreal Agreement recognized these lists and provided that when men of these different classes had chosen the particular seniority district to which they wished to belong they were to be put on the list for that district by groups in proportion to the number that were employed on September 1, 1920, on the old railway lines in that district. When this agreement was applied the 1926 seniority lists were used.

In 1933, a block of 69 men from the foot of the engineers' list was placed at the top of the firemen's list, adversely affecting the plaintiff who was on the firemen's seniority list. On protest, this was corrected to the extent of 23 places.

Although the majority of the Court felt that the plaintiff was reasonable in his claim that the engineers should have been listed on the firemen's list in order of their seniority as firemen, this contention had been rejected by the Brotherhood and previous judgments concerning this same agreement were cited to show that "the courts are unwilling to interfere with trade unions in the administration of their internal affairs when there is no evidence of bad faith, or breach of contract, and there are expert tribunals set up by the unions themselves to hear appeals by their members." "The Montreal Agreement is not a contract. It is a declaration of policy in an effort to straighten out an administrative tangle." *Murphy* v. *Robertson* (No. 2), (1941), 2 Western Weekly Reports 162.

Labourer on Saw Machine in Ontario Recovers Damages for Employer's Negligence

On May 14 Mr. Justice Roach of the Ontario High Court of Justice gave judgment for $4,000 and costs in favour of a workman who lost a leg as the result of an accident while

helping in sawing wood on the defendant's farm.

A portable sawing outfit made of a steel shaft mounted on a frame with a circular saw at one end of the shaft and on the other an iron fly-wheel and pulley was supplied with power from an old automobile. There was no safety device to control the speed which depended on the resistance at the saw and when the saw was running free the fly-wheel burst, a section of it striking the plaintiff's left leg below the knee.

The outfit and his own labour was supplied by one, Laidlaw, who was to be paid $1.25 an hour, under an arrangement with the defendant's agent, Campbell, who was in charge of operations. The defendant was also working on the job. The Court disallowed the defence that Laidlaw was an independent contractor liable in damages if anyone was. Campbell's limited knowledge of such outfits did not change the status of Laidlaw from that of a servant to an independent contractor.

The relationship between the defendant and the plaintiff was also that of master and servant and the defendant had failed in his duty to take reasonable care to provide proper equipment and to select competent persons to operate it. The Court considered it a reasonable conclusion based on the evidence that the bursting of the fly-wheel was due to excessive speed.

It was held, then, that the injury was caused by breach of the defendant's twofold duty to the plaintiff. He allowed a dangerous system of work with no device to regulate the speed of the saw and he permitted an incompetent person to be in charge. The plaintiff could not be said to have accepted the risk as he was apparently unaware of it. *Marshment* v. *Borgstrom* (1941) 17 Ontario Weekly Notes 197.

Lessor of Gasoline Station Not Liable for Injury Sustained Through Lessee's Negligence

Mr. Justice McDougall on February 6 in Montreal Superior Court dismissed an action for damages for injuries suffered by a labourer during temporary employment in a gasoline service station which was leased by the defendant Oil Company to the plaintiff's employers.

The plaintiff was seriously injured when he fell 12 feet into an oiling pit when a door opened by one of his employers struck him on the jaw and threw him from the plank on which he was standing to clean the ceilings of the establishment.

The Court found negligence on the part of the man who opened the door who knew or should have known of the plaintiff's position since he had hired him and assisted him in erecting the staging.

The question was whether the operators of the service station were servants or *préposés* of the company in which case the provisions of Art. 1054 of the Quebec Civil Code would apply: "masters and employers are responsible for the damage caused by their servants and workmen in the performance of the work for which they are employed." To bring the case within this Article the relation of the defendant company to the operators must be that of master and servant. Independence of action destroys the essential character of this relationship under both the civil law of Quebec and under common law. The Court was of the opinion that the defendant exercised no such control over its tenants, the operators of the station, as to constitute them *préposés,* much less servants. Except for some supervision as to the manner in which they operate the premises they are free from control of the defendant while the lease is in effect. The defendant could therefore not be held liable for their negligence. *Mattocks v. Supertest Petroleum Corp. Ltd.* (1941) 79 Rapports Judiciaires de Québec, Cour Supérieure 154.

Joint Committee under Quebec Collective Agreement Act Collects Wages for Carpenter

On March 11 Mr. Justice Duranleau of the Montreal Superior Court allowed in part the claim of the Joint Committee, set up under the Collective Agreement Act for the building trades in the counties of Joliette, Berthier, Montcalm and l'Assomption, which brought action on behalf of a carpenter who had been hired by a farmer to do work on his farm as well as for various other people, some of whom were farmers.

The work was done between April 11 and August 3, 1940. Under the Act (1937) "agriculturists" were exempt from its operation. The Collective Agreement Act, 1940, is declared not to apply to "agricultural exploitation".

The question was whether the various types of work done by the carpenter were covered by the agreement. Work done for farmers even where the defendant was not hired directly was considered to be outside the scope of the agreement but for work done for others within the area covered by the decree and after it came into effect the workman was held entitled to the rates fixed. The defendant's evidence was accepted as to the number of hours worked as he had noted them at the time and produced a cheque for the work done endorsed by the employee. Some of it was labourer's work outside regular working hours and only the labourer's rate was allowed.

In addition to the amount directed to be paid for such work the judgment included the 20 per cent penalty which the Act allows the Joint Committee to collect together with interest and costs. *Comité conjoint des Métiers de la Construction de Joliette v. Rivest* (1941), 79 Rapports Judiciaires de Québec, Cour Supérieure 158.

Quebec Landlady held Entitled to Collect Difference between Agreed Rent and Relief Payment Accepted during Unemployment

Mr. Justice Forest of the Montreal Superior Court on September 13, 1940, gave judgment for the landlady in the sum of $287, the difference between the amount which would have been paid at the agreed rent of $15 per month, which had been paid by the defendant for part of a year, and the amount which the City relief commission had paid during four years of his unemployment.

The Court dismissed the defendant's argument that in accepting payment from the City of $8.50 a month the landlady had renounced her right to the balance. There was no agreement to reduce the rent but the amount paid by the City had been accepted.

The Court relied on Art. 1161 of the Civil Code which provides that when a receipt makes no special stipulation the payment is to be credited to the debt first incurred. He observed that the purpose of unemployment relief was not to relieve the unemployed of their just debts. The Judge remarked that a debtor generally has the right to dispose of his money as he pleases but if he neglects to stipulate that a payment is in respect of a particular debt, the right passes to the creditor. The agreement to pay $15 a month was still good and the monthly payments by the relief department kept the debt from being outlawed by time. *Dame Lemieux v. Robert* (1941) 79 Rapports Judiciaires de Québec, Cour Supérieure, 136.

Supreme Court Holds Union Not Legal Entity for Purpose of Suing in Quebec

The Supreme Court of Canada has unanimously upheld the decision of the Montreal Court of King's Bench which refused to allow the appeal of a union from a judgment of the Superior Court denying its right to sue under a statute making it liable to be sued. (LABOUR GAZETTE, 1939, p. 544; 1940, p. 991.)

The claim was for $122,360, arrears of wages alleged to be due 76 plaintiffs under a collective agreement between the unions and the Dress Manufacturers' Guild of Montreal which had been made legally binding in the industry by Order in Council under the Collective Labour Agreements Act. The defendant took exception to the form, alleging that the statute referred to by the plaintiffs did not give them the right to sue.

In 1930 the Supreme Court of Canada held in *Society Brand Clothes v. Amalgamated Clothing Workers of America* that "an unincorporated labour union has no legal existence and cannot be considered in law as an entity distinct from its individual members and is not suable in the common name . . . and that their officers had no capacity to represent them before the tribunals of the Province of Quebec" where under article 81 of the Civil Code a representative action was impossible. In 1938, however, an Act to Facilitate the Exercise of Certain Rights gave persons who have claims against unions the right to summon them in the name of one of the officers or collectively under the name by which they are commonly known. The appellants claimed in the present case that the right to be sued is reciprocal or complementary with the right to sue.

The opinion of the Court was that where as in this case the words of a statute are precise and unambiguous they must be read in their ordinary and natural sense. The Act does not purport to incorporate the groups or persons; neither does it confer on them a collective legal personality. The wording of the Act clearly shows that this was not the intention of the Legislature. The appellants might have acquired the necessary status under the Quebec Professional Syndicates Act or by registration under the Trade Unions Act of Canada. The appellants cited several Quebec labour laws passed since 1930 such as the Collective Agreement Act giving a joint committee of employers and employees power to act for the individuals, but it was pointed out that juridical personality was not given to a union under this Act.

The Court took the position that the appellants were not denied their day in court or the right to institute proceedings. The effect of the judgment was merely to say that "they could not institute the present proceedings and become plaintiffs in the case merely by designating themselves in the writ of summons under the name which they have adopted in the premises."

A motion by the respondents to quash the appeal to the Supreme Court for want of jurisdiction was disallowed as all the conclusions asked for by the plaintiffs were within the jurisdiction of the Court to award. *International Ladies' Garment Workers' Union et al. v. Rothman*, Supreme Court of Canada, June, 1941.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] JULY, 1941 [NUMBER 7

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment in Canada showed further marked expansion at the beginning of May, according to returns received by the Dominion Bureau of Statistics from 12,542 firms each employing a minimum of 15 workers and representative of all industries except agriculture, fishing, hunting and highly specialized business. The number of persons employed by these establishments aggregated 1,450,542 or 42,404 more than at the beginning of April. The employment index (with the average in the calendar year 1926 as the base equal to 100) stood at 145·5 as compared with 141·3 at April 1 and 114·3 at the beginning of May last year. The indexes for May 1 of preceding years are as follows: 1939, 106·2; 1938, 107·4; 1937, 106·3; 1936, 99·5; 1935, 95·2; 1934, 92·0; 1933, 77·6; 1932, 87·5; 1931, 102·2; 1930, 111·4; 1929, 116·2; 1928, 106·8; and 1927, 101·8. The latest index was the highest on record in the more than twenty years during which the current surveys of employment have been made.

The improvement indicated at May 1, 1941, exceeded the average at that date in the experience of the period 1921-40. Accordingly the index of employment, when corrected for seasonal trends, showed an advance rising from 149·7 in the preceding month to 151·1 at the beginning of May.

Unemployment in Trade Unions.—At the beginning of June, 1941, the percentage of unemployment among local trade unions stood at 4·6 in contrast with percentages of 5·5 at the beginning of May and 7·9 at the beginning of June, 1940. The percentage for June was based on returns compiled from 2,009 labour organizations with a total membership of 283,895 persons.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada showed that the number of placements effected daily during May, 1941, was slightly less than that recorded during the previous month, although the total volume was greater, this being accounted for by the fact that there were more working days in May than in April. When compared with May, 1940, daily placements were higher, services, manufacturing and transportation showing the greatest gains under this comparison and services and logging under the former. Vacancies in May, 1941, numbered 54,982, applications 73,458, and placements in regular and casual employment 50,337.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 110·5 at the beginning of June, 1941, as compared with 109·4 for May; 104·9 for June, 1940; and 100·8 for August and September, 1939. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 90·4 for the week ended June 27 as compared with 88·7 for the week ended May 30 and 87·5 for that ended May 2. Comparative figures on a monthly basis for certain previous dates are 88·5 for May, 1941; 81·6 for June, 1940; 72·3 for August, 1939, prewar; and 73·2 for June, 1939.

Business Statistics.—The table on page 726 gives the most recent statistics available reflecting industrial conditions in Canada. The index of the physical volume of business was 3·1 per cent higher in May than in the previous month and 12 per cent higher than in May, 1940. The increase for the first five months of 1941 as compared with the same period in 1940 was 13 per cent. The index of mineral production was about 15 per cent higher in May than in April there being a substantial increase in the receipts of gold at the mint. A decline was recorded in the production of coal. The index of manufacturing was slightly higher in May than in April and about 9 per cent higher than in May, 1940. Comparing the first five months of 1941 with the same period in 1940 the increase in this group was about 11 per cent. In this comparison an important increase was recorded in the meat packing industry, hog slaughterings being up 30 per cent; steel pro-

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	June	May	April	June	May	April
(9) Trade, external, aggregate.. $	.....	290,758 609	224,693,469	202,326,491	211,300,484	170,672,197
(9) Imports, merchandise for consumption..... $	.....	128,095,970	106,268,419	90,704,835	100,536,837	85,979,519
(9) Exports, Canadian produce. $	145,338,750	161,639,089	116,932,587	110,823,041	109,852,709	83,565,008
Customs duty collected..... $	.....	12,520,481	13,243,432	12,106,300	13,504,404	11,518,132
Bank debits to individual accounts..... $	.....	3,265,871,770	2,984,165,460	2,681,584,968	3,339,595,188	2,938,297,836
(1) Bank notes in circulation.. $	.....	384,219,083	361,822,103	307,333,286	264,668,621	243,953,661
Bank deposits savings..... $	.....	1,695,182,121	1,707,557,890	1,608,863,422	1,643,084,405	1,671,538,370
Bank loans, commercial, etc... $	.....	1,031,765,466	1,012,157,670	935,847,848	937,950,070	934,261,407
Security prices, index numbers—						
Common stocks.....	.....	63·9	65·8	65·5	73·3	88·4
Preferred stocks.....	.....	96·3	97·9	86·9	96·7	108·9
Index of bond yields, Dominion.....	.....	95·9	95·9	101·4	99·8	100·2
(2) Prices, wholesale, index number.	†90·4	88·5	86·6	81·6	82·1	83·1
(2) Cost of living index number.....	110 5	109·4	108·6	104·9	104·9	104·6
Index, retail sales, unadjusted.....	.....	142·9	135·7	121·4	119·9	110·1
(3) Index, retail sales, adjusted.....	.....	134·5	135·3	116·6	113·7	110·0
Index, wholesale sales.....	.....	147·9	141·7	126·1	136·3	115·1
(2) Employment index number (employers' pay-roll figures)...	.....	145.6	141·3	120·9	114·3	111·9
(3) (4) Unemployment, percentage (trade union members).....	4.6	5·5	6·6	7·9	9·6	10·8
Railway—						
(5) Car loadings, revenue freight cars	259,884	244,842	230,728	230,172	212,207	201,817
Canadian National Railways, gross earnings.... $	25,642,352	26,725,770	24,648,000	22,359,937	20,281,335	17,666,164
Operating expenses..... $	.....	.....	15,422,154	14,609,124	14,577,890	13,708,319
Canadian Pacific Railway, gross earnings..... $	18,497,000	19,276,000	16,655,000	14,192,000	13,512,000	12,044,000
Canadian Pacific Railway, operating expenses, all lines $	.....	15,095,000	13,506,000	10,563,825	11,047,138	10,097,844
Steam railways, freight in ton-miles.....	.....	.....	3,818,466,805	3,503,569,000	2,929,953,000	2,784,653,000
(11) Building permits..... $	.....	16,572,356	15,901,543	9,425,773	13,849,596	11,127,440
(7) Contracts awarded..... $	85,747,500	40,875,600	23,567,200	39,097,000	28,093,800	25,905,000
Mineral Production—						
Pig iron.....tons	.....	113,624	103,326	88,656	93,254	84,210
Steel ingots and castings.....tons	.....	206,110	200,680	166,2 3	174,417	153,451
Ferro-alloys.....tons	.....	15,117	16,161	10,128	10,272	13,989
Gold.....ounces	.....	.....	439,556	451,964	443,190	419,282
Coal.....tons	.....	1,198,255	1,214,050	1,147,803	1,267,687	1,273,015
Timber scaled in British Columbia.....bd. ft	.....	375,373,644	341,124,112	354,284,139	304,984,401	292,220,696
Flour production.....bbls	.....	2,121,397	1,660,897	1,170,238	1,282,906	1,344,293
(6) Sugar, manufactured.....lbs.	102,412,562	71,548,490	49,950,676	107,509,859	93,878,138	59,710,134
Footwear production.....pairs	.....	2,843,157	2,691,248	1,750,984	2,192,983	2,186,128
Output of central electric stations, ...k.w.h	.....	2,805,304,000	2,693,353,000	2,578,883,000	2,671,567,000	2,398,722,000
Sales of insurance..... $	.....	35,670,000	34,999,000	28,233,000	31,369,000	31,899,000
Newsprint production.....tons	.....	284,770	275,000	315,340	323,560	268,947
Automobile prod., cars, trucks, etc.	25,753	26,585	27,584	17,930	21,277	19,687
(8) Index of Physical Volume of Business.....	.....	132·0	127·9	120·0	117·8	120·0
INDUSTRIAL PRODUCTION.....	.....	143 3	139·5	132·1	128·6	134·0
Mineral production.....	.....	140·8	121·8	137·3	120 5	146·4
Manufacturing.....	.....	140·8	140·3	128·6	129·8	127·9
Construction.....	.....	182·0	181·5	157·4	139·9	179·6
Electric power.....	.....	129·1	126·1	124·2	123·0	112·3
DISTRIBUTION.....	.....	112·6	108·1	99·3	99·0	95·9
Trade employment.....	.....	.....	117·9	109·8	109·2	107·8
Carloadings.....	.....	136·5	127·2	114·9	117·1	110·7
Imports.....	.....	145·9	150·0	124·6	12 ·8	129·5
Exports, excluding gold.....	.....	196·3	169·2	154·2	142 3	121·4

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended June 27, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month

(5) Figures for four weeks ending June 28, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending June 14, May 17, and April 19 1941· June 15, May 18, and April 20, 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(11) Now based on 203 municipalities instead of 58 as formerly.

duction at 961,000 tons was more than 21 per cent greater; pig iron production at 513,000 tons, 11 per cent greater; and automobile production, including cars and trucks, was 127,000 as compared with 93,000 in the same period of 1940.

In the construction industry the value of contracts awarded was much greater in May than in April. For the first five months of 1941 the value was $129·7 million as compared with $86·3 million in the same period of 1940 an increase of 50 per cent. The output of electric power was higher in May than in the previous month and higher also than in May, 1940.

In the distribution of goods substantial advance was recorded in the figures for imports and exports in May over the previous month. The value of exports, exclusive of gold, rose from $442 million for the first five months of 1940 to $574 million for the same period in 1941. Imports in the same comparison were up from $405 million to $530 million. The advance in industrial production has been reflected in railway traffic, car loadings at 1,223,000 cars in the period January to May, 1941, being 15 per cent greater than in the same period in 1940 while the increase in the gross revenue of the railways was about 30 per cent.

Information available for June shows the advance in wholesale prices continuing both as compared with the previous month and with June, 1940. The number of cars of revenue freight and the value of construction contracts awarded both showed substantial advance in the same comparison.

Strikes and Lockouts.—The number of disputes recorded for June was 29, involving 7,320 workers with time loss of 38,143 man working days, as compared with 14 disputes in June, 1940, involving 6,837 workers with time loss of 38,827 days.

The most important disputes during June of this year were those involving hosiery workers and electric apparatus factory workers at Toronto, button workers at Kitchener, Ont., coal miners at Sydney Mines, N.S., and loggers at Cowichan Lake, B.C. Thirteen of the disputes involved less than 100 employees each and caused comparatively small time loss.

In June, 1940, the most important disputes involved silk factory workers at Drummondville, P.Q., and coal miners in four localities in Nova Scotia.

In May, 1941, the number of disputes was 35, involving 6,292 workers with time loss of 23,926 days, due chiefly to strikes of steel rolling mill workers at Montreal, metal factory workers at Toronto, and to four strikes of coal miners in Nova Scotia and New Brunswick.

Of the 29 disputes in June, 1941, 26 were terminated during the month. Two were terminated in favour of the employers involved, four in favour of the workers, six resulted in compromise settlements, and 14 were indefinite in result. In eight of these cases there were references to the I.D.I. Act or such action was contemplated if settlements were not reached by negotiations or conciliation. Three disputes involving approximately 550 workers were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Industrial Disputes Investigation Act

Eighteen applications for the establishment of Boards of Conciliation and Investigation were received during the month of June and six boards were established. Eight boards submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 736.

Reports of Boards of Conciliation in railway wage cases

The majority reports of the two Boards of Conciliation in the railway wage cases were rejected by the Minister of Labour, Hon. Norman A. McLarty who, on July 2, released without approval, the complete findings.

The majority reports recommended a cost of living bonus of $1.93 per week only for those railway employees, 34 per cent of the total, who earn $25 or less per week. This recommendation, the Minister found to be violative of Order in Council P.C. 7440 which prescribes a bonus "uniform for all workers."

The wages of aproximately 143,000 employees of the Canadian National Railways and the Canadian Pacific Railway were included in the Boards' investigation.

Requests for a cost of living bonus (to which they felt entitled under the Government's wartime wages policy as embodied in P.C. 7440) were submitted by the 18 "standard" railway labour organizations as well as members of the Canadian Brotherhood of Railway Employees, affiliated with the Canadian Congress of Labour.

Two separate Boards were established one for each group with the Hon. Mr. Justice Patrick Kerwin of the Supreme Court of

Canada acting as chairman for both. Other members of the two Boards were: Standard Railway Labour Organizations—A. W. Roebuck, K.C., M.P., Toronto (employees) and Isaac Pitblado, K.C., Winnipeg (employers); Canadian Brotherhood of Railway Employees —J. L. Cohen, K.C., Toronto (employees) and F. T. Collins, K.C., Montreal (employers).

When asked if the rejection of the majority reports might not lead to increased demands from the railroad workers, who are relatively well paid, the Minister of Labour replied that on the contrary the acceptance of the report would lead to widespread unrest not only on the part of the railway employees but on the part of all workers who have been asked to surrender their right to increased basic wages in return for the assurance of a cost of living bonus. "It is noteworthy" he said, "that in Canada where the cost of living has advanced approximately 8 per cent, the railroad workers had asked for a cost of living bonus that would be equivalent to only a 5·5 per cent increase in total payroll, whereas in the United States, where the cost of living has increased only 4 per cent, the railroad unions have requested a 30 per cent increase in wages. The railway workers of the United States have asked for an increase in their daily rates of approximately the same amount as the Canadian railway workers have asked as a weekly bonus.

The complete texts of the Boards' reports are published elsewhere in this issue in the article dealing with "Proceedings under the Industrial Disputes Investigation Act" commencing on page 736.

Establishment of Industrial Disputes Inquiry Commission

"Speed in the settlement of industrial disputes is the essential purpose of the creation of the Industrial Disputes Inquiry Commission" (LABOUR GAZETTE, June, 1941, page 613—Order in Council P.C. 4020 of June 6, 1941) said the Honourable Norman A. McLarty, Minister of Labour, in announcing the appointment of Messrs. Humphrey Mitchell of Ottawa, Chairman, Gilbert Jackson of Toronto and George Hodge of Montreal, members, to serve on the commission.

"It is of the utmost importance to deal with industrial disputes as promptly as possible," said the Minister. "Under the Industrial Disputes Investigation Act it takes time to apply for a board; it takes time for the applicants to nominate their representatives; it takes time for the representatives to agree or disagree upon the appointment of a chairman; it takes time for the Minister to appoint a chairman, if necessary. By that time, the whole character of the dispute, and the circumstances surrounding it, may have changed fundamentally. If we can get the Commission to investigate a dispute without delay and armed with the full authority of commissioners to require the production of any evidence, there is a very good chance that we can effect a settlement before extraneous matters are brought into the dispute. If the Commission does not succeed in effecting a settlement then it can advise the Minister whether there are good grounds for the appointment of a board of conciliation and investigation.

Mr. Mitchell, an electrician by trade, after long years of experience in the labour movement and city government in Hamilton, Ontario, served as Member of Parliament, and on the Executive Board of the Trades and Labour Congress of Canada. He is currently secretary of the National Labour Supply Council. Mr. Jackson is a banker and economist, who, after many years of service on the staff of the University of Toronto, on the Ontario Commission on Unemployment, as the chairman of the Employment Service Council of Ontario and as economist for the Bank of Nova Scotia, was made economic adviser to the Bank of England, and is now in private consulting practice. Mr. George Hodge is Manager, Department of Personnel, Canadian Pacific Railway Company, and has had a long and distinguished record of negotiation and conciliation in dealing with railway labour unions. Elsewhere in this issue will be found a consolidation of P.C. 4020 and P.C. 4844.

Extension of regulations to prevent enticement of skilled labour in war production

In the LABOUR GAZETTE, November, 1940, page 1102, reference was made to the provisions of Order in Council (P.C. 6286)) of November 7, prohibiting the "enticement" of skilled labour engaged in war production.

This action resulted from a report of the Minister of Labour that it was considered necessary "to promote the orderly employment of labour and to the end that the production of munitions, war equipment and supplies may not be hampered and, without limiting the individual rights of the workers, to prevent employers endeavouring to entice to their service those who are already engaged in the production of munitions, war equipment and supplies, by advertisement, or other form of solicitation."

On June 25, by Order in Council (P.C. 4642) the coverage of Order P.C. 6286 was extended "to include the civilian employees of the companies engaged in the British Commonwealth Air Training Plan, and to provide that regulations may be issued to

prevent the employment of persons in certain designated skilled and scarce trades except through employment offices in accordance with the system of priorities."

The amended regulations as contained in the Order in Council are as follows:—

1. By extending the coverage of the said regulations to all the industries, including civilian companies engaged in the British Commonwealth Air Training Plan, now covered by the Industrial Disputes Investigation Act as extended by Order in Council dated November 7, 1939 (P.C. 3495), as amended;

2. By striking out the phrase, "unless such employee is not actually employed in his usual trade or occupation", in sections 1 and 2 of the said regulations, and substituting therefor the phrase, "unless such person is a skilled tradesman not actually employed at his trade"; and

3. By adding thereto the following new sections.

"4". The Minister of Labour may, with the concurrence of the Unemployment Insurance Commission, make all such orders or regulations as he deems necessary to achieve the purposes and intentions of this Order; such orders or regulations shall forthwith be published in the *Canada Gazette* and shall have the force of law, and every person who contravenes or fails to comply with any such orders or regulations shall be guilty of an offence and shall be liable to the penalty of the last preceding paragraph.

(The original Order provides for a penalty for contravention of this Order of a fine not exceeding $500.)

The text of the consolidated Order in Council is given elsewhere in this issue.

Compensation for trainees under War Emergency Training Program

On June 25, an Order in Council (P.C. 19/4600) was passed applying the provisions of the Government Employees' Compensation Act to trainees under the War Emergency Training Program, the terms of the Act to apply for the payment of compensation other than that for temporary disability.

The Order became necessary in view of the fact that the trainees are not employees of private employers and are not paid any salary or wages in the course of their training. Therefore they could not receive accident compensation under existing Dominion or provincial compensation legislation.

Accordingly, this protection has been accorded trainees by an Order in Council extending the Government Employees' Compensation Act. The determination of compensation to be paid is to be computed as though the injured trainee had been receiving a fixed wage of $12.50 per week.

The terms of the Order in Council making the Government Employees' Compensation Act applicable to trainees are as follows:

(1) All persons who are or may be in training under the War Emergency Training Program, as authorized by Order in Council P.C. 4506 of the 11th September, 1940, shall be deemed to be employees within the meaning of that term as defined in the Government Employees Compensation Act for all purposes other than the payment of compensation for temporary disability, but allowing in all temporary disability cases necessary first aid, medical and hospitalization expenses and, in cases where hospitalization is unnecessary, continuation during the period of disability of such subsistence allowance as was being provided to the trainee immediately prior to the time of the causative accident, and subject to the following provision of this Order, the said Act shall apply accordingly;

(2) As persons in training as aforesaid are not paid a direct wage or salary the amount of compensation to be paid to or in respect of any trainee under the said Act shall be computed as though the injured trainee had been in receipt of a fixed wage of $12.50 per week at the date of the causative accident, regardless of any minimum rate of compensation, statutory or otherwise, which may be in effect in any Province at that date.

Supplement on Canada's Wartime Wages Policy

With this issue of the LABOUR GAZETTE there is being published a supplement entitled "Canada's Wartime Wages Policy". This supplement, illustrated by charts, details the purpose and meaning of Order in Council P.C. 7440; the text of the Order as amended; index of the cost of living; and a reference to a similar wartime wages policy in New Zealand.

Working hours extended by agreement in main shops of Canadian Pacific Railway

The Registrar of the Industrial Disputes Investigation Act, Department of Labour, in accordance with clause 9 of Order in Council P.C. 7440, has been advised that it has been mutually arranged with the staffs of the Mechanical Department of the Canadian Pacific Railway Company's main shops at Angus, Weston, and Ogden, engaged on munitions contracts, that effective June 2, 1941, for the duration of the emergency, the working hours at pro rata rates of pay on the munitions work will be 48 hours per week, i.e., 8 hours per day, 6 days per week, exclusive of federal holidays, namely New Year's Day, Good Friday, Victoria Day, Dominion Day, Thanksgiving Day, Labour Day and Christmas Day. The present agreement with the Federated Trades employees provides for a 44-hour week of 5 days at 8 hours and 4 hours on Saturday.

Wartime labour problems discussed at convention of Canadian Manufacturers' Association

Discussion of wartime labour problems was one of the main features of the seventieth annual general meeting of the Canadian Manufacturers' Association, held at the Seigniory Club, Lucerne, P.Q., June 9, 10 and 11.

During the session of the conference on labour problems the following closely interrelated problems were discussed: Labour supply; stabilization of wages; control of labour movement; collective bargaining; prevention of strikes and lockouts; unemployment insurance.

The following senior Government officials took part in the discussion: Dr. Bryce M. Stewart, Deputy Minister of Labour; A. MacNamara, Associate Deputy Minister of Labour, and Acting Chief Commissioner of the Unemployment Insurance Commission; M. S. Campbell, Chief Conciliation Officer, Department of Labour; H. B. Chase, Director-General, Labour Relations Branch, Department of Munitions and Supply; R. F. Thompson, Supervisor of Youth Training Projects; A. W. Crawford, Department of Labour.

Members of the National Labour Supply Council who also took part in the proceedings of this session of the conference were: W. C. Coulter, Coulter Copper and Brass Co. Ltd., Toronto; H. W. McIntyre, Ottawa Car and Aircraft, Limited, Ottawa; C. N. Moisan, Standard Paper Box Co. Limited, Montreal; Louis Armstrong, Consolidated Paper Corporation, Limited, Montreal; Allan W. Mitchell, Robert Mitchell Co. Limited, Montreal; D. P. Cruickshank, Steel Equipment Co. Limited, Ottawa.

One of the highlights of the discussion on this subject was the address given by Dr. Bryce M. Stewart, Deputy Minister of Labour. The text of Dr. Stewart's address appears in full elsewhere in this issue.

Fourth report on cost of living for coal miners in Alberta and British Columbia

The Commission appointed on May 4, 1940, by Order in Council under the Inquiries Act to determine the amount of the cost of living bonus payable to the coal miners in the Provinces of Alberta and British Columbia working under supplementary agreements with the United Mine Workers of America, District 18, made its fourth report on May 3, 1941, finding that no change in the bonus should be made under the agreement, so that the bonus of 18 cents per day from January 1, 1941, to April 30, 1941, should be continued. (LABOUR GAZETTE, February, 1941, page 133.)

The change in the cost of the list of foods, clothing, furnishings, etc., adopted for the calculation of the bonus was found to be from $12.8977 on December 2, 1940, to $12.9457 on April 1, 1941, an increase of approximately 5 cents per week or ·04 per cent and as this did not show an increase of five per cent since the time of the last calculation December 2, 1940, no increase in the bonus was payable. Increases due to war taxation were deducted from the cost calculations as provided under the agreement.

Petroleum industry to co-ordinate program of training mechanics

On July 8, the Minister of Labour, Hon. Norman A. McLarty announced that at a conference of representatives of the petroleum industry and officials of the Wartime Bureau of Technical Personnel, Department of Labour, it had been agreed to co-ordinate the efforts of the industry in a program of training mechanics for the army.

The conference, which was under the chairmanship of E. M. Little, Director of the Wartime Bureau of Technical Personnel, was another in a series called to discuss ways and means of assisting war industries to meet the demand for technical personnel and trained mechanics.

This decision on the part of the petroleum industry follows similar action recently undertaken by other industries in Canada. By this decision the petroleum companies have not only agreed to co-ordinate their efforts in training technical personnel, but in addition, they will undertake to increase the number of men working in these shops so as to put themselves in a position to handle war work; and to aid in the training of men in actual war industries in addition to their own requirements.

The conference heard a heartening progress report from R. L. Weldon, president of the Bathurst Power and Paper Company and chairman of the Wartime Machine Shop Board of the Pulp and Paper Industry—the first industry to so organize—who stated that the plan for using the maintenance and repair shops of the pulp and paper industry both for training men and producing parts for ships, guns and aeroplanes was proceeding rapidly. Already a considerable number of mills were participating in this work.

Representatives of the petroleum refining industry at the meeting were: R. T. Eyre of Toronto and E. A. Smith of Petrolia, of the Canadian Oil Company; L. C. McCloskey of Toronto, R. L. Dunsmore of Halifax, T. Montgomery of Sarnia, and F. C. Mechin

(now with the Department of Munitions and Supply) of the Imperial Oil Company; H. N. Short and H. H. Snyder of Montreal, of the Shell Oil Company; A. G. Farquharson of Montreal, of the McColl-Frontenac Company; and F. D. Campbell, now with the Director General of Shipping.

Others present in addition to chairman E. M. Little and R. L. Weldon included: Major R. J. Waterous of the National War Services Department; A. W. Crawford, Director of Plant Training of the Department of Labour; Col. Spencer Ball, Director of Trades Training Section and F. Farwell, executive assistant to the Master General of Ordnance of the Ordnance Department; L. Austin Wright, L. E. Westman, and Col. George E. Cole, of the Wartime Bureau of Technical Personnel.

Addresses were also given by Dr. Bryce M. Stewart, Deputy Minister of Labour, and Desmond A. Clarke, director general of shipbuilding. A. W. Crawford, Director of Plant Training, Department of Labour, also spoke on the training of skilled trades.

Public utilities co-operate in training of technical personnel

Public service, electric power, gas and transportation companies are taken steps to assist wartime industries to meet the growing demand for technical personnel and trained mechanics. At a meeting recently held at Ottawa at the request of the Hon. Norman A. McLarty, Minister of Labour, representatives of these companies from widely separated parts of the Dominion met with government officials to discuss methods for initiating such action and making it effective. Chairman of the meeting was E. M. Little, Director of the Wartime Bureau of Technical Personnel, of the Department of Labour.

Following the meeting the Canadian Electrical Association has undertaken to extend the survey further, and to organize the effort of these companies so that the fullest possible co-operation may be attained with the Department of Labour in the matter of training mechanics in the plants themselves and in carrying on associated activities to further the war effort.

It is the intention, when the plan is in full working order, to operate the plants on a 24-hour basis so as to train a maximum number of men as rapidly as possible.

This development is in line with a national program now being directed by the Wartime Bureau of Technical Personnel toward utilizing all possible training facilities in industry and to get these industrial facilities behind the war effort on a full time basis. Already other industries have become organized in a similar manner and results are already apparent. The first to become so organized was the pulp and paper industry. Although this organization was effected only a few weeks ago several hundred men are now being trained in the paper mills and the volume and variety of production of munitions and supplies have exceeded expectations. More recently the mining, public utilities and the petroleum refining industries have also set up group activities.

Representatives of the public service, electric power, gas and transportation companies at the recent meeting at Ottawa were: T. P. Pinckard, who represented the United Gas and Fuel Company of Hamilton, the Union Gas Company of Chatham, the Windsor Gas Company, the City Gas Company of London, and the Sarnia Gas Company; E. J. Tucker, the Consumer's Gas Company of Toronto; M. C. Gilman, Winnipeg Electric Company; R. J. Beaumont, Shawinigan Water and Power Company of Montreal; E. Gray-Donald, Quebec Railway Light and Power Company; George S. Gray, Canadian Transit Association, Toronto; E. B. Walker, Canadian National Railways, Toronto; Wilfred Philpot, Consumer's Gas Company, Toronto; W. C. Mainwaring, B. C. Electric Railway Company, Vancouver; George E. Waller, Hamilton Street Railway Company; J. S. H. Wurtele, Power Corporation of Canada, Ltd., Montreal; John Morse, Shawinigan Water and Power Company, Montreal; A. W. Manby and L. S. Gardner, Hydro-Electric Power of Ontario, Toronto; H. C. Patten, Toronto Transportation Commission; D. E. Blair, Montreal Tramways Company; W. E. P. Duncan, Toronto Transportation Commission; C. Willis George, Canadian Manufacturers' Association, Ottawa; Oliver Hall, Wartime Machine Shop Association, Toronto; and F. T. Allen, Canadian International Paper Company, Montreal.

Others present in addition to chairman E. M. Little included: Dr. Bryce Stewart, Deputy Minister of the Department of Labour; A. W. Crawford, Director of Plant Training, Department of Labour; L. Austin Wright and L. E. Westman, Wartime Bureau of Technical Personnel; H. J. Carmichael, Director General of Munitions and Supply; and Francis Farwell and Col. Spencer Ball of the Ordnance Department.

Labour legislation enacted by the Parliament of Canada in 1941

The Parliament of Canada, which met on November 7, 1940, and adjourned on June 14, 1941, amended the Labour Department Act and Acts dealing with conciliation and investigation in industrial disputes and made changes in the National Defence Tax on wages and salaries.

Labour Department.—The Labour Department Act was amended to provide for the appointment by the Governor in Council of an Associate Deputy Minister of Labour, who is to hold office during pleasure.

Conciliation in Industrial Disputes.—An amendment in the Industrial Disputes Investigation Act is designed to secure more impartial boards of conciliation and investigation. The section which prohibited any person from acting as member of a board if he had any direct pecuniary interest in the issue of a dispute referred to such board is replaced by a new section which prohibits any person from acting as a member of a Board who has any pecuniary interest in the issue of a dispute referred to such Board or who is then acting or has so acted within a period of six months preceding the date of the application for a Board in the capacity of solicitor, legal adviser, counsel or paid agent of either of the parties to the dispute. As introduced, the Bill referred to "any pecuniary interest direct or otherwise" but the words "direct or otherwise" were deleted in committee.

National Defence Tax.—The Income War Tax Act was amended to increase the National Defence Tax, first imposed in 1940, on all persons residing or earning income in Canada. The new tax rate is raised from two to five per cent for any persons who have dependents and whose income exceeds $1,200 a year and for persons without dependents whose income exceeds $660 but does not exceed $1,200 a year. Taxpayers without dependents whose annual income is over $1,200 pay seven per cent. A tax credit is allowed of $4 each for the year 1940, $14 for 1941, and $20 for 1942 and each subsequent year, in respect of certain dependents. The amount of tax payable is not permitted to reduce the income of the taxpayer below the minimum fixed above, $660 or $1,200, as the case may be.

As formerly, employers are to deduct the taxes payable by their employees from salary or wages and deductions at the new rate are to begin with earnings paid on or after July 1, 1941.

Bill not Passed.—A Bill to amend the Unemployment Insurance Act, 1940, which was introduced but later withdrawn, would have charged the Unemployment Insurance Commission with the duty of co-operating with other authorities in the Dominion or the provinces in collecting information concerning any plan for providing medical care or compensation in cases of ill-health.

Plant training in U.S. defence industries

According to a recent announcement made by Sidney Hillman, Associate Director General, Office of Production Management, reports compiled by the Training Within Industry section of the Labor Division show that rapid progress is being made in overcoming threatened skilled labour shortages in the United States through on-the-job training of workers in defence plants.

To date, 892 companies working on defence contracts have installed training-within-industry systems in their plants. These companies employ an aggregate of 1,532,000 workers.

Of these, 42 concerns with more than 250,000 employees launched their training programs the week ending June 21, 1941.

The above figures refer only to those training programs which the Training Within Industry Section of the Labor Division has directly helped to install through its 22 regional offices. They do not include companies which had in-plant training systems prior to the defence emergency or have installed them independently since the defence effort began.

"The rapid spread of training within industry is of utmost significance to the defence program," said Mr. Hillman. "It enables defence plants to expand, to increase the number of shifts, and to absorb more and more semi and unskilled workers from the ranks of the unemployed. Further, the plant which trains its own workers is helping the nation to avoid the troublesome problems of labour-pirating and worker-migration.

"The results show what can be done when labour and management co-operate, as they have done in every phase of the Labor Division's Training Within Industry program."

In each of the 22 districts, the Labor Division's representative is assisted by a regional committee of two managerial representatives, one A.F. of L. and one C.I.O. training specialist, and a part-time panel of experienced training men from the personnel departments of industrial establishments and from the labour organizations of the area. The field organization in all consists of approximately 450 persons.

British schedule of reserved occupations and protected work

A revised edition of the schedule of reserved occupations in Great Britain has been issued by the Ministry of Labour and National Service. This revised edition supersedes the schedule of May, 1940 (LABOUR GAZETTE, February, 1941, page 91) which now becomes obsolete.

Summarizing the revised schedule the British *Ministry of Labour Gazette* states:—

The revised Schedule has a double object: to increase the number of men in the Armed Forces, and to increase the number of men engaged on civilian work of national importance. The ages of reservation from service in the Armed Forces of men in many occupations are, therefore, being raised. These changes are taking place in the following three stages (though men may be required to attend for medical examination before the dates mentioned below):—

(*a*) under which men losing their reservation may be required to join their units on or after June 1,

(*b*) under which they will not, as a rule, be required to join their units before the middle of July,

(*c*) under which they will not, as a rule, be required to join their units before October 1.

Men losing their reservation will not be called up if, before they receive enlistment notices, they have transferred to occupations in which they are reserved, and the Ministry has been notified that they have done so.

A new principle of "Protected Work" is introduced into the new Schedule. An employer may apply for his establishment to be included in a Register of Protected Establishments. Many occupations are given two ages of reservation in the Schedule, and men in such an occupation in a Protected Establishment are reserved at the lower of the two ages.

Changes in the Schedule will continue to be made from time to time in the light of the changing man-power needs of the Armed Forces and of industry.

The above points, and many others, are made clear in the very full explanatory memorandum at the beginning of the new Schedule.

Part I consists of the list of occupations in which men and women are reserved; and Part IV contains a list of occupations in which women only are reserved.

Part II defines the classes of establishments which will be considered for admission to the Register of Protected Establishments.

Part III contains exceptions from the operation of the Schedule and details of special arrangements for certain classes of men.

A full alphabetical index of occupations in Part I is given at the end of the Schedule.

Summer holidays in war industries in Great Britain

The British *Ministry of Labour Gazette* in its May issue outlines the Government's view in regard to summer holidays in war industries as follows:—

The Government take the view that, for purposes of efficiency in war production and in the other essential business of the country, the customary summer holiday, so far as it does not exceed one week, should in general be taken this year. This does not mean that the holiday should necessarily be taken at the usual times or in the usual way. While a holiday should provide a physical and mental change from one's ordinary work, care should be taken to reduce travel to the minimum. Special facilities for travel cannot be made available and transport undertakings must continue to give first consideration to the movement of essential traffic.

Arrangements for holidays to be taken in rotation by individuals must be made on a much wider scale than has been usual under peace conditions, so as to avoid dislocation of the rhythm of production and of the ordinary routine of the country. In the case of some establishments it may be better from the point of view of efficiency to close down for the holiday period, if advantage can be taken of this to overhaul the plant. Arrangements should be made to enable goods to be received even though the establishments are closed. The Government consider it undesirable, that there should be a general holiday period in a particular town or area, even though this may in a number of cases prevent members of a family from taking their holidays at the same time. The usual local holiday or wakes weeks should, therefore, be abandoned.

Wherever possible, the week's holiday should be in one spell, but in some cases it may be necessary to divide it into two spells, and it is contemplated that, as last year, the law will be modified to permit of such division in various cases in which it would have been illegal. Where the week is so divided, one spell should, if practicable, immediately precede or follow the workers' weekly rest-day.

Holidays should not be concentrated in the early part of August, but should be spread so far as possible over the period May to October, by an extensive use of rota systems and of staggering holidays as between different establishments.

Subject to unforeseen circumstances, it is contemplated that the Whit-Monday Holiday in England and Wales shall not be cancelled nor, in Scotland, the Victoria Day Holiday or corresponding one day holiday, though it will be necessary that people engaged on specially urgent production or services should work on those days. Work should not be suspended on Whit-Tuesday.

As regards payment for holidays or payment for work done on days which would ordinarily be holidays, this should be governed by existing law or any provisions in agreement relating to this matter.

Registration of women for employment in Great Britain

The first registrations of women in Great Britain under the Registration for Employment Order, 1941, took place in April and May. The obligation to register applied to all female British subjects, in Great Britain, who were born in the years 1920 and 1919, respectively, except certain classes specifically exempted under the Order. The categories of women so exempted are the same, where appropriate, as those of men statutorily exempted from registration for military service; thus, women are not required to register if they are Dominions subjects not ordinarily resident in Great Britain, regular ministers of any religious denomination, mentally defectives, or blind persons. Women are also exempted while rendering paid whole-time service with the Armed Forces in the W.R.N.S., the A.T.S., the W.A.A.F., or the various recognized nursing services attached to the Armed Forces. On leaving such services,

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however, they must register if they are in a class of persons already called upon to register.

While the registrations affect all women of the age groups prescribed (subject to the exceptions specified), the fact that a woman has been required to register does not mean that she will necessarily be expected to take up employment or to transfer to other work. The registrations will show how the women concerned are occupied, and how many will be available for other work, of national importance. Women with young children or with vital household duties which make it difficult or impossible for them to take a job will not be asked to go to work. If it seems possible, after consideration of the particulars provided by the registration, that a woman can undertake work more vital than that on which she is engaged, she will be asked to attend for an interview, at a Local Office of the Ministry of Labour and National Service, when the whole question can be fully discussed.

The British *Ministry of Labour Gazette* in referring to the order, advised women not to give up their present employment but that if they felt they were not serving the country in their present positions and wished "to get into something more vital" they should signify their desire at the Employment Exchange.

It is hoped that from these two registrations it will be possible to find, in the main, women who are mobile. The problem of women's employment at the present time in Great Britain, is to fill the large number of vacancies in the Women's Auxiliary Services, the Nursing Services, the N.A.A.F.I., and the Women's Land Army, which require that the women must be prepared to transfer to another district. Vacancies arising in industry in the near future will be filled, it is stated, to a large extent, by releases of labour from industries affected by the Board of Trade scheme for the concentration of production although, of course, there will be shortages of local labour in some areas in any case. Mobile women will also be wanted for such work.

In the House of Commons, on May 15, the Minister of Labour and National Service stated that as of that date 429,820 women born in 1920 had registered, while 281,961 women born in 1919 had registered on May 3 at local offices of the Ministry, but that the returns of postal and belated registrations for this latter age-group were not yet complete.

Employment of dock labour in Great Britain

The British *Ministry of Labour Gazette* for April, summarizes the Government's new scheme for the employment of dockers at certain large ports as follows:

To secure the quickest possible turn-round of ships the Government instituted a new scheme for the employment of dockers at certain large ports. Under this scheme, dock labourers are no longer engaged on a casual basis but become permanent employees of the Minister of Transport, on a guaranteed (weekly) basis, combined, where possible, with payment by results.

Similar arrangements have been introduced at Glasgow and Greenock. The Minister of Transport guarantees payment to each man for a minimum of eleven turns in each full pay week; each man is to be paid the total amount of his earnings (whether on a time or a piece-work basis) and in addition, if the number of turns worked by him in any full pay week falls short of eleven turns, the difference in the number of turns is credited to him at 7s. 6d. per turn.

The guarantee of payment for eleven turns will, of course, lapse if a man is absent from employment or fails to turn out when required. If the Port Labour Inspector certifies that a man has been absent through sickness or other adequate cause the guarantee will be reduced by the number of turns covered by the certificate.

Labour conditions in German occupied Norway

According to the June issue of the *International Labour Review*, published by the International Labour Office, Montreal, "the attempts of the German occupation authorities and of the National Union Party to nazify the Norwegian people have met with very strong resistance which has taken various shapes.

"In the centre of the struggle is the trade union movement which, as in other Scandinavian countries, had in recent years very much strengthened its position and thereby its influence on the regulation of conditions of work and life.

"The occupation authorities have failed to overcome the resistance of the trade unions and get them to join in the work of the 'New Order', in spite of the reorganization of the leadership of the Confederation and of many of the trade unions."

The *International Labour Review* also describes other effects of war and German occupation on the economic and social situation in Norway. In spite of strict control measures, prices have risen quite rapidly, and it is now estimated that real wages have fallen by not less than 30 per cent. In connection with this lowering of the standard of living the German economic periodical *Wirtschaftsdienst* states that: "Future price policy depends in the first place on political factors, and above all on the transfer of Norwegian economic life to the European living space. In the long run an adjustment of prices to the level in central Europe will become necessary. In this way, with the lowering of prices and of real wages, and therefore the standard of living, the necessary conditions will one day be created for the incorporation of the Norwegian economy in the European economic system."

Among the other topics discussed in the article are unemployment and employment problems, social insurance, compulsory labour service, and the so-called voluntary recruitment of Norwegian workers for Germany.

Correction

In the February issue, page 92, reference is made to the establishment of a Youth Employment Section in the Department of Labour, New South Wales, Australia, and to the establishment of a Select Parliamentary Committee on Youth Employment in New South Wales, Australia. It has been considered that in the two items referred to, the wording was slightly misleading and might be taken as applying to Australia as a whole. The notes must only be read with reference to New South Wales.

HOURS OF LABOUR DURING WARTIME IN NEW ZEALAND

Rather than repeal, for the duration of the war, the 40-hour week legislation passed in 1936 the New Zealand Government has provided machinery for increasing working hours on recommendation of a standing committee of the Industrial Emergency Council set up to consider questions relating to hours of work. The Council is made up of nine representatives of employers and nine of workers appointed by the Minister of Labour, who acts as chairman. Twenty-six applications have been made, of which 18 have been granted, extending hours for varying periods, the highest being to 52 hours a week. Among those not covered by the 40-hour week are agricultural workers, who, with the shortage of skilled men, now often work very long hours.

The Industrial Emergency Council Regulations passed during the first month of the war provide for the setting up of such a body from time to time "to inquire into and to advise the Minister during the period of war emergency on any matters referred by him to the council or on any other matters arising out of the state of emergency pertaining to his office."

In 1936 New Zealand reduced the legal maximum for an ordinary working week in factories from 48 hours (women and boys 45) to 40, applications for extension up to 44 being heard by the Arbitration Court. The Industrial Conciliation and Arbitration Amendment Act, 1936, also provides that if the Court fix longer hours than 40 the reasons for so doing must be stated.

Employers applying for extensions under the Emergency Regulations are advised to obtain the concurrence of the Union of Workers and to make application through an Association of Employers or committee of employment in the industry. Before making a recommendation the Council must be convinced that the granting of an application will be in the interests of the war effort and not for the commercial gain of the applicant.

An application from the New Zealand Employers' Federation for a general extension to a 44-hour week has been refused. But extended hours have been allowed in woollen mills, the clothing trade, cheese factories, the manufacture or repair of metal or brushware equipment for the dairy industry, the production and manufacture of timber for butter boxes, defence and emergency works, coal-mining, waterside work, shearing, tanning, the production of ammunition, cement and asbestos, slippers and for chemists' assistants. Orders to suspend the 40-hour week are being considered for biscuit making and the employment of women in the dairy industry.

State employees on war work do considerable overtime which may be required without application to the Industrial Emergency Council. There appears to be no restriction on overtime for other workers so long as payment is made as prescribed in the industrial awards. But the extra hours frequently are worked at ordinary rates of pay as in cheese factories and in the tanning industry in some districts, or with a specially authorized increase.

In ammunition works and in woollen mills time and a half must be paid for overtime with double time for Sunday and holiday work. On defence and emergency works overtime is to be paid for at not less than time and a half.

Shifts have been permitted in several instances with special rates of pay fixed in some cases for shift workers.

The statutory restriction on overtime for women and boys to 90 hours a year or 120 in special cases have been removed subject only to provision for safeguarding of the workers' health. When women are employed in making munitions on the late or night shifts satisfactory arrangements must be made for conveying them to their homes.

Apprenticeship regulations have been relaxed to allow employment of inexperienced women over 21 in the clothing trade at special rates without entering into an apprenticeship contract and to permit engagement of apprentices to replace others who are serving in the armed forces.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Quebec Power Company, Quebec, P.Q., and its operators, linemen and patrolmen, members of Local "B" 1106, International Brotherhood of Electrical Workers;

2. Between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain groups of its employees;

3. Between Martin Transports, Limited, Toronto, Ont., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers;

4. Between the Canadian National Railways and its clerks, freight handlers, etc., between the Canadian National Railways and its sleeping and dining car employees, between the Niagara, St. Catharines and Toronto Railway and its freight handlers, etc., and between the Canadian National Railways and employees in its Express Department, the employees involved in each of these four disputes being members of the Canadian Brotherhood of Railway Employees and Other Transport Workers;

5. Between the Imperial Iron Corporation, Limited, St. Catharines, Ont., and its employees, members of Local 199, United Automobile Workers of America;

6. Between the Canadian National Railways and the Canadian Pacific Railway Company and four of their subsidiaries (the Dominion Atlantic Railway, the Quebec Central Railway, the Esquimalt and Nanaimo Railway and the Northern Alberta Railways), on the one hand, and various classes of employees of the six railways, members of eighteen "standard" railway labour organizations, on the other hand;

7. Between the Port Arthur Shipbuilding Company, Limited, Port Arthur, Ont., and its employees, members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Brotherhod of Blacksmiths, Drop Forgers and Helpers, the United Brotherhood of Carpenters and Joiners of America and the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada; and

8. Between the Intercolonial Coal Company, Limited, Westville, N.S., and its employees, members of the Miners' Protective Association.

Information concerning the aforementioned reports (with the exception of numbers 1, 2 and 5 which will be reported in the August issue) will be found at the end of this statement.

Applications Received

In June eighteen applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From 55 employees of the C. A. Dunham Company, Limited, Toronto, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and for the reinstatement of an employee alleged to have been dismissed because of his union activities.

2. From employees of the Whitby Malleable Iron and Brass Company, Limited, Whitby, Ont., members of Local 1817, Steel Workers Organizing Committee. The dispute, arising out of the employees' request for a union agreement embodying increased rates of pay and wartime cost-of-living bonuses, is said to affect 120 workers directly and 17 indirectly.

3. From 215 employees of W. D. Beath and Son, Limited, Toronto, Ont., members of Local 1039, Steel Workers Organizing Committee. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions. Strikes occurred on May 27 and June 6 to 9, the latter stoppage having been terminated as a result of mediation by officials of the Department of Labour, who were successful in persuading the parties to refer the dispute to a Board of Conciliation and Investigation. A board was established on June 17.

4. From approximately 700 employees of Canadian Cottons, Limited, Hamilton, Ont., members of Textile Workers' Federal Union No. 7, Trades and Labour Congress of Canada. On May 23 a strike of several hours' duration occurred in connection with this dispute, which has arisen out of the employees' request for increased wages. (See also paragraph 12 below.)

5. From 280 employees of the Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, Ont., members of the Steel

Workers Organizing Committee. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions.

6. From 60 "red caps" in the employ of the Canadian Pacific Railway Company at Montreal and Quebec, P.Q., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The dispute has arisen out of the employees' request for a union agreement respecting wages and working conditions.

7. From 770 workers in the employ of the Canadian General Electric Company, Limited, at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, Toronto, Ont., members of Local 507, United Electrical, Radio and Machine Workers of America. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions. A strike occurred on June 4 and was terminated on June 12 as a result of the intervention of officials of the Department of Labour. A board was established on June 27.

8. From stevedores in the employ of the New Brunswick International Paper Company, Dalhousie, N.B., members of Local 1433, International Longshoremen's Association. The dispute, arising out of the employees' request for increased wages and improved working conditions, is said to affect 115 workers directly and 600 indirectly.

9. From 91 employees of J. C. Wilson, Limited, Lachute Mills, P.Q., members of Local 437, International Brotherhood of Papermakers. The dispute has arisen out of the employees' request for a union agreement respecting wages, hours of labour and working conditions.

10. From plumbers, steamfitters and helpers, members of Local 170, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, in the employ of various master plumbers at Vancouver, B.C. The dispute, arising out of the employees' request for increased wages, is said to affect 121 workers directly and 300 indirectly.

11. From 34 employees of the Langley Manufacturing Company, Limited, Vancouver, B.C., members of Local 2, Vancouver Metal Workers' Union, Canadian Congress of Labour. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and improved working conditions. A strike occurred on June 30 and work was resumed on July 2 following mediation by an official of the Department of Labour.

12. From 1,343 employees of Canadian Cottons, Limited, Cornwall, Ont., members of Cotton Workers' Federal Union No. 2, Trades and Labour Congress of Canada. On April 17 to 21 and May 15 to 19 strikes occurred in connection with this dispute, which arose out of the employees' request for increased wages. A board was established on June 27 to deal with this dispute and with the dispute between the company and its employees at Hamilton, Ont. (see paragraph 4), and on the nomination of the employees Mr. Lionel Chevrier, K.C., M.P., was appointed a member of the board.

13. From employees of the Lake St. John Power and Paper Company, Limited, Dolbeau, P.Q., members of the National Catholic Union of Pulp and Paper Workers of Dolbeau, Inc. The dispute, arising out of the employees' request for a union agreement embodying wage adjustments and wartime cost-of-living bonuses, is said to affect 230 workers directly and 255 indirectly.

14. From 468 employees of Ayers, Limited, Lachute Mills, P.Q., members of Local 9, United Textile Workers of Canada. The dispute has arisen out of the employees' request for increased wages, wartime cost-of-living bonuses, the right to bargain collectively through union representatives and the reinstatement of a worker alleged to have been dismissed because of his union activities.

15. From 1,350 longshoremen, checkers, coopers, etc., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, in the employ of Canada Steamship Lines, Limited, at Quebec and Montreal, P.Q., and Picton, Toronto, Hamilton, Windsor, Point Edward, Sarnia, Port Arthur and Fort William, Ont. The dispute has arisen out of the employees' request for the revision of existing agreements to provide for wage adjustments, wartime cost-of-living bonuses and changes in hours of labour and working conditions.

16. From approximately 200 workers employed at the Pearl Street Plant of Brantford Coach and Body, Limited, Brantford, Ont., members of Local 397, United Automobile Workers of America. The dispute has arisen out of the employees' request for a union agreement embodying increased rates of pay and changes in working conditions.

17. From approximately 300 employees of the Dominion Bedding Company, Montreal, P.Q., members of Local 302, Upholsterers' International Union. The dispute has arisen out of the employees' request for increased wages, changes in hours of labour and working conditions and the reinstatement of two workers alleged to have been dismissed because of

their union activities. A strike occurred on June 18 and was terminated on the following day as a result of the intervention of an official of the Department of Labour.

18. From employees of Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, P.Q., and Fairchild Aircraft, Limited, Longueuil, P.Q., members of Montreal Aircraft Lodge 712, International Association of Machinists. Between 6,000 and 7,000 workers are said to be directly affected by the dispute, which has arisen out of the employees' request for increased wages, a closed shop and changes in hours of labour and working conditions.

Other Boards Established

On June 6 a Board of Conciliation and Investigation was established to deal with a dispute between Canadian Acme Screw and Gear, Limited, Toronto, Ont., and its employees, members of the Steel Workers Organizing Committee (LABOUR GAZETTE, June, 1941, page 619). The personnel of the board is as follows: Professor J. C. Cameron, Queen's University, Kingston, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Professor G. M. A. Grube, University of Toronto, appointed on the nomination of the employees; and Mr. J. J. Robinette, Toronto, appointed on the nomination of the employer.

On June 7 a board was established to deal with a dispute between Gray Forgings and Stampings, Limited, Toronto, Ont., and metal polishers and buffers employed in its Polishing Department, members of Local 21, Metal Polishers, Buffers, Platers and Helpers' International Union (LABOUR GAZETTE, June, 1941, page 618). The personnel of the board is as follows: His Honour Judge I. M. Macdonell, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. John Munro, appointed on the nomination of the employees; and Mr. W. J. Smith, appointed on the nomination of the employer. All three reside in Toronto.

On June 14 a board was established to deal with a dispute between the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., and its employees, members of Local 1, Vancouver Metal Workers' Union (LABOUR GAZETTE, June, 1941, pages 618-19). The personnel of the board is as follows: His Honour Judge J. N. Ellis, chairman, appointed in the absence of a joint recommendation from the other two members: Mr. A. McAuslane, appointed on the nomination of the employees; and Mr. R. L. Norman, appointed on the nomination of the employer. All three reside in Vancouver.

Board Reconvened

Early in June the Minister of Labour ordered the reconvening of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Steel and Coal Corporation, Limited, and the employees in its Peck Rolling Mills Division, Montreal, P.Q. As a consequence of this action, the employees terminated the strike which had been called for the purpose of obtaining implementation of the minority report of the board (LABOUR GAZETTE, April, 1941, pages 372-86, and May, 1941, page 507).

Settlements

The Rayman Cap Manufacturing Company, Toronto, Ont., has renewed its agreement with Local 47, United Hatters, Cap and Millinery Workers' International Union, subject to certain wartime departures from accepted trade practices, in accordance with the recommendations of the Board of Conciliation and Investigation established to deal with differences between these parties (LABOUR GAZETTE, April, 1941, pages 386-87).

The Saint John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., has entered into agreements with its machinists, members of Local 482, International Association of Machinists, its plumbers and steamfitters, members of Local 213, United Association of Journeymen Plumbers and Steamfitters, and its electrical workers, members of Local B502, International Brotherhood of Electrical Workers, in accordance with the recommendations of the Board of Conciliation and Investigation established to deal with differences between these parties (LABOUR GAZETTE, May, 1941, pages 507-14). Additional information regarding these agreements will be found in the section entitled "Recent Industrial Agreements and Schedules of Wages" elsewhere in this issue.

As a result of the mediation of an official of the Department of Labour, an amicable settlement has been reached in a dispute between Bishop and Sons, Limited, Portneuf Station, P.Q., and its employees, members of the National Catholic Union of Pulp and Paper Workers of Portneuf (LABOUR GAZETTE, June, 1941, page 618).

Report of Board in Dispute between Canadian National Railways, Canadian Pacific Railway Company and Certain Subsidiary Railways and Various Classes of Their Employees, Members of Eighteen "Standard" Railway Labour Organizations

A report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways and the Canadian Pacific Railway Company and four of their subsidiary railways (the Dominion Atlantic Railway, the Quebec Central Railway, the Esquimalt and Nanaimo Railway and the Northern Alberta Railways), on the one hand, and various classes of the employees of the six railways, on the other hand. The employees involved in the dispute are members of eighteen "standard" railway labour organizations, represented by a General Conference Committee, as follows: Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen and Enginemen; Order of Railway Conductors; Brotherhood of Railroad Trainmen; Order of Railroad Telegraphers; Commercial Telegraphers' Union; Brotherhood of Maintenance-of-Way Employees; International Association of Machinists; Brotherhood of Railway Carmen; International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Sheet Metal Workers' International Association; International Brotherhood of Electrical Workers; United Association of Plumbers and Steamfitters; International Moulders' Union; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; International Brotherhood of Firemen and Oilers, Roundhouse and Railway Shop Labourers; and Brotherhood of Railroad Signalmen.

The personnel of the board was as follows: the Honourable Mr. Justice Patrick Kerwin, of the Supreme Court of Canada, Ottawa, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. A. W. Roebuck, K.C., M.P., Toronto, appointed on the nomination of the employees; and Mr. Isaac Pitblado, K.C., Winnipeg, appointed on the nomination of the employers.

The report of the board was signed by the chairman and Mr. Pitblado. The interpretation placed by the board on Order in Council P.C. 7440 (which sets forth the Government's wartime wages Policy) was not in accord with the Government's intention. The Government, therefore, revised the Order in Council to clarify its intention. The Minister of Labour accordingly refrained from giving his approval to the board's recommendations.

A minority report was submitted by Mr. Roebuck.

The texts of the board's report and Mr. Roebuck's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between The Canadian National Railways and Canadian Pacific Railway Company and subsidiary railways (Dominion Atlantic Railway, Quebec Central Railway, Esquimalt and Nanaimo Railway, and Northern Alberta Railways) and various classes of their employees, being members of the Standard Railway Labour Organizations represented by the General Conference Committee.

To the Honourable the Minister of Labour, Ottawa.

On April 18th, 1941, a Board of Conciliation and Investigation was established by you in the above matter under the Industrial Disputes Investigation Act, and by April 28th the Board was duly constituted. The application for the Board was made on behalf of The General Conference Committee, representing various classes of railway employees in the service of The Canadian National Railways and The Canadian Pacific Railway Company and their subsidiaries,—the employees referred to being members of one or other of the eighteen Standard Railway Labour Organizations mentioned below.

The Board held hearings in Montreal on May 8th, 13th and 14th, at which representatives of the applicants and the railways were present and submitted written and oral arguments until both parties to the dispute had covered all the points they desired to place before the Board. The importance of the dispute is manifest from the fact that approximately 125,000 workers are interested. The eighteen Standard Railway Labour Organizations and their representatives who appeared before the Board are as follows:—

J. B. Ward, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers; W. G. Graham, Vice-President, Brotherhood of Locomotive Firemen and Enginemen; Thos. Todd, Vice-President, Order of Railway Conductors; J. J. Hendrick, Vice-President, Brotherhood of Railroad Trainmen; W. H. Phillips, Vice-President, Order of Railroad Telegraphers; G. R. Pawson, Vice-President, Commercial Tele-

graphers Union of America; J. J. O'Grady, Vice-President, Brotherhood of Maintenance of Way Employees; Geo. Wright, Vice-President, International Association of Machinists; also J. Somerville; L. A. Beaudry, Vice-President, Brotherhood of Railway Carmen of America; J. Thompson, Act. Vice-President, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; J. T. Galloway, Vice-President, International Brotherhood of Blacksmiths, Drop Forgers and Helpers; A. J. Crawford, Vice-President, Sheet Metal Workers' International Association; L. A. McEwan, Act. Vice-President, International Brotherhood of Electrical Workers; J. W. Bruce, Vice-President, United Association of Plumbers and Steamfitters; R. Minary, Act. Vice-President, International Moulders' Union of North America; F. H. Hall, Vice-President, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; J. C. Gascoyne, Vice-President, International Brotherhood of Firemen and Oilers, Roundhouse and Railway Shop Labourers; Wm. Craig, President, Div. 4, Railway Department, A.F. of L., Brotherhood of Railroad Signalmen of North America.

The Railways' representatives were:—

Canadian National Railways—N. B. Walton, Vice-President; F. W. Edge, Superintendent of Personnel; P. E. Ayrhart, Staff Inspector, Personnel Department.

Canadian Pacific Railway—D. C. Coleman, Vice-President; Geo. Hodge, Manager, Department of Personnel; H. D. Brydone-Jack, Assistant Manager, Department of Personnel.

The members of the Board conferred in Ottawa, from time to time, and now beg to report in connection with the only matter in dispute, that is, the application of the employees for a wartime cost-of-living bonus.

Order in Council P.C. 7440.—The application is based upon Order in Council P.C. 7440, dated December 16th, 1940. A copy of this Order in Council is hereto attached, but it is advisable at the outset to set forth in the body of this report the terms of clause 5, which is the important one:—

> "(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:
>
> (i) Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and The Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.
>
> (ii) The bonus should be determined at intervals not more frequently than quarterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.
>
> (iii) Bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life."

Suggestions for the Application of Order in Council P.C. 7440.—Reference was made at the hearing to a document issued by the authority of the Minister of Labour, dated March 31st, 1941, and headed "Wartime Wages Policy—Suggestions for the Application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation." Paragraphs 3 and 4 of this document refer to the wartime cost-of-living bonus and read as follows:—

> "3. Cost of Living Bonus:
>
> *a.* A cost of living bonus may be given to protect the worker not from increases in the cost of all his purchases, but only from increases in the cost of the basic necessities of life. A flat bonus is therefore suggested because a bonus computed as a percentage of wage rates or earnings would favour the better paid workers, defeat the purpose of the Order by preventing that decline in the consumption of non-essential commodities which is required by war conditions and is necessary to prevent inflation.
>
> *b.* In view of the wide variations in the wage rates of individuals and occupational groups, if the bonus were determined independently in each industrial establishment or even each economic area, many arbitrary decisions would be involved and confusion would result. Therefore the following standard formula is suggested on the rough assumption that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life:—
>
> When the Dominion Bureau of Statistics Index for the Dominion or for the region advances 5 per cent; (1) full time workers might receive a maximum weekly bonus of $1.25; (2) part time workers would then receive an hourly bonus of $1.25 divided by the normal weekly hours worked in the establishment in question; (3) male workers under 21 years of age and female workers, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, might receive a bonus of 5 per cent of their basic hourly rates (maximum $1.25 per week). Proportional increases may, of course, be made in the bonus when the advance in the cost of living exceeds 5 per cent.
>
> *c.* The Order does not limit the bonus to instalments of 5 per cent or multiples thereof. It does direct, however, that bonuses may not be granted (1) unless three months have elapsed since the last wage adjustment or

bonus determination and (2) unless the cost of living has risen by at least 5 per cent since the last previous determination of a bonus payment or wage adjustment.

d. The Order does not preclude the granting of a wage increase (within the terms indicated) and a cost of living bonus simultaneously.

4. Computation of Changes in the Cost of Living:

a. In most instances the new Cost of Living Index for the Dominion prepared by the Dominion Bureau of Statistics will be the medium for measuring changes in the cost of living. In special circumstances, however, regional indices prepared by the Dominion Bureau of Statistics may be used.

b. If wage rates have not been increased since August, 1939, the change in the cost of living should be computed since August, 1939. If wage rates have been increased since August, 1939, the change in the cost of living should be computed since the date of the most recent increase in wage rates.

c. In August, 1939, the index number of the cost of living was 100·8. A 5 per cent increase in the cost of living since August, 1939, would therefore be indicated by an increase of 5·04 points in the index number. In December, 1940, the index number was 108·0. A 5 per cent increase since December, 1940, would therefore be indicated by an increase of 5·4 points in the index number. The absolute change in the index number is, however, so close to the percentage change that for all practical purposes the absolute change in the index number may be taken as the percentage change in the cost of living. For example, the percentage change in cost of living between August, 1939, and December, 1940, may be taken as 7·2 per cent (108·0 minus 100·8) instead of 7·14 per cent (7·2 divided by 100·8)."

New Index of Dominion Bureau of Statistics.—Before dealing with the constructions, suggested by the parties, of clause 5, a brief reference should be made to the new Cost of Living Index prepared by the Dominion Bureau of Statistics and mentioned in clause 5 of P.C. 7440 and in paragraphs 3 and 4 of the Suggestions.

In September, 1940, the Bureau commenced publication of a new Cost of Living Index, which replaced the Bureau's former index established in 1927 and based on the period 1926. The period selected to replace 1926 was 1935 to 1939. The base of the index is 100. By reference to a table, the level of the old index at any particular time may be converted to the base of the new index. The cost of living as measured by the new index stood at 121·7 in 1929; in August, 1939, at the outbreak of war, at 100·8; in December, 1940, at 108; in April, 1941, at 108·6. The significance of these dates will appear as the report proceeds.

SUBMISSIONS OF PARTIES—GENERAL

We do not propose at this juncture to elaborate the respective submissions of the parties with all the wealth of example and detail that is contained in them as it will be necessary later to refer to these submissions. At the moment we state as concisely as possible the construction which each side puts forward as the proper one of clause 5 of P.C. 7440.

Employees' Submission

The case on behalf of the employees was presented by Mr. J. B. Ward who, in addition to being the Assistant Grand Chief Engineer of the Brotherhood of Locomotive Engineers, is also the Chairman of the General Conference Committee. In this he was assisted by Mr. F. S. Hall, Vice-President of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The undersigned understand that they agreed that the basic wage rates of the employees represented before the Board were established in 1926-29 but, as the bonus may be paid "independent of basic wage rates," they contend the date of establishment of the basic hour rates has no relevancy. They argue that whatever "their basic standard of living" may mean, it must be the basic standard of living as of August, 1939, immediately prior to the outbreak of war. They say the basic standard of living of every worker is *necessarily* impaired by an increase in the cost of living; that an increase, as measured by the yardstick of the index, amounting to approximately 7 per cent, has occurred since August, 1939; that each worker is therefore entitled to a bonus of "a flat amount per hour or per week" (sub-clause (iii)); that since, by the "Suggestions", a "rough assumption" is made "that a wage of $25 per week leaves a family practically no margin for expenditures for anything except the basic necessaries of life", the amount of the bonus to which each full time worker is entitled is $1.75 per week, and that part time workers, male workers under twenty-one years of age, and female workers as described, are entitled to amounts corresponding to the latter part of the standard formula in Suggestion 3(*b*).

Railways' Submission

Brief introductory statements were made by Mr. M. B. Walton, Vice-President of Canadian National Railways, and Mr. D. C. Coleman, Vice-President of Canadian Pacific Railway Company, but the burden of presenting the Railways' case was taken by Mr. Hodge and Mr. Edge jointly. They argued that since basic wage rates were agreed to between the parties in 1926-29, the basic standard of living is to be referred to the period when the basic wage rates were established, and mean a

standard of living reflected by those basic wage rates. They point to the large sums of money in the aggregate that would have to be paid by the Railways if the employees' construction of clause 5 were the correct one. Since it was known in December, 1940, (when P.C. 7440 was promulgated) and on April 18th, 1941, (when the Minister of Labour established this Board) that the index had risen by over 5 per cent since August, 1939, it could never have been intended, the Railways submit, that the Board should be established with practically no functions to perform. They also placed particular emphasis upon the words *"may* properly be paid" and urged that it was clear the word "may" should be given its ordinary interpretation and that it was not mandatory for the Board to order that a cost-of-living bonus be paid merely because the cost of living had risen. These two points are included in their main submission according to which no bonus ought to be suggested by the Board to be paid to any of the employees.

While that was their main submission, another point of view was put forward in their statement filed before the Board on May 13th:—

> "It appears to the Railways that the difference of opinion between themselves and the employees is really as to the purpose of P.C. 7440. The employees appear to believe that it is intended to protect all classes of workers against the necessity of sacrifices imposed by an increasing cost of living.
>
> "The Railways believe that the language of the Order in Council makes it clear that there was no such intention, but that the policy adopted by the Government was to recommend that undue suffering should be prevented by the granting of a cost of living bonus in those cases where failure to grant such a bonus would produce an impairment of 'basic standard of living'."

IMPOSSIBILITY OF CONCILIATION

It is apparent that the main submissions are diametrically opposed and that, if the employees' contention is correct, there is no place for the good offices of a Board of Conciliation under the Industrial Disputes Investigation Act. Our first duty, therefore, is to construe clause 5 of the Order in Council.

Construction of Clause 5.—Clause 5 is part of an Order in Council that was promulgated to lay down governmental principles of wartime wage policy. What these principles should be is not, of course, the concern of this Board and we proceed to discuss the construction of clause 5 upon the only basis we conceive to be open, that is, what, in the light of the surrounding circumstances, is the meaning to be gathered from its language. That meaning cannot be determined by reports of what officials of the Department of Labour are supposed to have said to representatives of the employees either before or after the date of P.C. 7440, nor by a "press release," purporting to contain something the Minister of Labour had said. It is also beside the point that bonuses may be paid in other industries as we do not know any of the circumstances existing therein.

The Order in Council deals with basic wage rates as well as with a wartime cost-of-living bonus, and the recitals must be read in the light of that fact. The undersigned also understand that there is here no dispute as to basic wage rates having been established in 1926-29. They are, therefore, by virtue of other provisions of P.C. 7440, to be considered fair and reasonable, but, while we are not concerned with those provisions as we would if there were such a dispute, we must, we think, refer to the clauses as to wage rates,—but without expressing any opinion about them.

Order in Council P.C. 3495, dated November 7th, 1939, is referred to in the first recital. We think we need not refer to P.C. 3495 except to say that by it the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work. The second recital in P.C. 7440 contains a number of paragraphs, the relevant ones of which have been, or will be, referred to in this Report.

What might be called the enacting part of P.C. 7440 shows that it was passed on the recommendation of the Minister of Labour, but which recommendation had been made on the advice of the Interdepartmental committee on Labour Co-ordination, unanimously concurred in by the National Labour Supply Council, and then proceeds,—"for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties," to direct attention to the principles enunciated in Order in Council P.C. 2685, 19th June, 1940, and to approve principles of wartime wage policy applicable to conditions in industry coming within the purview of the Industrial Disputes Investigation Act as extended by P.C. 3495, which principles the Order-in-Council then sets forth in a number of clauses.

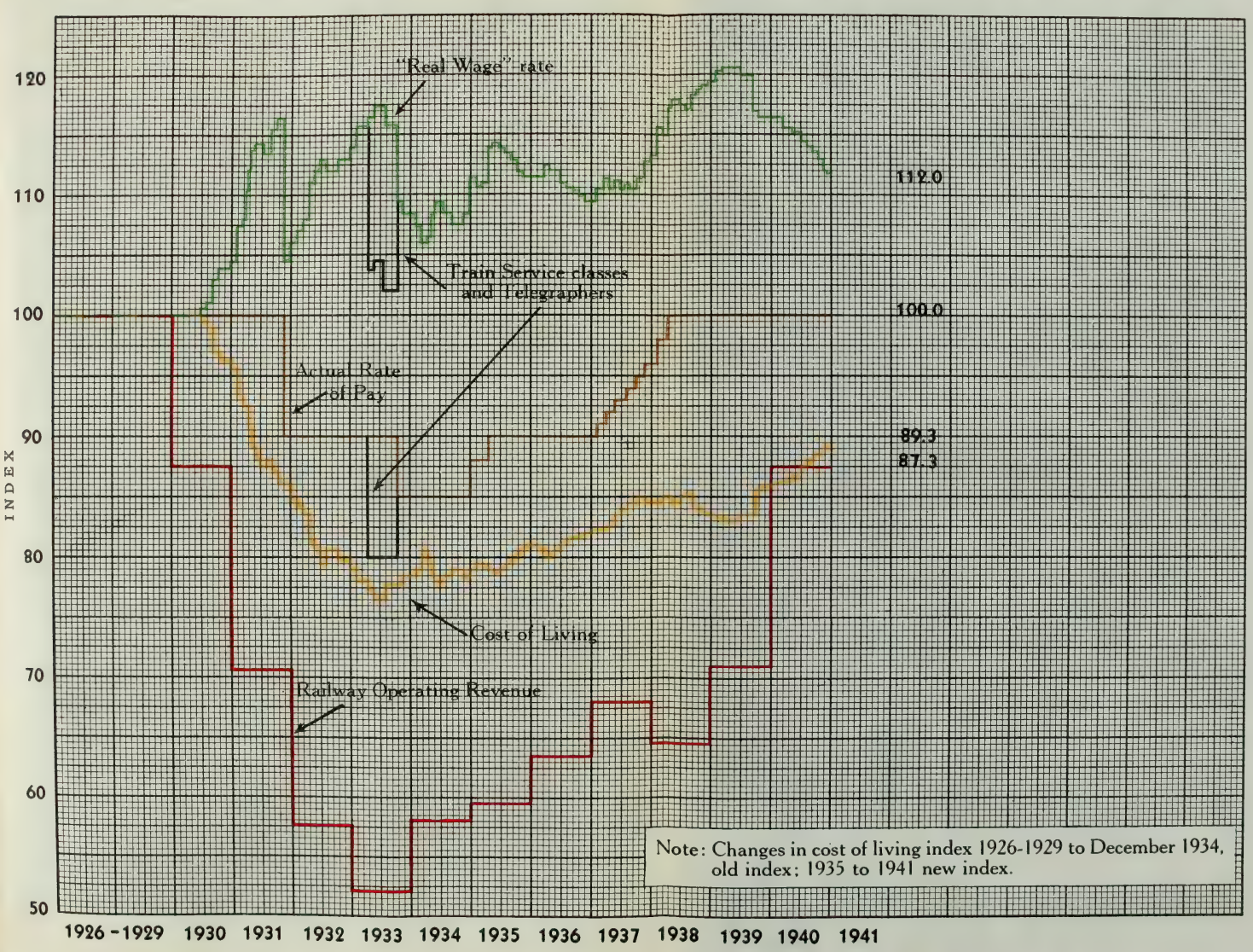
Before dealing with the clauses we should mention that in P.C. 2685, referred to in the enacting part of P.C. 7440, appears the following extract from a report from the Minister of Labour:—

> "In wartime the safety of the nation must be the first consideration of all patriotic citizens and no element in the community can be permitted to benefit from wartime necessities. The best interests of industry and labour are inseparable and since organized society alone makes possible industrial production to the mutual benefit of those engaged

CANADIAN NATIONAL (LINES IN CANADA)

Basic rates of pay of all classes of employees whose wages and working conditions are provided by agreement, were established in the period 1926-1929. During the period 1931 to 1937 deductions ranging from 10 to 20 percent calculated on basic rates of pay were in effect, all of which were gradually restored by April 1, 1938.

The chart shows the changes in actual rates paid, cost of living 'All Items' index, 'real wage' rate and Canadian National (Lines in Canada) Operating revenues in the years subsequent to the period 1926-1929. (1926-1929=100.)



therein, the needs of the community at large, especially under war conditions, must be regarded as paramount."

It would appear to be clear that the main object of P.C. 2685 and P.C. 7440 is to prevent industrial unrest so that nothing might interfere with the war effort.

Clauses 1 to 4 inclusive, of P.C. 7440, deal with wage rates and wage rate levels, but it is sufficient to quote the opening part of clause 3:—"Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable" with certain stated exceptions which are not here material.

Then follows clause 5. In connection with the submission of the Railways, a powerful argument has been adduced, supported by a chart, which we think must be reproduced in order to make clear what the Railways consider the surrounding circumstances which it is contended must be taken into consideration by the Board in construing clause 5.

In order that there shall be no mistake as to the contention as to what the chart shows, we reproduce textually parts of the Railways submission:—

"54. The changes in conditions from the average of the years 1926-29 to the year 1940 can best be depicted in a graphic chart . . .

55. The chart establishes an index of 100 for the years 1926-1929 and shows for the intervening period to December 31, 1940, the changes in the actual rates of pay (as distinguished from basic rates), the level of the cost of living index, the resulting 'real wage' or purchasing power of the actual rates of pay, and the operating revenues of the railways, respectively. As at December, 1940, the index figures for each of the factors mentioned stood as follows:—

Actual rates of pay.....	100.0
Cost of Living Index.....	89.3
'Real Wage' or purchasing power of actual rates of pay.....	112.0
Railway operating revenues....	82.8

56. These comparisons show that since the basic period the 'real wage' or purchasing power of the actual rates of pay of the employees has increased 12 per cent. This increase, moreover, is exclusive of the additional benefit the employees have enjoyed through increased employment. Taking both factors into consideration the purchasing power of the average annual compensation of railway employees as at December, 1940, had increased 16·2 per cent over the average of the basic period.

57. In marked contrast with the improved situation of the employees is the financial position of the Railways which during the same period has actually suffered impairment, their combined operating revenues for the year 1940 being 17·2 per cent below the average of the basic period."

The Railways estimate that a bonus on the basis of $1.75 per week for every full time railway employee (whether represented before us or not) would represent an increased annual operating cost of approximately $11,950,000 divided between the two railways as follows: Canadian National (Lines in Canada), $6,700,000, Canadian Pacific, $5,250,000. They also claim:—

"If the employees' claim were admitted, every subsequent increase of 5 per cent in the cost of living index would represent an increase in the operating costs of the Canadian National and Canadian Pacific Railways of approximately $8,535,000 per annum, of which directly or indirectly approximately $5,910,000 per annum would be borne by the Government, and ultimately, therefore, by the community at large."

In the brief introductory statement on behalf of the Railways, made by Mr. Walton, appears the following:—

"After many years of depression the Executive of the Canadian National took a pardonable pride in reporting to the Government in its Annual Report for the year ending December 31, 1940, that it would have no occasion in the year 1941 to make any demand on the public treasury for the purpose of meeting interest charges on the securities in the hands of the public. Should a bonus become payable to the employees representing, at it would, many millions of dollars, that promise in all probability cannot be kept, and the Canadian National share of the aggregate amount payable by way of bonus will be a direct charge upon the Dominion Treasury."

Mr. Coleman, referring to the C.P.R. noted:—

"The Company's position with reference to taxation under the Excess Profits Tax Act is still undetermined, but the fact is that to the extent by which the Company's operating expenses might be increased by the payment of a bonus to the employees, the company's tax under that Act payable to the Dominion Government would be proportionately reduced. Directly or indirectly, therefore, the burden of a bonus would be borne by the Dominion Treasury to a very large extent."

There is no dispute between the parties before us that increases in the cost of living, in the opening part of clause 5, refers to increases as shown by the cost of living index. We agree with that view and are of opinion that it is only when "their basic standard of living" has been *impaired by* increases in the cost of living so measured that a bonus may properly be paid. "Impaired" is a word of strong import and its use in the context has a definite bearing on the result at which we arrive. The impairment must be *by* increases in the cost of living. There remains to be noted that one of the principles enunciated in clause 5, for the guidance of Boards of Conciliation, is that a bonus "may" properly be paid. The word "may" is used and not "shall" or "must." The general rule is that "may" is permissive and not mandatory, and

we see nothing in the context to change that rule.

The word "basic" is used three times in clause 5. Firstly, with reference to standard of living; secondly, with reference to wage rates; and thirdly, with reference to necessaries of life. The Railways contend that any standard of living, whatever it may be, is relative and not absolute, and that the placing of the words "basic standard of living," in close juxtaposition to "basic wage rates", indicates clearly, both logically and grammatically, that these words "basic standard of living" refer to the standard of living which prevailed, or was brought about (as reflected in the prevailing cost of living) when the basic wage rates were agreed upon, *i.e.*, during the period 1926-29. The Railways' main submision demonstrates in their opinion that, if their contention were correct, there has as yet been no impairment in the basic standard of living. The employees did not attempt to controvert the result as they say the premise is wrong.

Mr. Pitblado is of opinion that the Railways' submission as to the meaning of the word "basic" in the phrase "basic standard of living" is correct. The Chairman finds it impossible to construe the word "basic" as suggested by the Railways. While in the recital in P.C. 7440, of what the Minister of Labour had reported, it is stated:—

> "(*c*) That, in many trades and employments in this country, reasonable wage levels were established during the period 1926-29, and that the cost of living as reported in the LABOUR GAZETTE for September, 1940, was 12·6 per cent below the average level of 1929;

it is also stated in (*c*)

> "that despite inescapable increase in the cost of some products, the increase in the cost of living since August, 1939, as measured by the new index of The Dominion Bureau of Statistics, has been 6·2 per cent; in some places more, in some places less;"

Because P.C. 7440 is dealing with wage rates as well as a wartime cost-of-living bonus, the Chairman is of opinion that the first of these statements just quoted may very well refer to wage rates and wage levels and be the reason for the provision in clause 3 that

> "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable."

Furthermore, while it is reasonable to suppose that it was known that in such a large and far flung industry as the railway industry "reasonable wage levels were established during the period 1926-29", the Order in Council is of general application and provision had to be made for cases where "higher levels" had been "established thereafter" but prior to the date of the Order in Council, December 16, 1940. The Chairman is unable to agree that the "basic standard of living" of the workers is to be taken in this case as relating to 1926-29 and in other cases to a period subsequent thereto, and even later than the outbreak of war. In his view to word "basic" in the phrase "their basic standard of living" has no reference to "basic" as applied either to "wage rates" or to "necessities of life." His opinion is that as clause 5 deals with a *wartime* cost-of-living bonus, the standard of living described as "basic" is that enjoyed immediately prior to the outbreak of war; that the word "basic" in that connection does not refer to a level of material comfort but to a period; and that the period is that immediately prior to August, 1939. To that extent, but to that extent only, he is in agreement with the employees' contention,—since, as will shortly appear, he is of opinion that the "basic standard of living" (as thus defined) of each worker is not necessarily impaired by increases in the cost of living.

For the purposes of this report Mr. Pitblado accepts the Chairman's definition of the word "basic" in the phrase "their basic standard of living." Both of the undersigned must, therefore, next inquire if the "standard of living" is the same for all workers, and we conclude that it is not the same. Moreover, upon that point we are bound to consider the earnings of the employees, produced by basic wage rates. It is true the word "their" appears in the phrase but we can attach no importance to it in helping to construe the phrase in which it is used. It is true also that the bonus may be paid "independent of basic wage rates" but that means that it may be paid in addition to basic wage rates and not with a disregard of the money received by various workers as a result of those basic wage rates. By sub-clause (iii) "bonus should be a flat amount per hour or per week uniform for all workers" but the sub-clause continues to direct Boards of Conciliation that the bonus should be "calculated to protect the *worker* against increases in the cost of basic necessaries of life." While a Board must first determine that basic standards of living have been impaired in the relevant sense, it is significant that if it suggests that a bonus be paid, it must do so in a manner calculated to protect the "worker." The use of the singular is noteworthy.

The Railways placed before the Board a Government publication, "Statistics of Steam Railways in Canada for 1939." The following tabulation is taken from it and shows the average number of employees and average

yearly earnings per employee in certain classes of Railway employees for the year 1939:—

	Average Number of Employees	Average per Employee
Road passenger engineers and motormen	827	$3,566
Road freight engineers and motormen	2,144	3,101
Yard engineers and motormen.	931	2,495
Road passenger firemen and helpers	822	2,624
Road freight firemen and helpers	2,323	2,167
Yard firemen and helpers	973	1,854
Road passenger conductors	660	2,946
Road freight conductors	1,685	2,790
Train dispatchers and traffic supervisors	438	3,210
Supervisory agents and assistants	498	2,358
Station agents—telegraphers and telephoners	4,721	1,887
Helper apprentices	11	877
Regular apprentices	1,354	1,035
Helpers to mechanics	5,594	1,218
Sectionmen	14,487	1,036

These may be taken as examples of some of the higher paid and lower paid employees who are represented before us. It does not appear necessary to transcribe all the figures, but in the publication it is shown that the average yearly earnings for all railway employees for the year 1939 was $1,549, including "executives, general officers, and assistants."

The following statement was put in on behalf of the employees:—

"Recapitulation of Monthly Earnings of Employees on Canadian Railways for the Year 1939.

GROUP	Number of Employees	Per cent of Total	Accumulate Number of Employees	Accumulate Per cent of Total
Employees earning between $55 and $65 per month	8,305	7.2		
Employees earning between $66 and $75 per month	199	0.2	8,504	7.4
Employees earning between $76 and $85 per month	2,894	2.5	11,398	9.9
Employees earning between $86 and $100 per month	27,914	24.1	39,312	34.0
Employees earning between $101 and $110 per month	6,852	5.9	46,164	39.9
Employees earning between $111 and $125 per month	4,005	3.5	50,169	43.4
Employees earning between $126 and $150 per month	34,031	29.3	84,200	72.7
Employees earning between $151 and $200 per month	19,141	16.5	103,341	89.2
Employees earning between $201 and $250 per month	7,471	6.4	110,812	95.6
Employees earning over $250 per month	5,155	4.4	115,967	100.0
Total	115,967	100.0		

Source: Data from *Statistics of Steam Railways of Canada* for the year ended December 31st, 1939.

NOTE: Above figures represent all classes, excluding Express Department, Radio Department and Employees engaged in outside operations."

This statement is not confined to employees represented before the Board, but takes in all classes of employees (except the ones noted at the end of the statement), including such employees as charwomen, office boys, waiters, etc.

We insert these sets of figures, taken from documents put in by the respective parties, in order to show that a wide variation in earnings exists in fact among railway employees.

We think it impossible to determine that it was ever the intention of clause 5 that the standard of living prior to the outbreak of war, of each worker, could be said to be *automatically* impaired by increases in the cost of living as measured by the index. It has already been pointed out that P.C. 7440 is of general application and, speaking generally, it is the considered opinion of the undersigned that in August, 1939, and at least down to the passing of P.C. 7440, wage rates measured in purchasing power were the highest in Canada's history. If all full time workers in every industry were immediately entitled to an additional $1.25 per week whenever the cost of living rises 5 per cent, we believe the spending of the increased earnings would tend to raise the cost of living still higher; and so the matter might continue indefinitely. The result would be that the needs of the community at large, especially under war conditions, would suffer, although, as pointed out in the report of the Minister of Labour, embodied in P.C. 2685, and referred to earlier in this report, these needs "must be regarded as paramount."

By the very terms of clause 5 the workers "are called upon to share in such sacrifices as the war may make necessary for the whole nation." All classes in Canada may have to change their standard of living as that standard existed before the outbreak of war, and it is not to be expected that the workers should not share in that sacrifice. In our view it was never intended that all employees should be granted a wartime cost-of-living bonus to protect them against all the changing conditions brought about by the war, including increases in the cost of all their purchases. Such a bonus should be granted only in cases where the workers cannot maintain their pre-war standard of living by reason of the fact that changes upwards in the cost of living, as measured by the index, have impaired their ability to purchase the basic necessaries of life.

All workers had standards of living based upon conditions as they existed before the outbreak of war but those standards varied among the workers according to the amount of money received by them.

It would be a difficult task to determine what workers have had their standard of living as of August, 1939, impaired by increases in the cost of living but we think it has been simplified by the "Suggestions." Clause 5 of the Order in Council should be, and has been, construed without reference to the "Suggestions" but, in carrying out the construction adopted in the present instance and under existing conditions, regard may be had to the "Suggestions" as something reasonable to be followed. Accordingly, for the purpose of carrying out the construction of the clause adopted by the undersigned, we apply the formula set out in the "Suggestions" on the assumption "that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life."

Even when it has been determined with reference to any particular workers that their basic standard of living has been impaired, it does not follow, in our opinion, that there is anything automatic about the application of a bonus of $1.25 per week for every 5 per cent rise in the index. The Industrial Disputes Investigation Act has never been abrogated and, specifically, section 26 is left to its operation whereby a Board recommending a settlement is directed to do so "according to the merits and substantial justice of the case."

It will be remembered that in August, 1939, the index number of the Bureau of Statistics' Cost of Living Index stood at 100·8, while in December, 1940, it stood at 108,—a difference of slightly over 7 per cent. The employees asked for a bonus for all full time workers according to the formula in the "Suggestions," of 7 per cent of $25, or $1.75 per week. According to the April, 1941, official bulletin of the Bureau which has just been issued, the Bureau's index number for that month is 108·6. This is an increase of 7·73 per cent over the index number 100·8 for August, 1939, and therefore "according to the merits and substantial justice of the case", we have concluded that we should take cognizance of such increase, 7·73 per cent of $25 per week is $1.93 per week.

In making the following recommendations we have carried out the spirit of section 26 of the Act and have taken into consideration sub-clause (iii) of clause 5 of P.C. 7440 where it states:—"Bonus should be a flat amount per hour or per week uniform for all workers", *i.e.*, all workers who are entitled to a bonus.

RECOMMENDATIONS

1. That a wartime cost of living bonus of $1.93 per week be paid to each full time worker, of the classes before the Board, whose earnings for full time employment under the basic rates of pay do not average more than $25 per week; Provided that part time workers, male workers under twenty-one and female workers as described in the "Suggestions" should receive the proportionate bonus in accordance with the relevant part of clause 3b of the "Suggestions," which appears in an earlier portion of this Report.

2. That each full time worker whose earnings for full time employment average between $25 and $26.93 per week should receive such flat amount by way of bonus as will bring his average earnings up to $26.93 per week.

3. That no other employees of the classes before the Board receive at present a wartime cost of living bonus.

4. We further suggest that these recommendations should be effective as from the first day of June, 1941.

Mr. Roebuck is unable to join in this report and will submit a minority report.

Respectfully submitted,

(Signed) P. Kerwin,
Chairman.

(Signed) Isaac Pitblado,
Member of the Board.

Ottawa, June 11, 1941.

Minority Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between The Canadian National Railways and Canadian Pacific Railway Company and subsidiary railways (Dominion Atlantic Railway, Quebec Central Railway, Esquimalt and Nanaimo Railway, and Northern Alberta Railways) and various classes of their employees, being members of the Standard Railway Labour Organizations represented by the General Conference Committee.

To The Honourable Norman McLARTY, K.C.,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation appointed by you to inquire into the dispute between the above named parties has made its investigation. Representatives of the Canadian Railway Companies and of the Canadian Standard Railway Labour Organization have been fully heard and I now have the honour herein to present my report:

On the 16th of the final month of last year the Government of Canada, on the recommendation of the Minister of Labour, passed an Order-in-Council known as P.C. 7440, the obvious purpose of which was to bring about stability in industrial relations during the period of the war. With this laudable object in view, the Order "froze" wages as of the date of its issue, with of course provision for some necessary revisions, for instance when present rates are lower than the reasonable levels which prevailed in the period of 1926-29. When the number of dollars payable to the individual worker in wages is thus limited by statute, the employee faces the danger of rising prices, the effect of which is to reduce the purchasing power of his money. Under such conditions an increase in prices is tantamount to a cut in wages. Accordingly, the workers were protected in the Order against an impairment of their "basic standards of living" through increases in the cost of living by the provision of "a wartime cost-of-living bonus, independent of wage rates." The Order says:

> "(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid."

Applied for Board.—The cost of living has increased by more than seven per cent since the outbreak of the war in August, 1939, and accordingly the Standard Railway Organizations, eighteen in number and representing some 125,000 Canadian Railway employees, applied to the Canadian Railway Managements for payment of the bonus. The Railway Managements refused. A dispute arose, and the Minister of Labour referred the matter to a Board set up under the Industrial Disputes Investigation Act.

The duty of this Board is to apply the law as declared in the Order, for the Order itself says that it is for the "guidance of Boards of Conciliation," and the Order proceeds to lay down

> "the principles of wartime wage policy applicable to conditions in industries coming within the purview of the Industrial Disputes Investigation Act."

By virtue of the War Measures Act, it is

> "hereby ordered that all agreements negotiated during the war period shall conform to the principles herein."

Order must be Observed.—The Government evidently meant that this Order shall be observed for in its last clause it directs that the Minister of Labour shall review the report of any Board and

> "to the extent which in his opinion the report deviates from the principles herein contained, shall direct a reconvening of the Board for reconsideration thereof."

The reason for these precautions by the Government against failure on the part of Boards of Conciliation to be guided by the Order is indicated in the Order for in its recitals it says that the Labour Co-Ordination Committee has consulted with the National Labour Supply Council

> "in order to secure the considered judgment of employees and employers on the reasonableness and effectiveness of these principles and their co-operation in establishing them in practice."

The Order says that it is passed on the recommendation of the Minister of Labour,

> "made on the advice of the Interdepartmental Committee on Labour Co-ordination, unanimously concurred in by the National Labour Supply Council."

The latter body is composed of leading representatives of industry and of labour, and it is obvious that the concurrence of management's representatives in the payment of a cost-of-living bonus was based on the quid pro quo of the "freezing" of wages. and conversely that the concurrence of the representatives of labour in the provision that wages shall not be advanced during the war was based upon the assurance that wartime cost-of-living bonus would be paid, thus preventing the impairment of living standards by reason of past or prospective wartime increases in the cost of living. As one provision is quid pro quo for the other, the disregarding of either would be to break faith with one or other side of the agreeing parties, and, in all probability, to bring about the very industrial strife which it was and is the wartime policy of the Government to avoid. The Minister is to stand guard over Boards of Conciliation lest the principles of the Order be whittled away or lost sight of in the individual arguments, and he is directed to call the Board together again for reconsideration should their report deviate from the principles laid down.

Release by Minister.—A further assurance was given to the workers in a Government statement issued simultaneously with the Order and, as expressed, "Released by the Minister of Labour acting as Chairman of the Cabinet Council on Labour Supply," in which it is said:—

> "The most striking feature of the new Order in Council is its recognition that, in general, present wage scales are reasonably adequate in the current situation—provided the cost of living, as indicated by the Government's index, remains approximately where it is at present."

The Government seems to have recognized the converse also that present wage scales were

not and would not be reasonably adequate where the cost if living has materially increased. The Minister says:—

> "Wherever it is found, however, that the purchasing power of basic rates has been impaired as indicated by the Cost of Living Index of the Dominion Bureau of Statistics, an offsetting cost-of-living bonus may be granted. The principle on which the bonus is based is a democratic one which recognizes that the burden of a rise in the cost of the necessaries of life falls without distinction on all classes, and the bonus is therefore to be a flat amount uniform for all workers not recognizing any differentials in wages or salaries."

The Prior Understanding.—Prior to the announcement of government policy conferences were invited by the Government between the General Conference Committee of the Standard Railway Organizations, the labour body appearing before this Board, and representatives of the Department of Labour, and a week before the issuance of the Order and the Ministerial Release, the General Conference Committee circularized the membership of the Standard Railway Labour Organizations with documents in which the proposed bonus wes set forth as then understood and as I have described it, the evident purpose being to obtain a general concurrence, and a copy of this material was given to the Minister of Labour and was in his official hands, as expressing the men's understanding of the arrangement, while the Order in Council was being drawn and passed. The Department of Labour allowed the information to be circularized to the men with neither objection nor correction and by its silence concurred in the description given the Union Membership. While the Order in Council was passed before the official concurrence could be obtained, the men have tacitly accepted its provisions on the information as given and their organization has asked for its enforcement.

Since the Order was passed it has been acted upon in a number of other industries and the bonus set up has been paid, and in one instance at least the payment was confirmed by the Department of Labour. A list of such companies was furnished in evidence.

Men's Wages Reduced.—The Standard Railway Labour Organizations now very naturally ask that the arrangement as they understood it be carried out by payment, pointing out that upwards of 600,000 men, women and children in or dependent upon their Union membership are affected. Deductions from the purchasing power of their wages, by reason of increases in such basic costs only as enter into the official cost of living index, have already been made amounting in the aggregate to a rate of $12,000,000 per annum.

The Railway Managements have refused and attempt to justify their resistance on a number of grounds. Their first and main contention at the hearing was that as the basic wage rates were established in the period of 1926-1929, the cost of living standards of that period should be taken as the basis from which to measure present fluctuations.

The cost of living has increased by over seven per cent since the declaration of war, but as in September of 1940 it was 12·6 per cent below the average level of 1926-1929, the men, if the Railway contention be correct, must lose another five or six per cent (amounting to a further eight or nine million dollars) before the increase commences to count, and then they must await a further five per cent increase before applying for the bonus.

A War-Time Bonus.—In my opinion there are no grounds in reason for such an interpretation of the Order. It establishes a "war-time cost-of-living bonus," and this war commenced in 1939, not in 1929. Section 5 reads:

> "To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid."

Such an assurance to the workers would be false if the Order in Council which gave assurance against impairment simultaneously provided for a twelve per cent impairment. The Order cannot mean that, and it does not, for it specifically directs that the bonus is to be determined

> "in the first instance only if the cost of living has risen by as much as five per cent since August, 1939."

I am quite confident in my reading of the Order that the wartime bonus is to be calculated on the wartime increase in the cost of living since August, 1939, when the war commenced.

"May," Not "Shall."—The next contention of the Railways is that the Order with respect to the bonus is not mandatory, the wording being "may" and not "shall," but obviously if the bonus "may *properly* be paid" it would be *improper* to withhold it. Of course, there might be circumstances in which, notwithstanding an increase in the cost of living, the bonus would not be properly paid, for instance, if some equivalent alternative advantage were given by the employer in substitution for the bonus, or if the employees for good consideration had agreed not to claim it.

In my opinion when it "*may properly* be paid," it *should* be paid, and the only way in which payment can *properly* be avoided is to

establish that its payment would be *improper*. There is no suggestion of impropriety in this railwaymen's claim.

But even were it possible to read the words "may properly be paid" as meaning "may not be paid," the Order is still on its face not permissive but rather is strikingly compulsory. Clause 5 lays down the principle of the bonus; it is in the second to the last clause that the command is given. There is no "may" in this clause. The word is "shall," and the authority is The War Measures Act. This is the clause:

> "His Excellency in Council on the same recommendation and under and in virtue of The War Measures Act (Chap. 206, R.S.C. 1927) is pleased to order and it is hereby ordered that all agreements negotiated during the war period shall conform to the principles herein . . . . . "

One of the principles referred to is the propriety of paying the cost-of-living bonus. The railway men are asking that it form part of their agreements of employment and, by virtue of the War Measures Act which authorizes the Order, their agreements "shall conform." There is nothing permissive or discretionary about that.

Railway Men's Pay.—The next Railway contention is that if the payment is discretionary, as they claim, it should not be paid to Railway workers as they are already highly paid. But are they? Railroading is one of the most highly skilled and responsible of occupations. It is shown in evidence submitted to the Board that of the employees of the Canadian Railways in the year 1939, 7·2 per cent earned between $55 and $65 per month; 34 per cent were in receipt of $100 or less; 72·7 earned $150 per month or less. True, there are men on the railways earning over $250 per month, including executive and supervisory officers, but they are only 4·4 per cent of the total. The few highly paid men seemingly obscure the view of the great mass of low-paid or very moderately paid workers. Any impression of extravagant wages paid railway workers must be based upon imagination or rumour, for it is not supported by statistical facts.

On the other hand, the chart of the operating revenues of the two great Canadian Railways shows almost continuous annual increases in large amounts since 1933, and startling advances since war was declared.

But Canadian Railway wage rates are not in issue. By law they are declared to be fair and reasonable. The Order says:

> "Wage rate levels established by agreement in any industry or trade, nationally or locally, during the period 1926-1929, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable."

The "inherent fairness of the rates of pay themselves" was admitted by the Railroad spokesmen.

Bonus is not Charity.—And so next it is suggested that the bonus, if paid at all, should be given to the low-paid classes only, evidently forgetting that this quid pro quo to the wage limitation is neither charity nor relief, but is a part of the arrangement made by consent of representatives of both parties to industry for the patriotic purpose of stabilizing industrial conditions while we get on with the war, and crystallized by the Government into law.

Moreover, the Order says the bonus is to be "independent of wage rates." To overcome this provision, it is said that "independent of" means "in addition to". But, having thus revised the Order by the substitution of words of different meaning, there still remains the difficulty that the Order says the bonus should be "a flat amount . . . uniform for all workers." How could the bonus be "uniform for all workers" if paid to some workers and not at all to others?

There is nothing in the Order which enables an employer or a Board of Conciliation to choose as between classes of employees, granting the bonus to some and denying it to others. If that were so why make the bonus a flat amount? For Boards of Conciliation to assume this right of discrimination is to nullify the purpose of the Order, which is to stabilize remuneration and bring about industrial peace during the war. If, however, employers are to do as they please, and can, and if Boards are to exercise what may be called their discretion, according to their notions of equity in each case, the Order as to bonus is a nullity. It might better not have been passed. Such a finding ruins it completely. As the Order provides no principles or formula upon which discriminations shall be based, determinations of the kind must be purely arbitrary, and so provocative of argument, contention, turmoil and strife.

The Inflation Argument.—A rather interesting argument put forth against the bonus is that the money will cause inflation if spent by the men, but will not have that effect if spent by the Railways. This hardly needs answering.

Almost as naive is the argument seriously advanced that if the Railways have to pay this money to the men they will not have so much upon which to pay excess profits taxes to the Government. This is an argument, which, if accepted, would altogether nullify bonus provisions of the Order. It is to be presumed that the Government realized the value of industrial peace and stability during wartime production and that the pro-and-con effect on the Treasury was duly calculated and considered.

Sacrifices must be Just.—It is an obvious argument in the course of a dispute for one party to say that the other should be ready to "sacrifice" to his benefit. On such reasoning the Railway workers are asked to submit while their standards of living are whittled away by advancing prices. But the Order itself has laid down the rule in that regard. In the very sentence in which the cost-of-living bonus is set up, the Order says that the workers

> "Are called upon to share in such sacrifices as the war may make necessary for the whole nation."

Increases in the cost of living are not sacrifices which fall upon the whole nation. They fall upon the consumer, as distinguished from the producer. To those with things to sell, rising prices may involve not sacrifices, but rather windfalls. Railway men are prepared to bear their full share of increased taxes, restricted rights, life forfeiture and all such national sacrifices, but they should not be asked to accept a bad bargain out of which other citizens proportionately profit, to the degradation of their living standards. One of the purposes of the Order is to assure them against this very thing.

It would be difficult to determine for each individual the exact amount of bonus required to protect his "basic standard of living" had it not been that the Order sets the official Cost of Living Index as the measure of such fluctuations, and the Labour Department has suggested that $25 per week be considered as basic. In a circular entitled "Suggestions for the Application of Order in Council P.C. 7440," the Department bases its $25 idea

> "on the rough assumption that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life."

While there is nothing authoritative in such a statement, the amount was accepted by both parties at the hearing for the purposes of this Order, and I so accept it. It was also agreed that the cost of living has advanced since August, 1939, by more than seven per cent, and the men expressed themselves as willing to accept that amount, subject to revisions from time to time as provided in the Order.

RECOMMENDATIONS

I therefore find and recommend accordingly that "all the workers" who are employees of the Canadian Railways (not those represented at the hearing only) should be paid a cost-of-living bonus to full-time employees an amount of $1.75 per week as from the 1st of January, 1941, when this application was made, and to part-time employees such part of $1.75 per week as is proportionate to the time worked.

Clause 5 (ii) of the Order sets forth the principles upon which the bonus is to be calculated. It is as follows:

> "The bonus should be determined at intervals not more frequently than quarterly, and paid in the first instance only if the cost of living has risen by as much as five per cent since August, 1939, or since the time of any wage increases subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by five per cent or more since the last previous determination of a bonus payment . . . . . "

According to the law as above expressed, the Official Index should be consulted from time to time and the cost-of-living bonus should be revised up or down in accordance with the principles by law established.

CONCLUSION

In conclusion, I wish to object to the idea that this Order is mandatory in the fixing of wages and preventing their advance, but is piously hopeful only as to the payment of bonus.

It has been suggested that with respect to bonus (and not to wages) that the formula "according to the merits and substantial justice of the case," as appearing in the Industrial Disputes Investigation Act, still applies, and that each wage-class of employees in every industry in Canada must negotiate with its respective employers as successive changes in the cost of living take place. In that event, the Order as to bonus means nothing, for that was the situation before the Order was passed.

For three hundred years, legislators have been attempting to fix and to hold down wages by statute. They have uniformly failed except when the regulation was consented to by the workers. And it will fail now if the consent patriotically given by Labour is thrown away by a withdrawal of the protective bonus which secured the consent. The Order was a wise and patriotic attempt to settle the problem of remuneration in industry during the war notwithstanding an increasing demand for labour and a decreasing supply of workers, especially skilled workers. Due to the patriotism of Canadian Organized Labour the attempt was in fair way to succeed. It would be a pity indeed if, by a strained and technical construction of the Order, its meaning, intent and purposes, as I read it, is obscured, or by compromise its beneficent effect is lost. The Government could not have intended to pass to the worker a cup that is dry, to short-change their leaders, or to hoodwink them with a protection that is illusory. The Order does mean, I am convinced, just what the workers were assured was intended, but should it be found otherwise, they are not

likely to be satisfied with excuses. The Railways, of all people, have most to lose should they succeed in substituting for the orderly stability of the Government's arrangement the turmoil and industrial chaos which is likely to accompany the changing price levels and shifting labour demands through which we are passing. The Railways should be first in asking for law, and first to observe it.

Respectfully submitted,

(Sgd.) A. W. ROEBUCK

Ottawa, June 6th, 1941.

Report of Board in Disputes between Canadian National Railways and Niagara, St. Catharines and Toronto Railway and Certain Classes of Their Employees, Members of the Canadian Brotherhood of Railway Employees and Other Transport Workers

A report has been received from the Board of Conciliation and Investigation established to deal with the following disputes: (1) between the Canadian National Railways and its clerks, freight handlers, etc.; (2) between the Canadian National Railways and its sleeping and dining car employees; (3) between the Niagara, St. Catharines and Toronto Railway and its freight handlers, etc.; and (4) between the Canadian National Railways and employees in its Express Department. The employees involved in all these disputes are members of the Canadian Brotherhood of Railway Employees and other Transport Workers.

The report does not deal with all the differences between the parties, but only with the employees' request for a wartime cost-of-living bonus, a factor common to the four disputes.

The personnel of the board was as follows: the Honourable Mr. Justice Patrick Kerwin, of the Supreme Court of Canada, Ottawa, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees; and Mr. F. T. Collins, K.C., Montreal, appointed on the nomination of the employers.

The report of the board was signed by the chairman and Mr. Collins. The interpretation placed by the board on Order in Council P.C. 7440 (which sets forth the Government's wartime wages policy) was not in accord with the Government's intention. The Government, therefore, revised the Order in Council to clarify its intention. The Minister of Labour accordingly refrained from giving his approval to the board's recommendations.

A minority report was submitted by Mr. Cohen.

The texts of the board's report and Mr. Cohen's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of disputes between (1) the Canadian National Railways and its clerks, freight handlers, passenger station employees, stores employees, stationary engineers, stationary firemen, classified and unclassified labourers, etc., employed in and around roundhouses and main repair shops; (2) the Canadian National Railways and its sleeping and dining car employees; (3) the Niagara, St. Catharines and Toronto Railway and its freight handlers, towermen and bridge-tenders, bridge and building employees, maintenance of way employees (including extra gang and section foremen and mechanical signal maintainers), electrical and overhead employees (including electrical, signal and telephone employees), and Mechanical Department employees (barns, shops and garages, not including foremen); and, (4) the Canadian National Railways and the schedule employees in its Express Department, the employees involved in each of the above disputes being members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

To the Honourable the Minister of Labour, Ottawa.

On April 18th, 1941, a Board of Conciliation and Investigation was established by you in the above matter, under the Industrial Disputes Investigation Act, to inquire into the disputes between the named railways and employees, and by April 28th the Board was duly constituted. The disputes arise out of proposals submitted by four General Adjustment Committees of the Canadian Brotherhood of Railway Employees and Other Transport Workers. The Committee representing those employees mentioned above in (1) asked for "an adjustment of inequalities in existing rates of pay for certain specified classes of employees and the payment of a general increase of 10 per cent in basic rates of pay." The Committee representing the employees mentioned in (3) asked for a general increase of 10 per cent in basic rates of pay. The Committee representing the employees in (4) asked for the appointment of two named individuals to certain positions but we were informed that this

last mentioned matter had been satisfactorily arranged. In all cases,—(1), (2), (3) and (4)—the appropriate Committee asked for payment to all employees represented by it of a wartime cost-of-living bonus. As this feature was common to all the disputes and as the Chairman of this Board is also the Chairman of another Board in which the same question arises, it appeared convenient to deal with it first. The Board accordingly held a hearing in Montreal when the applicants were represented by: M. M. Maclean, National Secretary-Treasurer, Canadian Brotherhood of Railway Employees; J. E. McGuire, Chairman, System Adjustment Board, Canadian Brotherhood of Railway Employees; Earl M. Young, General Chairman, Express Employees' General Adjustment Committee, Canadian Brotherhood of Railway Employees; Frank H. Gillespie, Secretary, System Adjustment Board, Canadian Brotherhood of Railway Employees; Robert McFarlane, Secretary, General Committee, N.S.&T. Railway, Canadian Brotherhood of Railway Employees.

The Canadian National Railways were represented by: F. W. Edge, Superintendent of Personnel; P. E. Ayrhart, Staff Inspector, Personnel Department; G. H. Jones, Staff Inspector, Personnel Department.

The members of the Board subsequently met in Ottawa from time to time, and now beg to report in connection with the one point, the applications for a wartime cost-of-living bonus. The applications are said to involve about 18,000 workers, some, no doubt, of whom are part time workers, male workers under twenty-one years of age, and female workers.

Order in Council P.C. 7440—The applications are based upon Order in Council P.C. 7440, dated December 16th, 1940. A copy of this Order in Council is hereto attached but it is advisable at the outset to set forth in the body of this report the terms of clause 5, which is the important one:—

"(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:

(i) Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and The Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.

(ii) The bonus should be determined at intervals not more frequently than quarterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.

(iii) Bonus should be a flat amount per hour or per week, uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life."

Suggestions for the Application of Order in Council P.C. 7440.—Reference was made at the hearing to a document issued by the authority of the Minister of Labour, dated March 31st, 1941, and headed "Wartime Wages Policy—Suggestions for the application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation." Paragraphs 3 and 4 of this document refer to the wartime cost-of-living bonus and read as follows:—

"3. Cost of Living Bonus:

a. A cost of living bonus may be given to protect the worker not from increases in the cost of all his purchases, but only from increases in the cost of the basic necessities of life. A flat bonus is therefore suggested because a bonus computed as a percentage of wage rates or earnings would favour the better paid workers, defeat the purpose of the Order by preventing that decline in the consumption of non-essential commodities which is required by war conditions and is necessary to prevent inflation.

b. In view of the wide variations in the wage rates of individuals and occupational groups, if the bonus were determined independently in each industrial establishment or even each economic area, many arbitrary decisions would be involved and confusion would result. Therefore the following standard formula is suggested on the rough assumption that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life.

When the Dominion Bureau of Statistics Index for the Dominion or for the region advances 5 per cent: (1) full time workers might receive a maximum weekly bonus of $1.25; (2) part time workers would then receive an hourly bonus of $1.25 divided by the normal weekly hours worked in the establishment in question; (3) male workers under 21 years of age and female workers, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, might receive a bonus of 5 per cent of their basic hourly rates (maximum $1.25 per week). Proportional increases may, of course, be made in the bonus when the advance in the cost of living exceeds 5 per cent.

c. The Order does not limit the bonus to instalments of 5 per cent or multiples thereof. It does direct, however, that bonuses may not be granted (1) unless three months have elapsed since the last wage adjustment or bonus determination and (2) unless the cost

of living has risen by at least 5 per cent since the last previous determination of a bonus payment or wage adjustment.

d. The Order does not preclude the granting of a wage increase (within the terms indicated) and a cost of living bonus simultaneously.

4. Computation of Changes in the Cost of Living:

a. In most instances the new Cost of Living Index for the Dominion, prepared by the Dominion Bureau of Statistics, will be the medium for measuring changes in the cost of living. In special circumstances, however, regional indices prepared by the Dominion Bureau of Statistics may be used.

b. If wage rates have not been increased since August, 1939, the change in the cost of living should be computed since August, 1939. If wage rates have been increased since August, 1939, the change in the cost of living should be computed since the date of the most recent increase in wage rates.

c. In August, 1939, the index number of the cost of living was 100·8. A 5 per cent increase in the cost of living since August, 1939, would therefore be indicated by an increase of 5·04 points in the index number. In December, 1940, the index number was 108·0. A 5 per cent increase since December, 1940, would therefore be indicated by an increase of 5·4 points in the index number. The absolute change in the index number is, however, so close to the percentage change that for all practical purposes the absolute change in the index number may be taken as the percentage change in the cost of living. For example, the percentage change in cost of living between August, 1939, and December, 1940, may be taken as 7·2 per cent (108·0 minus 100·8) instead of 7·14 per cent (7·2 divided by 100·8)."

New Index of Dominion Bureau of Statistics.—Before dealing with the constructions, suggested by the parties, of clause 5, a brief reference should be made to the new Cost of Living Index prepared by the Dominion Bureau of Statistics referred to in clause 5 of P.C. 7440 and in paragraphs 3 and 4 of the Suggestions. The Bureau had established an index in 1927. With the co-operation of the Department of Labour and the Wartime Prices and Trade Board, a new index of living costs was prepared in September, 1940, after investigations covering the period 1935 to 1939. By reference to a statement issued by the Bureau, it appears that the index was designed to provide an official record of movements in the general cost of living of urban wage-earner families in Canada. The budget upon which it is based remains unchanged from month to month and year to year and it is the purpose of the index to measure changes in the cost of maintaining a constant budget over a considerable period of time. This budget was compiled from records collected from 1,439 families averaging 4·6 persons, the majority having two or three children. Family earnings in many cases were supplemented by other small sources of income, and total family incomes between $1,200 and $1,600 were the most common. The general distribution of living expenditures for those families covered food, shelter, fuel and light, clothing, home furnishings, and "miscellaneous",—the latter being subdivided into health, personal care, transportation, recreation, and life insurance. The base of the index is 100.

By reference to a table, the level of the old index at any particular time may be converted to the base of the new index. The cost of living, as measured by the new index, stood at 121·7 in 1929; in August, 1939, at the outbreak of war, at 100·8; in September, 1940, at 106·4; in December, 1940, at 108; in January, 1941, at 108·3; in February and March, 1941, at 108·2; in April, 1941 at 108·6. The significance of these dates will appear as the report proceeds.

Employees' Submission

The argument on behalf of the employees, presented to the Board by Mr. Maclean, is that "their basic standard of living" refers to the workers' standard of living immediately prior to the outbreak of war in August, 1939; that the word "basic" in that phrase has no reference to basic wage rates but to basic necessaries of life. They contend that the index of the Bureau of Statistics includes, under the "miscellaneous" group, items that are not the basic necessaries of life; that the Bureau's reports indicate that the cost of the remaining groups, which constitute in the employees' opinion the basic necessities, has risen approximately 9 per cent. Taking the formula in the Suggestions, they say that all full time workers are entitled to $2.25 per week bonus. In the alternative, they say that if they must take the rise in the index generally, it being 7·3 per cent, each worker is at least entitled to $1.82½ per week bonus. The bonus on either basis for part time workers, male workers under twenty-one and female workers as described would be worked out according to the formula. In a reply filed by them after having heard the submission of the Railways, the employees sum up their contention in the following words:—"The result is that the Order in Council seeks to protect every worker, independent of any other argument as to his "basic wage rates", against increased cost of those "bare necessaries of life" which constitute for any worker his "basic standard of living."

Railways' Submission

The Railways argued that basic wage rates were established in 1926-29 and contend that the basic standard of living is to be referred to the period when the basic wage rates were established and mean a standard of living reflected by those basic wage rates. They

point to the large sums of money in the aggregate that would have to be paid by the Railways if the employees' construction of clause 5 were the correct one. Since it was known in December, 1940 (when P.C. 7440 was promulgated), and on April 18, 1941 (when the Minister of Labour established the Board), that the cost of living index had risen by over 5 per cent since August, 1939, it could never have been intended, the Railways submit, that the Board should be established with practically no functions to perform. They also laid particular emphasis upon the words "*may* properly be paid" and urged that it was clear that the word "may" should be given its ordinary interpretation, and that it was not mandatory for the Board to order that a cost-of-living bonus be paid merely because the cost of living had risen.

Construction of Clause 5.—Clause 5 is part of an Order in Council that was promulgated to lay down governmental principles of wartime wage policy. What these principles should be is not, of course, the concern of this Board and we proceed to discuss the construction of clause 5 upon the only basis we conceive to be open, that is, what, in the light of the surrounding circumstances, is the meaning to be gathered from its language.

The Order in Council deals as well with wage rates as with a wartime cost-of-living bonus and the recitals must be read in the light of that fact. At the moment this Board is not concerned with any dispute as to wage rates but it is necessary, we think, to refer to the provisions of the Order in Council relating to wage rates,—but without expressing any opinion about them.

Order in Council P.C. 3495, dated November 7, 1939, is referred to in the first recital. We need not refer to P.C. 3495 except to say that by it the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work. The second recital in P.C. 7440 contains a number of paragraphs, the relevant ones of which have been, or will be, referred to in this report.

What might be called the enacting part of P.C. 7440 shows that it was passed on the recommendation of the Minister of Labour, but which recommendation had been made on the advice of the Interdepartmental Committee on Labour Co-ordination, unanimously concurred in by the National Labour Supply Council, and it then proceeds,—"for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties, to direct attention to the principles enunciated in Order in Council P.C. 2685, 19th June, 1940," to approve principles of wartime wage policy applicable to conditions in industry coming within the purview of the Industrial Disputes Investigation Act as extended by P.C. 3495, which principles the Order in Council then sets forth in a number of clauses.

Before dealing with the clauses we should mention that in P.C. 2685, referred to in the enacting part of P.C. 7440, appears the following extract from a report from the Minister of Labour:—

> "In wartime the safety of the nation must be the first consideration of all patriotic citizens and no element in the community can be permitted to benefit from wartime necessities. The best interests of industry and labour are inseparable and since organized society alone makes possible industrial production to the mutual benefit of those engaged therein, the needs of the community at large, especially under war conditions, must be regarded as paramount."

It would appear to be clear that the main object of P.C. 2685 and P.C. 7440 is to prevent industrial unrest so that nothing might interfere with the war effort.

Clauses 1 to 4 inclusive, of P.C. 7440, deal with wage rates and wage rate levels, but it is sufficient to quote the opening part of clause 3:—"Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable" with certain stated exceptions with which we are not at present concerned.

Then follows clause 5. In connection with the submission of the Railways, a powerful argument has been adduced, supported by a chart which we think must be reproduced in order to make clear what the Railways consider the surrounding circumstances which it is contended must be taken into consideration by the Board in construing clause 5.

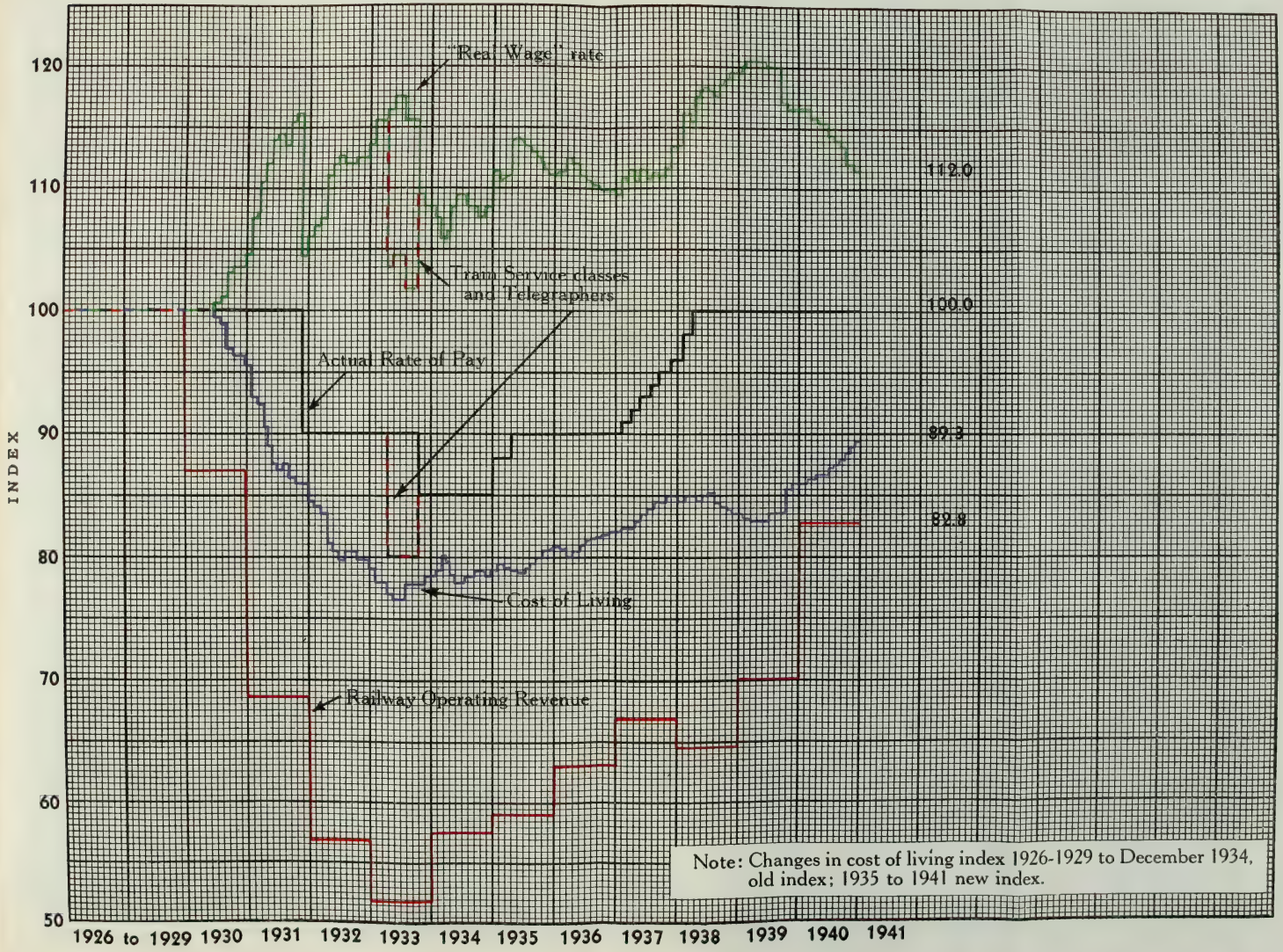
In order that there shall be no mistake as to the contention as to what the chart shows, we reproduce textually parts of the Railways' submission:—

> "22. The change in conditions from the average of the years 1926-1929 to the year 1940 can best be depicted in a graphic chart.
>
> 23. The chart establishes an index of 100 for the years 1926-1929 and shows for the intervening period to December 31, 1940, the changes in the actual rates of pay (as distinguished from basic rates), the level of the cost of living index, the resulting 'real wage' or purchasing power of the actual rates of pay, and the operating revenues of the railway. As at December, 1940, the index figures for each of the factors mentioned stood as follows:
>
> | | |
> |---|---|
> | Actual rates of pay | 100.0 |
> | Cost of living index | 89.3 |
> | 'Real Wage' or purchasing power of actual rates of pay | 112.0 |
> | Railway operating revenues | 87·3 |

CANADIAN NATIONAL (LINES IN CANADA) AND CANADIAN PACIFIC RAILWAYS

Basic rates of pay of all classes of employees whose wages and working conditions are provided by agreement were established in the period 1926-1929. During the period 1931 to 1937 deductions ranging from 10 to 20 percent calculated on basic rates of pay were in effect, all of which were gradually restored by April 1, 1938.

The chart shows the changes in actual rates paid, cost of living 'All Items' index, 'real wage' rate and Canadian National (Lines in Canada) and Canadian Pacific Railways' operating revenues in the years subsequent to the period 1926-1929. (1926-1929=100.)





24. These comparisons show that since the basic period the 'real wage' or purchasing power of the actual rates of pay of the employees has increased 12 per cent.

25. The annual operating revenues of the Railway (Lines in Canada) in the basic period averaged $243,179,850. In 1940 these operating revenues amounted to $212,300,711—a decrease of $30,879,139, or 12.7 per cent below the average of the basic period, in marked contrast with the improved purchasing power of the employees."

The Railways estimate that, if the bonus to all employees represented before the Board were paid as suggested by the employees, even on the basis of $1.25 per week for each full time worker, the Railways would have an increased operating cost of approximately $1,100,000 per year.

As appears from the respective submissions, the employees suggest that "increases in the cost of living," in the opening part of clause 5, does not refer to increases as shown by the cost of living index, but only to increases in the cost of goods and services included in four out of five groups constituting the budget. That view, we believe, is in error, as all references are to the index as a whole, and that it is only when "their basic standard of living" has been impaired by increases in the cost of living so measured that a bonus "may properly be paid." "Impaired" is a word of strong import and its use in the context has a definite bearing on the result at which we arrive. The impairment must be *by* increases in the cost of living. There remains to be noted that one of the principles enunciated in clause 5, for the guidance of Boards of Conciliation, is that a bonus *may* properly be paid. The word "may" is used and not "shall" or "must." The word "may" is permissive and not mandatory, and we see nothing in the context to change that rule.

The word "basic" is used three times in clause 5. Firstly, with reference to standard of living; secondly, with reference to wage rates; and thirdly, with reference to necessaries of life. The Railways contend that any standard of living, whatever it may be, is relative and not absolute, and that the words "basic standard of living", placed in close juxtaposition to "basic wage rates", indicates clearly, both logically and grammatically, that these words "basic standard of living" refer to the standard of living which prevailed, or was brought about (as reflected in the prevailing cost of living) when the basic wage rates were agreed upon, i.e., during the period 1926-29. The Railways' submissions show that in their opinion, if their contention were correct, there had as yet been no impairment in the basic standard of living. The employees did not attempt to controvert the result as they say the premise is wrong.

Mr. Collins is of opinion that the Railways' submission as to the meaning of the word "basic" in the phrase "basic standard of living" is correct. The Chairman finds it impossible to construe the word "basic" as suggested by the Railways. While in the recital in P.C. 7440, of what the Minister of Labour had reported, it is stated:—

> "(e) That, in many trades and employments in this country, reasonable wage levels were established during the period 1926-29, and that the cost of living as reported in the Labour Gazette for September, 1940, was 12.6 per cent below the average level of 1929;"

It is also stated in (c):—

> "that despite inescapable increase in the cost of some products, the increase in the cost of living since August, 1939, as measured by the new index of The Dominion Bureau of Statistics, has been 6.2 per cent; in some places more, in some places less;"

Because P.C. 7440 is dealing with wage rates as well as a wartime cost-of-living bonus, the Chairman is of opinion that the first of these statements just quoted may very well refer to wage rates and wage levels and be the reason for the provision in clause 3 that

> "Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable."

Furthermore, while it is reasonable to suppose that it was known that in such a large and far flung industry as the railway industry "reasonable wage levels were established during the period 1926-29," the Order in Council is of general application and provision had to be made for cases where "higher levels" had been "established thereafter" but prior to the date of the Order in Council, December 16, 1940. The Chairman is unable to agree that the "basic standard of living" of the workers is to be taken in this case as relating to 1926-29 and in other cases to a period subsequent thereto, and even later than the outbreak of war. In his view the word "basic" in the phrase "their basic standard of living" has no reference to "basic" as applied either to "wage rates" or to "necessities of life." His opinion is that as clause 5 deals with a *wartime* cost-of-living bonus, the standard of living described as basic is that enjoyed immediately prior to the outbreak of war; that the word "basic" in that connection does not refer to a level of material comfort but to a period; and that the period is that immediately prior to August, 1939. To that extent, but to that extent only, he is in agreement with the employees' contention,—since, as will shortly appear, he is of opinion that the "basic standard of living" (as thus

defined) of each worker is not necessarily impaired by increases in the cost of living.

For the purposes of this report, Mr. Collins accepts the Chairman's definition of the word "basic" in the phrase "their basic standard of living." Both of the undersigned must, therefore, next inquire if the "standard of living" is the same for all workers, and we conclude that it is not the same. Moreover, upon that point we are bound to consider the earnings of the employees, produced by basic wage rates. It is true the word "their" appears in the phrase but we can attach no importance to it in helping to construe the phrase in which it is used. It is true also that the bonus may be paid "independent of basic wage rates" but that means that it may be paid in addition to basic wage rates and not with a disregard of the money received by various workers as a result of those basic wage rates. By sub-clause (iii) "bonus should be a flat amount per hour or per week uniform for all workers" but the sub-clause continues to direct Boards of Conciliation that the bonus should be "calculated to protect the *worker* against increases in the cost of basic necessaries of life." While a Board must first determine that basic standards of living have been impaired in the relevant sense, it is significant that, if it suggests that a bonus be paid, it must do so in a manner calculated to protect the "worker." The use of the singular is noteworthy.

Mr. Maclean stated orally that, of the employees represented before this Board, 90 per cent earned between $75 to $125 per month. Clause 5 must, of course, be construed in the same manner whether the particular employees before a Board comprise the most highly paid employees of the Railways or the lowest, or a group midway between the two extremes.

We think it impossible to determine that it was ever the intention of clause 5 that the standard of living prior to the outbreak of war, of each worker, could be said to be *automatically* impaired by increases in the cost of living as measured by the index. It has already been pointed out that P.C. 7440 is of general application and, speaking generally, it is the considered opinion of the undersigned that in August, 1939, and at least down to the passing of P.C. 7440, wage rates measured in purchasing power were the highest in Canada's history. If all full time workers in every industry were immediately entitled to an additional $1.25 per week whenever the cost of living rises 5 per cent, we believe the spending of the increased earnings would tend to raise the cost of living still higher; and so the matter might continue indefinitely. The result would be that the needs of the community at large, especially under war conditions, would suffer, although, as pointed out in the report of the Minister of Labour, embodied in P.C. 2685, and referred to earlier in this report, these needs "must be regarded as paramount."

By the very terms of clause 5, the workers "are called upon to share in such sacrifices as the war may make necessary for the whole nation." All classes in Canada may have to change their standard of living as that standard existed before the outbreak of war, and it is not to be expected that the workers should not share in that sacrifice. In our view it was never intended that all employees should be granted a wartime cost-of-living bonus to protect them against all the changing conditions brought about by the war, including increases in the cost of all their purchases. Such a bonus should be granted only in cases where the workers cannot maintain their pre-war standard of living by reason of the fact that changes upwards in the cost of living, as measured by the index, have impaired their ability to purchase the basic necessaries of life.

All workers had standards of living based upon conditions as they existed before the outbreak of war but those standards varied among the workers according to the amount of money received by them.

It would be a difficult task to determine what workers have had their standard of living as of August, 1939, impaired by increases in the cost of living but we think it has been simplified by the "Suggestions". Clause 5 of the Order in Council should be, and has been, construed without reference to the Suggestions but, in carrying out the construction adopted in the present instance and under existing conditions, regard may be had to the Suggestions as something reasonable to be followed. Accordingly, for the purpose of carrying out the construction of the clause adopted by the undersigned, we apply the formula set out in the Suggestions on the assumption "that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life."

Even when it has been determined with reference to any particular workers that their basic standard of living has been impaired it does not follow, in our opinion, that there is anything automatic about the application of a bonus of $1.25 per week for every 5 per cent rise in the index. The Industrial Disputes Investigation Act has never been abrogated and, specifically, section 26 is left to its operation whereby a Board recommending a settlement is directed to do so "according to the merits and substantial justice of the case."

It will be remembered that in August, 1939, the index number of the Bureau of Statistics' Cost of Living Index stood at 100·8 while in February and March, 1941, it stood at 108·2, a difference of 7·3 per cent. The employees asked for a bonus for all full time workers according to the formula in the Suggestions, of at least 7·3 per cent of $25, or $1.82½ per week. According to the April, 1941, official bulletin of the Bureau which has just been issued, the Bureau's index number for that month is 108·6. This is an increase of 7·73 per cent over the index number 100·8 for August, 1939, and therefore "according to the merits and substantial justice of the case", we have concluded that we should take cognizance of such increase, 7·73 per cent of $25 per week is $1.93 per week.

In making the following recommendations we have carried out the spirit of section 26 of the Act and have taken into consideration sub-clause (iii) of clause 5 of P.C. 7440 where it states:—"Bonus should be a flat amount per hour or per week uniform for all workers", *i.e.*, all workers who are entitled to a bonus.

RECOMMENDATIONS

1. That a wartime cost of living bonus of $1.93 per week be paid to each full time worker, of the classes before the Board, whose earnings for full time employment under the basic rates of pay do not average more than $25 per week; Provided that part time workers, male workers under twenty-one and female workers as described in the "Suggestions" should receive the proportionate bonus in accordance with the relevant part of clause 3*b* of the Suggestions, which appears in an earlier portion of this Report.

2. That each full time worker whose earnings for full time employment average between $25 and $26.93 per week should receive such flat amount by way of bonus as will bring his average earnings up to $26.93 per week.

3. That no other employees of the classes before the Board receive at present a wartime cost of living bonus.

4. We further suggest that these recommendations should be effective as from the first day of June, 1941.

Mr. Cohen is unable to join in this report and will submit a minority report.

Respectfully submitted,

(Sgd.) P. Kerwin,
Chairman.

(Sgd.) Frederick T. Collins,
Member of the Board.

Ottawa, June 11, 1941.

29745—3½

Minority Report

To the Honourable the MINISTER OF LABOUR, Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act and of disputes between (1) the Canadian National Railways and its clerks, freight handlers, passenger station employees, stores employees, stationary engineers, stationary firemen, classified and unclassified labourers, etc., employed in and around roundhouses and main repair shops; (2) the Canadian National Railways and its sleeping and dining car employees; (3) the Niagara, St. Catharines and Toronto Railway and its freight handlers, towermen and bridge tenders, bridge and building employees, maintenance of way employees (including extra gang and section foremen and mechanical signal maintainers) electrical and overhead employees (including electrical, signal and telephone employees), and Mechanical Department employees (barn, shops and garages, not including foremen); and (4) the Canadian National Railways and the schedule employees in its Express Department, the employees involved in each of the above disputes being members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

1. These disputes arise out of the request of the employees above described for payment of a cost of living bonus to compensate them for increases in the cost of living.

2. In substantiation of their claim the employees cite the Cost of Living Index of the Department of Labour showing, at the time the submission was made to the Board, an increase in the cost of living since August, 1939, of 7·2 per cent and as of June 1st of over 7·73 per cent. They refer to the provisions of Order in Council P.C. 7440 and particularly to Section 5 thereof, reading as follows:

> "(5) To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:
>
> (i) Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and The Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.

(ii) The bonus should be determined at intervals not more frequently than quarterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.

(iii) Bonus should be a flat amount per hour or per week, uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life."

3. The matters which require to be determined in interpreting the section are: firstly, who are eligible for the assurance afforded by the section; secondly, against what are these workers so eligible being assured, and thirdly, the amount or nature of such assurance.

4. Those who are eligible for the protection provided by the section are indicated by the opening words: "To assure the workers that their" and particularly by the word "their". The word "their" is clearly referable, and can be related only to the preceding all-inclusive words "the workers" and this comprises all workers covered by the Order in Council itself or by the Industrial Disputes Investigation Act as extended by P.C. 3495.

5. The assurance which is provided for these workers is that "their basic standard of living will not be impaired". "Basic standard of living", given its natural meaning, means the normal standard of living enjoyed by a specific worker according to his normal wage rate and normal working hours, disregarding either excess working time or part working time, just as the term "basic wage rates" would mean the usual or normally prevailing wage rate of the worker in question. There is no reason for importing into the word "basic", preceding the words "standard of living", a meaning other than its natural meaning, merely because the same word is used in another context elsewhere in the Order in Council.

6. The majority report concludes that the section only applies to a limited number of workers. It confines the full benefit of the section only to workers who were earning, in August, 1939, at their scheduled rates and on full time, $25 per week or less, the amount of the bonus to be paid these workers to be $1.93 per week, again on the basis of working full time. Workers earning, by scheduled rates at full time, over $25.00 per week but less than $26.93 per week would receive a bonus equal to the difference between the excess over $25.00 and $1.93.

7. The net result of this recommendation is that no worker is deemed eligible for any cost of living bonus if its payment would bring his total wage, working at full time, to more than $26.93 per week. This conclusion of the majority report is based upon the interpretation that section 5 of the Order in Council only assures a cost of living bonus to workers whose wage rates, at full time, yield less than sufficient to cover basic necessaries of life. For the purpose of determining the cost of these basic necessaries of life the majority report, arbitrarily in my opinion, adopts paragraph 3 of an extraneous document, issued by the Department of Labour on the 31st March, 1941, known as "Suggestions", as authority for the conclusion that $25.00 a week covers the cost of basic necessaries of life. For the purpose of determining the increase in the cost of these basic necessaries of life since August, 1939, the majority report, again in my opinion arbitrarily, assumes as a matter of course that the Dominion Bureau of Statistics Cost of Living Index of "all items" is also a proper index for computing increases in the cost of basic necessaries of life.

8. I am unable to agree with that interpretation of Section 5 of the Order in Council, or with the disposition made by the majority report of the employees' claim to a cost of living bonus. While I agree with the particular recommendation made insofar as it provides a wage bonus for the workers therein designated, I am unable to agree that there is any authority in the Order in Council for drawing a line between workers who are eligible and others deemed to be ineligible, or only partly eligible, for payment of the cost of living bonus. Nor am I able to agree that the Board is justified in accepting the statement of the Departmental Memorandum of March 31st, 1941, that $25.00 per week covers the cost of "basic necessaries of life", as authority for such a conclusion or that the percentage of increase shown by the Cost of Living Index of "all items" is necessarily, or even appropriately, the criterion of increase in the more specific items included in the term "basic necessaries of life."

9. The reference of the majority report to the word "may" in the phrase "may properly be paid" as indicating a restricted application of the section, in my opinion, is in error. The word "may" appearing alone, as the Chairman argues, is only permissive. On the other hand, the words "may properly" are clearly instructive or directive. The words "may properly" mean that it is right and proper that a cost of living bonus be paid "independent of basic wage rates." I am unable either to agree with the Chairman's reference to the word

"impaired." Anything which is worsened or lessened in any degree is, to that extent, impaired. The term is a moderate one; it is not extreme or emphatic.

10. In construing the Order in Council it should be kept in mind that it could not have been intended that the Order would be the subject of minute and legalistic analysis. More particularly, the interpretation of the document should relate to its expressed and implied purpose of furnishing such assurance to workers as would, during war time, avoid wage disputes or wage disturbances due to increases in the cost of living.

11. In this respect attention should be directed to the fact that Section 5 is obviously intended to compensate "the workers" for whatever restriction is imposed upon them generally by the preceding Section 3 of the Order in Council, to the extent that that section interferes with their normal right to negotiate, or bargain for, or, if necessary, otherwise attempt to secure, higher wages. This circumstance alone requires that the section in question should be given a liberal, rather than a narrow, interpretation. It is a social, not a legal, document; it is intended to assure, and not to restrict, workers.

12. The opening words of Section 5, "to assure", emphasize this objective of conveying assurance to "the workers" covered by the Order in Council and the assurance being given to these workers is that "while they are called upon to share in such sacrifices as the war may make necessary for the whole nation", their basic standard of living will not be "impaired" by increases in the cost of living.

13. All workers covered by The Industrial Disputes Investigation Act share in "such sacrifices as the war may make necessary", firstly, by the considerable and mounting burden of taxation to which they are subject, in common with the rest of the nation, in varying degrees according to wage income; secondly, by extensive subscriptions to general public and war aid enterprises; thirdly, by subscription to war loans and war savings; and fourthly, as a result of the combination of these factors and increases in the cost of commodities, by reduced standards of living and reduced purchases of consumption goods.

14. All other sections of the population, that is all save workers covered by The Industrial Disputes Investigation Act, as extended by P.C. 3495, who share these "sacrifices as the war may make necessary" are still left free to exercise their economic strength, talent, or opportunity in order to protect or improve their economic position. The interpretation given by the majority report to Order in Council P.C. 7440 would mean, in effect, that workers who, at full time, earn the bare cost of, or anything more than the bare cost of, basic necessaries of life become the only group in Canada legally restricted against protecting or improving their economic status. It does not appear to me that it is possible or reasonable to give such a meaning to the section unless it is virtually dictated by the document itself.

15. Whatever difficulty in interpretation is presented by the Order in Council results perhaps from the somewhat inverted style of composition used in the Order. The objective of the proposed provision is first stated, the interpolative phrase with respect to sharing of sacrifices is then inserted, basic wage rates are then dismissed from consideration and finally the enactment itself is proceeded with. The meaning of the section becomes clearer if the sequence of the phrases which make up the first sentence of the section is re-arranged, without any omission or addition, as follows:

> "A wartime cost of living bonus may properly be paid, independent of basic wage rates, to assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living."

16. There does not appear to me to be any room in the section, particularly if re-arranged as above indicated, for the suggestion or interpretation that it is intended to be restrictive as to the scope or the assurance it is intended to provide, or that it differentiates between or separates the workers for whom this assurance is provided.

17. The amount of the bonus, or the period when it is to be paid, is dealt with in sub-clause (iii) of section 5 which provides as follows:—

> "(iii) Bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life."

18. This is the only portion of the section which suggests any qualification at all with respect to payment of a cost of living bonus. The limitation suggested in (iii) is that the bonus should equal the increase in the cost of "basic necessaries of life." Even this interpretation of sub-clause (iii) may be questioned, but since the employees before us have themselves indicated that they accept this interpretation, I do not press a contrary viewpoint. It is, however, of definite interest to note that in sub-clause (iii) itself, the only modifying or qualifying provision of Section 5, the statement is made that the "bonus should be . . . . uniform for *all workers*." It appears

to me to be anomalous to suggest that the opening sentence of Section 5 is intended to apply only to a restricted group of workers, when the final sub-clause of the section, fixing the method and amount of payment, expressly refers to "all workers."

19. The view that the majority report interpretation is in error is supported when we consider its practical effect, to say nothing of the practical effect of the interpretation put forward by the railways. In this respect it should be noted that Order in Council P.C. 7440 does not over-ride the primary authority or duty of a Board of Conciliation, under Section 26 of the Industrial Disputes Investigation Act, to make a recommendation for "the settlement of the dispute." The interpretation of the Order in Council should therefore be one consistent with that primary authority and duty which reflects the inherent purpose of the Industrial Disputes Investigation Act, of seeking, at all times, a "settlement of the dispute." What is the actual result of applying either the interpretation of the Railway or the recommendation of the majority report?

20. I have not considered it necessary to examine the Railway's interpretation in detail because it has already been disposed of in the main by the majority report, and particularly by the observations of the Chairman. In essence, their submission is that Section 5 of the Order in Council prohibits all workers of the Railway from seeking any addition to their wages to compensate for increases in the cost of living until the cost of living has risen over the cost in August, 1939, by at least 17·2 per cent. I do not think it necessary to emphasize the unsoundness of that interpretation as a means of avoiding industrial disputes.

21. The majority report, when related to its practical effect, is equally disturbing. In the first place, it fails to consider the result upon wage differentials of paying a cost of living bonus only to the lower-paid workers. The application of the majority report would seriously affect, and in many cases would wipe out, existing wage differentials between different categories of workers which have been established over a number of years and are embodied in wage agreements. The disturbing effect of this on the whole wage structure and upon the state of mind of workers who would be adversely affected is too practical a consideration to be ignored, and must certainly have been contemplated when the Order in Council was drafted to assure a cost of living bonus to *"the workers"* covered by the Industrial Disputes Investigation Act or by the Order in Council.

22. Equally important is the question of the desirability or effectiveness of a social or economic policy which would confine assurance against cost of living increases only to those workers earning wages at, or below, the very subsistence level. Such a policy would mean that all workers who, over a period of years, have reached a wage rate promising them and their families something beyond the basic necessaries of life, must themselves absorb the full impact of taxation and of all increases in the cost of living, without having any right to seek a cost of living bonus until increases in the cost of living have driven them, taxation burden apart, below the subsistence level. It is not reasonable to suggest that such a result was intended by the Order in Council.

23. These considerations relating to the practical effect either of the interpretations put forward by the Company or by the majority report, confirm my own view of the textual interpretation of the Order in Council. The Order in Council says to workers generally that they are assured of a cost of living bonus, at least in the amounts and during the periods referred to in sub-clauses (I), (II) and (III) of Section 5 of the Order in Council, irrespective of, or as the Order says, "independent of", their basic wage rates or of any rights they may or may not, have under Section 3 of the Order in Council to revise such rates.

24. Having regard to the purpose of the Order in Council to avoid industrial disputes and to the explicit purpose of Section 5, as expressly stated in its opening words, "to assure" the workers covered by the Order against impairment of their living standards through increases in the cost of living, beyond the 5 per cent margin, the interpretation which should be given to the instrument is one which would achieve an assuring and not a disturbing, result. This would suggest, and I so interpret the section, a formula which would apply automatically to all workers covered by the Order in Council without the necessity of separate reviews or controversies.

25. I regret that I find myself under the necessity of disagreeing with the other members of the Board, but for the reasons I indicate above, it is my opinion that the Board should recommend that the cost of living bonus, as set out in the majority report, should be paid to all workers covered by the applications before us.

Respectfully submitted,

J. L. Cohen.

June 7, 1941.

Report of Board in Dispute between Martin Transports, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between Martin Transports, Limited, Toronto, Ont., and truck drivers and helpers, warehousemen, foremen, checkers, clerks, mechanics and helpers, etc., in its employ in the Provinces of Ontario and Quebec, members of the Canadian Brotherhood of Railway Employees and other Transport Workers.

The personnel of the board was as follows: The Honourable Mr. Justice W. D. Roach, of the Supreme Court of Ontario, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., appointed on the nomination of the employees; and Mr. V. A. Sinclair, K.C., appointed on the nomination of the employer. All three reside in Toronto.

The text of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and a dispute between Martin Transport, Limited, employer, and its truck drivers and helpers, warehouse men, foremen, checkers, clerks, mechanics and helpers, etc., members of The Canadian Brotherhood of Railway Employees and other transport workers, employees.

To the Honourable the Minister of Labour,
Ottawa.

The Board appointed under the Industrial Disputes Investigation Act to consider the disputes which had arisen between the Employer and the Employees, held sittings at the City of Toronto on May 2, 3, and June 25, 26, and 27, after due notice to the Employer and the representatives of the Employees. Appearing for the Company was Mr. L. M. Keachie, Secretary; D. M. Fraser, Manager; and James Harrington and H. J. Rymes. Representing the Canadian Brotherhood of Railway Employees and Other Transport Workers was Mr. M. M. McLean, Secretary-Treasurer; A. R. Mosher, National President; and E. Robson, General Representative; Mr. W. R. Winborn was present, he being Chairman of the Committee of the Employees of the Company.

At the suggestion of the Board, briefs were filed on behalf of the Employer and the Employees, together with supplementary information and representations.

It was disclosed that under date April 21, 1938, an agreement had been entered into between the Employer and Employees defining the working conditions, and containing a Schedule of Wages to be paid. That agreement provided as follows: "This Agreement shall become effective May 1, 1938, and remain in effect until revised, superseded, or terminated, on 30 days' notice from either party after December 1, 1938." Without detailing the provisions of that agreement, it will suffice to say that it did not provide for a union shop or a check-off.

A subsequent agreement dated October 4, 1940, extended the then existing Schedule of Wages and Working Conditions, which had become effective May 1, 1938, for one year, and from year to year thereafter until terminated or revised, as provided therein, subject to certain additions and provisions. This subsequent agreement provided for a union shop and a check-off, and contained the following:—

"Revision of Wages and Provisions in Working Conditions.

Within 60 days from the date of the signing of this agreement representatives of the Company and of the Brotherhood shall confer with respect to the wage scale with a view to making such adjustments therein as may mutually be agreed upon between the Company and the Brotherhood. It is further agreed that within the said 60-day period consideration will also be given to improvements in working conditions.

It is further agreed that at the expiration of six months from the date of completion of any changes agreed upon, and each six months thereafter, conferences will be held with a view to considering any further improvement in wages which may seem desirable as a result of increased cost of living, such conferences to be guided with respect to increased cost of living by statistics published by the Federal Department of Labour."

In February, 1941, representatives of the Employer and Employees conferred with one another pursuant to the provisions of the agreement of October 4, 1940, above quoted, but were unable to agree on the matters then discussed, those matters being wage rates and certain working conditions.

During the sittings of the Board, the Company urged that the agreement of October 4, 1940, had definitely fixed the Schedule of Wages and Working Conditions to October 1, 1941, unless during the interim the wages and working conditions should be varied by the mutual agreement of the Employer and the Employees, and that, having failed to agree, the Schedule of Wages and Working Conditions originally agreed upon were those to be applied up to October 1, 1941.

The Board in an effort to avoid legal technicalities or strictly legal interpretations, and in an effort to conciliate the differences

between the Employer and Employees, urged that despite any strictly legal interpretation which might be given to the agreement of October 4, 1940, a compromise might be made by the Employer and Employees covering the period up to the 1st October, 1941. Accordingly, with such guidance as the Board was able to give, and in apparent serious effort to compromise the differences existing, the Employer and Employees through their respective representatives sought to effect such a compromise. As a result certain working conditions and other matters were agreed upon by the Employer and Employees, they do not include a schedule of wages. Additional proposed working conditions are also still in dispute.

With respect to a schedule of wages the Company in its brief and representations sought to show that the wage rates being paid by it to its employees were fair and reasonable and complied fully with P.C. 7440, and also compared favourably or perhaps exceeded in some instances wages paid to similar employees by other transport companies. The Employees in their brief and representations sought to show facts quite to the contrary.

It was the feeling of the Board that in the period between now and October 1, 1941, as a result of the interchange of briefs and the discussions which took place between Employer and Employees through their representatives both before the Board and by themselves as a result of suggestions from the Board, there was a reasonably strong possibility that during that period the matter of wage rates thereafter could be amicably settled.

With a view to satisfying the demands of the Employees during the interim, the Board urged upon the parties that during the interval, namely, until October 1, by which time the whole wage question may be disposed of by the parties themselves, a modest increase in wage rates generally should be put into effect as from June 1, 1941. The Board recommended to the parties, and formally recommends now, that an increase of 1½ cents per hour shall be paid as from June 1, 1941, to all employees. Where employees are now paid on a trip rate the increase of 1½ cents per hour can be translated into the appropriate figure. In the event that between now and October 1, 1941, any compulsory bonus or increase should come into operation the increase of 1½ cents per hour already referred to should be applied on account thereof. We have been informed on behalf of the company that this recommendation will be accepted by it, but without prejudice to its contentions as above as to wages. We hope that the employees will adopt the same course so that the intervening period of three months can be devoted to securing a settlement of all differences.

We would urge the parties before October 1, 1941, to make every effort to adjust the differences remaining, and with the progress already made earnest effort towards agreement should settle these matters. If the parties are not in agreement by October 1, 1941, the Board can be reconvened to deal with any question then still outstanding.

All of which is respectfully submitted.

(Sgd.) W. D. Roach,
Chairman.
(Sgd.) V. A. Sinclair.
(Sgd.) J. L. Cohen.

Dated at Toronto, June 27, 1941.

Report of Board in Dispute between Intercolonial Coal Company, Limited, and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Intercolonial Coal Company, Limited, Westville, N.S., and its employees, members of the Miners' Protective Association.

The personnel of the board was as follows: Professor N. A. Mackenzie, President of the University of New Brunswick, Fredericton, N.B., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Eugene Forsey, Montreal, P.Q., appointed on the nomination of the employees; and Mr. J. G. Fogo, K.C., Halifax, N.S., appointed on the nomination of the employer.

The text of the board's report is printed below.

Report of the Board

To the Honourable
Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa, Ontario.

SIR:—

The Board of Conciliation and Investigation established by you to investigate this dispute, and composed of Mr. Norman Mackenzie, K.C., Chairman, Mr. Gordon Fogo, K.C., nominee of the employers, and Mr. Eugene Forsey, nominee of the employees, has the honour to report to you as follows.

The Board was convened in New Glasgow, N.S., on June 2nd, and met there and in Westville, N.S., where the mines of the Company are situated, on June 2nd, 3rd, 4th, 5th

and 6th. On the last mentioned date the members of the Board, accompanied by representatives of the Company and the employees, went down one of the mines and spent several hours investigating the working conditions there. The Board then adjourned to enable the Company to provide certain statistical information requested by the Board, and reconvened at Sackville, N.B., on June 12th, to prepare its report.

The Intercolonial Coal Company is a relatively small company, employing approximately 500 men and operating three mines in or about Westville, N.S. Two of these mines are old and the work in them is in the nature of reclamation work. One of them, No. 5, which appears to be near exhaustion, employs a very small number of men. No. 2 mine is a newer mine, operating in a virgin seam, but the coal produced is not of as good a quality as that in the other mines in that it has a higher ash content.

The result of this difference in conditions is a rather complicated system of wage rates and schedules designed apparently to meet this difference. The record of relations between the men and management, apart from minor differences and grievances, seems to have been reasonably good. The employees of this Company were formerly members of the United Mine Workers of America; later they became a local unit of the Mine Workers' Union of Canada. During that period agreements between the Company and the Union were negotiated and signed. The latest of these, dated May 19, 1930, covered a two-year period, with a provision that it should continue in operation on a year to year basis unless notice of termination was given by either of the parties.

About 1934, the Union seems to have dissolved, and while the status of the 1930 agreement has since been uncertain, it has not been replaced by any subsequent agreement.

About 1937 the men organized a new Union, which is now affiliated with the Canadian Congress of Labour. While the question at issue before the Board was that of a demand for higher wages by the men, much of the evidence submitted indicated that both the men and the management had a number of grievances which were a source of annoyance and gave rise to some ill feeling. Most of these grievances seemed to be of a kind that readily lend themselves to settlement, either by direct negotiation or through the agency of an umpire or adjustment board. The General Manager of the Company stated that he had favoured some such plan for many years and the representatives of the men also expressed their approval of it.

It is the opinion of this Board that a new agreement including a provision for such umpire or adjustment board is desirable, and that such an agreement should be executed forthwith.

With this in mind the Board examined all the sections of the old agreement with the parties and, on the basis of this agreement and of this discussion, has prepared and submit as an appendix hereto a draft agreement, which in our judgment would meet their requirements.

It was brought to the attention of the Board that there has been a considerable amount of absenteeism and lack of discipline on the part of some employees and that due regard has not always been paid to the necessity of maintaining production. The result of this failure to exert the maximum effort has been smaller earnings for the men, higher costs for the Company, and an undermining of the country's war effort. The Board feels most strongly that this attitude on the part of certain employees is most regrettable, and that everything possible should be done by the Executive of the Union to see that these practices are terminated.

The demand of the employees for higher wages, as already indicated, was the matter actually submitted to the Board. Because of the requirements of P.C. 7440 two or three preliminary questions had to be answered in order to dispose of this. The first was how the present scale of wages compares with those paid during the period 1926-29. From the evidence submitted to us it appears that the present minimum datal rate is about 9 per cent higher than that of 1926-29; $3.54 as against $3.25. It is interesting to note that about 65 per cent of the employees are paid datal rates; the rest are on contract. Present contract rates are about 7 per cent lower than the corresponding rates of 1926-29.

The second question was how the wages paid by the Intercolonial Coal Company compared with the wages paid by the other coal companies in Nova Scotia and with wages generally throughout the Province. Here, as one might have expected, the Board found certain variations. The Dominion Coal Company, since the adoption of the McTague Report, is paying higher datal rates than the Intercolonial Coal Company, $3.90 plus 15 cents per day cost of living bonus as compared with the $3.54 paid by the Intercolonial Coal Company. On the other hand, the Acadia Coal Company's datal rate is $3.15 plus a 15 cent cost of living bonus, while at the Old Sydney Colliery the rate is $3.50 plus a 15 cent cost of living bonus. At other collieries the basic datal rate varies from $3.25 to $3.71.

Because of differences in working conditions and in the output per miner caused by these differing conditions, it is practically impossible

to get comparable contract rates. It appears, however, that the average daily earnings of the men on contract work in the Intercolonial Coal Company Mines are lower than those of men similarly employed in the Acadia or Dominion Coal Company Mines. As an illustration of this it was reported to us that the average daily earnings of the contract workers in the Acadia Coal Company Mines for 1940 were about $6, and in the Intercolonial Coal Company Mines about $5.09. It should be noted, however, that the average daily earnings of the contract men in the Intercolonial Coal Company Mines for 1939 were $5.42 although there had been no change in the wage rate schedule.

It was stated that the wages paid by this Company were as high as or higher than in industry generally in Nova Scotia.

Another relevant question was the financial condition of the Company and its ability to pay increased wages.

As pointed out earlier, this Company is a relatively small one but it seems to be in a sound financial position. During the six year period 1935-40, the amounts available for payment of dividends have varied from a low of $38,291.65 in 1935, to a high of $69,188.61 in 1940. It should be noted, however, that part of this profit comes from investments in government bonds and that in 1940 this was $26,081. From this it would seem that there is a definite limit to the amount of increased wages the Company can pay and still carry on business, although the unsettled state of the industry and markets and the probability of increased prices for coal make this limit a difficult one to determine. For the first five months of 1941 the Company's earnings are substantially lower than in 1940.

The demand of the employees, as amended in their brief, was for a flat 50-cent per day increase on all datal rates, and a ten-cent per ton increase on all contract tonnage rates, except the long wall rates in No. 2 mine, where an increase of 18 cents per ton was asked.

The granting of these increases on the basis of the 1940 operating statements would wipe out all profits and leave the Company with a deficit.

The representatives of the employees argued that the output of these mines might be appreciably increased and this in turn would improve the financial position of the Company.

The Company pointed out, however, that increased production was affected by their ability to sell their product and they claimed that there would be considerable difficulty in materially increasing their sales. One other relevant fact in respect of wages was also brought out in evidence, namely, that the men have not received any wage increases or cost of living bonuses since the outbreak of war. In the light of all of this and in line with the requirements of P.C. 7440, it seems to us that the wisest course open to us is to recommend that all the employees affected by this dispute be paid a cost of living bonus of 23 cents each per full shift.

We recommend that further increases in cost of living bonuses be made from time to time in accordance with the policy established by the Government.

We further recommend that this report be made effective as from the date of its acceptance by the parties to this dispute.

All of which is respectfully submitted,

(Sgd.) NORMAN A. M. MACKENZIE,
Chairman

(Sgd.) J. GORDON FOGO,
Member

(Sgd.) EUGENE FORSEY,
Member

This fourteenth day of June, 1941.

APPENDIX

Agreement between the Intercolonial Coal Co., Limited, hereinafter called the Company, and the Miners' Protective Association, hereinafter called the Union.

Agreement

No. 1. Hours of Labour—

The collieries will commence to hoist coal at 7 a.m., at which time all the men must be in the mine. The day's work will cease at 3 p.m., Saturdays 2 p.m., when all arrangements will be available for conveying men to the surface. The surface men around the bankhead and screens associated with the handling of coal are to be on duty between the hours of 7 a.m. and 3 p.m., Saturdays 2 p.m., and for a short time after, if necessary, for the purpose of attending to such duties as will facilitate their own work, such time not to exceed a half hour. The standard of other surface labour around the collieries to be from 7 a.m. to 4 p.m., Saturdays 7 a.m. to 3 p.m., with half an hour for dinner. Where continuous attendance is required the shifts will be eight (8) hours, both surface and underground. Where more than one shift is in effect, the hours of labour will conform with the above.

No. 2. Observance of Mining Laws—

This contract shall conform to existing mining laws in the Province of Nova Scotia, and both parties agree to co-operate in the observance of said laws.

No. 3. No Stopping of Work—

It is distinctly understood and agreed that in cases of all disputes and grievances of every nature arising under this contract the mines shall continue to work pending settlement.

No. 4. Method of Settling Disputes—

(a) When any grievance or grievances arise between the Manager and the miners or mine labourers and they fail to reach an agreement, the miners or mine labourers shall refer the

grievance or grievances to the Executive of the Union, and, should they fail to reach an agreement with the Manager, they shall refer the matter to the General Manager and the Executive of the Union.

(b) Should they fail to reach an agreement, the grievance or grievances shall be referred to an Umpire, whose decision shall be final and binding on both parties. If either of the parties so desires, the Umpire may be assisted in an advisory capacity by one individual nominated by the Union from among its members, and an official of the Company nominated by the management. It is clearly understood that the decision to be rendered in respect of any grievance or grievances shall be that of the Umpire alone.

(c) The Umpire shall be appointed jointly by the Executive of the Union and the management of the Company. Should they fail to agree on the selection of an Umpire, the parties hereto agree to join in a request to the Chief Justice of the Supreme Court of Nova Scotia to choose the Umpire, provided, however, that such appointment shall not be made from the names previously suggested by the Executive of the Union or the management of the Company. The Umpire shall be paid his expenses and a reasonable fee for his services, such expenses and fees to be borne equally by the parties to this agreement. The Umpire shall deal with all disputes submitted to him by either party.

(d) It is contrary to the spirit and the intent of this clause for any employee to attempt to or to lay any mine or section of the mine idle for the purpose of forcing a settlement of any grievance.

No. 5. Hiring, Discharging and Time to be Paid For—

(a) The management of the mine, the direction of the working force and the right to hire and discharge are vested exclusively in the Company, and the Union shall not abridge these rights. It is not the intention of this provision to encourage the discharge of employees or the refusal of employment to applicants because of personal prejudice or activity in matters affecting the Union. If any employee shall be discharged or suspended by the Management and it is claimed that an injustice has been done him, an investigation to be conducted by the parties and in the manner set forth in Section 4 shall be taken up promptly, and, if it is proved an injustice has been done, the management shall reinstate said employee and pay him full compensation for the time he has been suspended and out of employment.

Note: The understanding of paragraph (a), Section No. 5, relating to discharge, is that no man shall be discharged except for sufficient cause other than personal prejudice or activity in matters relating to the Union.

(b) When the foreman, as provided for in paragraph (a) of this section, directs an employee to do labour, the scale of wages being lower than this regular scale, he shall be paid the wage scale as paid for labour from which he was transferred during time employed.

(c) No member of the Union shall be denied employment except for sufficient cause other than personal prejudice or activity in matters affecting the Union, and when an applicant for work is denied employment and it is claimed by him an injustice has been done said applicant, his grievance shall be determined in the manner set forth in Section No. 4 for the adjustment of grievances and shall be taken up promptly.

(d) Provided that, if, at the end of five days after the discharge of an employee who claims an injustice has been done him, an investigation has not been made and a final decision reached within that time, such discharged employee will be given employment pending the final disposition of the case.

If the discharged employee be a miner, the employment given under this Clause will be his regular working place, and, if a day man, he will be given such employment, at day work, as the management elects and he is competent to perform; if such employment takes a lower rate of wages than that at which he was employed at the time of his discharge and the final decision of the case be in his favour, he will be paid in the final compensation and the adjustment of the case at the same rate of wages he was receiving at the time he was discharged.

If it is proven an injustice has been done, the mine management shall give employment to said applicant. The reasons assigned for not employing said applicant shall be set forth during the investigation. It is understood and agreed that the taking up and investigation of discharge of applicant case will take precedence over all other cases except shut-downs, and no list shall be kept for the purpose of regulating the employment of applicants in violation of this contract.

(*e*) It is provided, however, that above provisions of this section shall not apply to a man who is a menace to the safety of the lives of himself or other employees in such mine. Neither shall it apply to an applicant who is incompetent to perform such labour, or to men who continue to neglect their work, or for any other justifiable cause for such refusal of employment, and no one shall be considered as coming under the provisions of above paragraphs who, when making application for work, is at the time employed elsewhere, or has an application for work pending at another mine.

(*f*) It is understood and agreed that the Company shall select its day and monthly men based upon their qualifications and fitness for the work to be performed, provided, however, an applicant claiming he has been discriminated against shall have the right of appeal as hereinbefore provided. It is further provided that no day or monthly men employed at such work shall be transferred to mining ahead of any applicant waiting for employment as a miner at the time said day or monthly man was employed.

(*g*) It is agreed that the management has the right to move a boy along to a higher classification of work, provided he is capable of performing such work, present practices re boys eighteen years old to be followed.

No. 6. Day Men to Perform Work Assigned Them—

All day men shall do any class of work in or around the mine that the management may require of them. Provided, however, he is paid scale price for such work, no man transferred to other work shall be paid less than his regular wages. Any man transferred to other work carrying a higher rate of wages shall be paid the higher rate.

No. 7. Miners Requested to Fill Place of Other Employees—

When a miner shall be requested to fill the place of another employee, he shall receive the rate of wages paid for miners, and each and every miner when called upon who is competent to perform such work shall take his

turn in performing the work assigned him by the management for the day in question.

No. 8. Any Employee Absenting Himself From Work—

Employees are expected to attend work when it is available, and the places of men habitually absenting themselves from work may be filled at the discretion of the management.

No. 9. In Case Men Refuse to Continue at Work Because of a Grievance—

If any man refuses to continue at work because of a grievance which has not been taken up for adjustment in the manner provided herein and such action shall seem likely to impede the operation of the mine, the Committee, when called upon by the person in charge, shall immediately furnish a man or men to take such vacant place or places, in order that the mine may continue at work, and it shall be the duty of any member or members of the Union who may be called upon, provided he is competent and called upon by the person in charge and the Committee, to immediately take the place or places assigned to him or them in pursuance thereof.

No. 10. No Grievance to be taken up When Mine is Idle in Violation of Contract—

Under no circumstances shall a grievance be taken up for adjustment during a suspension of work in violation of this contract.

No. 11. Falls in Working Places—

When a fall occurs in any working place which prevents the miner or miners from working at the face, the official in charge of the section on being notified by the workmen will immediately make arrangements to have the same cleaned up providing he deems it advisable to do so. This work, when done by the miner, to be paid at rate of miners taken out of place.

No. 12. Deficient Work—

If any place in a mine becomes deficient for any reason other than intervention of stone, the management and the men affected shall agree on a rate to be paid while the place is deficient. Should they fail to agree, the men concerned shall continue to work in place at the rate of miners taken from place, which is $ per day, until such time as they elect to go on the regular rate of the place.

No. 13. Check Weighman—

Miners may elect a check weighman, who must be an employee in or around the mine at the time and for at least three months previous to his election, and the Company shall furnish him with a check number and he shall credit to his number the portion of coal checked off or deductions made from each and every man due to pay the check weighman for his day's work or part of day to pay his wages. The Company shall give any man so elected a place in or around the mine at the end of his labours as check weighman.

No. 14. Re Employment of Officers—

The Company agrees that all men leaving their employment to accept elected or appointed positions with the Union will, at the expiration of their official duties, be given employment at the mine.

No. 15. Maintenance Man during Suspension of Mining—

In case of either local or general suspension of mining either at the expiration of this contract or otherwise, the engineers, firemen, pumpmen, fanmen and such other maintenance men necessary to protect the mines shall not suspend work except at the option of the operator, but shall fully protect all the company's property under their care, and operate fans and pumps, and lower and hoist such men or supplies as may be required to protect the Company's property and any and all coal necessary to keep up steam at the Company's coal plants. But it is understood and agreed that the Company will not ask them to hoist any coal produced by non-union labour for sale in the market. The Company at its option is to retain only such engineers, firemen, pumpmen, fanmen and such other maintenance men necessary to protect the mines as are required, but with the understanding that all of the engineers, firemen, pumpmen, fanmen and such other maintenance men necessary to protect the mines employed at the time of the suspension shall be those regularly engaged at maintenance work.

Should the interest of the engineers, firemen, pumpmen, fanmen and such other maintenance men necessary to protect the mines be directly involved in any issue at the expiration of this contract, and any engineers, firemen, pumpmen, fanmen and such other maintenance men necessary to protect the mines cease work, the Union will provide competent men to perform the emergency work above recited at the scale price in effect at the time of the suspension subject to any subsequent settlement.

No. 16. Changes of Contract—

It is understood that no custom or condition in effect at any time can be changed unless mutually agreed to by both parties to the contract.

No. 17. New Work—

When the development of a new mine is begun during the period of this agreement, or new machinery or methods of handling the products is installed, a scale of wages covering the labour at such new mines and under such changed conditions will be the same as in other mines in the neighbourhood where similar conditions exist. Where no similar conditions exist, a scale of wages and conditions will be made by the Union and the representatives of the Company.

No. 18. Placing Men Formerly on Local Contract—

Men who were formerly working on local contract shall be given an opportunity to get to the coal face wherever and whenever possible.

No. 19. Check off—

The Company agrees to check off all dues, fines and initiations from all members of the Union employed in and around the collieries; also check off for assessments or levies for strictly Union purposes; authority to make such deductions to be given the Company according to the mining law.

No. 20. Deaths and Funerals—

(*a*) In the event of an instantaneous death by accident in the mine, employees shall have the privilege of discontinuing work for the remainder of that day only. Work, at the option of the operator, shall be resumed the day following and continue thereafter.

(*b*) In case the operators elect to operate the mines on the day of the funeral of the deceased, as above, or where death has resulted from an accident in the mine, individual employees may, at their option, absent themselves from work for the purpose of attending such

funeral, but not otherwise, each member of the Union employed at the mine at which the deceased member was employed shall contribute fifty cents (50c) and the Company Fifty Dollars ($50) for the benefit of the family of the deceased or his legal representatives, to be collected through the office of the Company.

(c) Except in case of fatal accidents, as above, the mine shall in no case be thrown idle because of any death or funeral, but in the case of the death of any employee of the Company or member of his family any individual miner may, at his option, absent himself from work for the purpose of attending such funeral, but not otherwise.

No. 21. Violation of Agreement—

No laws or rules shall be made by the Union in violation of this contract; joint agreements to have precedence over the Union constitution.

No. 22. Preparation of Coal—

The ability of the Company to sell coal and to pay wages being recognized as largely dependent upon the coal being clean and marketable, it is mutually agreed and understood that the miners will produce their coal in such manner as not to increase the percentage of fine coal, either by carelessness or the use of unnecessarily large quantities of powder, and will load coal free as possible from all impurities.

No. 23. Price of Workmen's Coal—

Workmen will be supplied with run-of-mine coal at $ per ton at the mine or coal yard. Employees maintaining a household will be entitled to coal at miners' prices for their own household.

No. 24. Sections of Mines Shut Down Indefinitely—

It is agreed where any section of a mine is shut down for an indefinite period that the opportunity of a division of the work will be given to each and every man thrown out of employment. However, it is understood the question must be taken up with the management and an understanding reached as to the method that may be put into effect.

No. 25. Application of This Agreement—

The terms of this agreement apply only to men who are members of the Union working in and around the mines and all who are eligible to membership in the Union.

This contract is in effect from , and will continue in full force and effect until (a period of two years) and from year to year thereafter, unless notification to reopen contract is served by either of the parties hereto, such notification to be served not later than (three months prior to termination). Upon receipt of such notification, the parties hereto agree to meet immediately thereafter with the object of adjusting any matters requiring attention in the present contract or of making a new contract.

No. 26.

The Parties hereto agree that, during the period of this agreement, the scale of wages of employees covered by this agreement shall be as set forth in the schedule attached hereto.

No. 27. Obligations—

(a) All provisions and terms of this contract are hereby mutually agreed to by and between the Company and all the members of the Union, and signed by the representatives of the parties hereto, who have been duly authorized to execute the same on behalf of the Intercolonial Coal Company, Limited, and the Miners' Protective Association.

(b) The fulfilment of this agreement entered into is guaranteed by the Company, and the Union, its executive and successors, and it is their duty to see that this agreement is carried out both in the letter and in the spirit.

N.B. In the opinion of the Board, working practices and conditions are matters which should be settled by negotiation between the Executive of the Union and the management. The conditions which were effective during the terms of the 1930 agreement would seem to constitute a proper basis upon which to proceed, subject to such changes or additions as may be agreed upon. Should any difference of opinion occur in respect of any of the said working conditions upon which the parties are unable to agree, the Board recommends that the matter should be submitted to the Umpire provided for in Sec. 4 of the agreement.

The amounts to be inserted in the appropriate spaces left blank in this agreement shall be the current rates until such time as variations are made by agreement of the Parties.

Report of Board in Dispute between Port Arthur Shipbuilding Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the Port Arthur Shipbuilding Company, Limited, Port Arthur, Ont., and its employees, members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, the United Brotherhood of Carpenters and Joiners of America and the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, has presented its findings.

The personnel of the board was as follows: His Honour Judge J. H. McDonald, Sault Ste. Marie, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., Toronto, Ont., appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Wilkinson. A minority report was submitted by Mr. McClelland.

The texts of the board's report and Mr. McClelland's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of The Port Arthur Shipbuilding Company, Limited, Employer and its employees, being members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America; International Association of Machinists; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; United Brotherhood of Carpenters and Joiners of America, and United Association of Journeymen Plumbers and Steamfitters of the United States and Canada.

To the Honourable N. A. McLarty,
Minister of Labour,
Ottawa, Canada.

SIR,—This Board, appointed on the 29th of April, 1941, met at Port Arthur on the 8th, 9th and 10th days of May, 1941. In view of the amount of evidence, oral and documentary, presented, the Board after joint and separate consideration of the material met in further session at Toronto on Friday, May 23, 1941.

Of the nine hundred and sixty employees in and about the plant of the Port Arthur Shipbuilding Company, Limited, some seven hundred were directly covered by this application.

The shipbuilding industry involved in this application is definitely a war industry of primary importance. The war effort involves sacrifice and also most surely requires the reasonable compromise and adjustments of what are ordinarily spoken of as rights of employers and employees. The apparent friendliness, mutual trust and good-feeling between the management and men evidenced throughout this hearing, and an inspection of plant works and products of the company, showed that all parties have in mind the total effort being required in this war and the sacrifices being made by the peoples of the fighting forces and by the supporting civilian populations. The Board had opportunity to inspect the plant and works of the aeroplane factory near Fort William, whose continued operation depends in an important measure upon co-operation with a department of the Port Arthur Shipbuilding Company, Limited.

On the Canadian side of the Great Lakes there are shipbuilding plants with drydocks at Port Arthur, Collingwood, Port Dalhousie and Kingston. There are other small repair plants at various places that have no drydock facilities. Below the St. Lawrence canals there are shipyards at Montreal, Sorel, Quebec and Lauzon.

Traffic through the St. Lawrence canals is limited by the size of the locks to vessels not exceeding 255 feet in length, and not in excess of 14 feet in draught, whereas the type of vessel known as upper laker is of greater length, some vessels exceeding 600 feet, with draught up to 24½ feet.

The construction of upper lake vessels is restricted to Great Lakes shipyards, whether they are United States or Canadian, and the only other such vessels in operation are a few which, at great expense, were brought from the Old Country, cut in two and brought through the canals and then reconstructed above the St. Lawrence River. Port Arthur Shipbuilding Company has been operating a shipyard for a considerable number of years extending well before the last war.

It has been the unfortunate experience of Canadian shipbuilding plants that there has been little tonnage constructed on the Great Lakes since the last war. It was stated during the Hearings that certainly since 1926 Port Arthur Shipbuilding Company had no new construction excepting the war work on which they are now engaged. As a shipyard, therefore, its business was restricted to repairs.

Concerning repairs, however, Port Arthur Shipbuilding Company was in direct competition with the other Canadian yards on the Lakes and in addition in competition with the large and efficient United States yards on the Lakes. It is true that repairs effected to Canadian vessels in United States yards are subject to a 25 per cent duty, but this duty is waived when it is demonstrated that the repairs are necessary to make the vessel seaworthy and that she is not in condition due to the damage to proceed as far as a Canadian yard. As a result a tremendous amount of important repairs to Canadian vessels is performed at United States yards. This is clearly obvious when it is considered that a vessel with serious bottom damage would not be allowed to operate for any greater distance than absolutely necessary and this type of repair is the most extensive and it might be said the most remunerative to the shipyards.

Following the last war Canadian shipyards experienced the difficulty that with British yards then operating at the highest peak of efficiency, Canadian yards were unable to compete with them on the basis of cost, and canal sized vessels were brought out to the Canadian Lakes literally by the dozens. The British yards were willing to build at a minimum cost to enable them to maintain their staffs and to reduce their overhead. There were cases cited before the Board where vessels costing in excess of two hundred thousand dollars were purchased for a down payment as low as ten thousand dollars. This condition could not be met by Canadian

yards, and aside from specialized ships, little tonnage was built after the war at Canadian yards on the Great Lakes, while a tremendous amount of tonnage was brought in from British yards without duty.

The result of this situation inevitably was that the business of Port Arthur Shipbuilding Company, Limited, was restricted to such repair work as was available.

The yard at the present time is engaged in the construction of vessels for the Canadian Government and this branch must be distinctly classed as war work. It is also extensively engaged in the manufacture of aeroplane parts, which must also be classed as war work. It still retains its repair business, and, while technically not war work, in a practical way this is war work, as the vessels concerned are all engaged in the important work of moving necessary commodities. It will be obvious that the principal movement is grain and that maintenance of grain vessels at this important time is vital.

After considering the material submitted in connection with this application, the Board is of opinion that it must consider this shipbuilding industry as it exists and operates *now*. Whether the industry was depressed or subnormal during the period from 1926 to 1929 and is now emerging from the depressed condition would seem to be a matter of argument and opinion. The future of the industry can also be only a matter of conjecture and opinion.

There have been upward adjustments of wages from basic wage rates which obtained during the period 1926 to 1929. The last two adjustments were made under date of July 16, 1940, and November 16th, 1940.

The average wage rate in the shipbuilding industry within an area that could be reasonably termed competitive would seem to be the safe and proper basis on which to proceed. The employees covered by this application are entitled to at least as high a rate of wages and to have working conditions comparable to those of employees in other shipbuilding yards on the Great Lakes in Canada.

We have before us the report of the Board of Conciliation established under date of the 5th of December, 1940, in connection with the Kingston Shipbuilding Company, Limited, and some of its employees. We also have the agreement dated 5th of November, 1940, between the Collingwood Shipyards, Limited, and its employees. The basic wage scale referred to in the majority report on the Kingston Shipbuilding application and the agreement between the Collingwood Shipyards, Limited, are practically identical. Working and living conditions in the Head of the Lakes area at Port Arthur require reasonable adjustment of the rates prevailing in these other centres. We therefore recommend the basic wage scale set out in *Schedule "A"* hereto attached for the Port Arthur Shipbuilding Company, Limited, and its employees. This new basic wage scale should be made subject of agreement between the parties, and should be effective as and from the 1st of April, 1941, and be terminable after the cessation of present hostilities by either party on thirty days' notice in writing.

Prior negotiations between the company and its employees, and frank statements of proposals by the parties, enable this Board to recommend approval of the working conditions set out in Schedule "B" hereto attached.

Draft agreement is made Schedule "C" hereto.

The further matter of cost of living of course must be considered. This presents difficulties which cannot be completely overcome even by most careful consideration of Orders in Council No. 2685, 27th of June, 1940, No. 7440, dated 16th of December, 1940, or the suggestions for application of last mentioned Order in Council under date of March 31st, 1941.

It was admitted by the management of the company that living costs in Port Arthur are slightly higher than in Collingwood, and it was stated that rentals might be two dollars and fifty cents per month higher at Lakehead, and that because of the longer winter perhaps an extra ton of coal might be required.

Whether the cost of remaining necessities would be higher could not be definitely proved or established, but schedules of prices and living expenses submitted on behalf of the Port Arthur employees were impressive, and it is a fair assumption that they would be higher in view of the added distance for transportation from production or manufacturing centres.

The Dominion Government cost of living index shows the figure of 100·8 for August, 1939, 108·0 for December, 1940, 108·2 for March 1st, 1941, and 108·6 for April 1st, 1941. From evidence submitted, the Board is of opinion that cost of living in the Head of the Lakes area would be above these average index figures.

This Board therefore recommends that the agreement between the parties should provide for payment of a bonus to employees because of wartime increases in cost of living in the Port Arthur area of a sum of one dollar and twenty-five cents ($1.25) per week or for proportionate part thereof worked by each man regardless of his regular wage rate. Said bonus payment to commence as of the 1st day of April, 1941.

Any further adjustment of this cost of living bonus should be made at quarterly intervals if the cost of living, as measured by the cost of living index of the Dominion Government above referred to, should rise or fall by as much as five (5) per cent from the index figure of the 31st of March, 1941. For any subsequent adjustments there would have to be a variation in the cost of living of at least five (5) per cent since the last previous determination of a bonus payment.

Although the matter is not strictly within the scope of our enquiry the Board feels that it should make the following comment: Evidence given before the Board confirms the definite opinion of its members that economic security in the homes of employees is most seriously attacked when illness of employee, wife or member of family makes special demands on earnings or affects earning capacity.

Provision of medical care and attention for employees and families on a basis properly worked out between employers, employees and the medical profession would strike at the basis of much employee worry and difficulty.

The Board expresses its appreciation of the friendly co-operative assistance rendered by the parties to this application and by their representatives.

All of which is respectfully submitted,

(Sgd.) J. H. McDONALD,
Chairman.

(Sgd.) F. WILKINSON.

Sault Ste. Marie, Ontario,
May 31st, 1941.

SCHEDULE "A"

Basic Wage Scale

Port Arthur Shipbuilding Company, Limited.

	Hourly Rate	Helper's Hourly Rate
Anglesmith	73c	46c
Blacksmith	70–73	46
Boilermaker	75–78	46
Burner	60	46
Chipper and Caulker	70	46
Plater—		
1st Cls., 2nd Cls., 3rd Cls...	78-68-58	46
Riveter	70	
Riveter Holder-on	55	
Riveter Heater	52	
Riveter Passer	32	
Slabman	70	46
Welder—		
(over 2 yrs. experience)...	70–73	
(over 18 mths. experience)	65	
(over 1 year experience)..	60	
(over 6 mths. experience)	55	
(apprentice or beginner)	Company can set.	
Driller	55	46
Punch and Shear Operator..	53	46
Reamer	46	46
Countersinker	46	46
Bolter-up	46	
Rigger	57	46
Crane Operator—Locomotive.	67	
Crane Operator—Shop.....	52	
Tester—Rivet	70	
Machinist and Machine Fitter	70–73	46
Millwright	70–73	46
Coppersmith	73–80	46
Steam and Pipe Fitter.....	70–73	46
Electrician	70–73	46
Moulder	70–73	46
Patternmaker	70–73	46
Template Maker	70–73	46
Shipwright	70–73	46
Painter	65	
Red-Leader	50	
Stage Builder and Ship Carpenter	65–70	
Sheet Metal Worker	70	
Labourer	42	
Apprentice	Company can set.	

Men employed on a regular night shift shall receive a bonus of five cents per hour over and above their regular hourly rate.

The Company may employ Helpers at the common labour rate for a period of two months. After two months, such Helpers are to be paid regular Helpers' rate.

In order for a Mechanic to qualify for Mechanic wage rates, he shall be competent to work directly from drawings, and carry out any operation in his craft without direction from others.

Apprentices.—Regular Apprentices shall serve an apprenticeship of four years, and shall be thoroughly instructed in all branches of their trade.

The ratio of Apprentices shall be one to every five journeymen mechanics and one Apprentice for the Shop.

The starting rate for Apprentices shall be 25 cents per hour. They shall receive an increase of 5 cents per hour after every six months of continuous employment.

Apprentices retained in the service after the completion of their apprenticeship shall receive the journeyman mechanic's rate of pay.

Helper Apprentices.— The Company may designate employees who shall be termed Helper Apprentices, and may pay these particularly designated employees an additional rate per hour over the minimum Helper's rate of 2½ cents per hour for each succeeding six months. At the end of four years a man would be entitled to receive the rate of pay payable to a mechanic.

SCHEDULE "B"

Working Conditions

PORT ARTHUR SHIPBUILDING COMPANY, LIMITED

1. There shall be no discrimination against any employee by reason of his belonging to a Labour or Trades Union.

2. Employees shall have the right to post, in conspicuous places on the Company's property designated by the superintendent, notices of meetings of employees and such other notices as may be approved by the superintendent.

3. The principle of seniority, subject to ability to perform the work required, shall govern when forces are reduced. When employees are furloughed due to lack of work,

they will, subject as aforesaid, be given preference of employment in other departments if additional men are required.

4. Any employee covered by this agreement having a grievance shall take the matter up with his Shop Foreman; failing to reach a settlement of the dispute, he shall then have the assistance of his shop Committee and they shall, if necessary, take the case to the highest local official of the Company.

5. In case of disagreement over the interpretation of this agreement or other causes, there shall be no cessation of work until the matter has been decided in accordance with Clause 4 above, and failing settlement the subject shall be referred to the Minister of Labour whose decision shall be final and binding.

6. All staging that employees may be required to work upon must be constructed in a safe and proper manner.

7. All toilet and washrooms shall be kept in a sanitary condition.

8. A suitable first-aid equipment shall be available during working hours.

9. When employees are called to work after the close of their regular working hours they shall receive not less than 4 hours pay for the call unless they be notified to return to work before leaving the premises.

10. Employees going on Trial Trips shall be allowed time from pier to pier at their regular shop rates, with bed and meals.

11. Any employee permanently laid off, discharged or quitting of his own volition, shall receive all wages due him and personal property within 24 hours of the termination of his employment.

12. When an employee is required in an emergency to fill the place of another employee receiving a higher rate of pay, he shall receive the higher rate during the time he is required to fill the vacancy.

13. Forty-nine and one-half hours, per calendar week shall constitute a week's work for each employee engaged upon Government contract work. Time and one-half shall be paid for any excess over 9 hours Monday to Friday, after 12.00 noon Saturday, and on Sundays and the following holidays: Good Friday, Dominion Day, Victoria Day and Thanksgiving Day. Holidays by name, New Year's Day, Labour Day and Christmas Day shall not be worked unless absolutely necessary and if worked, the work shall be paid for at double the regular wage rates.

14. Nine hours per day shall constitute a day's work for each employee engaged on any work other than Government contract work. Time and one-half shall be paid for any excess over 9 hours in any day and for any work after 12 o'clock noon Saturday. Any work performed on holidays and Sundays is to be paid for according to the rates mentioned in Clause 13.

15. When employees on any shift are required to change from one shift to another and work two shifts or part of two shifts in any 24 hours, they shall receive time and one-quarter. No employee shall be required to lay off in order to equalize time.

16. All employees shall be paid twice monthly on the employer's time.

17. Time and one-quarter shall be paid for all dirty work such as tarring and personal contact in handling creosoting material, working in used oil or acid tanks, or tanks on boats carrying oil or acid, and engine room bilges, and for working in excessive heat when boilers are under pressure. Aforementioned tanks shall be cleaned and steamed according to Government regulations.

SCHEDULE "C"

Draft Agreement

This Agreement made in the City of Port Arthur, Province of Ontario, this——day of ———, 1941, Between Port Arthur Shipbuilding Company, Limited, a body corporate having its head office in the City of Port Arthur, in the Province of Ontario, hereinafter called the "Company," of the first part: and the employees of the Port Arthur Shipbuilding Company, Limited, employed by the "Company" in the City of Port Arthur, hereinafter called the "Employee" of the second part.

Whereas:

It is the desire and purpose of the parties hereto to arrive at certain definite understandings for the purpose of maintaining harmonious relations between the Company and its Employees:

Witnesseth: That the parties hereto hereby covenant, promise and agree each with the other to accept the following:

1. The Working Conditions in the Company's plant at Port Arthur shall be in accordance with Schedule "Working Conditions," attached hereto and marked "Exhibit B" and made a part hereof.

2. *A Basic Wage Scale,* hereto attached, and marked "Exhibit A", is hereby accepted and approved by the parties hereto.

This agreement shall be effective as and from April 1, 1941, and shall continue to and include a date thirty days after the cessation of present hostilities. After that date the agreement would be terminable by either party on thirty days notice in writing.

In Witness Whereof, This Agreement has been executed by the parties hereto:

Executed for Port Arthur Shipbuilding Company, Limited,

....., President.

Executed for "Employees," Members of.

Supplementary Report

Re: Industrial Disputes Investigation Act and re differences between the Port Arthur Shipbuilding Company, Limited, and members of the International Brotherhood of Boilermakers, Machinists, Blacksmiths, Carpenters, etc.

At the request of the Minister of Labour the Board reconvened on the 20th of June, 1941, at Toronto. All members of the Board were present.

The Board had been aware of the difficulties in trying to compare conditions and basis of operation in this industry in the period 1926-1929 with the conditions obtainable in 1941.

As disclosed in the report of the Board dated 31st May, 1941, the Company was during the period 1926-29 engaged almost exclusively in

ship repair work. At the present time the Company is engaged extensively in ship construction, definitely as a war industry. This means that the wage structure is not strictly capable of comparison as contemplated by P.C. 7440.

In view of this fact the recommendation is that paragraph 4 on page 6 of the report dated 31st May, 1941, be deleted, and that, in lieu of the cost of living bonus therein recommended, an increase of two and one-half cents (2½c.) per hour be made to the rates in the basic wage structure as set out in Schedule "A" to said report.

Also that paragraph 5 on page 6 be changed so that it reads as follows:—"This Board further recommends that the agreement between the parties should provide for a cost of living bonus which shall be determined at intervals not more frequently than quarterly, and shall be paid on the basis of $1.25 per week per man if the cost of living as measured by the cost of living index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board shall have risen by as much as five (5) per cent since April 1st, 1941, for the first calculation, and since the last previous determination of a bonus payment for a subsequent calculation; the bonus should be decreased by a similar amount should the cost of living in any such period be decreased by five (5) per cent or more since the last previous determination of a bonus.

(Sgd.) J. H. McDonald,
Chairman.
(Sgd.) F. Wilkinson,
Member.

Sault Ste. Marie, June 25, 1941.

Minority Report

MONTREAL, May 29th, 1941.

To the Honourable N. A. McLarty, K.C., M.P.,
Minister of Labour,
Ottawa, Ontario.

Sir:

Re Industrial Disputes Investigation Act, and re difference between the Port Arthur Shipbuilding Company and its employees, members of Lodge No. 461, International Brotherhood of Boilermakers and Iron Shipbuilders, Welders and Helpers of America, the Brotherhood of Blacksmiths, Drop Forgers and Helpers, United Brotherhood of Carpenters and Joiners, Local No. 1050, the International Brotherhood of Electrical Workers, Local No. 339, the International Association of Machinists, Local 820, and the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada.

The Board of Conciliation and Investigation appointed by you in the above matter, convened in the Court House, Port Arthur, on the morning of May 8th, and remained in session until the evening of May 10th; reconvened in the City of Toronto, May 23rd, where our deliberations were concluded.

The sessions which were conducted in the City of Port Arthur were attended by Mr. R. Wolvin, President, and Mr. McDougald, General Manager, representing the Shipbuilding Company; Mr. W. J. Coyle, of the Boilermakers International Union; Mr. J. W. Bruce, of the Journeymen Plumbers and Steamfitters; Mr. R. Riley, of the International Association of Machinists, and a Committee from each of the six unions affected, representing the men.

During the hearings before the Board a number of documents were received and studied during the various meetings of the Board. These included briefs by the employees and the Employer Company, and evidence being presented by both parties relative to the rates of pay of the various trades in other industrial plants, and in plants where similar operations are being carried out. Yet, notwithstanding the difference of opinion expressed by both parties in respect to wages and working conditions, employer and employee alike are deeply conscious of the importance of the work in which they are engaged, and realize that it is their duty as far as is humanly possible to maintain a continuous supply of ships for service during the war.

The briefs presented by the employees laid considerable stress on the fact that the workers whom they represent are engaged in other industries throughout the country, a large number of whom are in the vicinity of Port Arthur, and whose wage rates range from ten to twenty cents per hour higher than those paid by this Company. They also stressed that Port Arthur comes within the higher wage zone of Western Canada, and that their wage rate should, therefore, be more comparable with the Vancouver Shipyard rates; that those tradesmen whose work in the shipyards is recognized amongst the highest paid workmen in building and construction work should receive the same rates as are being paid outside the shipyards, such as carpenters, steamfitters, electricians and machinists, whilst many of the classifications of the remaining trades engaged in ship construction are not receiving wages in any way comparable with those paid in any Eastern and Western seaport yards; that the years following the last war were for the most part years of depression in the shipbuilding business, and wage schedules based upon the 1926-29 period could not reflect any other than depressed or sub-normal conditions.

These briefs also made special reference to the comparative cost of living in Port Arthur as against many other cities and towns in Eastern Canada, and cited figures to show an increase in the cost of living in Port Arthur for the year 1941 as compared with the year 1939 of 18·11 per cent, and it was shown that the increase in the price of coal for the same period was 8 per cent, clothing 14·67 per cent, rent 25 to 50 per cent.

The brief presented by the Company included a copy of a schedule of working rules which, except in three clauses, had been agreed to during the negotiations that had been carried out by the parties prior to the application for the appointment of the Board, and which would evidently have been concluded had the Company been in a position to grant more substantial wage increases than appears to have been the case.

The Company in its brief pointed out that the Port Arthur Shipyard is in competition with other yards doing the same kind of work, and as a consequence was unable to agree to pay a higher rate of wages. They could not agree that the present wage rates were not fair and reasonable and that any wage increase granted now must be borne by the people of Canada and they could not see how Canada could provide funds for this ever increasing cost in carrying on the war. The company's brief made reference to the overtime being worked, which resulted in higher earning power than other local industries could provide, and that in ship repair work their yard is in direct competition with the yards at Port Dalhousie, Collingwood and Kingston. Their machine shops are engaged in work for pulp and paper plants throughout the country and the woodworking department is over two-thirds engaged in airplane work. Skilled mechanics are difficult to obtain with the result that they require to develop men to carry on their work from other sources than the regular apprenticeship.

Having the briefs presented by both parties the Board now heard evidence in rebuttal. The employees claimed that, except for one small dockyard at Dalhousie, the only competition to be met by the Port Arthur Shipyard came from their own shipyards at Collingwood and Kingston; that overtime should be reduced to the lowest minimum and thus avoid reduced output caused by absenteeism brought about by fatigue; that the workers in Canada cannot be charged with disloyalty in making demands for wage increases which they consider fair and reasonable, since the workers in England, those directly on the firing line, have protested even to the extent of going on strike, yet they have not been thought disloyal; that the present wage rates are based on depressed or subnormal conditions; that the men, in consenting to the dilution of labour as shown in the helper-apprentice clause in the agreement, had demonstrated a real desire for co-operation; that they had gone further than ever before in consenting to relax double time regulations for Sunday work and for four of the seven statutory holidays; that they had compromised on their original demand from 90 cents per hour for journeymen tradesmen to 85 cents per hour, with a corresponding reduction for all other classifications in an effort to reach a mutual agreement.

The Company in rebuttal stated that wages should not be burdened by such things as cost of food, overalls, etc., etc., that was no business of the Company. Rentals may be slightly higher than in some other cities, coal may also be higher, but that in their opinion did not justify an increase in the wage rates at this time, and made a general denial of the case as presented by the men, charging that the Union leaders were largely responsible for the trouble and discontent now existing in their plant.

A number of the employees were also heard, but, except for stating special cases of dissatisfaction, raised few points which had not already been covered.

The public hearings were carried out in a friendly manner notwithstanding the different views expressed.

The Board met in session on May 10th, carefully reviewed the evidence and various documents produced during the hearing. Several clauses in the working conditions which had not been agreed upon were discussed and it was agreed to recommend that the paragraph dealing with night shift be made to read five cents per hour above the regular hourly rate; that provision be made in the Helper-Apprentice clause for a limit of four years apprenticeship; that clause No. 14 be amended by striking out the words "Saturday included," which will provide payment of overtime for Saturday afternoon on contract work.

I have reviewed with deep interest, and have given serious consideration to the evidence placed before the Board, and it is my studied judgment that the men have fully justified their claims for an increase in wages. One of the issues raised by the men is, in my judgment, outstanding in importance, and that is, that the tradesmen who constitute the Shipyard staff and the Woodworking department would if employed in other industrial plants, many of which are in the immediate vicintiy of Port Arthur, be paid a rate of wages equal to and in some instances greater than that which they have requested in this case.

I will confess that I am quite unable to attach any weight to argument that seeks to establish that men in the shipbuilding industry should be required to work for less wages than their confreres in other industries in the same area are receiving for performing similar work, and which in those other plants is considered to be fair and reasonable. This fact must have a decided bearing on any judgment of the case in these circumstances. I am of the opinion that the men employed in the shipyards are entitled to as high a rate of wages as is being paid elsewhere in this locality to the same type of workmen.

Another feature of the case worthy of special notice is the fact, in making the sacrifice of double time for Sunday work, and four out of the seven statutory holidays, these men have contributed in a large way to the present national war effort in its shipbuilding program, to secure which it has taken many years of patient endeavour. I have, therefore, no hesitation in recommending a minimum wage rate for mechanics of eighty-five (85c) cents per hour, and the helpers, sixty (60c) cents per hour, as fair and reasonable, with corresponding adjustments of the rates of pay for the various classifications as shown in the attached schedule.

I further recommend that the schedule of working rules agreed upon by both parties, with the suggested changes in which the Board was in unanimous agreement, namely, overtime for Saturday afternoon, five (5c) cents per hour extra for men on night work, and the helper-apprenticeship regulation, be signed for the duration of the war, thereby assuring continuous and uninterrupted operation of the plant, and that the new agreement shall be applicable as from April 1, 1941, and that the cost of living bonus as provided by Order in Council P.C. 7440 be applied as from the same date.

In conclusion, Sir, I wish to express my deep appreciation of the courtesy extended to me by the other members of the Board during all our meetings, and for the privilege of considering their report.

I have the honour, Sir, to remain,

Yours truly,

(Sgd.) J. A. McCLELLAND.

SCHEDULE

Trade or Class of Labour	Minimum Rates Per hour
Anglesmith	$0 90
Blacksmith	85
Boilermaker	85
Bolter-up	60
Burner & Cutter	65
Chipper & Caulker	75
Coppersmith	90
Crane Operator—Locomotive	75
" " —Shop	65
Driller	70
Electrician	85
Fitter Helper	60
Holder-on	70
Joiner	85
Labourer	50
Machinist & Machine Fitter	85
Moulder	85
Painter—Brush Hand	70
" —Finisher	85
Patternmaker	85
Pipefitter	85
Plater—1st Class	85
" —2nd Class	75
" —3rd Class	70
Punch Operator	70
Reamer	65
Rigger—Leading Hand	70
Rivet Heater	65
Rivet Passer	50
Riveter	85
Shear Operator	70
Shipwright	85
Stage Builder	70
Ship Carpenter	85
Steamfitter	85
Tester	70
Welder	85
" —Improver (to be agreed upon)	
Helper	60

Appointment of Director of Merchant Seamen

By an Order in Council of June 5, Mr. Arthur Randles has been appointed Director of Merchant Seamen, with temporary headquarters at Montreal. Mr. Randles' services are on loan to the Department of Transport from Cunard-White Star Limited. The office of Director of Merchant Seamen was created by Order in Council (P.C. 14/3550) on May 19, which provides for the establishment of manning pools of merchant seamen and for the extension of seamen's welfare facilities. The Director is charged with the administration and operation of these manning pools and welfare facilities.

CONCILIATION WORK OF THE DEPARTMENT OF LABOUR FROM APRIL 1, 1941, TO JUNE 30, 1941

CONCILIATION proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

The Department of Labour has on its staff conciliators and mediators who are stationed at Vancouver, Toronto, Ottawa, and Montreal. The territory of the officer resident in Vancouver comprises the four western provinces. The conciliation officer resident in Toronto confines his activities to Ontario, while the officer in Montreal covers the province of Quebec and the Maritime Provinces. The headquarters of the Chief Conciliation Officer are at Ottawa.

The following statement covers the more important conciliation matters dealt with during the period April 1, 1941, to June 30, 1941. (An article covering the period January 1, 1941, to March 31, 1941, appeared in the LABOUR GAZETTE, April, 1941, page 392).

ELECTRICAL WORKERS, EDMONTON, ALTA.—The April, 1941, issue of the LABOUR GAZETTE, carried a reference to a dispute between the Corporation of the City of Edmonton and certain employees in the telephone, electric light and power departments, members of the International Brotherhood of Electrical Workers, B. 1007, regarding a compulsory plan of payroll deductions for approved war and other charities. Late in April a ballot was taken to determine the wishes of the majority of the workers, and it was subsequently reported to the Department that a compromise settlement had been reached. The application which had been made for a Board of Conciliation and Investigation was accordingly withdrawn.

MOULDERS, ST. CATHARINES, ONT.—The April issue of the LABOUR GAZETTE, at page 396, carried a reference to a dispute between the Imperial Iron Corporation, Ltd., St. Catharines, and its moulders, members of Local 199, International Union, United Automobile Workers of America, which had been dealt with by the Conciliation Service of the Department during the period in review. A strike had occurred on February 25 but as a result of mediation work was resumed and negotiations between the parties directly affected followed. On April 5, however, a second walkout occurred in the plant when the workers became dissatisfied with the negotiations which walkout, in view of the fact that the firm was engaged on war contracts, was illegal. The attention of the employees' representatives was directed to this fact and on April 6 the Department was informed that work was to be resumed the following morning and that application would at once be made for the establishment of a Board of Conciliation and Investigation to deal with the whole matter. The Board was set up on the 9th.

ELECTRICAL FIXTURES FACTORY WORKERS, MONTREAL, P.Q.—On March 27 approximately 100 employees of the Electrolier Manufacturing Company, Ltd., Montreal, P.Q., ceased work to enforce demands for wage increases and recognition of the United Electrical Radio and Machine Workers of America, and in protest against the dismissal of four employees, allegedly for membership with the Union. The intervention of the Department of Labour was requested, and conferences in both Montreal and in the offices of the Department of Labour at Ottawa followed. On April 7 the employees were notified that the Company had agreed to take back all but three of the former employees as soon as vacancies occurred. A number of employees had returned in the interval and while there were some vacancies the Company could not at the moment guarantee positions for all of the others, particularly the unskilled workers.

CAPTAINS, MATES AND ENGINEERS, TORONTO, ONT.—Early in April a dispute between the Toronto Transportation Commission on the one hand and the Canadian Navigators' Federation and the National Association of Marine Engineers representing the captains, engineers and mates employed on the Toronto Island Ferry Boats, on the other hand, was settled through the conciliation service of the Department. The dispute in the main had to do with the demand of the employees for a 20 per cent increase in wages, which the Company refused to grant. An officer of the Department held separate and joint conferences with the parties and a compromise agreement was subsequently reached which gave the employees an upward revision in wages. The agreement is to remain in effect

for a period of three years, but there is a proviso that the Commission will be prepared to take into consideration any substantial increase in the cost of living as indicated by figures prepared in the Department of Labour.

BRICKLAYERS, MASONS AND PLASTERERS, KINGSTON, ONT.—The failure of the Kingston Contractors' Association to grant the request of the bricklayers, masons and plasterers, members of Local No. 10, International Brotherhood of Bricklayers, Masons and Plasterers, for a wage increase of 10 cents per hour resulted in a strike on April 1, the agreement previously in effect having expired on March 31. Several contracts being executed at this point in connection with the Government's war effort were affected. The representatives of the strikers were immediately notified by the Department of Labour that strikes on such projects were illegal until the matters in dispute had been dealt with by a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, and they were asked to see that men employed on such projects returned to their jobs at once. On April 7 work on the Government jobs was resumed, and the following day a compromise agreement was reached, the workers accepting a 5-cent increase. Approximately 50 men were affected by the dispute.

PLASTERERS, HELPERS AND LATHERS, TORONTO, ONT.—When negotiations between the Builders' Exchange and Construction Association, Toronto, and the respective International Unions as to wage increases became deadlocked, plasterers, helpers and lathers ceased work on April 1 and as a consequence a number of Government projects in the City were tied up. An officer of the Department of Labour directed the attention of officials of the unions to the fact that such action was illegal, and the workers who were actually engaged on Government war projects were permitted to resume work on the afternoon of the 3rd. A settlement of the whole dispute was reached and work on all other contracts was resumed on April 4, all classifications with the exception of wood lathers, receiving a 5-cent hourly increase effective April 1 and a further similar increase from August 29. Approximately 400 workmen were involved.

COAL MINERS, ESTEVAN, SASK.—Early in April an officer of the Department of Labour conferred in Estevan, Sask., with an official of the Mine Workers' Central Union of Estevan and a number of coal operators in the district, regarding a complaint of the union that certain of these operators had failed to nominate a representative to a Board which would review the cost of living in accordance with the terms of the existing agreement. As a result of the conference both employers and employees agreed upon their representatives and arrangements were made for these two members to meet shortly to discuss the appointment of an independent chairman.

STEEL WORKERS, LABOURERS AND PASSER BOYS, HALIFAX, N.S.—On April 15 the attention of the Department of Labour was directed to a strike which had occurred that day of passer boys in the plant of the Halifax Shipyards, Limited, Halifax, N.S., which had been followed by a walkout first of labourers and then of steel workers, totalling approximately 300. It was stated that a complete tie-up of the plant was imminent. The organization involved was the Industrial Union of Marine and Shipbuilding Workers of America (C.C.L.) and the strike was precipitated by the refusal of the Company to immediately grant a demand for substantial wage increases. Other groups in the Yards had also presented demands for wage increases and had intimated that unless the concessions were granted a strike would occur on the 18th. The Department of Labour at once contacted all parties concerned and directed the attention of the strike leaders to the fact that a stoppage of work on any Government contract connected with the war effort was illegal until the matters in dispute had been dealt with by a Board of Conciliation and Investigation, and officials of the Canadian Congress of Labour gave strong support to the Department in this connection. An officer of the Department of Labour reached Halifax late on the night of the 17th and that night and the following day conferred with the parties concerned. Work in all departments of the plant was resumed on the morning of the 18th pending the establishment of a Board of Conciliation and Investigation or the appointment of a Commissioner to deal with the whole matter. Approximately 1,000 men are employed in these yards.

PACKING PLANT EMPLOYEES, MOOSE JAW, SASK.—The signing of an agreement between the Swift Canadian Company, Limited, Moose Jaw, Sask., and Packing Plant Employees' Federal Union No. 75, during April marked the successful conclusion of prolonged negotiations between the two parties. Officials of the newly organized union in this plant had been in close touch with the Department of Labour during the negotiations. On April 10 the employees submitted an application for the establishment of a Board of Conciliation and Investigation, and on April 15 an official of the Department visited Moose Jaw. Through his efforts the dispute was terminated and an agreement signed on April 18. The application stated that from 200 to 300 employees were affected by the dispute.

LONGSHOREMEN, CHATHAM AND NEWCASTLE, N.B.—On April 26, 1941, representations were made to the Department that a critical situation had developed at Chatham and Newcastle, N.B., over wage rates; that longshoremen loading vessels with lumber necessary to the war effort had gone on strike; and that the ships then in port had threatened to leave and load elsewhere. The men, members of the New Brunswick Farmer-Labour Union, asked a wage increase from 55 cents per hour to 70 cents per hour and for recognition of the union as a collective bargaining agency. Shippers concerned were the W. S. Loggie and Company, British Canadian Pitwood, Ltd., George Burchall and Sons, J. Leonard O'Brien, and E. F. Malkin, Ltd. A conciliation officer of the Department of Labour visited Chatham immediately and on April 28 was able to arrange a temporary settlement whereby the men resumed work and the shipping firms agreed to increase the wage rates slightly and grant other concessions, it being mutually decided that a Board of Conciliation and Investigation would be requested. The application was received on May 16.

TEXTILE WORKERS, TRENTON, ONT.—Through the mediation of a conciliation officer of the Department of Labour a dispute which had arisen towards the end of April, 1941, was promptly and amicably settled on May 1, 1941. The dispute involved approximately 100 employees of Downs, Coulter and Company (Canada) Limited, Trenton, Ont., in respect of an adjustment of wages asked by the workers, about sixty per cent of whom were females. An increase of $1 per week for a 54-hour week had already been made, announced by the employing firm on April 26, but the employees asked for a further $2 per week and for other conditions. As the result of mediation further wage adjustments were granted, and other mutually satisfactory concessions were made.

METAL WORKERS, VANCOUVER, B.C.—In the early part of April, 1941, Local No. 2, Vancouver Metal Workers' Union, Canadian Congress of Labour, having organized certain of the employees of Canadian John Wood (Vancouver), Ltd., which Company had refused to recognize the union as a bargaining agency, requested the intervention of the federal Department of Labour. However, it was ascertained that as this Company was not presently engaged on any war orders the difference was one which lay entirely within the jurisdiction of Provincial legislation. On May 5 a strike occurred in the plant but work was resumed the following day. Provincial authorities dealt with the strike, which involved approximately 70 men.

WIRE ROPE WORKERS, LACHINE, P.Q.—Difficulties having arisen early in April, 1941, between employees of the Anglo-Canadian Wire Rope Company, Limited, Lachine, P.Q., over the failure of the Company to recognize Lachine Lodge 1288, International Association of Machinists, as the collective bargaining agency seeking to secure an agreement covering wage rates and labour conditions in the plant, the facilities of the Department of Labour were called upon in an endeavour to mediate the dispute. A representative of the Department was able to arrange a meeting between officials of the Company and a two-man committee from the Machinists' Union. At this meeting amicable relations were established and as a result of this conference, and of subsequent direct negotiations, an agreement was completed and duly signed, and the request was withdrawn for a Board of Conciliation and Investigation which had been made on April 7, 1941, by Lachine Lodge No. 1288, International Association of Machinists, on behalf of the 65 men affected.

MOULDERS AND COREMAKERS, MONTREAL, P.Q.—At Montreal on March 26, 1941, 55 moulders and coremakers, members of Local No. 21, International Moulders and Foundry Workers' Union of North America, employed by Montreal Bronze, Limited, took a strike vote preliminary to an application made on March 29, 1941, to the Minister of Labour for the appointment of a Board of Conciliation and Investigation to deal with their dispute with the employing company over demands for a wage increase and that their union be recognized as their collective negotiating agency. Efforts at mediation were immediately instituted by officials of the Department of Labour and meetings of the parties were arranged as the result of which the Company granted wage increases as from April 16, 1941. Other matters at issue were satisfactorily disposed of, and the application for the establishment of a Board of Conciliation and Investigation was withdrawn.

WHALERS, VICTORIA, B.C.—Prior to the season's sailing in late March and early April, 1941, of the six vessels composing the sailing fleet of Consolidated Whaling Corporation, Limited, Victoria, B.C., the question of negotiating an agreement covering wages and the payment of lay money was raised by the Inlandboatmen's Union of the Pacific and the Island Labour Council (C.C.L.). The Company took the position that the signing of articles by their crews was sufficient agreement and voluntarily raised wages of deckhands and others affected, with appropriate bonuses, which was acceptable to the representative of the employees.

PAPER AND CABLE FACTORY WORKERS, ST. JOHNS, P.Q.—An application for a Board of Conciliation and Investigation was made on April 16, 1941, by Federal Labour Union of Paper and Cable Workers of St. Johns, P.Q. (A.F. of L. and also affiliated with the Quebec Federation of Labour), on behalf of employees of Cables, Conduits and Fittings, Limited, and Kraft Paper Products Limited, of St. Johns, these two companies being closely allied in management and the demands advanced by their employees against each being essentially the same, i.e., for recognition of the union, for increased wages and for improved working conditions. On April 16, 1941, 89 employees of Kraft Paper Products, Limited, and 107 employees of Cables, Conduits and Fittings, Limited, walked out on strike and picketed the two plants, which are adjacent. Conciliation officers of the Department of Labour went immediately to St. Johns, met the managements of both companies and representatives of the union and the employees concerned in an effort at mediation. They pointed out that strike action was unlawful pending the finding of a Board of Conciliation and Investigation. The men were induced to call the strike off, which they did on April 17, and to return to their jobs the next morning. Protracted negotiations between the parties followed looking to a solution of the points at issue but by early May, it being apparent that no satisfactory progress was being made in resolving the differences, the Minister of Labour proceeded to establish a Board of Conciliation and Investigation.

STEEL PLATE PRINTERS, OTTAWA, ONT.—A strike affecting 35 employees of the British American Bank Note Company, Ltd., and the Canadian Bank Note Company, Ltd., was called at Ottawa on May 1. These men, members of Local No. 6 of the International Plate Printers, Die Stampers and Engravers' Union, sought an increase in wages from $1.40 an hour to $1.50 an hour for a 40-hour week. As the class of work performed was highly skilled, consisting of steel plate printing for bonds, postage stamps, excise stamps and bank notes, and so of particular importance in connection with Government finance during the war, the Minister of Labour, by Declaration under the provisions of Order in Council P.C. 3495 and amending Order P.C. 1708, brought the industry within the scope of the Industrial Disputes Investigation Act. The employees, stating that they had no wish to embarrass the Government's wartime financing, thereupon immediately resumed work pending settlement by direct negotiation with the employing companies. No stoppage of work by other employees of the two companies occurred.

WIRE ROPE WORKERS, LACHINE, P.Q.—An application was made to the Minister of Labour on April 7, 1941, by Lachine Lodge No. 1288 of the International Association of Machinists, requesting the formation of a Board of Conciliation and Investigation in connection with a dispute which had arisen between some 110 wire rope workers and their employer, the Dominion Wire Rope and Cable Company, Limited, Lachine, P.Q. The men had asked that their local should be recognized as their official agency in their attempt to negotiate an agreement respecting labour conditions and wages. This the Company at first refused but officers of the Department of Labour were successful in bringing the parties together and direct negotiations followed over some weeks as the result of which settlement was reached which made Board procedure unnecessary.

TRANSPORT WORKERS, TORONTO, ONT.—An agreement between Metropolitan Transport, Limited, Toronto, and its employees, members of the Transport Division, Canadian Brotherhood of Railway Employees, provided for the reopening of negotiations regarding wage matters six months from the time the agreement was signed. Under this clause the employees placed demands for an increase in wages before the Company in the latter part of April, 1941, but no satisfactory conclusion could be reached. On April 28 a conciliation officer of the Department of Labour was able to arrange a conference in the Toronto offices of the Department attended by the union committee and other representatives of the employees and the management. As a result of this conference it was mutually agreed that a small committee representing the employees would be appointed to go thoroughly into the question of wages and working conditions with the manager for the purpose of adjusting the matters in dispute.

COAL MINERS, MINTO, N.B.—On April 3, 1941, 30 coal miners in the employ of the Minto Coal Company, Limited, Minto, N.B., went out on strike, this action indirectly causing stoppages of work by approximately 250 other mine workers. The basis of the strikers' complaint was that when breakdowns of equipment occurred or delays over which they had no control took place they were unable to work a sufficient amount of footage in an 8-hour shift, and as they were employed on contract rates these delays substantially reduced their earnings. To off-set this loss they demanded pay at datal rates for the second day needed to complete the task. The Company conceded this request in the one instance and the strike terminated on April 9. Again, on April 22, for the same reasons, 350 men quit work. The Department of Labour

pointed out to the strikers, through Minto Local No. 7409 of the United Mine Workers of America, that such strike action was illegal prior to the findings of a Board of Conciliation and Investigation, and on April 28 the men returned to the pits. On April 29 a representative from the Conciliation Service of the Department of Labour visited Minto in an effort to mediate the differences and a joint meeting was held between officials of the Company and an employees' committee, at which certain recommendations were made by the departmental officer. These recommendations not having been implemented, 75 miners once more walked out on May 7, but resumed work on May 12. As reported in the Labour Gazette, March, 1941, p. 210, a Commissioner was appointed to make a full inquiry into conditions in this territory.

Metal Workers, Vancouver, B.C.—Late in April the attention of the Department was directed to a dispute between the Langley Manufacturing Company, Limited, Vancouver, B.C., and its employees, and the allegation was made that a number of workmen had been laid off or discharged because of their connection with Local No. 2, Vancouver Metal Workers Union (C.C.L.). This allegation was denied by the Company, but legal action followed and a conviction was secured. Through mediation by departmental officials negotiations as to an agreement covering wages, union recognition, etc., followed for some weeks but no agreement could be reached either as to wages or union recognition, and the employees, under date of June 18, made application for the establishment of a Board of Conciliation and Investigation. Thirty-four employees were stated to be directly affected.

Steel Erectors, Hamilton, Ont.—On May 2 the Department of Labour was advised that a group of 75 steel workers in the employ of the Hamilton Bridge Company, Ltd., had asked for an increase in the existing hourly wage rate of 90 cents for town work and $1 for work at outside points, and threatened to strike if this adjustment was refused. The Company had already granted wage increases in May, 1940, and again, voluntarily, in September, 1940, but indicated its willingness to make any minor adjustments at this time which might be necessary to remove such inequalities as might be found to exist, but otherwise they could not meet the men's demands. A departmental officer visited the plant and explained to the men the provisions of Order in Council P.C. 7440 and of the Industrial Disputes Investigation Act. Nevertheless the men went out at noon on Saturday, May 3, but voluntarily returned to work on Thursday, May 8, without any concessions on either side. The men involved were not members of any union, and other employees of the Company were not affected.

Carpenters and Joiners, Kingston, Ont.—Two hundred and fifty carpenters, members of Kingston Local No. 249, United Brotherhood of Carpenters and Joiners of America, went on strike on May 1, 1941, when the Building Contractors' Association refused a union request for a 5-cent increase in their wage rate from 85 cents to 90 cents an hour. The last previous agreement had been signed a year ago, and the rates now asked were a restoration of 1933 levels. This strike tied up construction on certain buildings of wartime importance and the men were informed by the Department of Labour that in so far as work on these buildings was concerned their strike action was illegal. Work was accordingly resumed on these particular projects on May 2, and a representative of the Conciliation staff of the Department was able to arrange a joint conference of the employees and the Contractors' Association, as the result of which an agreement was reached for continuation of the present rate of 85 cents per hour until July 1, 1941, after which date it would be increased to 90 cents per hour. The men thereupon resumed work on other construction in the Kingston zone on Monday, May 5, 1941.

Machinists, Tool and Die Makers, Kitchener, Ont.—On May 1, 1941, approximately 100 machinists, tool and die makers, members of the Steel Workers' Organizing Committee, employed by the Dominion Truck Equipment Company, Ltd., ceased work in protest against the dismissal of one employee. Recognition of the Union and increased wages were stipulated as necessary before work would be resumed. As a result of mediation by an official of the Department of Labour the men returned to work the following morning on the understanding that the dismissed men would be reinstated and the management agreed to meet a committee of the employees to discuss any grievances. The same morning, however, the men again ceased work following the posting of a notice by the Company which the men resented. Following an exchange of telegrams and telephone calls between the management, the federal Department of Labour and officials of the Canadian Congress of Labour, with which the local union is affiliated, the men voted to return to work on May 5. A joint conference of the parties followed but no settlement was reached and application was made for the establishment of a Board of Conciliation and Investigation. Subsequently one Board was established to deal with the dispute in this establishment and with disputes

in the plants of the Waterloo Manufacturing Company, Ltd., and the L. McBrine Company, Limited, of Waterloo, Ontario, and Kitchener, Ontario, respectively.

MACHINISTS AND MOULDERS, WATERLOO, ONT.—A stoppage of work took place in Waterloo, Ont., on April 30, 1941, involving approximately 115 employees of the Waterloo Manufacturing Company, Ltd. The men, members of the Steel Workers' Organizing Committee, an affiliate of the Canadian Congress of Labour, gave as their reasons the failure of the Company to recognize the union as their official bargaining agency in their demands for wage increases and a discussion of working conditions. As the result of mediation by an official of the Department of Labour the men consented to return to work on May 5, it being decided to apply for a Board of Conciliation and Investigation in an effort to compose the differences. This matter was referred to the Board mentioned above.

SHOE AND LEATHER WORKERS, WATERLOO, ONT.—A Board of Conciliation and Investigation was applied for following a walk-out of two hours' duration which took place on May 2, 1941, at the plant of the L. McBrine Company, Limited, Waterloo, Ont. About 150 nailers and cutters were concerned. They raised questions of wages, seniority rights and working conditions, and recognition of the Union—the Shoe and Leather Workers' Organizing Committee—which is affiliated with the Canadian Congress of Labour. The dispute was referred to the Board which was set up to deal with the disputes in the Waterloo Manufacturing Company, Ltd., and the Dominion Truck Equipment Company, Ltd.

LONGSHOREMEN, THOROLD, ONT.—The Ontario Paper Company, Limited at their Thorold plant, had an existing collective agreement with their longshoremen under which wages and working conditions came up for revision as of May 1, 1941, but which required ninety days' notice by either party of the intention to amend. Otherwise its terms were to remain effective for the ensuing year. Notwithstanding this provision approximately 97 longshoremen in the employ of the Company indicated on April 16, 1941, that they wished to negotiate a new contract. The management was agreeable and offered certain concessions which, however, were not entirely acceptable to the men who threatened to go on strike on May 12. A conciliation officer of the Department of Labour visited Thorold on May 10 and 11, met both the Management and the men, and pointed out to the latter that their contemplated walkout would be unlawful under the Industrial Disputes Investigation Act. The departmental officer was successful in mediating the dispute and as a result a new collective agreement was entered into by the parties under which the Company granted cost-of-living bonuses in accordance with Order in Council P.C. 7440, and also made certain concessions in labour conditions. The agreement was signed on behalf of the employees concerned by Local 1477 of the International Association of Longshoremen.

STEEL WORKERS, MONTREAL, P.Q.—A dispute arose on April 26, 1941, when 22 men employed at the plant of the Dominion Reinforcing Steel Company, Limited, were dismissed. The men concerned alleged that this action followed their having joined the local of the Steel Workers Organizing Committee (C.I.O.). This allegation the Company denies, claiming that such dismissals were, in the cases of most of the men, merely lay-offs because of shortage of work for them. Since the matter was first brought to the attention of the Department of Labour several additional men were let go, bringing the total number of men affected to 27, of whom 16 have since been reinstated. The Steel Workers Organizing Committee asked that a Commissioner be appointed to ascertain the facts and officers of the Department of Labour made certain suggestions in an endeavour to settle the matter amicably to all concerned. At the middle of the month the Company was arranging to reinstate the balance of these employees as soon as work became available.

MACHINISTS, SHEARERS AND PRESS HANDS, WATERLOO, ONT.—When the Sunshine Waterloo Company, Limited, Waterloo, Ont., on April 18, 1941, renewed the existing agreement with the Sunshine Workers' Union and provided for certain wage increases, strong protests were lodged with the Department of Labour by the Steel Workers Organizing Committee, the latter group contending that the majority of the employees affected were members of that Union. On May 9 an application for the establishment of a Board of Conciliation and Investigation was received in the Department on behalf of the members of the S.W.O.C. Prior to the application being filed, and for a considerable period thereafter, the dispute received the attention of officials of the Department, and on May 26 a vote of the employees was taken under the supervision of officers of the Department to ascertain the wishes of the workers in the matter. This vote indicated that a majority were in favour of the S.W.O.C. as the bargaining agency. At the end of June the dispute, which involved approximately 385 employees, had not been terminated.

TEXTILE FACTORY WORKERS, CORNWALL, ONT.—A misunderstanding as to the wages applicable to doffers in the plant of Canadian Cottons, Ltd., Cornwall, resulted in a strike of approximately 50 employees on May 15. The entire mill, which employs about 650 workers, was closed as a consequence. A conciliation officer of the Department at once conferred with officials of the Company and the Executive Committee of Cotton Workers Federal Union No. 2 (T. and L.C.), representing the employees. Several meetings failed to adjust the dispute but certain suggestions were made to both parties and as a consequence of further conferences between the parties directly concerned the employees resumed work on the morning of the 20th.

METAL WORKERS, TORONTO, ONT.—Following a strike vote on May 10, 1941, by members of the Steel Workers' Organizing Committee employed at the plant of the Gendron Manufacturing Company, Limited, Toronto, an application was made by that Local to the Department of Labour for a Board of Conciliation and Investigation. Demands were made for an upward adjustment of wages, the reinstatement of discharged employees, and for changes in working conditions. A vote of employees had been taken which showed a majority in favour of negotiating any differences with the Management through a departmental committee of employees, but the S.W.O.C. protested that this had not been an impartial decision. It was therefore arranged for representatives of the Department of Labour to conduct a secret ballot. This was done on May 13, 1941, two scrutineers supervising the voting on behalf of the S.W.O.C. and two on behalf of the departmental committee. The balloting resulted in a majority of 37 votes in favour of the departmental committee as the bargaining agency out of a total of 207 ballots cast. The applicants for the Board were therefore informed that as the application was not supported by a majority of the employees a Board could not be established.

PULP AND PAPER MILL WORKERS, PORTNEUF, P.Q.—In the latter part of June an officer of the Department of Labour visited Portneuf to investigate a dispute as to wages and union recognition between Messrs. Bishop and Sons, Limited, and their employees, members of the National Catholic Pulp and Paper Employees' Union of Portneuf. As a result of mediation the employer undertook to meet a committee of the workers at stated intervals to discuss wages, labour conditions, etc., and also agreed that no discrimination would be shown against any employee because of membership in the Union, and an agreement was concluded. An application for the establishment of a Board of Conciliation and Investigation was made in May, and procedure in this direction was accordingly unnecessary. Thirty-eight employees were involved in the dispute.

WOOLLEN MILL WORKERS, CARLETON PLACE, ONT.—On May 3, 1941, approximately 50 employees of the Renfrew Woollen Mills, Carleton Place, ceased work when their demands for a 5 per cent increase in wages were refused by the Management. An officer of the Department visited Carleton Place and directed the attention of the strikers to the fact that it is illegal to stop work on any Government contract until the dispute has been referred to a Board of Conciliation and Investigation. Work was resumed the following morning with the understanding that a Board would be applied for at once. A direct settlement was later reached between the parties concerned.

METAL POLISHERS, TORONTO, ONT.—Some fifteen metal polishers, members of Local 21, Metal Polishers International Union, made demands upon their employer, the Gray Forgings and Stampings, Limited, Toronto. These demands included an increase in the hourly wage rate, recognition of the seniority principle, and time and one-half for all time worked in excess of 48 hours in any one week, instead of time and a quarter as was being then paid. These demands the management refused though he made certain individual adjustments in wage rates. Eight of these men were subsequently laid off by the Company and later five others were discharged. The union claims that a lockout has occurred while the Company explains their action as being due to economy and efficiency measures in the plant, and the refusal of certain of the workers to obey shop rules. Mediation having failed to settle the dispute a Board of Conciliation and Investigation was applied for on May 16 by the Union on behalf of the metal polishers, who are considered to be still employees in terms of Section 2 (c) of the Industrial Disputes Investigation Act.

METAL WORKERS, VANCOUVER, B.C.—Early in May, 1941, the assistance of the Conciliation Service of the Department of Labour was asked, negotiations between the Western Steel Products Corporation, Limited, and certain of its employees, members of Local No. 2, Vancouver Metal Workers' Union (C.C.L.), having resulted in a deadlock. The employees asked for a reclassification of some of the work, wage increases, and recognition of their Union. After several meetings, attended by officers of the Department, a settlement was reached on all points, and an agreement signed between the Company and shop employees covering a six-month period. Approximately 66 employees were affected.

MACHINE SHOP WORKERS, WESTON, ONT.—On the afternoon of May 21, 1941, a strike occurred at the plant of Canadian Acme Screw and Gear, Limited, but following mediation by an official of the federal Department of Labour the men resumed work on the night of May 24th. The employees concerned, following the stoppage of work, became affiliated with the Steel Workers' Organizing Committee, and an application on their behalf for a Board of Conciliation and Investigation was received in the Department on May 27, 1941. The cause of the dispute was stated to be the demands of these employees for a collective agreement covering wages, working conditions and union recognition. The Board was established early in June. Approximately 2,600 employees were directly affected in this instance.

FOUNDRY AND MACHINE SHOP WORKERS, ST. CATHARINES, ONT.—Some difficulties arose at the plant of Engineering Tool and Forgings, Limited, in the latter part of May, 1941, over certain dismissals alleged to be for union affiliation. A representative of the federal Department of Labour visited the factory on May 28, 1941, in an effort to settle the dispute. Subsequently the Company made known to the Department that they desired that a secret ballot be taken to determine the wishes of the majority of the employees as to union affiliation, and they agreed to bargain collectively with the group receiving the majority vote. Two unions were involved, namely, the United Automobile Workers of America and the International Brotherhood of Blacksmiths, Drop Forgers and Helpers. This ballot was duly held on June 13 under the supervision of an official of the Dominion Department of Labour and resulted in a clear majority vote against any union affiliation. One hundred and three men were affected.

FACTORY WORKERS, (METAL), TORONTO, ONT.—A brief strike occurred at the plant of the Dominion Art and Metal Company on May 28, 1941, when 46 of their employees, members of the Steel Workers Organizing Committee, walked out in protest against the dismissal, alleged to be because they comprised the union committee, of a number of their fellow workers. A departmental official was asked to mediate and was able to induce the employees to return to work and to secure the promise of the management to reinstate those dismissed, and to make effective immediately wage adjustments already promised for future payment. Through this early termination of the strike only three and one-half hours work was lost.

FOUNDRY WORKERS, SARNIA, ONT.—A representative of the federal Department of Labour was successful in helping the parties to arrive at a satisfactory solution of a difficulty which had arisen at the plant of the Holmes Foundry Company, Limited, following a general wage increase when, towards the end of May, 1941, workers on the day shift protested a small differential in hourly rates in favour of the night shift. The agreement arrived at removed certain inequalities and provided for a rotation of shifts at regular intervals. About 385 men were concerned.

PLUMBERS AND STEAMFITTERS, NORTH VANCOUVER, B.C.—In January, 1941, differences arose between the Burrard Dry Dock Company, Limited, and certain employees, members of Local No. 170, United Association of Journeymen Plumbers and Steamfitters, concerning the method of promotion to journeyman status and the supply of tradesmen through union channels as required to fill the Company's needs. On May 10, 1941, the assistance of the Department of Labour was asked and, after a joint conference with the parties, a federal representative made a proposal looking to the solution of the difficulty which terminated the dispute. Four men were presently affected.

METAL WORKERS, BEAUHARNOIS, P.Q.—Towards the end of April, 1941, the recently established Local, organized as an affiliate of the American Federation of Labour, and composed of employees of St. Lawrence Alloys and Metals, Limited, made a request to that Company for an agreement covering working conditions and an upward revision of the wage rates. On May 12, 1941, a representative of the federal Department of Labour visited Beauharnois and met representatives of the Management and the employees in joint conference. At the end of June the Company had offered certain concessions to the workers and it then appeared that a direct settlement would be effected.

STEVEDORES, DALHOUSIE, N.B.—An agreement covering wages and working conditions had existed for some years between the New Brunswick International Paper Company and its stevedores, members of Local No. 1433, International Longshoremen's Association, but when the agreement came up for revision in May, 1941, the workers requested wage increases and other concessions. Late in May an officer of the Department of Labour visited Dalhousie to investigate the situation, and it was ascertained that the Company had already instituted a cost-of-living bonus in accordance with the terms of Order in Council P.C. 7440, and under the provisions of this Order no further increases could be granted at that time. The employees were still dissatisfied, however, and the application for the establishment of a Board of Conciliation and Investigation which was received in the Department on June 14 was granted. The application stated that 115 employees were directly affected.

Packing House Workers, Kitchener, Ont.—A strike occurred on May 23, 1941, at the plant of Dumarts, Limited, of members of Local No. 139, United Packinghouse Workers of America, but work was resumed on May 26 when it was pointed out to the men that strike action was illegal. The employees had requested union recognition, wage increases and an agreement covering working conditions. Representatives of the federal Department of Labour conferred with both parties and a Board of Conciliation and Investigation was immediately established. The application, made by the union, stated that 268 employees were directly affected.

Longshoremen, Goderich, Ont.—On the afternoon of June 2, 1941, approximately twenty longshoremen employed by the Goderich Elevator and Transit Company, stopped work and demanded a substantial wage increase, but they resumed within a few hours the operation of unloading two grain ships then in port, upon the assurance that a representative of the Department of Labour would be sent to mediate the dispute. A federal official arrived that evening and as the result of conferences then and on June 3, 1941, a settlement satisfactory to the parties was arrived at.

Textile Factory Workers, Carleton Place, Ont.—On June 5, 1941, the Department of Labour learned that strike action was threatened that day by approximately 300 employees of Bates and Innes, Limited. The basis of the dispute was the demand of the employees for a wage increase. Officials from the Department immediately visited the plant and, after conferences with both parties, followed by a joint discussion, the matter was successfully mediated.

Steel Workers, Montreal, P.Q.—On June 1, 1941, approximately 700 employees of the Canadian Tube and Steel Products, Limited, stopped work and demanded wage increases, changes in working conditions and recognition of Local 2423, Steel Workers' Organizing Committee as their bargaining agency. As the establishment was engaged on war work the Minister of Labour notified representatives of the employees that the strike was illegal and that if the men failed to return to work at once the penalties of the Industrial Disputes Investigation Act would be invoked. This action was supported by the National officers of the S.W.O.C., and work was resumed on June 5.

Salt Miners, Malagash, N.S.—For some months the salt miners employed by the Malagash Salt Company, Limited, being members of Malagash Mine Workers' Local Industrial Union No. 323 (C.I.O.), had been pressing the employers to implement a recommendation as to wage increases, made in the majority report of a Board of Conciliation and Investigation (Labour Gazette, December, 1939). The Company alleged that such adjustments were not presently possible due to conditions within the industry and the fact that a serious fire loss had recently been sustained. Application for a further Board under the Industrial Disputes Investigation Act was contemplated by the Union early in April, 1941, but action was postponed. Following mediation by Provincial authorities, arrangements to adjust certain basic wage rates as from July 1, 1941, were determined upon. About 100 men were affected.

Automobile Factory Workers, Brantford, Ont.—In the latter part of May representations were made to the Department of Labour that the Management of the Brantford Coach and Body Company, Limited, was taking action to form a "Company" union in opposition to the local union of the United Automobile Workers of America, and the complaint was taken up with the Management. Negotiations took place between a committee of the employees, members of the Union, and officials of the Company and considerable progress towards a direct settlement was made, but the demand for a signed agreement was not conceded. On June 25 an application was received in the Department for a Board of Conciliation and Investigation, and as an officer of the Department was at the time in Brantford he was asked to look into the matter. He found that the Company would not recede from this position, and the dispute was not terminated at the close of June. Approximately 200 employees were involved in this instance.

Electric Apparatus Factory Workers, Toronto, Ont.—On the afternoon of June 4, 1941, the entire production staff of the Lansdowne Plant of the Canadian General Electric Company, Limited, Toronto, ceased work and held a meeting to discuss the refusal of the Management to meet a Union committee. The Vice-President of the Union concerned, the United Electrical Radio and Machine Workers of America (C.I.O.) was at once advised by telegram that as the plant was engaged on war orders a strike was illegal in the circumstances and that the employees should be notified that severe penalties under the Industrial Disputes Investigation Act could be applied, and that the Department expected to be informed that work would be resumed by noon the following day. This was not done, however, and employees in the Ward Street plants joined in the strike. Further warnings from the Minister of Labour to the representatives of the strikers went unheeded, and when work had not been resumed by noon

on June 9 the case was referred to the Department of Justice for such action as was deemed most appropriate in the circumstances. On the evening of June 11 the employees voted to resume work the following morning. Approximately 700 workers were involved in the dispute. On June 13 an application was received in the Department from union officers for the establishment of a Board of Conciliation and Investigation.

Details of the strike will be found in the report on "Strikes and Lockouts in Canada" appearing elsewhere in this issue.

PLUMBERS AND STEAMFITTERS, VANCOUVER, B.C.—Prolonged negotiations between officers of Local Union 170, United Association of Journeymen Plumbers and Steam Fitters and the master plumbers of Vancouver, B.C., as to the revision of the agreement expiring May 1, 1941, became deadlocked on the question of whether or not the new scale tentatively agreed upon should be made effective on existing contracts, and on June 20 an application was received in the Department for the establishment of a Board of Conciliation and Investigation. An officer of the Department of Labour participated in the conferences which took place, and for a time it appeared that his efforts to bring about a settlement would be successful. The application stated that 121 workmen were affected by the dispute.

BEDDING FACTORY WORKERS, MONTREAL, P.Q.—On June 18, 1941, between 140 and 175 out of the 350 employees of the Dominion Bedding Company, Montreal, stopped work in protest against certain dismissals and in support of their demands for union recognition, higher wage rates and adjustment of working conditions. The employees were members of Local No. 302, Upholsterers' International Union, and upon representatives of the federal Department of Labour informing them that strike action was illegal owing to the fact that the Company was engaged on war orders the men returned to work on June 20, 1941. Application for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act was shortly thereafter filed with the Department.

PULP MILL WORKERS, EDMUNDSTON, AND ATHOLVILLE, N.B.—Negotiations looking to a renewal of an agreement covering wage rates and working conditions under way since March, 1941, between the Fraser Companies, Limited, and its subsidiary the Restigouche Company, Limited, on the one hand, and the Pulp and Sulphite Workers' Union, representing their employees, on the other, broke down over the question of the revision of the basic wage rate, and on June 13 the services of a Conciliation Officer of the federal Department of Labour were requested. Accordingly a representative of the Department met the parties and succeeded in clarifying the situation with the result that direct negotiations were resumed.

MECHANICS, FITTERS AND HELPERS, MONTREAL, P.Q.—On May 1, 1941, the Ornamental Iron and Bronze Manufacturers' Section of the Builders' Exchange, Inc., made application for a Board of Conciliation and Investigation on behalf of its member firms, the Canadian Welding Works, Ltd., the Montreal Architectural Iron Works, Ltd., the Forgeweld Ironworks, Ltd., A & S. Architectural Iron, the Montreal Metalworked Products, Ltd., and A. Faustin, Ltd. The application stated that approximately 200 workers were concerned, represented by Local No. 2366, Ornamental Iron Workers' Union (S.W.O.C.). The application alleged failure to negotiate a mutually satisfactory collective agreement. An official of the Dominion Department of Labour was able to bring representatives of the parties together in conference but the main questions at issue could not be solved. In the early part of June a number of the workers directly affected resigned in mass, effective June 13, on which date they ceased work, following which picketing of the plants was alleged by the Companies. It was considered that this action represented an illegal strike, the Union representative was advised accordingly, and the men returned to work. A settlement of the matters in dispute was finally reached through the efforts of a newly established Industrial Disputes Enquiry Commission on June 26, 1941.

IRONWARE FACTORY WORKERS, OWEN SOUND, ONT.—On June 13, 1941, the Department of Labour was advised that some difficulty had arisen between the Northern Bolt, Screw and Wire Company, Limited, and its employees, members of Local Union No. 2447, Steel Workers' Organizing Committee, over questions of wage scales, working conditions and union recognition. A member of the conciliation staff of the Department visited the plant on June 17, and was able to arrange a meeting between the officials of the Company and representatives of the Union at which negotiations were opened looking to an agreement which would render unnecessary procedure under the Industrial Disputes Investigation Act for which the Union was applying. At this meeting certain points were tentatively agreed upon and a later conference arranged for, both parties specially asking that a representative of the Department of Labour be present.

MOULDERS AND CORE MAKERS, BRANTFORD, ONT.—The Department of Labour was in-

formed on June 14, 1941, of a request made to the Canadian Car and Foundry Company, Limited, for a 10 per cent wage increase by certain of their employees, members of Local 29, International Moulders' Union, and that, on the refusal of the Company to grant the request, a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act would be applied for. An official of the Conciliation staff of the Department met the parties and as wage increases of 5 per cent respectively having been granted in January, 1940, and August, 1940, the dispute was settled on the basis of a cost-of-living bonus within the provisions of Order in Council P.C. 7440. About 75 foundry workers were directly affected by this dispute, and approximately 300 indirectly.

Electrical Apparatus Factory Workers, Hamilton, Ont.—On June 24, 1941, about 500 employees of the Canadian Westinghouse Company, Limited, Hamilton, ceased work in protest against the Company's refusal to bargain collectively with Local 504, United Electrical Radio and Machine Workers of America (C.I.O.). The Minister of Labour immediately telegraphed the representative of the strikers that a cessation of work was illegal and requested them to return to work immediately, which they did the following day. The matters in dispute have now been referred by the Minister of Labour to an Industrial Disputes Enquiry Commission.

Coal Miners, Cumberland, B.C.—A dispute having arisen in June, 1941, between Canadian Collieries (Dunsmuir), Limited, and its coal miners, members of the United Mine Workers of America, over the proposal of the Company to transfer miners from time to time between Mines Nos. 5 and 8 in an effort to keep both pits working, which proposal was not acceptable to the employees, representatives of the Department of Labour met officials of the Company and the Union in an attempt to mediate the difficulty. The men were unwilling to refer the matter to an independent Chairman as provided for in their contract, nor would they agree to permit a system of transfers, and the Company accordingly shut down No. 5 Mine, claiming economic reasons, thus depriving an estimated one hundred and fifty to two hundred workmen of employment. The matter was subsequently referred to the officials of District 18, United Mine Workers of America, and the services of the federal Department of Labour were offered in any further attempts to arrive at a mutually satisfactory solution.

Woollen Factory Workers, Almonte, Ont.—On June 25 the Department of Labour was advised that differences had arisen between the Rosamond Woollen Mills, Limited, and the employees, being members of Almonte Local Union No. 1, over the demands of the latter for an immediate general wage increase. A representative of the Department of Labour visited the plant on June 27 and was able to mediate the dispute on the basis of a cost-of-living bonus within the provisions of Order in Council P.C. 7440. Approximately 200 workers are employed in the plant.

Foundry Workers, Whitby, Ont.—On June 2, 1941, an application was received in the Department for the establishment of a Board of Conciliation and Investigation to deal with a dispute between the Whitby Malleable Iron and Brass Company, Limited, and its moulders, press operators, grinders, etc., members of Local 1817, Steel Workers' Organizing Committee. The cause of the dispute was stated to be the refusal of the Company to meet a union committee to discuss a proposed agreement. An officer of the Department conferred with officials of the Company and representatives of the Union. He ascertained that a majority of the employees were members of the Union mentioned, and thereupon arranged a conference between the Management of the Company, a committee of the employees, the Business Agent of the Union, in which he also participated. Some progress toward a settlement was made, but at the end of June the matter was still before the Department. One hundred and twenty employees were stated to be directly affected.

Gold Miners, Kirkland Lake, Ont.—During the month of June, officials of the Department of Labour dealt with differences between a number of Mine Operators in the Kirkland Lake district and their miners, the majority of whom were stated to be members of the Kirkland Lake Mine and Mill Workers Local Union No. 240. The miners, through their representatives, had requested a conference to consider a collective agreement covering wages, etc., which request at the end of June had not been granted. An officer of the Department visited Kirkland Lake on June 21 and 22 and considerable progress was made toward clarifying the situation. The Mine Operators, however, were unconvinced that the Union in question actually represented a majority of the employees, and some controversy arose as to the method to be followed to determine the point. The dispute is still receiving consideration in the Department. The Union has given the definite assurance that there will be no cessation of work pending a reference of the dispute to a Board of Conciliation and Investigation should a settlement not be secured otherwise.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1941

THE following table shows the number of disputes, workers involved and time loss for June, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*June, 1941	29	7,320	38,143
*May, 1941	35	6,292	23,926
June, 1940	14	6,837	38,827

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

The number of strikes and lockouts during June was higher than in June of last year and there was a slight increase in the number of workers involved but there was approximately the same time loss. A number of the disputes in June, 1941, involved small numbers of workers and caused little time loss, there being 13 which involved less than 100 workers each. There were, however, 11 disputes, each of which caused 1,000 or more man working days in time loss. The more important of these were those involving hosiery workers and electric apparatus factory workers at Toronto, button workers at Kitchener, Ont., coal miners at Sydney Mines, N.S., and loggers at Cowichan Lake, B.C.

In June, 1940, most of the time loss was due to strikes of silk factory workers at Drummondville, P.Q., and coal miners in four localities in Nova Scotia.

In May, 1941, the most important disputes were those involving steel rolling mill workers at Montreal and metal factory workers at Toronto, while four short strikes of coal miners in Nova Scotia and New Brunswick caused time loss of nearly 5,000 days

Four disputes, involving 734 employees, were carried over from May and 25 commenced during June. Of these 29 disputes, 26 were terminated during the month, two being decided in favour of the employers involved, four in favour of the workers, six resulted in compromise settlements, and 14 were indefinite in result. At the end of the month, therefore, there were three strikes or lockouts recorded as in progress, namely: logging camp workers, Cowichan Lake, B.C.; rubber factory workers, Oakville, Ont., and hosiery factory workers, Toronto, Ont.

Among the 14 disputes for which the results were recorded as indefinite, in eight cases work was resumed on the understanding that the disputes would be referred to Boards under the Industrial Disputes Investigation Act, in some cases only if further negotiations did not bring about a settlement. In one other case the dispute was to be dealt with under the Industrial Conciliation and Arbitration Act of British Columbia.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to five disputes of this nature, namely: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940; seamen, Great Lakes and St. Lawrence River, five employers, April 11-17, 1941, to May 31, 1941.

In connection with the strike of seamen listed above, it was reported during June that all but 30 of those on strike had obtained work on other boats or in other industries.

A minor dispute involved 20 longshoremen unloading grain at an elevator at Goderich, Ont. for three hours on June 2. The employees desired an increase in wages but work was resumed pending the arrival of a conciliation officer of the Department of Labour. A compromise on the wage rates was reached on the next day.

A minor dispute involved a small number of workers in a metal manufacturing establishment at Wallaceburg, Ont., on June 7. During the absence of the manager a stoppage of about one hour occurred over a dispute with a new foreman. Later

those involved were transferred to other departments.

A stoppage of work in a coal mine at Minto, N.B., on June 28, resulted from a dispute as to the employment of non-union workers. Particulars as to the dispute have not been received.

Disputes by Industries

The following is a review of disputes by industries in which strikes and lockouts occurred during the month, giving particulars as to certain disputes in addition to the information given in the tabular statement.

LOGGING

The dispute involving two logging companies at Cowichan Lake, Vancouver Island, B.C., was terminated by reference to a Board under the British Columbia Industrial Conciliation and Arbitration Act, for which one of the employers had applied when the dispute began, and work was resumed on July 7.

MINING

The coal miners at Stellarton had refused to resume work on June 2 after the mine had been closed since May 29 owing to a fire in the mine. This section had been walled off and, after inspection by the provincial mine inspectors and representatives of the management and miners, the mine had been pronounced safe for re-opening. The miners however, insisted on further inspection but returned to work when the provincial inspector said this would be done as soon as work was resumed.

MANUFACTURING

Vegetable Foods.—Several of the employees in a candy factory at Toronto, who had ceased work on June 5 for increased wages were reported to have begun to return to work when the employer began to replace them on the next day. The plant was picketed until June 10.

Fur, Leather, etc.—The strike of tannery workers at Owen Sound resulted in an agreement with the Tanning Workers' Local Union providing for increases in wages with a minimum of 35 cents per hour for male employees, 20 cents for female employees during probation of six months and 25 cents for skilled female workers, time and one half for overtime after nine hours, double time for Sundays and eight statutory holidays, and a cost of living bonus under P.C. 7440 (December 17, 1940). The management stated the man suspended was not known to be a union official.

Textiles, Clothing, etc.—The strike of hosiery workers at Toronto on June 3 was terminated on July 7 as a result of conciliation by the Ontario Department of Labour, all employees being reinstated. Six employees were arrested on charges of disorderly conduct, resisting police officers, etc., and were released on bail. Later some of these were fined and others given suspended sentences.

Metal Products.—The strike of employees in an electric apparatus manufacturing establishment in Toronto on June 4 to secure recognition of the United Electrical, Radio and Machine Workers of America, increased wages, etc., was declared by the Minister of Labour to be illegal as the employer was producing war supplies and proceedings under the Industrial Disputes Investigation Act had not been instituted. The representatives of the union were advised to call off the strike immedately and apply for a Board. On June 12 summonses were issued against five men for going on strike and inciting others to strike and against ten others for striking, the charges being laid on instructions of the Minister of Justice. The employees resumed work on June 13 and applied for a Board under the Industrial Disputes Investigation Act. A Board was established on June 27.

The strike of coke ovens employees in a steel plant at Sydney, N.S., was due to the suspension of an employee for three days for breaking a rule of the plant. The offence was reported to have been committed with a foreman who was dismissed. Work was resumed when the penalty for the worker was cancelled.

The strike of ornamental iron workers at Montreal followed the failure of negotiations between the Ornamental Iron and Bronze Manufacturers and Contractors' Section of the Builders Exchange and a Montreal local of the Steel Workers' Organizing Committee regarding a wage increase. The men proposed an increase of ten cents per hour and the employers offered five cents. On this being rejected the latter applied for a Board under the Industrial Disputes Investigation Act. A number of the employees then gave notice of resigning their positions effective on June 13 and ceased work on that day. This concerted stoppage of work was held to constitute a strike as defined in the Industrial Disputes Investigation Act and the union was notified. Work was resumed on June 23. The dispute was then referred to the Chairman of the Industrial Disputes Inquiry Commission provided for by an Order in Council of June 6, 1941, P.C. 4020 (LABOUR GAZETTE, June, 1941, pp. 613-4). An increase in wages of eight cents per hour was later agreed upon.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to June, 1941				
MANUFACTURING—				
Fur, Leather, etc.—				
Tannery workers, Owen Sound, Ont.	1	59	150	Commenced May 30, 1941; against lay-off of union officer, for union recognition and wage increase; terminated June 4; negotiations; in favour of workers.
Textiles, clothing, etc.—				
Hosiery factory workers, Owen Sound, Ont.	1	126	2,200	Commenced May 28 and June 3, 1941; for wage increase; terminated June 24; work resumed pending settlement; indefinite.
Metal Products—				
Steel rolling mill workers, Montreal, P.Q.	1	324	2,500	Commenced April 23, 1941; for wage increase recommended in minority report of I.D.I. Board; terminated June 10; work resumed pending reconvening of I.D.I. Board; indefinite.
Miscellaneous Products—				
Button factory workers, Kitchener-Waterloo, Ont.	4	225	4,800	Commenced May 29, 1941; for wage increase, union recognition, payment for overtime, etc.; terminated June 25; conciliation (provincial); compromise.
(b) Strikes and Lockouts commencing during June, 1941				
LOGGING—				
Logging camp workers, Cowichan Lake, B.C.	2	300	3,000	Commenced June 19; for increased wages and union agreement; unterminated.
MINING, ETC.—				
Coal miners, Stellarton, N.S.	1	463	720	Commenced June 2; for further investigation of safety conditions; terminated June 5; work resumed pending investigation; compromise.
Coal miners, Sydney Mines, N.S.	1	900	4,000	Commenced June 3; *re* timbering; terminated June 7; work resumed pending settlement; indefinite.
Coal miners, Florence, N.S.	1	720	720	Commenced June 4; in sympathy with strike at Sydney Mines; terminated June 4; return of workers; indefinite.
MANUFACTURING—				
Vegetable Foods, etc.—				
Candy factory workers, Toronto, Ont.	1	38	100	Commenced June 5; for increased wages; terminated June 10; replacement and return of workers; in favour of employer.
Rubber Products—				
Rubber factory workers, Kitchener, Ont.	1	40	40	Commenced June 3; for increased wages; terminated June 3; work resumed pending negotiations; indefinite.
Rubber factory workers, Oakville, Ont.	1	22	30	Commenced June 19; for increased wages; unterminated.
Textiles, Clothing, etc.—				
Hosiery factory workers, Toronto, Ont.	1	230	5,000	Commenced June 3; against employment of girls on certain machines; unterminated.
Woollen mill workers, Guelph, Ont.	1	300	40	Commenced June 4; for increased wages; terminated June 4; negotiations; in favour of workers.
Hosiery factory workers, Sherbrooke, P.Q.	1	32	190	Commenced June 9; for dismissal of foreman; terminated June 14; conciliation (provincial), work resumed pending provincial investigation; indefinite.
Cotton factory workers, Milltown, N.B.	1	166	800	Commenced June 17; against dismissal of worker; terminated June 21; conciliation (provincial), worker reinstated pending good conduct; compromise.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during June, 1941—*Con.*				
MANUFACTURING—*Con.*				
Printing and Publishing—				
Compositors (news and job), Oshawa, Ont.	1	42	1,000	Commenced June 2; for increased wages, 40-hour week and union agreement; terminated June 30; negotiations; compromise.
Metal Products—				
Steel products factory workers, Montreal, P.Q.	1	665	2,400	Commenced June 1; for increased wages, changes in working conditions and union recognition; terminated June 5; work resumed pending negotiations; indefinite.
Electric apparatus factory workers, Toronto, Ont.	2	700	5,000	Commenced June 4; for union recognition, increased wages, etc.; terminated June 12; work resumed pending reference to I.D.I. Board; indefinite.
Coke ovens workers, Sydney, N.S.	1	111	140	Commenced June 5; against suspension of worker; terminated June 6; negotiations; in favour of workers.
Truck body factory workers, Toronto, Ont.	1	150	300	Commenced June 6; for increased wages, reduced hours and union recognition; terminated June 9; conciliation (federal), work resumed pending reference to I.D.I. Board; indefinite.
Ornamental iron workers, Montreal, P.Q.	5	50	350	Commenced June 14; for increased wages; terminated June 21; reference to I.D.I. Board and conciliation (federal); compromise.
Truck body factory workers, Kitchener, Ont.	1	90	90	Commenced June 23; for dismissal of one worker; terminated June 23; work resumed pending decision of I.D.I. Board previously established; indefinite.
Electric apparatus factory workers, Hamilton, Ont.	1	977	977	Commenced June 24; against refusal of employer to negotiate wages, hours, etc., with union committee; terminated June 24; work resumed pending settlement; indefinite.
Electric apparatus factory workers, Vancouver, B.C.	1	34	34	Commenced June 30; against changes in conditions pending I.D.I. Board inquiry; terminated June 30; conciliation (federal); indefinite.
Non.-Met. Minerals, etc.—				
Glass factory workers, London, Ont.	1	65	650	Commenced June 18; for union recognition and increased wages; terminated June 30; application for I.D.I. Board; indefinite.
Miscellaneous Products—				
Bedding factory workers, Waterloo, Ont.	1	21	250	Commenced June 2; for union recognition and increased wages; terminated June 14; conciliation (provincial), and negotiations; compromise.
Bedding factory workers, Montreal, P.Q.	1	175	262	Commenced June 18; against discharge of two union workers; terminated June 19; conciliation (federal), work resumed pending negotiations; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Painters, etc., Toronto, Ont.	100	275	1,500	Commenced June 16; for increased wages; terminated June 23; conciliation (provincial); in favour of workers.
TRANSPORTATION—				
Water Transportation—				
Longshoremen, Cap-de-la-Madeleine, P.Q.	1	20	20	Commenced June 5; for increased wages; terminated June 5; replacement and return of workers; in favour of employer.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

The strike of nearly one thousand workers in an electric apparatus manufacturing establishment, having over 5,000 employees, in Hamilton on June 24 was a one-day stoppage in protest against the refusal of the management to negotiate with a union committee as to increased wages and the forty-hour week.

Non-metallic Mineral Products.—The strike of a number of workers in a glass manufacturing establishment at London on June 18 followed the refusal of the management to negotiate with a committee of members of the United Automobile Workers of America. The union claimed that the lay-off of a number of employees, stated to be the result of the transfer of certain operations to another factory of the company, constituted a lockout of certain union workers and a number of others ceased work and joined those laid off in picketing the establishment. A member of the picket pleaded guilty to a charge of carrying a concealed weapon, an iron pipe, and was sentenced to three months in jail. On appeal this sentence was reduced to ten days. The plant was shut down on June 23 for three days by arrangement between the management and a shop committee of employees. Later an application was made for a Board under the Industrial Disputes Investigation Act.

Miscellaneous Products.—The strike of button factory workers at Kitchener and Waterloo, Ont., which commenced on May 29 followed negotiations with union representatives since April for increased wages. The employees stated they had attempted to have a conference with manufacturers in other districts to stabilize conditions in the industry with a view to a better wage scale. As a result of conciliation by an officer of the Ontario Department of Labour a settlement was reached with three of the employers providing for a compromise on the wage increases, and work was resumed on June 26. At the beginning of July work was resumed in the fourth factory, a wage increase being granted but it was reported that half of the employees had secured work elsewhere. The workers belonged to the Button Workers' Local Union chartered by the Canadian Congress of Labour.

The strike of bedding factory workers at Kitchener on June 2 resulted in a compromise on the wages increase. The Mattress and Bedding Local Union chartered by the Canadian Congress of Labour was recognized but without a closed shop agreement.

The strike of bedding factory workers at Montreal on June 18 followed the discharge of two workers, members of the International Upholsterers' Union, stated by the employer to be for reasons of discipline and by the union to be in connection with proposals for changes in wages and working conditions. As a result of conciliation by the Department of Labour work was resumed on the understanding that there would be negotiations and a reference of the dispute to a Board of Conciliation and Investigation if not settled. An application was received on June 27.

CONSTRUCTION

The stoppage of work by painters, decorators, glaziers, etc., at Toronto on June 16 in the employ of certain master painters was due to the refusal of the latter group to accept an award of the Joint Board for the construction industry, established as a result of a conference of representatives of employers and employees at Ottawa in February and April (LABOUR GAZETTE, May, 1941, page 494). The painters' union had proposed an increase in wages from 75 cents per hour to 90 cents and the Board decided on a rate of 82½ cents from June 1, and 85 cents from September 1, 1941. The award was made effective by the large contractors and all doing government work but a number of smaller contractors refused to hire painters at the new rate. The union held that this constituted a lockout. As a result of conciliation by the Ontario Department of Labour, the dispute was terminated on June 14, when the award was accepted by the more important of the contractors.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in the March, 1941, issue, in the review of Strikes and Lockouts in Canada and Other Countries, 1940. The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July, 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the LABOUR GAZETTE, August, 1940, page 760.

Revised figures for the year 1940 show the number of disputes beginning in the year as 922; the number of workers involved in all disputes in progress during the year was 299,400, and the time loss 940,000 working days. Over half the number of workers involved and the time loss was in the coal mining industry.

The number of disputes beginning in April, 1941, was 97, and 20 were still in progress from the previous month, making a total of 117 disputes in progress during the month; 45,700 workers were involved in the disputes in progress during the month, and the time loss was 187,000 working days.

Of the 97 disputes which began during April, 20 arose out of demands for increased wages and 34 were over other wage questions, 6 over working hours, 18 were over questions regarding employment of particular classes or persons, 16 arose out of questions respecting working conditions, 2 on questions of trade union principle and one was a sympathetic strike. During April, final settlements were reached in the case of 90 disputes of which 17 were settled in favour of workers, 42 in favour of employers and 31 resulted in compromise settlements. In 15 other disputes, work was resumed pending negotiations.

Australia

A strike of 3,000 gas works employees occurred in April in Sydney and district; no settlement was reported.

United States

The number of strikes beginning in May was 500, involving 315,000 workers. The time loss for all disputes in progress during the month was 2,250,000 working days.

Ten thousand loggers and lumber mill workers in the State of Washington who went on strike May 9, for wage increases, returned to work about June 24, under a temporary agreement; 1,500, however, were still out on strike at that time.

A stoppage of work involving about 12,000 employees of an aircraft manufacturing plant at Inglewood, California, began June 5, the workers demanding increased wages and other concessions. Four days later the plant was occupied by troops of the United States army and some strikers returned to work. The next day the strikers voted to return to work, and work was resumed on June 11. An agreement providing for increased wages was later reached through the National Defence Mediation Board.

Strikes in the aluminum industry involving 4,000 workers at Detroit, Michigan and 7,000 workers at Cleveland, Ohio, began June 10, but were settled by federal conciliation within two days.

The strike of machinists in shipyards in the San Francisco district, California, which began May 10, and was noted in the last issue of the LABOUR GAZETTE, was called off June 26. Work was to be resumed under the terms of the master agreement for the whole Pacific Coast which had been signed in April; the demands of the strikers for wages and overtime pay higher than in the master agreement were dropped. One company which had not previously been a party to the master agreement, agreed to sign it.

The General Purchasing Branch of the Department of Munitions and Supply has awarded approximately 100,000 contracts on Canadian account with a total value in excess of $300,000,000 during the past two years, according to an announcement made recently. British contracts placed by this Branch for mechanical transport alone totalled $120,000,000. During May, 2,479 requisitions and contract demands were received by the Department as a whole and of these the General Purchasing Branch handled approximately 75 per cent.

War Time Regulation of Hours of Labour and Labour Supply in Great Britain is the title of a monograph issued recently by the United States Department of Labor, Wage and Hour Division.

Two aspects of the labour supply problem in war-time Great Britain, that of hours worked and of methods for increasing the supply of workers in defence productions, are discussed in the monograph as well as such closely related supply questions as unemployment, training, dilation, and industrial conscription. While no conclusions regarding American economic mobilization have been drawn in the text, many significant parallels will be obvious.

CANADA'S FAIR WAGES POLICY

Amendment to Minimum Wage Conditions on Government Contracts

CANADA'S Fair Wages Policy, adopted originally by Resolution of Parliament in 1900, and subsequently expressed in Orders in Council, requires government contractors to pay on government work wage rates not less than those generally accepted as current for competent workmen in the district in which the work is performed.

In 1935 the Fair Wages and Hours of Labour Act gave the policy the further sanction of an Act of Parliament so far as it applied to the building trades and construction work. Under this Act schedules of specific current rates are furnished all contractors.

For contracts for the manufacture and supply of goods, i.e., for practically all government contracts except in the field of construction, the provisions of Orders in Council requiring the payment of current rates remain in force.

In 1934 these were supplemented by prescribing minimum wage rates as follows:

1. Not less than the rates prescribed under any provincial law, and, in all cases,
2. Not less than 30 cents an hour for males 18 years of age or over, and
3. Not less than 20 cents an hour for females 18 years of age or over.
4. Not less than the minimum wage rates of Nova Scotia for males and females under 18 years of age in certain Maritime provinces where no minimum wage legislation was in effect.

On May 30, 1941, these conditions were amended by Order in Council P.C. 3884 which increased the minimum wage rates to 35 cents and 25 cents respectively for males and females over eighteen years of age, made provision for a system of permits to employ beginners and handicapped workers at substandard rates, and provided penalties for non-compliance as follows:

1. For each day on which any employee is employed at less than the prescribed minimum rate the contractor or subcontractor is liable to a fine of from $10 to $25.
2. The contractor or subcontractor shall be required to pay any employee twice the difference between the wages actually paid to him and the amount he should have been paid at the prescribed minimum rate.

These minimum wage rates do not apply to apprentices properly so-called, i.e., employed and trained under a long term indenture or other formal written contract.

It should be noted that the beginners' rates apply to both male and female workers. Any employer who receives permission to hire beginners at 20 cents per hour undertakes to advance them to 35 cents per hour after the twelfth week of employment, *whether they are male or female.*

Pending the completion of the arrangements mentioned below, applications for permits should be made by letter addressed to the Department of Labour, Ottawa. Applications for permits to employ beginners should state:

1. The total number of male employees aged 18 or over, and their average wage rates.
2. The total number of female employees aged 18 or over, and their average wage rates.
3. The total number of employees, both male and female, 18 years of age and under, and their average wage rates.
4. The number of beginners whom it is proposed to employ, if so permitted; the nature of the work on which it is proposed to employ them, and the respective rates of wages which it is proposed to pay them.

Applications for permits to employ a worker handicapped by old age or by physical or mental infirmity should state:

1. The name of the handicapped worker whom it is proposed to employ;
2. The nature of the work on which it is proposed to employ him and the proposed rate of wages;
3. A description of the nature and degree of the alleged handicapped, supported if possible by a medical certificate;
4. A brief summary of the previous employment experience of the handicapped worker, together with the wage rates received.
5. Such other information as the company deems relevant.

A separate application should be made with respect to each handicapped person, and should be signed also by him.

The text of P.C. 3884 with some explanatory inserts is reproduced below.

The provincial Departments of Labour have agreed to co-operate in the enforcement of this policy. Enquiries about the meaning and complaints about the violation of any of these requirements may be addressed to the Department of Labour of the province concerned. In a short time these Departments will also accept applications for permits to employ beginners and handicapped workers.

Text of Order in Council P.C. 3884

Whereas the Minister of Labour reports with reference to Order in Council dated June 7, 1922 (P.C. 1206) amended as to the "B" conditions by Order in Council dated December 31, 1934 (P.C. 3271), setting forth the Fair Wages Policy of the Government of Canada with respect to contracts for the manufacture of supplies,—

1. that since December, 1934, the cost of living has increased 14 per cent and the average wage rates of common labour in factories have increased about 20 per cent;

2. that the minimum wage rates prescribed in the said Order, including rates of 30 cents per hour for men and 20 cents an hour for women, can therefore no longer be regarded as fair and reasonable minimum rates;

3. that a number of serious industrial disputes have arisen over wage rates at or near these minima; and

4. that much industrial unrest would be allayed and many industrial disputes averted if these minimum rates increased to more reasonable levels;

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to order that the Schedule of Minimum Wage Rates in clause 1 of the said "B" conditions be and it is hereby rescinded and the following substituted therefor:

"Schedule of Minimum Wage Rates"

a. For any character or class of work, not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed, and, in any event,

b. For male employees over eighteen years of age and for any employee [regardless of sex or age][1] who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Programme, not less than 35 cents an hour; and

c. For female employees over eighteen years of age, not less than 25 cents an hour;

Provided however, that the Minister of Labour or his duly authorized representative may issue permits for the employment of beginners [over eighteen years whether male or female][2] without previous experience in the trade at rates not less than the following:

twenty cents per hour for the first four weeks of employment,

twenty-five cents per hour for the second four weeks of employment,

thirty cents per hour for the third four weeks of employment, and

thirty-five cents thereafter,

and of handicapped persons at such special rates as the Minister finds to be fair and reasonable, upon written application therefor in such form as the Minister of Labour may prescribe."

His Excellency in Council, on the recommendation of the Minister of Labour and under the authority of the War Measures Act (chapter 206, R.S.C. 1927), is further pleased to order and doth hereby order as follows:

1. The terms of all existing contracts of the type to which the said "B" conditions apply, shall be revised by the insertion therein of the foregoing Schedule of Minimum Wages, such revision to become effective ten days after written notice thereof has been communicated to the contractor; and

2. Any contractor or subcontractor who employs any person in or upon the work of any contract at a wage rate of less than that prescribed in the foregoing Schedule of Minimum Wages shall be guilty of an offence and shall be liable on summary conviction to a fine of not less than ten dollars and not more than twenty-five dollars for each day on which each such person was so employed and shall be ordered to pay each such person twice the difference between the wages actually paid to him and the prescribed minimum rate.

[1] Explanatory insert not in official text.
[2] Explanatory insert not in official text.

RELEASE OF KEY INDUSTRIAL WORKERS FROM MILITARY SERVICE

Instructions Issued by the Department of National Defence to All District Officers Commanding

INDICATIVE of the mutual co-operation between the military and industrial phases of Canada's war effort are the arrangements made by the Department of National Defence through the Reserve Army (Special) Regulations, 1941, for the postponement of military training and active service of "key men" in "war industries."

In a statement issued to all District Officers Commanding, the Headquarters of the Department of National Defence outlines the procedure to be followed by recruiting agencies in an endeavour to co-operate with war industries in order that the man-power of the country will be used to the best possible advantage. The following definitions have been made for the use of recruiting agencies to assist them in the attainment of this objective.

(*a*) *"Key Man"*
Key Man means any man employed by a war industry, whose occupation, in the opinion of the Board, may not, for the time being, be interrupted without causing serious loss of effectiveness to his employer's activity.

(*b*) *"War Industry"*
War Industry means any employer engaged in any industrial or servicing activity which, in the opinion of the Board, is essential to the successful prosecution of the war.

Outlining the procedure to be adopted in the event of a "key man" applying for enlistment in the Canadian Army (Active) the instructions to recruiting agencies state:

(*a*) When an applicant presents himself for enlistment and he appears acceptable, he will sign a "Record of Educational and Trade Qualifications" and if it appears that he is a tradesman he will be examined carefully as to his present task and employment, in an endeavour to ascertain whether he is a "Key Man" in a "War Industry."

(*b*) If it appears that the applicant, by reason of his trade, is a "Key Man" in a "War Industry", he will be duly enlisted, medically examined and granted leave of absence pending the consideration of his case as hereinafter provided, and directed to continue his civil employment by the recruiting officer at whatever depot, recruiting station or unit the man has enlisted. This recruiting officer will immediately notify the District Recruiting Officer who in turn will immediately notify the War Industry who or which is the employer by registered post that the man has enlisted, and request the employer, if he objects to the man being withdrawn for Active Service on the ground that it is not in the interest of the National War Effort, to complete and return, in duplicate, a sworn statement within eight days from the date of the notice.

(*c*) On receipt from the employer of the sworn statement, in duplicate, within the time specified, the District Recruiting Officer will then complete a statement giving particulars of the man.

(*d*) If, after personal interviews or otherwise, an agreement is arrived at between the man, the District Recruiting Officer and the employer, the District Recruiting Officer shall, with the approval of the District Officer Commanding grant an extension of the leave of absence of the man, in accordance with such agreement or for such length of time as the District Officer Commanding sees fit.

(*e*) If no agreement is arrived at as aforesaid, the Recruiting Officer shall forward to the Divisional Registrar appointed under National War Services Regulations, 1940 (Recruits) for the Administrative Division in which the man resided at the time of enlistment, one signed copy of the "Statement of Employer" and one signed copy of the "Statement of Recruiting Officer", and request that the employer's case be heard by the National War Services Board of such Administrative Division.

(*f*) If, after hearing all interested parties appearing before it, the Board decides that the man is a "Key Man", as defined in the above mentioned Regulations, and advises the man to accept leave of absence for such length of time as the Board shall indicate, an extension of the leave of absence already given to the man, if the man agrees, shall be granted by the Recruiting Officer for the time indicated by the Board.

(*g*) Leave of absence and all extensions thereof shall be subject to call for service at any time prior to the expiration of his leave, but before being called eight days' prior notice, in writing, shall be given by the District Recruiting Officer or District Officer Commanding to the man and his employer, and if the man and/or the employer object to such recall, either may apply to the above mentioned Board for advice as to the extension of the man's leave of absence. If the Board decides that the man is continuing to be employed as a "Key Man" and that it is in the interest of the National War Effort, it will advise the man to accept a further extension of leave, in which case such extension of leave shall be granted.

(*h*) District Recruiting Officers will institute a system of keeping in touch with the employer at frequent intervals to ascertain whether the man could be made available for the Army before the expiration of the term of the leave of absence granted to him.

A list of War Industries may later be furnished to Recruiting Officers which will not be treated as exhaustive of War Industries but will be used for guidance only.

Leave of absence and all extensions thereof granted to a man shall, in all instances, be subject to the man's willingness to accept same and shall be without pay and allowances, and no uniform or equipment shall be issued to such man until he is recalled and reports for service.

A man granted leave of absence, in accordance with the foregoing, shall be given his Military Identity Certificate evidencing his enlistment and Furlough Form evidencing the granting of leave of absence as aforesaid.

Whilst every effort must be made to obtain tradesmen marked with an asterisk in Tables to Reinforcement Quotas, it is pointed out that co-operation with war industry can be greatly facilitated by careful selection of personnel suitable for training at Technical Schools and in certain cases the Army Trades School to fill vacancies in establishments and reinforcements.

The procedure in this letter provided for shall apply to men enlisted on and after the 11th day of May, 1941, and Recruiting Officers will make inquiries to ascertain whether any men enlisted by them respectively would come within the provisions hereof had the applications for enlistment been made after the issue of these instructions. The Recruiting Officers will, with respect to any such men, then arrange to carry out the procedure provided for in this letter.

Labour Supply and National Defence

Constantly increasing labour requirements of war and defence lead in every country to a growing shortage of man-power which inevitably becomes acute and nation-wide, according to a report published recently by the International Labour Office, Montreal, under the title *Labour Supply and National Defence*. Each country is therefore faced with an urgent need to extend controls over the whole available labour force and to redistribute and allocate to essential work hundreds of thousands of workers. Although the general problem is the same in democratic and totalitarian countries alike, the I.L.O. report brings out the striking contrast in methods used under the two systems.

Labour Supply and National Defence shows the way by which Great Britain, France, Germany, Canada and other British Dominions, the United States, and Japan have taken steps to distribute their labour force between industrial and military needs, to control employment, to train and retrain workers, to mobilize labour reserves and to administer employment policy. Each country's experience is described, showing how labour supply policy is related directly to the stage reached by every country in carrying out defence economic programs, how employment controls and adjustments have been developed, and how their timing has been gauged.

The report, while showing the need for the full mobilization of all labour resources for defence, also brings into relief the long-term factors which cannot be brushed aside even during an emergency period. It suggests that the re-employment of the unemployed, changes in employment, and the training and retraining required in war time, should be carried out carefully to avoid unnecessary disturbance in the national labour market which would complicate readjustment to peace conditions. The efficiency of labour supply for defence purposes itself depends on factors which are a permanent part of democratic organization.

The report shows clearly the essential difference in principle and in method between employment organization in democratic countries and that in totalitarian states. Whereas in Germany policy is marked by the "leadership" principle and by the complete absence of any participation by the affected parties—employers and workers—policy in democratic countries is drafted and is developed with the active assistance of representatives of employers and workers. The report shows the strength which their co-operation imparts to every measure taken to mobilize human resources. In Great Britain, with every deepening of emergency, the principle of responsible labour-management co-operation has strengthened the country's labour supply policy and has made it possible to organize employment for defence while at the same time maintaining basic civil and industrial rights.

The report also notes improvements in employment organization brought about in democratic countries as a result of war strains on the national economy; and it suggests that some of the procedures and practices of the war period may well have value in the post-war period when it will be just as essential as it is now in war time that full use be made of all human and material resources.

29745—6

PROHIBITION OF ENTICEMENT OF EMPLOYEES

Text of Consolidated Orders in Council

ORDER in Council P.C. 6286 of November 7, 1940, prohibiting enticement or poaching of employees from war industries has been amended by Order in Council P.C. 4642, June 25, 1941, to cover all the industries, including civilian companies engaged in the British Commonwealth Air Training Plan, now covered by the Industrial Disputes Investigation Act as extended.

The new Order made two other amendments:

(1) The exception permitting enticement if an employee was not actually engaged in his usual trade or occupation has been changed to apply to skilled tradesmen not actualy engaged at their trades.

(2) The Minister of Labour is authorized with the concurrence of the Unemployment Insurance Commission, to make such orders or regulations as he deems necessary to achieve the purposes of this Order in Council.

The text of the new Order, as amended is as follows:—

Whereas the Minister of Labour reports that it is deemed necessary to promote the orderly employment of labour and to the end that the production of munitions, war equipment and supplies may not be hampered and, without limiting the individual rights of the workers, to prevent employers endeavouring to entice to their service those who are already engaged in the industries, including civilian companies engaged in the British Commonwealth Air Training Plan, now covered by the Industrial Disputes Investigation Act as extended by Order in Council dated November 7, 1939 (P.C. 3495), as amended,* by advertisement, or other form of solicitation;

* These include: "construction, execution, production, repairing, manufacture, transportation, storage or delivery of munitions of war or supplies, and in respect also of the construction, remodelling, repair or demolition of defence projects, as hereinafter respectively defined.

(a) 'munitions of war' means arms, ammunition, implements of war, naval, military or air stores, or any articles deemed capable of being converted thereinto, or made useful in the production thereof; 'intended for the use of His Majesty's naval, military or air forces or for the use of the forces of any of His Majesty's allies in the present war'.

(b) 'supplies' includes materials, equipment, ships, aircraft, automotive vehicles, goods, stores and articles or commodities of every kind required or intended for war purposes including, but not restricting the generality of the foregoing (i) articles and equipment which, in the opinion of the Minister of Labour, would be essential for the needs of the Government or of the community in war; and (ii) anything which, in the opinion of the Minister of Labour, is, or is likely to be necessary for or in connection with the production, storage or supply of any such article as aforesaid;

(c) 'defence projects' includes the construction, erection, repair, improvement or extension of buildings, aerodromes, airports, dockyards, roads, defence fortifications or other naval, military or air force works."

Therefore, His Excellency the Governor General in Council on the recommendation of the Minister of Labour, and under the authority of the War Measures Act, is pleased to make the following regulations and they are hereby made and established accordingly:—

REGULATIONS

1. No person, firm, corporation, or agent thereof shall

(*a*) advertise in any newspaper, periodical or magazine,

(*b*) write, send or publish any letter, circular or notice, or

(*c*) display any poster, placard or other writing or document conveying to the public any information

for the purpose of engaging or employing anyone for service in any industrial or manufacturing establishment, or having reference to employment therein or designed or intended to induce any worker or employed person to enter the employment of any such person, firm or corporation, without inserting in clear type in any such advertisement, letter, circular, notice, poster, placard or other writing or document words to the following effect:

"Applications will not be considered from persons in the employment of any firm, corporation or other employer engaged in the production of munitions, war equipment, or supplies for the armed forces unless such person is a skilled tradesman not actually employed at his trade."

2. No person, firm, corporation, or agent thereof shall directly or indirectly solicit by word of mouth any person to enter his employ who is at the time engaged in the manufacture of munitions, war equipment, or supplies for the armed forces unless such person is a skilled tradesman not actually employed at his trade.

3. Every person who contravenes or fails to comply with any provision of these regulations shall be guilty of an offence and shall be liable on summary conviction to a fine not exceeding five hundred dollars.

4. The Minister of Labour may, with the concurrence of the Unemployment Insurance Commission, make all such orders or regulations as he deems necessary to achieve the purposes and intentions of this Order; such orders or regulations shall forthwith be published in the *Canada Gazette* and shall have the force of law, and every person who contravenes or fails to comply with any such orders or regulations shall be guilty of an offence and shall be liable to the penalty of the last preceding paragraph.

EXTENSION OF POWERS OF INDUSTRIAL DISPUTES INQUIRY COMMISSIONS

Text of Consolidated Order in Council

ORDER in Council P.C. 4020 of June 6, 1941, establishing an Industrial Disputes Inquiry Commission (LABOUR GAZETTE, June, 1941, page 613), was amended by Order in Council 4844 of July 2, 1941, to provide that an Industrial Disputes Inquiry Commission shall consist of one or more members instead of the three members previously provided.

The powers of such Commissions have also been extended to authorize investigation into cases of alleged discrimination on account of trade union membership and of alleged intimidation to induce employees to join trade unions. The text of this Order, as amended, is as follows:—

Whereas the Minister of Labour reports that the extension of the Industrial Disputes Investigation Act to war industries has necessarily resulted in a marked increase in the number of applications for Boards of Conciliation and Investigation; and

That a number of such applications may have reference to disputes of a nature prima facie as not to warrant the appointment of a Board of Conciliation and Investigation;

Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act (Chap. 206, R. S. C., 1927) is pleased to order and it is hereby ordered as follows:—

1. When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation.

2. An Industrial Disputes Inquiry Commission shall consist of one or more members appointed by the Minister of Labour and each member thereof shall have the full powers of a Commissioner under the provisions of the Inquiries Act (Chapter 99, R.S.C. 1927).

3. The members of an Industrial Disputes Inquiry Commission shall be remunerated for their services in accordance with the provisions of Section 52 of the Industrial Disputes Investigation Act.

4. All charges and expenses incurred by the Government in connection with the administration of these provisions shall be defrayed out of the appropriations provided by Parliament for the administration of the Industrial Disputes Investigation Act.

5. An Industrial Disputes Inquiry Commission shall, upon direction of the Minister of Labour, examine into any allegation that any person has been discharged or discriminated against for the reason that he is a member of or is working on behalf of a trade union or that any person has been coerced or intimidated to induce him to join a trade union and, failing settlement of the matters at issue, shall forthwith report its findings and recommendations to the Minister of Labour. The Minister shall issue whatever order he deems necessary to effect such recommendations and such order shall be final and binding upon the employer and employees and any other person concerned.

6. Nothing in the foregoing shall be construed to give employees the right to work for or to attempt to organize a union in their working hours, or on the premises of the employer.

7. The provisions of Sections 57 and 59 of the Industrial Disputes Investigation Act shall apply with respect to any strike or lockout pending investigation by an Industrial Disputes Inquiry Commission.

29745—6½

INDUSTRIAL RELATIONS AS A FUNCTION OF MANAGEMENT

Text of Address by Dr. Bryce M. Stewart at Convention of Canadian Manufacturers' Association

FEATURING the annual convention of the Canadian Manufacturers' Association held at the Seigniory Club, June 9-11, was a conference on labour problems in which the "lead-off" speaker was to have been the Minister of Labour, Hon. Norman A. McLarty. But due to the urgent requirement of the Minister's presence in Ottawa, this address was given extemporaneously by the Deputy Minister, Dr. Bryce M. Stewart. In view of the keen interest in, and importance of, the subject covered in Dr. Stewart's message, it is herewith reproduced in its entirety:

Mr. President and gentlemen, I did not come prepared to make a speech. Mr. McLarty makes speeches every day, and I was sure he would be here and assume the burden with no difficulty at all. Having been away for a day or two, I have just heard about this telegram. When a person finds himself in a position like this, he has to dip down into his philosophy and perhaps make a kind of confession of faith. If I may, I will speak to you briefly about the labour situation, first by way of a little background and, secondly, with regard to conditions as they are to-day.

I remember a botany teacher who said that when we looked at a specimen we ought to get a longitudinal section and then a cross section. And it seems to me that in dealing with any social problem we should focus our attention on its evolution and then make a microscopic examination of the problem as it is at the moment.

In the last war all countries followed a policy of inflation, with what disastrous results everybody knows. In 1920 and 1921 we had one of those downward fluctuations to which your Treasurer has referred. That was a period of hardship, not only for industrialists but for employees and the population generally. The trade unions lost one-third of their membership. Then we entered upon a period of what was, from some standpoints, unparalleled prosperity. At that time I was in the United States. Up to the fall of 1929 that country's industrial production passed all records. One characteristic of that era of stupendous production was that employment, in manufacturing especially, did not increase *pari passu* with the increase in production, and prices on the whole moved sideways. We had a tremendous development in the automobile and building industries, and things seemed so stabilized that we began to feel that these fluctuations your Treasurer spoke about were a thing of the past. In very high places in the United States it was said that the business cycle had been conquered. It was a time of introduction of new techniques and new machines, and a certain amount of unemployment persisted, despite very greatly increased production. However, everybody was busy enjoying the prosperity. We all have some recollections of the stock market of those days. The trade unions sat there on their job and did not do much organizing. People in general bought automobiles. It was the day of the slogan: A chicken in every pot and, I think it was, two cars in every garage.

That to me represents one of the times when we all fell down. We were out to have a good time and we shut out eyes tightly to the inevitable decline that follows a period of that sort. The result was that in the late part of 1929 the toboggan slide began and all of a sudden our faith that the business cycle had been conquered was rudely shaken. You know what followed. The depression ran through 1930, 1931 and 1932. From such data as were available we found that we had in the United States 15 millions unemployed out of a total available labour force of all kinds of some 50 millions.

Aftermath of Depression

Regardless of what kind of government you have, or what is its faith or philosophy, if you have 15 millions unemployed out of a total of 50 millions available for work, it is inevitable that those unemployed people acquire very great political powers. They are like-minded. They have one sense of common feeling, and that is their sense of want. People say that Mr. Roosevelt did this and that. But whatever government was in office at that time had to make concession to those unemployed people. If the government refused to make some concessions, another government would have been brought in to make them, because 15 million people connot be denied. That situation lasted all through the thirties, and up to the beginning of the war we were merely working our way out. In these last ten years there has been an upsurge of trade unionism. Why? First of all, because of the existing conditions, and secondly, because throughout that and the preceding decade the predominant labour movement took but little cognizance of the unskilled labourers. They of course were the ones most seriously affected by the depression.

They began to work their way to the fore, and established a new type of organization, the industrial union form of organization, in which men without skill, if you please, can associate and work together for their own ends.

My criticism of the labour movement in the United States in the twenties was that it did not face the fact that this period of prosperity was the time to get these people into trade unions in an orderly fashion, to give them a sense of responsibility, to let them learn something about the organizations as they were then, and, if you will, warn them of the disaster before it came. The American Government during that whole period passed very little social legislation. It was a time when labour legislation was looked upon as a matter of cost to industry. But if labour legislation was to be passed, that was the time to do it.

Labour Management

From the standpoint of business management I want to say that the importance of labour management is far from being realized in the United States, and I fear the situation in this country is much the same. To-day, with our large and complex business operations, the idea that labour is something that can be dealt with sporadically when trouble occurs should be abandoned. When you get men in the mass, thousands and thousands of them, the management of labour calls for first-class executive calibre. It cannot be left to hit-and-miss methods. You will find that a mining corporation knows its ore reserve situation ten and fifteen years ahead. You will find that a business calls in consultants to make an analysis of its customers' needs and map out a sales program. The financial program is also planned by experts and placed under the charge of an important executive. And at the basis of the whole structure are the thousands of workers who make the goods. The sales program and the financial program and all the rest of it will amount to nothing if these workers are not on the job, properly trained and ready. In the United States to-day you will find that the corporations, which are the best-led—if I may use the expression from my own viewpoint—have a personnel director or an industrial relations director. It is his business to have a labour program for that corporation for years in advance. He knows what they are going to try to do, commensurate with the corporation's resources. It is not left to chance. This executive has the status of a vice-president. He reports directly to the president, and determines the policy with the president and the board, which policy is worked down through the different levels of management to the men.

To my mind that is what business must do to deal with the labour problem. It cannot leave things alone until they are in a mess. In the organization with which I was connected we saw that often. People would come to us and say: "We are having trouble. What can you do?" We would ask them: "Have you got a program? Have you anybody in charge of labour? What have you been trying to work out?" And their usual plea was: "We have just run into some trouble. Get us out of it." We would tell them: "We are not just trouble men. Our business is to diagnose cases. If you want us to try to lay out a program for you, we will do so. But if you simply want to get out of the trouble you are in, so that you may carry on in the old way until you run into trouble again, you had better call in somebody else."

Protection for Labour

There was a great outcry from American business when Mr. Roosevelt passed the Social Security Act, which imposes a tax on payrolls for unemployment and for pensions. But a small group of well-led companies had already begun to think about unemployment, and a good many of them had established pension plans. That explains why, if you run down the roster of American business, you will find certain prosperous firms which do not figure prominently to-day in the newspaper headlines about strikes. When the Social Security Act was put into effect, the Standard Oil Company of New Jersey was able to say: "We have been working along these lines for ten or fifteen years. We have reserves that we began to build up in the prosperous twenties, and we are well ahead of what the Government is asking for." In other words, they had not waited until forced by trade unions or Government fiat to inaugurate a system of protection for their labour. To see what is coming, one need only look at what has happened in other large countries. The handwriting on the wall is as plain as can be, that certain kinds of protection for labour must inevitably be developed. We know what developments have already taken place in Great Britain. There is a similar trend in the United States, and we must face the fact that these things are coming to us in Canada too.

I have already pointed out that labour unions in the United States had ignored a large part of the population, and that these people have now developed a new kind of unionism. I well remember that about 1926

or 1927, when I went to the organization your President mentioned, Industrial Relations Counselors, we sat down and took stock. We said: "This is a time of great prosperity, but will it last? We do not think it will. What kind of research should we be doing?" We concluded there would be a depression some day, and that then everybody would be racing around finding schemes to put into use. We also concluded there would have to be some form of social security. So we started to research social security. We got documents and books on the subject, and we sent people to Europe and elsewhere to study it. Many of the business firms we dealt with said: "You are barking up the wrong tree. Everything is going fine, and you do not need to worry about it." I also well remember that when the Government began to pass unemployment insurance and pension laws, these same business men remarked: "Well, Industrial Relations Counsellors have been telling us for four or five years that this kind of thing would happen, but we refused to listen to them. Perhaps we had better listen to them now." The trouble was that it was too late for them to do much then. They were caught at a time when business revenues were none too good.

Recognition of Problem Urged

All I am pleading for is this, that on the management side of business there should be a sense of the labour problem, and that one executive should be assigned the duty of labour management, with a program to be worked out. That is all very well, you may say to me, but it depends on the finances of the business. That is true. The prosperity of our whole economy depends on our resources. But the history of democracy is one long record of concession after concession. The freedoms that we talk about are those that the few had and have given up by one process or another, sometimes through strife and sometimes through evolution, to become the freedoms of the mass. Whatever democracy may hold for labour in the future, I hope to see it come by the process of evolution and not through class struggle and strife. The fulfilment of that hope, it seems to me, requires conscious planning and the assignment by business of the job of labour management to competent people.

We are the successors to a period when progress in the labour field was dammed back by inertia and by lack of attention on the part of all of us. I am not blaming any group in the community, employers or employees, for everybody is responsible. We are all human. But I cite the fact, that when the subject of unemployment insurance was introduced at a convention of the American Federation of Labor, around 1930 or 1931, it was firmly resisted by the executive of the Federation, and it was only when pressure by the rank and file became irresistible that the executive gave way. But the A.F. of L. was not different from every other group in this respect.

The New Labour Movement

Now the dam has burst, and much that should have been done in the twenties and the early thirties has been concentrated in the late thirties. So we have social security legislation, and a resurging new labour movement, a class movement that is raw and uncouth, that is youthful and inexperienced, that knows nothing about the last war and what inflation means, that is making all sorts of mistakes, because it has had no connection with the old labour movement, in which it could have learned many valuable lessons.

The people who constitute this new labour group are largely those who came out of school during the depression and had great difficulty in finding jobs. First of all, we have to understand their motives and background. They have a feeling that is, if anything, anti-social. Many of them have the belief that they have been denied their proper place, and now they are out to take it. We can be forceful with trade unions, and there is many a time, I can assure you, when I feel that certain subversive elements should be whipped with scorpions. A delegation in which the eldest member is twenty-seven years of age will tell you how society and the Department of Labour should deal with labour. This group of insurgent young people have got into these new and expanded industries of ours. Inexperienced in trade unionism, they feel their sense of power, and they want to rectify things drastically. How to deal with this group is a major problem.

Problem of Wartime Strikes

Some people will say, "We ought to forbid strikes and lock-outs for the period of the war." Certainly there should be no strikes in war industries. In Great Britain the unions have voluntarily given up the right to strike so long as the war lasts. Yet, in 1940, strikes in England resulted in a loss of 50 man-days per thousand workers. If workers in an aircraft factory go on strike, you might put them in jail, but then they would not be turning out aeroplanes. You have to get them back at work, unless you are able to find other skilled people to replace them.

In New Zealand the loss through strikes in 1940 was some 60-odd days per thousand workers. In Canada we lost some 90-odd days per thousand workers. In the United States, if I remember rightly, the loss was some 170 days, and I think that in Australia the figure was 714. You will see that our situation is relatively good. If we except New Zealand, a small industrial country, we stand in second place, next to Great Britain. I hope the record will be as good or even better in 1941, though I confess that at the moment the prospect is not too promising.

What have we tried to do with our war labour problem? The first job was to get the labour requisite for the war industries. You will hear about that this afternoon. The manufacturers of Canada, the employers, have done a great deal, and the program promises to be effective. In the matter of labour supply for our war effort we are probably a bit better off at present than most countries. One of the weaknesses in our situation arises from the fact that in the twenties, when we should have been building up an unemployment insurance system and a national employment service, through which labour could have been secured and distributed all over the country, we failed to do so. The Unemployment Insurance Act was passed in 1940 and is still not in operation, so we are working at the moment by hit-and-miss methods.

Necessity of New Conciliation Machinery

There has been a great increase in the demand for conciliation boards. On examining the applications one often finds: first, a request for, say, wage adjustments; secondly, that certain grievances be dealt with; and, thirdly, certain union problems are raised. But when you get at the facts you discover that the wage adjustments amount to nothing; they are included as one reason for requesting a board. And the grievances do not amount to a hill of beans. So when the board sits it is dealing mainly with the question of union relationships. In order to meet that situation we are proposing at the moment to set up new machinery which will act more promptly than a board of conciliation can. We shall have boards of inquiry available, and when a dispute is on, or a board of conciliation has been applied for or a strike vote is being taken, the Minister will be able to send in a board of inquiry. Its function will be to sift out the situation at once and say that the issues are, or are not, sufficiently grave to justify the setting up of a board of conciliation. We hope by that process, and by the mediation that a board of that sort can undertake, to be able to dispose of most disputes shortly after they appear on the horizon.

You will have seen that we are amending the Industrial Disputes Investigation Act. The Minister's telegram referred to this. When the Act was passed, boards were set up with a view to exercising impartiality in a dispute. It was provided that counsel could appear before a board, with the board's consent, but the idea of Mr. King and his associates when the legislation was enacted was that the boards themselves would be impartial. By a process of infiltration which has developed in the last few years, and particularly since the war began, counsel have been coming in and advising the board, even sitting on the board.

The result is that we have now in Canada a number of persons who are professional conciliation board members, who do little else than take part in the work of these boards and who present a partisan point of view. Legislation presently before Parliament is designed to make the boards more impartial, and to provide that paid agents of either party to a dispute shall not sit as members of a board. They may appear as counsel, if the board approves, but the board will make its decision in camera on the facts, not in the presence of the partisans.

Illegal Strikes

As you know, the Industrial Disputes Investigation Act provides that an employer cannot declare a lock-out, nor can employees call a strike, until a board has investigated the issues and made a report. We are having a number of illegal strikes. Most of these are brought about by members of this new group to which I referred, who often are unaware of the law, and frequently the consent or approval of the national union leaders is not obtained. In the majority of cases we have been successful, through our conciliation service, in getting the employees back to work within one, two or three days. At the moment there are a couple or more of serious situations. The Minister has given notice that these strikes must be ended, and he has set a dead-line date, beyond which legal action will be taken. Whether we can in that way bring home to these people the seriousness of their acts, I do not know. We shall have to experiment and see. In most cases the workers have returned before the dead-line.

There was a case in Oshawa, which I will cite as an example of the very thing I am talking about. Some two months ago a little strike broke out in a woollen mill there. It was under the leadership of an outsider. There

are a number of these gentlemen who are outside the established trade unions of Canada, whether the Trades and Labour Congress, or the Canadian Congress of Labour or the Catholic Federations. Some of them have been purged from these organizations. They apparently feel that their ejection from the union may cause them to lose face, and they start to make trouble. The strikers persisted, despite a warning, in remaining out on strike. The Minister gave them notice that the case was being turned over to the Department of Justice, and then we received a telephone message stating that the workers would be back on the job the following morning. That strike lasted only a few days and did not give us much concern, as the mill was working on a contract for winter underwear and the work was well ahead of schedule. But the Minister is not satisfied, and he has appointed a commissioner to see if he can determine where the culpability of that dispute rests. If that can be ascertained I have no doubt that action will be taken against the party or parties responsible for the tie-up.

Mr. President, I have spoken too long. I have wandered over many issues, in a superficial way, and given too much detail. Now I will take my seat and listen to the other speakers.

THE PRESIDENT: "Thank you very much, Dr. Stewart, for your very informative and interesting address."

People's Banks and Agricultural Co-operative Societies in Quebec, 1938-39

A report on the operations of these societies during 1938 and 1939 has been issued recently by the Bureau of Statistics of the Quebec Department of Municipal Affairs, Industry and Commerce. In addition to general summaries, there are comprehensive statistics on the individual societies reporting.

People's banks in Quebec carry on the same activities as the credit unions which have recently risen to prominence in other provinces. This type of institution was pioneered in Quebec, the first society in Canada having been formed at Lévis in 1900. In Quebec, as in other provinces, there has been a rapid growth during the last five years. The number of societies reporting rose from 202 in 1935 to 400 in 1939, the number of members from 43,045 to 89,878, and the volume of loans from $2,803,748 to $5,918,189. Assets amounted to $17,792,726 in 1939, of which $14,588,056 consisted of loans to members and investments. The chief liability consisted of deposits, of which a volume of $13,442,408 remained outstanding at the end of 1939.

Agricultural co-operative societies have also expanded rapidly in the past number of years, the expansion being coincidental with an increase in the minimum subscription demanded from members and with new legislation requiring each co-operater to sign a three-year contract. In 1930, there were scarcely more than 100 societies, but since then the number has tripled, 106 having been formed in 1938 and 1939 alone. These societies are active both as purchasing and as marketing agencies, though their purchases are confined to producers' goods. Originally, according to the preface to the report, purchasing was the dominant activity, but, since the formation in the early twenties of the central organization (the Coopérative Fédérée), it has declined to a position of minor significance. No statistical information is given, however, on the relative importance of the two types of activity.

Progress of Wartime Housing Limited

Construction work is proceeding on more than 2,000 houses, staff houses, and other accommodation in ten centres from Halifax to Fort William, for which contracts have been awarded by Wartime Housing Limited, it was recently announced by Hon. C. D. Howe, Minister of Munitions and Supply. A contract also has just been let for 150 houses in Parry Sound and Nobel, Ontario, while other extensive housing projects are being initiated in Kingston, Hamilton (additional), Oshawa, Frankford, Hull, Valleyfield, Quebec City and Amherst, N.S.

These projects, involving commitments by the company to date of approximately $9,500,000, are being undertaken to alleviate housing conditions where abnormal shifting of the population, owing to the development of war plants, has created a problem.

"The provision of housing accommodation for munitions workers and those engaged on defence projects is now assuming substantial proportions," Mr. Howe said. "So much so, we are beginning to encounter supply problems in obtaining materials."

On the recommendation of its architectural staff, the company has decided to construct houses of three different types utilizing four styles of exterior finish. In addition, a variety of colour is being employed, and every effort is being made to avoid the appearance of regimentation in housing projects.

REGULATIONS GOVERNING REINSTATEMENT OF ENLISTED MEN IN CIVIL EMPLOYMENT

IN the June issue of the LABOUR GAZETTE (page 615) reference was made to a statement by the Minister of Labour, Hon. Norman A. McLarty in the House of Commons concerning the reinstatement in civil employment of enlisted men at the termination of their military service.

The Minister said that when Parliament reconvened, the Government would submit legislation providing that employers of those who enlist for service in His Majesty's Forces shall reinstate the employees in employment at the termination of that service inasfar as practicable under conditions not less favourable to the employee than those which would have been available to him had he not enlisted.

On June 27, an Order in Council (P.C. 4758) was passed providing regulations covering the reinstatement of enlisted men upon demobilization. This action has been taken as the result of representation made by the Subcommittee on Employment of the General Advisory Committee on Demobilization and Rehabilitation and the Interdepartmental Committee on Labour Co-ordination, that it was essential that immediate provision be made for those men who are discharged from the military forces prior to the date on which it will be possible to have special legislation enacted.

The text of the Order in Council and attached regulations follow:

Text of Order in Council and Regulations

Whereas the Minister of Labour reports,—

1. That in view of the necessity of raising large military forces for service in the present war and for the defence of Canada, a great national problem will be presented when the members of those forces complete their service and are to be returned to civil employment; and

2. That many employers of persons who have enlisted to serve in His Majesty's forces in the present war have voluntarily undertaken to reinstate in employment such persons, following their honourable discharge or demobilization from His Majesty's forces, with conditions not less favourable to the employee than he would have attained had he not enlisted; and

3. That it is desirable that all persons who have left employment to enlist should be relieved of any cause for concern in regard to their reinstatement in such employment, and that there should be uniformity of treatment in the matter of reinstatement in employment of those who have so enlisted or performed essential war employment during the present war; and

4. That it is deemed expedient for the security, defence, peace, order and welfare of Canada that provision should be made for the orderly reinstatement in their previous employment of such persons aforesaid; and

5. That the Minister of Labour was authorized to give an undertaking to Parliament that the Government would introduce legislation to make such provision immediately after Parliament reconvenes; and

6. That representations have been made by the subcommittee on employment of the General Advisory Committee on Demobilization and Rehabilitation and the Interdepartmental Committee on Labour Co-ordination that it is essential to make immediate provision for those men who are likely to be discharged from His Majesty's forces before the date on which it will be possible to have special legislation enacted.

Therefore, The Deputy of His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under and by virtue of the War Measures Act (Chap. 206 R.S.C. 1927), is pleased to make the following regulations and they are hereby made and established accordingly,—

REGULATIONS

1. These Regulations may be cited as the War Measures (Civil Employment Reinstatement) Regulations, 1941.

Part 1

2. In these Regulations and in any order or regulation made thereunder, unless the context otherwise requires,

(*a*) "service in His Majesty's Forces" includes service since the commencement of the present war in or out of Canada in any capacity, in pursuance of any enactment relating to the military, naval or air forces;

(*b*) "employer" in relation to any person accepted for service in His Majesty's forces, means a person carrying on any undertaking or service in which the enlisted person

(i) had employee status on September 9, 1939, or by reason of wage agreement or otherwise had a recognized position, other than a temporary position, or

(ii) having been hired after September 9, 1939, was employed for at least six months in other than a temporary position (exclusive of any probationary period required by published regulation or agreement as of September 9, 1939) immediately before he was accepted for service in His Majesty's forces,

or any person carrying on any undertaking or service with which that undertaking or service has been amalgamated or in which it was comprised when the employee's service in His Majesty's forces began.

3. It shall be the duty of any employer by whom a person accepted for service in His Majesty's Forces was employed when accepted for such service, to reinstate him in employment at the termination of that service in such occupation and position as would be consistent with the true intent and purpose of these Regulations and under conditions not less favourable

to him than those which would have been applicable to him had he not enlisted; Provided, that the right to reinstatement shall be subject to established rules of seniority in the employer's establishment, with retention of seniority rights during the employee's period of service with His Majesty's Forces, or, in an absence of such rules, to preference according to dates of first employment in the employer's service with due consideration to continuity of employment in that service.

4. In any proceedings for the violation of section 3 of these Regulations, it shall be a defence for the employer to prove,—

(*a*) that the person formerly employed by him did not, within three months after discharge or demobilization in Canada or within four months after discharge or demobilization overseas following service with His Majesty's forces, apply to the employer for reinstatement; or

(*b*) that, subject to the provisions of subsection (*a*), having been offered reinstatement by the employer, he failed, without reasonable excuse, to present himself for employment at the time and place notified to him by the employer; or

(*c*) that, by reason of a change of circumstances, other than the engagement of some other person to replace him, it was not reasonably practicable to reinstate him or that his reinstatement in an occupation and under conditions not less favourable to him than those which would have been applicable to him had he not been accepted for service with the armed forces was impracticable, and that the employer has offered to reinstate him in the most favourable occupation and under the most favourable conditions reasonably practicable; or

(*d*) that he was physically or mentally incapable of performing work available in the employer's service, or

(*e*) that he was employed to take the place of an employee who had been previously accepted for service in His Majesty's forces and that such employee had been reinstated in his employment.

5. Where an employer has reinstated a former employee in accordance with section 3 of these Regulations, he shall not, without reasonable cause, terminate the employment of that employee and, in any proceedings for violation of this section in any case where the employment was terminated within six months of the reinstatement the onus shall be on the employer to prove that he had reasonable cause for terminating the employment.

6. An employer shall not terminate the employment of any employee in the expectancy that the employee will or may be accepted for service in His Majesty's forces. In any proceedings for violation of this section if the court is of the opinion that there are reasonable grounds for believing that the employment was terminated in violation thereof, the employment shall be deemed to have been so terminated unless the employer proves that the termination was for a reason unconnected with such expectancy.

7. In any province where there is provincial apprenticeship legislation applying to certain trades designated in or under such legislation, the conditions under which the contract of apprenticeship in any designated trade is to be revived after the period of service in His Majesty's forces may be determined by the provincial authority administering such legislation, having regard to any instruction received in the period of service in His Majesty's forces and to the provisions of section 3 of these Regulations.

8. Nothing in these Regulations shall confer on any employer authority to make any contract or arrangement with reference to the period of service of his employees in His Majesty's forces which he is not authorized to make under any power already possessed by him, but where any employer has entered into a mutual agreement with his employees undertaking to restore to employment employees who enlist for service in His Majesty's forces such agreement shall continue in force to the extent that it is not less advantageous to an employee than the provisions of these Regulations, subject to such interpretation as may be mutually agreed to by the contracting parties.

9. Any employer who contravenes or fails to comply with the provisions of sections 3, 5 or 6 of these Regulations or of any order or regulation made thereunder, shall be guilty of an offence and liable on summary conviction to a fine not exceeding five hundred dollars, and, in addition, the court shall order him to pay to the person whom he has failed to reinstate, or whose employment he has terminated, a sum not exceeding an amount equal to twelve weeks' remuneration at the rate at which he was being remunerated by that employer when he was accepted for service in His Majesty's forces.

10. The Minister of Labour may, with the concurrence of the Minister of Pensions and National Health, make all such orders and regulations as he may deem necessary or desirable to carry out the purpose and intentions of these regulations, such orders and regulations shall forthwith be published in the *Canada Gazette* and shall have the force of law.

Part II Temporary Provisions

11. The provisions of these Regulations except Section 4 (*a*) hereof, shall apply with respect to persons who have been honourably discharged from His Majesty's forces prior to the date of these Regulations provided that in any proceedings for the violation of this section it shall be a defence for the employer to prove that the person formerly employed by him did not, within three months of the date of these Regulations, apply to the employer for reinstatement.

As a result of a series of industry-wide conferences opening collective bargaining discussions, a new development in labour relations is taking place in the New York dress industry.

Under the title *Industry Planing Through Collective Bargaining*, Julius Hochman, general manager of the Joint Board of the Dressmakers' Union, presents a program for the modernization of this industry and discusses it under the following headings: The dress industry to-day; a plan for action (promotion, fair trade practices, planning, cost accounting and budgetary control, factory management, future progress); and industry statistics.

UNEMPLOYMENT INSURANCE IN CANADA

Registration of Employers and Employees—Staff Training School

AS outlined in the June issue of the LABOUR GAZETTE (page 633), all employers of insurable persons were required to register with the Unemployment Insurance Commission by July 1 and to obtain an insurance book for every insurable employee on the payroll.

The distribution of these insurance books was made from employer requisitions through 44 distributing points across Canada.

In addition to the number of books required for immediate use, employers were requested to requisition for additional blank books which might be required within sixty days after July 1. This was considered necessary, particularly for employers in the construction trade, and for those employing casual labour.

The following table shows the details of books requisitioned up to July 11, 1941:—

Regions	Employers Registered	Books Requisitioned
Coast	9,101	171,752
Prairies	19,203	295,352
Ontario	40,653	941,344
Quebec	22,300	625,188
Maritimes	5,799	149,068
	97,049	2,182,704

The numbering of employees' books was broken down into nineteen districts, so that statistics of the mobility of labour could eventually be extracted from the annual exchange of books and at the points where claims for benefit were made.

At this date, some 40 employers of more than 500 employees have received permits to make contributions by the "bulk" method—a technique designed for payroll offices using mechanical equipment.

A considerable number of employers had requested permission to use a specially designed stamp metering machine.

The vast majority of employers, however, found the use of adhesive stamps to be the most convenient method of making contributions. These stamps are sold through the Post Office Branches on requisition from an employer of insured persons who had obtained the necessary licence.

Staff Training School

Forty newly appointed key members of the Unemployment Insurance Commission's staff from various points across Canada attended a training school held in Ottawa, July 14-26, 1941. The school studied the operation of Employment and Claims Offices and procedures in Insurance and Employment Service administration.

Those attending the school include Regional Superintendents, Regional Insurance Officers, Assistant Regional Superintendents, Assistant Supervising Inspectors, Senior Employment and Claims Office Managers and Assistants, and Senior Staff members of the Ottawa Employment and Claims Office.

The school was opened by A. MacNamara, Acting Chief Commissioner. Commissioners R. J. Tallon and A. M. Mitchell spoke on the Unemployment Insurance Act and its relation to Workers and Employers. Dr. Allon Peebles, Executive Director, outlined the "General structure of the Organization."

The following guest speakers addressed the school; Dr. Bryce M. Stewart, Deputy Minister of Labour; Mr. Rex Complin, Director, Industrial Relations, Canadian Industries Limited; Mr. Walter Woods, Associate Deputy Minister, Department of Pensions and National Health; Mrs. E. M. Wilkins, Inspector of Welfare, Inspection Board of United Kingdom and Canada; Mr. Tom Moore, President of Trades and Labour Congress; Mr. Elliott M. Little, Director, Wartime Bureau of Technical Personnel, Department of Labour; Mr. R. F. Thompson, Supervisor of Youth Training, Department of Labour.

The Senior Officers of the Commission's Headquarters at Ottawa conducted most of the classes during the two weeks' session. A preliminary introduction to the Unemployment Insurance Act and Regulations was given.

The Insurance Branch of the Commission will make an intensive review of registration of employers and employees, coverage of the Act, contributions and benefits. These will bring under discussion such subjects as insurable employment, excepted employments, how contributions are made to the Unemployment Insurance Fund, statutory conditions for benefit, those deemed to be not employed, disqualification for benefit, determination of questions, courts of referees, duties of insurance officers, claims procedure, appeals to umpire, penalties and legal proceedings, delinquent control, payment of claims, organization of pay offices, employer and employee relations.

The Employment Service Branch of the Commission will review such topics as the Employment policy of the Commission, functions of the Employment and Claims Office, value of Canadian experience in relation to Employment Service work, what constitutes a good Employment and Claims Officer, local offices in action, war emergency training program, the part of an Employment Service in a War program. A study of office pro-

cedure and management will be taken up under the following subjects: employment office statistics; weekly summaries of employment conditions, and other reports; the use of forms; practical problems of Employment Service administration; introducing and training new members of the staff; co-operation with other agencies; and publicity. Comprehensive study will be made of interviewing and placement work.

Special addresses will be given on the following subjects: "What the Employer expects from the Public Employment Service"; "What the Veteran expects of the Employment Service"; "Labour's attitude toward the Employment Service."

The representatives of the Treasury Office in the Unemployment Insurance Commission deal with matters pertaining to the Treasury. A representative of the Civil Service Commission will speak on the status of a civil servant.

The school is expected to give the new officers the background necessary to carry on local and regional work. Those receiving the training will, on their return home, organize and train staffs for the new Employment and Claims Offices that are being opened.

Occupational Hazards and Diagnostic Signs

Occupation Hazards and Diagnostic Signs is the tile of a pamphlet (bulletin No. 41) issued by the Division of Labor Standards of the United States Department of Labor. The publication is a revision of a bulletin (No. 582) issued by the United States Bureau of Labor Statistics in 1933 under the same title, and the fourth edition of the pamphlet since its inception.

As pointed out in a preface to the latest edition of this work the two decades which have passed since the first edition of the bulletin have been years of tremendous expansion in the field of industrial hygiene.

It has come to be recognized as an important branch of industrial management in which industrialists, physicians, engineers, chemists, laboratory technicians, statisticians, labour law administrators, workmen's compensation officials, and factory inspectors co-operate in the discovery of hazards, the nature of the injuries they cause, and in working out measures for their prevention. "They have been years noteworthy for the large number of scientific investigations undertaken here and abroad to determine the causes of ill health among workmen and the effects of exposure to specific hazards. As a result of newer findings, we have had to revise many of our views on the effects of specific industrial exposures. Our idea that dusts, for example, were injurious in proportion to the hardness and sharpness of their particles, has been shown to be erroneous. It is now held that dusts are injurious in proportion to the amount of free silica or the amount of asbestos they contain. Our knowledge of the effects of many other hazards, long recognized, as injurious, have been enhanced, and in addition a wealth of information has been supplied on the effects of important new hazards, notably the volatile solvents and chemicals employed in the manufacture of synthetic resins, to mention only two."

In the pamphlet the most recent thought on occupational hazards is presented, the symptoms, conditions or diseases cited being those reported in the best works available on the several hazards. Similarly, the occupations and industries listed are those in which the hazard concerned may be present and not necessarily those in which specific cases of injury have occurred. "It should be recognized," the report states, "that even where poisons or other hazards are present the chances of injury may be slight. Some industries today, due to the excellence of the preventive measures they have instituted, are manufacturing or handling extremely toxic materials with virtually no danger to the workmen. There is every reason to believe that most, if not all, plants could eliminate the hazard of poisoning if management and employees worked together toward that end and this may be said of many other hazards."

A word of caution is given the layman against the use of the material presented in the bulletin for self-diagnosis or for diagnosing the illness of others. "That is a practice fraught with the gravest danger," the report declares. "The only people competent to make a diagnosis are physicians. They should be consulted without delay whenever there are symptoms of ill health."

The hazards covered in the bulletin include, abnormalities of air pressure; abnormalities of temperature; dampness; defective illumination; dust; infections; radiant energy; repeated motion, pressure, shock, etc,; the poisons and dermatoses. The number of poisonous substances considered has been increased from 94 to 128. The number of hazardous occupations listed has been increased to approximately 1,100.

Copies of the bulletin may be obtained (price 10 cents each) from the United States Superintendent of Documents, Washington, D.C. According to a recent announcement by the Wartime Prices and Trade Board, all brokers, dealers, packers and tanners of hides and skins will operate under licence commencing August 16, next. The licences, without which no company or individual will be permitted to deal in hides and skins, will be issued by the Board under the supervision of the Hides and Leather Administrator.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for June, 1941

REPORTS for June from the 100 schools and centres in which training was in progress in that month indicate that the total number in the classes at June 1 was 9,941; of these, 5,318 were receiving training for industrial war production, 2,007 were in the courses for young men desiring to enlist in the R.C.A.F., and 2,616 were enlisted men receiving training as army tradesmen and mechanics. During June, 3,446 new trainees were enrolled of whom 1,927 entered the industrial classes, 456 were enrolled in the R.C.A.F. classes and 1,063 enlisted men referred to the schools by the Army and Navy commenced training. During the month 1,940 graduates were placed in employment, and 355 enlisted of whom 272 joined the R.C.A.F. Enlisted men in the Army who completed their courses in June numbered 876. The number in training at the end of June was 9,559, of these 4,691 were in the industrial classes, 2,070 in the R.C.A.F. classes and 2,798 in the Army and Navy classes.

Of the 1,940 placed in employment in June, 541 were trainees who had graduated before June 1 but had not been placed at that time. It may be mentioned that frequently placement arrangements for all who graduate in a certain month cannot be completed in time to have them reported as placed in that month.

Explanation of Tables

In Table 1 the numbers in training and the numbers placed in employment, enlisted, etc., from April 1, 1941 to June 30, 1941 and also in the month of June are shown for the Dominion and for each province, a separation being made of those in industrial, R.C.A.F., and Army and Navy classes. The placements, enlistments and withdrawals are, as indicated, applicable only to the industrial and R.C.A.F. classes, but the numbers who completed training in the Army classes are shown in a separate column.

Table 2 shows by provinces and for each of the schools the numbers in training at the end of June. The main trade classification of training provided in the industrial classes is shown for each school. The table also shows for each school the numbers placed in employment, enlisted, completed training but not placed, and the numbers who left voluntarily for medical reasons or were discharged during June.

Table 3 is an age classification of new trainees enrolled in the industrial classes from April 1, 1941 to June 30, 1941 and in the month of June. Veterans of the 1914-18 War and discharged soldiers of the present war (who are given preference in the selection of trainees) are included in Table 3, but a separate age classification of these is shown in Table 4. In respect to the first three age groups shown in Table 3 it may be stated that a large proportion of the numbers shown are young men who have been rejected for enlistment. As previously mentioned instructions have been issued to selection officers to avoid admitting to the classes men of military age except those who have been rejected for enlistment. Table 5 is a classification by trade categories of the enlisted men in training as army tradesmen at June 30, 1941.

Summary of Training since January 1, 1941

From January 1, 1941 to June 30, 1941 the total number afforded training under The War Emergency Training Program is 31,709; of these 19,990 were in the industrial classes, 5,156 in the R.C.A.F. classes and 6,563 in the Army and Navy classes. From the industrial classes 8,545 graduates have been placed in employment. Two thousand four hundred and thirty-six have been enlisted in the Airforce from the R.C.A.F. classes and 435 from the industrial classes have joined other units. Enlisted men who have completed their course of training numbered 3,269.

The numbers in training from January 1 to June 30, 1941 and the numbers placed in employment and enlisted by provinces is as follows:—

WAR EMERGENCY TRAINING—TOTALS FROM JANUARY 1, 1941, TO JUNE 30, 1941

	Numbers Provided Training				Numbers Employed and Enlisted	
	Industrial Classes	R.C.A.F. Classes	Army and Navy Classes	Total	Placed in Employment	Enlisted
Nova Scotia	457	.....	391	848	131	4
New Brunswick	453	419	225	1,097	286	182
Quebec	2,621	368	333	3,322	941	71
Ontario	12,338	1,051	2,987	16,376	5,703	819
Manitoba	623	583	595	1,801	171	581
Saskatchewan	459	1,213	294	1,966	200	592
Alberta	1,668	839	882	3,389	580	404
British Columbia	1,371	683	856	2,910	533	218
	19,990	5,156	6,563	31,709	8,545	2,871

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO JUNE 30, 1941, AND IN JUNE, 1941

(SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not reported placed(3)		Left before Training Completed(4)			
	From Apr. 1/41 to June 30 1941	At First of June	Enrolled in June	At end of June	From Apr. 1/41 to June 30 1941	In June	From Apr. 1/41 to June 30 1941	In June	From Apr. 1/41 to June 30 1941	In June	From Apr. 1/41 to June 30 1941	In June	From Apr. 1/41 to June 30 1941	In June
DOMINION SUMMARY														
Industrial Classes	13,167	5,318	1,927	4,691	5,282	1,934	238	83	1,320	709	1,467	366	.....	.....
R.C.A.F. Classes (1)	3,499	2,007	456	2,070	58	6	875	272	190	9	192	54	.....	.....
Army and Navy Classes (2)	6,141	2,616	1,063	2,798	.....	.....	.....	.....	.....	.....	.....	.....	3,077	876
Total	22,807	9,941	3,446	9,559	5,340	1,940	1,113	355	1,510	718	1,659	420	3,077	876
NOVA SCOTIA														
Industrial Classes	370	139	54	174	85	5	3	.....	.....	.....	13	5	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	362	162	98	214	.....	.....	.....	.....	.....	.....	.....	.....	137	42
Total	732	301	152	388	85	5	3	.....	.....	.....	13	5	137	42
NEW BRUNSWICK														
Industrial Classes	267	94	63	87	194	163	6	5	.....	.....	17	5	.....	.....
R.C.A.F. Classes	301	125	69	157	.....	.....	87	21	21	.....	36	16	.....	.....
Army Classes	216	85	15	23	.....	.....	.....	.....	.....	.....	.....	.....	166	76
Total	784	304	147	267	194	163	93	26	21	.....	53	21	166	76
QUEBEC														
Industrial Classes	1,781	835	221	720	542	214	12	9	283	137	187	48	.....	.....
R.C.A.F. Classes	254	161	37	152	.....	.....	62	36	8	.....	32	10	.....	.....
Army Classes	325	232	71	231	.....	.....	.....	.....	.....	.....	.....	.....	90	66
Total	2,360	1,228	329	1,103	542	214	74	45	291	137	219	58	90	66
ONTARIO														
Industrial Classes	7,560	3,062	1,206	2,689	3,497	1,291	111	23	434	385	851	243	.....	.....
R.C.A.F. Classes	664	546	66	590	.....	.....	59	20	2	2	13	.....	.....	.....
Army and Navy Classes	2,809	1,005	737	1,392	.....	.....	.....	.....	.....	.....	.....	.....	1,376	392
Total	11,033	4,613	2,009	4,671	3,497	1,291	170	43	436	387	864	243	1,376	392

MANITOBA														
Industrial Classes	468	118	36	97	107	19	6	.....	117	39	141	12	.....	.....
R.C.A.F. Classes	418	198	16	132	.....	.....	213	85	32	.....	41	11	.....	.....
Army Classes	504	261	.....	135	.....	.....	.....	.....	.....	.....	.....	.....	332	135
Total	1,390	577	52	364	107	19	219	85	149	39	182	23	332	135
SASKATCHEWAN														
Industrial Classes	331	167	42	159	115	32	12	8	39	6	26	4	.....	.....
R.C.A.F. Classes	843	487	57	492	3	1	264	44	58	.....	26	7	.....	.....
Army Classes	291	151	.....	151	.....	.....	.....	.....	.....	.....	.....	.....	134	.....
Total	1,465	805	99	802	118	33	276	52	97	6	52	11	134	.....
ALBERTA														
Industrial Classes	1,156	433	129	434	241	44	75	28	220	17	165	35	.....	.....
R.C.A.F. Classes	612	260	104	290	55	5	166	57	69	7	29	8	.....	.....
Army Classes	845	364	92	402	.....	.....	.....	.....	.....	.....	.....	.....	446	66
Total	2,613	1,057	325	1,126	296	49	241	85	289	24	194	43	446	66
BRITISH COLUMBIA														
Industrial Classes	1,234	470	176	331	[5] 501	166	13	10	227	125	67	14	.....	.....
R.C.A.F. Classes	407	230	107	257	.....	.....	24	9	.....	.....	15	2	.....	.....
Army Classes	789	356	50	250	.....	.....	.....	.....	.....	.....	.....	.....	396	99
Total	2,430	1,056	333	838	501	166	37	19	227	125	82	16	396	99

[1] Young men desiring to enlist in the R.C.A.F. who are given training prior to enlistment. [2] Enlisted men referred to schools by the Army and Navy for training as tradesmen. [3] Including those who after completion of training obtained employment themselves without reporting to Placement Officers. [4] Including those who left voluntarily or for medical reasons or were discharged. [5] Including employees of an Aircraft Company who returned to the Company when training completed.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF JUNE, 1941

(SUBJECT TO REVISION)

—	Numbers in Training at June 30th										Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes in June			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at June 30th	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
DOMINION SUMMARY														
Nova Scotia	14	.....	54	98	.....	8	174	.....	214	388	5	.....	.....	5
New Brunswick	.....	.....	45	42	.....	.....	87	157	23	267	163	26	.....	21
Quebec	.....	.....	660	33	3	24	720	152	231	1,103	214	45	137	58
Ontario	207	158	1,829	102	176	217	2,689	590	1,392	4,671	1,291	43	387	243
Manitoba	.....	.....	37	17	43	.....	97	132	135	364	19	85	39	23
Saskatchewan	38	.....	92	29	.....	.....	159	492	151	802	33	52	6	11
Alberta	86	.....	169	53	44	82	434	290	402	1,126	49	85	24	43
British Columbia	73	.....	101	104	35	18	331	257	250	838	166	19	125	16
TOTAL	418	158	2,987	478	301	349	4,691	2,070	2,798	9,559	1,940	355	718	420
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College	14	.....	23	.....	.....	8	45	.....	116	161	3	.....	.....	.....
New Glasgow—Training Centre	.....	.....	.....	98	.....	.....	98	.....	98	196	2	.....	.....	4
Trenton—Training Centre	.....	.....	31	.....	.....	.....	31	.....	.....	31	.....	.....	.....	1
TOTAL	14	.....	54	98	.....	8	174	.....	214	388	5	.....	.....	5
New Brunswick—														
Campbellton High School	.....	.....	19	18	.....	.....	37	.....	.....	37	42	4	.....	2
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	56	.....	56	.....	.....	.....	2
Fredericton High School	.....	.....	.....	24	.....	.....	24	.....	.....	24	58	.....	.....	1
Moncton High School	.....	.....	26	.....	.....	.....	26	.....	.....	26	43	1	.....	2
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	50	.....	50	.....	21	.....	9
Saint John Vocational	.....	.....	.....	.....	.....	.....	.....	.....	15	15	20	.....	.....	.....
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	51	.....	51	.....	.....	.....	5
Woodstock Vocational	.....	.....	.....	.....	.....	.....	.....	.....	8	8	.....	.....	.....	.....
TOTAL	.....	.....	45	42	.....	.....	87	157	23	267	163	26	.....	21
Quebec—														
Cartierville Aircraft & R.C.A.F. School	.....	.....	191	33	3	.....	227	152	.....	379	57	36	37	39
Chicoutimi Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	12	2
Grand'Mère Arts and Trades	.....	.....	31	.....	.....	.....	31	.....	.....	31	10	.....	.....	1
Hull Technical	.....	.....	29	.....	.....	.....	29	.....	.....	29	3	3	.....	.....
Lachine Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	15	1
La Tuque Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	17	.....
Lauzon Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	1	15	1
Montreal Sherbrooke St. Tech. School	.....	.....	.....	.....	.....	.....	.....	.....	67	67	96	.....	.....	.....

Montreal Maisonneuve Tech. School			17				17			17	1			
Montreal High School of Commerce									28	28				
Montreal—Octave Cassegrain			146				146		11	157	3			6
Montreal—William Lunn			45				45		63	108				
Port Alfred Arts and Trade											7		10	2
Quebec Technical			67			24	91		15	106	9	3		2
Quebec Technical-Military Camp, Lauzon									31	31				
Rimouski Arts and Trades											5			
Shawinigan Technical Institute			49				49			49				1
Sherbrooke Arts and Trades											4		17	
Thetford Mines Arts and Trades			31				31			31	4	1		1
Three Rivers Technical			54				54		16	70	8	1		2
Verdun Arts and Trades											4		14	
TOTAL			660	33	3	24	720	152	231	1,103	214	45	137	58
Ontario—														
Belleville Vocational			60		12		72			72	27			2
Brantford Collegiate and Vocational			58				58		20	78	5	1		4
Chatham Vocational			21		13		34		56	90	27		22	2
Cornwall Vocational			105				105		20	125	3			43
Fort William Vocational	154						154			154	8		10	32
Galt Aircraft School			79	31	53		163			163	24	2		3
Galt R.C.A.F. Classes								590		590		20	2	
Hamilton Technical Institute			148	11	17	25	201		101	302	114	1	15	24
Hamilton Westdale Technical		44	155				199		75	274	10	1	26	9
Hamilton Ontario Training College									53	53				
Kingston Coll. and Voc. Institute									61	61	19	2	7	4
Kirkland Lake Coll. and Voc. Inst			54				54			54	17		4	2
Kitchener-Waterloo Vocational			56				56		45	101	14	1	1	2
London Technical and Comm. High Sch	16		128	11	11		166		36	202	28	1	42	21
Niagara Falls Vocational			30				30			30	33			
Oshawa Coll. and Voc. Inst			55		10		65		41	106	40			1
Ottawa Technical High		25	89	35	16		165		60	225	122	3		2
Owen Sound Vocational			42				42		40	82	30	1	9	3
Peterborough Vocational			144				144		35	179	64	1		16
Port Arthur Technical and Comm. H. S													6	1
Sarnia Coll. Inst. and Tech			11				11			11	6		25	
St. Catharines Coll. and Voc			32		12		44			44	9		18	4
St. Thomas Vocational			20				20			20			9	
Toronto Central Technical	37	82	204			150	473		279	752	305	5	4	31
Toronto Danforth Technical			146				146		190	336	116	1	15	14
Toronto Northern Vocational			52				52		92	144	59		69	13
Toronto Western Tech. Commerce			97		20	42	159		39	198	94	1	35	3
Welland Vocational			13				13		37	50	3			
Weston Vocational		7	30	14			51		62	113	76	1	5	3
Windsor-Walkerville Vocational					12		12		38	50	38	1	63	4
Woodstock Coll. and Vocational									12	12				
TOTAL	207	158	1,829	102	176	217	2,689	590	1,392	4,671	1,291	43	387	243
Manitoba—														
St. Boniface—Vocational School			15		26		41		48	89			7	5
Winnipeg—Dom. Prov. Vocational Sch			22	17	17		56		87	143	19		32	7
Winnipeg—Kelvin Tech. School														
Winnipeg—St. John's Tech. School														
Winnipeg—R.C.A.F. Classes								132		132		85		11
TOTAL			37	17	43		97	132	135	364	19	85	39	23

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF JUNE, 1941
(SUBJECT TO REVISION)

—	Numbers in Training at June 30th										Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes in June			
	Industrial Classes													
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Army Classes	Total in Training at May 31st	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw Technical School	11		33	8			52			52	8	1	6	1
Prince Albert Youth Training Sch	7		36				43			43	3	2		1
Regina Balfour Tech	6		9	10			25		72	97		1		
Saskatoon Technical College	14		14	11			39		79	118	21	4		2
Saskatoon—R.C.A.F. Classes								204		204	1	1		1
Moose Jaw R.C.A.F. Classes								130		130		41		2
Regina R.C.A.F. Classes								158		158		2		4
TOTAL	38		92	29			159	492	151	802	33	52	6	11
Alberta—														
Calgary Inst. of Technology								49		49		1		1
Calgary—D2H Airport			30	15	11	5	61			61	12	2	7	10
Calgary—Exhibits Buildings	10		50		10	40	110	85	134	329	11	32	8	9
Calgary—Western Canada High									114	114				
Calgary—Mount Royal College									29	29				
Edmonton—Oliver Building	26		27	38		15	106			106	6	2		4
Edmonton—10104-114 Street	26		40		12	10	88	104	89	281	12	42	9	19
Lethbridge Technical School									36	36				
Medicine Hat—Badminton Club Bldg	24		22		11	12	69	52		121	8	6		
TOTAL	86		169	53	44	82	434	290	402	1,126	49	85	24	43
British Columbia—														
Kelowna Junior High													26	3
Nanaimo—Thos. Hodgson Voc									44	44				
Nelson—Junior High School			30				30			30	2			
New Westminster—Technical			19				19			19	7		14	2
Penticton—High											3	2	42	
Vancouver—John Oliver High			28				28			28			3	
Vancouver—King Edward High			24				24			24	1	1		4
Vancouver—81 Robson Street				104			104			104	27	6	8	3
Vancouver Technical	73				35		108		118	226	126		5	1
Vancouver—University of B.C														
Vancouver—MacDonald Annex														
Vancouver—R.C.A.F. Classes								257		257		9		2
Vancouver—576 Seymour St									7	7				
Vernon—High												1	27	1
Victoria—High									27	27				
Victoria—King's Road														
Victoria—C ntral Junior High						18	18		54	72				
Victoria—Youth Training School														
TOTAL	73		101	104	35	18	331	257	250	838	166	19	125	16

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO JUNE 30, 1941, AND IN THE MONTH OF JUNE, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June
Nova Scotia	76	12	70	14	17	3	2	.....	2	.....	167	29
New Brunswick	38	16	61	22	21	9	6	1	.....	.....	126	48
Quebec	330	109	321	65	113	26	72	19	14	9	850	228
Ontario	1,209	364	1,371	375	626	210	425	147	157	29	3,788	1,125
Manitoba	9	2	62	19	33	9	27	6	10	.....	141	36
Saskatchewan	20	2	72	19	24	11	14	10	1	.....	131	42
Alberta	61	22	131	50	59	23	74	24	23	10	348	129
British Columbia	158	30	355	87	169	44	59	7	31	8	772	176
TOTAL	1,901	557	2,443	651	1,062	335	679	214	238	56	6,323	1,813

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO JUNE 30, 1941, AND IN THE MONTH OF JUNE, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June	From April 1 to June 30 1941	In June
Nova Scotia	.....	.....	.....	.....	1	.....	2	.....	2	.....	5	.....
New Brunswick	4	4	12	3	2	1	1	.....	.....	.....	19	8
Quebec	3	3	4	2	1	1	.....	.....	.....	.....	8	6
Ontario	11	2	121	34	54	21	158	45	55	5	399	107
Manitoba	3	.....	37	9	19	1	21	4	10	.....	90	14
Saskatchewan	4	.....	38	5	7	2	13	10	.....	.....	62	17
Alberta	7	2	18	8	15	3	63	20	16	7	119	40
British Columbia	.....	.....	17	5	9	5	12	3	9	2	47	15
TOTAL	32	11	247	66	108	34	270	82	92	14	749	207

TABLE 5—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT JUNE 30, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	40	.....	.....	.....	33	48	.....	17	15	13	11	(1) 37	214
New Brunswick	.....	.....	8	8	.....	2	.....	.....	.....	.....	5	.....	23
Quebec	63	.....	8	4	28	.....	46	58	5	.....	8	(2) 11	231
Ontario	487	367	8	41	62	.....	154	190	27	9	12	(3) 35	1,392
Manitoba	93	.....	.....	18	.....	.....	24	.....	.....	.....	.....	.....	135
Saskatchewan	68	.....	20	17	12	.....	20	14	.....	.....	.....	.....	151
Alberta	158	.....	12	50	29	1	44	55	53	.....	.....	.....	402
British Columbia	69	.....	6	42	15	.....	39	38	12	10	.....	(4) 19	250
TOTAL	978	367	62	180	179	51	327	372	112	32	36	102	2,798

(1) Concretors. (2) Cooks. (3) Instrument mechanics, 25; Cooks, 10. (4) Instrument Mechanics, 11; Cooks, 8.

THE INTERNATIONAL LABOUR ORGANIZATION IN WARTIME

Address of Mr. E. J. Phelan, Acting Director of I.L.O. at Conference of C.A.A.L.L.

AT a dinner meeting of the Conference of the Canadian Association of Administrators of Labour Legislation held at Ottawa in May, Mr. E. J. Phelan, Acting Director of the International Labour Office, delivered an address in which he dealt with the work of the International Labour Organization in wartime. The speaker was introduced by the Hon. Norman A. McLarty, Minister of Labour, and the text of his address was as follows:—

Mr. Chairman, Hon. Mr. McLarty and members of the Canadian Association of Administrators of Labour Legislation: May I first thank you, Mr. Chairman, and your committee for your invitation to me to be present this evening at this meeting of the Canadian Association of Administrators of Labour Legislation. Nobody could work in Canada in connection with labour questions, as we are doing, and not realize the impossibility of getting very far in our studies and in our understanding of Canadian problems without learning something of the administration of labour laws by the provinces. Therefore, in addition to the personal pleasure of Mr. Waelbroeck, Mr. Riches, Mr. Vaage and myself in making your acquaintance and being the recipients of this delightful hospitality, the opportunity of meeting you as members of this Association has for us a real interest and value.

When I was asked to address this meeting, I felt that I should know something about your Association. I discovered you had already had an address on the International Labour Organization, given in 1939 by Mr. McLarty's predecessor, the Hon. Norman Rogers, whose tragic death was so grievous a loss to Canada and also to the International Labour Organization. Through the good offices of your Secretary I procured a copy of Mr. Rogers' address. On reading it I could not help but recall my conversations with him at Geneva. It contained ample evidence of those qualities of seriousness and of clear exposition with which he was so remarkably endowed, and I concluded that there was very little more to be said to your Association about the International Labour Office, beyond perhaps some comments on what has happened since 1939. I wish particularly to draw your attention to one phrase in Mr. Rogers' address. He said: "In some respects one may speak of the International Labour Organization as an extension of this Association."

Transfer from Geneva

One reason why there is this close relationship between our two organizations is to be found in the transfer of the working centre of the I.L.O. from Geneva to Montreal. You all know why that transfer was made, so I will not deal with it in detail. You know that the Governing Body, by a decision in which the representative of Canada wholeheartedly concurred, laid down for the I.L.O. a crisis policy and what the Director was to do in the event of certain developments. It can be put very simply. His essential duty was to save the Organization. There were threats of invasion of Switzerland and moments when it seemed that if the Office remained in Switzerland it would be put out of existence. We were, however, reluctant to leave. We had there our building, our equipment, our library and our files, and we felt we could function in Geneva perhaps better than anywhere else. But there did come a time when although the physical menace of a German invasion of Switzerland seemed to be somewhat less than it had been, communications with the rest of the world, and particularly the non-European world, became so extremely difficult, so slow and so uncertain that the Director feared if the Organization remained in Geneva it would sooner or later die of pernicious anaemia. There would be no circulation or documentation, no possibility of free exchange of opinion, no proper sequence of contacts between the Office and the member States which compose it, particularly that group of member States which is to be found on this continent, plus certain of your sister Dominions, such as South Africa, Australia and New Zealand. So the decision to move from Geneva to Montreal was taken.

We owe a great debt of gratitude to Canada, to the Prime Minister, Mr. Mackenzie King, to the Hon. Mr. McLarty and all his colleagues in the Cabinet, who expressed their readiness to receive us on Canadian soil, and to the authorities of McGill University, who have placed premises at our disposal. We are deeply grateful to the people of Canada, who have made us warmly welcome. But I am not sure that the chief debt which we owe is sufficiently appreciated, because it is for something more than all that. The International Labour Organization is a very new and a very special kind of institution. It is only twenty-two years old, having been created at the Peace Conference in 1919. We spent twenty-two years trying to make it a working organization, trying to get States to use it is a machine through which they could collaborate. In order that they might do that, it had to have the character of an independent, official, international organization. Now, the welcome and hospitality which the Canadian

Government and McGill University have extended to us could have been extended to us as individuals whom they were glad to have come and work in Canada. The special hallmark of Canada's invitation to us is that we were invited to come here, not as individuals —which, incidentally, was the case as regards the technical section of the League, which was invited to go to Princeton University in New Jersey—but we were asked to come here officially as an international body. The Department of External Affairs in Ottawa has gone to great trouble—which we deeply appreciate in the stress and strain which falls on that Department at this time, to work out the detailed provisions and measures necessary to make sure that the temporary transfer to this country shall not result in the loss to the Organization of any of its official international character.

Allocation of Staff

As I said a few moments ago, the late Mr. Rogers gave you so lucid and complete a picture of our machinery, that there is no need to repeat it. But you might like to know how much of that machinery is left now that we have come to Montreal. At Geneva we had a staff of something like five hundred. At Montreal we have fifty. The Office at Geneva had a central Secretariat section, which dealt with the convening of meetings of the Conference and the Governing Body, the keeping of their minutes, the recording of their proceedings, and so on. Then we had a section dealing with technical subjects, such as social insurance, industrial hygiene, agriculture, maritime labour problems, etc. The staff of fifty at Montreal includes virtually all our key experts. What we have there is a microcosm of the much larger organization that existed at Geneva. Of course, the Geneva office is still open, and a small staff remains there. We also have small staffs at London and Washington. And, if one man can be called a staff, we have thirteen such staffs, distributed among the thirteen countries of which these respective officials are nationals. Lastly, we have a chain of correspondents—some of them whole-time and others part-time officials—in twenty-three member countries. So in addition to the central office at Montreal, we have this network of officials and correspondents covering almost every member country. The existence of that network and its possibilities of supplying us with information, to a very large extent, though not completely, compensates us for the loss of our library and our organized documentation at Geneva.

Publications

With that staff we have been able to resume our publications. One of the essential functions of the I.L.O., as you will remember, is to collect information on labour and social conditions and to distribute it to the member governments and to workers' and employers' organizations. After a short interruption, during which members of the staff were travelling through unoccupied France, Spain and Portugal and across the Atlantic, and getting settled at McGill University, our publications were resumed. Our monthly publication is known as the International Labour Review. The Industrial Safety Survey which is familiar to those of you who are interested in safety questions appears periodically. We have a series of Studies and Reports, issued from time to time and dealing with current problems. Our Legislative Series, which we make available to all governments in the world, reports every new piece of labour legislation adopted in any national parliament or in any of your provincial legislatures. We also publish a Year-Book of Labour Statistics, and the I.L.O. Year-Book, which records developments affecting labour in all countries.

Research Activities

But it would be a mistake for you to think that what I have mentioned—the group in Montreal, the staff scattered throughout thirty-odd countries, and the publications—is all that is left of the International Labour Organization. I want you to keep in mind the Hon. Norman Rogers' remark, which I touched on at the beginning. He had a truer conception of what the International Labour Organization really is. What I have described to you is the International Labour Office, the central research and secretariat body. But the International Labour Organization comprises that central research and secretariat body, plus all the departments of labour in all the member countries, plus all the great national organizations of employers and of workers. Mr. Rogers' remark was utterly true. Everybody in this room is a part, an active part, of the International Labour Organization. And, as you know, if you were to go into the Department of Labour in any country in the world—even in countries that do not belong to the Organization—you would find all the publications of the I.L.O. You would find them in the Department of Labour at Tokyo, at Berlin and at Rome. There is no government department dealing with labour that does not use our publications. And there is no national or other important organization of employers or of workers that does not, at one or other of its meetings during the year, discuss the International Labour Office and questions connected with it. This is the true picture of the International Labour Organization. Looking at it, you can see there is a great deal more left of the I.L.O. than people usually imagine when they are told that

yesterday at Geneva we had a staff of five hundred, while to-day at Montreal our staff numbers only fifty.

I cannot tell you very much more of our immediate activities. There is, however, another activity which you may be curious about. In addition to carrying on research and publishing and distributing the result of that research, we have what may be called our political activities. I refer to the work of the International Labour Conference, whose main duty it was to attempt to draw up and adopt international labour conventions. In the past twenty years, some 67 or 68 of these conventions were adopted, and these have now secured 799 ratifications. An interesting point about that figure is that 22 of the ratifications have been received since the war broke out. So even that branch of our work, which necessarily must be slowed down, is still going on. However, it is not that interesting—though in the present circumstances, may I say, comparatively unimportant—aspect of the work that I should like to stress this evening. It is important that we should continue to receive ratifications, and that we should do what we can to maintain the standard of application of conventions which have been ratified. But in a country like Canada, and in other countries of the British Empire, it can hardly be expected that under existing conditions there could be much new international labour legislation nor much time to spend on doing more than the minimum required to record the application of such conventions as are being accepted.

I think it would be well to look for a few moments at the place of the International Labour Organization in a much wider framework than the framework of those specific jobs which it was originally set up to do. And when I say "International Labour Organization" I mean, as I stressed a moment ago, not the International Labour Office, but the whole-world machinery, built up of the Departments of Labour and of the great organizations of employers and of workers. Some months ago I heard from England doubt as to whether at this time we had either the leisure or the right to consider the problem at which I hinted a moment ago. But there has been a change. Last week when I got back to Montreal from Washington I received a pack of the London *Times*. The most recent number was dated the morning of March 18. I opened it at the middle page. You know that most people who read that newspaper begin at the middle and go from the left to the right. On the left-hand page I read that on the evening of March 16 Bristol had been very heavily bombed, with great destruction of property and severe loss of life. I turned to the right-hand page and read the principal leader. The concluding sentence of that leader was as follows: "It is welcome news that Ministers are addressing themselves more and more to plans of reconstruction which cannot lightly be relegated to the future."

I think that is much more than just a sign of the unflinching calm with which Great Britain is facing the most severe ordeal in her history. I believe it is an indication that Great Britain understands the new type of war that is being waged. And I think that is something which has to be understood, because war is no longer what it has been for centuries. It is something quite different. The shock of armed forces, the actual fighting, the letting-off of guns, has now become only an incident—and it is not always even an inevitable incident—in the process by which conquest is achieved. The other different characteristic of modern warfare is that there is no longer a moment at which it can be said that war begins. All this propaganda, aimed at diffusion of ideas, confusion of counsel, suspicion and lack of confidence, does not commence with any formal declaration, and it can be so successful that the end is achieved without any clash of arms. That is why I said that actual fighting is not an inevitable incident in war to-day. The Germans won the war in Austria, in Czechoslovakia, in Roumania and in Bulgaria without having to fight. That is the sense in which war is total. It is much more nearly total in that sense than in the material sense of involving civilian life and property as well as military objectives. It is total because it comprises the whole gamut of human activity over an indefinite time. It begins with the inception of a plan of domination, and it does not end, but it enters on its final phase with the progressive building of the new order, whose purpose it is to make the domination secure.

So I do not think there is anything academic in a discussion of reconstruction problems at this time. And if one can take the *Times* leader as an indication of serious British opinion at the moment—as one usually can—I believe that has been realized in England. If you want any further proof, I can tell you that the Germans have set up a rival International Labour Office in Berlin. It is divided into two parts, one of which is devoted to research and the other to propaganda for political purposes. They have collected a staff of two hundred and fifty, with a knowledge of languages and social problems, and set them to work up a social side to the German conception of the new order, which they hope to introduce if they can make their domination secure.

Post-War Reconstruction

It would, of course, be presumptuous of me to try to lay before you this evening any kind

of a detailed program of reconstruction. We are not ready for that yet. What I wish to point out is that it is part of the job of Departments of Labour throughout the world and of the great organizations of workers and of employers not to lose sight of the problems of reconstruction, however great may be the pressure of the immediate problems with which they have to deal. It is possible to state some fundamental principles upon which the program of reconstruction will in all probability have to be built. For instance, I could quote from a very interesting speech made by the Hon. Mr. McLarty about six weeks ago. Or I could quote from a speech made by Prime Minister Churchill, three or four weeks ago, when the employers and workers of Great Britain gave a joint dinner to Mr. Winant. But you might say that, of course, these gentlemen were compelled by the stress and strain of a war situation to put forward some kind of a program. So I prefer to quote to you from a speech made by President Roosevelt, in January last, when the United States was a great deal further from the war than it is now. President Roosevelt said: "Certainly this is no time to stop thinking about social and economic problems." That was pretty much what the *Times* said on the 18th of March. Later in his speech he went on to say: "There is nothing mysterious about the foundations of a healthy and strong democracy. The basic things expected by our people of their political and economic systems are simple. They are: Equality of opportunity for youths and others, jobs for those who can work, security for those who need it, the employment of the fruits of scientific progress in a wider and constantly rising standard of living." Then comes a sentence of very special significance. He said this: "The inner and abiding strength of our economic and political systems is dependent upon the degree to which they fulfil these expectations."

These were the President's words, delivered with all the consideration and all the solemnity due to an occasion which he himself described as unprecedented in the history of the United States. I think we all agree that that inner and abiding strength of which the President spoke must not be jeopardized when this war is over. If it is jeopardized, we shall have fought the war for nothing. The men who fought on land, on the sea and in the air, and the civilians who have defied German bombs, will expect that democracy which they have saved to fulfil their expectation.

Conclusion

The International Labour Organization was established at the end of the last war to satisfy the demands of workers in recognition of their sacrifices, both on the battlefield and in the factory. It was intended to provide machinery for the international promotion of certain specific reforms within the framework of the political peace and the economic prosperity which it was hoped a universal League of Nations would provide. It has grown into something much greater, partly because of the wise and inspiring leadership of its first director, Albert Thomas. The organization's growth has also been due in part to its peculiar constitution, providing for non-governmental representation of employers and workers, which links it up with great national movements capable of directly influencing public opinion; and also in part to the fact that the frontiers of social questions have changed. Social progress and economic prosperity have become two aspects of the same thing. Men have come to recognize that to make the world safe for democracy is not enough. Democracy, we now know, cannot find its salvation in any external security. Its safety must come from within, from the healthy functioning of the whole organism, both economic and social. Never again can the democracies afford the rot of mass unemployment, nor run the risk of the political and spiritual danger which that rot involves.

The problem is international. No country of itself can solve it. The International Labour Office cannot solve it. But it must be solved. And it can be solved by world democracy in action, by the co-operation of the free countries working to that end with vision and determination, using to the full the potentialities of the International Labour Organization and applying its technique and its experience in wider fields.

I do not want to minimize the size of the task, but it is not beyond the possibility of human achievement. I should like you to remember what I said a little earlier about the new characteristics of war. The dictators have shown the world how to organize total war, in which there may be no fighting. The democracies have the intelligence, the men and the material to show the world how to organize total peace. By total peace I mean a peace in which men can enjoy the four great freedoms: freedom of speech, freedom of worship, freedom from want and freedom from fear; a peace in which within these great freedoms men may love and laugh, may quarrel and be reconciled, may combine diversity of opinion with unity of purpose, always safe in the knowledge that their children will never have to meet the challenge free men face today.

PREVENTION OF INDUSTRIAL ACCIDENTS

Necessity to Determine Causes, Enforce Regulations and Enlist Co-operation

AT the fourth annual conference of the Canadian Association of Administrators of Labour Legislation held in May at Ottawa, Mr. David Vaage, Chief of the Safety Section of the International Labour Office presented a paper outlining the measures taken by the International Labour Conference in the interest of industrial safety, the conventions and recommendations of the Conference in this field, and referred to the publications of the International Labour Office in this connection. Mr. Vaage also dealt with the causes of accidents and referred to methods being followed in other countries to reduce accidents in industry.

In view of the importance of the relationship between increased production and accidents, Mr. Vaage's address was considered to be of such a comprehensive nature as to be printed in full and is as follows:

Paper Presented By Mr. David Vaage to C.A.A.L.L.

Among the industrial problems that have come more and more into the foreground during the last two or three decades, the prevention of occupational accidents takes a very prominent place.

It has been more and more widely recognized that accidents mean not only suffering to the injured, sorrow and misery to the victims' families, and payment of some kind of insurance premium by the employer, but that they really constitute a very serious burden on industry, a burden which is much heavier than one might expect at the first consideration of the problem.

Research work carried out in various countries, chiefly in the United States of America, has shown that in addition to the direct accident costs, such as medical expenses, hospital fees, and insurance premiums, there are also indirect accident costs; and these, consisting in lost time both to the injured and to his fellow employees, in damage to plant and material, in loss of production, etc. have been found to amount, on an average, to four times the direct costs. In other words—for every dollar paid for medical expenses, insurance premiums, etc. the employer will have to pay four more dollars to cover the indirect or hidden costs caused by the accidents occurring in his undertaking.

Thus, besides the serious social problem which they undoubtedly constitute, industrial accidents also present a very important economic problem; and preventing them means not only conservation of life and limb, and safeguarding against untimely death, injury, pain and misery, but also very substantial savings, in good dollars and cents, to industry itself.

The outbreak of the war has accentuated still further the great importance of the problem of industrial accident prevention. In order to satisfy the ever-increasing demands from the armed forces for goods of all kinds, industry has had—and will still have—to increase its output on an enormous scale. New factories have been erected; existing factories have changed their production from peacetime articles to munitions and other war material and more than at any time before the cry is for speed and more speed of production. The number of workers employed has increased in vast proportions; a great many of the new men taken on have little or no experience in the work they are set to do or may even have been entirely out of work for a long period, often for years. In many countries great numbers of women have gone into the factories; they also will in most cases be complete "new-comers" in industry and consequently highly liable to accidents.

Let us remember that in addition to all this, in countries in the war zone proper—which comprises most of the European and part of the African continents to-day and may perhaps spread to other continents to-morrow—the situation is still worse. There the black-out, the air-raids and all the rest of it mean just so many other extremely important factors contributing to an increase in industrial accidents with all the ensuing hampering and slowing down of production.

Colbert once said that three things were necessary for conducting a war, namely, Money, Money and more Money; it seems to me that to-day, while keeping to the three M's (which, by the way, we shall meet again a little later) this slogan should rather be modified to read: Men, Materials, and Machines. No war can be fought to-day without enormous quantities of all kinds of material and mechanical equipment; and to produce these the man-power in the factories must be kept intact and efficient to the greatest possible degree.

Therefore, if we consider the safety problem against this background, I am sure we must all agree with the statement made last year by Lord McGowan, who, in an address

before the National Safety First Association in London, said: "A lost time accident in a factory should be regarded as much a gain to the enemy as a casualty in the armed forces".

The same idea is expressed in a bulletin issued by the U.S. Department of Labour[1] in collaboration with the National Committee for Conservation of Manpower in Defense Industries, in the following words:—

"Industrial manpower is to-day a most essential resource of the Nation even under normal conditions. Under threat of national peril it becomes the most potent instrument of preparedness and therefore any labor wastage which impedes maximum national production of equipment so vital to success in modern warfare menaces the security of the country."

I may perhaps be permitted also, in this connection, to quote a statement from the enemy side. An article entitled "Schutz dem Neuling" (Protection of the New Worker) published in *Deutsche Bergwerks-Zeitung* No. 30 of 5 February, 1941, begins as follows:—

"The German successes in this war show the extreme importance of a better organization, a more efficient production, and of the best possible utilization of man-power in industries producing war material. Man-power, better trained, better protected and cared for, and utilized on a more intelligent plan than in the case of the enemy remains the decisive factor for the necessary step-up of production."

The Causes of Industrial Accidents

Before we go on to consider the prevention of accidents in industrial undertakings, a few words must be said about the causes of these accidents.

Recent investigations indicate that 20 per cent of industrial accidents are due solely to correctable physical hazards and another 20 per cent entirely to human faults, while in the remaining 60 per cent there are both correctable physical hazards and human faults involved. This shows that in order to achieve good safety records both physical hazards existing in the plant and the various human shortcomings among the employees must be kept under control and indeed eliminated as far as possible.

1. *Physical hazards.*

Among the physical hazards, there are the machines and other mechanical equipment, the power installations, particularly the electrical installations, and equipment, the dangers inherent in the handling and transport of materials, the hazards due to the presence of inflammable or explosive gases or other substances, and many others which it would take too long to enumerate here.

As regards the relative importance of these hazards it can be said that accidents due to machines are far more serious than those from most other sources, because they usually cause very severe injuries; thus, to take but one example, statistics show that over 50 per cent of all injuries reported on circular saws, wood shapers, wood joiners, metal shearing machines and power presses result in permanent disability.

It must be added, however, that there is hardly any machine that cannot be so protected as to be practically safe provided reasonable care is used in its operation. As a matter of fact, many important undertakings in nearly every branch of industry have succeeded in eliminating machine accidents almost entirely.

Handling and transporting goods and materials comes next; it is the largest source of injuries in the manufacturing industries. Here the design and layout of the plant, the guarding of transport equipment, the use of personal protective equipment (gloves, safety shoes, etc.) are the most important measures of protection.

Accidents due to power installations also occur in considerable numbers. This is especially true for electrical installations; and it should always be borne in mind that contact with current-carrying parts is dangerous and that under certain conditions, even tensions as low as 25-30 volts may kill a person.

Falls of persons from elevated places, such as scaffolds, ladders, platforms, etc. are also the source of many accidents, nearly all of these accidents result in serious injury and very many of them even in the death of the victim. It may be of interest to note, in this connection, that in Great Britain fatal and non-fatal accidents from falls through roofs increased very seriously in the early days of the war.[1]

Fire and explosion hazards will be considerably greater in establishments engaged in the production of certain war materials (such as munitions, etc.) than in plants manufacturing other goods.

2. *Human Faults.*

Among the most important human factors in accident causation are carelessness, rashness, negligence, inattention, poor judgment; together with lacking or ineffective supervision these factors are no doubt responsible for a great number of accidents.

[1] *Safeguarding Manpower for Greater Production.* U.S. Dept. of Labour, Special Bulletin No. 1, Washington 1940.

[1] *Annual Report of the Chief Inspector of Factories for the Year 1939,* p 12.

To eliminate them, good training and education of the workers is essential; and effective supervision must be provided, in order to maintain good working methods and practices.

3. *Fatigue.*

Another important "human" factor responsible for many accidents, and one which is particularly apt to make itself felt in times of war, is fatigue. Too long working hours, monotonous work, high speed of work, noise, unsuitable lighting and abnormal temperatures at the workplace are among the chief causes of fatigue; all these factors must be taken into account when working conditions are being considered.

It is well known also, that even apart from its influence on accidents, fatigue tends to slow down production, and to increase wastage of material and damage to equipment, in short to reduce the efficiency of industrial work.

These brief considerations may suffice to show the necessity of planning and conducting industrial work in such a way as to reduce as far as possible the dangers due both to the physical and the human factors. And—as experience from many countries shows—really good accident prevention records can only be achieved through constant and persistent efforts and by a well-conceived combination of technical, educational and supervisory measures tending to eliminate both the physical hazards and the human shortcomings with which modern industry is confronted.

Methods of Accident Prevention

When, twenty years ago, the International Labour Office set up a special Service to deal with the prevention of industrial accidents, it was soon found that two different schools of thought existed in the matter, namely, on the one hand, the idea of voluntary promotion of accident prevention, as expressed in the "safety-first" movement and which I may perhaps call here the American view; and on the other hand, the traditional European view that accident prevention was chiefly a technical problem to be solved by legislative provisions binding upon the employer and enforced under the supervision of Government authorities.

It would lead too far here to go into any details concerning the evolution which had led to the adoption of so different ideas, in Europe and America respectively. It will be sufficient to say that during the last two decades the evolution has gone definitely in the direction of a compromise between, or rather a combination of, the two methods. The safety-first movement has been successfully introduced not only in Europe but in practically all industrial countries the world over; and, vice versa, the idea that accident prevention must rest on a sound legislative basis has gained considerable ground in the United States and other countries on this continent.

The trend towards a combination of the European and American views is clearly reflected in the work done by the International Labour Organization in the field of accident prevention; it has found its most concrete expression in the general Recommendation (No. 31) concerning the Prevention of Industrial Accidents adopted by the International Labour Conference at its Twelfth Session in 1929.

That Recommendation covers in extremely condensed form the whole field of industrial safety work and constitutes, as far as I know, the first general record of the measures and methods which experience in the various countries has shown to be most effective in the campaign for the prevention of industrial accidents and for the reduction of their gravity. It has been used as a basis for the organization of accident prevention in many countries, both in Europe and elsewhere; and, as in my opinion it constitutes still to-day one of the best general programmes that has ever been elaborated in this field, I think it may be well to use it as a basis for this paper and to give a brief outline of it here.

The Recommendation is in four parts.

Part I, dealing with the enquiry into accident causes and the study of special dangers in the various industries, provides:—

(*a*) that each State should take the necessary steps, by means of legislative or administrative action, effectively to ensure the collection and utilization of information on these matters, and that employers' and workers' organizations should collaborate in this work;

(*b*) that such investigation should cover not only the material but also the physical, physiological and psychological factors in accident causation;

(*c*) that scientific research should be carried out to determine the best methods of vocational guidance and selection and their practical application;

(*d*) that the results of all such investigations should be made known internationally; and

(*e*) that industrial accident statistics should be compiled by central departments in the various countries and that steps should be taken to establish uniform bases for these statistics.

Part II deals with measures and methods for accident prevention; it provides:—

(*a*) that the State should do all in its power to develop and encourage co-operation between all parties interested in accident prevention, and particularly between employers and workers;

(*b*) that periodical Conferences should be held between the State inspection service or other competent bodies and the representative organizations of employers and workers concerned:—

(i) to consider and review the accident situation in industry and the effectiveness of the measures prescribed by law or otherwise taken to prevent industrial accidents; and

(ii) to discuss proposals for further improvement;

(*c*) that the State should actively and continuously encourage the adoption of measures for the promotion of safety, such as:—

(i) the establishment of safety organizations in industrial undertakings, such organizations to include: arrangements for works investigation into every accident occurring; systematic supervision of the whole plant; instruction of new workers on matters relating to safety; organization of first aid; and encouragement of safety suggestions from employees and workmen;

(ii) co-operation in the promotion of safety between management and workers in individual works, and of employers' and workers' organizations in the industry with each other and with the State and other appropriate bodies;

(*d*) that all possible steps should be taken to awaken and maintain the interest of the workers in accident prevention and ensure their co-operation;

(*e*) that the State should establish or promote the establishment of permanent safety exhibitions;

(*f*) that the State should use its influence to secure that employers do all in their power to educate their workers in accident prevention and that the workers' organizations use their influence with their members to co-operate in this work;

(*g*) that the State should arrange for monographs on accident causation and prevention in particular industries or processes to be prepared by the State inspection service or other competent authorities, and to be published by the State for the information of all concerned;

(*h*) that lessons on accident prevention and first aid should be included in the curricula of elementary and continuation schools and that instruction in the prevention of industrial accidents should be given in all vocational schools;

(*i*) that all measures should be taken to see that adequate material for first aid is kept ready for use in all undertakings and that properly trained persons are available for the administration of first aid.

Part III of the Recommendation deals with safety legislation. After stressing the view that "any effective system of accident prevention should rest on a basis of statutory requirements", it provides:

(*a*) that the different States should prescribe by law the measures required to ensure an adequate standard of safety;

(*b*) that the law should make it a duty of the employer to equip and manage his undertaking in such a way that the workers are adequately protected, and to see that the workers are instructed as to the dangers of their occupation and the measures to be observed in order to avoid accidents;

(*c*) that plans for the construction or substantial alteration of industrial establishments should be submitted to the competent authority for examination from the point of view of safety;

(*d*) that officials of the inspection service or other body responsible for the enforcement of statutory requirements for the protection of workers should as far as possible be empowered to give orders in particular cases to the employer, and, in case of imminent danger, to require immediate compliance with such orders;

(*e*) that the law should provide that it is the duty of the workers to comply with statutory requirements on accident prevention, to use safety devices properly and to refrain from removing such devices without special authorization;

(*f*) that before issuing administrative orders or regulations on accident prevention the competent authority should consult representative organizations of employers and workers;

(*g*) that statutory or administrative provisions should be made enabling the workers to collaborate in securing the observance of safety regulations by the methods best suited to each country, such as, for instance:—

(i) appointment of qualified workers to positions in the official inspection service;

(ii) regulations authorizing the workers to call for a visit from an inspector or requiring the employer to give workers or their representatives an opportunity of seeing the inspector during his visits to the undertaking;

(iii) inclusion of workers' representatives in safety committees for securing the enforcement of the regulations and establishing the causes of accidents.

In Part IV, the Recommendation deals with co-operation in safety work by accident insurance institutions. The main provisions of this part are:—

(*a*) that the State should endeavour to secure that accident insurance institutions take into account, when assessing the premiums for an undertaking, the measures taken therein for the protection of the workers;

(*b*) that the State should use its influence with accident insurance institutions in order to obtain their co-operation in safety work by such means as:—

(i) communication of information on causes and consequences of accidents to the inspection service;

(ii) co-operation in institutions and committees set up to investigate into accident risks and methods of prevention;

(iii) advances to employers for the adoption or improvement of safety appliances in their undertakings;

(iv) the award of prizes for inventions or ideas contributing to the avoidance of accidents;

(v) propaganda for accident prevention;

(vi) advice on safety measures, contributions to safety museums and institutions for instructions in accident prevention.

As far as general principles are concerned there is nothing much to add, I believe, to those enunciated in the Recommendation of 1929. Although it was adopted more than ten years ago, this Recommendation still gives, in spite of its briefness, all the essential principles on which industrial accident prevention must be built up if it is to be successful.

It may be of interest, however, to consider in a little more detail some of the more important points of these general principles, taking them in the same sequence as they are dealt with in the Recommendation.

Cause Inquiry

The first point, study of accident causes, is clearly of fundamental importance, as one cannot expect to prevent any occurrence without knowing how it is caused. The investigation by qualified experts of material, physical, physiological and psychological factors and the widest possible spreading of the knowledge obtained by research work in this field is therefore essential, although perhaps less so in times of emergency as at present, than in normal times. In certain particular fields, however, where special war-time conditions may obtain such research work will be still more important to-day than in times of peace.

This last consideration may be true also in respect of accident statistics, at least for certain branches of industry; and although these statistics may perhaps not be thought suitable for publication during the war, they should be compiled and published for general information after the war. I might perhaps add here, that after the outbreak of the present war, the International Labour Office received a considerable number of requests for information on accidents in particular war industries during the war 1914-1918, and that in many cases only incomplete information, or even none at all, was found to be available.

The desirability of having accident statistics compiled on uniform bases has been felt for a good many years and several attempts have been made in that direction; at present, of course, nothing can be done internationally in this field which will have to be left for the future.

Co-operation of All Parties

The question dealt with in the next part, namely, co-operation between all parties, employers, workers and inspection authorities, is the alpha and omega in accident prevention. Safety work can have no real success in any undertaking, no matter how great efforts are made, unless everybody, from the president or general manager down to the last messenger-boy, takes an active interest and does his bit of the job. But experience shows that where that is the case, good results can be obtained.

Periodical conferences between the State inspection service and representatives of employers or workers, or both, have given excellent results in many countries. Thus, to take but one example, in his report for 1939, the Chief Inspector of Factories in Great Britain has the following to say on this subject:—

"The past years have been remarkable for the good results obtained by conferences with representatives of particular industries. These conferences, often of a highly technical nature, lead to agreement on methods of safety and frequently lead to the solution of problems concerning the guarding of dangerous parts of machines which, heretofore, have defied solution."

A most important step is the establishment of a safety organization in industrial undertakings. The form of such organization varies considerably; a common form, for undertakings

of a certain size, is a special safety department under the direction of a full-time safety engineer or safety director, responsible directly to the general manager. Smaller undertakings may have a part-time safety engineer or put an engineer or a foreman from the manufacturing department in charge of safety work.

Among the chief tasks of the safety department is the systematic supervision of the works, machinery, plant and processes from the safety point of view; the instruction of new and especially young workers; the examination of plans for new premises, new machines and new equipment to see that it is safe and in conformity with existing prescriptions; the designing of safety devices for certain machinery or for special operations; the investigation of accidents and elaboration of measures to prevent recurrences; the keeping and utilization of detailed accident records; the propaganda for accident prevention by means of lectures, films, posters, etc.

In addition to the safety department and collaborating with it, there should be a works safety committee composed of representatives of the workers and of the supervisory staff (foremen). There are many different forms for the organization and activity of such committees. Essential features are: regular meetings, preferably monthly, or when an accident or a dangerous occurrence has taken place necessitating investigation by the committee; the chairmanship of the committee should be assumed by a qualified and interested representative of the management; membership of the committee should be limited to a certain period, for instance one year; the time spent on committee work should be considered as working time and paid for accordingly; minutes of the proceedings should be kept, circulated regularly among the members of the committee, and posted on the bulletin board.

In large undertakings it may be preferable to set up safety committees for each department or shop, and in addition to those, a central safety committee composed of delegates from the departmental committees. In small undertakings the safety work may be left to the foreman assisted by a workers' safety delegate.

Whatever form is given to the safety organization and the safety committees, their work will have full success only when an active interest is taken by the management, the supervisory staff and the workmen alike.

The various means for awakening and maintaining the workers' interest in accident prevention are well known. Lectures, preferably accompanied by cinematograph films or lantern slides, have given good results; radio talks have had a certain success in some countries; safety posters and bulletins properly exhibited at suitable places in the works and changed at regular, and not too long intervals, are, of course, one of the classical means of safety propaganda; pay-envelope slips are considered, in many quarters, as a very effective means of propaganda intended as they are to reach not only the worker himself but also his family, especially his wife.

Another rather more general means of propaganda for, and instruction in, accident prevention are the permanent safety exhibitions. These have been more widely developed in Europe than on this continent and have been found very useful. They are often called "safety museums", a title which to me seems rather inappropriate as these institutions should not be "museums" at all but real up-to-date exhibitions of the most modern guards and other safety installations and equipment. In many countries in Europe industry has taken a special interest in these exhibitions, contributing funds and giving exhibits on permanent loan.

Practically all European exhibitions of this kind are either under the direction of the factory inspection service (as, for instance, the Home Office Industrial Museum in London) or organized as semi-official institutions working in direct and close collaboration with the factory inspectorate; in the latter case they are generally under the direction of a former official, taken either from the Ministry of Labour or the factory inspectorate.

An excellent means of instruction on safety problems in particular branches of industry or connected with particular installations or processes are the special monographs or pamphlets, such as, for example, the "pink pamphlet series" issued by the Factory Department of the British Home Office. The preparation of such material should be one of the standard tasks of the factory inspection service which is particularly well qualified for such work. Incidentally, it might be mentioned in this connection that the publication of such monographs is also among the tasks undertaken by the International Labour Office with the assistance of its Correspondence Committee on Accident Prevention.

Safety Legislation and Inspection

As has already been pointed out the principle laid down in Part III of the Recommendation of 1929, namely, that any effective system of accident prevention should rest on a basis of statutory requirements, can be considered as generally accepted to-day.

Codes and regulations concerning the safeguarding of machinery and plant, the maintenance in good order of tools and implements, the provision and use of personal protective

equipment and so on and so forth are becoming more and more numerous in all countries; and rightly so.

As regards particularly the safeguarding of machines it is now widely recognized that all machines should be so constructed or fitted by the maker with such devices as to make them safe. This is a most important point, and I am glad to state, that during the last few years many countries have adopted legislation making it unlawful to sell or erect machines not fitted with proper guards. In Denmark, where such regulations have been in effect for over twenty years, excellent results have been obtained.

The requirement that plans for the construction of new or the alteration of existing industrial premises should be submitted to the inspection authorities needs but little comment; it has proved its worth in several countries, and even in countries where it is not yet compulsory, industry is making more and more use of this system on a voluntary basis.

Much controversy has arisen around the question of empowering factory inspectors to give orders to employers concerning measures to be taken to prevent accidents to their workers. Speaking generally, I think it can be said that with the high standard of factory inspection officials found in most countries to-day, there should be no objection to giving such powers.

That safety rules must be binding upon workers as well as upon employers goes without saying; the worker who, without direct orders to that effect, removes, blocks or otherwise tampers with safety devices, or who, in spite of instructions given does not use safety devices and protective equipment properly should be liable to prosecution and punishment just as well as the employer who fails to provide safeguards for his plant.

I have referred earlier in this paper to the good results obtained in Great Britain from the consultation with representatives of the industry prior to enactment of safety regulations. There seems to be no reason why such consultation should not be made compulsory; and such consultation should take place not only when new legislation is being prepared, but representatives of the factory inspection service, and of the leading organizations of employers and workers might well come together and discuss safety problems also at other times.

The collaboration between the factory inspector, the management, and the workers in the factory itself is also of great importance and should be developed as far as possible; unless there are special reasons for not doing so, the workers' representatives (safety delegates) should always be notified in due time of the inspector's visit to the plant and allowed to consult him on any safety problem they may wish to discuss.

Another form for securing collaboration of the workmen in the enforcement of safety regulations is the appointment of qualified workmen to positions in the official inspection service. This system has been tried with good results in some European countries, as for instance, in Belgium where special workmen's inspectors (so-called délégués à l'inspection) were attached to the Mines Inspectorate under an Act of June 5, 1911, and in Prussia where a similar system was introduced after the last war, but abolished, of course, after the Nazis' coming into power. In France, special workmen's inspectors for coal mines (so-called délégués mineurs) were created by an Act of July 5, 1890. These inspectors were former miners chosen by the mine-workers of each district and paid by the State. In all three countries good results were obtained by this system.

Accident Prevention Associations

Co-operation in the work of accident prevention by accident insurance institutions, is the last, but by no means the least important item in the Recommendation of 1929.

The experience here in Canada, as well as that of many European countries, particularly Switzerland, France, and Germany, is there to show that excellent results can be obtained by such co-operation. Here in Canada, the splendid work done by the Industrial Accident Prevention Associations in Ontario and Quebec deserves the highest praise. In Switzerland, the National Accident Insurance Institution in Lucerne has a special safety service which designs machine guards and other safety appliances. The Institute's guards for woodworking machines, for instance, are probably the best in the world. The Swiss Institute even advances money to employers who cannot afford to install such safety devices as the inspectors of the Institute deem necessary; and not only that, but the Institute has its own specialists to install the guards and to teach the workers how to use them. Since this system was introduced, the old objection so often made by the workers, namely that guards hamper the work, has had to be abandoned, as in every case experience showed the contrary to be true.

It goes without saying that where other inspection services exist besides the State factory inspectorate there should, and indeed must, be the fullest possible collaboration between the two services. And wherever possible the two services should base their work, as far as accident prevention is con-

cerned, on the same basis. That means that they should use the same safety standards, etc., so as to avoid any possible confusion. The necessity for this was felt in Germany, for instance, where shortly after the outbreak of the present war, the Safety Regulations of the Mutual Accident Insurance Associations (Berusgenossenschaften) were made binding also for the State factory inspection.

Conclusion

In the foregoing I have tried to show the necessity for accident prevention, the evolution of the safety idea, and the bases on which successful safety work can best be carried out.

To-day the necessity for accident prevention is almost universally accepted; the safety idea has penetrated everywhere and although methods and means may still vary considerably certain standard or "basic" principles are being more and more commonly accepted.

In the early days of the safety-first movement experts in the U.S.A. often used to stress the importance of what they called the "three M's", meaning: safe machines, safe materials and working methods, and safe men.

Later, safety experts both in the old and the new world replaced the "three M's" by the "three E's", talking of education, engineering, and enforcement, and differing in opinion only as regards the real meaning of the last of these three terms.

To-day I believe that we should rather speak of the "three C's", which might stand for cause inquiry, codes, and co-operation.

And I would like to stress, in conclusion, the capital importance of the last of these three words. Only by full and whole-hearted co-operation between all concerned, state and other authorities, employers, and workers, can "top" results be achieved; and in the prevention of industrial accidents, which aims at the conservation of industrial man-power, top results are more essential to-day than ever before.

WORKMEN'S COMPENSATION IN ONTARIO AND BRITISH COLUMBIA, 1940

Ontario

ACCORDING to the report of the Workmen's Compensation Board of Ontario, 81,116 accidents were reported to the Board during 1940 compared with 60,520 in 1939 and 59,834 in 1938.

Increased employment in industry under Schedule 1 of the Workmen's Compensation Act is, the report states, reflected in both assessments received and in the accidents reported. The provisional payroll in Schedule 1 for 1940 was estimated at $628,161,000, at an average rate of $1.02 on every $100 of payroll; while in 1939 the provisional payroll was estimated at $530,262,800 at an average rate of $1.06.

Benefits.—In 1940, total benefits awarded amounted to $7,282,877.57 compared with $6,152,407.53 during 1939 and $6,464,261.19 in 1938. Of the total benefits awarded during 1940, compensation accounted for $5,874,627.42 and $1,408,250.15 was for medical aid.

Since the commencement of the Act in January, 1915 to January 1, 1941, total benefits amounted to $142,236,433.09, and the total number of accidents reported during the twenty-six years was 1,454,793.

Assessments.—Provisional assessments in 1940, including estimated adjustments, amounted to $6,409,486.96 compared with $5,637,916.40 provisionally estimated and $5,830,424.56 actually assessed for 1939. The provisional surplus to the credit of the classes at the end of 1940 was $2,013,381.13 compared with $2,648,711.01 at the end of 1939.

Finances.—The report states that after outstanding liabilities are properly valuated, there remains a provisional surplus of $2,013,381.13 standing at the credit of the classes comprising Schedule 1, in addition to a Disaster Reserve of $239,782.27, a Reserve for depreciation of securities of $897,708.95, an excess of $456,825.45 in the Silicosis Account of cash over liabilities for silicosis in the mining industry. This makes a total of $3,607,697.80, as compared with $4,251,721.90 at the end of 1939. These assets in excess of liabilities are in addition to accrued interest on investments. The balance in the Pension Fund to pay pensions to widows, children and disabled workmen for life or lesser periods, amounted to $26,187,374.37 at December 31, 1940.

Compensation and Other Charges.—Compensation and medical aid for Schedule 1 industries for the year, including an estimate for what is still to be awarded for accidents happening during the year and for prior years' accidents, amounted to $6,202,407.44. There were other outlays amounting to $748,161.07, including administration expenses of $475,090.48; mine rescue work, $15,477.04; Section 8 disbursements, $2,688.91; safety

associations, $241,760; and occupational therapy, $13,144.64. The total expenditures and charges for the year, including liability for pneumoconiosis outstanding of $1,420,-064.29, and adjustments for prior years' accidents, were $8,370,632.80.

The provisional deficit for the year, including pneumoconiosis outstanding and the carry-over for prior years' claims, was $1,724,-356.94, which, deducted from the surplus forward from prior years, of $3,737,738.07, makes a net provisional surplus of $2,013,381.13 at December 31, 1940.

The total number of employers listed in Schedule 1 at the end of 1940 was 24,385, as compared with 24,973 at the end of 1939. The estimated total wage expenditure in Schedule 1 industries for the year 1940, calculated on provisional figures, is $628,161,000, as compared with $530,262,800, in 1939.

The total amount of compensation awarded in Schedule 2 industries and Crown cases during 1940 was $1,022,157.92. Of this amount, $211,040.37 was for workmen of municipal corporations; $186,182.30 for steam railroads; $9,776.01 for electric railways; $86,782.06 for navigation companies; $1,951.10 for express and sleeping-car companies; $5,769.05 for telephone and telegraph companies; and $37.85 for all other industries in Schedule 2; $365,-069.32 for Dominion Crown Cases and $155,-549.86 for Provincial Crown Cases. Of the total amount awarded, $572,810.72 was for pensions in pension cases and $449,347.20 was for cases not pension cases and for compensation not pensions in pension cases.

Employers in Schedule 2 are assessed their share of the expense of administration. For 1940 that share amounted to $17,550 as compared with $16,944 in 1939 and $32,565.12 in 1938. Proportionate to the amount of compensation awarded, administration expenses in Schedule 2 and Crown Cases were 3·94 per cent in 1940 as compared with 4·06 per cent in 1939, and 6·71 per cent in 1938.

Safety Associations.—During 1940 the Board increased its financial aid to safety associations when $241,760 was expended on this account compared with $218,511.25 in 1939. The safety or accident prevention associations are organizations of employees established under the authority of the Act by the employers in 22 out of the 24 classes of industry. They are under the management of the employers but the expenses are paid by the Board out of the Accident Fund. Of the total amount paid to these organizations, $36,797 was allotted to the Lumbermen's Safety Association; $14,663 to the Ontario Pulp and Papermakers' Safety Association; $11,500 to the Class 5 Accident Prevention Association; $143,800 to the Industrial Accident Prevention Associations; $7,000 to the Ontario Highway Construction Safety Association; $5,500 to the Electrical Employers' Association of Ontario; and $22,500 to the Construction Safety Association of Ontario.

The report also contains complete information concerning operations during 1939, details of which were not available when the report for the year was made. Statistical information is also given regarding accidents during 1939, their causes, nature of injuries involved, number, time loss, total and average cost of the different classes of cases, the age, wage, nationality and marital condition of injured workmen.

British Columbia

The twenty-fourth annual report of the Workmen's Compensation Board of British Columbia records that during 1940, a total of 38,487 accident claims were made upon the Board compared with 33,173 claims in 1939 reflecting increased employment and industrial expansion during the year's interval. In 1940 fatal accidents numbered 192 compared with 176 in 1939.

Accidents resulting in three or more days' loss of time from work arose out of the various classes of industry as follows: Lumber industry, 49 per cent; general manufacturing and delivery classes, 11 per cent; metal mining, 10 per cent; construction, 6 per cent; navigation, 5 per cent; coal mining, 4 per cent; and all other classes, 15 per cent.

Revenue.—During 1940 total revenue of the Board totalled $6,225,814.41, of which $3,980,-289.67 was collected by way of assessments upon employers during the year; $591,019.68 by way of medical aid contributions; $319,616 from workmen on account of medical aid dues; and $582,418.41 from investments; while $752,470.25 represented cash in banks at December 31, 1939.

Disbursements.—In 1940 total disbursements made by the Board amounted to $5,708,247.18. Of this total $1,874,541.53 was on account of compensation to workmen; $834,073.29 for medical aid; pensions payments, $1,457,054.38; investments, $1,398,311.72; general and administrative expense, $144,266.26, leaving a cash balance in the banks of $517,567.23.

Wage-loss, length of disability, etc.—The report shows that during the year, accidents accounted for wage losses totalling $2,850,-790.55 and the average length of disability for all classes was 44 days. The average daily wage for all classes was $3.39.

Total days lost through accidents in which the first payment of compensation was made in 1940 numbered 536,603 involving 16,594 new cases and 630 re-opened cases.

Silicosis.—Covering the five-year period since silicosis became an industrial disease under the Act, 146 workmen have been granted pensions for that disease and, of that number, 37 have died, the report states. Practically all these cases have been the result of many previous years of exposure to dust containing silica. Last year 33 workmen were awarded compensation. In addition to these pensioners, at the end of last year 10 dependent widows, 13 dependent children, and 2 dependent mothers received monthly allowances by reason of the death of workmen. The cost to industry since the silicosis legislation was passed in 1936 has been $1,144,740.79.

Accident Prevention.—Dealing with accident prevention the report states in part: "By reason of increased activity in the lumbering and construction industries in particular, many inexperienced workmen were introduced to new occupations. An intensive campaign was carried out to have the employers thoroughly instruct their new workmen in the tasks assigned to them. Inspections totalling 4,278 were made by the various Accident-prevention Inspectors. Where unsafe working-places were found, orders were given for rectifying the hazardous condition."

CONCENTRATION OF PRODUCTION IN GREAT BRITAIN

THE British *Ministry of Labour Gazette* for April, 1941, contains a review of a memorandum issued by the Board of Trade explaining the arrangements which are being made in Great Britain for the concentration of production, in certain industries, in a reduced number of factories in order to implement the Government's policy of facilitating the fullest possible transfer of resources to war production while maintaining exports as far as practicable. This policy demands the severe reduction of civil consumption and the release of labour, materials, and factory space for more essential purposes.

The following is the summary of the memorandum:

The Memorandum states that from the point of view of the national interest it is most undesirable that the reduced production for civil needs should be met by large-scale part-time working. A spread-over of this kind results in an uneconomical use of certain types of labour; it does not free the factory and storage space which will, in many cases, be needed for Government use, and the effect of a diminished turn-over on costs may, in some instances have serious repercussions on prices.

The policy of the Government must, therefore, be to concentrate production in a reduced number of factories working full time. These factories should be able to produce the output required for Government orders, the greatest practicable export trade and the minimum needs of our population, while at the same time preserving the goodwill of the factories closed down. The closed factories should be kept ready to start up again as soon as possible after the war. The Departments concerned will then take all measures open to them to assist their speedy re-opening; meanwhile, the Board of Trade will keep a record of factories closed down, and the Ministry of Labour will keep a record of transferred workers so that their return to the old employment after the war may be facilitated. The Government will facilitate this concentration by granting to undertakings which fulfil the necessary conditions—"nucleus" firms, as they are to be called—special help to safeguard their requirements of labour and of raw materials.

Individual firms in each industry will be expected to make arrangements with one another that will provide for the required degree of concentration. The degree of concentration required in every industry will be indicated by the Board of Trade, and a procedure, which will differ in detail from industry to industry, will be suggested for attaining it.

It will be for each individual firm which wishes to qualify as a "nucleus" firm to make arrangements with others that permit it to "run full" or to approach as nearly to that condition as circumstances permit. A firm which wishes to qualify as a "nucleus" firm is also required to satisfy certain other conditions. The arrangements must provide for the complete closing down of the factory or works whose output is to be transferred to the protected firm; the "nucleus" firm must make its own financial arrangements to compensate the firm or firms whose works are to be closed as a result of the scheme; the arrangement must provide for the plant of the closed firm to be kept intact, unless the premises should be requisitioned; it must also provide for the maintenance of the production for export and for the Government which was previously undertaken by the firm closed down; and the arrangements for dealing with the workers affected by the scheme must be satisfactory.

Firms will be required by the Board of Trade and Ministry of Labour to ensure that production is concentrated, so far as possible, in areas where the competing demands of the munitions industries are least severe; that the

labour released is adaptable and of a type likely to be readily absorbed in the new employment; that labour which is displaced from factories closed down, and which cannot be absorbed into the war industries will, as far as possible, be taken on in the factories remaining in production; and that the time for the release of labour will be, as far as possible, regulated to the demand.

The objectives are twofold:—firstly, to obtain the labour required for the war industries and, secondly, to avoid unnecessary unemployment. Thus, it is necessary to keep in production factories in areas where alternative employment is not available, and to time the release of workers so that they can be immediately transferred to war work. Firms remaining in production should be prepared to release their younger and more adaptable workers so as to make room for elderly workers displaced from other factories.

There are many urgent demands for labour that must be filled, and it is not possible to suspend the existing method of filling them, in part, by the transfer of workers from less essential industries. It is, therefore, very desirable that schemes for concentration should be settled as early as possible so that the withdrawal of labour from these industries may be made to conform with the plans for concentration.

Firms are advised to obtain from the Divisional Controllers of the Ministry of Labour at an early stage of their arrangements information relevant to the conditions set out above.

A firm which qualifies as a "nucleus" firm will enjoy certain advantages. It will be eligible for inclusion on the list of protected firms, that is, in occupations in which there are two ages of reservation under the Schedule of Reserved Occupations the lower age will apply, and the fact that it is on the list will be taken into consideration in dealing with applications for deferment of the calling-up of any of its workpeople; the Ministry of Labour will safeguard the labour requirements of the firm in appropriate cases upon the recommendation of the Board of Trade; Government orders will, as far as possible be given to the firm; the Board of Trade will, as far as possible, prevent its factory from being requisitioned; and help will be given to the firm to safeguard as far as possible its supplies of raw materials.

In order to help the Board of Trade in carrying out their task, the scope of the Export Council is being expanded, and it has been renamed the Industrial and Export Council. A Committee of the Council has been formed, under the Chairmanship of the President of the Board of Trade, which includes the Parliamentary Secretary of Raw Materials of the Ministry of Supply and a Parliamentary Secretary of the Ministry of Labour.

The industries affected are in general those covered by the Limitation of Supplies (Miscellaneous) Order, and certain industries subject to raw material control. The lists given below, which are not necessarily final, show the industries concerned:—

(*a*) *Industries Covered by the Limitations of Supplies Order*: pottery (except stoneware and agricultural and horticultural pottery); blown glass (domestic ware); hosiery; lace; gloves (leather, fur and fabric); perfumery and toilet preparations; carpets (excluding Kidderminster); toys; cutlery; jewellery; silver and electro-plate, light and imitation leather goods; corsets; braces; sports goods; photographic goods; fancy goods of plastic materials; mechanical lighters; combs; linoleum; lighting fittings (domestic); musical instruments; fountain pens and propelling pencils.

(*b*) *Industries Subject to Raw Material Control*: cotton (including finishing); woollen and worsted (including finishing); paper; boots and shoes; linen; silk.

Sawmilling and Woodworking declared Hazardous Employments in U.S.

A minimum age of 18 comes in force on August 1 for employment in logging and sawmilling and in connection with power-driven machines in woodworking establishments which produce goods for shipment across State boundaries in the United States. Under the Fair Labor Standards Act the minimum age for work in industries in interstate commerce is 16 but the Chief of the Children's Bureau of the United States Department of Labor has power to declare any industries or occupations particularly hazardous for minors and on such declaration the minimum age becomes 18. Five such orders have now been made, the three others covering the manufacture of explosives, driving of or helping about motor vehicles and most employments in and about coal mines.

The two new orders allow exceptions: in woodworking, a few operations including those not involving work on a machine, and in logging and sawmilling, work in offices or in repair or maintenance shops, maintenance of living quarters in timber cruising, surveying or logging-engineering parties, forest protection and in care of animals used in logging.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Employment Offices

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting May 1 was 12,542, the employees on their payrolls numbering 1,450,542.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for May was 2,009 having an aggregate membership of 283,895 persons, 4·6 per cent of whom were without employment on June 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the beginning of May, 1941, as Reported by Employers

This review of the employment situation at May 1 as reported by leading employers is based upon advance information compiled by the Dominion Bureau of Statistics to permit its inclusion in the present issue of the LABOUR GAZETTE. The use of the new questionnaires on employment and earnings has entailed numerous, complicated adjustments to preserve the comparability of the present statistics of employment with those compiled on the former basis. Many problems connected with the treatment of the data have also had to be solved and safeguards devised to ensure the accuracy and comparability of the returns of earnings. The time elapsing between the publication of the last issue of the LABOUR GAZETTE and the date on which the material for the present issue has to go to press, has not been sufficient to complete the tabulation of the statistics on employment and earnings for May 1. As a result, this article deals only in a general way with the more important aspects of the latest returns on employment. It is hoped that commencing with the next issue, or at all events with that for September, the information will be published in the LABOUR GAZETTE in the detail formerly given, while more detailed statistics of earnings may also then be available. In the meantime, the statistics given in this article must be regarded as subject to revision.

Industrial activity at May 1 continued its decidedly upward movement, again showing an increase which was larger than usual for the time of year. The level of employment reached a new high, the preliminary index number, based on the 1926 average as 100, standing at 145·6, as compared with 141·3 at April 1; these two figures are the highest so far recorded in the more than twenty years during which data have been compiled. At May 1, 1940, the index was 114·3; that figure, with the May 1, 1929, index of 116·2, were previously the highest for May in the period since 1920.

Statistics on employment for the beginning of May were tabulated from 12,542[1] firms, having some 1,450,542[1] on their payrolls, as compared with 1,408,000[1] in the preceding month. As explained in the report on employment as at April 1, the coverage of the total industrial force has increased as a result of the use of the new questionnaire on employment and earnings. This former form called for a statement of the number of persons employed at a given date, while the new statement requires the number on the payroll in the last pay period in the month; the latter figure very frequently exceeds the former. Adjustment has been made, so far as possible, to counteract any loss of comparability with previous figures arising from this factor, but, as stated in the June issue of the LABOUR GAZETTE, it is probable that

[1] Preliminary.

the generally large increase in the number of employees reported at the first of April, as compared with the first of March, was exaggerated by the difference in coverage. It may also be that discrepancies due to the use of the new questionnaire continue to affect the index, despite the strenuous efforts made to eliminate this factor.

Employment increased in all provinces except New Brunswick at the beginning of May, the gains in Quebec and Ontario being on a particularly large scale. The loss in New Brunswick was mainly due to seasonal curtailment in logging camps.

Most of the industrial groups reported decided expansion. Manufacturing, with an increase of some 2½ p.c., showed a particularly important advance, which exceeded the average at May 1 in earlier years. The iron and steel industries again contributed largely to this gain; improvement on a large scale was also shown in chemical, food, clay, glass and stone, lumber, pulp and paper mills, while leather, textile, rubber, electrical apparatus, petroleum and many other industries showed smaller advances. The only exception to the generally favourable movement was the tobacco division, in which there was seasonal curtailment. The number of persons employed in manufacturing as a whole reached a new peak; the latest index stood at 162·3, as compared with 158·2 at April 1, and 125·7 at May 1, 1940, the previous maximum for that date. The May 1 index is calculated from returns furnished by 6,883 establishments employing some 843,500 men and women; this figure was decidedly higher than that of 822,200, which they reported for April 1, 1941.

The movement in logging was seasonally downward; the loss was much greater than usual, following a decline at April 1 that was below normal. Despite this unusually large falling-off, employment in bush work was more active than at May 1, 1940. Coal mining was seasonally slacker, while the extraction of metallic ores and of non-metallic mineral products afforded more employment. Communications also showed a falling-off. Among the other non-manufacturing industries, the movement was decidedly favourable. Services, trade, transportation and construction and maintenance reported important expansion. In most cases the gains were unusually large for the beginning of May.

INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1927.....	101·8	100·5	.....	.....	.....	100·6	104·5	99·0	.....	.....	.....	99·4
May 1, 1928.....	106·8	101·3	.....	.....	.....	103·0	110·1	108·5	.....	.....	.....	105·4
May 1, 1929.....	116·2	108·3	.....	.....	.....	107·3	123·8	119·7	.....	.....	.....	111·6
May 1, 1930.....	111·4	113·1	.....	.....	.....	106·1	115·7	109·2	.....	.....	.....	110·7
May 1, 1931.....	102·2	104·0	.....	.....	.....	102·3	103·8	100·0	.....	.....	.....	96·1
May 1, 1932.....	87·5	87·8	.....	.....	.....	86·0	89·5	87·6	.....	.....	.....	82·7
May 1, 1933.....	77·6	80·3	.....	.....	.....	75·4	79·5	79·2	.....	.....	.....	72·2
May 1, 1934.....	92·0	98·3	.....	.....	.....	85·5	98·5	85·4	.....	.....	.....	88·4
May 1, 1935.....	95·2	97·4	.....	.....	.....	89·7	101·7	87·9	.....	.....	.....	92·6
May 1, 1936.....	99·5	103·4	.....	.....	.....	96·4	103·4	92·7	.....	.....	.....	99·0
May 1, 1937.....	106·3	110·7	.....	.....	.....	105·2	111·2	93·2	.....	.....	.....	103·4
May 1, 1938.....	107·4	107·3	72·6	116·5	98·3	112·6	109·9	91·5	90·3	89·2	95·0	102·8
May 1, 1939.....	106·2	100·2	82·2	114·4	81·4	111·6	107·9	94·5	90·7	98·2	97·7	103·3
May 1, 1940.....	114·3	112·8	86·4	124·0	100·7	113·9	121·0	100·2	97·6	103·6	102·0	107·2
Jan. 1, 1941.....	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1.....	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1.....	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
April 1.....	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1.....	145·6	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
Relative weight of Employment by Provinces and Economic Areas as at May 1, 1941	100·0	7·0	0·1	4·3	2·6	29·3	43·7	11·6	5·5	2·3	3·8	8·4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

[1] The indexes for May 1, 1941, are subject to revision, the tabulation being incomplete at the time of going to press.

[2] Revised.

(2) Unemployment in Trade Unions at the Close of May, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

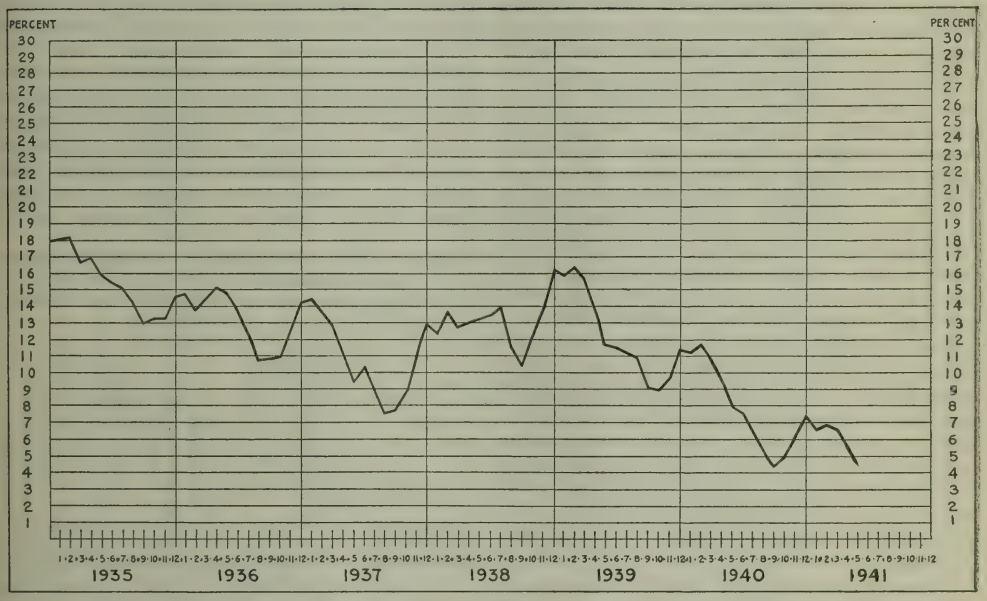
At the close of May, 1941, reports were tabulated from 2,009 labour organizations, whose total membership was 283,895, of whom 12,957 or a percentage of 4·6 were idle, in comparison with percentages of 5·5 at the end of April and 7·9 at the close of May, 1940. The May percentage was the lowest in trade union records for any corresponding month since May, 1929.

The advance shown in May over April was due principally to substantial expansion for building tradesmen and moderate increases for steam railway employees, gains which were more than sufficient to offset a slight decline in the manufacturing industries. Fractional increases occurred in Nova Scotia, Quebec and Alberta, and in Ontario, Saskatchewan and British Columbia there was heightened activity, although on a moderate scale, while slight declines were apparent in New Brunswick and Manitoba. In comparison with May, 1940, a large majority of the trades participated in the marked expansion observed in British Columbia. Employment likewise rose substantially in Manitoba and Alberta, and in Ontario, Quebec and Saskatchewan there were moderate gains. A major upward movement was indicated in New Brunswick and a fractional advance in Nova Scotia.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. Fractional employment advances over the preceding month were disclosed in Montreal, Toronto, Regina and Vancouver, and in Halifax there was a minor gain. A tendency toward reduced activity was observed in Winnipeg, and in Edmonton and Saint John there were rather noteworthy recessions. In contrast with May, 1940, marked expansion was observed in Vancouver and Halifax, and in Toronto and Winnipeg, also, there were substantial increases. Advances of somewhat lesser degree occurred in Montreal and Regina, while in Saint John there was a minor contraction. A fractional decline only was apparent in Edmonton.

From the chart which accompanies this article and shows the trend of unemployment from January, 1935, to date, it will be seen that the curve during May declined slightly thus indicating a nominal employment advance over April. The level of the curve rested substantially below the point indicated for the corresponding month of 1940, thus disclosing considerable employment expansion.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



Reports were tabulated from 617 organizations in the manufacturing industries, whose combined membership totalled 118,637 persons, of whom 3,731 were idle, a percentage of 3·1, contrasted with percentages of 2·7 at the close of April and 6·8 at the end of May, a year ago. A slightly higher employment level than that reported in the preceding month was observed among bakers and confectioners, fur workers, and mine, mill and smeltermen. Fractional increases were noted by papermakers, printing pressmen, leather workers, iron and steel tradesmen, metal polishers and jewellery workers, while among rubber and clay, glass and stone workers the percentage of unemployment remained unchanged. As in the previous month, cigar and tobacco, electric current employees, tailors and gas workers were reported as fully engaged. Fractional recessions occurred among soft drink workers, woodworkers, textile and carpet workers and butchers, meat and fish packers, and slight contractions were reflected among hat, cap and glove workers and general labourers. Fairly large seasonal decreases were reported by garment workers. A large majority of the trades participated in the appreciable expansion over May, 1940, when 6·8 per cent of the total membership in the manufacturing industries was unemployed. There were pronounced gains among leather workers, while hat, cap and glove workers, iron and steel tradesmen and garment workers, likewise, attained much higher levels. From the percentage viewpoint, clay, glass and stone, rubber workers, and butchers, meat and fish packers were much better employed, but as their memberships are comparatively small, these changes had but little effect on the manufacturing industries as a whole. There was a fractional decline among textile and carpet workers, the only group in this comparison to reflect contractions.

Returns were received from 53 unions of coal miners, whose combined membership was 21,319 persons, of these 1,864 or a percentage of 8·8 were idle, in contrast with percentages of 10·4 in April and 11·2 at the close of May, 1940. In comparison with April there was a marked advance in British Columbia, while in Nova Scotia there was a slight increase in activity, a fractional gain only being noted in Alberta. In New Brunswick the membership was reported fully engaged. Compared with reports tabulated at the close of May a year ago, Alberta members were much better employed and moderately higher employment levels were observed in New Brunswick and British Columbia. Fractional recessions only occurred in Nova Scotia.

In the building and construction trades, returns were tabulated from 228 organizations with a combined membership of 33,136 persons, of whom 3,325 or a percentage of 10·0 were idle, in comparison with percentages of 15·2 at the end of April, and 19·9 at the close of May, 1940. There was marked expansion among carpenters and joiners, while from the percentage viewpoint, although involving comparatively few members, tile layers, lathers and roofers and steam shovel men were much better employed. Slight advances were observed among bridge and structural iron workers and painters, decorators and paperhangers; plumbers and steamfitters reported fractional gains only. The percentage of idleness among electrical workers remained identical with that reported at the close of April. On the other hand, noteworthy recessions occurred for bricklayers, masons and plasterers, and minor contractions prevailed for granite and stonecutters, while fractional declines were indicated by hod carriers and building labourers. Every trade was included in the substantial expansion over May, 1940, when 19·9 per cent of the entire building and construction group membership was idle. Bricklayers, masons and plasterers, carpenters and joiners, electrical workers, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and building labourers attained much higher employment levels, while from the percentage viewpoint, although involving comparatively few members, steam

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
May 1930.....	4·1	2·2	14·8	7·7	9·0	7·9	16·5	10·6	10·3
May 1931.....	6·4	10·3	20·5	15·6	13·0	12·8	22·0	14·2	16·2
May 1932.....	8·5	14·2	26·3	23·6	21·0	14·0	26·5	20·4	22·1
May 1933.....	26·6	14·2	25·0	24·9	21·0	17·9	25·9	19·5	23·8
May 1934.....	11·8	8·1	23·6	15·9	17·8	14·2	24·3	18·4	18·5
May 1935.....	5·9	8·4	22·2	12·9	14·1	10·2	21·8	17·2	15·9
May 1936.....	7·4	8·7	19·6	15·0	9·9	7·7	15·7	11·6	14·8
May 1937.....	8·4	5·0	14·1	8·2	7·0	8·0	15·8	5·8	9·5
May 1938.....	3·8	10·5	17·0	12·4	9·4	10·3	18·1	13·8	13·2
May 1939.....	6·3	14·1	13·5	11·0	10·0	7·5	18·3	10·0	11·7
May 1940.....	3·2	4·1	10·0	5·1	9·7	5·5	16·1	9·3	7·9
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	7·6
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	6·9
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	6·6
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	5·5
May 1941.....	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	4·6

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
May, 1930	1·3	12·7	9·2	12·4	3·0	4·8	9·4	3·1	....	18·8	41·1	27·8	44·5	11·3	25·0	6·1	11·4	30·5	0	21·9	23·3	6·1	17·7	6·8	7·7	1·4	1·5	0	0	3·8	·7	7·8	10·3
May, 1931	1·1	31·8	12·8	17·9	5·7	12·5	25·2	7·4	....	31·7	47·3	8·7	52·5	7·4	12·0	10·7	6·9	20·6	0	32·0	37·7	9·2	23·5	10·3	1·1	7·1	7·2	0	4·9	8·8	2·1	16·8	16·2
May, 1932	0	26·7	14·3	24·2	12·8	12·6	12·4	12·7	....	36·7	29·8	25·1	30·2	27·4	25·3	26·0	22·2	36·2	0	63·4	57·2	12·5	41·5	13·7	1·5	15·8	16·0	0	2·3	13·8	9·5	20·5	22·1
May, 1933	2·1	31·5	21·5	28·5	16·8	17·0	23·0	14·5	0	32·4	24·4	23·2	25·0	10·0	25·1	35·4	26·7	20·9	0	66·4	65·6	12·2	29·4	14·0	·9	13·2	13·5	0	·6	11·7	5·2	21·6	23·8
May, 1934	4·3	6·1	21·1	15·6	9·5	7·2	2·8	10·3	0	18·4	9·0	23·5	8·8	1·3	11·1	19·2	33·3	6·9	0	59·3	63·7	9·9	37·6	9·9	·9	11·9	12·1	4·3	6·6	6·3	1·8	14·7	18·5
May, 1935	3·4	9·2	15·7	15·9	11·6	8·9	8·6	9·1	0	7·6	20·2	19·7	21·0	9·7	16·3	15·6	15·9	50·6	0	44·9	45·5	9·0	42·9	9·2	·8	10·9	11·1	0	13·3	6·6	1·9	15·1	15·9
May, 1936	·8	8·4	18·1	15·5	10·8	5·8	3·0	8·2	0	18·1	31·2	4·9	33·9	43·7	21·1	11·4	12·5	11·5	0	33·8	40·5	7·1	32·1	7·7	·9	10·2	10·5	0	5·1	5·3	2·3	9·5	14·8
May, 1937	·3	1·5	15·5	8·2	5·7	5·7	5·2	6·2	0	4·3	10·1	·4	12·2	9·9	17·0	5·3	4·8	61·0	0	36·9	26·4	5·7	32·9	5·4	·4	8·6	8·8	0	0	4·0	·6	7·7	9·5
Nay, 1938	·8	4·9	13·3	15·8	6·0	7·0	8·5	5·1	....	30·0	25·9	3·4	31·9	25·4	22·3	13·7	3·5	48·5	·4	30·2	30·9	7·9	24·8	8·8	·4	8·1	8·4	0	0	4·0	·5	7·5	13·2
May, 1939	4·0	9·0	15·3	11·6	5·4	7·7	8·6	6·3	5·3	8·9	6·2	12·9	3·1	18·5	27·8	16·1	2·7	48·4	1·5	27·5	30·4	6·6	31·0	7·0	1·5	6·2	6·4	0	·2	4·0	1·1	6·7	11·7
May, 1940	19·5	14·6	13·5	6·8	2·9	3·2	1·8	5·5	6·1	4·8	8·0	·8	9·2	12·5	19·1	5·7	·3	55·9	0	24·0	19·9	4·7	19·4	5·4	·4	6·2	6·3	0	0	2·8	1·6	3·9	7·9
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	·0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	·0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5
May, 1941	12·5	3·8	11·5	3·1	1·1	1·3	·5	2·9	0	1·4	4·7	1·7	6·2	1·4	8·0	2·0	·1	·7	0	18·9	10·0	2·6	20·3	2·1	·1	4·3	4·4	0	0	2·5	·6	4·1	4·6

shovel and dredgemen, bridge and structural iron workers and tile layers, lathers and roofers disclosed decided improvement.

Reports tabulated from 830 unions in the transportation industries indicated a total membership of 72,303 persons, of whom 1,890 were idle, a percentage of 2·6 contrasted with percentages of 3·6 at the end of April and 4·7 at the close of May a year ago. A slight increase was noted for navigation workers and also among steam railway employees, whose returns constitute over 77 per cent of the entire group membership. The percentage of idleness among teamsters and chauffeurs and street and electric railway employees remained unchanged. In contrast with the reports tabulated in the transportation industries at the close of May a year ago, when 4·7 per cent of the group membership was idle, gains of noteworthy proportions were reported by steam railway employees, and slightly higher levels were observed among teamsters and chauffeurs, while a fractional advance only was shown by street and electric railway employees; on the other hand among navigation workers there was a fractional employment decline.

Returns received from 6 unions of retail shop clerks showed a total membership of 2,085 persons. These, as in the preceding month, and in May a year ago, were reported as fully engaged.

Reports were tabulated from 88 unions of civic employees whose combined membership was 9,682 persons, of whom 59, or a percentage of 0·6 were idle, in contrast with 3·4 per cent in April and 1·6 per cent at the end of May, a year ago.

In the miscellaneous group of trades there were 147 returns tabulated. These organizations had a combined membership of 11,249 persons. Of these, 460, or a percentage of 4·1 were idle, in contrast with 4·6 in April and 3·9 at the end of May a year ago. Slightly higher employment levels were observed among theatre and stage employees and stationary engineers and firemen; among barbers there was a fractional increase only. On the other hand, a slight decline occurred for hotel and restaurant employees, and among unclassified workers. In comparison with May, 1940, when 3·9 per cent of the membership in the miscellaneous group of trades was unemployed, small increases were noted by theatre and stage employees, barbers and stationary engineers and firemen. In contrast with this, minor contractions were reflected by hotel and restaurant employees and unclassified workers.

Reports were tabulated from 4 organizations of fishermen. These groups combined a membership of 2,440 persons, of whom 305, or a percentage of 12·5 were idle in contrast with 14·0 per cent in April, and 19·5 per cent at the close of May, 1940.

Returns received from 5 unions of lumber workers and loggers indicated a total membership of 3,143 persons. Of these 121, or a percentage of 3·8 were idle, in contrast with percentages of 7·4 at the end of April and 14·6 at the close of May, a year ago,

Table I shows by Provinces the percentages of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for May of each year from 1930 to 1939, inclusive, and for each month from May, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for May, 1941

During the month of May, 1941, reports received from the offices of the Employment Service of Canada showed a decline of nearly 4 per cent in the average daily placements, when compared with those of the preceding month, but a gain of almost 21 per cent in comparison with the work effected during the corresponding period a year ago. While the daily average was somewhat less than in April, the total number of placements transacted during May was higher, due to the fact that there were more working days in the period under review. All groups, except farming and construction and maintenance, showed gains under both comparisons, the declines noted however in the two foregoing industries being much smaller in comparison with May, 1940, than with April, 1941. Logging and services showed substantial gains in placements over those of the previous month, supplemented by more moderate increases in transportation and manufacturing. In comparison with May a year ago, services, manufacturing and transportation reported noteworthy expansion, with trade and logging also showing moderate increases. Gains in the remaining groups under both comparisons were nominal only.

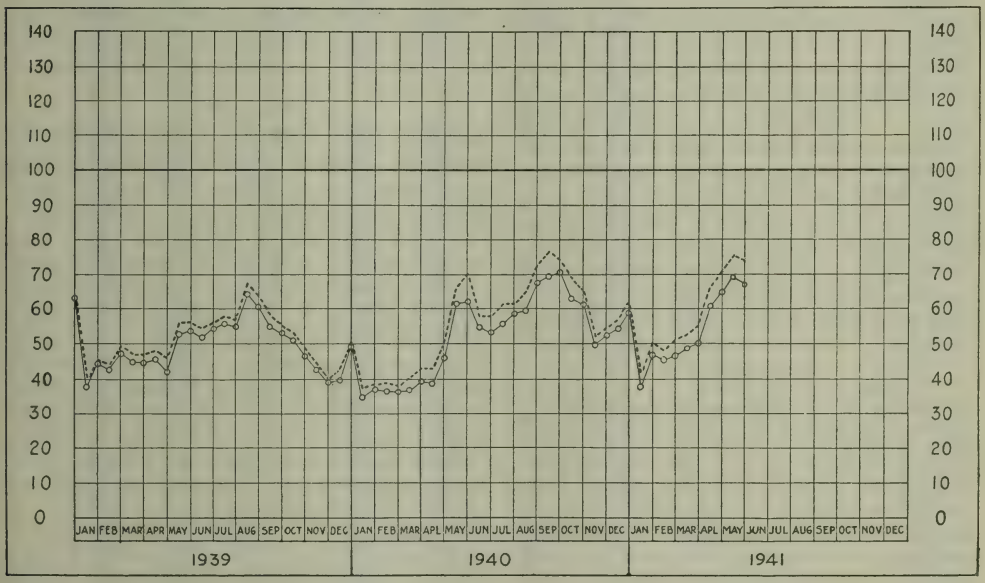
The accompanying chart shows the trend of employment from January, 1939, to date, as reported by the ratio of vacancies offered and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, computations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications followed an upward trend during the first half of May, but showed a drop of about one point during the latter half; nevertheless both curves were 4 points and 6 points higher, respectively, than those reached at the close of the corresponding period

a year ago. The ratio of vacancies to each 100 applications was 75·5 during the first half and 74·2 during the second half of May, 1941, in contrast with the ratios of 65·8 and 70·3 during the corresponding month of 1940. The ratios of placements to each 100 applications during the month under review were 69·0 and 68·0, as compared with 61·4 and 61·9 during May a year ago.

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during May, 1941, was 2,115, as compared with 2,195 in the preceding month and with 1,780 in May, 1940.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



The average number of applications for employment received daily by the offices during the month under review was 2,826, in comparison with 3,200 in April and with 2,608 in May last year.

The average number of placements made daily by the offices of the Service during May, 1941, was 1,937, of which 1,125 were in regular employment and 812 in work of one week's duration or less, as compared with a total daily average of 2,008 in the previous month. Placements during May a year ago averaged 1,608 daily, consisting of 1,018 placements in regular and 590 in casual employment.

During the month of May, 1941, the offices of the Service referred 51,576 persons to vacancies and effected a total of 50,337 placements. Of these, the placements in regular employment were 29,243, of which 24,156 were of men and 5,087 of women, while placements in casual work numbered 21,094. The number of vacancies reported by employers was 34,660 for men and 20,322 for women, a total of 54,982, with applications for work numbering 73,458, of which 50,648 were from men and 22,810 from women. Reports for April, 1941, showed 52,665 positions available, 76,795 applications made and 48,177 placements effected, while in May, 1940, there were recorded 46,274 vacancies, 67,801 applications for work and 41,800 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931, to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (5 months)	123,520	76,994	200,514

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF MAY, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**3,039**	**136**	**3,077**	**2,938**	**1,149**	**1,789**	**2,108**	**1,178**
Halifax	1,388	134	1,371	1,285	378	907	307	581
Kentville	413	0	426	413	173	240	881	213
New Glasgow	765	2	807	767	485	282	352	205
Sydney	473	0	473	473	113	360	568	179
New Brunswick	**1,716**	**88**	**1,646**	**1,614**	**495**	**1,119**	**816**	**306**
Chatham	344	0	362	344	325	19	109	2
Moncton	655	82	569	553	55	498	99	174
Saint John	717	6	715	717	115	602	608	130
Quebec	**18,464**	**4,013**	**25,443**	**16,389**	**9,403**	**5,832**	**12,452**	**6,395**
Chicoutimi	647	42	1,118	620	603	9	259	672
Hull	676	17	1,259	870	743	133	350	465
La Tuque	971	217	1,033	1,004	864	139	62	298
Levis	125	17	943	126	119	0	1,152	.....
Matane	1,150	406	994	914	813	97	360	1,177
Montreal	8,989	2,303	10,593	7,418	3,266	3,297	3,169	1,385
Quebec	2,153	638	5,372	1,747	1,043	594	5,553	455
Rouyn	399	1	465	407	320	80	111	553
Sherbrooke	428	69	507	399	219	119	134	321
Thetford Mines	213	35	444	252	167	35	326	126
Three Rivers	2,265	229	2,288	2,203	844	1,309	721	694
Val d'Or	448	39	517	429	402	20	255	249
Ontario	**20,497**	**1,196**	**26,971**	**19,350**	**11,547**	**7,767**	**15,993**	**12,319**
Barrie	333	0	310	330	316	14	21	1,598
Belleville	420	0	547	421	266	155	187	174
Brantford	257	33	278	252	139	113	387	213
Chatham	280	3	375	311	132	179	284	35
Fort William	1,057	0	1,017	1,014	741	273	129	810
Galt	271	93	216	184	156	28	93	113
Guelph	270	32	371	274	218	46	242	124
Hamilton	1,811	168	2,875	1,914	953	962	2,640	600
Kenora	94	1	172	130	76	54	63	140
Kingston	324	15	400	312	260	52	351	170
Kitchener	366	2	500	371	209	162	175	115
Lindsay	109	0	144	109	104	5	367	.....
London	822	109	953	800	403	381	577	404
New Toronto	425	9	477	290	220	71	181	228
Niagara Falls	378	63	374	335	250	77	239	320
North Bay	261	22	316	244	156	88	398	507
Oshawa	825	0	833	809	318	491	542	119
Ottawa	1,541	236	1,896	1,305	485	817	1,103	664
Owen Sound	292	10	304	307	154	153	107	70
Pembroke	351	39	658	268	180	88	156	329
Peterborough	265	9	370	269	198	71	439	153
Port Arthur	1,919	0	1,348	1,397	1,320	77	202	1,624
St. Catharines	741	98	773	634	363	271	469	427
St. Thomas	241	2	291	243	162	81	148	204
Sarnia	277	20	359	277	91	185	545	97
Sault Ste. Marie	464	96	540	391	129	261	84	61
Simcoe	178	0	219	178	87	91	30	66
Stratford	121	0	220	127	93	34	443	81
Sudbury	325	6	447	336	207	129	47	189
Timmins	500	0	688	472	305	167	214	219
Toronto	3,837	19	7,236	3,941	2,324	1,618	3,874	1,843
Welland	106	37	273	90	73	17	112	95
Windsor	752	60	804	727	268	459	893	376
Woodstock	284	14	387	288	191	97	251	151
Manitoba	**2,777**	**51**	**4,541**	**3,183**	**1,996**	**1,186**	**12,809**	**1,720**
Brandon	274	51	268	243	199	44	346	431
Dauphin	148	0	212	194	163	31	436	112
Portage la Prairie	110	0	111	110	106	4	496	61
Winnipeg	2,245	0	3,950	2,636	1,528	1,107	11,531	1,116
Saskatchewan	**2,010**	**262**	**2,270**	**1,871**	**1,049**	**822**	**1,873**	**972**
Estevan	74	12	76	74	73	1	89	57
Moose Jaw	445	52	404	409	218	191	343	215
North Battleford	43	20	43	32	10	22	61	18
Prince Albert	180	39	206	140	81	59	163	55
Regina	471	39	571	467	249	218	554	196
Saskatoon	349	29	501	320	187	133	494	183
Swift Current	100	38	129	102	71	31	147	56
Weyburn	164	15	154	153	104	49	5	129
Yorkton	184	18	186	174	56	118	17	63
Alberta	**2,608**	**222**	**3,285**	**2,405**	**1,902**	**503**	**2,617**	**1,955**
Calgary	1,018	116	1,525	856	611	245	900	628
Drumheller	17	0	45	13	13	0	58	124
Edmonton	951	43	1,148	914	734	180	1,118	879
Lethbridge	476	49	354	430	396	34	228	185
Medicine Hat	199	14	213	192	148	44	313	139
British Columbia	**3,818**	**65**	**6,225**	**3,826**	**1,702**	**2,076**	**8,059**	**1,613**
Kamloops	101	1	121	95	88	7	110	89
Nanaimo	100	3	266	92	80	12	531	497
Nelson	186	0	191	186	30	156	8	18
New Westminster	192	3	272	189	103	86	698	95
Penticton	142	8	186	141	85	56	93	44
Prince George	3	3	52	5	6	0	116	1
Prince Rupert	144	0	167	139	109	30	64	77
Vancouver	1,567	43	2,941	1,611	451	1,112	5,206	890
Victoria	1,383	4	2,029	1,367	750	617	1,233	402
Canada	**54,982**	**6,033**	**73,458**	**51,576**	**29,243**	**21,094**	**56,727**	**26,458**
Men	34,660	1,708	50,648	34,001	24,156	9,775	42,065	21,171
Women	20,322	4,325	22,810	17,575	5,087	11,319	14,662	5,287

New Brunswick

Orders received at employment offices in New Brunswick during May called for over 29 per cent more workers than in the preceding month and 7 per cent more than during the corresponding month last year. There was an increase of over 29 per cent in placements when compared with April and of over 1 per cent in comparison with May, 1940. Although the increase in placements over May a year ago was small, there were moderate changes in industrial groups, gains being reported in services, trade and transportation, and losses in construction and maintenance and logging. The changes in all other groups were quite small. Industrial divisions in which most of the placements were effected during the month were manufacturing 27; construction and maintenance 409; trade 46 and services 1,104, of which 726 were of household workers. Placements in regular employment numbered 444 of men and 51 of women.

Nova Scotia

During the month of May, 1941, positions offered through employment offices in Nova Scotia called for nearly 21 per cent more workers than in the preceding month and over 17 per cent more than during the corresponding month of last year. There was an increase also in placements of nearly 21 per cent when compared with April and of over 15 per cent in comparison with May, 1940. The gain over May of last year was largely due to an increase in services, although placements were also higher in manufacturing, transportation and trade. These advances were partly offset by a fairly large decline in construction and maintenance and minor losses in logging and mining. Placements by industrial divisions included manufacturing 128; logging 41; farming 37; transportation 106; construction and maintenance 853; trade 84 and services 1,683, of which 1,217 were of household workers. During the month 1,022 men and 127 women were placed in regular employment.

Quebec

There was an increase of over 8 per cent in the number of positions offered through employment offices in the Province of Quebec during May when compared with the preceding month, but a gain of nearly 59 per cent in comparison with the corresponding month of last year. Placements were nearly 10 per cent fewer than in April, but over 71 per cent higher than in May, 1940. With the exception of minor declines in mining and farming, all industrial divisions showed gains in placements over May of last year, the most important increases being in services, construction and maintenance, transportation, logging and manufacturing. Placements by industrial divisions included manufacturing, 1,043; logging 2,141; farming 163; transportation 1,337; construction and maintenance 3,763; trade 201 and services 6,558, of which 5,317 were of household workers. During the month 7,421 men and 1,982 women were placed in regular employment.

Ontario

Opportunities for employment, as indicated by orders received at employment offices in Ontario during May, were nearly 17 per cent better than in the preceding month and nearly 1 per cent above the corresponding month a year ago. There was an increase in placements of over 16 per cent when compared with April and nearly 3 per cent in comparison with May, 1940. Placements in manufacturing and services were considerably higher than during May of last year and there were fair gains also in transportation, trade and mining. These increases were partly offset by a substantial decline in construction and maintenance and fairly large decreases in logging and farming. Placements by industrial divisions included manufacturing, 3,093; logging 1,733; farming 745; mining 154; transportation 546; construction and maintenance 5,323; trade 646 and services 7,041, of which 3,617 were of household workers. There were 10,036 men and 1,511 women placed in regular employment.

Manitoba

Employment opportunities, as indicated by orders received at employment offices in Manitoba during May, were over 5 per cent better than in the preceding month and nearly 16 per cent above the corresponding month of last year. There was an increase also in placements of nearly 18 per cent when compared with April and of nearly 27 per cent in comparison with the corresponding month of 1940. Except for a moderate decline in construction and maintenance, all industrial divisions showed gains in placements over May of last year, the largest increases being in services and logging. Fair advances were also reported in manufacturing, farming and mining. Industrial divisions in which most of the placements were effected during the month were manufacturing 169; logging 443; farming 364; construction and maintenance 559 and services 1,536, of which 952 were of household workers. Placements in regular employment numbered 1,678 of men and 318 of women.

Saskatchewan

During May, orders received at employment offices in Saskatchewan called for over 1 per

cent more workers than in the preceding month, but over 9 per cent more than during the corresponding month of last year. There was a decrease of nearly 2 per cent in placements when compared with April, but an increase of over 5 per cent in comparison with May, 1940. Gains in placements over May a year ago were reported in services, manufacturing and construction and maintenance, but these increases were partly offset by declines in logging and farming. The changes in all other groups were small. Placements by industrial divisions included manufacturing 134; farming 349; construction and maintenance 255; and services 1,022, of which 600 were of household workers. There were 715 men and 334 women placed in regular employment.

ALBERTA

Employment offices in Alberta during May received orders for nearly 17 per cent fewer workers than in the preceding month, but over 1 per cent more than during the corresponding month of last year. There was a decrease in placements of nearly 20 per cent when compared with April, but a nominal decline only in comparison with May, 1940. A large decrease in farm placements and a moderate reduction in transportation accounted for the decline from May a year ago, as all other groups showed improvement. The most important increases were in construction and maintenance, services, manufacturing and logging. Placements by industrial divisions included manufacturing 165; logging 89; farming 649; transportation 70; construction and maintenance 502, and services 867, of which 462 were of household workers. During the month 1,597 men and 305 women were placed in regular employment.

BRITISH COLUMBIA

The demand for workers, as indicated by orders received at employment offices in British Columbia during May, was 13 per cent better than in the preceding month and nearly 18 per cent above the corresponding month of last year. Slightly smaller percentages of gain were reported in placements under both comparisons. The substantial increase in placements over May, 1940, was due to large gains in manufacturing and services. These advances, however, were partly offset by a noteworthy decline in construction and maintenance. Small changes only were reported in all other groups, the most important of which were in transportation and farming. Placements by industrial divisions included manufacturing 763; farming 218; transportation 81; construction and maintenance 1,160; trade 92, and services 1,398, of which 870 were of household workers. Placements in regular employment numbered 1,243 of men and 459 of women.

Movement of Labour

During the month of May, 1941, the offices of the Employment Service of Canada effected 29,243 placements in regular employment, 12,840 of which were of persons for whom the employment located was outside the immediate district of the offices at which they were registered. Of the latter, 1,787 were granted the Employment Service reduced transportation rate, 1,388 travelling to points within the same province as the despatching office and 399 to other provinces. The reduced transportation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may desire to travel to distant employment for which no workers are available locally.

Quebec transfers at the reduced rate during May were largely of bushmen transferred from Hull, 16 of whom went to Pembroke and 54 to Port Arthur. Only 2 provincial certificates were issued and these were for plumbers going from Quebec to Chicoutimi. Certificates secured at Ontario offices numbered 1,231, all but one being provincial. Of these, 899 were granted at the Port Arthur office to 602 bushmen, 40 cookees, 17 cooks, 5 clerks, 5 drillers, 2 blacksmiths, 2 carpenters, 2 saw mill workers, one mine foreman, one line man, 222 labourers for Hydro Electric and road construction, travelling to employment in various centres within the Port Arthur jurisdiction. From Fort William to points in adjoining districts proceeded 208 bushmen, 8 cooks, 10 cookees, one fisherman, one fireman, one clerk, one foreman and 21 labourers for road construction and from Sudbury, 41 bushmen, 3 cookees and 2 cooks were bound for localities within the zone covered by that office. In addition, Sudbury was the destination of 5 mill hands and one cookee journeying from North Bay and of one fireman sent from Pembroke. Of the workers transferred outside its own territory by the Sudbury office, 21 bushmen and one cook were sent to Port Arthur and 2 cooks to Sault Ste. Marie. From North Bay one clerk, one cook and one cookee proceeded to Timmins. The only interprovincial certificate issued was for a boilermaker travelling from Toronto to Halifax. In Manitoba, Winnipeg was instrumental in the despatch of 335 persons at the reduced rate, 8 of whom—6 farm hands and 2 cookees—were sent to points within the Winnipeg zone

and 327 to other provinces. Of the latter, 319 were despatched to Port Arthur; these consisted of 255 bushmen, 25 cooks, 11 cookees, 6 miners, 6 carpenters, 2 cement finishers, one painter, one teamster, and one garage mechanic and 11 labourers. The remaining workers, 5 bricklayers, one carpenter, one cement finisher and one farm hand journeyed to Yorkton, Saskatchewan. Alberta offices effected 145 transfers, 144 provincial and one interprovincial. To points within its respective zone, Calgary sent one farm hand and Edmonton 45 bushmen, 23 fishermen, 6 cooks, 3 cookees, 10 hotel employees, 6 miners, 2 millwrights, 3 clerks, 4 town domestics, 2 farm hands, one engineer, one deck hand, one machinist, one carpenter and 31 labourers. Edmonton also received one cook from Lethbridge and Drumheller 3 farm hands from Calgary. The one interprovincial transfer was for a bolter-up going from Lethbridge to a ship building firm in Victoria. In British Columbia, 4 persons took advantage of the Employment Service reduced transportation rate, one carpenter and one sawyer being sent from Prince George to points in adjoining territory and 2 hotel workers from Vancouver to centres within the Vancouver district.

Of the 1,787 workers who travelled at the Employment Service reduced transportation rate during May, 906 were carried by the Canadian National Railways, 875 by the Canadian Pacific Railway, 3 by the Temiskaming and Northern Ontario Railway, 2 by the Pacific Great Eastern Railway and one by the Northern Alberta Railway.

(4) Building Permits Issued in Canada During May, 1941

The May report of building permits compiled by the Dominion Bureau of Statistics includes returns from 175 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 170 reported detailed operations. The remaining 5 advised that no permits had been issued during the month of May while 29 municipalities had failed to report at the close of June 12.

The total value of permits reported as issued in the month of May is $16,572,356. Revised values for the month of April include returns from 202 municipalities and aggregate $15,901,543. Reports were received from 57 of the original 58 municipalities and show a value of $12,683,624 for May. The corresponding revised value for April includes 58 returns and is $12,552,258, while the May 1940 value was $10,085,971.

The total value of permits issued by all municipalities during the five elapsed months of the current year is $51,370,878. The value of the 58 municipalities for the same period is $39,972,042, while their corresponding value in 1940 was $27,214,302.

During the month of May new construction of all types amounted to 81·0 per cent of the total value, while the percentage of new residential construction was 48·4.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, MAY, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	16,572,356	4,325	474,282	165,010	4,773,756
New construction	13,423,804	650	339,700	117,800	3,899,285
Additions, alterations, repairs	3,148,552	3,675	134,582	47,210	874,471
Residential	9,217,848	3,575	259,117	108,910	2,269,603
New construction	8,010,835	500	218,000	71,650	1,950,860
Additions, alterations, repairs	1,207,013	3,075	41,117	37,260	318,743
Institutional	650,927	.....	.....	450	428,000
New construction	617,435	.....	.....	.....	415,000
Additions, alterations, repairs	33,492	.....	.....	450	13,000
Commercial	3,382,210	750	73,765	49,150	460,265
New construction	2,579,039	150	32,000	43,150	226,950
Additions, alterations, repairs	803,171	600	41,765	6,000	233,315
Industrial	3,172,852	.....	141,400	6,500	1,532,100
New construction	2,154,775	.....	89,700	3,000	1,263,200
Additions, alterations, repairs	1,018,077	.....	51,700	3,500	268,900
Other Building	148,519	.....	.....	.....	83,788
New construction	61,720	.....	.....	.....	43,275
Additions, alterations, repairs	86,799	.....	.....	.....	40,513

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, MAY, 1941.—*Concluded.*

Classification of Permits	Provinces (Cont.)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	7,744,113	833,848	305,991	535,336	1,735,695
New construction	6,259,817	658,960	236,795	400,351	1,510,446
Additions, alterations, repairs	1,484,296	174,888	69,196	134,985	225,249
Residential	4,354,838	705,445	154,161	397,718	964,481
New construction	3,819,459	616,045	110,505	321,715	902,101
Additions, alterations, repairs	535,379	89,400	43,656	76,003	62,380
Institutional	120,991	.....	90,900	8,800	1,786
New construction	111,535	.....	90,900	.....	.....
Additions, alterations, repairs	9,456	.....	.....	8,800	1,786
Commercial	2,253,813	93,813	57,550	113,691	279,413
New construction	1,954,607	40,825	32,150	70,622	178,585
Additions, alterations, repairs	299,206	52,988	25,400	43,069	100,828
Industrial	978,552	32,500	2,350	7,700	471,750
New construction	369,225	.....	2,350	2,200	425,100
Additions, alterations, repairs	609,327	32,500	.....	5,500	46,650
Other Building	35,919	2,090	1,030	7,427	18,265
New construction	4,991	2,090	890	5,814	4,660
Additions, alterations, repairs	30,928	.....	140	1,613	13,605

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941. (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	May	First 5 months	First 5 months	First 5 months		May	First 5 months	First 5 months	First 5 months
1941	16,572,356	51,370 878	(1) 66·6	(2)	1933	2,065,372	6,726,695	11·2	75·2
1940	13,847,046	37,614,530	(1) 62·6	94·7	1932	5,488,845	19,312,720	32·1	78·8
1939	6,722,431	19,676,036	32·8	87·5	1931	12,115,291	50,356,550	83·9	83·6
1938	6,599,318	19,275,095	32·3	90·7	1930	20,321,160	66,792,498	111·2	95·7
1937	5,416,299	22,050,984	36·7	95·1	1929	24,185,738	96,792,675	161·2	99·4
1936	4,836,358	13,666,195	22·8	84·3	1928	27,515,522	79,285,027	132·0	95·8
1935	4,728,340	19,535,656	32·5	81·2	1927	20,138,657	62,479,480	104·1	96·1
1934	3,019,761	7,999,917	13·3	82·5	1926	18,504,296	60,042,369	100·0	101·3

(1) Figures based on values reported by the original 58 municipalities.
(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN MAY, 1941, AND IN MAY, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—	
	May, 1941	May, 1940
	$	$
Prince Edward Island—		
Charlottetown	4,325	12,650
Nova Scotia—		
*Halifax	197,041	105,982
New Glasgow	9,993	1,470
*Sydney	111,050	241,572
New Brunswick—		
Fredericton	1,980	233,730
*Moncton	98,575	31,323
*Saint John	48,905	44,654
Quebec—		
* Montreal (*Maisonneuve)	2,445,180	1,550,867
*Quebec	451,231	126,500
Shawinigan Falls	178,520	137,635
*Sherbrooke	266,400	90,250
*Trois-Rivieres	57,935	53,630
*Westmount	5,575	38,513
Ontario—		
Belleville	10,200	22,325
*Brantford	25,942	18,149
Chatham	53,576	49,773
*Fort William	292,145	162,278
Galt	19,819	5,896
*Guelph	24,476	42,217
*Hamilton	516,723	348,218
*Kingston	210,321	90,120
*Kitchener	114,081	195,673
*London	86,280	176,230
Oshawa	89,685	32,400
*Ottawa	425,250	651,150
Owen Sound	38,845	13,720
*Peterborough	110,991	102,941
*Port Arthur	1,050,119	142,470
*St. Catharines	185,400	177,492
*St. Thomas	12,480	23,686
Ontario—Conc.		
Sarnia	21,724	89,389
Sault Ste. Marie	129,456	155,348
*Stratford	6,290	23,903
*Toronto	1,119,152	1,057,518
East York Twp	328,889	90,775
*Windsor	394,965	205,479
Riverside	25,275	21,725
Woodstock	37,703	24,072
York Twp	219,750	141,650
Manitoba—		
*Brandon	41,418	59,461
St. Boniface	122,915	65,400
*Winnipeg	609,150	490,450
Saskatchewan—		
*Moose Jaw	3,880	26,893
*Regina	95,566	71,815
*Saskatoon	18,750	34,885
Alberta—		
*Calgary	182,031	184,903
*Edmonton	256,290	664,010
Lethbridge	33,925	88,643
Medicine Hat	62,380	1,050
British Columbia—		
Kamloops	10,900	34,918
Nanaimo	8,625	115
*New Westminster	74,900	72,500
Prince Rupert	No report	5,335
*Vancouver	1,284,490	1,162,715
North Vancouver	34,595	31,840
Vernon	18,637	36,435
*Victoria	251,950	274,765
	(1)	
Total 58 Municipalities	12,683,624	10,085,971
Total 35 Municipalities	11,074,932	8,743,212

*Indicates a municipality whose records are available back to 1910.
(1) 57 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF JUNE, 1941

Reports of Superintendents of the Employment Service

THE employment situation at the end of June, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

In the Maritime Provinces farmers were busily engaged with growing crops which are making good progress, with plenty of moisture. Logging was quiet, with activity largely confined to pulpwood cutting and peeling. Heavy landings of cod, haddock and mackerel were reported, also a good salmon catch. Lobsters were scarce as the season closed. Coal miners in the New Glasgow area and in Cape Breton and vicinity operated from five to six days a week. Manufacturing establishments were operating on full time, with iron and steel industries working six double shifts in some departments. No new construction projects of importance were started but all work under way was progressing satisfactorily. Passenger traffic by rail increased in volume, and by bus and auto continued heavy. Freight traffic also was heavy, both by rail and water. Trade was good and collections fair. Numerous placements were made in domestic service, with the supply inadequate to meet fully the demand.

In the Province of Quebec field crops are seriously handicapped by lack of rain. Forest fires in the early part of the month had caused considerable damage and a large number of men had been required for fire fighting, which had resulted in a scarcity of lumbermen, and woods operations had suffered in consequence. Paper mills are working at capacity in the Chicoutimi district, and sash and door factories twenty-four hours a day at La Tuque. Iron and steel industries in Montreal and Sherbrooke have increased production and are very busy. At Hull manufacturing plants are steadily engaged on war contracts. Building is increasing in volume throughout the prov-

ince and is particularly active in Montreal where many permits have ben issued. Road work was employing large numbers of men in the Hull district and many residences are being built. Sufficient workers were available except in the more highly skilled trades. Transportation generally is active. The demand for household workers has greatly increased, but domestics are hard to obtain as they prefer employment in war industries.

In Ontario the demand for experienced farm hands to hire by the month was considerably in excess of the supply. The call for day workers, however, was for the greater part being met. Logging was seasonally slack although there was a fair demand in the Northern districts of the province. River driving had ceased, being due in some districts to low water. The heat wave had brought large numbers of men from pulpwood camps. Sawmills were very busy at North Bay. Miners were in demand in the Sudbury area, and orders were received for 300 miners, smeltermen and mill men. As the local supply was practically exhausted, some workers were transferred in from other districts to meet the demand. Most manufacturing plants continued to be very busy, and there was a heavy call for factory workers of all ages, employers showing a willingness to train inexperienced help now that the shortage of skilled workers is becoming more pronounced. Iron and steel industries in some instances have increased their staffs one hundred per cent over the same date of last year, but activity in the automobile industry at Windsor had been considerably curtailed and many employees laid off. Textile plants are working on full time. Building tradesmen in most districts are steadily employed as many houses are in the course of construction. Few large projects had been started but work was progressing favourably on all contracts under way. The Hydro Electric was employing many men on dam construction in the Pembroke zone and making good progress with the power plant at Burlington. Work on the Scenic Highway continues, but maintenance work only was being performed elsewhere. The railway companies were hiring a few extra gang labourers. Competent domestic help is very scarce as women workers are securing factory employment in large numbers. Many school girls are applying for employment, and several have been placed in domestic service in summer hotels and as fruit pickers.

Throughout the Prairie Provinces there was a considerable demand for farm labourers, but applicants were very scarce. In Saskatchewan hot, dry weather retarded growth, but in Alberta more favourable weather conditions proved beneficial to the crops. Placements in the logging industry were fairly numerous, with qualified applicants hard to find. An explosion occurred at the Western Crown Mine in the Drumheller district, which claimed four lives. In the Edmonton area mining was reported to be very quiet, but from Lethbridge and Medicine Hat better conditions were reported. In the construction industries an expansion in home building was noted; conditions in this respect showed substantial improvement over the same period in 1940. At Medicine Hat several large buildings were being erected, resulting in the employment of many carpenters and building tradesmen. Some orders were received for extra gang labourers for maintenance work in the Moose Jaw, Calgary and Medicine Hat areas. Manufacturing was stated to be fairly good in most lines. Work at one of the oil wells in the Taber district was resumed, and satisfactory progress is recorded in this industry. Trade was reported to be steady, with little change in payrolls, and in casual work an increase, both in demand and supply, was evident. Placements showed a decrease in the Women's Section, due to an insufficient number of applicants for domestic work, both in the city and country. The demand was good, but girls preferred to wait for factory work.

There was a heavy demand for farm hands in some parts of British Columbia; at Vancouver $3 per day and board was offered for haying, and no difficulty was experienced in filling such orders. Due to the holiday period there was some movement out of the lumber camps; a considerable quantity of lumber was shipped by rail, which relieved the congestion caused by lack of shipping. Conditions in this industry remain active, sawmills and shingle mills operating with full crews. Workers were taken on at the South Wellington Mine of the Canadian Collieries in the vicinity of Nanaimo. There was an ample supply of carpenters and other building tradesmen to meet all demands in the construction industries. At New Westminster many dwellings were being built, and at Victoria a considerable number of tradesmen were required for National Defence contracts. At Prince Rupert halibut landings were stated to be heavier, and prices were good. Trade was steady. Waterfront work at New Westminster was very quiet, but at Prince Rupert this work was brisk. Additional men were referred at Vancouver to local shipbuilding firms, while at Victoria there was an increase in the demand for skilled artisans. In the Women's Section a decided scarcity of experienced domestics continued to be felt, though an increase was seen in the number of school girls applying for employment for the holiday period. From some sections of the province girls were being sent out to pick fruit, but it was difficult to interest applicants in this line of work.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

MARCH-APRIL RECORD

THE British *Ministry of Labour Gazette* for May, 1941, summarizes the March-April employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at April 21 was 157,239, a decrease of 15,421 as compared with March 17. Of this total, 36,915 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 41,795; this was an increase of 119 as compared with March 17. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 15,515, a decrease of 1,485 as compared with March 17.

The corresponding figures for women and girls on the registers at April 21 were 161,533 wholly unemployed (of whom 3,797 had been classified by interviewing panels as unsuitable for normal full-time employment), 33,578 temporarily stopped, and 851 unemployed casual workers. As compared with March 17, the numbers wholly unemployed showed a decrease of 30,115 and those temporarily stopped a decrease of 437, and unemployed casual workers a decrease of 68.

The number of applicants for unemployment benefit or allowances on the registers at April 21 was 305,061, as compared with 351,783 at March 17, and 829,993 at April 15, 1940.

United States

Total civil nonagricultural employment in the United States expanded sharply in May to reach a new all-time peak of 38,278,000, according to a press release issued by the Secretary of Labor, Miss Frances Perkins, on June 27. This total represents a gain of more than 600,000 workers over the April total and a rise of 3,115,000 workers since May, 1940.

A major part of the gain in civil employment over the month resulted from the resumption of operations in the bituminous coal industry following shutdowns in April pending wage negotiations. Manufacturing employment also expanded substantially and the only major classifications to show decreases over the month were construction and trade. The decline in employment in trade resulted from the reduction in the temporary labor force employed to handle Easter business. The decrease in construction employment resulting from completion of many new army cantonments more than offset increases in other types of building construction.

All major groups showed substantial employment gains over May, 1940. Manufacturing employment showed an increase of 1,756,000 wage earners. Construction employment rose 499,000; trade showed a rise of 222,000 workers. Federal, State, and local Government services employed 301,000 more workers than at this time last year.

These estimates do not include persons employed on W.P.A. or N.Y.A. projects, or enrollees in C.C.C. camps. Neither do they include the armed forces of the Nation in which there has been an increase of nearly 1,200,000 since last May.

Factory employment again advanced contra-seasonally in May with a gain of 1·6 per cent (162,000 wage earners) and weekly factory pay rolls showed a larger than seasonal increase of 5·3 per cent ($13,370,000). These increases raised the employment index for all manufacturing industries combined to 124·7 in May (1923-25=100) and the pay-roll index to 141·9, the highest levels on record. The typical April-May changes are —0·8 per cent in employment and +0·2 per cent in pay rolls. Increases in employment from April to May were reported by 127 of the 157 manufacturing industries regularly surveyed each month and pay-roll increases were reported by 139 industries. As in past months, most of the increases were larger than seasonal or contra-seasonal. A comparison with May of last year shows factory employment up 21·7 per cent and factory pay rolls up 45·1 per cent. The larger gain in pay rolls than in employment over the year interval was due primarily to wage-rate increases, increased hours, and overtime payments.

Wage-rate increases averaging 9·2 per cent and affecting more than 600,000 wage earners were reported by 1,679 manufacturing plants out of a reporting sample of 28,195 plants employing 5,718,573 wage earners. The preliminary summaries indicate large numbers of workers receiving pay raises in the following industries: woollen and worsted goods, 81,533; electrical machinery, 69,917; meat packing, 43,962; steel, 39,606; agricultural implements, 31,750; foundries and machine-shop products, 30,297; chemicals, 21,232; engines, 18,747; and sawmills, 15,673. These figures should not be

considered as representing all wage changes occurring during this period as some firms may have failed to report wage-rate changes and many firms not included in the sample may also have granted wage-rate increases during this period.

The durable goods group of manufacturing industries, in which defense activity is largely concentrated, showed employment gains of 2·6 per cent over the month and 32·1 per cent over the year and corresponding pay-roll increases of 6·1 per cent and 61·2 per cent. The gains in the nondurable goods group as a whole were much less pronounced, namely 0·8 per cent and 12·4 per cent in employment and 4·0 per cent and 26·5 per cent in pay rolls. The employment and pay-roll indexes (1923-25=100) for the durable goods group were 131·0 and 159·1, respectively, and for the nondurable goods group, 118·7 and 122·5. These indexes were the highest on record.

Employment in key defense industries continued to expand and substantial gains were also reported in many additional industries affected by orders for war materials, including foundries (17,800), electrical machinery (13,800) and steel (11,400).

Other industries showing substantial employment gains were meat packing (8,400), cotton goods (7,500), beverages (5,700), radios and phonographs (4,700), baking (4,700), brick, tile, and terra cotta (4,400), furniture (4,300), and woollen and worsted goods (3,700). Decreases, for the most part seasonal, were reported for the following industries: fertilizers (9,300), women's clothing (8,900), and shoes (5,800).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924 and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and substituting higher rates therefore. (LABOUR GAZETTE, June, 1941, page 614). This action was found necessary because of the fact that the cost of living had increased 14 per cent since December, 1934, and the average wage rates of common labour in factories had increased about 20 per cent, so that the rates of 30 cents and 20 cents per hour previously established as minima for male and female workers respectively could no longer be regarded as fair and reasonable minimum rates. The new schedule provides "for any character or class of work not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed" and in any event for male employees over 18 years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Program, not less than 35 cents an hour; and for female employees over eighteen years of are, not less than 25 cents an hour. It is further provided that permits may be issued for the employment of beginners without previous experience in the trade at rates not less than 20 cents per hour for the first four weeks of employment; 25 cents per hour for the second; 30 cents per hour for the third and 35 cents per hour thereafter; and also for the employment of handicapped persons at such special rates as the Minister of Labour finds to be fair and reasonable, upon written application therefor in such form as the Minister may prescribe.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or

forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the departmet with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour

conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditons of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

NATIONAL HARBOURS BOARD

Construction of mooring piers for the shipyards at Halifax, N.S. Name of contractors, J. P. Porter & Sons, Ltd., Montreal, P.Q. Date of contract, June 18, 1941. Amount of contract, approximately $93,176.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 45
Carpenters and joiners	0 77
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Millwrights	0 70
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface-temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 95
Pile driver and derrick engineers	0 65
Pile driver and derrick foremen	0 75
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Pumpmen	0 50
Riggers (general)	0 55
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Welders and burners—acetylene or elec.	0 70

Department of Public Works

Construction of a gas and oil laboratory at the National Research Council's new annex laboratories at Ottawa, Ont. Name of contractors, Doran Construction Co., Ltd., Ottawa, Ont. Date of contract, June 5, 1941. Amount of contract, $55,942 and unit prices, A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers,..	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)..	0 50
Carpenters and joiners..	0 85
Cement finishers..	0 60
Cement and concrete mixer operators:	
Steam..	0 70
Gas. or elec...	0 55
Drivers..	0 45
Driver, horse and cart..	0 60
Driver, team and wagon..	0 80
Electricians (inside wiremen)..	0 80
Engineers on steel erection..	0 85
Engineers, operating, steam:	
Single or double drums..	0 70
Three or more drums..	0 80
Firemen, stationary..	0 50
Hoist operators—tower (gas, or elec.)..	0 55
Labourers..	0 45
Lathers—metal..	0 70
Linoleum layers..	0 65
Motor truck drivers..	0 50
Motor truck driver and truck..	1 45
Ornamental iron workers..	0 60
Painters and glaziers..	0 70
Painters (spray)..	0 85
Plasterers..	0 85
Plasterers' helpers (mixing and tempering material)..	0 50
Plumbers and steamfitters..	1 00
Rodmen, reinforced steel..	0 55
Roofers, felt and gravel: patent: comp... ..	0 50
Roofers, sheet metal..	0 85
Sheet metal workers..	0 85
Steam shovel engineers..	1 00
Steam shovel cranemen..	0 75
Steam shovel firemen..	0 60
Steam shovel oilers..	0 50
Structural steel workers..	0 85
Terrazzo layers..	0 75
Terrazzo finishers and helpers..	0 60
Watchmen..	0 40
Waxers and polishers (floor)..	0 50
Welders and burners on steel erection..	0 85

Construction of bathing and disinfecting facilities at the new pavilion, Lancaster Hospital, Saint John, N.B. Name of contractors, Maritime Construction Co., Ltd., Fairville, N.B. Date of contract, May 29, 1941. Amount of contract, $8,984.14. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers..	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)..	0 45
Carpenters and joiners..	0 60
Cement finishers..	0 70
Cement and concrete mixer operators:	
Steam..	0 65
Gas. or elec...	0 50
Drivers..	0 40
Driver, horse and cart..	0 55
Driver, team and wagon..	0 75
Electricians (inside wiremen)..	0 65
Labourers..	0 40
Lathers—metal..	0 60
Motor truck drivers..	0 45
Motor truck driver and truck..	1 45
Ornamental iron workers..	0 60
Painters and glaziers..	0 60
Plasterers..	0 90
Plasterers' helpers (mixing and tempering material)..	0 45
Plumbers and steamfitters..	0 80
Terrazzo layers..	0 70
Terrazzo finishers and helpers..	0 55
Watchman..	0 35

Construction of alterations to the Old Examining Warehouse on Common Street, Montreal, P.Q. Name of contractors, Alphonse Gratton, Enr'g., Montreal, P.Q. Date of contract, June 25, 1941. Amount of contract, $6,754. A fair wages schedule was included in the contract as follows: —

	Per hour
Brick and hollow tile layers..	$0 88
Carpenters and joiners..	0 77
Cement finishers..	0 61
Cement and concrete mixer operators:	
Steam..	0 61
Gas. or elec...	0 55
Drivers..	0 40
Driver, horse and cart..	0 55
Driver, team and wagon..	0 75
Electricians (inside wiremen)..	0 85
Hod carriers..	0 50
Labourers..	0 44
Lathers—metal..	0 85
Lathers—wood..	0 61
Linoleum layers..	0 60
Marble setters..	0 88
Motor truck drivers..	0 45
Motor truck driver and truck..	1 45
Painters (spray)..	0 70
Painters and glaziers..	0 70
Plasterers..	0 88
Plumbers and steamfitters..	0 85
Roofers, felt and gravel; patent: comp...	0 55
Sheet metal workers..	0 75
Terrazzo layers..	0 70
Terrazzo finishers and helpers..	0 55
Watchmen..	0 35
Waxers and polishers (floor)..	0 45

Construction of substructure, approaches, reinforced concrete spans and floor on the steel span for the Interprovincial Bridge over the Missaguash River near Amherst, N.S. Name of contractors, Messrs. Greenlaw and Estey, Millville, N.B. Date of contract, June 10, 1941. Amount of contract, approximately $26,972. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths..	$0 55
Blacksmiths' helpers..	0 40
Carpenters and joiners..	0 55

	Per hour
Cement and concrete mixer operators:	
Steam	0 60
Gas. or elec.	0 45
Cement finishers	0 50
Compressor operators—gas. or elec.	0 45
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70
Firemen, stationary	0 40
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck driver	0 40
Motor truck driver and truck	1 35
Pile driver and derrick foremen	0 70
Pile driver and derrick engineers	0 60
Pile driver and derrick firemen	0 40
Pile driver and derrick men (rigging, setting and signalling)	0 50
Pile driver and derrick labourers	0 40
Powdermen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 60
Gas	0 45
Rodmen, reinforced steel	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Timbermen and cribmen (measuring, scribing and by use of the axe, adze, etc., cutting and fitting timber)	0 42
Tractor operators	0 45
Watchmen	0 30
Welders and burners—acetylene or elec.	0 55

DEPARTMENT OF TRANSPORT

Construction work at Hagersville, Ont. Name of contractors, Dufferin Paving and Crushed Stone Ltd., Toronto, Ont. Date of contract, June 3, 1941. Amount of contract, approximately $200,101. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Cement and concrete mixer operators—gas. or elec.	0 45
Drivers	0 35
Driver, team and wagon	0 65
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Road grader operators—gas.	0 45
Road roller operators—steam or gas.	0 65
Shovel operators—gas.	1 00
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Construction work at Pennfield Ridge, N.B. Name of contractors, Dexter Construction Co., Ltd., Fairville, N.B. Date of contract, June 3, 1941. Amount of contract, $199,427.35. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators:	
Steam	0 60
Gas. or steam	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plasterers	0 75
Plasterers' helpers (mixing and tempering material)	0 40
Plumbers and steamfitters	0 60
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 60
Gas	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30
Welders and burners—acetylene or elec.	0 55

Development work at Chatham, N.B. Name of contractors, Armstrong Bros., Perth, N.B. Date of contract, June 4, 1941. Amount of contract, $494,655.25. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Cement and concrete mixer operators:	
Gas. or elec.	0 45
Drivers	0 35
Driver, team and wagon	0 60
Labourers	0 35

	Per hour
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Road grader operators—gas	0 45
Road roller operators—gas, or steam	0 60
Shovel operators—gas	0 90
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Additional development work at Patricia Bay, B.C. Name of contractors, General Construction Co., Ltd., Vancouver, B.C. Date of contract, June 7, 1941. Amount of contract, $386,097.78. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 75
Blacksmiths' helpers	0 50
Brick and hollow tile layers	1 12½
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Drill runners	0 55
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 90
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 45
Machinists	0 75
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters (spray)	0 75
Painters and glaziers	0 65
Pipe fitters (surface-temp. work)	0 65
Pipelayers, caulkers and solderers	0 55
Plumbers and steamfitters	0 90
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Powdermen	0 55
Pumpmen	0 55
Riggers (general)	0 60
Road grader operators:	
Horsedrawn	0 50
Including team	0 90
Gas	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 55
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74⅛
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Tractor operators (small)	0 65
Tractor operators (Letourneau, etc.)	0 75
Watchmen	0 45

Construction work at Fort Nelson, B.C. Name of contractors, Western Construction and Lumber Co., Ltd., Edmonton, Alta. Date of contract, June 4, 1941. Amount of contract, $520,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 55
Carpenters and joiners	1 00
Concrete mixer operators (gas. or elec)	0 60
Labourers	0 55
Motor truck drivers	0 60
Motor truck driver and truck	1 65
Watchmen	0 45

Additional development work at Windsor Mills, Que. Name of contractors, Armand Sicotte & Sons, Montreal, Que. Date of contract, June 5, 1941. Amount of contract, $13,434.85. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Cement and concrete mixer operators—gas	0 45
Drivers	0 35
Drivers, team and wagon	0 60
Labourers	0 35
Motor truck drivers	0 40
Motor truck drivers and truck	1 35
Road grader operators—gas	0 45
Road roller operators—gas. or steam	0 60
Shovel operators—gas	0 90
Tractor operators	0 45
Watchmen	0 30

Development work at Woodhouse, Alta. Name of contractors, General Construction Co., Ltd., Vancouver, B.C. Date of contract, June 10, 1941. Amount of contract, $199,378.25. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Concrete mixer operators—gas	0 45
Driver	0 40
Driver—team and wagon	0 65
Labourers	0 40
Motor truck driver	0 40
Motor truck driver and truck	1 40
Road grader operators—gas	0 50
Road roller operators—gas. and steam	0 70
Shovel operators—gas	1 00
Tractor operators	0 45
Watchmen	0 40

Additional development work at Malton, Ont. Name of contractors, Godson Contracting Co., Ltd., Toronto, Ont. Date of contract, June 12, 1941. Amount of con-

tract, $40,232.55. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 65
Asphalt tampers, smoothers and spreaders	0 55
Carpenters and joiners	1 00
Cement finishers	0 70
Cement and concrete mixer operators—	
Gas. or elec.	0 60
Dragline operators (steam or gas.)	1 10
Dragline firemen	0 65
Dragline oilers	0 55
Drivers	0 50
Driver, horse and cart	0 65
Driver, team and wagon	1 00
Labourers	0 50
Motor truck drivers	0 55
Motor truck drivers and truck	1 55
Pipelayers, caulkers and solderers	0 60
Road grader operators—gas	0 60
Road roller operators—steam or gas	0 80
Steam shovel engineers	1 10
Steam shovel cranemen	0 90
Steam shovel firemen	0 65
Steam shovel oilers	0 55
Shovel operators—gas	1 10
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40

Additional development work at Grande Prairie, Alta. Name of contractors, Western Construction & Lumber Co. Ltd., Edmonton, Alta. Date of contract, June 20, 1941. Amount of contract, $257,277.40. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Electricians (inside wiremen)	0 85
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 90
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipefitters (surface-temp. work)	0 60
Pipelayers, caulkers and solderers	0 56
Plumbers and steamfitters	1 05
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Powdermen	0 55
Pumpmen	0 55
Riggers (general)	0 60
Road grader operators:	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 67½
Tractor operators (Letourneau, etc.)	0 77½
Watchmen	0 40

Development work at Shepard, Alta. Name of contractors, Dutton Bros. & Co., Winnipeg, Man. Date of contract, June 20, 1941. Amount of contract, $170,101. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 30
Blacksmiths	0 70
Blacksmiths' helpers	0 60
Concrete mixer operators—gas	0 35
Drivers	0 45
Driver, team and wagon	0 75
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Road grader operators—gas	0 60
Road roller operators—gas, or steam	0 70
Shovel operators—gas	1 00
Tractor operators	0 67½
Watchmen	0 40

Installation of power lighting services for Administration Building, Dorval, P.Q. Name of contractors, Canadian Comstock Co. Ltd., Montreal, P.Q. Date of contract, June 26, 1941. Amount of contract, $26,627. A fair wages schedule was included in the contract as follows:—

	Per hour
Electricians (inside wiremen)	$0 83
Cable splicers	0 83
Labourers	0 44
Carpenters	0 77

Additional development work at Trenton, Ont. Name of contractors, Brennan Paving Co. Ltd., Hamilton, Ont. Date of contract, June 26, 1941. Amount of contract, $464,673.75. A fair wages scehdule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Cement and concrete mixer operators—	
Gas. or elec.	0 50
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators—gas	0 50
Road roller operators—gas. or steam	0 65
Shovel operators—gas	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

(2) *Dredging Work*

NOTE: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

DEPARTMENT OF PUBLIC WORKS

Dredging work in the harbour at Campbellton, N.B. Name of contractor, Mr. Felix Michaud, Buctouche, N.B. Date of contract, May 30, 1941. Amount of contract, approximately $9,945.00.

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, Etc.

NOTE.—Each of the contracts noted under this heading contain the "B" Labour Conditions referred to in the introduction to this article.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc..	Pritchard-Andrews Co. Ltd., of Ottawa.
Making and repairing rubber stamps, daters, etc.	Pritchard-Andrews Co. Ltd., of Ottawa.
Making and Supplying Letter Carriers' Uniforms.	Pollack & Dorfman, Quebec, Que.
Making and Supplying Letter Carriers' Uniforms.	J. E. Weigand & Co. Ltd., Kitchener, Ont.
Making and Supplying Letter Carriers' Uniforms.	E. H. Shuttleworth, London, Ont.
Making and Supplying Letter Carriers' Uniforms.	Barringham Rubber Co. Ltd., Oakville, Ont.
Making and Supplying Letter Carriers' Uniforms.	Paton Mfg. Co. Ltd., Montreal, Que.
Making and Supplying Letter Carriers' Uniforms.	Tayside Textiles Ltd., Perth, Ont.
Stamping Machine Parts..	Machine Works Ltd., Montreal, Que.
Mail Bagging..	W. Robinson & Son Converters Ltd., Toronto, Ont.
Rural Mail Boxes..	Eastern Steel Products Ltd., Montreal, P.Q.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Broadcloth "Olympic".. ..	Montreal Cottons Ltd., Montreal, Que.
Khaki Broadcloth Overshirts..	Tooke Bros. Ltd., Montreal, Que.
Undershirts and Drawers..	The C. Turnbull Co. Ltd., Galt, Ont.
Service Shirts..	Woods Mfg. Co. Ltd., Ottawa, Ont.
Detective Badges..	J. R. Gaunt & Son (Canada) Montreal, Que.
Service Trousers..	Woods Mfg. Co. Ltd., Ottawa, Ont.
Pillows..	Simmons Ltd. Montreal, Que.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Construction: Shipbuilding

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK COMPANY, LIMITED AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL B502.

Agreement reached following a report of the Board under the Industrial Disputes Investigation Act, to be in effect from March 1, 1941, to March 1, 1942, and thereafter from year to year, subject to notice.

The terms of this agreement are the same as those of the draft agreement published with the report of this Board, in the LABOUR GAZETTE, May, 1941, page 513, with these exceptions:

Wages: in addition to the minimum hourly rate for journeymen electricians of 77 cents, and for helpers of 47 cents, it is further provided that charge hands be paid 10 cents per hour in excess of their ordinary rate.

Helpers who are promoted on the recommendation of the foreman will be advanced to 55 cents per hour, with increases of 5 cents per hour every six months until receiving 70 cents, if progress satisfactory; after serving 6 months at 70 cents, employee to be advanced to journeyman's status providing the company and the union are satisfied with his qualifications.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK COMPANY, LIMITED AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 482.

Agreement reached following a report of the Board under the Industrial Disputes Investigation Act, to be in effect from March 1, 1941, to March 1, 1942, and thereafter from year to year, subject to notice.

The terms of this agreement are the same as those of the draft agreement published with the report of this Board, in the LABOUR GAZETTE, May, 1941, page 510.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING COMPANY, LTD. AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 213.

This agreement, reached following a report of a Board under the Industrial Disputes Investigation Act, was entered into June 9, 1941, and is to remain in effect to March 1, 1942, and thereafter from year to year, subject to notice.

The terms of this agreement are the same as those of the draft agreement published with the report of the Board, in the LABOUR GAZETTE, May, 1941, page 511, with these exceptions:

Wages in addition to the minimum hourly rate for journeymen plumbers of 77 cents and for helpers of 47 cents, it is further provided that charge hands be paid 10 cents per hour in excess of their ordinary rate.

The provision in the draft agreement for apprentices attending vocational classes or schools is omitted.

Rule 11 now reads: "For all work performed in the way of oil, as in oil tanks, bilges, engine room tanks, etc., unless same are steamed and cleaned out, a straight bonus of not less than five cents (5c.) and not more than ten cents (10c.) per hour over the rate stated (Rule 9) shall be paid. If tanks have not been properly steamed out previously, a straight bonus of forty cents (40c.) per hour shall be paid for all work performed in way of same."

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING COMPANY, LIMITED, AND THE CANADIAN STEELWORKERS, UNION, NO. 2.

Agreement entered into June 2, 1941, to be in effect from June 2, 1941, to March 1, 1942, and thereafter from year to year, subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. When three shifts are worked, 7 hours work, with 7½ hours pay. Time and one eighth to be paid to men working on second and third shifts.

Overtime: time and one half for first six hours Monday to Friday and for first four hours on Saturday; thereafter, double time. Double time also for work on Sundays and nine specified holidays.

Minimum hourly wage rates: acetylene welders, electric welders, burners, caulkers and chippers, riveters and pneumatic tool repair men 77 cents; liner fitters 61 cents; bulkhead packers 57 cents; holders-on 64 cents; rivet heaters 57 cents; drillers, reamers and countersinkers 53 cents; bolters-up (machine) 55 cents; bolters-up (hand) 50 cents; erectors 47 cents; helpers to above trades 47 cents; passer boys 34 cents; gang foremen to be paid 10 cents per hour extra; rivet testers 5 cents per hour over the riveters' rate. Any man being promoted to a higher paid job to be paid a 5 cent per hour increase for first three months, the balance to be spread evenly over the following nine months, if satisfactory. A scale of piece work rates for riveting and burning is also included in the agreement. Caulkers to receive time and one half on repair work when riveters are on piecework, if their work is satisfactory.

Bonus: in addition to the above minimum rates, a cost of living bonus to be paid to compensate for increases in the cost of living subsequent to March 1, 1941; such bonus to be as provided for in Section 5 of Order in Council P.C. 7440.

Seniority: hull ship repair and hull work on new construction carried on outside of shops is to be divided as far as possible among a list of employees given in the agreement; a further list of names is included who are to be hired before any new employees. Any new men hired are to be laid off before any of those listed are laid off.

For all work done in the way of oil, as in oil tanks, bilges, engine room tanks, etc., unless same are steamed and cleaned out, a bonus of from 5 to 10 cents per hour to be paid; if tanks have not been properly steamed out previously, a bonus of 40 cents per hour.

If any employee feels he has been unjustly dealt with he may refer it to this committee who may take the matter up with company officials. Failing to reach an adjustment, both parties agree to arbitrate, as provided for by the Industrial Disputes Investigation Act. In no case shall members of the duly elected Committee be discriminated against.

SAINT JOHN, N.B.—SAINT JOHN DRY DOCK AND SHIPBUILDING COMPANY, LTD. AND THE CANADIAN GENERAL DRY DOCK WORKERS UNION, LOCAL NO. 1.

Agreement entered into June 21, 1941, and to remain in effect to March 1, 1942, and thereafter from year to year, subject to notice.

A shop committee to be allowed to interview head officials of the company.

Hours: 8 per day, 4 on Saturdays, a 44 hour week; in case of shift work, 7 hours' work with pay for 8 hours; time and one-eighth to be paid to men working on second and third shifts.

Overtime: time and one-half for first six hours; thereafter and all work on Sundays and on nine specified holidays, double time.

Minimum hourly wage rates: labourers, rough painters, 40 cents; rough painters working from swinging stages, 45 cents; paint sprayers 50 cents; finish painters 60 cents; pneumatic scalers 40 cents; crane operators 72 cents; signalmen, firemen, 44 cents; riggers 55 cents. Charge hands to be paid 10 cents per hour extra.

Bonus: in addition to the basic wage rates, a cost of living bonus to be paid to compensate for increases in the cost of living subsequent to March 1, 1941; such bonus to be as provided for in Section 5 of Order in Council P.C. 7440.

For all work done in the way of oil, as in oil tanks, bilges, engine room tanks, etc. unless same are steamed and cleaned out, a straight bonus of from five to ten cents per hour to be paid; if tanks have not been properly steamed out previously, a bonus of 40 cents per hour to be paid.

Seniority and merit to be the rule of employment.

If any employee feels he has been unjustly dealt with he may refer the matter to his Committee who may take it up with company officials. Failing to reach an adjustment, both parties agree to arbitrate, as provided for by the Industrial Disputes Investigation Act.

Collective Agreement Act, Quebec

The following agreement and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Fine Glove Cutters, Operators and Blockers, Province of Quebec, (amendment).
Building Trades, Quebec (amendment).
Longshoremen (inland and coastal navigation), Montreal (amendment).
Municipal Employees (outside services) Quebec (amendment).
Municipal Employees (permanent employees), Quebec (amendment).
Policemen, Quebec (amendment).
Firefighters, Quebec (amendment).
Garage and Service Station Employees, Montreal (amendment).
Barbers and Hairdressers, Quebec (amendment).
Hairdressers, Montreal.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette,* the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette.* Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement and the amendment of nine agreements, all of which are summarized below. A request for the extension of a new agreement for building trades at Chicoutimi and the Lake St. John district was published in the *Quebec Official Gazette,* June 7, and one for building trades in the Montreal district in the issue of June 28. Requests for amendments to the following agreements were published in the *Quebec Official Gazette,* as follows: building trades at St. Hyacinthe in the issue of June 7; building trades at Hull and building trades at St. John and Iberville, in the issue of June 14; bakers at Quebec in the issue of June 21. In addition, Orders in Council were published in the *Quebec Official Gazette* during June, approving or amending the constitution and

by-laws of certain parity committees and others approving the levying of assessments by certain parity committees.

Manufacturing: Fur and Leather Products

FINE GLOVE CUTTERS, OPERATORS AND BLOCKERS, PROVINCE OF QUEBEC.—An Order in Council, dated June 12 and published in the *Quebec Official Gazette*, June 14, amends the previous Order in Council for this industry (LABOUR GAZETTE, April, 1941, page 472) by providing that the cutting of fine gloves be performed in shops and home work prohibited.

Construction: Buildings and Structures

BUILDING TRADES, QUEBEC.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, extends the terms of this agreement (LABOUR GAZETTE, June, 1940, page 608, October, 1940, page 1075, March, 1941, page 334 and May, 1941, page 593) to June 30, 1941.

Transportation and Public Utilities: Water Transportation

LONGSHOREMEN (INLAND AND COASTAL NAVIGATION), MONTREAL.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, extends the term of this agreement (LABOUR GAZETTE, June, 1939, page 629, February, 1940, page 173, April, page 391, June, page 610, February, 1941, page 184, April, page 473 and June, page 705) to July 1, 1941.

Trade

GARAGES AND SERVICE STATIONS, MONTREAL.—See below under "Service: Business and Personal."

Service: Public Administration

MUNICIPAL EMPLOYEES (OUTSIDE SERVICES), QUEBEC CITY.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, amends the previous Orders in Council for this industry (LABOUR GAZETTE, August, 1940, page 868 and October, page 1076).

The agreement is to remain in effect to May 1, 1942, and thereafter from year to year, subject to notice.

Overtime: time and one half for work between 6 p.m. and midnight and double time between midnight and 7 a.m., except street sweeping, washing, cleaning and watering which shall always be paid at straight time, and except for snow removal and street maintenance in winter, overtime on which will be paid at time and one half after 8 hours' work and double time over 16 hours' work.

Minimum hourly wage rates are increased by 5 cents per hour for the following classes of work, making the rates for these: Asphalt manufacturing machine—stationary firemen (boilers) 60 cents; Laying of asphalt—operators on rollers 70 cents; Municipal garage—machinists and mechanics (tools) 65 cents (an increase of 10 cents), painters, wheelwrights, blacksmiths, automobile mechanics 58 cents (an increase of 3 cents), oxygen welders 60 cents, stationary enginemen 60 cents; Municipal buildings—bricklayers, masons and plasterers 80 cents, carpenters and joiners, joint pointers, cement finishers, electricians, and plumbers 60 cents, painters 55 cents; Aqueduct—stationary enginemen 60 cents, plumbers 60 cents; Roads department—stationary enginemen 60 cents, cement finishers, carpenters and joiners 60 cents, drivers of "Snogos", loaders and blowers 60 cents; Electricity department—electricians 60 cents; stablemen and workers on public scales $23 per week (an increase of $1). Wage rates for other classes of work are unchanged from the original agreement.

MUNICIPAL EMPLOYEES (PERMANENT EMPLOYEES), QUEBEC CITY.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7 amends the previous Orders in Council for these workers (LABOUR GAZETTE, August, 1940, page 868) by extending the term of the agreement (which now applies to all permanent and regular employees) to May 1, 1942, and thereafter from year to year, subject to notice.

Wages: all statutory increases are now $100 per year. Laboratory technician is added to the wage scale at a minimum of $1,600, with senior helpers at $1,300 and junior helpers at $900.

POLICEMEN, QUEBEC CITY.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, amends the previous Order in Council for these workers (LABOUR GAZETTE, August, 1940, page 869) by extending the term to May 1, 1942, and thereafter from year to year, subject to notice.

Wages for constables are now $21 per week during first year, $23 during second year, $25 third year, $27 fourth year and $28 fifth year.

FIREFIGHTERS, QUEBEC CITY.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, amends the previous Order in Council for these workers (LABOUR GAZETTE, August, 1940, page 869) by extending the term of the agreement to May 1, 1942, and thereafter from year to year, subject to notice.

Wages for firemen are now: first year $21 per week, second year $23, third year $25, fourth year $27, fifth year $28, lieutenants $30, captains $32.

Service: Custom and Repair

GARAGE AND SERVICE STATION EMPLOYEES, MONTREAL.—An Order in Council, dated June 5, and published in the *Quebec Official Gazette*, June 14, extends the term of this agreement (LABOUR GAZETTE, December, 1939, page 1280, February, 1940, page 173, April, 1941, page 474 and June, page 706) to July 31, 1941.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, QUEBEC CITY.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, extends the term of this agreement (LABOUR GAZETTE, October, 1937, page 1158, December, page 1388, October, 1938, page 1174, October, 1939, page 1068, May, 1940, page 500, June, page 610, March, 1941, page 335, June, page 706) to July 1, 1941.

HAIRDRESSERS, MONTREAL.—An Order in Council, dated May 29, and published in the *Quebec Official Gazette*, June 7, makes obligatory the terms of an agreement between The Master Ladies Hairdressers' and Wig Makers' Guild, Inc., L'Association professionnelle des coiffeurs pour Dames da la Province de Quebec, Inc. (The professional Association of Ladies' Hairdressers of the Province of Quebec, Inc.), Le Syndicat des coiffeurs pour Dames de Montréal, Inc. (The Union of Ladies' Hairdressers of Montreal, Inc.), L'Association des Maîtres—Barbiers et Coiffeurs de Montréal et du District, Inc. (The Association of Master Barbers and Hairdressers of Montreal and District, Inc.), La Fédération corporative des Barbiers et Coiffe Fédération corporative des Barbiers at Coiffeurs de la Province de Québec (The Corporative Federation of Barbers and Hairdressers of the Province of Quebec) and, on the other part, The Hairdressers' Employes Association of the Province of Quebec.

This agreement is to be in effect from June 7, 1941, to June 6, 1942, and applies to the cities of Montreal, Westmount, Outremont, Verdun, Lachine and the towns of Montreal West, Mount Royal, St. Laurent, Ville St. Pierre and Ville LaSalle.

Hours: regular employees and apprentices to work a minimum of 48 hours and a maximum of 55 hours, to be worked betwen 9 a.m. and 7 p.m. Mondays to Fridays inclusive and between 9 a.m. and 9 p.m. on Saturdays and from December 15 to December 31.

Overtime: all work over 48 hours in a week to be paid pro rata of the minimum wage rate.

Minimum wage rates: master hairdresser, journeyman hairdressers and manicurist $12.50 per week of 48 hours plus a commision of 10 per cent on all gross receipts exceeding the wages received; extra master hairdressers, journeymen hairdressers and manicurists, $2.50 per day plus 10 per cent on all gross receipts over this amount. Tips are the property of the worker receiving them.

A scale of minimum prices to be charged to customers is included.

Apprentice hairdressers to serve three years after which they shall take an examination for the certificate of journeyman hairdresser; in case of failure he may try six months later; if not then successful, he shall leave the trade. Not more than one apprentice in a parlour employing two regular employees, two in one employing four regular employees, but not more than two in any parlour. Apprentices to be paid from $3 per week during first six months to $10 during sixth six months. Apprentice manicurists to serve six months, and to be paid $3 per week during first three months and $5 during second three months.

Uniforms to be supplied and cleaned at the expense of the employer.

Where board or lodging furnished by the employer, not more than $4 per week for board and $2 for lodging may be charged.

Parity Committees

The constitution and by-laws of the parity committee set up under the following agreement was approved by Order in Council, and published in the *Quebec Official Gazette*, June 7:—

Building trades, Joliette.

Notices were published in the *Quebec Official Gazette*, June 7, 14 and 21, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Barbers and hairdressers, Missisquoi County.
Barbers and hairdressers, Quebec (amendment).
Building trades, Quebec (amendment).
Longshoremen (inland), Montreal (amendment).
Grocers and butchers, Sherbrooke.
Garage employees, Montreal (amendment).
Building trades, St. Hyacinthe.

While the records for the month of June show the greatest number of accidents reported to the Workmen's Compensation Board of Ontario during any month since the commencement of the Act, approximately 60 per cent of the reported accidents result in a disability of less than seven days, necessitating payment of medical aid only, according to a release issued by the Industrial Accident Prevention Associations. The figures for June, 9,738, compare with 9,203 during May, and 6,206 during June last year. The benefits awarded during June amounted to $846,570.39, of which $707,698.84 was for compensation and $138,871.55 for medical aid.

The accidents reported during the first half of this year numbered 50,909, as compared with 33,396 during the same period last year, and the benefits awarded to the end of June amounted to $4,908,431.12, as compared with $3,457,257.20 during the first six months of last year.

PRICES RETAIL AND WHOLESALE IN CANADA, JUNE, 1941

Cost of living, prices of staple articles and index numbers

THE official index number of the cost of living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100 advanced from 109·4 at the beginning of May to 110·5 at the beginning of June. The largest increase during the month was recorded in the food group, 2·6 per cent due to substantially higher prices for bacon, fresh pork and other meats, and smaller advances for dairy products, eggs, vegetables and certain other foods. Less important increases were recorded for the indexes for each of the other groups except rent which was unchanged from the previous month. Comparative figures for the general index at certain dates are 110·5 at the beginning of June; 109·4 for May; 104·9 for June, 1940; and 100·8 for August and September, 1939. Since the outbreak of war clothing has advanced 14·8 per cent, foods 13·3 per cent, fuel 11·3 per cent, home furnishings 11·1 per cent, rent 5·7 per cent and miscellaneous items 4·2 per cent. The general index has advanced 9·6 per cent since August, 1939.

The index number of the cost of living was constructed on the basis of a survey of the expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food (31·3 per cent), $443; Shelter (19·1 per cent), $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40, including Health (4·3 per cent), $60.80, Personal Care (1·7 per cent), $23.90, Transportation (5·6 per cent), $79.30, Recreation (5·8 per cent), $82.10, Life Insurance (5·2 per cent), $73.30. Other expenditure, not directly represented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost of living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7.

Regional Index Numbers of the Cost of Living

The Dominion Bureau of Statistics has completed the calculation of index numbers of the cost of living for eight of the twelve cities covered in the survey of the expenditures of families of wage-earners and low salaried workers in 1938. These index numbers were recently published by the Bureau in a bulletin, "Regional Changes in Living Costs", and were printed in the LABOUR GAZETTE for June, pages 711 to 713. Figures for alternate months only, have been published and those for June are given in the accompanying table.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 90·4 for the week ended June 27, an increase during the month of 1·9 per cent from 88·7 for the week ended May 30. Of the eight main groups in the classification according to chief component materials, five advanced during the month, two were unchanged and one, Chemicals and Allied Products, was slightly lower. The Animal Products Group advanced 3·8 per cent, the Vegetable Products group 3·4 per cent, the Fibres, Textiles and Textile Products Group 2·6 per cent and smaller increases were recorded in the Wood, Wood Products and Paper Group and in the Iron and Its Products Group. The Non-Ferrous Metals and Non-Metallic Minerals Groups were unchanged.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES AT THE BEGINNING OF JUNE, 1941

August, 1939=100

	Food	Rent	Fuel	Clothing	Home furnishings and services	Miscellaneous	Total
Halifax	115·2	107·2	105·9	112·7	110·9	103·6	109·5
Saint John	111·7	105·9	106·5	115·9	112·2	104·5	109·1
Montreal	116·0	108·3	114·8	118·5	113·5	103·8	112·1
Toronto	111·3	106·1	113·6	112·3	108·9	104·9	108·7
Winnipeg	112·0	104·3	105·5	109·7	108·9	104·7	107·8
Saskatoon	111·5	112·9	107·0	114·3	113·4	104·3	110·3
Edmonton	110·6	100·0	98·0	115·5	111·6	104·9	107·0
Vancouver	112·7	99·4	108·8	113·2	107·9	104·2	107·5

Comparative figures for the general index number are 90·4 for the week ended June 27; 88·7 for the week ended May 30; 86·6 for the month of April; 81·6 for June, 1940; 72·3 for August, 1939, prewar; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, the high point in that year. At the end of June the index was at the highest point recorded since April, 1930, but it was still 8·1 per cent lower than in August, 1929. The increase from February, 1933, was 42·4 per cent.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Average prices in 1935-1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·9	100·9	102·4	101·2	102·2
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6
1941							
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6
May	109·7	109·7	109·2	114·5	111·8	105·1	109·4
June	112·5	109·7	110·2	114·9	112·1	105·6	110·5

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of June, of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Per	June 1914	June 1915	June 1916	June 1918	June 1920	June 1922	June 1926	June 1929	June 1933	June 1937	June 1939	June 1940	May 1941	June 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·4	24·4	26·0	38·4	41·5	31·6	30·2	38·1	22·0	28·3	28·4	29·0	32·3	33·1
Beef, round steak	lb.	.....	21·6	23·0	35·3	36·7	26·4	24·5	33·0	17·7	23·7	24·0	24·8	28·1	28·9
Beef, rib roast	lb.	.....	19·7	21·1	32·1	33·0	24·0	22·8	30·0	16·7	21·0	21·0	21·6	27·3*a*	27·9*a*
Beef, shoulder	lb.	16·6	16·8	17·5	27·8	27·1	17·5	16·5	24·1	11·9	15·7	16·0	16·5	19·4*b*	20·1*b*
Beef, stewing	lb.	.....	.....	.....	.....	22·6	13·5	12·2	19·4	9·5	12·8	13·1	13·9	15·9	16·4
Veal, forequarter	lb.	17·1	17·5	18·8	27·9	27·7	19·1	19·1	24·5	11·8	14·2	15·4	16·4	19·0	19·2
Mutton, hindquarter	lb.	21·0	21·5	24·2	36·3	38·4	29·3	31·4	31·2	21·3	24·2	24·7	30·0*c*	30·6*c*	31·0*c*
Pork, fresh, from ham	lb.	20·1	19·3	22·2	34·9	40·4	31·3	30·7	31·2	15·7	21·8	23·8	22·8	23·0	24·8
Pork, salt mess	lb.	18·2	17·9	20·1	34·8	36·1	26·8	28·0	27·5	15·1	19·9	21·2	20·5	20·2	21·0
Bacon, not sliced	lb.	25·6	25·3	28·9	50·7	55·8	41·3	42·6	39·6	20·2	28·8	30·2	29·0	29·0	31·7
Bacon, sliced	lb.	.....	.....	.....	.....	60·3	45·3	46·6	43·6	23·2	32·2	33·4	32·4	32·8	35·1
Fish, salt cod	lb.	.....	.....	.....	.....	24·9	21·6	20·9	21·2	17·8	18·3	18·7	18·8	20·1	20·2
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·2	20·4	20·5	21·1	16·6	17·4	17·5	18·0	19·8	19·7
Lard	lb.	18·6	17·9	20·1	36·9	38·2	22·0	24·3	22·0	12·7	16·9	11·9	10·9	10·2	10·4
Eggs, fresh	doz.	25·8	24·6	28·6	44·8	54·8	33·5	35·2	35·1	19·2	25·2	25·5*d*	26·5*d*	26·4*d*	27·4*d*
Eggs, cooking	doz.	25·0	24·3	26·2	38·7	50·0	31·7	31·9	31·1	15·3	21·3	21·3	22·3	23·0*f*	24·1*f*
Milk	qt.	8·6	8·8	8·5	11·9	14·8	11·5	11·6	12·0	9·1	10·8	10·8	11·0	11·5	11·5
Butter, dairy	lb.	26·2	28·9	30·6	46·0	59·7	36·7	37·4	40·6	20·9	25·3	22·4	24·7	32·9	32·4
Butter, creamery	lb.	31·2	33·8	35·1	51·7	66·8	42·0	41·3	44·7	23·9	28·5	25·5	27·6	34·9	34·9
Cheese, Canadian, mild	lb.	19·4	22·8	23·8	30·5	38·2	26·1	31·6*h*	33·2*h*	19·3*h*	22·6*h*	21·4*h*	24·5*h*	24·4	24·8
Bread, white	lb.	4·3	4·9	4·7	7·8	9·6	6·9	7·6	7·7	5·5	7·1	6·5	6·7	6·7	6·7
Flour	lb.	3·3	4·2	3·7	6·8	8·4	5·0	5·3	4·8	3·0	4·5	2·9	3·5	3·7	3·8
Rolled oats, bulk	lb.	4·3	5·3	4·8	8·1	8·5	5·6	5·7	6·2	4·7	5·9	5·0	5·3	5·2	5·2
Rice	lb.	5·9	5·9	6·5	11·5	16·8	9·8	10·9	10·3	8·0	8·2	8·1	8·9	9·4	9·6
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·5	19·2	16·2	15·5	11·6	13·4	10·6	13·1	13·7	13·9
Peas, canned, 2's	tin	.....	.....	10·8	20·3	21·3	19·0	17·4	15·8	11·5	12·2	10·4	11·7	12·1	12·2
Corn, canned, 2's	tin	.....	.....	10·7	24·0	21·4	16·8	16·4	15·9	11·4	12·3	10·4	11·3	12·7	13·1
Beans, dry	lb.	5·9	7·2	9·8	17·3	12·0	8·9	7·8	12·0	4·0	7·9	5·0	7·3	6·2	6·4
Onions	lb.	.....	.....	.....	.....	13·1	12·0	8·0	8·6	5·6	5·9	5·8	5·5	6·0	9·6
Potatoes	75 lb.	133·9	75·0	151·2	151·7	542·2	114·5	251·7	109·2	86·1	127·2	124·1	161·7	104·6	102·1
Potatoes	15 lb.	.....	.....	.....	.....	118·2	27·1	58·8	26·4	20·8	30·0	29·5	33·4	25·5	25·1
Apples, evaporated	lb.	13·1	11·9	13·5	22·8	28·2	24·1	19·8	21·5	14·8	15·8	15·2	14·9	14·8	14·9
Prunes, medium	lb.	12·3	13·1	13·2	17·6	27·5	19·7	15·8	13·6	11·3	11·7	10·8	11·5	11·6	11·8
Raisins seedless, 16 oz.	pkg.	.....	.....	.....	.....	27·0	27·3	18·6	15·7	17·0	16·9	16·6	16·8	16·7	16·7
Currants, bulk	lb.	.....	.....	.....	.....	31·0	23·4	18·8	19·7	16·3	15·3	15·0	15·6	14·9	14·9
Peaches, canned 2's	tin	.....	.....	.....	.....	42·6	34·9	29·1	26·4	20·2	19·2	16·2	16·1	15·6	15·6
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	71·7	50·4	45·4	42·1	40·2	32·9	42·8	43·6	46·2	51·5
Sugar, granulated	lb.	5·5	7·9	9·5	10·9	22·6	7·8	7·9	7·1	7·9	6·5	6·5	7·4	8·5	8·6
Sugar, yellow	lb.	5·1	7·3	8·8	10·2	21·0	7·3	7·5	6·8	7·7	6·3	6·4	7·2	8·3	8·4
Tea, black	lb.	35·8	37·5	39·5	58·1	66·1	54·7	71·9	70·4	40·7	52·5	58·6	68·0	70·9	72·4
Coffee	lb.	37·8	39·0	39·7	44·3	60·9	53·8	61·2	60·4	39·1	35·7	33·7	45·1	46·6	46·7
Cocoa, ½ lb.	tin	.....	.....	.....	.....	30·6	29·0	27·1	27·5	24·8	19·7	19·3	19·6	19·2	19·3
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·51	8·25	8·71	11·49	16·25	17·18	17·06	16·10	14·79	14·11	14·26	15·11	15·85	15·94
Coal, bituminous	ton	6·31	5·94	6·07	9·29	11·62	10·92	10·18	10·04	9·34	9·35	9·40	9·82	10·05	10·14
Coke	ton	.....	.....	.....	.....	.....	.....	13·49	12·51	11·64	12·21	11·88	12·41	12·77	13·02
Wood, hard, long	cord	6·68	6·70	6·69	10·78	13·08	12·30	12·29	12·24	9·92	9·44	9·55	9·83	10·32	10·44
Wood, hard, stove	cord	.....	.....	.....	.....	14·78	14·29	14·54	14·63	11·79	11·27	11·57	11·96	12·42	12·47
Wood, soft, long	cord	4·98	5·03	4·83	7·94	9·94	9·19	8·94	8·84	7·40	7·19	7·11	7·13	7·63	7·74
Wood, soft, stove	cord	.....	.....	.....	.....	11·64	11·06	11·09	11·03	9·00	8·55	8·53	8·64	9·06	9·11

a Rolled. *b* Blade. *c* Lamb. *d* Grade A. *f* Grade B. *h* Kind most sold.

but still fairly central, without modern conveniences.

Localities in the list of cities on page 718 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of June, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The rental figures in the table for the beginning of June, 1941, are, therefore, for these cities the same as at the beginning of January, 1941 (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

Meat prices continued upward, following increases in the prices of livestock, particularly hogs. Sirloin steak averaged 33·1 cents per pound as compared with 32·3 cents in May and 29 cents in June, 1940. Fresh leg roast of pork averaged 24·8 cents in June, 23 cents in May and 22·8 cents in June, 1940. Breakfast bacon advanced from an average of 32·8 cents in May to 35·1 cents in June. The price in June, 1940, averaged 32·4 cents. The numbers of hogs shipped to packing plants and to stock yards during the period January to May, 1941, was about 30 per cent greater than in the same period of 1940. A factor in the movement was the announcement of higher quotations for export bacon to the United Kingdom.

The price of fresh eggs averaged 1 cent per dozen higher at 27·4 cents for the beginning of June, increases being reported from most localities. Stocks in cold storage at the beginning of June were about 50 per cent greater than at the beginning of May but 14 per cent lower than at June 1, 1940. Milk has been unchanged during the last four months at an average price of 11·5 cents per quart following increases earlier in the year in many cities mainly in Ontario. Production of milk in May was reported by the Dominion Bureau of Statistics to be about the same as in May, 1940. The average price of creamery butter at 34·9 cents per pound was unchanged from May as compared with 27·6 cents per pound for June, 1940. Production during the first six months of 1941 was about 11 per cent greater than for the corresponding period in 1940. The order of the Wartime Prices and

(Continued on page 866)

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0
May	113·0	110·8	111·1	108·6	109·8	107·9	109·1	109·4
June	114·7	111·3	116·1	111·5	112·7	109·0	110·8	110·6

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal			Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless frouts, per lb.	Shoulder roast, per lb.	Lamb, leg roast, per lb.	Fresh, loin, per lb.	Frush, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**33·1**	**28·9**	**27·9**	**20·1**	**16·4**	**20·5**	**19·2**	**31·0**	**27·7**	**24·8**	**21·2**	**21·0**	**31·7**	**35·1**
Nova Scotia (average)	**34·2**	**28·8**	**25·2**	**19·6**	**16·3**	**18·5**	**13·7**	**31·5**	**27·2**	**24·3**	**21·5**	**20·0**	**28·3**	**34·5**
1—Sydney	37·5	29·5	27·2	21·7	18·2	17·5	12	30·2	30	25	23·5	20·3	30	33·7
2—New Glasgow	35·2	31	31·2	20·8	16·5	17·7	15	34	29·6	23	22	19·5	28	33·9
3—Amherst	28·9	26	21·1	16·8	13·3	17·7	.....	35	26	.....	19·4	18·8	.....	34·9
4—Halifax	33·7	27·7	25	19	16·9	18	14	29·8	27·8	25	21·9	20·1	27	34·1
5—Windsor	35	30	23·5	21	18	20	.....	30	24	.....	20	20·7	.....	34·6
6—Truro	35	28·4	23·2	18·4	14·6	20	.....	30	26	.....	22	20·5	.....	35·6
7—**P.E.I.**—Charlottetown	**31·3**	**26·0**	**24·6**	**19·3**	**16·3**	**19·3**	**12·0**	**35·0**	**30·0**	**22·0**	**22·0**	**20·3**	**30·0**	**34·1**
New Brunswick (average)	**35·0**	**26·6**	**25·6**	**19·1**	**14·8**	**17·8**	**17·5**	**31·4**	**26·2**	**27·0**	**20·1**	**21·1**	**30·3**	**35·4**
8—Moncton	33·8	27·9	29·2	20·5	14·4	19·3	16·5	32	27·7	27	21·5	20·3	33·5	36·2
9—Saint John	37·8	28·2	30·8	19·9	15·9	18	18·5	30·7	27	27	20·7	21·2	27	34·5
10—Fredericton	35·8	25·4	23·7	16	14·3	16	.....	.....	23·4	.....	18	20	.....	36·3
11—Bathurst	32·5	25	22·5	20	14·5	.....	.....	.....	26·5	.....	20	22·8	.....	34·7
Quebec (average)	**32·5**	**29·5**	**25·5**	**19·3**	**14·0**	**18·2**	**16·3**	**29·5**	**24·3**	**21·8**	**19·8**	**20·3**	**27·8**	**33·0**
12—Quebec	33·5	31·6	25·4	20·5	12·8	17·9	11	27·4	20·1	18	19·5	19·7	24	31·3
13—Three Rivers	32·7	28·8	24·6	18·8	15·5	18·7	.....	27·2	22·1	.....	20	19·3	.....	35·2
14—Sherbrooke	37·8	31·7	29·1	21·2	17·1	20·1	18	30·2	28·2	25	21·1	21·6	27	32
15—Sorel	31·8	29	23	17·6	13·2	17·4	.....	32	24·1	.....	17·9	20·6	.....	35·2
16—St. Hyacinthe	26·3	25·9	24·6	17·8	13·9	17·2	.....	27·6	22·4	.....	18·5	17·3	.....	33·9
17—St. Johns	38·5	32·5	29·3	21·3	14	20·2	.....	31	29·5	.....	22·8	21·2	.....	33·3
18—Thetford Mines	24	26·2	19	17·2	11·6	16·7	15	.....	18·8	15	17·4	19·7	25	30·1
19—Montreal	35·4	31·4	28·1	19·5	15·4	17·2	21	31·4	26·8	29	20·6	22	35	34·1
20—Hull	32·9	28·7	26·7	19·5	12·9	18·7	.....	29·1	26·4	.....	20·2	21·4	.....	31·9
Ontario (average)	**33·5**	**29·8**	**29·3**	**20·9**	**16·9**	**21·0**	**20·3**	**31·6**	**29·3**	**26·4**	**22·0**	**21·3**	**31·9**	**34·5**
21—Ottawa	37·6	32·2	32·3	23·3	16·5	19·2	18	30·9	28·1	28	21·6	21·5	35	36·1
22—Brockville	38·3	30·5	31·7	22	17·5	17·3	.....	32·5	29	.....	19·5	22	.....	34·4
23—Kingston	32·9	28·5	27·5	20·6	15·8	17·2	12	29·9	29·3	20	22·2	22·8	27	33·8
24—Belleville	29	27·5	27	18	12·2	21·5	19	31·7	31·3	21	18	18·5	25	34·4
25—Peterborough	34·3	30	29·7	21	17·9	21·2	18	31	29·8	22	23·2	22	27	34·4
26—Oshawa	32·7	29·3	28·8	19·2	17·4	23	25	29·3	28·1	29	21	18·6	32	35·5
27—Orillia	33	28·3	28	19·3	17·7	22·3	.....	31·5	26	.....	24	22·4	.....	34·8
28—Toronto	35·1	30·5	32·9	22·9	19·5	21·4	20	31·8	30·2	27	19·8	24·2	33	36·7
29—Niagara Falls	34·6	29·7	30·5	23·5	15·2	20·3	.....	31	28·6	.....	21·1	20·8	.....	33·2
30—St. Catharines	37	32·6	33	23	16·1	20·1	22	31·3	29·9	25	22·6	22·5	27	32·9
31—Hamilton	33·6	30·7	30·2	21·1	19·1	21·8	25	32·9	29·4	25	21·8	25	32	33·2
32—Brantford	33·8	30·3	29·6	21·8	15·7	20·7	20	32·7	31·4	30	23·3	15	31	34·9
33—Galt	31·4	29·4	29·2	21·7	19·2	23·7	23	32	31·8	27	23·2	25	35	35·5
34—Guelph	32·1	29·3	27·1	19·7	17·2	20·7	.....	29·7	27·6	.....	21·2	17·5	.....	33·7
35—Kitchener	31·7	29·9	29·1	19·8	17·9	22	.....	32·5	30	.....	21·6	20	.....	34·1
36—Woodstock	36	31·8	31·1	23·8	16·1	22·5	.....	31	29·8	.....	23·8	22	.....	32·4
37—Stratford	33·7	30	29	20	19·3	22	.....	32·2	27·8	.....	21·3	18·5	.....	34·3
38—London	33·2	30·1	31·6	21·4	17·1	20·7	20	32·9	30	23	21·6	22·8	30	35·4
39—St. Thomas	33·7	29·8	31·2	21·2	15·9	23·9	22	29·3	29·7	25	22·4	19·4	35	35·9
40—Chatham	32·1	29·7	29·5	20·1	16·4	22·1	.....	27·8	31	.....	22·8	20·2	.....	35·1
41—Windsor	31·5	30	29	19·7	17·8	19·7	19	31·4	29·8	26·5	23·1	18·5	.....	32·8
42—Sarnia	35·1	31·1	29·8	22	18·3	23·2	.....	32·5	28·1	.....	22·7	21	.....	35·5
43—Owen Sound	31·2	28·6	29·2	20·2	16·3	20	.....	34·5	27·3	.....	20	25	.....	34·2
44—North Bay	35	31	31·2	20·6	16·8	21·7	.....	34	30·6	.....	21·6	21·5	.....	34·8
45—Sudbury	32	29·2	26·8	19·5	15·6	20·3	18	31·2	29·8	28	21·5	20·7	35	33·4
46—Cobalt	35	29·5	.....	23	19·5	.....	20	.....	29·5	35	26·5	24·7	30	34·2
47—Timmins	29·3	26·9	26·3	18·8	15·3	16·9	23	32·1	27·6	30	20·7	23·5	33	32·6
48—Sault Ste. Marie	32	28·8	24·8	19·5	15·1	20·6	18	29·7	28·1	27	22·7	19·7	33	33·7
49—Port Arthur	32·2	28·2	25·2	19·7	16	21·2	.....	33	28·5	27	22	22	36	36·1
50—Fort William	35·5	30·6	29·2	20·6	17·8	22·4	23	33	30	27	22	21·7	36	36·1
Manitoba (average)	**30·9**	**25·9**	**27·5**	**19·0**	**16·1**	**19·2**	**18·5**	**30·0**	**28·9**	**23·8**	**20·8**	**21·9**	**35·0**	**38·3**
51—Winnipeg	32·3	26·6	27·6	20	17·4	19·1	17	29·9	29·6	27·5	22·9	20·8	35	38
52—Brandon	29·4	25·2	27·3	18	14·7	19·2	20	30·1	28·2	20	18·7	23	35	38·5
Saskatchewan (average)	**27·5**	**23·6**	**23·7**	**16·2**	**13·5**	**17·8**	**17·3**	**30·5**	**23·8**	**20·7**	**16·9**	**18·7**	**33·0**	**35·0**
53—Regina	31·3	26·4	25·7	17·6	15·5	19·2	19	33	25·2	24	18·8	18·9	.....	36·9
54—Prince Albert	21	18·7	20	13·3	11·5	17·3	15	.....	21	15	14	18	33	31·3
55—Saskatoon	27·5	23·6	24·2	17	12·9	17·3	17	28·9	25·1	20·7	17	19·1	31·1	35·8
56—Moose Jaw	30·3	25·6	24·8	16·9	14	17·5	18	29·7	24	23	17·9	.....	35	35·8
Alberta (average)	**30·1**	**26·7**	**26·3**	**18·6**	**15·2**	**19·8**	**18·3**	**30·0**	**25·8**	**20·5**	**19·3**	**19·4**	**29·5**	**37·0**
57—Medicine Hat	30	27·7	27·7	21	16·2	20	.....	30·7	26	.....	19·5	21·2	.....	37
58—Drumheller	32	29·3	26·5	19·3	15·3	18	20	29	26	20	20	20	30	35·7
59—Edmonton	26·9	22·9	24·9	15·9	13·3	19·4	15	31·2	25·3	20	19·4	18·2	25	35·7
60—Calgary	31·1	27	27·3	17·9	17·9	22·3	18	31·2	26·5	21	20·2	20·8	30	39·1
61—Lethbridge	30·7	26·7	25	18·7	13·2	19·2	20	27·8	25	21	17·2	17	33	37·3
British Columbia (average)	**36·2**	**31·0**	**31·5**	**21·8**	**20·5**	**26·4**	**23·7**	**34·5**	**29·6**	**27·0**	**23·3**	**23·5**	**35·7**	**38·5**
62—Fernie	33·3	27	30·3	20·3	18·3	25	.....	33·3	30·3	.....	22·5	21·7	.....	35·1
63—Nelson	33·6	29	30·8	23	19	24·7	25	35·4	32	28	24·6	22·8	36	38·9
64—Trail	34·3	30	28·5	20	18·3	25·5	23	32·7	28·3	26	23·3	22·6	38	39·7
65—New Westminster	36·2	31·3	32·1	21·2	20·6	24·1	19	32·4	28·1	27	21	23	33	39·1
66—Vancouver	36·6	31·1	30·9	20·4	22·1	24·3	18	32·9	27·8	25	22·1	24·8	32	39·7
67—Victoria	41·2	34·5	34·8	23·1	23·5	29·5	28	36·6	29·7	25	23·8	23·7	35	40·1
68—Nanaimo	37·1	32·5	32·1	23·8	22·3	27·7	28	36·8	29·8	26	22·9	24·4	.....	42·2
69—Prince Rupert	37·5	32·5	32·5	22·5	20	30	25	36·2	31	32	26·5	24·7	40	43

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF JUNE, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
58·0	**17·8**	**26·8**	**19·0**	**20·2**	**19·7**	**19·5**	**10·4**	**14·1**	**27·4**	**24·1**	**11·5**	**32·4**	**34·9**	
56·3	**12·2**	**28·3**	.....	**15·6**	**15·3**	**20·1**	**11·0**	**14·5**	**31·7**	**29·0**	**11·2**	**34·0**	**38·4**	
56·3	10	25·8	.....	15·6	16	19·3	10·3	14·6	32·3	28·3	13	36	37·4	1
55·3	13·5	29	.....	15·4	15	20·4	11	14·5	31·1	29·3	12	32	38·7	2
54·2	.....	27·2	.....	15·5	15	20·8	11·4	14·4	29·6	26·3	10b	.....	38·2	3
59·2	13·4	30	.....	15·9	15	19·8	11·1	14·5	33·3	32	12	.....	38·7	4
55	.....	30	.....	15·1	.....	20·5	11	14·3	30	.....	10	.....	38·9	5
57·7	12	28	.....	15·8	15·7	19·5	11·2	14·8	33·7	29	10	.....	38·6	6
56·6	**11·0**	**30·7**	.....	**15·0**	**16·5**	**19·9**	**11·9**	**14·8**	**25·8**	**22·9**	**9—10·0**	**32·0**	**35·4**	**7**
58·6	**14·7**	**29·1**	.....	**16·3**	**17·2**	**20·8**	**11·3**	**14·5**	**29·1**	**25·1**	**11·0**	**35·0**	**37·1**	
57·7	13·5	26·3	.....	16·6	16·6	20·9	11	15	31	26·8	11	35	38·2	8
59·2	13·5	32·2	.....	16·2	16	21·3	11·2	14·1	32·1	27·2	12	35	37·1	9
57·6	17	28·8	.....	16·5	18·2	20·2	11·8	14·7	29·4	26·2	11	.....	37·5	10
60	.....	.....	.....	16	18	20·6	11·3	14·2	24	20	10b	.....	35·6	11
59·4	**15·7**	**30·3**	**22·3**	**19·7**	**18·8**	**19·3**	**10·6**	**13·5**	**27·1**	**24·2**	**10·5**	**31·5**	**33·6**	
51·5	12	28	.....	16·5	16	18·7	11	13·3	27·1	24·8	12	31	33·9	12
61·3	15·5	29	22	18	17·4	18·3	10·3	13·5	26·5	24·1	11	.....	33·4	13
60·2	18	36·5	.....	21	20·3	20	10·7	13·8	29·3	25·8	11·1a	30	33·6	14
59·3	18	.....	.....	.....	.....	19·3	9·9	13·3	24·4	22	9	.....	33·5	15
58·7	.....	.....	.....	20	20	19·2	11·5	13·9	25·7	23·2	9	.....	33·5	16
61·9	.....	.....	.....	.....	.....	19·4	10·4	13·5	28·4	26·1	9	.....	34·1	17
58·3	14	28	.....	.....	.....	18·5	11	13·8	23	20·4	9	30	33·3	18
62	16·7	31	22·5	22·4	21·4	19·9	10·3	13·5	31·1	27·5	12–13	35	34	19
61·3	.....	29·2	.....	20	17·5	20	10·1	13·2	28	24·2	12	.....	33·1	20
57·8	**16·9**	**26·3**	**22·2**	**19·6**	**19·1**	**19·9**	**10·4**	**14·1**	**27·6**	**24·3**	**12·3**	**32·5**	**34·6**	
59·9	20	31·1	23·5	21·7	18·2	19·6	10·2	13·9	29·8	25·8	12	35	34	21
59·7	.....	27·5	.....	19·4	19	19·2	10	14·3	27·3	23	12	.....	33·7	22
55·2	15	25	17·5	18·2	18·4	19·5	10·1	14	25·9	22·2	12	30	33·6	23
55·9	.....	.....	25	20	15	21·4	10·5	13·9	25·9	.....	12	29	34·4	24
55·2	.....	.....	.....	20	.....	19·1	10·5	14·1	24·6	21·5	12	32	34·4	25
58·9	.....	.....	.....	20	.....	21·5	10·7	14·2	27·4	26	12	32	34·9	26
57·5	.....	.....	20	20	20	21	10·3	13·2	23	20·5	12	.....	35·3	27
60·4	17·3	28·5	25·1	23	21·2	20	10·4	13·9	29·4	25·6	13	34	34·8	28
58·5	.....	25	22·5	19·7	19	19·5	10·3	14·3	28·1	25	12·5a	.....	35	29
57·5	.....	.....	.....	.....	18	19·9	9·9	13·7	28·8	.....	12·5a	.....	34·6	30
59·9	19·5	29·4	26	.....	.....	19·7	9·8	13·8	29	.....	12·5a	.....	35·2	31
56·2	15	24	21·5	.....	.....	20·8	10	14·3	26·2	23·7	12	.....	34·6	32
57·5	.....	.....	.....	.....	.....	19·9	10·2	14·2	25·8	23·2	12	34	34·8	33
57·3	.....	28	26	.....	20	19·1	9·6	14	26·1	25	12	.....	34·9	34
57·4	.....	26	22·3	.....	.....	20·1	10·1	14·2	26·3	23·6	12	.....	35	35
58·3	.....	.....	.....	20	.....	19·6	10	14·3	23·8	19·7	12	.....	34·5	36
58·5	.....	27·5	20·7	19·5	19·7	20·1	10·1	14·2	26·1	22	12	.....	34·2	37
58·5	13·7	21·5	20·2	18·7	18·3	18·2	10·3	13·8	26·7	24·5	12	.....	34·4	38
58·4	16	26·5	25	19·5	20·5	19	10·5	14·6	25·5	22·5	12	33·5	35·7	39
58·1	.....	.....	.....	19	.....	19·3	9·9	14	25·2	23·5	12	.....	33·4	40
59·7	17	26·5	21	17	.....	17·8	10·4	14	27·4	24·5	13	.....	33·6	41
59·4	19	.....	24	19	.....	21·3	10·7	14·2	28·2	25·2	12	.....	34·4	42
55·5	.....	.....	.....	.....	.....	20·6	10·2	13·7	25	22·5	12	.....	34·8	43
57·6	.....	.....	.....	18·7	19·5	20·5	10·2	14·6	30·3	24	13	.....	34·1	44
57·3	.....	23	23	22·5	19	20·5	11·4	14·3	31·5	28·4	13	.....	34·8	45
57	.....	.....	.....	18	.....	19·7	12·7	14·6	32·3	28	13	33	36·5	46
55·2	.....	24·3	.....	19·5	20·5	20·8	11	14·6	31·8	27·6	14	.....	33·8	47
54	.....	.....	20·2	20	.....	19·7	11·1	14	31·5	28·5	13	.....	34	48
59·2	.....	.....	19	21·7	18·2	19·3	9·8	13·5	30·1	25·3	12	.....	34·4	49
59·7	.....	27·5	19	16·7	19·4	19·6	10·4	13·9	29·9	24·7	12	.....	34·7	50
58·3	**20·5**	**28·1**	**15·4**	**23·1**	**18·6**	**19·1**	**10·4**	**13·9**	**24·9**	**21·6**	**10·5**	**32·0**	**33·2**	
59·5	18	27	15·4	22·2	18·6	18·8	9·9	13·4	27	23·3	11	32	33	51
57·1	23	29·2	.....	24	18·5	19·3	10·9	14·3	22·8	19·9	10	32	33·4	52
55·4	**24·2**	**25·8**	**11·4**	**22·4**	**20·0**	**18·3**	**8·9**	**13·4**	**23·0**	**19·9**	**10·8**	**27·3**	**32·1**	
57·1	25	26·9	12·4	25	20·8	18·6	9·5	13·8	25·3	21·4	11	.....	32·1	53
55	.....	25·7	10	20	20	17·3	8·4	12·3	21	19·2	10	25	32·4	54
52·6	23·6	24·6	9·7	20·7	19·2	19·3	8·9	13·7	22·4	19	11	28	31·5	55
56·9	24	25·9	13·5	23·8	20	18·1	8·8	13·6	23·3	20	11	29	32·5	56
56·2	**23·6**	**25·8**	**14·3**	**23·8**	**24·5**	**18·7**	**9·1**	**14·9**	**24·0**	**19·7**	**10·8**	**27·8**	**33·8**	
57·5	25	26·7	.....	25	25	17·8	9·8	15·8	23·2	19·4	11	.....	33·7	57
59·7	25	27·6	14	26	24	19·2	8·8	15·8	24·3	19·7	10	30	34·9	58
52·9	23	24·4	17·7	20·8	23·7	18·9	9·3	14·4	24·2	19·8	11	26·5	32·8	59
55·2	22·8	25·3	13·4	25	25	19·1	9	14·4	25·4	21	11	27	34·2	60
55·8	22·4	25	12	22	25	18·5	8·5	14·2	22·7	18·7	11	.....	33·4	61
60·7	**18·4**	**23·2**	**12·5**	**24·9**	**23·8**	**18·7**	**10·7**	**14·5**	**28·2**	**26·1**	**11·5**	**37·0**	**35·9**	
57·1	24·3	26	13	27·2	25	18	10	13·8	29·6	24·9	10b	.....	34	62
63·4	23·6	27	12	25	25	18	10·1	17·1	26·1	.....	12·5a	35	36·6	63
61·2	24·3	27·3	.....	26·2	26	20·2	11·4	15·8	27·1	.....	12·5a	35	35·9	64
60·7	15·8	19·3	.....	23·5	21·7	17·9	10·6	13·4	26·9	.....	10	38	35·2	65
60·9	14·7	19·9	.....	22·5	21	17	10·4	13·4	27·4	25·5	10	38	34·7	66
60·3	14·2	22·8	.....	24·7	23·1	17·9	11	13·8	29·5	28·5	12	39	35·7	67
61·6	15	24	.....	.....	.....	20·8	10·6	14·1	27·9	.....	11a	.....	38	68
60	15	19·3	.....	25	25	19·7	11·8	14·6	31	25·5	14·3a	.....	37·4	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**24·8**	**6·7a**	**17·9**	**3·8**	**5·2**	**9·2**	**9·6**	**13·9**	**12·2**	**13·1**	**11·0**	**6·4**	**9·6**
Nova Scotia (average)	**24·8**	**7·1**	**18·8**	**4·0**	**5·2**	**9·8**	**8·9**	**14·8**	**12·3**	**14·3**	**12·1**	**6·2**	8·9
1—Sydney	24·3	6·7-7·3	19·1	3·9	5·1	9·9	8·7	14·2	12·2	12·9	12	5·7	9·4
2—New Glasgow	25·5	6·7-7·3	18·9	4	5·1	9·8	8·9	14·5	11·4	14·5	11·3	5	8·7
3—Amherst	23·1	7·3	19	4	5	10	8·1	14·5	11·7	14·1	12·3	6·2	7·4
4—Halifax	25·5	6·7-8	19·3	4·1	5·4	9·3	10·3	15	12·3	14·5	12·6	6·9	8·7
5—Windsor	24·3	7·3c	17·6	4·1	5·2	9·8	8·8	15	12·7	14·7	12·5	6·8	10·5
6—Truro	25·8	6·7	18·7	3·9	5·2	9·9	8·7	15·7	13·3	15·1	12·1	6·4	8·4
7—**P.E.I.**—Charlottetown	**25·1**	7·3	18·9	**3·9**	**5·5**	**9·8**	**8·8**	**14·6**	**13·2**	**14·0**	**11·4**	**5·9**	**9·2**
New Brunswick (average)	**24·5**	**7·5**	**18·4**	**4·0**	**5·4**	**9·8**	**9·2**	**15·0**	**12·7**	**14·4**	**12·3**	**6·2**	**8·8**
8—Moncton	24·8	8	19·5	4·2	5·4	9·9	9·8	14·9	13	15	12·2	6·2	7·8
9—Saint John	25·2	6·7-3	19·1	3·8	5·5	9·6	9·9	14·9	11·8	14·1	12·2	6·4	8·6
10—Fredericton	23·7	7·3	18	3·9	5·5	9·5	9·7	14·6	12·3	14·8	11·6	6·7	9·6
11—Bathurst	24·4	8	16·9	3·9	5	10	7·5	15·5	13·5	13·8	13·3	5·6	9·3
Quebec (average)	**22·9**	**5·3**	**15·5**	**3·9**	**5·1**	**9·6**	**9·3**	**12·5**	**12·3**	**13·2**	**10·6**	**5·9**	**7·5**
12—Quebec	24·6	5-8b	16·1	3·8	5·4	9·6	10·2	13·1	12·6	13·4	12	6·6	7·1
13—Three Rivers	23·7	5·3	13·9	4	5	9·7	9·1	12·9	12·3	13·6	11·8	5·3	7·4
14—Sherbrooke	23·3	5·3	14·4	3·8	5·4	9·8	9·7	12·8	12·8	13·9	10	5·9	8·2
15—Sorel	22·4	4·7	15·4	3·5	4·6	9·5	7·9	12·2	12	11·8	10·2	6·2	6·9
16—St. Hyacinthe	22	4	16·3	3·9	5·3	9·9	9·9	11·7	13·3	13·1	10·5	5·3	7·5
17—St. Johns	21·5	4·7-5·3	17·3	3·7	5·5	9·6	9·5	12·1	12·9	13·8	10	5·9	7·7
18—Thetford Mines	22·8	5·3	13·8	4·2	5	9·7	8·2	12·2	11·6	12·7	10	4·9	7·8
19—Montreal	22·8	5·3-6·7	17·3	4·1	5	9·6	9·5	12·5	11·9	12·7	10·7	6·2	7·7
20—Hull	23	5·3-6·7	14·8	3·9	5·1	9	9·6	12·6	11·7	13·7	10·6	6·8	7·2
Ontario (average)	**24·3**	**6·2**	**16·6**	**3·5**	**5·1**	**9·0**	**9·9**	**13·6**	**11·4**	**12·7**	**10·8**	**6·0**	**10·2**
21—Ottawa	22·4	6·7	15·6	4	5·1	9	10·1	13·4	12	13·9	10·8	6·4	7·8
22—Brockville	22·2	6	14	3·8	5	9	11	13·7	11·5	13·3	11·6	6·5	13·3
23—Kingston	23·5	5·3-6·7	14·9	3·7	5·1	9·3	9·8	13·3	11·5	13·4	10	6·2	9·6
24—Belleville	23	5·3-6·7	15·6	3·4	5	8·8	9·6	13·3	11·8	12·5	10·9	6·1	11·8
25—Peterborough	24·8	5·3-6·7	15·9	3·3	5	8·4	9·6	13·3	10·6	12·5	10·6	5·9	10·4
26—Oshawa	24·8	5·3-6·7	17·8	3·3	5	8·7	10·1	13·6	11·1	13·9	10·4	6·1	10·2
27—Orillia	25·1	6	15·9	3·3	5	8·9	9·4	13·9	11·3	13·2	11·9	6·1	10·5
28—Toronto	24·1	6·7	17	3·5	5	8·6	9·9	12·9	10·7	12·7	11·2	5·9	9·7
29—Niagara Falls	24·4	6	16·6	3·7	5·3	9·1	10	13·2	11	12·9	10·7	7	11·4
30—St. Catharines	23·8	6·7	15·2	3·6	5	9·1	10	12·6	12	12·5	11·1	6·4	10·1
31—Hamilton	24·3	6-6·7	16·3	3·4	5	8·7	9·9	12·1	11	12·6	10·9	5·6	10·1
32—Brantford	25·6	6-6·7	17·1	3·5	5	8·9	10	13·8	11	12	10·4	5·9	9
33—Galt	26	6·7	17·1	3·3	4·9	8·7	10·1	13·7	11·3	12·7	11	4·9	9·4
34—Guelph	23·6	6	17	3·2	4·8	8·7	10·1	13·7	10·9	12·7	9·1	6	10·9
35—Kitchener	25·8	6-6·3	16·6	3·3	5·1	8·8	10·2	13·8	10·9	13·1	10·3	6	10·6
36—Woodstock	23·9	6	15·6	3	4·9	9	10·1	13·9	11·6	12·5	9·4	6·1	8·3
37—Stratford	24·6	5·3	16·5	3·2	5·1	9·1	9·9	13·5	10·9	11·3	11·2	8	9·2
38—London	23·5	6·7	18	3·2	5·1	8·8	9·9	13·1	10·9	12·5	9	5·7	8·4
39—St. Thomas	24·3	5·3-6·7	19·7	3·4	5	9·3	10·7	14	12·1	12·4	11·4	6·5	8·5
40—Chatham	24·3	5·3	16·4	3·7	4·9	8·6	10·4	13·7	11·2	12·2	9·5	5·2	11
41—Windsor	23·1	5·3-6·7	16	3·4	4·7	8·7	9·7	12·8	11	12	10·5	5·2	9·1
42—Sarnia	24·2	6	17	3·1	5	9·2	9·4	14·1	12	11·9	10·8	6·4	11·9
43—Owen Sound	22·6	6c	15·6	3·3	5	9·4	9·4	13·6	10·7	11·3	11	5	9
44—North Bay	25·7	6-6·7	15·2	3·9	5·2	9·7	9·3	13·7	11·6	13·2	10·4	6·1	12·5
45—Sudbury	23·9	6·7	15·7	3·9	5·8	8·8	9·6	13·5	12·1	13·6	11	6·2	12·3
46—Cobalt	26·5	6·7	17·8	3·9	5·3	9·1	9·8	14·8	12·4	12	12·7	6	9·5
47—Timmins	24·4	6·7	16·8	4	5·8	9·5	10·5	14	12·2	12·5	12·3	5·6	11·5
48—Sault Ste. Marie	24·3	6·7	17·8	3·8	5·2	9·2	9·7	14·4	12·1	14·2	10·7	6·8	11·5
49—Port Arthur	23·9	6-6·7	20·3	3·8	5	9·1	9·7	12·8	11·2	11·5	10·2	6·1	9·4
50—Fort William	25·2	6-6·7	17·9	3·8	5·6	8·8	9·5	13·3	12	12·5	11·5	6·4	10·5
Manitoba (average)	**25·5**	**7·0**	**17·0**	**3·9**	**5·4**	**9·0**	**9·9**	**14·7**	**12·6**	**12·9**	**11·0**	**7·3**	**8·9**
51—Winnipeg	25·9	6·4-8	16·6	3·8	5·3	9	9·8	14·5	12·3	12·6	11·5	7·1	9
52—Brandon	25·1	6·4-7·1	17·4	3·9	5·5	9	10	14·9	12·8	13·2	10·4	7·5	8·7
Saskatchewan (average)	**25·5**	**6·9**	**20·4**	**3·9**	**5·3**	**8·7**	**10·2**	**15·1**	**13·4**	**13·4**	**11·0**	**6·7**	**9·0**
53—Regina	26·3	6·4-7·2	20·3	3·8	5·7	8·9	10	14·9	12·9	13·5	11·4	7	8·3
54—Prince Albert	26	6·4	19·5	4·1	5	8·3	10·4	15·4	13·8	13·9	12	7·7	8·7
55—Saskatoon	24·9	7·2	21·4	3·9	5	8·9	10·7	15	13·2	13·1	11·1	6·1	11·5
56—Moose Jaw	24·9	7·2	20·4	3·8	5·5	8·8	9·7	15	13·5	13·2	9·6	6·1	7·6
Alberta (average)	**26·8**	**7·8**	**20·7**	**3·9**	**5·3**	**8·8**	**9·9**	**14·7**	**13·0**	**13·0**	**10·9**	**6·6**	**10·8**
57—Medicine Hat	27·9	8	21·6	3·9	5	8·9	10·5	14·5	12·8	12·3	11	6·1	10·9
58—Drumheller	25·9	7·1-8	19·6	3·8	5·5	8·6	10	14·9	12·8	13·3	11	6·7	12·6
59—Edmonton	25·2	7·2-8	19·8	3·9	5·3	8·9	9·4	14·5	12·9	12·8	11·7	7·3	8·7
60—Calgary	26·8	8	22·3	3·9	5·5	8·8	10	14·6	14·2	14	11·3	6·7	10·8
61—Lethbridge	28·4	8	20	3·9	.....	8·9	9·6	14·8	12·5	12·7	9·3	6·2	11·1
British Columbia (average)	**27·2**	**8·6**	**22·1**	**4·1**	**5·6**	**9·3**	**9·1**	**14·1**	**13·2**	**13·3**	**11·1**	**8·0**	**10·5**
62—Fernie	26·1	8c	21·6	4·1	5	9	9	14·1	12·9	13·2	10·5	8·4	13·7
63—Nelson	25·1	9	22·2	4·1	6	8·8	10·4	14·4	14·1	14·2	12·1	9·4	11·5
64—Trail	25·8	9	20·7	3·8	5·3	9	9·2	13·5	13	13·7	9·6	7·7	12·1
65—New Westminster	27·1	8·3-8·8	22	4·1	5·5	9·1	8·1	13·6	13·4	13·7	12·5	7·2	9·6
66—Vancouver	27·1	8·3-8·8	21·3	4	5·4	8·8	8·8	13·6	12·3	12·2	11	6·7	8·1
67—Victoria	27·2	8	21·5	4·2	6	10·3	9	14	12·6	12·8	10·4	8·3	10·5
68—Nanaimo	31·4	8	22·1	3·9	5·3	9·4	9	14·3	13·6	13·2	11·3	7·9	9·2
69—Prince Rupert	27·5	9-10	25	4·4	6	10	9·6	15	13·8	13·4	11·7	8·4	9

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF JUNE, 1941

Potatoes (d)		Apples													
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar† (1)	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·621	**25·1**	**24·4**	**14·9**	**11·8**	**16·7**	**14·9**	**10·5**	**31·4**	**32·8**	†	**15·6**	†	**51·5**	
·902	**23·3**	**21·6**	**13·5**	**13·1**	**16·2**	**14·6**	**10·7**	**36·6**	**39·2**	**33·9**	**15·8**	**30·4**	**54·5**	
·924	23·4	25	13	13·7	15·3	14·6	12·1	39·5	44·1	32·7	15·5	30·1	53·7	1
1·008	25·6	20	15	14·2	15·7	14·5	10·2	38·2	37·2	33·7	15·3	31	53·5	2
·771	19·4	.....	.....	12·4	15·7	14	9·8	34·6	39·7	33	15·4	30	57·5	3
·909	23·4	19·9	12·5	12·6	17·2	16·7	10	33·2	35·7	34·1	16·2	31	58·2	4
·877	22·7	.....	.....	13	17	14	10·2	37·6	41	34·6	15·2	30·8	52·2	5
·923	25	21·5	.....	12·9	16	14	11·6	36·7	37·3	35	17·4	29·4	51·6	6
·720	**16·7**	**22·5**	**14·0**	**13·0**	**16·9**	**15·4**	**11·3**	**40·1**	**53·9**	**33·5**	**16·8**	**30·8**	**54·3**	7
·767	**20·2**	**21·5**	**15·5**	**12·3**	**16·1**	**14·6**	**10·0**	**37·3**	**38·0**	**34·3**	**15·7**	**32·3**	**53·9**	
·82	20·2	.....	13	13·4	16·5	15·1	9·7	36·2	37·7	35·8	16·6	32·9	56·2	8
·775	19·9	22·2	18	12·1	15·6	13·9	9·8	36·5	38·3	34·7	15·3	31·1	58·8	9
·755	20	20·8	.....	12·5	16·2	14·2	9·8	33·6	39·5	34·8	15	31·8	55·7	10
·717	20·7	.....	.....	11·3	16	15	10·8	43	36·2	32	16	33·3	45	11
·718	**18·8**	**26·0**	**13·0**	**11·9**	**17·3**	**14·0**	**9·0**	**31·7**	**33·1**	**31·4**	**15·3**	**30·5**	**50·9**	
·622	17·7	23·7	.....	13	17·4	14·7	9·4	32·9	34·1	32·8	15·1	30·5	54·6	12
·643	18	26	.....	11·8	17·1	13·9	8·7	31·4	34·1	31·1	16·4	30·4	50·7	13
·749	18·5	27·4	12	12	17·6	14·3	8·6	30·2	32·5	30·8	15·3	30·5	52·7	14
·678	19	.....	.....	11·6	16	13	9·3	33·2	37·2	32·1	14·4	29·7	50·5	15
·686	16·7	29	.....	11·8	17·2	13·3	8·9	33·6	33·2	31·7	15	29·8	49·1	16
·712	17·7	24·7	.....	12·6	18·6	14·3	9·6	31·8	34·1	31·7	15·8	31·7	51·1	17
·742	20·9	30	.....	11·8	19·5	14·1	8·8	34·7	37·5	32	15·5	34·5	48·7	18
·844	20·7	23·8	14	11·2	16·6	13·6	9·4	29·6	26·8	30·5	14·9	29·2	50·7	19
·788	20·1	23·1	.....	11·2	15·8	14·5	8	27·6	28·3	29·5	15·1	28·4	49·6	20
1·153	**27·4**	**24·7**	**13·6**	**11·6**	**16·6**	**15·3**	**9·2**	**30·4**	**31·2**	**30·9**	**15·0**	**27·9**	**50·4**	
·956	23·7	30·3	.....	11·2	16	15·8	8·7	28	27·1	30·4	15	28	52·2	21
1·07	24·5	27·5	.....	11·4	17·5	15·4	10·2	31·7	24·5	31·9	14·5	27·3	48·5	22
1·091	25·5	23·5	12·5	11·1	16·8	15·3	9	29·7	30·9	30·1	15·1	26·6	51·5	23
1·08	26·2	22·5	10	11·4	15·7	14·5	8·9	29·7	31·6	29·8	15·7	26·8	49·2	24
1·067	25·1	23·6	.....	11·2	17·7	15	9·1	31·4	31·5	30·2	15·7	27·9	48·5	25
1·028	25·1	.....	.....	12·8	18·2	14·9	8·8	29·6	30·7	30·7	14·8	28·3	51·1	26
1·10	26·6	23·3	.....	11·3	15·8	15·4	8·9	29	27·1	31	15·2	28·7	49	27
1·133	26·8	25·4	.....	11	16·2	14·5	8·6	29·5	28·2	28·6	13·8	26·7	50·4	28
1·186	27·8	28·3	.....	10·6	17·7	15·2	9·3	30	31·9	30·9	14·4	29·2	51·1	29
1·217	28·3	30	.....	12·2	16·1	14·2	9·2	30·3	30·9	29·1	14·5	27	52·2	30
1·123	26·9	32·5	.....	12·3	17·1	14·6	8·7	31·3	30·4	29·7	14·5	26·1	50·6	31
1·13	25·3	21·6	.....	12·4	15·7	14·8	8·7	30·6	29·4	29·5	14·4	27·4	51·1	32
1·181	27·9	23·7	.....	11·7	16·1	15	9·2	31	31·5	28·9	14·3	25·6	53·6	33
1·136	26	18·5	.....	11·5	15·2	14·8	8·7	28·7	29·8	29·8	14·4	26·8	50·7	34
1·144	26·8	23·3	.....	11·2	16·7	15·2	8·5	28·6	29·9	29·9	14·9	26·9	50·3	35
1·177	26·2	18·5	.....	12·1	15·2	14·9	8·5	32·5	33·9	29·5	15·2	27·4	49·1	36
1·055	25·9	35	.....	10·7	17	14·8	8·7	29·2	30·2	30·6	15·7	28·3	53·7	37
1·114	26·7	23·2	.....	12	16	14·7	8·9	31·6	30·9	29·8	14·9	26·7	50·4	38
1·238	27·4	22·5	.....	11·4	17·1	15·3	8·8	34·3	34·9	31·3	15·4	28	49·8	39
1·18	26·1	19·1	.....	10	15·9	14·7	8·4	28·9	27·5	29·7	15·5	27	57·8	40
1·134	25·4	19·6	.....	10·7	15·4	14·8	8	26·8	27·9	29·6	14·8	27	48·2	41
1·264	26·3	18	.....	11·1	17·2	15·8	8·7	31·2	31·3	31	15·3	26·8	47·6	42
1·175	27·5	25	.....	11·7	16	14·6	8·7	31·4	34·4	31·2	14·5	29·6	46·4	43
1·218	32	28	.....	11·7	16·8	16	9·3	32·6	34·2	34	16·2	28·9	50·4	44
1·143	29·1	.....	.....	11·4	16·7	17·3	10	27·4	30	31·2	15·4	28·9	52·1	45
1·15	38	.....	17	13	18	16·3	10·2	33·7	37·5	34·8	16·3	30	51·8	46
1·21	30·4	.....	15	11·9	17·4	16·7	11·1	30·5	31·9	31·8	16·7	29·7	50·1	47
1·265	29·2	27·4	18	12·3	15·9	15·8	11·4	29·4	34·6	32·3	15·4	28·6	47·4	48
1·321	30·2	27·5	12·5	11·3	17·4	17·4	10·5	31·7	35·5	35·2	13·7	30·2	46·9	49
1·317	30·1	25	10	12·1	17·7	16·3	11·6	30·8	36·5	33·7	14	30·4	51·8	50
·930	**24·0**	.....	**14·0**	**11·6**	**16·1**	**15·5**	**12·0**	**29·7**	**31·2**	**61·7**	**15·4**	**52·3**	**51·4**	
1·008	26·6	.....	13	11·5	17·4	14·9	10·9	28·7	29·1	59·8	14·7	50·4	50	51
·851	21·3	.....	15	11·6	14·7	16	13	30·6	33·2	63·5	16·1	54·2	52·8	52
1·008	**25·5**	.....	**14·7**	**12·1**	**15·9**	**15·4**	**12·4**	**30·6**	**31·2**	**62·5**	**16·6**	**53·0**	**54·4**	
1·00	25·4	.....	15	12·5	16	14·8	12·2	29·6	27·8	61·7	16·1	52·5	51·8	53
1·075	28·2	.....	15	12	17·5	16·7	12·7	34·7	35·5	64·2	17·5	53·5	57	54
·967	23·7	.....	14·6	11·9	15·3	14·9	12·2	27·9	29·1	62·9	16·1	54·1	55·5	55
·989	24·5	.....	14	11·9	14·8	15	12·4	30	32·3	61·3	16·8	52	53·3	56
·765	**22·2**	.....	**17·8**	**11·4**	**17·5**	**15·3**	**14·5**	**28·5**	**29·1**	**60·3**	**17·3**	**50·1**	**53·4**	
·76	20·7	.....	.....	11·1	17·7	15·2	12·9	28·7	27·9	60·7	17·4	53·2	54·5	57
·941	25	.....	17	10·8	17·3	16·3	14·5	28·6	30·8	62	18·1	51	55·5	58
·659	17·9	.....	15	12	17·5	14·7	14·5	29·9	30·2	57·4	16·3	47·5	51·8	59
·802	25·5	.....	20	11·4	16·9	15	14·7	28·2	31·5	59·5	17·3	49·1	52·3	60
·661	22	.....	19	11·7	18	15·5	15·9	27·2	25·2	62	17·5	49·8	52·6	61
1·312	**29·8**	.....	**17·0**	**11·1**	**17·6**	**14·1**	**13·2**	**29·9**	**31·6**	**59·3**	**16·5**	**49·3**	**50·2**	
·518	20	.....	.....	12·5	18	15·2	15	31·2	33	62·4	17·8	56·2	50	62
1·387	30	.....	.....	11·8	17·7	15	14·7	31·7	36·2	64·3	18	54·8	56·3	63
1·402	27·2	.....	.....	11·4	17·8	14·1	13·3	31·3	33·2	61·3	19·5	50·3	51·6	64
1·438	28	.....	17	10·4	17	13·2	11·7	27	29	55·8	14·8	45·8	55	65
1·381	32·7	.....	16	10·1	16·9	13·2	11·2	27·9	26·6	55·9	14·9	44·8	48	66
1·498	37·3	.....	.....	10·6	17·2	13·2	12·1	29·9	32·9	57·3	15	45·7	46·5	67
1·447	30·7	.....	15	11	17·7	14·1	12·9	29·8	30·5	57·4	15·2	46·6	46·3	68
1·425	32·5	.....	20	11·1	18·2	15	15	30	31	60	16·6	50	47·8	69

1. Formerly raspberry jam. † Ontario and east, 32 ounce jar with pectin; Manitoba and west, 4 pound tin, pure

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	8·6	8·4	46·7	72·4	**19·3**	**15·6**	**4·2**	**12·4**	**5·0**	**15·935b**	**10·138**
Nova Scotia (average)	8·4	8·1	**55·0**	**70·7**	**19·5**	**10·0**	**4·5**	**12·4**	**5·0**	**18·000**	**8·215**
1—Sydney	8·3	8	52·2	70·3	19·7	10	4	12·4	5	.....	7·15– 7·50s
2—New Glasgow	8·2	8·2	58·6	70·6	23·3	10	4·2	13·2	5	.....	6·75– 7·00s
3—Amherst	8·3	8	56·8	71·4	17·8	.....	4·2	12	5·1	.....	6–75– 9·25
4—Halifax	8·6	8·3	52·2	71·7	21·2	10	4·8	12·8	5·1	18·00	9·00–10·75
5—Windsor	8·4	8·2	53·8	70	16·4	.....	4·6	12	5	.....	.....
6—Truro	8·4	8	56·4	70·3	18·4	.....	5·1	12·2	5	.....	8·00–10·00
7—**P.E.I.**—Charlottetown	8·6	8·1	**55·1**	**70·0**	**19·0**	**15·0**	**3·9**	**12·9**	**5·0**	**17·400**	**9·650–10·400**
New Brunswick (average)	8·6	8·5	**53·0**	**70·2**	**19·6**	**10·0**	**4·3**	**12·5**	**5·1**	**16·500**	**10·688**
8—Moncton	9	8·6	56·7	70	20·3	10	4·7	12·4	4·9	g	10·00–10·50g
9—Saint John	8·4	8·1	49·4	71·1	19·3	10	4·8	12·4	5·1	16·50	12.00–13·00
10—Fredericton	8	8·4	52·8	69·7	18·8	.....	3·6	12	5·3	.....	10·00–11·00
11—Bathurst	8·8	8·7	53	70	20	.....	3·9	13	5	.....	9·50
Quebec (average)	8·0	7·8	45·5	77·5	19·9	14·8	4·2	11·4	5·0	*15·947	*9·958
*12—Quebec	8·2	7·9	45·4	80·6	19·8	15	4·5	12·7	5·1	15·00	10·50
*13—Three Rivers	8·3	8	48·9	78·7	21	.....	4·4	11·1	5	15·50	8·50– 8·75
*14—Sherbrooke	8	8	40·7	74·7	18·5	15	4·1	11·3	5	16·50	10–00–11·75
*15—Sorel	7·8	7·6	45·1	73·5	19·4	.....	3·8	10·6	5	15·25–15·50	9·00
*16—St. Hyacinthe	7·9	7·7	44·9	79·5	18·8	.....	4·7	11	4·9	15·25	9·25–11·50
*17—St. Johns	8	7·9	42·3	77·8	19·8	.....	4·1	12·1	5·1	15·00	9·50–10·50
*18—Thetford Mines	8	7·6	46·9	74·8	19·4	15	4·1	11·7	4·7	18·00	11·00
*19—Montreal	7·9	7·8	47·8	79·5	19·3	14	4	11	4·9	16·50	8·00– 8·50
*20—Hull	8·3	8	47·5	78·5	22·8	.....	4	11·2	5	16·40	11·00
Ontario (average)	8·5	8·4	45·8	73·6	18·9	13·0	4·1	12·0	5·0	15·693	11·343
21—Ottawa	8·3	8·1	45·6	72·6	19·3	13·5	3·9	11	4·9	16·40	11·00
22—Brockville	8·2	7·8	42·2	74	20·8	.....	4	10·3	5	15·00	8·00– 8·50
23—Kingston	8	7·9	44·5	74	18·2	13	4·5	12·2	5	15·50	8·50– 8·75
24—Belleville	8·6	8·4	46·2	69·2	18·5	10	4·4	12·2	5·2	16·00	10·00–13·00d
25—Peterborough	8·5	8·1	49·8	72	19·5	15	4	12·2	5	16·00	10·50–14·00d
26—Oshawa	8·5	8·2	53·2	71·5	18·7	12	4·4	11·4	5·1	15·50	9·50–13·50d
27—Orillia	8·5	8·5	47·4	73·5	19·9	.....	4·1	10·6	4·9	16·00	9·75–13·50d
28—Toronto	8·2	7·9	45·3	73·7	18·6	11	3·9	11·4	4·9	14·00	11·50
29—Niagara Falls	8·7	8·6	43	74·4	19	.....	4·2	12·3	5	14·00–14·50g	8·00–10·00g
30—St Catharines	8·7	8·2	45·1	71·3	18·5	11·3	4·1	11·9	4·9	14·90g	8·00–13·50g
31—Hamilton	8·3	8·3	43·3	75	17·8	10	4·1	11·4	5	14·50	10·25–11·25
32—Brantford	8·3	8·3	49·6	78·3	18·2	12	4·1	10·7	5·1	15·50	9·50–13·25d
33—Galt	8·8	8·6	45	73	19·3	10	3·9	11·6	4·7	15·50	10·50–13·50d
34—Guelph	8·4	8·2	43	75·5	17·2	.....	3·9	12	4·7	15·50	10·00–13·50d
35—Kitchener	8·6	8·5	42	76·4	18·6	.....	3·6	11·9	4·9	15·50	10·00–13·00d
36—Woodstock	8·6	8·6	46·5	74·7	17	.....	4	12·1	5·2	15·00	9·00–13·50d
37—Stratford	8·8	8·7	44·8	72·3	18·2	.....	4·3	12·1	5·4	14·50	8·50–12·50d
38—London	8·5	8·4	46·2	77·4	17·3	10	3·8	11·6	5	16·00g	12.00–13·50g
39—St. Thomas	8·7	8·6	46·9	74·2	18·9	9·8	3·9	12·2	5·3	15·50g	10·00–13·00g
40—Chatham	8·8	8·6	47·3	74·3	16·3	.....	4	11	4·9	15·00g	9·00–11·50g
41—Windsor	8·3	8	38·7	69·8	18·5	15	3·6	10·6	4·7	15·00g	9·50–11·50g
42—Sarnia	8·9	8·7	45·8	76·7	18	.....	3·4	13·2	5	15·50	8·90–10·00
43—Owen Sound	8·4	8·3	52·9	77·9	21·6	.....	4·6	12·6	5·3	15·50	8·50– 9·00
44—North Bay	8·9	8·6	58·1	75·1	18·5	.....	4·6	13·7	4·7	16·50	14·00
45—Sudbury	8·8	8·6	42·3	74·4	19	15	4·1	14·1	5	17·00	11·00–14·50d
46—Cobalt	8·8	8·8	43·7	73·8	21·7	9·8	5	13·7	5	18·25	13·00d
47—Timmins	8·9	8·8	43	71·9	21·3	18	4·4	13·7	5	19·00	12·50–16·50d
48—Sault Ste. Marie	8·4	8·3	44·1	73·2	20·6	16·3	4·6	13·2	4·7	16·00	9·50–12·25d
49—Port Arthur	8·2	8·3	44	68·5	19·2	20	4·1	12·6	4·8	16·00	12·35–14·50d
50—Fort William	8·6	8·5	43·7	70·5	20·1	15	4·5	11·9	4·9	16·00	12·35–14·50d
Manitoba (average)	9·0	8·9	43·6	67·0	18·9	14·3	4·1	12·9	5·3	19·000	9·050
51—Winnipeg	8·9	8·8	41·8	67·3	18·3	13·5	4·1	12·4	5·2	19·00	6·25–13·75h
52—Brandon	9·1	8·9	45·4	66·7	19·4	15	4·1	13·3	5·3	.....	5·00–11·20h
Saskatchewan (average)	9·4	9·5	44·1	69·1	20·1	19·5a	4·0	14·2	5·0	.....	8·469
53—Regina	9·4	9·7	43·7	68·2	19·7	15	3·5	13·3	4·9	.....	5·25–12·50h
54—Prince Albert	9·3	9·3	43·6	70·8	21	22·5	4·1	14·7	5	.....	8·75– 9·75h
55—Saskatoon	9·2	9·4	43·8	68·7	19·9	20·6	4·2	13·9	5·2	.....	7·25– 9·60h
56—Moose Jaw	9·5	9·5	45·3	68·5	19·8	20	4·2	14·7	5	.....	5·25– 9·40h
Alberta (average)	9·2	9·1	44·7	69·7	19·1	17·5a	3·9	13·7	5·0	.....	5·031
57—Medicine Hat	9·3	9·2	43·2	71·3	17·3	.....	3·3	13·8	5	g	g
58—Drumheller	9	8·9	43·6	69·6	22·3	20	4·1	13·1	5·1	.....	4·25– 5·25h
59—Edmonton	9·1	9·1	46·4	68·8	18·7	15	4·3	13·4	4·9	g	3·00– 4·50g
60—Calgary	8·9	8·8	45·3	69	19	20	4	13·5	4·9	g	6·50– 7·25g
61—Lethbridge	9·6	9·6	44·8	69·8	18·4	15	3·9	14·6	4·9	.....	4·50– 5·00h
British Columbia (average)	8·5	8·4	44·3	69·3	20·0	24·3a	4·7	13·1	5·2	.....	10·460
62—Fernie	9	9·2	45·4	69·2	18·2	.....	4·6	14·2	5	.....	.....
63—Nelson	8·8	8·8	45·5	71·8	20	25	4·6	14·2	5	.....	9·50–11·00
64—Trail	8·8	8·6	43·5	68·8	19·3	25	5·3	14·2	5	.....	9·00–10·00
65—New Westminster	8·1	8	40·8	66·6	18·8	24	4·6	12·2	5·8	.....	10·00–11·50
66—Vancouver	8	7·8	41·8	67·5	19·6	18	4·4	11	5	.....	10·00–11·50
67—Victoria	8·9	8·4	47·3	67·9	21·3	25	4	12·2	5·3	.....	9·25–10·75
68—Nanaimo	9	7·9	45·3	70·7	21·2	28	5	12·8	5·2	.....	7·47– 7·97s
69—Prince Rupert	8·7	8·6	45	72	21·6	25	5	13·8	5·6	.....	13·00–15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated 1. Including birch. p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to con- $25–$35 per month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax for fuel.

AND RENTALS IN CANADA AT THE BEGINNING OF JUNE, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·021	10·444	12·466	7·727	9·106	7·537	27·9	9·6	25·118	18·558	
10·550	6·667	7·833	5·500	6·333	6·167	30·0	10·0	21·333	15·333	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·5	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00c	30	9·8	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·7	15·00–19·00	10·00–16·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·9	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	11·2	18·00–25·00	14·00–18·00	5
9·50–11·00	.....	.....	.....	.....	.....	.....	9·6	18·00–25·00	15·00–17·00	6
12·250	8·500	10·000	6·000	7·000	7·500c	19·0	9·7	19·00–23·00	10·00–15·00	7
13·000	7·500	9·750	5·500	6·500	7·500	28·8	9·6	24·625	18·000	
12·00g	7·00g	7·50g	5·00g	6·00g	g	30 g	9·8	23·00–33·00	17·00–23·00	8
13·25	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·7	18·00–27·00	16·00–20·00	9
12·50–13·00	.....	.....	.....	.....	.....	.....	9·4	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	9·3	23·00	16·00	11
*13·094	*11·427	*12·208	*8·237	*9·063	*9·050	25·5	8·9	23·556	17·250	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9	23·00–33·00	.....	12
13·50	8·00	11·00	6·00	9·00	7·00	.....	9	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	8·9	23·00–30·00	18·00–25·00	14
.....	.....	.....	.....	.....	.....	.....	8·7	15·00–19·00	10·00–15·00	15
13·50	12·66c	14·00	8·66c	10·00	10·00	.....	8·6	18·00–25·00	14·00–20·00	16
13·00	11·00	12·00	8·00	9·00	.....	.....	9·4	18·00–26·00	14·00–18·00	17
14·00	.....	9·00	.....	6·75	.....	25	9·3	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00c	17·33c	9·00	10·00	10·00–12·00c	26	8·8	24·00–34·00	20·00–23·00	19
14·00	9·00	10·00	6·00	6·75	.....	.....	8·8	18·00–26·00	14·00–18·00	20
13·542	11·321	13·551	9·115	10·881	8·944	26·1	9·4	26·652	19·866	
14·00	10·00	11·00	7·00	8·00	9·00–10·00	25	9·2	20·00–30·00	15·00–22·00	21
12·50	.....	.....	.....	.....	.....	.....	9·7	18·00–26·00	15·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	.....	9·3	20·00–28·00	18·00–20·00	23
13·00	10·00	12·00	9·00	10·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	10·00	11·00	5·00	6·00	5·00	22	9·6	22·00–30·00	16·00–20·00	25
13·50	14·00	15·00	11·00	12·00	9·00	20	9·6	25·00–32·50	15·00–22·50	26
14·00	.....	.....	.....	.....	.....	.....	9·8	20·00–27·00	15·00–22·00	27
12·75	14·00	16·00	10·00	12·00	12·00	25	9	28·00–40·00	20·00–28·00	28
12·25g	g	g	g	g	g	.....	8·7	20·00–32·00	16·00–24·00	29
13·00g	g	16·00g	g	g	g	25g	9·2	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	9·1	28·00–38·00	18·00–28·00	31
13·50	.....	15·00	.....	12·00	.....	28	9·1	22·00–32·00	16·00–25·00	32
13·50	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·5	20·00–27·00	15·00–20·00	33
13·50	14·00	15·00	10·00	11·00	.....	.....	8·9	24·00–30·00	18·00–24·00	34
13·50	14·00	16·00	11·00	13·00	.....	.....	9	22·00–33·00	18·00–23·00	35
13·50	.....	.....	.....	.....	.....	.....	9·4	20·00–28·00	16·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·5	20·00–26·00	15·00–20·00	37
13·50–14·00g	g	16·00g	g	14·00g	g	25 g	9·5	27·00–37·00	22·00–27·00	38
14·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	22·5g	9·5	24·00–30·00	18·00–24·00	39
11·50g	g	g	g	g	g	g	9·6	20·00–28·00	15·00–20·00	40
12·00g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23 g	9·2	25·00–37·00	20·00–27·00	41
14·25–14·50	.....	.....	.....	.....	.....	.....	9·6	20·00–30·00	15·00–22·00	42
12·00	.....	.....	.....	.....	.....	.....	9·7	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	9·6	.....	.....	44
15·50	.....	11·25–13·50c	.....	9·00c	9·00c	30	10	30·00–40·00	25·00–30·00	45
.....	.....	10·50	.....	9·00– 9·75	.....	30	10	17·50	15·00	46
18·00	9·50	10·50	8·50	9·50	.....	35	9·5	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·6	22·00–32·00	16·00–22·00	48
15·50	8·50	9·75	7·50	8·75	.....	25	9·8	23·00–33·00	17·00–23·00	49
15·35	8·00	9·00	7·00	8·00	.....	30	9·5	23·00–33·00	17·00–23·00	50
14·625	.....	.....	7·813	8·563	7·000	30·3	10·0	26·750	19·500	
13·25–15·75	.....	.....	6·25– 9·00	7·25–10·00	6·50– 7·50	32·5	9·6	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	28	10·4	18·00–26·00	14·00–20·00	52
15·667	.....	.....	6·750	8·700	9·450	27·5	9·7	27·375	20·125	
.... 14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	9·8	28·00–38·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·4	22·00–27·00	15·00–22·00	54
.....	.....	.....	6·00– 8·50	7·00–10·50	7·25	28	9·8	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60c	11·60c	25	9·6	22·00–28·00	17·00–20·00	56
11·500	.....	.....	5·500	6·500	4·167	29·0	10·0	26·125	18·625	
g	g	g	g	g	g	g	10	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·1	r	r	58
g	g	g	5·00g	6·00g	g	30 g	9·7	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26 g	9·8	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	30	10·2	22·00–32·00	15·00–22·00	61
10·000	.....	.....	7·344	7·446	4·007	34·2	10·1	23·313	17·688	
.....	.....	.....	.....	.....	.....	.....	10·1	16·00	14·00	62
10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	40	10·1	20·00–30·00	18·00–20·00	63
.....	.....	.....	7·50– 8·50	8·50– 9·75	.....	40	10	27·00–32·00	22·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·9	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	3·75	30	9·8	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	30	10·6	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	.....	.....	9·4	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00	8·00–12·00	.....	35	10·5	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite
dition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses,
of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	June 1926	June 1929	June 1930	June 1933	June 1937	June 1938	June 1939	June 1940	May 1941	‡ June 1941
*All commodities	567	64·0	127·4	155·9	97·3	100·1	93·4	87·7	67·5	84·6	80·1	73·2	81·6	88·5	90·4
Classified according to chief component material—															
I. Vegetable products	135	58·1	127·9	167·0	86·2	100·6	84·8	83·0	61·5	87·0	78·6	61·9	70·5	76·2	78·9
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	100·8	107·7	97·0	58·5	77·5	78·0	71·2	76·8	85·7	90·0
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	99·7	91·6	82·1	69·9	75·0	67·4	66·6	83·8	88·2	91·1
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·1	94·0	89·1	61·7	77·8	76·8	77·1	88·1	95·4	96·1
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	100·0	93·8	91·2	85·3	103·0	101·4	97·0	102·6	111·4	111·8
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	98·7	98·7	77·8	68·0	84·3	67·8	69·2	76·7	78·1	78·1
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·0	93·0	90·5	82·7	86·8	87·1	84·6	88·7	95·9	96·0
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·0	95·6	93·0	80·8	81·6	80·1	77·7	85·6	99·7	99·5
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	100·6	93·4	89·5	70·4	79·5	77·4	73·7	82·3	88·6	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	99·6	96·7	94·2	63·9	80·3	78·1	71·8	78·3	85·3	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	101·2	91·2	86·4	74·8	79·0	76·9	74·9	84·9	90·8	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	100·4	93·5	85·0	64·6	85·8	78·6	68·0	77·3	83·3	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	96·9	94·0	91·4	84·8	94·3	95·5	94·9	100·4	106·5	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	100·8	93·4	84·3	62·4	84·9	76·7	65·0	74·7	80·7	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	99·5	98·6	92·2	78·9	96·4	89·0	88·1	95·2	107·5	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	101·1	92·2	82·5	59·6	83·0	74·6	61·1	71·2	76·2	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	100·0	84·2	80·4	61·6	82·3	74·1	59·8	68·6	75·3	.....
B. Animal	105	70·1	129·0	146·0	95·9	98·9	103·5	92·8	59·9	77·4	77·1	71·6	79·1	86·8	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	98·8	93·1	86·1	52·5	83·7	76·6	63·2	64·3	69·6	72·1
II. Marine	16	65·9	111·7	114·1	91·7	99·4	102·8	94·8	60·3	71·7	67·8	67·2	78·2	82·2	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·2	93·9	89·0	61·9	77·5	76·4	76·7	87·8	95·0	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	99·6	93·0	87·8	79·8	89·2	86·6	84·2	89·9	95·9	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	99·2	92·9	84·6	57·6	83·2	75·4	64·9	74·0	80·9	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	100·1	91·1	87·2	70·2	80·3	79·2	73·0	80·1	86·8	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended June 27, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

(Continued from page 859)

Trade Board effective December 27, 1940, fixing the maximum wholesale price of butter was revoked by the Board on the first day of May, 1941, effective May 10, 1941 (LABOUR GAZETTE, May, 1941, page 499). On May 10, by Order in Council P.C. 3230, minimum prices for first grade creamery butter sold in Canada were fixed (LABOUR GAZETTE, June, 1941, page 616). According to a schedule attached to the Order in Council establishing the minimum prices increases of one-half cent per pound per month from May to October are provided for. The price of cheese averaged 24·8 cents per pound at the beginning of June, 24·4 cents for May and 24·5 cents for June, 1940. Production for the first six months of the present year was reported to be about six per cent greater than in the same period in 1940.

The price of flour was fractionally higher at 3·8 cents per pound. Onions advanced from an average price of 6 cents per pound in May to 9·6 cents for June. The price in June, 1940, was 5·5 cents per pound. Potatoes have shown little change in recent months averaging 25·1 cents per 15 pounds. The price in June, 1940, was 33·4 cents. Granulated sugar averaged 8·6 cents per pound at the beginning of June as compared with 8·5 cents at the beginning of May and 7·5 cents for March. Corn syrup at 51·5 cents per five pound tin was substantially higher than at the beginning of May when the price was 46·2 cents. Tea averaged 72·4 cents per pound as compared with 70·9 cents in May and 68 cents in June, 1940. Higher prices for United States anthracite were reported from several cities and the Dominion average price rose from $15.85 per ton to $15.94.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of June, 1941: Halifax, $18.25; Charlottetown, $17.40; Moncton, $17; Saint John, $16.50; Quebec, $16; Three Rivers, $16.50; Sherbrooke, $17.50; St. Hyacinthe, $16.75; Montreal, $17.50; Ottawa, $18.50; Kingston, $17.50; Belleville, $18.50; Peterborough, $18.50; Oshawa, $17.50; Toronto, $16; St. Catharines, $15.75; Hamilton, $16.50; Brantford, $17.50; Galt, $17.50; Sudbury, $19.75; Cobalt, $21.50; Timmins, $21.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] AUGUST, 1941 [NUMBER 8

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment in Canada at the beginning of June continued to show widespread expansion, according to data tabulated by the Dominion Bureau of Statistics from 12,555 firms, each employing a minimum of 15 persons, the returns being representative of all industries except agriculture, fishing, hunting and highly specialized business. The reporting firms had 1,528,834 employees at June 1, as compared with 1,451,322 in the preceding month. This gain of 5·3 per cent exceeded the average increase recorded from May 1 to June 1 in the period, 1921-1940. The unadjusted index rose from 145·5 at May 1, 1941, to 153·0 at the beginning of June, being then much higher than that of 120·9 at June 1, 1940; the latest figure was the highest in any month in the more than twenty years during which the current surveys have been made. The seasonally-corrected index, also at 153·0 at the date under review, showed a gain of 2·1 points from the preceding month. Improvement was reported in each of the provinces and in most of the major industrial groups at the beginning of June, 1941.

The indexes for June 1 in recent years of the record are as follows:—1941, 153·0; 1940, 120·9; 1939, 113·1; 1938, 111·9; 1937, 114·3; 1936, 102·0; 1935, 97·6; 1934, 96·6; 1933, 80·7; 1932, 89·1; 1931, 103·6; 1930, 116·5; 1929, 122·2; 1928, 113·8, and 1927, 107·2. The 1926 average is taken as 100 in calculating these index numbers.

Unemployment in Trade Unions.—At the beginning of July, 1941, the percentage of unemployment among local trade unions stood at 4·1 in contrast with percentages of 4·6 at the beginning of June and 7·6 at the beginning of July, 1940. The percentage for July was based on returns compiled from 2,012 labour organizations with a total membership of 290,957 persons.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada during June, 1941, showed a decline in the average daily placements effected when compared with the previous month, but a gain over those of the corresponding period a year ago, construction, maintenance and services being mainly responsible for the loss under the first comparison and services and manufacturing for the increase under the second. Vacancies in June, 1941, numbered 44,729, applications 61,580 and placements in regular and casual employment 41,079.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 111·9 at the beginning of July, 1941, as compared with 110·5 at the beginning of June: 105·6 for July, 1940; and 100·8 for the beginning of August and September, 1939. The increase between August, 1939, and July, 1941, was 11·0 per cent. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 91·2 for the week ended July 25 as compared with 90·4 for the week ended June 27 and 88·7 for that ended May 30. Comparative figures on a monthly basis for certain previous dates are 90·0 for June, 1941; 82·4 for July, 1940; 72·3 for August, 1939, prewar; and 72·6 for July, 1939.

Business Statistics.—The most recent statistics available reflecting industrial conditions in Canada are given in the table on page 868. The index of the physical volume of business in June was 2·5 per cent higher than in the previous month and about 13 per cent higher than in June, 1940. The increase for the first six months of 1941 was 12·9 per cent as compared with the same period in 1940.

The index of mineral production for June was considerably lower both as compared with the previous month and with June, 1940, but for the six months' period in 1941 an advance of 2·2 per cent was recorded over the corresponding period in 1940.

The index of the volume of manufacturing was only slightly higher in June than in May

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	July	June	May	July	June	May
(9) Trade, external, aggregate.. $	.....	261,746,093	290,758,609	190,959,406	202,326,491	211,300,484
(9) Imports, merchandise for consumption $	.....	114,923,715	128,095,970	89,496,233	90,704,835	100,536,837
(9) Exports, Canadian produce. $	.....	145,358,592	161,639,089	100,782,062	110,823,041	109,852,709
Customs duty collected..... $	.....	11,696,502	12,520,481	10,491,348	12,106,300	13,504,404
Bank debits to individual accounts..... $	.....	4,240,629,935	3,265,871,770	2,622,547,471	2,681,584,968	3,339,595,188
(1) Bank notes in circulation... $	.....	391,966,782	384,219,083	302,763,707	307,333,286	264,668,621
Bank deposits savings..... $	.....	1,466,936,129	1,695,182,121	1,612,549,076	1,608,863,422	1,643,084,405
Bank loans, commercial, etc... $	.....	1,191,085,437	1,031,765,466	925,197,994	935,847,848	937,950,070
Security prices, index numbers—						
Common stocks.....	.....	64·0	63·9	66·1	65·5	73·3
Preferred stocks.....	.....	96·8	96·3	89·0	86·9	96·7
Index of bond yields, Dominion....	.....	96·4	95·9	101·1	101·4	99·8
(2) Prices, wholesale, index number.	†91·1	90·0	88·5	82·4	81·6	82·1
(2) Cost of living index number.....	111·9	110·5	109·4	105·6	104·9	104·9
Index, retail sales, unadjusted.....	.....	133·9	143·1	103·2	121·4	119·9
(3) Index, retail sales, adjusted....	.....	134·3	134·7	114·5	116·6	113·7
Index, wholesale sales.....	.....	140·0	148·4	112·8	126·1	136·3
(2) Employment index number (employers' pay-roll figures).....	.....	153·0	145·5	124·7	120·9	114·3
(2)(4) Unemployment, percentage (trade union members).....	4·1	4·6	5·5	7·6	7·9	9·6
Railway—						
(5) Car loadings, revenue freight cars	246,121	259,884	244,842	220,925	230,172	212,207
Canadian National Railways, gross earnings..... $	25,655,442	25,642,352	26,725,770	22,395,032	22,359,937	20,281,335
Operating expenses..... $	.....	.....	16,452,831	15,984,772	14,609,124	14,577,890
Canadian Pacific Railway gross earnings..... $	19,359,000	18,497,000	19,276,000	15,303,000	14,192,000	13,512,000
Canadian Pacific Railway, operating expenses, all lines $	.....	14,427,960	15,095,000	12,898,586	11,268,653	11,047,138
Steam railways, freight in ton-miles.....	.....	.....	4,386,613,000	3,259,595,000	3,503,569,000	2,929,953,000
(10) Building permits..... $	12,216,493	11,668,324	17,099,935	11,961,321	9,425,773	13,849,596
(7) Contracts awarded..... $	31,954,800	85,747,500	40,875,600	29,305,600	39,097,000	28,093,800
Mineral Production—						
Pig iron.....tons	.....	112,313	113,624	95,924	88,656	93,254
Steel ingots and castings.....tons	.....	187,163	206,110	169,577	166,243	174,417
Ferro-alloys.....tons	.....	14,699	15,117	9,257	10,128	10,272
Gold.....ounces	.....	.....	449,185	456,626	451,964	443,199
Coal.....tons	.....	1,157,727	1,198,255	1,228,000	1,147,803	1,267,687
Timber scaled in British Columbia.....bd. ft.	.....	355,229,396	375,373,644	274,705,684	354,284,139	304,984,401
Flour production.....bbls.	.....	2,117,976	2,121,397	1,222,975	1,170,238	1,282,906
(6) Sugar, manufactured.....lbs.	109,736,695	102,412,562	71,548,490	99,553,443	107,509,859	93,878,138
Footwear production.....pairs	.....	2,781,325	2,843,157	1,861,028	1,750,984	2,192,983
Output of central electric stations, ...k.w.h.	.....	2,560,060,000	2,805,394,000	2,615,232,000	2,578,883,000	2,671,567,000
Sales of insurance..... $	.....	33,319,000	35,670,000	27,963,000	28,233,000	31,369,000
Newsprint production.....tons	.....	273,700	284,770	332,690	315,340	323,560
Automobile prod., cars, trucks, etc.	24,654	25,753	26,585	14,469	17,930	21,295
(8) Index of Physical Volume of Business.....	.....	135·3	132·0	120·9	120·0	117·8
INDUSTRIAL PRODUCTION.....	.....	149·3	143·3	131·9	132·1	128·8
Mineral production.....	.....	125·6	140·8	126·5	137·3	120·5
Manufacturing.....	.....	141·1	140·8	133·8	128·6	129·6
Construction.....	.....	292·3	182·0	130·2	157·4	139·9
Electric power.....	.....	123·3	129·1	128·6	124·2	123·0
DISTRIBUTION.....	.....	111·3	112·6	102·1	99·3	99·0
Trade employment.....	.....	.....	120·5	109·9	109·8	109·2
Carloadings.....	.....	130·0	136·5	126·8	114·9	117·1
Imports.....	.....	143·9	145·9	130·6	124·6	125·8
Exports, excluding gold.....	.....	182·1	196·3	139·3	154·2	142·3

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended July 25, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending July 26, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending July 12, June 14, and May 17, 1941; July 13, June 15, and May 18, 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(10) Now based on 203 municipalities instead of 58 as formerly.

but was nearly 10 per cent higher than in June, 1940. In the first six months comparison, 1941 was 11 per cent higher than in 1940. In the latter comparison flour production increased 23·5 per cent, hog slaughtering 29·3 per cent, production of steel 19·8 per cent, automobiles and trucks, etc. 37·8 per cent.

The index of the volume of construction was about 60 per cent higher in June than in May and 85 per cent higher than in June, 1940. The value of construction contracts awarded during the first six months of 1941 was 215 millions of dollars as compared with 125 millions in 1940.

The output of electric power in June was little changed both as compared with the previous month and with June, 1940. In the distribution of goods, imports and exports were lower in June than in May but considerably higher than in June, 1940. The value of exports and the value of imports were each 30·1 per cent greater in the first six months of 1941 than in the same period in 1940.

Information available for July shows wholesale prices higher both as compared with the previous month and with July, 1940. Gross earnings of the railways were only slightly higher than in June but the increase as compared with July, 1940, was substantial. The number of cars of revenue freight was 5 per cent smaller than in June but 18 per cent greater than in July, 1940. The value of contracts awarded was much lower than in June but was slightly higher than in July, 1940.

Strikes and Lockouts.—The number of disputes recorded for July was 29, involving 21,860 workers with time loss of 48,572 man working days, as compared with 21 disputes in July, 1940, involving 8,563 workers with time loss of 21,186 days.

The most important disputes during July of this year involved aluminum plant workers at Arvida, P.Q., coal miners at Glace Bay and Sydney Mines, N.S., steel car workers at Hamilton, Ont., foundry workers at Brantford, Ont., and gold miners at Dawson City, Y.T.

In July, 1940, the important disputes involved salmon fishermen in British Columbia, coal miners at Glace Bay, and Stellarton, N.S., and rubber workers at Guelph, Ont.

In June, 1941, the number of disputes was 29, involving 7,320 workers with time loss of 38,143 days, due chiefly to strikes of hosiery and electric apparatus workers at Toronto, button factory workers at Kitchener and Waterloo, Ont., loggers at Cowichan Lake, B.C., rolling mill workers and steel products factory workers at Montreal, and hosiery workers at Owen Sound, Ont.

Of the 29 disputes in July, 1941, twenty-two were terminated during the month. Two terminated in favour of the employers involved, six in favour of the workers, six were compromise settlements, and eight were indefinite in result. Seven disputes, involving 4,120 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Industrial Disputes Investigation Act

Ten applications for the establishment of Boards of Conciliation and Investigation were received during the month of July and two boards were established. Ten boards submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 874.

Inspection and enforcement of fair labour conditions on Dominion contracts

Provision for the inspection and enforcement of fair wages and labour conditions on Dominion contracts is provided by Order in Council (P.C. 5522 of July 22) as follows:

Whereas the Minister of Labour reports that the Provincial departments of Labour have agreed to further the war effort by co-operating in the enforcement of the fair wage and labour conditions on Government contracts;

Therefore, The Deputy of His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, is pleased to authorize and doth hereby authorize the Minister of Labour to appoint any provincial official or any other person authorized to inspect labour conditions pursuant to the law of any province as his duly authorized representative for the enforcement of the fair wages and labour conditions on Dominion contracts;

The Deputy of His Excellency the Governor General in Council, on the recommendation of the Minister of Labour, and under the authority of the War Measures Act (Chapter 206, R.S.C. 1927) is pleased to order and doth hereby order that any person who delays or obstructs the entry of any duly authorized representative of the Minister of Labour into any premises in which work is being performed pursuant to any contract with His Majesty or by any agency of His Majesty, or who refuses to produce, upon the demand of such representative, any papers and records

relating to wages, hours and labour conditions, or who, being upon such premises, refuses to be interrogated by any such representative shall be guilty of offence and shall be liable upon summary conviction to a fine not exceeding two hundred dollars.

Extension of training for enlisted men in industrial plants

As a result of co-operation between the Departments of National Defence and Labour (Bureau of Technical Personnel) the Minister of Labour, Hon. N. A. McLarty, announced on July 18 that arrangements have been completed for the extension of the training of enlisted men in certain industrial plants.

In addition to army schools and the facilities of training centres a plan is in the course of development by the Bureau under the directorship of E. M. Little, whereby a number of enlisted men will be trained in the elements of motor mechanics and in the maintenance and repair of wheeled vehicles at the shops of some of the industrial organizations operating large fleets of trucks and buses. The Canadian Electrical Association and Petroleum Industry have organized for this work. The military authorities have undertaken to supply enough maintenance work on their equipment at various points to meet the need of the trainees and the plan includes the overhaul of a certain number of military vehicles at the shops of companies in these industries.

This development is in line with the general plan of utilizing all the facilities available not only for the construction but maintenance of military equipment and the training of enlisted men.

Wartime convention call of Trades and Labour Congress

The convention call to the 57th annual conference of the Trades and Labour Congress of Canada to be held in Calgary, commencing on September 22, reflects the determination of organized labour to play its full part in ensuing victory and at the same time to safe-guard social standdards. That part of the "call" is as follows:

> The knowledge that so many people in other parts of the world have had their liberties destroyed by the ruthless use of armed force, strengthens our determination to defend the right which we still enjoy of meeting in free assembly. The preservation of our democratic institutions is a responsibility that all must share and labour should be prepared to give a lead towards the establishment of a more equitable social order.
>
> To fulfil these obligations unity of purpose is essential and this can best be achieved if all eligible to do so, participate in the shaping of our policies and the formulation of our declarations. It is only in this way that the strength of our movement can be demonstrated and its full influence exercised.
>
> Achievement of victory, upon which our whole future way of life depends, is the paramount concern of all workers and to this end every opportunity has been taken to give effect to the solemn pledge given at our 1939 and 1940 conventions to support to the full the prosecution of the war.
>
> While our first duty is to furnish the armed forces with equipment, munitions and all other needed supplies, there is a further responsibility to safeguard, as far as may be possible, the conditions of employment and social standards which many of them have, as trade union members, assisted in establishing.

Wartime Prices and Trade Board Transferred to Jurisdiction of Department of Finance

On August 15, the Minister of Labour, Hon. Norman A. McLarty announced that, on his recommendation the Cabinet had approved the transfer of the Wartime Prices and Trade Board from the jurisdiction of the Department of Labour to that of the Department of Finance.

In announcing the change the Minister explained that it was being made as it was considered that the Ministry of Finance was the appropriate one for an agency of economic control.

The Wartime Prices and Trade Board was establsihed in September 1939 (LABOUR GAZETTE September 1939, pages 881-2 and pages 889-893) to provide safeguards against any undue increase in the prices of food, fuel or other necessities of life, and to ensure adequate supplies and equitable distribution through the existing organizations of wholesale and retail trade.

Since the establishment of the Wartime Prices and Trade Board its major activities have been recorded from time to time in the monthly issues of the LABOUR GAZETTE.

Employers registered under Unemployment Insurance Commission

As at July 31, 1941, the Unemployment Insurance Commission reported that 112,728 persons had registered as employers in Canada and had requisitioned a total of 2,363,663 Insurance Books for their employees in insurable employment.

Figures showing the number and value of Unemployment Insurance stamps purchased through the Post Office for the month of July were not yet available.

"Freezing" of all raw silk in Canada for war purposes

An Order in Council "freezing" all raw silk, not required for the production of war materials, was announced on August 9 by Hon. C.D. Howe, Minister of Munitions and Supply. The new order becomes immediately effective, and covers all raw silk whether in, outside, or in transit to Canada. Silk on which the throwing (twisting

into threads) has been completed, however, is excluded. So while "throwing" operations and all prior processes must cease for the time being, the silk which has been already thrown can be carried to completion in finished goods.

In view of the uncertainty of future shipments from abroad, the Order in Council is designed to conserve the supply of silk and make it available to the war industries.

Specifically, the new order states that no one, without the consent of the Minister or his representative, may "buy, sell, deliver, accept delivery of, or otherwise dispose of, or deal with silk or use silk for the purpose of making any article, commodity, or thing", provided the material is not required for the production of munitions and war supplies.

Mr. Howe has named Plateau Company Limited, a government-owned and operated company, as his authorized representative for all purposes of this Order in Council.

The Order in Council also states: "That every person who has in his possession or under his control or subject to his order any silk shall comply with any and all directions made by the Minister or his duly authorized representative requiring such person to furnish to the Minister or such representative reports showing the amount of all silk in his possession, under the control or subject to the order of such person and the form or state that such silk is in including the state of manufacture or process, and such other information as may be required by the Minister or his representative. Such reports may be required immediately and or from time to time as the Minister or his duly authorized representative may determine."

Upon being furnished with satisfactory evidence that it is not required or suitable for war production, the Minister may release the silk.

Bread Orders of Wartime Prices and Trade Board

Sale of sliced loaves, special deliveries of bread, and the use of either multi-coloured or double wrappers were forbidden by an Order of the Wartime Prices and Trade Board which became effective August 11.

These measures are being taken, according to the Board's statement, to conserve materials, power, and labour which can be used more effectively in the national defence program.

On and after the effective date, the Order provides that no bread company or retailer will be permitted to make a special delivery of bread to householders. Double wrapping and slicing bread must also cease on that date. Bakers will, however, be permitted to use up current supplies of multi-coloured single wrappers. Hereafter wrappers must be printed in not more than one colour on a single coloured paper.

The recent removal of the wheat processing tax and these new economies in manufacture and delivery should, in the opinion of the Board, render unnecessary any increase in the retail price of bread.

The above Order was supplemented by another on August 11 which restricted the extent of the imprinting and the weight and quality of the wrapping paper.

Henceforth, the highest quality paper permitted for bread wrappers is either unfilled white sulphite or a brown kraft of standard shade or shades. This paper is not to weigh more than 20 pounds, dry weight, 24" x 36" basis for the 480 sheet ream, and not more than 32 pounds on the same basis when waxed. The wrapper must not be treated in any way for opacity.

Printing on bread wrappers must be in a single colour, in standard type design, and must not cover more than 25 per cent of the surface.

While these regulations were made effective immediately the Order was issued, bakers were authorized to use stocks of wrappers on hand or those now in process of being printed. Stocks of filled white sulphite paper in possession of the bread wrapper manufacturers, or ready for delivery to these firms by paper manufacturers on orders placed prior to August 8th, may also be utilized.

Plates currently used for imprinting bread wrappers which do not involve printing in more than one colour and the imprint of which does not exceed 25 per cent of the surface coverage are also permitted under the new Order even though they may not be designed in standard type.

Conservation of fats urged by Wartime Prices and Trade Board

Butcher shops, restaurants, hotels, boarding houses and institutions have been urged by Dr. George Hilton, Oils Administrator of the Wartime Prices and Trade Board, to "serve by conserving" bones and surplus animal fats such as butcher scraps, suet and dripping.

Millions of pounds of animal fats have gone to waste every year in Canada, the Administer pointed out. Now many of these fats are needed to replace vegetable oils which came to this country by ocean tanker from The Netherlands, East Indies, Malaya, Ceylon, British East Africa, Brazil, China and Japan.

Owing to the curtailment of ocean shipping, and the exchange available for imported vegetable oils, the Canadian price of animal fats has doubled in the past few months. Conserva-

tion measures, therefore, in addition to aiding the war effort will prove financially profitable. Commercial fat collectors are asked to co-operate in this conservation effort by extending their operations.

Wherever possible, and especially in butcher shops, the Board's statement requests the separation of edible and inedible fats.

Plans are now under consideration for the collection and utilization of surplus animal fats from individual homes.

Control of timber prices in Canada

Control of lumber prices in Canada, established two months ago as a war measure, is producing satisfactory results, A. S. Nicholson, Timber Controller of the Department of Munitions and Supply, stated on August 3.

"The twelve district committees set up in producing or distributing regions are working with enthusiasm, and the entire plan is operating smoothly. This, we feel, is indicative of what can be accomplished by an industry when given the opportunity to keep its own house in order," stated the Controller.

The Timber Controller pointed out that Canada is now consuming about 45 per cent of an approximate annual lumber output of 4½ billion feet. "According to those who understand the lumber market," he added, "Canadians would very probably be paying an average increase of $10.00 per thousand feet, had price control not been put into effect. Nor would any corresponding benefits have accrued to the industry itself. In fact, such an unwarranted increase would be followed by higher production costs and would leave the industry in a very hazardous position."

Emphasizing that the arrangement, which places price control largely in the hands of the industry itself, is in no way related to export prices, the Timber Controller said that the shipment to the United States of large quantities of Canadian lumber is proving an important source of foreign exchange.

Under the present control system, which fixes maximum retail selling prices at the levels prevailing on April 1, 1941, plus the sales tax, it is not permissible for any manufacturer, wholesaler, or retailer to increase prices or to publish a new list without the approval of the Timber Controller on the recommendation of the committee concerned.

"In order to make the plan workable, effective, and fair to those who are giving it their co-operation," Mr. Nicholson said, "an organization has been set up to investigate complaints and, where necessary, to check sales. This work, however, happily has been kept to a minimum."

Mr. P. Conroy appointed as alternate member of National Labour Supply Council

Mr. P. Conroy, vice-president of District No. 18, United Mine Workers of America, and vice-president of the Canadian Congress of Labour has been appointed by Order in Council P.C. 5760 of July 31, 1941, as alternate member of the National Labour Supply Council to act as a member of the Council in the absence of Mr. A. R. Mosher, president of the Canadian Congress of Labour.

The appointment of Mr. Conroy became necessary as a result of the resignation of Mr. C. H. Millard, director of Steel Workers Organizing Committee, who had been acting as alternate for Mr. Mosher since the establishment of the National Labour Supply Council in June 1940 (LABOUR GAZETTE July 1940, pages 630-31).

Observance of child labour laws in wartime urged in Pennsylvania

A resolution recently introduced into the Pennsylvania Legislature is designed to avoid an increase in child delinquency such as occurred in the first World War accompanied by a tendency to disregard the laws protecting children. The Legislature is urged to call on local school boards to enforce the compulsory attendance laws and on the Department of Labor and Industry to enforce strictly the State child-labour laws by enlarging the appropriate divisions if necessary.

Employment and Training of women in U.S. defence jobs urged by Sidney Hillman

Employment and training of women in defence jobs without lowering wage, hour and other working standards, was urged on July 29 by Sidney Hillman, Associate Director General of the Office of Production Management, in letters to nearly 200 airplane companies and other defence contractors.

To avoid unnecessary importation of "out-of-town" labour and the resultant housing difficulties and uprooting of families, Mr. Hillman urged these manufacturers to seek qualified women workers to fill a long list of operations which they can satisfactorily perform. It was noted that shortages in available and qualified male workers are occurring already in defence industries in some sections.

"Defense employers should indicate to the State Employment Service those occupations in which women will be used, and training agencies will establish defense training courses for women in those occupations requiring training," the letter said.

Surveys of the aircraft industry show women are competent in such work as machine shop, press and forming, metal fabrication, bench and stainless steel assemblies, fuselage assembly, wings, control surfaces, cowling, fairing, tank, final assembly, painting, covering, heat treating, anodizing, welding, and many other operations.

Radio, electrical manufacturing, small parts producers, and other defence industries have successfully employed women in many occupations. Mr. Hillman's letter noted that the ability of adequately trained women to do such jobs was demonstrated during the World War, and since that time in industry itself.

"It is necessary," he said, "that the hours of work, rates of pay, and conditions of work conform with established standards for the industry, in order that there may be no disturbance due to a lowering of these standards."

Conference of International Labour Organization to be held in New York

The Governing Body of the International Labour Office (presently located in McGill University, Montreal) has decided to convene a conference of the International Labour Organization to be held in New York, commencing on October 27.

Before the outbreak of the war the Governing Body of the Office unanimously agreed that even in the event of war the Organization should maintain its activities to the fullest extent possible. This policy was received with general approval at the session of the International Labour Conference held in June 1939 and later expressly endorsed by a large majority of the Governments of Members. Circumstances prevented the holding of the session of the International Labour Conference convened to meet in Geneva in June 1940, but in recent months members of the Governing Body, in all three groups, have expressed the view that the holding of a conference was essential to the fulfilment of the policy of maintaining the activities of the Organization and would provide an invaluable opportunity for delegates of Governments and employers' and workers' organizations to meet and survey social developments throughout the world during this critical period and to discuss the present and future responsibilities of the International Labour Organization.

In view of present conditions the Governing Body decided that the Conference should be an extraordinary or special Conference of the International Labour Organization, which would not possess the usual constitutional powers of the normal annual session of the International Labour Conference. As the adoption of international labour conventions or recommendations is not contemplated, the absence of normal constitutional powers will not in any way diminish the importance of the International Labour Organization.

The composition of the Conference will be governed by the same principles as the ordinary annual sessions of the International Labour Conference. The Members will therefore be entitled to be represented by delegations composed of two Government representatives, one employers' representative and one workers' representative. The number of advisers who may accompany a delegate is normally two advisers for each item on the agenda. The Director's Report, which is dealt with in full conference, is not considered as an item on the agenda for this purpose.

The agenda of the Conference, as decided by the Governing Body, will be:—

(1) Report of the Acting Director of the International Labour Office.
(2) Methods of collaboration between the public authorities, workers' organizations and employers' organizations.

The discussion of the second question will be on the basis of the report originally prepared for the session of the International Labour Conference convened for June 1940, together with a supplement now in preparation.

It was announced on August 21, by the Department of Munitions and Supply that contracts were awarded in July for the construction of 330 additional houses under the program being administered by Wartime Housing Limited. These are being undertaken to relieve housing congestion at Brownsburg and de Salaberry, Quebec, Amherst, N.S., and Frankford, Ont.

Substantial progress was also reported on the projects being constructed in Fort Erie, Welland, St. Catharines, Windsor, Fort William, Hamilton, Peterborough, Parry Sound, Nobel, Dundas, Halifax and Dartmouth. Foundations of a large proportion of the houses, staff houses, and commissaries under way have been completed, while the framing has been erected, electric wiring roughed in, and sewer services completed in many of them.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Montreal Tramways Company, Montreal, P.Q., and its bus chauffeurs, members of Division 210, Canadian Brotherhood of Railway Employees and Other Transport Workers;

2. Between the St. John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its carpenters, members of Local 840, United Brotherhood of Carpenters and Joiners of America;

3. Between the National Steel Car Corporation, Limited, and employees in its Aircraft Division, Malton, Ontario, members of Lodge 717, International Association of Machinists;

4. Between Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, both of St. Johns, P.Q., and their employees, members of the Federal Labour Union of Paper and Cable Workers of St. Johns;

5. Between Canada Veneers, Limited, Saint John, N.B., and its employees, members of Local 2533, United Brotherhood of Carpenters and Joiners of America;

6. Between the Schofield Woollen Company, Limited, Oshawa, Ont., and its employees, members of Local 18, Canadian Hosiery Workers' Union;

7. Between (a) the Waterloo Manufacturing Company, Limited, Waterloo, Ont., and its employees, members of the Steel Workers Organizing Committee, (b) the Dominion Truck Equipment Company, Limited, Kitchener, Ont., and its employees, also members of the Steel Workers Organizing Committee, and (c) the L. McBrine Company, Limited, Kitchener, Ont., and its employees, members of the Shoe and Leather Workers Organizing Committee;

8. Between Hayes Steel Products, Limited, Merritton, Ont., and its employees, members of Local 676, United Automobile Workers of America;

9. Between Gray Forgings and Stampings, Limited, Toronto, Ont., and employees in its Polishing Department, members of Local 21, Metal Polishers, Buffers, Platers and Helpers' International Union; and

10. Between Dumarts, Limited, Kitchener, Ont., and its employees, members of Local 139, United Packinghouse Workers of America.

At the end of this statement will be found information concerning the aforementioned reports and three reports received during the month of June (LABOUR GAZETTE, July, 1941, page 736), as follows:—

1. Between the Quebec Power Company, Quebec, P.Q., and its operators, linemen and patrolmen, members of Local "B" 1106, International Brotherhood of Electrical Workers;

2. Between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain groups of its employees; and

3. Between the Imperial Iron Corporation, Limited, St. Catharines, Ont., and its employees, members of Local 199, United Automobile Workers of America.

Applications Received

In July ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From 87 employees of Hobbs Glass, Limited, London, Ont., members of Local 846, United Automobile Workers of America. The dispute arose out of the employees' request for recognition of the union as their collective bargaining agent. A settlement has been reached following reference of the dispute to the Industrial Disputes Inquiry Commission (page 935) and the application has been withdrawn.

2. From 128 employees of Canadian Potteries, Limited, St. Johns, P.Q., members of Local 78, National Brotherhood of Operative Potters. The dispute, which arose out of the employees' request for increased wages, vacations with pay, improved working conditions and union recognition, was referred to the Industrial Disputes Inquiry Commission (see page 936).

3. From employees of Gypsum, Lime and Alabastine, Canada, Limited, Caledonia, Ont., members of Federal Union No. 22367, American Federation of Labour. The dispute, arising out of the employees' request for a union agreement embodying increased rates of pay, is said to affect 200 employees directly and 2 indirectly. It has been referred to the Industrial Disputes Inquiry Commission.

4. From approximately 340 employees of St. Lawrence Alloys and Metals, Limited, Beauharnois, P.Q., members of Federal Union No. 22613, American Federation of Labour. The dispute, which arose out of the em-

ployees' request for increased wages, wartime cost-of-living bonuses, changes in hours of labour and improved working conditions, was referred to the Industrial Disputes Inquiry Commission. A settlement was brought about by the Commission (page 934) and subsequently the application was withdrawn.

5. From employees in the Waterworks, Engineer's and Garage Departments of the City of Edmonton, Alta., members of Edmonton Civic Employees Federal Union No. 30, Trades and Labour Congress of Canada. The dispute, arising out of the employees' request for amendment of their existing agreement to provide for elimination of deductions from wages for statutory holidays, a strict observance of the seniority clause in the agreement and the payment of wartime cost-of-living bonuses, was said to affect 301 employees directly and 100 indirectly. As the dispute did not come within the scope of the Industrial Disputes Investigation Act, a board was not established.

6. From 240 employees of Alliance Paper Mills, Limited, Merritton, Ont., members of Local 77, International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The dispute, which arose out of the employees' request for increased wages, has been referred to the Industrial Disputes Inquiry Commission.

7. From approximately 1,400 employees of Canada Packers, Limited, Toronto, Ont., members of Local 114, Packinghouse Workers Organizing Committee. The dispute, which arose out of the employees' request for recognition of the union as their collective bargaining agent and a signed union agreement, has been referred to the Industrial Disputes Inquiry Commission.

8. From approximately 4,000 workers in the employ of various gold mining companies in the Kirkland Lake district, Ontario, members of Local 240, International Union of Mine, Mill and Smelter Workers. The dispute, which arose out of the employees' request for a master union agreement embodying increased rates of pay, changes in hours of labour and improved working conditions, has been referred to the Industrial Disputes Inquiry Commission.

9. From employees of Building Products, Limited, Pont Rouge, P.Q., members of the National Catholic Union of Pulp and Paper Mill Workers. The dispute, which arose out of the employees' request for union recognition and increased rates of pay, and which is said to affect 180 workers directly and 35 indirectly, has been referred to the Industrial Disputes Inquiry Commission.

10. From 265 employees of the Deloro Smelting and Refining Company, Deloro, Ont., members of Federal Union No. 22788, American Federation of Labour. The dispute, which arose out of the employees' request for a union agreement embodying increased rates of pay, was referred to the Industrial Disputes Inquiry Commission. A settlement was brought about by the Commission (page 937) and subsequently the application was withdrawn.

Boards Established

On July 2 a Board of Conciliation and Investigation was established to deal with a dispute between Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, P.Q., and Fairchild Aircraft, Limited, Longueuil, P.Q., and their employees, members of Montreal Aircraft Lodge 712, International Association of Machinists (LABOUR GAZETTE, July, 1941, page 738). The personnel of the board is as follows: the Honourable Mr. Justice H. A. Fortier, Hull, P.Q., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. D. A. Paterson, Montreal, appointed on the nomination of the employers.

On July 3 a board was established to deal with a dispute between the Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, Ont., and its employees, members of the Steel Workers Organizing Committee (LABOUR GAZETTE, July, 1941, pages 736-737). The personnel of the board is as follows: Mr. H. E. Fuller, K.C., Sarnia, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Professor G. M. A. Grube, of the University of Toronto, appointed on the nomination of the employees; and Mr. R. L. Kellock, K.C., Toronto, appointed on the nomination of the employer.

Boards Fully Constituted

The Board of Conciliation and Investigation established to deal with a dispute between W. D. Beath and Son, Limited, Toronto, Ont., and its employees, members of Local 1039, Steel Workers Organizing Committee (LABOUR GAZETTE, July, 1941, page 736) has been fully constituted. The personnel of the board is as follows: His Honour Judge I. M. Macdonell, chairman, appointed on the joint recommendation of the other two members; Mr. David Goldstick, appointed on the nomination of the employees; and Mr. F. G. Gardiner, K.C., appointed on the nomination of the employer. All three reside in Toronto.

The board established to deal with a dispute between the Canadian General Electric Com-

pany, Limited, Toronto, Ont., and employees at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, Toronto, Ont., members of Local 507, United Electrical, Radio and Machine Workers of America (LABOUR GAZETTE, July, 1941, page 737) has also been fully constituted. The personnel of the board is as follows: His Honour Judge I. M. Macdonell, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ontario, appointed on the nomination of the employer.

Board Reconvened

In March, 1941, a report was received from the Board of Conciliation and Investigation established to deal with a dispute between the Hamilton Uniform Cap Company, Hamilton, Ont., and its employees, members of Local 47, United Hatters, Cap and Millinery Workers' International Union (LABOUR GAZETTE, March, 1941, pages 227-231). Early in July the Minister of Labour requested the board to reconvene in order that it might deal with matters still in dispute.

Settlements

The Port Arthur Shipbuilding Company, Limited, Port Arthur, Ontario, has signed an agreement, effective for the duration of the war, with its employees, members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, the International Association of Machinists, the International Brotherhood of Electrical Workers, the International Brotherhood of Blacksmiths, Drop Forgers and Helpers, the United Brotherhood of Carpenters and Joiners of America and the United Association of Journeymen Plumbers and Steamfitters of the United States and Canada. The agreement was reached as a result of negotiations between the parties subsequent to the receipt of the report of the Board of Conciliation and Investigation established to deal with differences between them (LABOUR GAZETTE, July, 1941, pages 767-774).

Details of other settlements will be found immediately below in the review of the reports of various Boards of Conciliation and Investigation and in the summary (beginning on page 929) of the work of the Industrial Disputes Inquiry Commission.

Report of Board in Dispute Between the Quebec Power Company and its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the Quebec Power Company, Quebec, P.Q., and its operators, linemen and patrolmen, members of Local Union "B" 1106, International Brotherhood of Electrical Workers, has presented its findings to the Minister of Labour.

The personnel of the Board was as follows: The Honourable Mr. Justice Alfred Savard, chairman; Mr. Wilbrod Bherer, Quebec, P.Q., appointed on the nomination of the employer; and Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees.

The cause of the dispute was twofold. While the employees desired renewal of the existing agreement, they asked that a general increase in wage rates of 10 cents an hour be granted. They also requested that when a worker is promoted he immediately receive the rate of pay designated for his new classification.

Individual reports were submitted by the three Board members.

With respect to the employees' request for an increase in wage rates of 10 cents an hour, the majority recommendation, that of the chairman and Mr. Bherer, is that no increase in wages should be granted at the present time. Mr. McClelland dissents from this recommendation.

In regard to the second demand of the employees, that for an improvement in the application of the classification of the workers, the majority recommendation, that of the chairman and Mr. McClelland, is that the men be paid from the time of any promotion the salary attached to the job which is being performed. On this point Mr. Bherer dissents.

In the employees' brief submitted to the Board their request for a wage revision was stated to be based mainly on the increased cost of running the household due to new and increased taxes.

As an additional reason it was submitted that the wage rates of power company employees in Montreal are higher than in Quebec and that, therefore, the rate of wages in the City of Quebec should be adjusted to the same level because the men are doing the same class of work and are exposed to the same hazards.

Among the reasons advanced by the chairman and Mr. Bherer in their reports for recommending no change in wage rates are the following: That as taxes should bear proportionately on all classes in the community and as many of the taxes enumerated in the employees' brief do not apply on the necessities of life, added taxes would be no reason for increasing wages, and in any event

most of the taxes were in existence when the agreement, then satisfactory to the employees, was signed in August, 1940; that no evidence was adduced to show that the cost of living in the City of Quebec has so increased as to justify an increase in wage rates of 10 cents an hour; and that present wages are higher than in the period 1926-1929. They accept the company's contention that wage rates of comparable workers in Montreal should not be considered as the criterion, their reasons being that living costs are higher in Montreal than in Quebec and that higher technical qualifications are demanded of power employees in the Montreal district, which factors naturally result in a higher wage schedule.

Mr. J. A. McClelland in his minority report considers that the request of the employees for a general increase of 5 cents an hour is justified, it having been shown that wage rates for power company employees are higher in Montreal, Ottawa, Toronto, Sydney and Halifax, and the company having admitted that the work required is as skilfully performed by its employees as by those of any other company.

The second point at issue concerned the promotion of men from a lower to a higher classification. It was explained to the Board that the practice followed by the company is to pay men who have been promoted at an intermediate rate for a time on the ground that they are not yet fully qualified, the full increase being paid later when they are considered to have completed their training. The men claim that once a man is promoted he should be paid the salary attached to the new rank. The chairman and Mr. McClelland agree with the employees' contention and recommend that where promotion has taken place the men so promoted be paid the rate for such classification from the date of promotion.

Mr. Bherer, in dissenting from this recommendation, refers to the article in the agreement of August 1, 1940, which states that "men with their complete training will have the following salaries". In his view it would not be fair to the trained men in a classification to have anyone receiving training paid the same salary.

The contract of August 1, 1940, provided that "seniority and efficiency shall be considered when it becomes necessary to reduce the working force, or to give promotion". The chairman urges that due regard be given to the provision concerning length of service and that when two men of equal ability and fitness are eligible for promotion the senior have the preference.

Report of Board in Disputes Between National Steel Car Corporation, Limited, Hamilton, Ont., and Certain Groups of Its Employees

The Board of Conciliation and Investigation established to deal with disputes between the National Steel Car Corporation, Limited, Hamilton, Ont., and certain groups of its employees, members of the Steel Workers Organizing Committee, has presented a further report (Labour Gazette, July, 1941, page 736).

The personnel of the board was as follows: His Honour Judge A. H. Dowler, Port Arthur, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. R. R. Evans, K.C., Hamilton, Ont., appointed on the nomination of the employer.

In April the board had made an interim report, signed by the chairman and Mr. Cohen, with Mr. Evans dissenting (Labour Gazette, May, 1941, pages 527-30).

The further report of the board is signed by the chairman and Mr. Evans. A minority report was submitted by Mr. Cohen. The texts of these reports are printed below.

Report of Board

To the Hon. N. A. McLarty, K.C.,
Minister of Labour,
Ottawa, Canada.

Dear Sir:—

Re: *Industrial Disputes Investigation Act and re differences between National Steel Car Corporation, Limited, and certain of its employees said to be members of Steel Workers Organizing Committee in four Departments of the Hamilton plant of the Corporation.*

By reference to our interim report dated April 10, 1941, it will be seen that disputes between the Corporation and its employees in four departments of the Hamilton plant of the Corporation, said to be members of the Steel Workers Organizing Committee, concerning

(*a*) Unjustifiable dismissals,
(*b*) Union recognition, and
(*c*) Hours and rates of pay,

and, in addition, in three of the four departments, working conditions, were referred to this Board of Conciliation and Investigation appointed by you.

Since this interim report Mr. E. J. Brunning was appointed Controller of the Hamilton plant of the Corporation by Order in Council P.C. 3040.

A ballot of the employees of the Corporation was taken on May 8, 1941, on the following question: "Do you desire to be represented in negotiations with the National Steel Car Corporation by the Steel Workers Organizing Committee?", with the following result:—

Eligible Votes	2,834
No. Voting "Yes"	1,750
No. Voting "No"	542
No. Spoiled Ballots	75

The Board reconvened at Hamilton on May 16, 1941, at which time the employees advised this Board they intended to apply for a Board of Conciliation and Investigation to deal with disputes similar to those before this Board and between the Corporation and all its employees of its Hamilton plant, and further advised this Board, in view of the above, they proposed to withdraw disputes concerning adjustment of hours, wages, and working conditions in the four departments from consideration by this Board, so that the question of hours, wages, and working conditions could be dealt with in the plant as a whole. The Controller at the same time advised the Board he would not enter into any negotiations or collective bargaining agreement with any union. After considerable discussion the Board adjourned to give the parties an opportunity to consider and determine their respective positions and the employees were directed, if they decided to proceed with the question of adjustment of hours, rates, and working conditions in the four departments before this Board, to file a brief giving particulars in detail of their demands on or before May 31, 1941, to which the Controller could apply on or before June 5, 1941. Briefs were filed.

The Board reconvened at Hamilton on June 17, 1941. The employees' brief dealt with demands regarding adjustment of hours, wages and working conditions in a general way, applicable to the plant as a whole, and not specifically to such disputes in the four departments before this Board. This brief further disclosed that they had made an application for a Board of Conciliation and Investigation under the Act to deal with disputes similar to those before this Board in the four departments, between the Corporation and all its employees in its Hamilton plant, which application we are informed is still pending. The Controller's brief stated: "The matter of union recognition cannot be dealt with at the present time in view of the fact the plant is being operated by a Controller appointed by the Government".

The Controller further stated to the Board: "I propose, as Government Controller of the plant, forthwith to ask the employees of the company to appoint a representative committee to meet me at the earliest possible date and discuss the question of wages, hours, and other pertinent matters, so as to arrive at an equitable understanding.

"Among the changes contemplated, I propose to institute an 8-hour day and a 48-hour week, with time and one-half for all hours worked in excess of the above; further, the working week to be a maximum of 60 hours and 6 days per week, except in the case of breakdown or emergency.

"There will also be some adjustments in pay to prevent hardship where the working week has been unduly shortened.

"Before my appointment as Controller, I understand discussions took place regarding certain allegedly unjustifiable dismissals. In order that this subject may be finally disposed of, I have given instructions for the men in question to be allowed to return to work, although, from the investigations I have made, there is some doubt in my mind as to whether the past records of some of them justify such generous treatment."

We should now summarize the present position of the disputes, as follows:—

(*a*) *Unjustifiable dismissals*: All circumstances giving rise to disputes under this heading occurred prior to the appointment of the Controller. The Controller has returned to work Ryce, Lake, Tanner and Dennault. This action of the Controller would seem to dispose of this phase of the disputes.

(*b*) *Union Recognition*: The Controller states his position: "The matter of union recognition cannot be dealt with at the present time, in view of the fact the plant is being operated by a Controller appointed by the Government."

(*c*) *Adjustment of hours, wages, and working conditions*:

Owing to the position taken by the Controller in charge of the operation of the plant, we are of the opinion we should make no finding in respect of these matters (*b*) and (*c*) now.

In view of the above, the Chairman of the Board has decided that the Board now adjourn its sittings, submitting this further report of the situation to date to you. The Board can resume its sittings if requested so to do, to deal with any of the above matters.

All of which is respectfully submitted.

(Sgd.) H. H. DOWLER.
(Sgd.) R. R. EVANS.

Dated at Hamilton, June 20, 1941.

Minority Report

To the Honourable the Minister of Labour,
Ottawa, Ontario.
Sir:

Re: *Industrial Disputes Investigation Act and re differences between National Steel Car Corporation, Limited, and certain of its employees said to be members of Steel Workers Organizing Committee, in four Departments of the Hamilton plant of the Corporation.*

1. The Chairman is of the opinion that this Conciliation Board has reached an impasse by reason of the position taken by the Company Controller. My own opinion, however, is that the Board has its own responsibilities and functions and that the time has been reached when these should be discharged. Preliminary to dealing with the issues, as I see them, some of the previous events should be recited.

2. The Board in its report of the 10th of April, 1941, described the situation which then prevailed. It endeavoured to furnish a basis on which the parties could be brought together with a view, if possible, to resolving their own difficulties. To that end, it was unanimously recommended that a plant-wide vote of the employees be conducted to determine the Union's claim that it represented the employees. The Board, in the meantime, refrained from making any finding upon the cases of dismissal or lay-off, upon which considerable evidence had been taken, other than to recommend, pending final disposition of the matter, the reinstatement of George Tanner, President of the Local Union, stating that upon the resumption of its sittings it would deal with any matters which the parties themselves had failed to resolve by agreement.

3. I quote here the section of the Board's report of last April, which then dealt with the matter, as follows:—

Upon our being advised by the Registrar of the result of the vote we will at once advise the parties and if as a result thereof, the right of the Union to represent the employees is established, we would deem it the duty of the Corporation to enter into negotiations with the Union on behalf of the employees with a view, in accordance with the language of Order in Council P.C. 2685, to a collective agreement and the mutual disposition of all outstanding issues and differences.

In view of this we believe that we should defer any final decision with respect to cases of alleged wrongful dismissal or discrimination until after the completion of the vote and an opportunity had so been afforded to the parties mutually to solve their own differences.

We feel, however, in respect to the specific case of George A. Tanner, President of the local Union, and one of the applicants for the Conciliation Board, that we should at once, in view of the circumstances, make the finding and recommendation, which we now do, that Tanner should be immediately reinstated in his former employment pending the proceedings of this Board and pending any final disposition of his case, either by agreement between the parties or by recommendation of the Board if we are still called upon to deal with the matter.

We trust that the parties will be able themselves to settle any or all of the matters in dispute between them. If, however, upon the resumption of the Board's deliberations it is found that differences still prevail we will deal with them at once.

4. The Company refused either to reinstate Tanner or to facilitate, or permit government officers to take, the plant vote. With equal definiteness it ignored any suggestion that negotiations should be conducted with the Union with a view to settlement of differences.

5. A strike in the plant ensued, and on the 29th day of April, 1941, an Order in Council was passed by the Governor General in Council, appointing one Ernest John Brunning, of Westmount, Quebec, "Controller of the business, undertaking, affairs and operations of the Hamilton plant of the Corporation".

6. On the night of April 29th, the workers were asked to return to work on the strength of the Order in Council appointing the Controller which had been adopted a few hours earlier, clearly intimating to the men that the Controller would reverse the former policy of the Company on the matters which had precipitated the strike, namely, the failure to reinstate Tanner, President of the local Union, the refusal to conduct the plant vote, and the complete repudiation of any proposal that collective bargaining negotiations be entered into.

7. Late on the evening of the same day I was requested by Union representatives to inform them of the terms of the appointment of the Controller and of the relationship between that appointment and the functions of the Board of Conciliation. I telephoned the Minister of Labour informing him of the request which I had just received and as a result of that conversation the following telegram was sent to the Union representatives, and a copy to the Minister of Labour:—

Windsor, April 29th, 1941.

To: C. H. Millard,
Steel Workers Organizing Committee Office,
210 Lister Building,
Hamilton, Ontario.

I have just discussed situation with honourable Mr. Norman A. McLarty at Ottawa. Mr. McLarty authorizes me to assure you and through you the employees of National Steel Car Corporation that under the terms of the special Order in Council passed by the Dominion Cabinet at Ottawa to-day a controller has been appointed in full charge of the affairs of the National Steel Car Corporation with the same administrative powers as would be possessed by the directors of the Corporation, that the Controller, who is expected to arrive in Hamilton

at the latest by Wednesday morning, will forthwith upon his arrival reinstate in employment in his former job George Tanner, President of the local Union, as recommended by the majority report of the Board of Conciliation, also that the Controller will at once take steps in co-operation with the Conciliation Board to implement the recommendations of the Conciliation Board, including the recommendation that a vote be taken of all employees in the plant upon their desire to be represented by the Steel Workers Organizing Committee in all negotiations. Full copy of the text of the Order in Council being mailed to me from Ottawa forthwith.

J. L. Cohen.

8. A meeting of the men was held, I have been informed, within an hour or so of the receipt of the explanation and assurance conveyed by the above message. The strike was immediately called off and by 7 o'clock the same morning the men were back at work.

9. The Company Controller took charge of the affairs of the Corporation forthwith. Tanner was reinstated in employment on the 30th day of April, 1941, and arrangements were at once instituted for the taking of the plant vote. The vote was taken on the 8th of May, 1941, with the following result:—

Eligible Votes	2,834
No. Voting "Yes"	1,750
No. Voting "No"	542
No. Spoiled Ballots	75

10. When the Board resumed its sessions on the 16th of May the Company Controller took the position that he could not, or would not, deal with their Union. That position, in my opinion, is contrary to established and accepted principles of collective bargaining and to the declared policy of the Dominion Government. It is in clear conflict with the assurance given to the men, and utterly inconsistent with the Company Controller's concurrence in the plant vote.

11. In the hopes of avoiding the difficulty which thus presented itself, the Board adjourned its proceedings on the 17th of May to enable the Company Controller further to clarify his position. When the Board resumed on the 17th of June, 1941, the Company Controller took much the same position. The Chairman then decided that an impossible situation had been created and concluded the matter, at least for the time being, by the further report which he has now submitted.

12. I am obliged to state that while I concurred on the 17th of May with the proposal then made that the Board should adjourn its sessions, I am clearly of the opinion that, ample opportunity having been given the Company Controller for clarification or revision of his position, the Board should now discharge its duties. I propose in this report to indicate, at least in a general way, the manner in which, in my opinion, the matters in dispute should be dealt with.

13. The existence of a Company Controller, apart perhaps from the abruptness and relative novelty of his appointment, does not create any difficulty on the question of union recognition either for the Company, the Controller, or the Board. Boards of Conciliation have sat on numerous occasions dealing with disputes, for instance, involving the Canadian National Railway, a publicly-owned and government-controlled enterprise, with its whole set of directors appointed by the Government. It has never been suggested that the Canadian National Railway, or any similar entity, could not appropriately recognize, or deal with, or enter into an agreement with, a trade union. The very reverse is the case.

14. Reference might also be made to the provision in Section 10 of Order in Council P.C. 7440, which provides that any Government department holding a contract with an employer may submit "to the Board a brief in writing as to the views of the Department on any matter touching the dispute". It is thus expressly recognized that Boards of Conciliation will deal with matters in which Government departments or Government officers may have an interest. This would definitely dispose of any contention that views of a Government employee preclude a Board of Conciliation from discharging its own functions and expressing its own opinions on the matters before it.

15. The views of any person in the service of the Crown should be given careful consideration by any tribunal but once this care has been exercised all responsibility in that direction has been discharged. To abdicate in favour of government opinion is not only contrary to the mandate by which any tribunal, Conciliation Board or otherwise, is constituted, but runs counter to the whole essence of our political and public policy. We would then have a bureaucracy and not a democracy.

16. In point of fact the Order in Council which appointed Mr. Brunning as Company Controller in its own language (see Sections 2 and 3 specifically) "invites" us to regard the Controller as a Company officer acting *"in the name or on behalf of the Company* (italics mine) and not as a person subject to, or acting under the express 'instructions and directions, if any, of the Minister of Munitions and Supply'."

17. By virtue of this Order in Council (P.C. 3040) the Controller is, as I above describe him, a Company Controller. He is not managing or controlling a government enterprise. He manages or controls an enter-

prise of, and for, the National Steel Car Corporation, Limited. There is nothing in that situation which precludes the Board from dealing with all phases of the dispute which the Board was constituted to deal with.

18. The Board's recommendation on the question of collective bargaining and union recognition is clearly recorded in its report of April 10th last, in which, as I have already quoted above, the Board stated that:—

We would deem it the duty of the Corporation to enter into negotiations with the Union on behalf of the employees with a view, in accordance with the language of Order in Council P.C. 2685, to a collective agreement and the mutual disposition of all outstanding issues and differences.

19. The Board, observing its own recommendation, should now deal with the matter on the basis laid down in its own report. Its first function in that regard is to examine into the position now taken by the company in order to ascertain if that position is consistent with the recommendation already made. The position of the Company Controller was stated first at the sessions of May 16 and 17 to be as follows:—

I have set up this routine: Any man with a grievance can complain to the foreman, and if it is not settled then, he can appear before the superintendent, the general manager, and finally, if the dispute still exists, before myself.

20. This policy is the very negation of the principles of collective bargaining expressed in Order in Council P.C. 2685. It is a policy of *individual bargaining* not of *collective bargaining*, a process which is condemned because, amongst other things, it restricts the matters which can be dealt with, since no opportunity or procedure is provided for dealing with group or plant grievances, and because it exposes the individual worker to all the risks of displeasure and disfavour associated with pressing his own case against the views of his foreman or superior officers.

21. When the Board again resumed on June 17, the Company Controller then announced a revision of his position as follows:—

To arrive at a speedy solution of the matters in question, I propose, as Government Controller of the plant, forthwith to ask the employees of the company to appoint a representative committee to meet me at the earliest possible date and discuss the question of wages, hours and other pertinent matters, so as to arrive at an equitable understanding.

22. Although this latter statement superficially suggests an acceptance of collective bargaining, it ignores the cardinal fact that the Hamilton workers of National Steel Car Corporation have already been asked by the ballot vote of May 8, 1941, to indicate their bargaining and negotiating agency and that they have very decidedly selected the Steel Workers Organizing Committee. Why should it now be suggested that a new or differently constituted committee be selected?

23. Nothing has occurred since the 8th of May which would detract from the conclusiveness with which the employees registered their desire to be represented by the Union or from the recommendation of the Board on the 10th of April last, as I have above quoted it. The Board should therefore reaffirm its former recommendation that the company should recognize and deal with the Union "with a view", in the language of Order in Council P.C. 2685, "to the conclusion of a collective agreement".

24. Since the Chairman contemplates that the Board will resume its deliberations he attempts no finding on the other items of dispute other than to record the fact that since appointment of the Company Controller, Ryce, Lake, Tanner and Denault have been reinstated in employment. I defer to that view for the time being and refrain from detailed discussion of these matters but in view of several references which were made in the course of the proceedings I find it necessary to make one or two observations.

25. I agree with the Chairman's statement that re-employment of the employees above named "would seem to dispose of this phase of the dispute", but I assume that this language refers only to the specific question of their re-employment. It is clear that the re-employment of these named men does not dispose of all issues under the heading of "unjustified dismissals". Since, if the Board resumes, as the Chairman contemplates, these matters will then have to be more specifically dealt with, it is advisable to note them now and so avoid any misunderstanding later.

26. The mere reinstatement of Ryce, Lake, Tanner and Denault does not completely dispose of their cases. It is the Board's duty to these men, and also to their fellow employees who are concerned with the matter, to make definite findings in respect to the discharge. It should be made clear that they were justly entitled to their reinstatement so that they can be cleared of any innuendo or imputation which might prejudice the future tenure of employment.

27. In the face of the Chairman's views as to the course we should follow, I do not desire to enter into any discussions of specific cases, but in all fairness it must be stated, at least in a general way, that the evidence in no instance substantiated the dismissal of any of these men and that in each instance the discharge appeared to relate to the anti-union

policy of the National Steel Car Corporation as then managed. Having regard to this feature of these dismissals, the Board should deal with the claim of these employees for adequate compensation for the pecuniary loss suffered by them by reason of unfair and discriminatory treatment.

28. It should be noted that other items of dismissal—in some instances group lay-offs—were placed before the Board at its April and May sittings. It may be that these men have since been recalled to work, but we have not been so informed and it may yet be necessary to at least deal with some of these items.

29. I defer to the Chairman also in respect to any specific discussion at this time of the question of hours, wages and working conditions. It should be noted, however, that the proposals of the Company Controller in his last memorandum, as to revising hours and overtime provisions and correction of wage rates, establish that the employees in this plant have legitimate grievances. If collective bargaining is allowed to function these may all be resolved between the Company and the Union. No time or opportunity should be lost effecting this desirable, indeed socially necessary, result.

Respectfully submitted,

(Signed) J. L. COHEN.

Toronto, June 24, 1941.

Report of Board in Dispute Between Imperial Iron Corporation, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with the dispute between the Imperial Iron Corporation, Limited, St. Catharines, Ontario, and its employees, members of Local 199, United Automobile Workers of America, has presented its findings (LABOUR GAZETTE, July, 1941, page 736).

The personnel of the Board was as follows: His Honour Judge James Parker, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ontario, appointed on the nomination of the employer.

The report of the Board is signed by the chairman and Mr. Wren. The minority report was submitted by Mr. Bench. The texts of these reports are printed below.

The exhibits referred to in the Board's report are all on file in the Department of Labour, but only Exhibit "B" and portions of the schedule attached to the minority report are reproduced hereunder.

Report of Board

To:
The HON. NORMAN A. MCLARTY, K.C.,
Minister of Labour,
Ottawa.

SIR:

In the matter of The Industrial Disputes Investigation Act, and a dispute between the Imperial Iron Corporation, Limited, employer, and its moulders, labourers, machine operators, pattern makers, packers, members of Local 199, United Automobile Workers of America.

The Board of Conciliation established by you to investigate this dispute has the honour to report that it has not been entirely successful in effecting a settlement of the dispute.

Application for a Board of Conciliation under the Act was made on the 7th day of April, 1941, by Local 199, International Union, United Automobile Workers of America, representing certain of the employees of the Imperial Iron Corporation, Limited. Mr. Drummond Wren was nominated by the Union as its representative on the Board, and Mr. John Joseph Bench, K.C., was nominated by the Company as its representative. On the 12th of April, 1941, His Honour Judge James Parker, Judge of the County Court of the County of York, was appointed Chairman of the Board by the Minister of Labour.

The Board met at St. Catharines on the 16th and 17th days of April, 1941. The Union was represented by Mr. Robert Stacey and Mr. Cecil Austin; the Company by Mr. J. A. Wotherspoon and Mr. G. C. Johnston, General Manager and Office Manager respectively of the company. After hearing representations by the parties, the Board at the request of the parties adjourned to April 30, 1941.

The company operates an iron foundry at St. Catharines, in which there are presently employed 171 workmen, of whom approximately 140 are members of the union.

At the close of the sitting of the Board on the 17th day of April, so many items of dispute had been satisfactorily dealt with it was expected by all parties, including the members of the board, that, if an adjournment took place for a reasonable period, the representatives of both parties might agree upon the outstanding items.

At the adjournment of the meeting on the 17th day of April, the items still remaining in dispute were:

(1) Recognition of the union;
(2) Grievance procedure;
(3) Wages.

During the interval from the 17th to the 30th of April, Mr. Stacey, representing the union, and Mr. Wotherspoon, representing the company, submitted draft agreements, which are attached hereto marked Exhibit "A" and Exhibit "B" respectively.

After lengthy discussion, Mr. Stacey took exception to only the following clauses of Exhibit "B":

Mr. Stacey objected to Clause 3, insisting that this party should be described as "Local 199, International Union, United Automobile Workers of America."

He objected to Clause 6 inasmuch as the statement was too general.

He submitted that Clause 13 should be amended so as to refer to the Shop Committee elected by the union.

The first paragraph of Clause 17 was deleted from the draft agreement.

Section 18 was objected to because of the objectionable wording of Clause 3.

With reference to Section 20, Mr. Stacey insisted that the actual number of working hours should be nine consecutive hours per day maximum, excluding lunch hour, and should not exceed 45 hours per week.

The only objection to Section 22 was the inclusion of "maintenance men", but that could easily be ironed out by a clearer definition.

Section 23, he asks that the word "casually" be included before the word "employed" in the second last line of the paragraph.

Exception was taken to Sections 25 and 26 because the minimum rate did not meet with the union's demand.

In all other respects, this draft of Exhibit "B" appeared to be satisfactory to Mr. Stacey.

When the meeting reconvened on April 30, the situation was not quite as favourable as the draft agreements would indicate, and the union made new demands which are included in the brief submitted by Mr. Stacey, and attached hereto as Exhibit "C". In reply to this brief, the company submitted a brief attached hereto as Exhibit "D". The accuracy of statements made in Exhibits "C' and "D" we cannot pass on because no evidence on same was submitted to the board. .

At the close of the meeting on the 30th of April, the four matters in dispute were:

(1) Union recognition;
(2) Wages;
(3) Working hours;
(4) General working conditions affecting health, safety and working efficiency of employees.

Dealing with (1), we are of opinion that the employees should be free to organize in trade unions free from any control by employers or their agents; that through their officers or representatives chosen by them they should be free to negotiate with employers or representatives of employers, concerning rates of pay, hours of labour, and other working conditions, with a view to the conclusion of a collective agreement; and that it follows naturally that if an agreement has been arrived at, that agreement should be embodied into a formal agreement executed by the parties.

With regard to wages, (2), there have been since the strike in March several adjustments made, but not with all the employees. In addition to these adjustments, a five per cent war bonus was granted to every employee.

With reference to hours of labour, we recommend that the work week shall be five and a half days, excepting for the foundry, and that the foundry's work week shall be six days, excepting that no one in the foundry shall work more than every second Saturday.

(4) Dealing with general working conditions, etc., the only grievance as regards this was that there were insufficient toilets and inefficient protection of machinery.

Dealing with the four items in dispute, we agree:

(1) That the employees should be free to form a trade union free from any control by employers or their agents, and that the employees through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement; and we recommend this company recognize this union.

(2) Having in mind the company's financial position, a statement of which over a period of years was submitted and examined by the board, the absence of any evidence to enable the board to come to an intelligent decision as regards wages, we recommend that, including the war time bonus, the minimum hourly rate after the probationary period be fifty cents per hour.

(3) With reference to hours of labour, we recommend that the maximum hours per day be nine hours, and the week consist of six days with every other Saturday off.

(4) With reference to sanitation, no evidence was given as to the conditions there and the objections thereto. The company's works factory is inspected periodically. On a recent

inspection made by an inspector under the Factory, Shop and Office Building Act, R.S.O. Chapter 194, one suggestion only was made, that is, that one more toilet should be installed, and that toilet either has been installed or is in the course of being installed. Working conditions are controlled in Ontario by the above named Act, and if the conditions are such that they are objectionable, it is a simple matter to apply to the inspector appointed under that Act to make certain that the conditions are satisfactory, and we think that is the proper method to deal with this item under dispute.

In conclusion, we recommend:

(1) That the company recognize the union;

(2) That the minimum wage per hour, including the five per cent war bonus, shall be fifty cents, except for probationers.

(3) That, with this exception, the present existing rates of pay shall be accepted by the employees.

(4) The regular day work shall consist of nine consecutive hours, excluding lunch hour, and the work-week shall be five and a half days, excepting for the foundry, and that the foundry's work week shall be six days, excepting that no one in the foundry shall work more than every second Saturday. These hours, however, shall not apply to watchmen, power house employees, and plant protection staff.

(5) That subject to these changes, an agreement shall be made between the company and the union in the form and substance of Exhibit "B".

The board desires to express its appreciation of the fairness at meetings of the representatives of both parties, and it is our opinion that if the company would formally recognize the union in agreement, the other matters would be easily ironed out.

All of which is respectfully submitted.

Dated this 26th day of May, A.D. 1941.

(Sgd.) J. PARKER,
Chairman.

(Sgd.) DRUMMOND WREN,
Employees' Nominee.

EXHIBIT "B"

1. Memorandum of Agreement entered into this day of 1941.

2. Between The Imperial Iron Corporation, Ltd., Berryman Avenue, St. Catharines, Ontario, hereinafter referred to as the company.

3. And, The employees of the Imperial Iron Corporation, Ltd., St. Catharines, with the exception of supervisors, foremen and office staff, hereinafter referred to as employees.

4. In accordance with the right of employees to bargain and to be represented collectively, the parties hereto do hereby agree with the other in respect to wages, hours, terms and working conditions of the employees of the said company as follows:—

(*a*) *Seniority*

5. It is hereby agreed that the hiring, lay-off, re-hiring or transfer of, or distribution of work amongst employees, shall be in accordance with the seniority provisions hereinafter set forth.

6. Seniority shall definitely be linked up with efficiency.

7. A list of employees in order of their respective dates of hiring shall be compiled, and the position of employees on such seniority list shall constitute the seniority standing of the company's employees.

8. All new employees thereafter, for a period of sixty days after the commencement of their employment, shall be temporary or probationary employees, but after such period of sixty days such employees shall be entitled to be placed on the seniority list in the order of date of hiring of such employees.

9. Any employee, whose seniority has been broken in accordance with the provisions hereinafter set forth shall, upon being re-hired, be considered as a new employee.

10. In the event of conditions necessitating the temporary employment of additional help on maintenance work, etc., the company shall select such temporary help out of employees available for such work, and such selection shall, other factors being equal, be based on seniority.

11. The discharge of any employee shall be subject to review according to the grievance procedure hereinafter set forth.

12. Seniority shall be broken if:—

1. An employee voluntarily quits.
2. An employee is discharged for cause.
3. An employee shall fail to report for work within three days after being called without reasonable justification for such failure to report.
4. An employee over-stays a leave of absence for a period of three days without reasonable cause.

(*b*) *Grievance Procedure*

13. The company recognizes a Shop Committee of seven members who shall be elected by and composed of fellow employees, such committee to be elected by the employees covered under Paragraph 3. Such committee shall be as representative of all departments of the plant as possible. The General Manager shall be advised in writing of the personnel of said committee, and any subsequent changes which may be made. Wherever possible employees elected to the Shop Committee should be men having reasonable length of service with the company.

14. Any complaint or grievance of an employee or group of employees shall first be taken up with the factory superintendent in the joint presence of the department foreman and the department Shop Committee representative.

15. If such complaint or grievance is not then mutually settled the employee, or his or their representative, shall refer the case to the Shop Committee, and the committee, upon receipt of such complaint shall investigate the circumstances and endeavour to adjust the complaint or grievance.

16. If the Shop Committee is unable to effect a satisfactory adjustment it shall take

the matter up with a committee of the management, which committee shall be appointed by the General Manager.

In the event that the Shop Committee and Management Committee cannot come to a satisfactory adjustment, a conference of the Shop Committee with the General Manager shall be arranged and held whenever possible within three days of the time that such conference is requested.

17. If the Shop Committee and the General Manager are unable to reach a satisfactory settlement of the complaint or grievance, they shall agree upon a mediator, to whom the matter shall be immediately referred for mediation, or if they are unable to agree upon a mediator, the matter shall be referred to a Board of Mediation comprising three members, one to be appointed by the employees, one by the company, and the third member to be selected by these two. Failing to agree upon a third member, the matter shall be referred to the Registrar of the Industrial Disputes Investigation Act, who shall be requested to appoint the third member. This third member shall act as chairman of the board.

Both parties will attempt to settle grievances under the foregoing procedure as speedily and effectively as possible, and until the completion of all the foregoing steps, there shall be no strike or lock-out, nor shall there be any stoppage or reduction in the rate of production, or other act calculated to penalize the company.

18. In any conference or dealings with the General Manager the employees shall be entitled to be represented by a duly accredited agent of their own selection.

19. Any decision involving rate of pay or of earnings shall be retroactive to date of filing of grievance. Any other decision to be put into effect not later than within 24 hours of the rendering thereof.

(c) Hours of Work and Wages

20. The regular work week of all workers in the foundry department (other than night shift) shall consist of a maximum of ten consecutive hours per day, excluding lunch hour, and shall not exceed one hundred and ten hours every two consecutive weeks. In no case shall the foundry work two consecutive Saturdays, except as hereinafter provided for in Paragraph 27.

The time at which foundry workers shall report for work shall be arranged from time to time between the workers concerned and the management.

The regular work week for all workers in other departments of the plant shall consist of a maximum of ten consecutive hours per day, excluding lunch hour, from Monday to Friday inclusive, and five consecutive hours on Saturday, except that those employees covered by this paragraph may work on the Saturday on which the foundry is operating if required to do so.

21. The regular work week for night workers shall consist of a maximum of ten working hours per night from Monday to Saturday inclusive, except that they shall not work on two consecutive Saturdays.

22. The above hours of work shall not apply to watchmen, power house employees, plant protection staff and maintenance men, a list of whom shall be prepared by the management and the committee.

23. Any employee reporting for work unless previously properly notified not so to report, shall receive at least two hours pay at the regular amount received by such employee, with the exception of men employed in unloading cars of raw material in the yard.

Such employees shall report as conditions warrant.

24. Overtime and extra time shall be evenly divided between employees normally performing the work in question.

25. The minimum hourly rate for all workers who have been in the employment of the company for more than sixty days shall be 45 cents per hour.

26. The minimum hourly rate for new employees will be 40 cents per hour and will remain at this rate until the end of thirty days, when the hourly rate shall be increased to 42½ cents per hour until the termination of the probationary period of sixty days, after which they will receive the regular rate of pay for the particular class of work in which they are engaged.

27. All work performed on Sundays and Legal Holidays, (a list of which is appended below), after hours and on days not included in the aforementioned work day or work week period, shall be overtime work and shall be paid for at the rate of 50 per cent above the amount otherwise payable.

The following days shall be considered as Holidays:—

> New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day.

28. Any worker being transferred from one job to another shall be paid at the price or rates prevailing in such job to which he is transferred, after a probationary period of sufficient length of time to qualify the worker for the new rate of pay, such probationary period to be mutually agreed to between the Shop Committee and the Management as such instances occur.

29. In the event of reduction of work in any department all employees in such department without seniority shall first be laid off. In the event that reduction of work continues, lay-off shall take place according to seniority. Reverse procedure is to take place at time of re-hire.

30. It is a condition of this agreement that there will be no reduction in the volume of work produced per hour per nine hour day by an individual employee by reason of anything that may have transpired since February 25, 1941.

(d) Duration of Agreement

31. This agreement shall remain in force until January 1, 1942, and for so long thereafter as neither the Company nor the Employees shall have given notice of termination as hereinafter provided.

On or after January 1, 1942, either party may give 30 days' notice in writing of intention to terminate, and upon expiry of such notice the agreement shall be terminated.

Without terminating the agreement, either the Company or Employees may, on or after January 1, 1942, give notice in writing to the other of a desire to alter or supplement the terms of the agreement. This notice shall be in writing and shall specify generally the particulars in respect of which changes in the agreement are required, and forthwith upon its delivery the Company and the Employees shall negotiate through their representatives

with a view to the adoption of changes which shall be mutually satisfactory. Pending the completion of such negotiations this agreement shall remain in full force and effect.

32. The Company and the Employees agree to carry out this agreement in good faith and that any modifications of its provisions which become temporarily necessary in order to assist in obtaining the maximum production of essential war materials shall be mutually agreed to by the management and Shop Committee, and thereafter loyally accepted by both parties.

Signed on behalf of the Company, and of the Employees by their representatives hereunto duly authorized:

The Imperial Iron Corporation Ltd.

....
Witness General Manager.

Committee of Employees:

....
....
....
....
....
Witness Witness

Minority Report

To the Honourable NORMAN A. MCLARTY, K.C.,
MINISTER OF LABOUR,
Ottawa, Canada.

In the matter of The Industrial Disputes Investigation Act, and a dispute between the Imperial Iron Corporation, Limited, Employer, and its moulders, labourers, machine operators, pattern makers, packers, Members of Local 199, United Automobile Workers of America.

As I find myself unable to concur in all of the recommendations made in the majority report submitted by His Honour the Chairman and the nominee of the employees, I hereinafter set forth my own views upon the matters in dispute.

Since the board concluded its public hearings on the 30th of April, 1941, all of the members have not met together at one time. It had been arranged at the last adjournment, and with the concurrence of the employer and employees that the board should re-convene at Toronto on the 26th of May, 1941, for the purpose of considering and preparing its report. As I am informed by His Honour the Chairman, your department had been pressing to have the report expedited and there were further difficulties attendant upon Mr. Wren's ability to be present at a meeting on the 26th of May as previously arranged. In the result, therefore, the majority report had been prepared by His Honour the Chairman and concurred in by Mr. Wren prior to its submission to me. While I consider that it would have been preferable that the matter should have been allowed to stand for the few days necessary for the board members to meet together and to exchange their several views upon the various elements of the dispute, nevertheless I have had the opportunity of discussing the majority report with His Honour the Chairman and feel that I am fully informed of the reasoning applied by the other two members in support of their recommendations.

The majority report takes as the basis of its recommendations the form of draft agreement which appears as Schedule "B" thereto and proposes that, subject to certain amendments to that draft, a formal contract should be made between the company and Local Union 199, United Automobile Workers of America, in the form and substance of the said Schedule "B".

Before stating my views upon the matter, it might serve a useful purpose if, with deference, I should clear up what appears, from the majority report, to be a misunderstanding of the position of the parties with reference to two minor items in the proposed draft agreement. I have mentioned these matters to His Honour Judge Parker and have his permission to clarify the situation with regard to these two items. These are as follows:

(*a*) *Clause 22* of the draft agreement was objectionable to Mr. Stacey because of the inclusion in that clause of the words "maintenance men." However, this objection was met at the last public session of the board by the consent of the company to delete these words from this clause.

(*b*) *Clause 23* was objectionable to Mr. Stacey by reason of the fact that the exception from the provisions of that clause of men employed in unloading cars of raw material in the yard should be limited by providing that this should apply only to those workmen "casually" so employed. This objection also was overcome by the consent of the company to insert the word "casually" immediately preceding the word "employed" in the third line of the first paragraph of Clause 23.

As is stated in the majority report, the first paragraph of Clause 17, providing for the reference of disputes to a so-called "Board of Mediation" of three members, was deleted from the draft agreement by the consent of both parties.

Regarding the five recommendations which are made by the majority report, my position is as follows:

1. If, "recognition of the Union" by the company implies the necessity of the formal agreement being made between the company and the union, I respectfully disagree.

2. I dissent from the view contained in the majority report that the minimum wage per

hour (except for probationers) and including the cost of living bonus, should be 50 cents.

3. I concur with the recommendation that the remaining wage rates being paid to employees of the company as of this date, including the cost of living bonus, should be accepted by the employees.

4. I cannot fully agree with the recommendation that the regular work week of all workers (other than night shift) shall consist of a maximum of nine consecutive hours per day, excluding lunch hour, with six working days a week except that no employee shall be required to work two consecutive Saturdays, such hours not to apply to watchmen, power-house employees and plant protection staff. I think the recommendation in this particular is entirely too broad and I entertain some doubt as to whether or not the majority of the board intended that it should apply to all workers. However, I hereinafter state in detail my views upon this particular recommendation.

5. I cannot agree that the formal contract should be between the Company and Local 199, United Automobile Workers of America as representing the employees.

Because the abovementioned items numbers 1 and 5 are closely related in my reasoning upon the subject, I will deal with them together and after I have expressed my views upon the remaining recommendations with which I find myself in disagreement.

(*a*) I deal firstly with the recommendation of the majority report that the minimum wage per hour, (except for probationers) and including the cost of living bonus, shall be 50c.

There was no evidence before the Board on behalf of the employees or otherwise which would warrant a conclusion that the Company is not fully observing the provisions of Order in Council P.C. 7440. On the contrary, the information which was furnished to the Board supported to the full the Company's contention that its wage schedule now conforms to what is just and proper and compares very favourably with rates for the various similar occupations being paid in other industries in the region. Assuming, without knowing, that there may have been justification for complaint on the part of the employees as to the wage schedule of the Company prior to the walkout which occurred on the 25th of February, 1941, it could not be said that the scale of wages being paid at the time of the application for the Board was below the proper standard. In addition to this, the financial statements of the Company for a period of several years preceding and including the statement for the fiscal year ending January 31, 1941, were submitted to the Board and the Company's auditor was in attendance and was examined in regard to these statements. It was then the unanimous opinion of the Board and as expressed to the parties at that time, that the Company's earning position did not justify any further increase in wage rates above those which had already been put in effect.

It was urged before the Board that support is to be found for a recommendation of a minimum hourly rate of 50c. by reference to the letter of the Department of Labour under date of March 31, 1941, containing suggestions for the application of Order in Council P.C. 7440. It was said that the statement contained in that letter of the "rough assumption" that a wage of $25.00 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life strengthen the view that a worker should not earn less than 50c. per hour for a fifty-hour week. However, to accede to that argument would, in my respectful view, do extreme violence to all of the principles which normally enter into the calculation of what is a fair wage rate and would set a precedent which would involve extremely dangerous consequences. I cannot bring myself to think that it was ever intended by the Minister of Labour that the foregoing statement contained in the Departmental letter should ever be construed as meaning what is now contended for with regard to it.

Where the minimum rate paid to such workers otherwise conforms to the principles set forth in Order in Council P.C. 7440, and is also in agreement with the level obtaining in similar occupation in other industries in the region, it would seem to me to constitute a bad precedent to increase substantially the minimum over the level generally obtaining in the region and would have the effect, in my respectful view, of defeating the purpose of Order in Council P.C. 7440.

Consequently, I am of the opinion that, having regard to the aforementioned circumstances developed in evidence before the Board, that the provisions of Clause 25 of the draft agreement, appearing as Schedule "B" to the majority report, should not be disturbed and that the minimum hourly rate for all workers who have been in the employment of the Company for more than sixty days shall be 45c. per hour in addition to which, of course, they should continue to receive the cost of living bonus now being paid to them and which bonus may be increased from time to time in accordance with the provisions of Order in Council P.C. 7440.

As already stated, I concur with the recommendation of the majority report that the

remaining wage rates, including the cost of living bonus, and which are in effect as of this date, should be accepted by the employees.

(*b*) Concerning the hours of work, my difficulty in agreeing with the majority report is that the recommendation there set forth seems to me not to appreciate the normal schedule of operations carried out in this plant. Generally speaking, the standard work week for day workers is 5½ days. However, the foundry department cannot operate for a half day by reason of the fact that it is apparently impossible to get molten iron to the workers until the afternoon. One of the difficulties which the Board had to consider was that arising out of the foundry department working a full day on Saturday. The recommendation which is now made by the majority report is such that it would require the entire plant to close down the whole day on alternate Saturdays unless it were possible to divide the work evenly between the employees so that one-half of them would get every other Saturday off or else be paid overtime for the full day. I think that the recommendation as to the regular work week consisting of six days, with the provision that no employee should be required to work two consecutive Saturdays, should be limited to the foundry department day workers and that the work week for the remainder of the plant should continue as heretofore as consisting of 5½ days per week. I think that such an arrangement would fully meet the objection of the employees, would preserve the order of the system which has been followed for years and would create no hardship either for the Company or the employees.

I agree with the recommendation of the majority report that the work day, for day workers, and the exception as to watchmen, power house employees and plant protection staff, should consist of nine consecutive hours, excluding lunch hour.

I respectfully propose that Clause 20 of the draft agreement, appearing as a Schedule to the majority report, should be amended so as to provide in the words following and which, I consider would carry out the recommendation which I think should be made in this respect:

"The regular work week of all workers in the foundry department (other than night shift) shall consist of six days of nine consecutive hours each, excluding lunch hour. Any worker in the foundry department who is required to work two consecutive Saturdays shall receive for the work performed by him on such second Saturday the overtime rate hereinafter provided in Clause 27.

"The time at which foundry workers shall report for work shall be arranged from time to time between the workers concerned and the management.

"The regular work week for all workers in other departments of the plant, (other than night shift) shall consist of 5½ days per week of nine consecutive hours per day, excluding lunch hour, from Monday to Friday inclusive, and five consecutive hours on Saturday."

Clause 21 of the draft agreement makes provision for the hours for night workers and Clause 22 sets forth the exception from these stipulated hours of watchmen, power house employees and plant protection staff.

(*c*) I dissent from the recommendation made in the majority report that the proposed agreement should be between the company of the one part and Local 199, United Automobile Workers of America as representing the employees, of the other part.

I concur in the opinion of the majority of the board that the employees should be free to organize in trade unions free from any control by their employers or agents; through their officers or representatives, chosen by them, they should be free to negotiate with employers or representatives of employers concerning rates of pay, hours of labour and other working conditions with a view to the conclusion of a collective agreement. It was not suggested before the board that this company had in any way interfered with freedom of organization by the employees in any trade union of their choice and, on the contrary, I think it was plain from the course of dealing between employer and employee following upon the strike of February 25th, and as established before the board that, not only was there no interference from the company, but that the management negotiated with the union representative concerning all of the matters in dispute and with a view to the conclusion of a collective agreement. In my respectful opinion, the company has fully complied with the principles for the avoidance of labour unrest during the war which are set forth in Order in Council P.C. 2685. It does, however, take the position that the matters in dispute, once having been settled should be embodied in a collective agreement to be made between itself of the one part and *all* of its employees of the other part. This seems to me to be an entirely reasonable and proper attitude for the company to assume under the circumstances which obtain in this case.

I do not consider that the phrase "recognition of the Union" necessarily implies that the formal agreement between the parties should be made between the company of the

one part and the union of the other part. The right of employees to organize in trade unions, it seems to me, necessarily involves the right not to organize if the employees should so determine. Insofar as I am concerned, there was no satisfactory evidence before the board to establish what proportion of the employees of this company are members of the union in question. Admittedly, the union does not embrace within its membership all of the employees in the plant who would be affected by the conclusion of an agreement on the points in dispute.

When negotiations first took place between the management and the union representatives, it was not a vital point of difference between the parties whether or not the union should be a party to the formal agreement as representing the employees and Mr. Stacey, before the board, acknowledged that, at that stage, the union was "agreeable to back-door recognition." It was explained that "back-door recognition" means that the employees might have in attendance with them at conferences or dealings with the management a representative or duly accredited agent of their own selection. The company representatives expressed themselves as satisfied to have included in the formal agreement satisfactory wording to cover such an arrangement and this appears in paragraph 18 of the draft agreement, Schedule "B" to the majority report, and which clause provides as follows:

"In any conference or dealings with the General Manager, the employees shall be entitled to be represented by a duly accredited agent of their own selection."

Assuming that this, or any other union, had a majority membership amongst the employees and should continue to enjoy their confidence, this provision of the agreement gives every opportunity for the employees to be represented by any representative of the union to which they might belong.

I am opposed to the view that the formal agreement should be made with any specified union as representing the employees where there is not a closed shop. I consider that in a case of the kind which is under review, it is a departure from Democratic principles, as well as a departure from the principle that employees should have *complete* freedom of organization, to stipulate by agreement with a union, that the shop committee should consist only of employees who are members of the union. This obviously has the effect of excluding any voice in employer-employee dealings of those workmen who are not members of the union. It has the effect of putting into the hands of the union an instrument by which it is enabled to unduly influence employees to become members and has the practical effect of constituting a union the sole bargaining agency on behalf of all employees whether members of the union or not. Indeed, it was stated by Mr. Fred Gordon, a union member who attended the last public session of the board, that one of the reasons for the union demanding that the agreement should be made formally with it as representative of the employees, was that such an agreement would constitute the union the sole bargaining agency. It seems to me that such an arrangement would not tend to harmony amongst the employees and might result in not a little dissatisfaction amongst them and where all are not members of the Union.

Under the circumstances which obtain here, I can find no sound reason for the Union insisting that the agreement should be made between the Company and itself as representing the employees as opposed to the agreement being made between the Company and all of its employees except, from a purely Union standpoint, it would deliver into the hands of the Union an instrument which would serve its own selfish interest as opposed to the general interests of the employees at large. Indeed, it seems to me that if the Union is actually seriously interested in the welfare of the employees of this plant, and having regard to the attitude of the Company toward making the formal agreement between itself and the Union, it would accept the proposal to have the formal document concluded between the Company and all of the employees. This is the common ground of so-called "back-door recognition" on which the parties might very well meet. Having in mind only the question of a mutually satisfactory basis upon which this dispute can be settled, an agreement between the Company and all of its employees, with the inclusion of Clause 18 providing for freedom of representation by the employees, should be an entirely satisfactory arrangement for both parties.

I think the Union should, and could stand on its own feet. It has full freedom of organization amongst the employees and if it continues to enjoy the goodwill of the workmen and maintains its majority of membership, it can control the election of the shop committee and with which the employer is bound by his agreement to negotiate, and which committee is entitled, under the terms of the agreement to be represented by any agent of its selection. In my view, this gives every recognition to the Union for which it should ask. Under such an arrangement, nothing of the rights of the employees to organize in a trade union or to bargain through such union is lost. It leaves intact the rights and liberties of all workers in the plant

whether members of the Union or not and, in my humble view, is in full accord with Democratic principles as well as those of justice.

It was urged before the Board, in support of the contention that the agreement should be with the Union, that a contract in this form gives the Union a certain authority which it can use beneficially amongst the employees for better organization of their work in the plant and for better discipline amongst the workers themselves and all of which, it was argued, would accrue to the benefit of the Company. However, in this last-mentioned respect, it was noteworthy that, after the men had returned to work on or before the 5th day of March, 1941, the strike having taken place on the 25th day of February, 1941, production in the plant materially fell off. Prior to the strike, the average rate of production of the pipe moulders in the plant was said to be 31 moulds per day. After their return to work, this rate fell off to 26 moulds or "boxes" per day and there were, in addition, further evidences of efforts to retard production. I am not suggesting that this falling off in production was brought about either with the connivance or consent of the Union Officials but these circumstances, and especially in these times of National emergency, did not serve to convince me that there was merit in the Union contention that it had any strong influence in the interests of production amongst the employees and particularly when the lessened rate of productive effort continued throughout the whole time during which the Board was holding its public hearings.

In the result, therefore, and as regards the recommendation of the majority upon this item of dispute, I respectfully propose that the agreement should be between the Company and its employees at large and with the provision contained in Clause 18 of the draft agreement that in any conference or dealings with the General Manager the employees shall be entitled to be represented by a duly accredited agent of their own selection. This leaves all of the employees *complete* freedom of organization and the Union is, notwithstanding, in a none less favourable position where it can be a force for good in the interests of the employees as well as of the Company itself in all employer-employee relations. The adoption of this recommendation should meet the objections of both parties and should resolve satisfactorily all difficulties under this heading.

For purposes of greater certainty and to clarify the recommendations which I respectfully submit hereinbefore, I am appending to this report, and as a Schedule thereto, the form of agreement which it is my recommendation should be the agreement adopted by the parties. It is in the same form as the draft agreement attached as Schedule "B" to the majority report but containing the amendments to Clauses 17, 20, 22 and 23 of that draft and which, it appears to me, would put the agreement in such form as to carry out the recommendations by me hereinbefore made.

In conclusion, I desire to subscribe to the expression of appreciation made by the other Members of the Board in their report, of the fairness which characterized the dealings of the representatives of the disputing parties in their appearances before the Board.

All of which is respectfully submitted.

(Sgd) J. J. BENCH,
Nominee of the Employer.

Dated this 28th day
of May, 1941.

Excerpts from Schedule

17. Both parties will attempt to settle grievances under the foregoing procedure as speedily and effectively as possible, and until the completion of all the foregoing steps, there shall be no strike or lockout, nor shall there be any stoppage or reduction in the rate of production, or other act calculated to penalize the company.

20. (*c*) *Hours of Work and Wages*

The regular work week of all workers in the foundry department (other than night shift) shall consist of six days of nine consecutive hours each, excluding lunch hour. Any worker in the foundry department who is required to work two consecutive Saturdays shall receive for the work performed by him on such second Saturday the overtime rate hereinafter provided in Clause 27.

The time at which foundry workers shall report for work shall be arranged from time to time between the workers concerned and the management.

The regular work week for all workers in other departments of the plant (other than night shift) shall consist of 5½ days per week or nine consecutive hours per day, excluding lunch hour, from Monday to Friday, inclusive, and five consecutive hours on Saturday.

22. The above hours of work shall not apply to watchmen, power house employees and plant protection staff, a list of whom shall be prepared by the management and the committee.

23. Any employee reporting for work, unless previously properly notified not so to report,

shall receive at least two hours pay at the regular amount received by such employee, with the exception of men casually employed in unloading cars of raw material in the yard.

Such employees shall report as conditions warrant.

Supplement to Minority Report

The following is the text of a supplement to Mr. Bench's minority report:—

Since the submission by me of the minority report under date of May 28, 1941, I was informed that the other Members of the Board had recalled the majority report and had amended their original recommendation with respect to the work day and work week. I have now been furnished with a copy of the majority report which, in the above-mentioned particular has been amended.

The amended recommendation numbered (4) now contained in the majority report generally conforms with my own minority recommendation with regard to the work week. Therefore, apart from respectfully drawing your attention to the fact that a proper consultation between all Members of the Board prior to the submission of the majority report would have obviated the necessity of any amendment of the latter, I need only add that I now concur in the proposal of my colleagues with reference to the work week.

Report of Board in Dispute Between Montreal Tramways Company and Its Bus Chauffeurs

A further report has been received from the Board of Conciliation and Investigation established to deal with differences between the Montreal Tramways Company and its bus chauffeurs, members of Division 210, Canadian Brotherhood of Railway Employees and Other Transport Workers. The board presented a report in January, 1941 (LABOUR GAZETTE, February, 1941, pages 99-101) and subsequently was asked to reconvene to deal with matters still in dispute.

The personnel of the board was as follows: the Honourable Mr. Justice J. G. Gillanders, of the Supreme Court of Ontario, chairman; Mr. J. L. Cohen, K. C., Toronto, appointed on the recommendation of the employees; and Mr. Lucien H. Gendron, K. C., Montreal, appointed on the recommendation of the employer, in substitution for Mr. F. C. Dobell, deceased.

The further report of the board is signed by the chairman and Mr. Gendron. A minority report was submitted by Mr. Cohen.

The texts of these reports are printed below.

Report of Board

The Honourable Norman A. McLARTY, K.C., M.P.,
Minister of Labour,
Ottawa, Canada.

Re: Industrial Disputes Investigation Act and re differences between Montreal Tramways Company and its bus chauffeurs, members of Division 210, Canadian Brotherhood of Railway Employees and other Transport Workers.

This board made an interim report dated October 16, 1940, and after the vote mentioned in that report was taken, and after hearing the parties and considering the matter, the board further reported on January 16, 1941. In view of the facts stated in that report, and particularly in view of the fact that the question at issue seemed to be between the applicant union and the negotiating committee representing the company's employees as a whole rather than between the applicant union and the company, and that an application was at that time pending for approval of the new agreement between the company and its employees under the Quebec Collective Agreement Act, the board recommended that use be made of that legislation. This was done with the thought that the Quebec Department of Labour, with all parties interested before it, might be able to effect a compromise and amend the agreement by adding to the negotiating committee another member satisfactory to or elected by the bus chauffeurs. This would have satisfied the applicants, and the company had no objection to this being done if it were asked for and approved by the negotiating committee with which it had entered into the new agreement. Under the circumstances, the board, not being able to effect a settlement of the issue, did not wish to prejudice the possibility of a satisfactory solution being reached by those with all conflicting interests before them. Subsequently, however, the application for approval of the agreement by the Quebec Department of Labour under the Quebec Collective Agreement Act was withdrawn. The applicants thereupon filed a request to have this board reconvene to deal with the dispute in the light of the present situation; and this board was asked to reconvene and report its findings on the matters referred to it.

In view of the regrettable and untimely death of Mr. F. C. Dobell, a member of the board appointed on the nomination of the Company, the Honourable Lucien Gendron

was appointed to the board, and the board reconvened in Montreal. Representatives of both employees and employers attended, and further material and argument was submitted to the board for consideration. Considerable evidence was given, and discussion ensued as to why and how the application to the Minister of Labour for the Province of Quebec, for ratification of the new agreement between the Company and its employees dated July 24, 1940, was withdrawn. Representatives of the applicant union contended that the company had withdrawn it presumably for the purpose of avoiding a settlement of the dispute which might have been there effected by amendment of the agreement. We cannot adopt that view.

Without reviewing the evidence in detail, it is clear that the initial move to have it so submitted was at the instance of the negotiating committee representing the employees at large, and likewise the withdrawal of the application was at the request and instance of this committee. While the company, at the request of the committee, joined in both the submission and the withdrawal, it did so at the request of the negotiating committee. Nor do we think the question of importance at this stage. The real dispute here lies between the applicant union and other groups or organizations of employees and not between the company and the applicant union.

While all parties submitted themselves to the Quebec Department of Labour, there was a possibility that an adjustment could there be made. The application not now being before that Department, and no settlement of the dispute having been arrived at, it devolves upon this board to report on the items of the dispute, stating what in the opinion of the board ought or ought not to be done.

In the application for the establishment of the board, the first claim of the applicant union, Division No. 210 of the Canadian Brotherhood of Railway Employees and other Transport Workers, was for recognition as representatives of company's bus chauffeurs. As explained in previous reports, in view of the result of the vote taken under the supervision of the Deputy Minister of Labour, the applicant union should now be so recognized. There are approximately 330 bus chauffeurs out of a total of some 3,400 employees of the company.

The other claim made by the applicant union was a demand for a separate wage agreement on behalf of the bus chauffeurs with the company and improvement of wages and working conditions. As stated in the unanimous report of the board dated January 16, 1941, "neither wages nor hours nor appurtenant questions were seriously criticized before the board." The new agreement mentioned between the company and its employees provided for material wage increases. All employees, including the bus chauffeurs, have been enjoying these benefits since July 1, 1940, as provided in and by that agreement. The only question that is left in dispute is the demand of the applicant union to a separate agreement on behalf of the group of employees it represents, although the provisions contained in the current agreement with the employees at large respecting wages and working conditions is not criticized.

It is urged that in the case of grievances the applicant union desires to have a committee appointed from their own number to negotiate with company representatives. It might be noted that a member of the present negotiating committee is a bus chauffeur, but he is not a member of this union. However, no complaints were made of any unfair or inequitable results of the present system.

The statement of facts set out in the board's report of January 16, 1941, respecting the number and groups of employees and the procedure and method adopted in negotiating the present agreement, need not be repeated. It may be added that among the company's employees there are three unions: the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, which is said to have enjoyed a membership of about 1,800 for some years; the Federation of Catholic Workers, with a membership of some 900, and the applicant union, confined at present to bus chauffeurs who number approximately 330. In the past the company has not made separate agreements with any of these unions or separate groups, but with a general committee elected by the total personnel of the company, as was done in the case of the current agreement.

In support of the claim for a separate agreement, it is urged that demands had been made by the applicant union before and during the company's negotiations with its employees in which the union claimed the right to make a separate agreement on behalf of the bus chauffeurs and that the company should not have proceeded with the negotiations and execution of the current agreement after its claim was made. It might be noted that at the meeting of all employees to discuss the course to be taken in the negotiation of a new agreement no demand was voiced either that the bus chauffeurs should have representation as a group on the general committee or that they were not joining in the procedure proposed. From the records of the vote taken it is apparent that a very substantial number of bus chauffeurs took part in the vote held

for the election of the negotiating committee which was authorized to negotiate the present agreement.

It is urged that to deny the applicant union the right to negotiate a separate agreement on behalf of the group it represents is a negation of Order in Council No. 2685, with particular reference to section 7. In this case the employees as a whole through representatives chosen by them in the manner indicated have negotiated and completed a collective agreement with the employer, making satisfactory provision respecting rates of pay, hours of labour and working conditions.

At the request of the board, the company collected a considerable file of information as to the practice adopted by other companies in making agreements with their employees. Information was obtained from transportation companies in five Canadian cities and sixteen cities in the United States. This was made available to and considered by representatives of the Union and the board.

In our opinion multiplicity of agreements with various groups is not desirable; it would, we think, have a tendency to create dissatisfaction and confusion. It may well be that at the proper time consideration might be given by the employees to the question of having various groups or classes of employees represented on their negotiating or grievance committee, but that is a question which calls for no recommendation.

Under all the circumstances we are of the opinion that the demand by the applicant union for a separate agreement with the company on behalf of the group of bus chauffeurs which it represents is not justified at this time, and would respectfully and earnestly recommend that it lend its assistance and support to carry out the present fair agreement between the company and its employees as a whole during its currency.

All of which is respectfully submitted.

(signed) J. G. GILLANDERS
Chairman.

(Signed) LUCIEN H. GENDRON

July 7, 1941.

Minority Report

To: The Hon. Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

Re: *Industrial Disputes Investigation Act, and re differences between Montreal Tramways Company and its bus chauffeurs, members of Division* 210, *Canadian Brotherhood of Railway Employees and other Transport Workers.*

1. The board first opened its public sessions on this matter at the City of Montreal on October 16. The broad outlines of the dispute were then placed before us on behalf of the employees and the company, respectively.

2. The dispute, in effect, rests upon the claim of bus chauffeur, employees of the Montreal Tramways Company, that they are entitled to negotiate with the company through, and to be represented by, Division No. 210 of the Canadian Brotherhood of Railway Employees and Other Transport Workers, and by means of such negotiation and representation to conclude an agreement with the company dealing with their hours, wages or working conditions. In support of the application, the information hereunder set out was submitted to us.

3. On the 13th of February, 1940, a communication was forwarded to David E. Blair, Manager of the Company, by Paul E. Marquette, informing him that,

> "certain tramway employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers.... have elected..."

three employees of the company, all bus chauffeurs, namely, Mr. Aimecee Simonneau, Mr. Roger Maheu and Mr. Paul E. Marquette,

> "to deal with the representative of the company in all matters concerning wages and working conditions".

The communication then asked for

> "advance notice of all future meetings between the representative of your company and the representatives of the employees for the purpose of dealing with wages and working conditions or other matter affecting the interests of the employees".

4. At this time there still existed an agreement between the Montreal Tramways Company and a committee of its employees, said to represent all employees. This agreement was to expire on the 30th of June, 1940, some three months and more after the above letter of the 13th of February, 1940, which notified the company that the chauffeur group desired to deal with it and negotiate a new agreement, upon expiration of the one then existing, through their trade union.

5. The employees' brief informs us that the Committee of three named in the letter of the 13th of February, 1940, to the company had by then been given full authority to represent the bus chauffeurs by

> "more than 200 bus drivers who voluntarily signed a special form prepared for this purpose, a copy of which is attached to this brief."

The form attached was an authorization, by the employees signing it, to the above-named committee mentioned as

> "the Committee of the Canadian Brotherhood of Railway Employees and Other Transport Workers to represent these employees in all matters pertaining to the negotiation of a working agreement governing any wages and

working conditions or in the revision of the existing agreement and in the handling of any grievances which may arise thereunder."

6. The company made no reply to the letter from the Bus Chauffeurs' Committee. It proceeded however to deal with another committee of its employees with a view to negotiating another over-all agreement to replace the agreement about to expire. In pursuing this course, the company totally ignored the request of the bus chauffeurs set out in the letter of the 13th of February, 1940.

7. The company, in its brief filed before us on the 16th day of October, 1940, stated:

(*a*) "It has been the company's practice in the past to negotiate in one agreement the wages and working conditions of all its employees."

(*b*) "Inasmuch as all the company's assets are situated and all its business done within the Province of Quebec, and all its employees are residents of the Province of Quebec, the Company considered that any new agreement should be in accordance with the provisions of the 'Collective Agreement Act' of the Province of Quebec (4 Geo. vi, Ch. 38)."

(*c*) "Following the terms of the Act a meeting of the employees was held on Aprl 10, 1940, at which a Committee was appointed to receive nomination for and to carry out the election of a Negotiating Committee authorized to bring about an agreement covering wages and conditions of work to be applicable to all employees of the Company."

8. This meeting of the 10th of April, 1940, appears to be the first incident in relation to the whole question before us, subsequent to the above letter of February 13, 1940, on behalf of the Bus Chauffeurs' Committee. The board has not been furnished with any documentary or other direct evidence as to the exact manner in which this meeting of employees of April 10, 1940, was convened, or the precise form of any decision there adopted, nor have we any information as to what groups of employees were present at the meeting, but it is generally agreed that a meeting of employees, numbering about one thousand, took place on that date at which four names were nominated for a Negotiating Committee of three.

9. The next step appears to have been taken by the Bus Chauffeurs' Committee of Canadian Brotherhood of Railway Employees, Division No. 210. On the 18th of April, 1940, over the signatures of the Committee, Messrs. Simonneau, Maheu and Marquette, the following communication was sent to the Company:

Canadian Brotherhood of Railway Employees
and Other Transport Workers
Bus Chauffeurs Division No. 210
317 Coronation Building,
1405 Bishop Street,
Montreal, Que.

Mr. D. E. Blair,
General Manager,
Montreal Tramways Company,
159 Craig Street, West,
Montreal, Que.

Dear Sir.—Our attention has been drawn to the fact that meetings were held recently by the Tramway Employees' Syndicate of Montreal, Incorporated, and by the Montreal Tramways Employees' Union No. 790, of the Amalgamated Association of Electric, Street Railway and Motor Coach Employees of America, at which proposals to take a referendum vote of all employees of the Montreal Tramways Company to elect a Negotiating Committee were discussed. We have been reliably informed that this referendum vote will be taken within the next week or ten days.

This is to advise you that within the past few months the bus chauffeurs employed by the Montreal Tramways Company have been organized into Division No. 210, Canadian Brotherhood of Railway Employees and Other Transport Workers, and a majority of them have authorized the undersigned Committee to represent them in all matters pertaining to the negotiation of a working agreement governing working conditions, or in the revision of the existing agreement, and in the handling of any grievances which may arise thereunder. The undersigned Committee, as you will observe, is composed entirely of employees of the Montreal Tramways Company.

In view of the foregoing, the bus chauffeurs of the Montreal Tramways Company cannot recognize any other Committee to represent them on any matters concerning their wages and working conditions, grievances, etc. In due course we will submit to you a proposed agreement of rules governing working conditions and rates of pay to cover all bus chauffeurs employed by the Montreal Tramways Company.

Yours very truly,
Aimecee Simonneau
Roger Maheu
Paul E. Marquette,
Negotiating Committee Division No. 210,
C. B. of R. E. & O. T. W.

10. The company made no reply to this letter of April 19, 1940, but on April 26, 1940, a referendum ballot was conducted on the company's premises, as a result of which, out of the four nominated at the meeting of April 10, 1940, a Negotiating Committee of three was selected, composed of Messrs. Beaudoin, Neven and Trepanier.

11. Following this, a further communication was sent to the company on the 28th of May, 1940, on behalf of the Bus Chauffeur group, reading as follows:—

Canadian Brotherhood of Railway Employees
and Other Transport Workers
Room 317,
1405 Bishop St.,
Montreal, Que.,
May 28, 1940.

Mr. D. E. Blair,
General Manager,
Montreal Tramways Company,
"Tramways" Building,
159 Craig Street,
Montreal, Que.

Dear Sir.—Further to our letter of April 18. Please find herewith enclosed our proposed

Schedule of working conditions and rates of pay to cover all bus chauffeurs employed by the Montreal Tramways Company. This proposed agreement was carefully considered at two meetings of the chauffeurs and same has their approval.

The undersigned have been duly elected as a Negotiating Committee authorized to meet you, or any other representatives appointed by the company, to negotiate and consummate an agreement to cover all bus chauffeurs of the Montreal Tramways Company.

Will you kindly advise us the earliest possible date when we may meet the representatives of the Company for the purpose of negotiating an agreement. Your preferred attention to this important matter and an early reply will be greatly appreciated.

Yours very truly,

.....
.....
.....
(Negotiating Committee)

12. It appears that, following these letters of the 18th of April and May 28th, 1940, attempts were made by Mr. Marquette and his Committee to interview Mr. Blair with a view to conducting negotiations, and that while an interview was finally obtained with Mr. Blair he merely informed them that the company would not recognize or negotiate with them, either as a committee or as a trade union, representing the bus chauffeurs.

13. Considering that "further negotiations would be impossible in the circumstances", an application was then forwarded on the 22nd of June, 1940, to the Minister of Labour, under the Industrial Disputes Investigation Act, on behalf of "The Bus Chauffeurs, members of Division No. 210, Canadian Brotherhood of Railway Employees and Other Transport Workers", setting out:—

(*a*) "Claim of the employees for recognition of Division No. 210, Canadian Brotherhood of Railway Employees and Other Transport Workers, as representatives of the bus chauffeurs of the Montreal Tramways Company, duly authorized by a majority of the said chauffeurs.

(*b*) "Demand of the bus chauffeurs for a separate wage agreement with the Montreal Tramways Company for improved wages and working conditions, a true copy of the proposed new agreement being attached."

14. The letters of February 13, April 18, and May 28, 1940, from the Bus Chauffeur Committee and union to the company, above referred to, were attached to the application.

15. The company in a statement to the Deputy Minister and Registrar on June 27, 1940, after challenging the claim of Division No. 210 that it represented a majority of their chauffeurs, stated as follows:—

"Our present wage Agreement with our employees of all categories was entered into on July 1, 1937, and expires at the end of this month. We are now negotiating with a Committee elected by our employees under the Quebec Fair Wage Act for the purpose of discussing a new contract. This Committee was elected as a result of a general meeting called by our employees for the purpose of organizing and holding an election. The Negotiating Committee was to consist of three members, and any employee had the right to nominate a candidate. Four employees were nominated so that it was necessary to hold an election. This election was carried out by ballot and every employee had the right to vote, and, in fact, by far the majority of our employees did vote. We have every reason to believe, therefore, that this Committee of Negotiation which has been elected represents the majority of our employees.

"We have refused to carry on any negotiations with the Branch of the Canadian Brotherhood of Railway Employees and Other Transport Workers, who, in their statement to you, claim to represent a majority of our bus chauffeurs. As indicated above, we believe this claim to be entirely unjustified. We are convinced that our bus chauffeurs are properly represented by the present Negotiating Committee; in fact, we would call to your attention the fact, that the President of the Negotiating Committee is himself a bus chauffeur, and, therefore, we consider that the Committee is fully qualified to look after the interests of the bus chauffeurs. For your information, we are holding daily meetings with the Negotiating Committee, and it looks as if no final result will be reached for another few days.

"We have therefore felt that it was quite unnecessary for us to recognize this small group of bus chauffeurs but that, on the contrary, the employees' interests were fully served by those who are representing them in the present negotiations. In any event, we think you will agree with us that any action by you upon the Application now before you would be premature, pending the outcome of the discussions in which we were presently engaged with the Negotiating Committee."

16. The negotiations which in the meantime had been conducted between the company and the Negotiating Committee of three selected by the referendum ballot of April 26, 1940, culminated in an agreement which was then voted on by the employees on July 23, 1940, in much the same manner, on the company's premises, as the referendum ballot of April 26, 1940, which had selected the Negotiating Committee. It appears from the evidence that a total of 2,236 employees voted on this agreement of whom 545 voted against acceptance. Of those who voted, 213 out of a total of 328 bus chauffeurs participated in the vote. Of these, however, not more than 85, on the records before us, could have voted in favour of ratification of the agreement.

17. It should be further noted, in order to complete this recital of the events, that on the day before this vote on the agreement, namely on July 22, 1940, a meeting of Divi-

sion No. 210 was held for the purpose of dealing with some technical requirements arising out of their application to the Minister of Labour for the appointment of a Board of Conciliation and Investigation. The employees' brief informs us that 178 bus chauffeurs attended this meeting of the 22nd of July, 1940, and that a secret ballot reaffirmed the authority of the Negotiating Committee of Division No. 210 of the Canadian Brotherhood of Railway Employees and Other Transport Workers to represent the bus drivers in negotiations, and re-affirmed the application for a Conciliation Board. We are informed that of the 178 present, 177 voted in favour of that proposal.

18. On the day following the vote of the 23rd of July, 1940, namely on the 24th of July, 1940, the agreement which had been submitted to a vote on the previous day was concluded and signed by the company, represented by David E. Blair, General Manager, and Patrick Dupre, Secretary Treasurer, with "The Association of the Employees of the Montreal Tramways Company represented by Messrs. Elphege Beaudoin, Raoul Trepanier and Osias Neven, who form a committee duly elected and authorized by a referendum vote held on the 26th day of April, 1940, to transact this agreement in the name of all employees concerned". The agreement so signed purports to cover all employees, including the bus chauffeurs, and the agreement was then at once submitted to the Minister of Labour for Quebec under the Collective Agreement Act of that Province, above referred to, for ratification by him pursuant to that legislation.

19. These were the facts as they stood when the board met in October last. At the opening session of the board the applicants took the position that they had represented the bus chauffeurs, a separate and distinct group of the company's employees, at the time, and ever since the above first recited letter to the company of the 13th of February, 1940; that the subsequent acts of the company in ignoring this letter and the wishes of these employees with respect to the agreement they desired to negotiate, was a deliberate evasion of the right of these employees to bargain through the trade union of their choice; that the bus chauffeurs were in no way bound by the agreement which the company claimed it had signed with the Committee comprised of Beaudoin, Neven and Trepanier; that the entity with which that agreement was purported to be entered into, namely "The Association of the Employees of the Montreal Tramways Company" was entirely fictitious, no such Association in fact existing, and that the whole proceeding constituted a deliberate attempt to avoid the necessity of dealing directly, as the bus chauffeurs requested, with their trade union and trade union representatives.

20. The company in turn repeated the representations made to the Registrar set forth in paragraph 7 above, laying considerable stress upon the fact that the agreement of the 24th of July, 1940, was a binding agreement entered into by it pursuant to provincial legislation, namely, The Collective Agreement Act, and that the agreement was now before the Quebec Minister of Labour for ratification by him under that law. They gave no satisfactory reason for ignoring the communications, beginning with that of February 13, 1940, sent to them on behalf of the bus chauffeurs, but it was quite apparent from the evidence before us the company had made up its mind that it would not be diverted from its old policy of refusing to enter into an agreement with a trade union.

21. In view of the suggestion in the company's statement replying to the application for a Conciliation Board, and again before this board, that the union did not in fact represent the employees in question, the board unanimously decided that this question of fact should first be disposed of, and as a consequence, as set out in the report of the board of 16th of January, 1941, a vote was conducted in which, out of 254 ballots, 211 voted in favour of representation by the applicant union and 73 against.

22. The board then met again with the parties but the company declined to alter its position, again laying stress upon the fact that it had already concluded a binding and legal agreement, which agreement was now before the Minister of Labour for Quebec for ratification under the Collective Agreement Act.

23. As a result of this situation the board then reported, on the 16th of January, as follows:—

"The events recited by us create a complicated situation which the board must attempt to approach in a practical manner having regard to the scope of the authority and opportunity available to us. It would be improper for this board to attempt to rule upon whether or not the agreement of the 24th of July is a binding document under the terms of the provincial legislation under which it is said to have been negotiated or concluded.

"This board cannot with propriety make any findings which would prejudice either party in respect to the proceedings now pending before the Quebec Department of Labour. The parties to the agreement negotiated have proceeded with the assistance of the Quebec Department of Labour with a view to having that agreement ratified by the Minister of Labour for Quebec under Quebec legislation to which the parties to the agreement have

resorted, and in respect to which the applicant union has participated by filing its objections with the Quebec Minister of Labour.

"It is our opinion, therefore, in view of those practical considerations, that the parties involved, including those who are affected by the matter, though not formal parties to the preference before this board, should utilize the provincial legislation which has already been invoked to bring about an understanding upon the whole matter. In view of the fact that the form of the agreement and the procedure which preceded it were deliberately adopted with a view to action under the Quebec Collective Agreement Act, and that an application under that Act is now pending, it is our opinion and recommendation that it is only proper that consistent use should be made of that legislation. We are quite sure that full co-operation, with a view to a practical and fair arrangement, should dispose of all differences."

24. This above recited report was almost immediately followed by a withdrawal of the application and all proceedings for legalization under the Collective Agreement Act, despite the previous stress which had continuously been laid in the proceedings and arguments before this board upon the Collective Agreement Act of the province, and upon the application under that Act for legalization of the agreement in question and the consequent inability of the company to conclude any separate agreement with the bus chaffeurs and their trade union.

25. This withdrawal of the application for ratification rendered it impossible of course for the Minister of Labour for Quebec to deal with the claims of the bus chauffeurs and their trade union, either for separate representation or a separate agreement, as had been anticipated by this board would, or at least could, be done by him under the powers vested in him, and the Lieutenant Governor in Council of the Province of Quebec, by the Collective Agreement Act under which the agreement was said to have been negotiated. As a result of this, the board's recommendation of January last was rendered ineffective and this board was then convened to deal with the new situation thus created. To say the very least the action taken after the board's report of January 16 last was totally inconsistent with the position taken before this board before its report was made. The proceedings under the Collective Agreement Act were stressed at that time as something which rather bound this board, certainly that it presented a situation to which this board should yield, yet when the board decided upon that course with the understanding that the whole matter could be dealt with by the Minister of Labour under the Act in question, the proceedings were withdrawn and the machinery of the Act nullified.

26. The above recital of events gives, I believe, the full factual background against which this board must now review the claims of the respective parties.

27. The company has attempted to treat this issue as one involving the single question of whether it should be required to deal separately with a single group of employees as distinguished from dealing, by means of one agreement, with all of its employees. I have had no opportunity of ascertaining or discussing the views of my colleague Mr. Gendron, but the Chairman, although agreeing that, as a result of the vote ordered by the board, the Bus Chauffeurs Union should be recognized and dealt with, proceeds to deal with the matter as if the issue was, as argued by the company, merely that of a separate as against an all-inclusive agreement. With due respect, I am unable at all to agree that this is the issue.

28. The issue is not separate or general agreement, but one of trade union representation. Whether employees should enter into agreements with their employer on an industrial basis or whether a separate group of employees prefers, instead, to negotiate as a separate entity is a matter, I should think, which the workers directly concerned should themselves decide. It is particularly important that this fundamental fact should be recognized when, as here, the claim for separate representation is also tied in with a claim for trade union recognition. One cannot escape the conclusion in this dispute that the aversion of the company to deal separately with the bus chauffeurs, as a separate bargaining identity, is the result of the fact that this group of employees insists upon negotiating through the medium of its trade union.

29. Under these circumstances, the issue being one of trade union agreement or non-trade union agreement and the vote having clearly substantiated the claim of the Union that it has represented the bus chauffeurs during the events above recited and that it now represents them, and the bus chauffeurs and their trade union desiring to conclude a separate agreement with the company, a practice, incidentally, which the information before the board shows to be quite prevalent in other companies, it appears to me that this board has no alternative but to recommend that the applicant union be so recognized and dealt with. The Chairman's report, in fact, as above stated, virtually so states, but it then goes off on the issue of a separate as against an industrial agreement. I cannot see that it is consistent to state on the one hand that as a result of the vote the applicant union should be recognized and then, in effect, to nullify that recommendation by a finding

against the conclusion of a separate agreement. My own recommendation is therefore that the applicant union should be recognized and that the company should negotiate an agreement with that union covering wages, hours and working conditions for bus chauffeurs.

30. I should like to state in conclusion that I regret the necessity of disagreeing with the majority report, and that I regret, as do all of us, that matters beyond the control of the board, certainly beyond the control of the Chairman, delayed our final report. With proper co-operation now, all this can be counterbalanced by constructive dealings between the parties concerned.

All of which is respectfully submitted.

(Sgd.) J. L. COHEN.

Dated at Toronto July 24, 1941.

Report of Board in Dispute Between the St. John Dry Dock and Shipbuilding Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the St. John Dry Dock and Shipbuilding Company, Limited, Saint John, N.B., and its ship carpenters, being members of Local 840, United Brotherhood of Carpenters and Joiners of America, submitted a unanimous report to the Minister of Labour on July 10, 1941, and an agreement in conformity with the recommendations contained therein has since been entered into between the parties to the dispute.

Mr. Henry O. McInerney, K.C., was Chairman of the Board, Mr. John N. Flood was the Board member nominated by the employer, and Mr. Felix S. A. McMullin the member nominated by the employees. All three members reside in Saint John.

The Board convened on May 21, 1941, and met several times thereafter.

The representatives of the employees advised the Board that the men had been requesting a basic wage rate of 85 cents an hour, but had decided they would be willing to accept 77 cents an hour for journeymen, and that their demands also included a collective agreement.

The Board reports that, as the result of its careful investigation of local conditions and comparison with other shipbuilding centres, it is convinced that the wages in the industry in Saint John, N.B., were "depressed and subnormal" during the period 1926-1929 and thereafter.

The report proceeds to recommend the conclusion of a collective agreement, effective July 1, 1941, for the duration of the war and until contracts then under construction are completed, "and from year to year thereafter, unless thirty days' notice in writing be given by either party desiring a change." The hourly basic wage rates recommended by the Board are 75 cents an hour for journeymen carpenters, 50 cents an hour for improvers, and 22 cents an hour for apprentices, this latter rate to be subject to a semi-annual increment of 5 cents an hour during the four-year apprenticeship period.

Cost-of-living bonuses in accordance with Order in Council P. C. 7440 are also recommended in the report, to take care of increases in the cost of living after July 1, 1941.

As stated above, the Board's recommendations have been accepted by the parties to the dispute.

Report of Board in Dispute Between the National Steel Car Corporation, Limited, at Malton, Ontario, and Its Employees

The Board of Conciliation and Investigation established to deal with disputes between National Steel Car Corporation, Limited, Malton, Ont., and employees of its Aircraft Division, Members of Aeronautical Lodge No. 717, International Association of Machinists, has presented its findings.

The personnel of the board was as follows:—His Honour Judge James Parker, Toronto, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. R. R. Evans, K.C., Hamilton, Ont., appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Evans. A minority report was submitted by Mr. McClelland. The texts of these reports are printed below.

Report of Board

To the Hon. Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa.

In the matter of the Industrial Disputes Investigation Act, and a dispute between National Steel Car Corporation, Limited, employer, and employees of its Aircraft Division at Malton, Ontario, members of Aeronautical Lodge 717, International Association of Machinists, employees.

Dear Sir:—

The Board of Conciliation established by you to investigate this dispute has the honour to submit its report.

Application for a Board of Conciliation under the above mentioned Act was made April 15, 1941, by Aeronautical Lodge 717, International Association of Machinists, representing 1,750 employees of National Steel Car Corporation, Limited, Aircraft Division at Malton, Ontario.

Mr. J. A. McClelland of 9 Belmont Avenue, Valois, Quebec, was nominated by the union as its representative on the Board, and R. R. Evans, Esq., K.C., of Hamilton, was nominated by the company as its representative. On May 7, 1941, His Honour Judge James Parker, Judge of the County Court of the County of York, was appointed Chairman of the board by the Honourable the Minister of Labour.

The board met at Toronto and at Malton on the 2nd, 3rd, 4th, 5th, 6th, 10th, 11th, 12th, 23rd and 26th of June, and 3rd of July, 1941.

The company was represented by Mr. L. E. Marchant, Assistant to the Vice-President, and Mr. C. I. Scott, Personnel Manager.

The union was represented by Mr. G. E. Miles, Vice-President, and Mr. Peter White, Chairman, Aeronautical Lodge 717, International Association of Machinists, and Mr. Alex. Reith, Grand Lodge representative, International Association of Machinists.

At the opening meeting Mr. Miles read and presented a brief of the union asking for higher wages and subsequently Mr. Marchant presented and read a brief on behalf of the company. The scale of wages requested by the union as minimum wages, and the present minimum wage rates are as follows:—

	Asked Minimum Rate	Present Minimum Rate
Journeymen	$ .85	$ .75
Production Workers Class "A"	.72	.55
Production Workers Class "B"	.58	.45
Learners	.48	.35 to .45
Beginners	.43	.20 plus 5c. additional every three months

The report and findings of the undersigned members of the board relating to male employees of the company are as follows:—

PART I

The Government by extending the Industrial Disputes Investigation Act to apply to all industries engaged in war production and by promulgating Orders in Council P.C. 2685 and P.C. 7440 has laid down the policy and principles to be applied to wage rates applicable to war industries and the production of war material designed to insure maximum production at a fair, proper and reasonable cost to the taxpayers of this Dominion.

The Government also by legislative and other means put into effect drastic measures designed to—

(*a*) guard against increased cost of materials for war production purposes.
(*b*) restrict profits.
(*c*) stabilize in so far as possible the cost of living.

The whole tenor and intent of the Government's legislative and other measures and enunciated policies has been to prevent ascending material costs, wages, profits and cost of living during the existing war emergency and crisis.

As part of the machinery for the enforcement and administration of its enunciated wartime policies, the Government has established a Board of Conciliation to consider and report on matters arising between employer and employed relating *inter alia* to wages, hours and working conditions, and has clearly enunciated and defined the principles to be applied.

While there is some latitude permitted Boards of Conciliation in dealing with matters before them, such boards are nevertheless bound to comply and keep within the enunciated principles.

It is consequently necessary for this board to consider with meticulous care the principles established by the pertinent Orders in Council.

The principles by which boards must be governed are contained in P.C. 2685 and P.C. 7440.

PART II

1926-29 Levels

Subject to the exceptions hereinafter mentioned these Orders in Council first establish the principle that wage levels established by agreement or practice in any industry nationally or locally during the period 1926-29 shall be considered generally fair and reasonable.

There was no aircraft industry in operation in Canada in the 1926-29 period and that yardstick is consequently not available in this particular instance. Recourse might be had to wage rates effective in the 1926-29 period in other industries then employing labour of the same or similar classifications as those now engaged in aircraft production but the application of that yardstick would be eminently unfair to the men now employed in the aircraft industry in Canada. In the first place it is not only difficult but almost impossible to compare or co-ordinate in fair or proper classifications those employed in other indus-

tries in 1926-29 and those employed now in the aircraft industry, and in the second place the rates prevailing in the 1926-29 period in those classifications which might properly approximate present classifications were considerably lower than the rates now prevailing in the aircraft industry in Mid and Eastern Canada. This is indicated by the rates taken from the LABOUR GAZETTE, volume 29, covering the years 1926, 1927, 1928 and 1929 set forth in the following Table A.

TABLE "A"

"Wages and Hours of Labour in Canada"—1920 to 1928—LABOUR GAZETTE, *Vol. 29*

Samples of wages and Hours of labour for Miscellaneous Factory Trades.

Electrical Products and Apparatus

Machinists	1926	1927	1928	1929
No. 1....	$ .50	$ .50	$ .50	$ .70
2....	.80	.80	.80	.55
3....	.75	.75	.75	.53
4....	.70	.70	.70	.51
5....	.65	.65	.65	.65
6....	.60	.60	.60	.75
7....	.62	.65	.75	
8....	.60	.60	.60	6)369
9....	.70	.70	.70	.615
10....	.60	.60	.60	
11....	.55	.55	.55	
12....	.60	.50	.50	
13....	.45	.45	.45	
14....	.65	.65	.65	
15....	.55	.55	.55	
16....	.63	.63	.63	
17....	.55	.55	.55	
18....	.62	.70	.70	
	18)112	18)113	18)123	
	.622	.627	.683	

Fitters	1926	1927	1928	1929
No. 1....	$ .75	$ .75	$ .75	
2....	.70	.70	.70	
3....	.65	.65	.65	
4....	.60	.60	.60	
5....	.55	.55	.55	
6....	.50	.50	.50	
7....	.45	.45	.45	
8....	.40	.40	.40	
	8)460	8)460	8)460	
	.575	.575	.575	

Machinery Manufacturing

Machinists	1926	1927	1928	1929	
No. 1....	$ .60	$ .60	$ .60	$ .56	
2....	.70	.70	.70	.39	
3....	.65	.65	.65	.50	
4....	.55	.55	.55	.65	
5....	.47½	.47½	.50	.55	
6....	.50	.50	.50	.55	
7....	.60	.60	.60	.52	
8....	.54	.54	.56	.60	
9....	.55	.50	.51½	.65	
10....	.60	.60	.60	.58	
11....	.62½	.62½	.62½	.77	
12....	.60	.60	.60	.89	
13....	.65	.65	.65	.80	
14....	.60	.60	.60	.53	
15....	.55	.60	.50	.62	
16....	.67	.67	.67	.65	
17....	.60	.60	.60	.60	.62
18....	.60	.60	.60	.52	.55

Machinists	1926	1927	1928	1929	
19....	.60	.60	.60	.52	.55
20....	.65	.68	.68	.47	.42
21....	.67	.70	.70	.48	.55
22....	.77	.77	.80	.50	.56
23....	.75	.75	.75	.60	.55
				.46	.40
	23)410	23)416	23)420	.70	.70
	.613	.615	.617	.58	.65
				.60	.55
				.59	.75
				.68	.78
					.75
				43)2520	
				.586	

Patternmakers			
No. 1....	$ .60	$ .60	$ .60
2....	.70	.70	.70
3....	.60	.60	.60
4....	.60	.60	.60
5....	.65	.65	.65
6....	.55	.55	.65
7....	.50	.50	.50
8....	.80	.80	.85
9....	.60	.60	.40
10....	.77	.77	.77
11....	.60	.60	.60
12....	.60	.60	.60
13....	.70	.70	.70
14....	.90	.90	.95
15....	.77	.77	.80
	15)994	15)994	15)997
	.662	.662	.664

PART III

Levels Established Subsequent to 1929

The second principle established by P.C. 7440 is that wage rate levels established by agreement or practice in any industry, nationally or locally, subsequent to the year 1929 and prior to December 19, 1940, shall be considered generally fair and reasonable even though higher than the levels, if any, established in 1926-29.

Since there were no levels established in the aircraft industry in the period 1926-29, the wage rate levels now established in the aircraft industry in Canada by agreement or practice, nationally or locally, seem to offer the only yardstick here available.

The words "nationally or locally" are of particular significance indicating as they do that the wage rate levels referred to are the levels established in the aircraft industry as such and not in a particular plant engaged in that industry.

It must also be borne in mind that when dealing with rates it is the *minimum* or *base* rate for each class which is the governing factor, since it is the minimum or base rate from which employees of a particular classification are scaled upward depending upon efficiency, skill or training. All Government and contract wage rate schedules are invariably expressly declared to be minimum or base rates.

The wage rates prevailing in the aircraft industry in Mid and Eastern Canada, taken from six companies referred to by the union and accepting the union's figures, are shown in Table "B" hereinafter set forth, and for convenience the percentage of increase which has been asked for is shown in the right hand column. These rates were established at various times after August, 1939, and prior to the year 1941. The rates shown in Schedule "B" eliminate Vancouver and include Fort William. Vancouver has been eliminated in accordance with departmental indication that conditions on the Pacific are not applicable to Mid and Eastern Canada and should be eliminated.

TABLE "B"

Classification	Noorduyn Montreal	Canada Car Montreal	Vickers Montreal	Fairchilds Longueuil	De Havilland Toronto	Canada Car Fort Wm.	Average asked of	N. S. C. Malton	Inc. per hour over average	%
Journeymen..	75	75	75	75	75	80	76	85	9	11·8
Production, Class "A"	60	60	60	60	65	65	62	72	10	16·1
Production, Class "B"	50	45	45	50	50	50	48	58	10	20·8
Learner.....	40	40	....	40	40	45	41	48	7	....
Beginner.....	35	35	....	35	....	40	36½	43	6½	....
Labourer.....	40	40	....	40	50	48	47½	50	2½	....

In the above tabulation (Table B) rates paid to *(a)* Diemakers, Toolmakers and Pattermakers, and *(b)* Production Class "A" *Specialists* are eliminated.

Since it is minimum or base rates which are being dealt with it would obviously be erroneous to include special rates paid to special operatives in the above classifications. These are especially rated in the rate schedules effective in all other plants except Canada Car, the rate range being 80 cents and 85 cents for diemakers, toolmakers and patternmakers, and 70 cents and 75 cents for Production Class "A" Specialists. The company has already recognized that these special operatives are entitled to higher rates than those qualified generally as "journeymen" or "Production Class 'A'", but the number of these higher skilled workers is too small to be a material factor in setting the minimum or base rates, and they are in National Steel Car and other plants taken care of as individual cases demanding rates well above the minimum.

The foregoing table (Table B) discloses that the highest minimum rate now prevailing in any of the other aircraft companies in Mid and Eastern Canada is considerably lower than the rates now asked to be established by the board and the asked rate is consequently beyond the principles and intention of the existing Act and Orders in Council unless special local conditions prevail justifying the awarding of the higher asked rate.

PART IV

Special Local Conditions

The only local conditions advanced by the applicants were the distance of the plant from Toronto and its environments, the lack of street railway transportation from Weston or the Western outskirts of Toronto to the plant, and the resultant abnormal length of time taken by a number of the men in going to and from work.

Investigation established that transportation of virtually all the employees is by motor car. The company's evidence disclosed that less than one per cent utilize any other mode of transportation and this evidence was not disputed by the applicants.

The board heard a number of witness employees selected by the applicants. These employees came from divergent districts and were questioned by the board as to their transportation costs. In addition the company had its foremen in three departments question a number of men in each such department as to their own individual transportation costs. These men were not selected but taken at random. The evidence also established that the transportation cost to an employee living in Toronto and working in a plant in Toronto is 75 cents per week.

The following table discloses the transportation costs as established above:—

TABLE "C"

Transportation Cost Table

	Average per week
Applicants witnesses	$2.06
Department 1	1.96
Department 2	1.58
Department 3	1.92
General Average per week	1.85

It is noticeable that the average for Department 2 is low in comparison with the other given averages and it must also be borne in mind that in striking an average those subjected to transportation costs considerably in excess of the average are in an unenviable position. After giving due consideration to all the various factors the undersigned members of the board have concluded that a fair and proper allowance for transportation costs per man per week would be in the neighbourhood of $2.10 from which should be deducted normal transportation cost of 75 cents per week leaving a net additional transportation cost per week of approximately $1.35. To meet this additional transportation cost we feel that the employees should be awarded an increase of 2¼ cents per hour per man.

The company introduced evidence establishing that the average time for all the men questioned as to the length of time taken by

them in reaching the plant amounted to slightly less than 35 minutes each way. The company contended, and with considerable force, that this compares favourably with and approximates the time taken by City workers in reaching their places of business and should therefore not be considered as a rate factor. This evidence was not disputed, and having regard to the size of the City of Toronto and the long distances which men have to travel in the City in order to reach their work by virtue of the fact that the majority of men cannot find work in the immediate vicinity of their residences but must seek work where they can find it, the evidence given by the company must be accepted.

PART V

Effect of Asked Increase

The undisputed evidence of the company established that the adoption of the rates proposed by the applicants would result in an immediate increase of 20 per cent in direct labour costs with a corresponding increase in indirect labour and staff wages and that such increase would amount to $68,000 per month or $816,000 per year on the present number of employees, and that since the Company anticipates the necessity of doubling the number of its employees in the near future in order to comply with existing Government contracts the additional cost of such increase to the taxpayers of Canada would amount to $1,632,000 per annum. Since the demanded rate is greatly in excess of the rates now paid by other companies engaged in the aircraft industry it is only reasonable to assume that demands for similar rates in all other aircraft companies would be immediately forthcoming and would result in a wage spiral of serious magnitude measured in dollars and impose a tremendous financial burden on the people of this Dominion in respect of Canadian aircraft production for war purposes.

A consideration of the relationship between the average minimum rates of the six other companies listed in Table "B" and a comparison of such rates with the rates now demanded by the Union discloses that the overall increase for journeymen, production workers Class "A" and production workers Class "B" combined amounts to slightly over 18 per cent. This means that the company is being asked to pay 18 per cent more than the average for the other six companies listed in Table "B" for men in the above classifications.

PART VI

Hours and Overtime

Prior to September, 1940, the plant was operated on the basis of an 8-hour day and 48-hour week. The 8-hour day and 48-hour week failed to produce maximum production. Working three shifts per day meant considerable loss of time in the changing of shifts and serious transportation difficulties and the men themselves were seeking more hours per week to augment their weekly pay. Consequently in September, 1940, the company in concurrence with the Government put the plant on a two-shift basis of 10 hours per day per shift with a six-day week of 60 hours per week.

The Union is now asking for time and a half for overtime. This is really a matter of rates and would result in an average rate of 82½ cents per hour for journeymen paid on the basis of 75 cents per hour, and a rate on the basis of 85 cents per hour would produce an average of 93½ cents per hour.

Prior to the outbreak of war, overtime was generally considered as being in the nature of a penalty imposed upon employers for calling upon employees for more than a normal peacetime working day but with the outbreak of war and the necessity of rapidly increasing production of war materials overtime partook of the nature of a bonus to employees for longer working hours and increased production.

The exigencies of war having rendered peak production imperative, it is essential that every employee of a war industry must as part of his contribution contribute additional working hours now generally established on a 60-58 weekly hour basis. If overtime is paid on the basis of the number of hours worked in any one day over the daily standard of 8 hours there is a definite incentive to employees to work five days at 10 hours each and then take the sixth day off with a resultant loss to the war industry of 10 working hours per week for each man who so takes the sixth day off. To guard against this loss of man-hours the practice has arisen of paying overtime on the weekly and not on the daily basis so that an employee is paid overtime on the basis of hours worked in any one week in excess of his standard week of 48 hours.

PART VII

Summary

The following table shows—

(*a*) The maximum rate paid by any of the other six companies mentioned in Table "B".
(*b*) The average rate paid.
(*c*) The minimum rate.
(*d*) The rate now asked by the union of the company.

TABLE "D"

	Maximum Rate		Average Rate	Minimum Base Rate		Rate now demanded of National Steel Car
Journeymen	(1 company out of 6)	.80	.76	(5 companies out of 6)	.75	.85
Production Workers Class "A"	(2–6)	.65	.62	(4–6)	.60	.72
Production Workers Class "B"	(4–6)	.50	.48	(2–6)	.45	.58
Learners	(1–5)	.45	.41	(4–5)	.40	.48
Beginners	(1–4)	.40	.36½	(3–4)	.35	.43
Labourers	(1–5)	.50	.47½	(3–5)	.40	.50

Since the Orders in Council as supplemented by the suggestion for the application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation issued by the Department of Labour under date March 31, 1941, and the heading "War Time Wages Policy" clearly enunciate

(*a*) That wage rate levels established in any industry nationally or locally shall be deemed generally fair and reasonable,

(*b*) That the purpose of Order in Council 7440 is to establish a uniform wage policy for Boards of Conciliation and Investigation,

(*c*) That the highest wage rates *generally* prevailing in any industry shall be deemed fair and reasonable unless special local conditions prevail justifying the awarding of a higher rate,

(*d*) That rates established within the above principles shall not be changed,

it is quite clear that this board cannot award any minimum or base rate in excess of either the minimum or base rates as shown in Table "D" or possibly the average rates as shown in Table "D" and in either case plus a reasonable and proper allowance for additional transportation costs arising by reason of the special local condition prevailing, namely, the distance of the plant from Weston and the western boundaries of the City of Toronto.

The board could not award to each particular classification a rate equal to the highest rate paid to each such classification by any one of the six other aircraft companies now operating in Mid and Eastern Canada and comply with the principles and policy so specifically laid down by the Order in Council and the proclaimed wartime wages policy of the Department of Labour, and by the same token it could not award to each particular classification the lowest rate paid to each such classification by any one of the six other companies now operating in Mid and Eastern Canada.

The proper principle for the board to apply is the average rate now paid to each particular classification by the said six companies plus a due and proper allowance for additional transportation costs established at 2¼c per hour.

Consequently the highest minimum or base rates which we can award are as follows:—

TABLE "E"

	Average Rate	Increased Transportation	Total
Journeymen	$ .76	$2.25	$78.25
Production Workers Class "A"	.62	2.25	64.25
Production Workers Class "B"	.48	2.25	50.25
Learners	.41	2.25	43.25
Beginners	.36½	2.25	38.75
Labourers	.47½	2.25	49.75

PART VIII

Cost of Living Bonus

The cost of living index in August, 1939, was 100.8. In 1940 it varied from 103.8 to 105.6. In April, 1941, it was 108.6.

There has been no increase of minimum rates by National Steel Car Corporation, Limited, at its Malton plant since that plant went into production in the year 1939. The minimum rates shown in Table "B" and summarized in Table "D" were established in the six other companies referred to in those tables subsequently to August, 1939. The lowest point in 1940 was 103.8 and the highest 105.6.

In the light of these figures we feel that a fair and proper cost-of-living bonus could be awarded on the basis of a 7.7 increase or the equivalent of $1.92½ per week.

PART IX

Depressed Industry

There was no evidence before the board that the airplane industry in Canada was depressed at the time when the present rates prevailing in that industry were established, namely, in the year 1940, and there could consequently be no finding that such industry was then a depressed industry within the meaning of the Orders in Council.

PART X

Findings

We find:—

(*a*) That the minimum rates payable by National Steel Car Corporation, Limited, Airplane Division, Malton, should be established as set forth in Table "E" including as they do a specific allowance under the heading "Special Local Conditions" to cover increased cost of trans-

portation by reason of the location of the plant.

(*b*) That overtime at the rate of time and a half should be paid for all hours over 48 worked in any one week with a proviso that if an employee is unavoidably absent without completing his full week of 60 hours or 58 hours, as the case may be, he should be paid his overtime on the basis of hours over and above 8 worked in any day or days of that week.

(*c*) That a wage increase in the form of a cost-of-living bonus based upon the present Dominion Bureau of Statistics cost of living index should be awarded amounting to $1.92½ per man per week.

(*d*) That an examination of the plant by the board established that working conditions are satisfactory and in fact excellent.

All of which is respectfully submitted.
Dated this 17th day of
July, 1941.

(Sgd.) J. Parker, *Chairman.*
(Sgd.) R. R. Evans.

Minority Report

MONTREAL, July 22, 1941.

Honourable NORMAN A. MCLARTY, K.C.,
Minister of Labour,
Ottawa, Ontario.

In the matter of the Industrial Disputes Investigation Act, and a dispute between the National Steel Car Corporation, Limited, and the employees of its Aircraft Division at Malton, Ontario, members of Aeronautical Lodge No. 717, International Association of Machinists.

Honourable Sir:

The report presented by the Chairman of the board, His Honour Judge James Parker, will contain references to the various meetings held by the board, and to those who appeared before the board during the hearings, so that it will not be necessary for me to make any report thereon.

The discussions which took place during our various meetings revealed the fact that the committee representing the men had, on recommendation by the departmental officers, proceeded to Ottawa to discuss the terms of the proposed agreement and had succeeded in convincing those officers whom they met representing the Department of Labour, and the Department of Munitions and Supply, of the justice of their claims.

Some few changes in the original document were proposed, and at a subsequent meeting of the workmen, members of Lodge No. 717, these changes were agreed to, and since these changes did not affect the wage rates proposed, the men accepted them in an endeavour to meet the wishes of the department and thus avoid an appeal to a board.

A few days after the men had accepted the wage rates with the changes in the agreement suggested by the department at Ottawa, the committee was astonished to receive a wire from Ottawa, informing them in effect, that the officials had changed their minds and had reduced the wage rates agreed upon, in the form of a compromise offer as referred to in the Majority Report.

This compromise offer was promptly rejected by the men, with the demand that the original clauses in the proposed agreement be reinserted and that a board be requested to study the whole matter.

I regret that I am unable to agree with the other members of the board in their recommendations on three points, namely: wages, overtime and extra pay for night shift.

First, I am convinced that the wage rates at present in operation at that plant and upon which the board proposed wage increase is based, are depressed and subnormal; that the wages paid the various tradesmen engaged in the construction of airplanes, who, if employed in other industries in the City of Toronto, would show a much higher average than that adopted by the board in computing their figures as pointed out in a supplementary written statement presented to the board by the men's committee; that since no aircraft industry was in existence during the period of 1926-29, no factual yardstick is available for drawing comparisons of existing rates prevailing in that period. In establishing a fair rate of wages in the spirit of Order in Council P.C. 7440, it becomes necessary to make comparisons on the basis of similarity of classification requiring comparative skill.

The average wage rate in the City of Toronto for the class of workmen who comprise the majority of skilled mechanics engaged in airplane construction would amount to 92¼ cents per hour for the year 1940, so that in relation to this average, the demand for 85 cents per hour for Journeymen is very moderate.

In reference to overtime rates, the men resent the inference that they are untrustworthy and that the proposal to pay overtime only after forty-eight (48) hours have been worked is a reflection on their integrity and that of their organization, which for a period of over fifty years has maintained a most enviable reputation of the most strict observance of the terms of agreements entered into with employers; that it is also a reflection on their loyalty and determination to put forward their best effort in the successful prosecution of the war. That they have not been opposed to work all the hours required of them is evidenced by the fact that they now work fifty-eight (58) hours and sixty (60) hours per week, alternately, and this, notwithstanding the plant being located about sixteen miles

from the City of Toronto (where the majority of the men live) and which requires almost two hours per day travelling time to and from the plant.

The men having fully established their contention that the universally recognized basis of computing overtime after the regular daily working hours have been worked is only fair and reasonable and being convinced of the justice of their claims, I, therefore, recommend that this procedure be continued.

The demand for extra remuneration for night work is one that has been generally recognized throughout the Dominion and from evidence before the board it would appear that this question had been practically agreed to between the officials of the company and the men's committee prior to the application for a board.

Having given careful study to the evidence placed before the board, I find that the three outstanding points of difference are wages, overtime and extra remuneration for night work. I have no hesitation in recommending that the wage rates agreed upon between the committee and the Departments of Government at Ottawa, as attached hereto, be regarded as fair and reasonable and in accordance with the evidence submitted to the board, that overtime be computed on the daily basis and that night work be paid for at five (5) cents per hour above the rate for the class of labour so employed.

I have the honour to further recommend that in order to maintain a spirit of co-operation in the plant and avoid the possibility of any interference with the fullest production capacity of the plant, that an agreement be entered into between the management of the company and Lodge No. 717, International Association of Machinists, for the duration of the war, and that inasmuch as the long delay experienced in bringing about an adjustment of the difficulty was in no wise attributable to the workpeople involved, that said agreement take effect as of April 1, 1941, and that the Cost-of-Living Bonus as provided in P.C. 7440 be applied as from the same date.

Before closing this report, I wish to express my appreciation of the courtesies extended to me by the other members of the board.

I have the honour to remain,

Yours truly,

(Sgd.) *J. A. McClelland.*

Rates of Pay Minimum.

Productive Workers	Per hour
Journeymen	$0 85
Class (A) Production Workers—	0 72
Class (B) Production Workers..	0 58
Learners	0 48
Beginners	0 43
Apprentices	0 30
Maintenance Workers	
Journeymen	0 85
Helpers (All Trades)	0 62
Labourers	0 50

The company may at its discretion pay any employee at a rate of wages higher than the minimum for his classification provided for in Clause 5 (*a*).

(Sgd.) *J. A. McClelland.*

Report of Board in Dispute Between Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, and Their Employees

A Board of Conciliation and Investigation established to deal with a dispute between Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, St. Johns, P.Q., and their employees, represented by Federal Labour Union of Paper and Cable Workers of St. Johns, P.Q., submitted a unanimous report to the Minister of Labour under date of June 25, 1941. A signed agreement, which the Board had assisted the parties in negotiating, accompanied the report.

The Board was composed of His Honour Judge A. Constantineau, Ottawa, Ont., Chairman, Mr. Raoul Trépanier, Montreal, P.Q., the employees' nominee, and Mr. Ivan Sabourin, K.C., Montreal, the nominee of the two companies concerned.

The report recounts that the Board met in St. Johns, P.Q., on May 29, 1941, and that when the briefs for the employees were presented it was found that they included allegations not mentioned by the union in its application for a Board. The Board, however, suggested that the proceedings be continued in order to find out what controversial points could be eliminated by mutual understanding, and during two days' discussion a number of subjects were definitely dealt with and settled by agreement or compromise.

The Board then adjourned to allow direct negotiations to take place. Sittings were resumed on June 12, 1941, and after two days' further effort all the existing differences were adjusted in a friendly manner and a written agreement was signed.

This agreement provides, among other things, for an upward revision of wages for certain employees. After considering wage levels for the period 1926-1929 or for any time thereafter, the Board was of the opinion that this revision does not infringe on any of the provisions of Order in Council P.C. 7440.

Report of Board in Dispute Between Canada Veneers, Limited, and Its Employees

A unanimous report was presented to the Minister of Labour on July 14, 1941, by the Board of Conciliation and Investigation established to deal with a dispute between Canada Veneers, Limited, Saint John, N.B., and its employees, being members of Local Union No. 2533, United Brotherhood of Carpenters and Joiners of America. The Board was successful in conciliating the differences between the parties to the dispute, and a copy of the contract entered into was attached to the report.

The membership of the Board was as follows: Mr. T. Louis McGloan, Chairman, Mr. James A. Whitebone, nominated by the employees, and Mr. M. Gerald Teed, nominated by the company. All three members are residents of Saint John, N.B.

The report states that the Board gave careful consideration to the various Orders-in-Council applicable, and, having regard to P.C. 7440, reached the conclusion that wage rate levels in prior periods were not generally fair and reasonable, and that even the rates established by agreement following enquiry by a Board of Concilation and Investigation in April, 1940, did not represent the minimum wage rates which should have been paid but were based on the then ability of the company to pay. The Board found existing wage rates to be still depressed or subnormal and considered that they should be increased to a fair and reasonable level, such scale now being possible because of the company's improved financial position. The Board also was of the opinion that in order to promote harmony and maximum efficiency in the plant, a differential between the minimum wage rates prescribed in Order in Council P.C. 3884 for Dominion Government contracts and the rates for the different classes of work must be maintained as in the past.

On the question of a cost-of-living bonus the report says in part: "The Board decided to confine its recommendations to a cost of living bonus to compensate for the increase in the index for the period since June, 1940, which increase it computed at approximately four points or one dollar per week, and your Board is of the opinion that at the present time such cost of living bonus is fair and reasonable. The Board recognizes the right of the employees to seek an increase in the cost of living bonus as the cost-of-living index rises."

The Board also records that many points of difference other than the wage scale existed between the parties and were satisfactorily adjusted.

The collective agreement which has been signed embodies the Board's recommendations as to increases in basic wages and a cost-of-living bonus.

Report of Board in Dispute Between Schofield Woollen Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the Schofield Woollen Company, Ltd., Oshawa, Ontario, and its employees, members of Local 18, Canadian Hosiery Workers' Union, has presented its findings.

The personnel of the Board was as follows: Captain His Honour Judge C. A. Cameron, Belleville, Ont., chairman, appointed on the joint recommendation of the other two members; Mr. Drummond Wren, Toronto, appointed on the nomination of the employees; and Mr. F. G. Gardiner, K.C., Toronto, appointed on the nomination of the employer.

The report of the Board is signed by the chairman and Mr. Gardiner. Mr. Wren submitted a minority report.

The texts of these reports are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between the Schofield Woollen Co., Ltd., and its Employees, members of Local No. 18, Canadian Hosiery Workers' Union.

To the Hon. NORMAN MCLARTY, K.C.,
Minister of Labour,
Ottawa, Ontario.

Report by the Chairman of the Board

The Board of Conciliation and Investigation established by you to investigate this dispute was composed of His Honour Judge C. A. Cameron, agreed upon by Frederick G. Gardiner, K.C., nominee of the employer, and Drummond Wren, nominee of the employees.

1. *Representatives of parties at the several meetings of the Board.*

The Board has held numerous sittings. At the sittings the employer has been represented by Mr. C. E. Schofield, Mr. F. J. McDermott and Mr. Sparks, while the employees have been represented by Alex. Welch, National Secretary of the Canadian Hosiery Workers' Union, Mike Harris, Rita Service, employees of the Company, and Harold Beveridge, M.A., of the Research Department of the Canadian Hosiery Workers' Union.

2. *Meetings.*

The procedure followed by the Board was to receive the employees' and employer's preliminary briefs and after appropriate adjournment to receive and hear the employees' and employer's formal briefs and then to receive and hear the presentation of the employer's and employees' arguments in rebuttal.

Verbal and documentary evidence was submitted to the Board by both parties. The nature of the dispute and the Board's findings will appear in the following report.

3. *Introduction.*

The business of the Schofield Woollen Company was originally established in 1892. The business was formed into a limited company in 1896 with a capital of $20,000. The company presently employs about eighty employees. The plant of the Company is situated in the City of Oshawa. The business of the Company is principally the manufacture and sale of a staple line of heavy wool ribbed underwear, ordinarily for domestic sale, to a market composed of miners, lumbermen, fishermen, where a rough but serviceable product is used. Approximately 75 per cent of the Company's production is for the Department of Munitions and Supply. The Company manufactures to a limited degree knitted glove linings but for the purpose of this investigation this part of its business may be ignored.

4. *Wage Levels.*

The employees contend that the Schofield wage levels are properly to be compared with eleven companies operating in Canada, which were designated as follows:—

Turnbull	(Galt)
Nova Scotia Textiles	(Nova Scotia)
Stanfield's	(Nova Scotia)
Ferguson Atlantic	(New Brunswick)
Dods Knitting	(Ontario)
Penmans	(Quebec)
Watson	(Brantford)
Galt Knitting	(Galt)
Moodies	(Hamilton)
Penmans	(Paris)
Schofield	(Oshawa)

It is my view that on account of the wider range and dissimilar products manufactured by the said companies, the Schofield Company cannot fairly be compared with all of these companies so far as wage levels are concerned, but that, on the contrary, a fair comparison can be made only with five of these competitive companies for the reason that only these companies may be described as being fairly competitive with the products of the Schofield Company.

These companies are:—

Nova Scotia Textiles	(Nova Scotia)
Stanfield's—partial	(Nova Scotia)
Dods Knitting	(Ontario)
Penmans	(St. Hyacinthe)
Ferguson Atlantic	(New Brunswick)

In this connection it is advisable to refer to Section 3 of P.C. 7440, which reads as follows:—

"Wage rate levels established by agreement or practice in any industry or trade, nationally or locally, during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances."

These five companies are the only ones which are manufacturing, as their main product, a similar line to that of Schofield's and are, therefore, the only ones in direct competition.

It is agreed by all members of the Board that no wage rate levels were established by agreement in the industry in the 1926-1929 period. It is agreed by all members of the Board that no wage rate levels were established nationally in the industry. It is agreed by all members of the Board that Schofield's was and is the only mill operating locally in Oshawa. It is agreed by all members of the Board that Schofield's wage rate levels of 1941 are equal to or higher than Schofield's 1926-29 wage rate levels and any higher levels since paid, with the exception only in one or two isolated and unimportant instances. If the Board is to recommend increases in the Schofield wage rate levels it is accepted by all members of the Board that it must be clearly shown that exceptional circumstances existed during the 1926-29 period which resulted in depressed and sub-normal wages during that period.

5. *Depressed or Sub-normal Wages.*

The employees made an effort to establish the fact that the Schofield wage rate levels were unduly depressed in the 1926-29 period by reference to the minutes of the proceedings and evidence before the Royal Commission on Price Spreads and Mass Buying and from the documentary exhibits filed with the Commission on the textile industry (Turgeon Commission). The figures given by the employees from these two sources related to the eleven companies previously mentioned, carrying on business in Canada, and to wages paid for the years 1933-34. In this connection I have decided that these figures are not of much assistance to the Board, as by the provisions of P.C. 7440 the period which the Board must consider is the 1926-29 period. The employers also state that it is not fair to compare the Schofield wages for 1933-34 with the wages paid for the whole of the industry in Canada as the latter are paid by

concerns which, in some cases, produce many high-priced garments which involve a good deal more technical skill and the payment of substantially higher wage levels. I agree with the contention of the Company that the only proper comparison of wage levels which may be made between the Schofield Company are the wage levels paid by the five other companies with whom they actually are in competition because of the similarity of their products. These companies are:—

Nova Scotia Textiles	(Nova Scotia)
Stanfield's	(Nova Scotia)
Ferguson Atlantic	(New Brunswick)
Dods Knitting	(Ontario)
Penmans	(St. Hyacinthe)

The Company has shown to me that in comparison with these five competing companies, its wage rates for 1933-34 were higher than any of these other companies.

I have therefore come to the conclusion that the wages now paid by the Schofield Company are as high as or higher than the wage rates prevailing in 1926-29 or established thereafter before the date of P.C. 7440. The one matter left for consideration was the question of whether it has been shown that exceptional circumstances during the period of 1926-29 had resulted in depressed or sub-normal wages. No affirmative evidence was adduced by the employees' representative to indicate anything exceptional or sub-normal about the wage levels in 1926-29. On the contrary, the Company did give affirmative evidence, which I accept, that the Company's business and its wage levels were normal and not depressed during the period 1926-29. I cannot, therefore, if I am to follow the provisions of P.C. 7440, recommend any increased wages.

I might add that some evidence was given indicating that the general wage levels in Oshawa were higher than is paid in the Schofield plant, but, in my view, this cannot be taken into consideration by the Board as there is no other plant of this sort in the City of Oshawa.

6. *Cost-of-living Bonus.*

The next question to be determined is with respect to the application of P.C. 7440 in so far as it affects the cost-of-living bonus. The relative section is as follows:—

To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid. In the determination of such a bonus, the following points should be observed:

1. Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and The Wartime Prices and Trade Board, with such adjustments as regional requirements might indicate to be justified.

2. The bonus should be determined at intervals not more frequently than quaterly and paid in the first instance only if the cost of living has risen by as much as 5 per cent since August, 1939, or since the time of any wage increase subsequent to that date; thereafter the bonus should be adjusted only if the cost of living has risen by 5 per cent or more since the last previous determination of a bonus payment; the bonus should be decreased only in case the cost of living has decreased by 5 per cent or more since the last previous determination of a bonus.

3. Bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the worker against increases in the cost of basic necessaries of life.

The May issue of the LABOUR GAZETTE, p. 597, indicates that the index figure for the cost of living in Canada for the month of April, 1941, is 108·6, the figure for the month of August, 1939, is 100·8. According to that index, therefore, there has been an increase in the cost of living of 7·8 in Canada. That index does not give a particular figure for the City of Oshawa but various estimates were introduced, one being at 109·45 and that of Mr. Beveridge, M.A., 113·83. While, therefore, the Board has no index figure from the Bureau of Statistics for the cost of living in Oshawa at the present time, all the members of the Board are of the opinion that the cost of living was increased since August, 1939, to an approximate index figure of 110·00.

Strictly speaking and in accordance with P.C. 4643 of June 27, 1941, the Board should follow P.C. 7440, Section 5(1), where it is stated that the changes in the cost of living should be measured by the index issued by the Dominion Bureau of Statistics for the Dominion as a whole, but, inasmuch as the Company indicated that it was willing to assume that the figure for Oshawa at the present time is 110·00 and that the figure issued by the Department of Labour for May, 1941, is 109·4, it therefore appears that the cost of living has increased by two items of approximately 5 per cent since August, 1939. It therefore follows that the Company would have to put into operation two increased cost-of-living bonuses, whereas in fact in January, 1941, they gave only one of 5 per cent applicable to all employees. This increase was a 5 per cent increase in wages and there seems little doubt that the company in granting it before the appointment of this Board, felt that it was complying with the Government policy.

There is now to be considered as to the manner in which this increase of 10 per cent of the costs of living should be applied. It is pointed out that section 5 of P.C. 7440 pro-

vides that the bonus should be a flat amount per hour or per week uniform for all workers and calculated to protect the workers against increase in the costs of the basic necessaries of life, whereas a substantially different policy for the application of the bonus is set out in detail under the heading "Cost-of-Living Bonus" in a letter dated March 31, 1941, from the Department of Labour and containing suggestions for the application of the Order in Council P.C. 7440 by Boards of Conciliation and Investigation. Part of this section (*b*) reads as follows:—

When the Dominion Bureau of Statistics Index for the Dominion or for the region advances 5 per cent: (1) Fulltime workers might receive a maximum weekly bonus of $1.25; (2) part-time workers would then receive an hourly bonus of $1.25 divided by the normal weekly hours worked in the establishment in question; (3) male workers under 21 years of age and female workers, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, might receive a bonus of 5 per cent of their basic hourly rates maximum $1.25 per week. Proportional increase may, of course, be made in the bonus when the advance in the cost of living exceeds 5 per cent.

Any previous inconsistency between P.C. 7440 and the letter of instructions of March 31, 1941, has been recently clarified by P.C. 4643, of June 27, 1941, and accordingly I now recommend that on each occasion when the index figures rise five points (in the case of Schofield's it has risen five points on two occasions), an increase in the cost-of-living bonus shall be given on the following basis:—

(1) Full-time adult male workers shall receive a weekly bonus of $1.25.

(2) Part-time workers will receive a weekly bonus on the basis that $1.25 is the maximum bonus and that each part-time worker shall receive that part of $1.25 which is proportionate to the number of hours actually worked by him during the normal week's work of fifty hours.

(3) Male workers under twenty-one years of age and female workers if employed at basic rates of less than 50 cents per hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, shall receive a bonus of 5 per cent of their basic wage rates (maximum $1.25 per week).

8. The Company specifically states that it did not raise the question of inability to pay and therefore the Board did not call for the production of its financial statement. The Company, however, did point out:—

(1) That its business was highly competitive and that the proposed 10 per cent increase by way of cost-of-living bonus would place the Company at a disadvantage in competition with other competitive companies and that such increase would result in added costs of approximately 40 cents per dozen garments, no part of which could readily be passed on to the purchaser but practically all of which would have to be absorbed by the Company.

(2) That on July 1, 1941, the Company would have to pay an additional amount estimated at $1,500 for unemployment insurance.

(3) That it faced also an additional corporate income tax of approximately 10 per cent.

I therefore find that the Schofield wage rates, as interpreted by P.C. 7440, are generally fair and reasonable and were not depressed or sub-normal during the years 1926-29 and recommend that the Company put into effect two increased cost-of-living bonuses in the manner prescribed in paragraph seven hereof.

9. *Collective Bargaining Agreement*

In their brief the employees ask for union recognition, closed shop, check-off and seniority provisions; at the hearing it was agreed that all of these would be dropped except the question of union recognition.

The Company took the view that it was definitely opposed to union recognition on the ground that it did not desire to deal with those who are not in its employ and also because it was the opinion that the strike in the factory was brought on after the Board of Conciliation was applied for but before such a Board was authorized, and the Company assumed that such strike was brought on by the activities of those who are not employees of the Company. Inasmuch as the strike referred to is now a matter of investigation before another body, this Board can make no finding in that regard but refers the parties to the provisions of P.C. 2685, Clause 7, dated June 25, 1940, as follows: "That employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement".

If it should be found by the other Board referred to that the said strike was, in fact, illegal and was brought about or promoted by officers or officials of Local 18 of the Canadian Hosiery Workers' Union, I cannot recommend that the Company be obliged to deal with the union as sole bargaining agent of the employees.

10. *Hours of Work*

It was agreed by all parties that the work week shall consist of fifty hours and that the

hours of work should be as follows: From Monday to Friday, inclusive, 7 a.m. to 12 noon and 1 p.m. to 5 p.m., and on Saturday from 7 a.m. to 12 noon. The employees further agree to work at straight time for war work with four additional hours per week and not to exceed one hour per day on any day from Monday to Friday, inclusive.

11. *Overtime*

All work other than as above provided and including work on Saturday afternoon and holidays to be paid for at the rate of time and one-half.

12. *Holidays*

The Company has at the present time no arrangements by which employees are given annual holidays on pay. I recommend that each employee, who has been in the employ of the Company for a continuous period of at least 12 months, shall be given annually one week's holidays on full pay, the time of such holiday to be arranged at the mutual convenience of the Company and the employee.

13. It is recommended that the cost-of-living bonus shall be effective from April 15, 1941, less the cost-of-living bonus given by the Company in January, 1941.

14. *Sanitary Arrangements*

The Board recommends that in view of the unsatisfactory conditions of the sanitary arrangements, suitable rest rooms and cloak rooms be provided for the convenience of the employees, both male and female.

15. *Repairs*

The Board further recommends that for facility in operations and comforts of the employees, the floor in the "washroom" where the wool is washed be relaid as soon as possible, and that all leaks in the roofs of the buildings be repaired at once.

16. *Agreement*

The Board recommends that the Company and a committee of its employees enter into an agreement embodying the above provisions and also for the setting up of a suitable grievance machinery under which complaints could be made by the employees' committee to the foreman and if a settlement is not reached, then to the superintendent; and thereafter if an agreement is not reached, to the management; and that if an agreement is not then arrived at, the dispute be referred to an arbitration committee whose decision shall be final and binding; that the agreement should come into effect on July 1, 1941, and continue in force for one year; and that it continue in force thereafter from year to year save in regard to such matters as either party may notify to the other at least one month before the termination of the annual period; and subject also to the general provisions of the cost-of-living bonus sections of P.C. 7440.

All of which is respectfully submitted.

(Sgd.) CHAS. A. CAMERON,
Chairman.

Dated July 14, 1941.

I concur in the report of the chairman.

(Sgd.) F. G. GARDINER.

July 21, 1941.

Minority Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between the Schofield Woollen Company, Limited, and its Employees, members of Local No. 18, Canadian Hosiery Workers' Union.

To the Honourable Norman McLarty, K.C.,
Minister of Labour,
Ottawa, Canada.

The Board of Conciliation and Investigation established by you to investigate the above dispute, composed of His Honour Judge C. A. Cameron, Frederick G. Gardiner, K.C., nominee of the Employer, and myself, nominee of the Union, has concluded its investigation. While I am in agreement with the findings of my colleages on several matters there are others in which I cannot concur. I beg herewith, therefore, to submit the following:—

Issues in Dispute

At the first session of the Board, held in the City of Oshawa, on Saturday, May 10, the Union submitted a preliminary brief setting forth, generally, the main issues in dispute, which were: Union recognition, wages, hours of work, grievance procedure, sanitary conditions, etc., etc. These were amplified by consideration of a proposed collective agreement dealt with "seriatim". As a conciliatory measure at this time, the Union representatives were asked to make certain concessions. They complied in this request by conceding amendments to various clauses in the proposed agreement assuming that their concessions would be reciprocated and an amicable settlement of their differences arrived at expeditiously. The Board then adjourned to reconvene May 26 and 27, when both Employer and Union would more fully present their case.

At the conclusion of the session of May 27 a proposal was made to both parties by the Chairman, with concurrence of the Board, to the effect that the figure for the increase in the cost of living, Oshawa, be accepted as 13·83

per cent; that a cost-of-living bonus of two-dollars and fifty cents per week ($2.50 per week) be paid to all employees; that a further weekly bonus of one dollar and twenty-five cents per week ($1.25 per week) be paid when the cost of living had increased a further 1.17 per cent. These proposals were accepted by the Union provided some form of Union recognition could also be arranged. The Employer rejected the proposal. The Board adjourned to reconvene again on June 13.

At the conclusion of the June 13 session a new proposal was formulated by the Board and put before both parties. This proposal was to the effect that the weekly bonus be two dollars ($2.00) and that one week's holiday with pay be also provided. This was also accepted by the Union representatives, but rejected by the Employer. At the time the proposal was submitted to the Employer and his solicitor, the latter made an offer of a 5 per cent bonus on wage rates and a one dollar and twenty-five cents bonus ($1.25) on all wages exceeding twenty-five dollars ($25.00) per week, there being four employees who earned more than that amount per week. The Company's final offer was a flat bonus of one dollar and forty cents weekly ($1.40 per week) including a 5 per cent bonus for all employees which the Company had been paying since January of this year and which had averaged sixty-nine cents ($0.69) for each employee. At the final session of the Board it was my understanding that this offer was agreed to with the addition of the maximum bonus for those employees entitled to it according to the provisions of Order in Council P.C. 7440. In favouring the flat rate I had in mind the fact that many adult women workers in the employ of the Company are now receiving wages as low as eleven dollars weekly ($11.00 per week).

Following an evening session of the Board members the Employer was invited to discuss the matter further. He attended with his solicitor. However, in spite of their agreement that wages were low in the Schofield plant they would not agree to making any increase in their previous offer.

I have related the events as they took place in the manner above as I am of the opinion that if, in view of the circumstances prevailing in the Schofield plant, the Board considered either its first or second suggestion to the parties in dispute as being justified, then either one or other of these proposals should have been the Board's conclusions and that irrespective of the opposition to either one of them by the Employer or the Union, the one or the other of the proposals should have been embodied in the Board's report.

Majority Findings Agreed to.

I am in accord with the following recommendations contained in the majority report:

Cost-of-Living Bonus:

(*a*) That the cost of living has increased by (at least) 10 per cent since the beginning of the war in the City of Oshawa;

(*b*) That full-time adult male workers shall receive a weekly bonus of one dollar and twenty-five cents ($1.25) for each 5 per cent increase in the cost of living;

(*c*) That part-time workers shall receive that part of $1.25 per week which is proportional to the number of hours per week actually worked;

(*d*) That male workers under 21 years of age and female workers employed on jobs which by custom or practice are ordinarily assigned to adult male workers, shall also receive the maximum weekly bonus as stipulated in sections (*b*) and (*c*) above. Although the majority report fails to state this specifically, nevertheless, it is implied in the report and, moreover, was agreed in the course of the discussion which took place on June 13. I agree to this particular finding especially, as it will apply in several cases in the Schofield plant.

Holidays with Pay

That "each employee, who has been in the employ of the company for a continuous period of at least 12 months, shall be given annually, one week's holidays on full pay, the time of such holidays to be arranged at the mutual convenience of the Company and the employee".

Retroactive Date

That "it is recommended that the cost-of-living bonus shall be effective from April 15, 1941, less the cost-of-living bonus given by the company in January, 1941".

Finally, I am in agreement with the recommendation contained in the majority report under the headings "Sanitary Arrangements" and "Repairs".

I am not in agreement with the findings in respect to "Wage Levels" and "Depressed or Sub-Normal Wages" contained in paragraphs 4 and 5 of the majority report.

Wage Levels

It is my opinion that in determining sub-normal wages, the union quite properly contended that the Schofield wage levels are to be compared with the wage levels in the eleven companies operating in Canada, or

at least with those which are located in approximately the same wage area.

The eleven companies, including Schofield's, and their respective average wage rates in 1934, are as follows:—

Company	Location	Average hourly rate for all employees
Nova Scotia Textiles, Ltd.	Windsor, N.S.	20·71
Ferguson Atlantic	Moncton, N.B.	21·86
Stanfield's, Ltd.	Truro, N.S.	30·15
Turnbull Co. Ltd.	Galt, Ont.	31·12
Dods Knitting	Orangeville, Ont.	24·81
Watson Manufacturing	Brantford, Ont.	27·51
Galt Knitting Co.	Galt, Ont.	33·26
J. R. Moodie Co.	Hamilton, Ont.	29·34
Penmans, Ltd.	Paris, Ont.	30·20
Penmans, Ltd.	St. Hyacinthe, P.Q.	22·82
Schofield Woollen Co., Ltd.	Oshawa, Ont.	26·36

The Schofield Company maintained, however, that their rates should be compared only with four of the eleven companies on the grounds that the four are its direct competitors. The majority report designates the four as follows:—

Nova Scotia Textiles, Ltd., in Windsor, N.S.
Stanfield's, Ltd., in Truro, N.S.
Dods Knitting, Ltd., in Orangeville, Ont.
Penmans, Ltd., in St. Hyacinthe, P.Q.

The four companies, with their location and population and their average hourly rates in 1934, are as follows:—

Company	Location	Population	Average Hourly Rates
Nova Scotia Textiles,	Windsor, N.S.	3,500	20·71
Stanfield's, Ltd.,	Truro, N.S.	7,900	30·15
Dods Knitting,	Orangeville, Ont.	2,600	24·81
Penmans, Ltd.,	St. Hyacinthe, P.Q.	17,000	22·82

This table, compared with the previous one, shows that three companies paid an average hourly rate for all employees lower than the rate in Schofield's. Further examination of the two tables shows that, in addition to these three, only one other company paid an average hourly rate lower than Schofields, namely,

Ferguson Atlantic, Moncton, N.B. 21·86

Assuming that the inclusion of Stanfield's instead of Ferguson Atlantic in the majority report is in error, the company has evidently selected the only four of the eleven companies that are paying an average hourly rate lower than their own for the purposes of comparison.

Especially when wage rates are as low as those prevailing in the five plants designated, including Schofield's, a true comparison can be found only in relating the prevailing cost of living to wage rates in order to determine the *real* wage levels.

It was shown that the cost of living in the City of Oshawa is considerably higher than many other towns and cities in Canada. It appears that this has been the case for many years past. For instance, in May, 1936, the cost of living in Oshawa was over 6% (6.3%) higher than the cost for Canada as a whole, Canada as a whole being the average of the cost of living in sixty-nine towns and cities in Canada. (These figures represent "the cost of the weekly family budget of staple foods, shelter, fuel and lighting," computed from retail price quotations for Oshawa in the LABOUR GAZETTE, with standard weightings.) Knowing this to be the case, and having noted the considerable stress which both the company and the majority report has placed on comparing wages in Schofield with wages in the only four companies which were paying lower wages out of the eleven companies manufacturing woollen underwear, I had prepared some data on the cost of living in each of the four towns in which the very low-wage plants were located. The data shows that the cost of living is much higher in the City of Oshawa than in any of the said four towns. In fact, the figures (given below) reveal that the cost of living is so much higher in Oshawa that the "real" wages of Schofield workers are lower than "real" wages of the workers in the four lowest money-wage firms.

The weekly food budget includes the budget cost of 35 food items, on the basis of retail prices listed in the *Labour Gazette* for May, 1941, using Dominion Bureau of Statistics food weightings. The weekly rental budget represents the average of the rent prices listed in the *Labour Gazette,* May, 1941, for six-room houses with and without modern conveniences. The fuel budget represents the average weekly cost of coal used in homes, the prices for the different types of coal being listed in the *Labour Gazette,* May, 1941. Having computed the weekly cost of food, shelter and fuel for the dfferent towns under consideration, I have reduced each in turn to index numbers, using Oshawa costs as the base for purposes of comparison.

COST OF LIVING FOR THE FIRST WEEK IN APRIL, 1941, FOR FOOD, RENT, FUEL, COMPARING OSHAWA, ONT., WITH WINDSOR, N.S., TRURO, N.S. AND ST. HYACINTHE, P.Q.

WEEKLY COST

Town and Population	Company	Food $	Rent $	Fuel $
Oshawa, Ont., (23,000)	Schofield	6.92	5.93	3.37
Windsor, N.S., (3,500)	N. S. Textiles	7.24	4.68	(no report)
Truro, N.S., (7,900)	Stanfield's	7.18	4.68	2.39
St. Hyacinthe, P.Q., (17,000)	Penmans, Ltd.	6.09	4.93	3.13

WEEKLY INDEX
(Oshawa—100)

Town and Population	Company	Food	Rent	Fuel
Oshawa, Ont., (23,000)	Schofield	100.0	100.0	100.0
Windsor, N.S., (3,500)	N. S. Textiles	104.6	73.3	.....
Truro, N.S., (7,900)	Stanfield's	103.7	73.3	(bit.) 70.7 (ant.) 68.3
St. Hyacinthe, P.Q., (17,000)	Penmans, Ltd.	86.4	79.8	(bit.) 75.7 (coke) 96.2

WEEKLY COST

Town and Population	Company	Food, Rent, Fuel $
Oshawa, Ont., (23,000)	Schofield	16.62
Truro, N.S., (7,900)	Stanfield's	14.22
St. Hyacinthe, P.Q., (17,000)	Penmans	14.15

WEEKLY INDEX

Town and Population	Company	Food, Rent, Fuel $
Oshawa, Ont., (23,000)	Schofield	100.0
Truro, N.S., (7,900)	Stanfield's	86.0
St. Hyacinthe, P.Q., (17,000)	Penmans	85.5

By adding just food and rent (leaving out fuel since there is no report on fuel prices for Windsor, N.S.) we get the following results:

WEEKLY COST AND WEEKLY INDEX (FOOD AND RENT)

Town and Population	Company	Food, Rent $	Index
Oshawa, Ont., (23,000)	Schofield	12.85	100.0
Windsor, N.S., (3,500)	N. S. Textile	11.92	92.2
Truro, N.S., (7,900)	Stanfield's	11.86	91.7
St. Hyacinthe, P.Q., (17,000)	Penmans	11.02	83.4

To show, briefly, the significance of the differences of the cost of living in the several towns under consideration, I will compare real wages of Penmans, Ltd., St. Hyacinthe, P.Q., with real wages of Schofield's, Oshawa, Ont. The average money wage of Penmans employees is 22.8 cents per hour, this being the average hourly rate in 1934. Since the cost-of-living index for St. Hyacinthe is 83.4 (for food and rent) or 85.5 (for food, rent and fuel) as compared to the cost-of-living index for Oshawa, namely, 100, then it follows that real wages for all employees in Penmans, Ltd., St. Hyacinthe, P.Q., are nearly 27 cents (26.9c) per hour, while real wages for all employees in the Schofield Woollen Co., Ltd., Oshawa, Ontario, are equal to the money wages, namely, 26.3 cents (26.3c) per hour. In a similar way it can be shown that real wages in Stanfield's, Ltd., Truro, N.S., are, on the average, 10 cents per hour more than real wages in Schofield's, Oshawa, Ontario. (Since there are no cost-of-living figures available for the town of Orangeville, it is impossible to determine the real wage level for employees in Dods Knitting Co., Ltd.)

Since real wages in Schofield's have been just as low as the lowest real wage in the four companies selected by the Employer and the majority report for the purpose of comparison, and since they have been much lower than the wages paid in the eleven companies selected by the Union for making comparisons, my only conclusion can be that the Schofield wages have been sub-normal for some time, and there being no evidence to the contrary, that Schofield wages are still sub-normal when compared with those prevailing in the industry.

Subnormally Locally

In applying the test as to whether wages were "depressed or subnormal....in a particular ....locality", one need not search far for

evidence to establish the fact. The prevailing hourly rates for women in other industries in Oshawa is in the neighbourhood of 35 cents, and for men 55 cents. Only one conclusion is possible that "locally" the wage rates in Schofield's are definitely "sub-normal".

Competition or "Ability to Pay"

While the Company insisted that it did not contend inability to pay higher wage rates it emphasized the competitive feature of the industry. The effects of competition can only, in the final analysis, be expressed in terms of profits or losses. Disclaiming inability to pay, no evidence relative to its financial position or costs of production was submitted.

The Royal Commission on the Textile Industry, however, provides ample information on finances as well as facts on labour costs. On examining the ratio of mill costs to sales, we see that Schofield's highest was in 1931 when its mill costs were 25.3 per cent. By 1940, according to evidence submitted to the Board, their ratio had decreased to 19 per cent. This compares more than favourably with the other "competitors" for whom similar facts are available:

N. S. Textiles (1931 to 1935) 21.76 mill costs,

Ferguson Atlantic (1931 to 1935) 29.3 mill costs.

So far as I can learn Schofield's is the only knit goods plant that has enjoyed a persistent progressive decrease in mill costs since 1931 to the present time.

Ratio Net Profits to Sales

The evidence submitted to the Board shows that the financial position of Schofield's compares very favourably with that of the four companies selected for comparison by the employer and accepted in the majority report. The following figures show the relative positions of the five companies in 1933:—

Company	Relative Sales Volume, 1933 %	Ratio of net profit to sales %
Schofield Woollen Co.	0.8	6.1
Nova Scotia Textiles	1.2	loss 0.1
Dods Knitting	1.0	.2
Ferguson Atlantic	1.3	2.4
Penmans (no separate statistics available for the St. Hyacinthe plant)		

It is my opinion that the Union quite properly contended that even with slightly higher average hourly wages paid in Schofield's the relative financial position of the said Company is so much stronger than that of the other four competing firms that the question of competition has little bearing on wages.

Financial Position

The original capital invested in the Company is stated at $20,000. This has not been added to.

The total net profits for 1916-1935 amounted to $252,502.34. The average net profit, therefore, amounted to $12,625 per annum, representing a return of 63 per cent on the original capital invested.

During the years 1916 to 1935 the Company distributed to its stockholders (members of the Schofield family) the total sum of $54,672 in dividends.

In 1933 the fixed assets of the Schofield Woollen Co., Ltd., stood at $208,251.51. The amount in reserve for depreciation stood at $173,540.89. The value of the fixed assets—lands, buildings, machinery and equipment, furniture and fixtures, autos and trucks—had increased by $71,006.85 since 1916, an increase of 53 per cent.

The undivided profits account in 1935 had dwindled to $11,851.79 from $119,491.76. Practically this full amount plus a rest account of $23,041.94 no longer appeared in the surplus account.

On the liabilities side, however, there appears $118,208.36 of the former surplus credited to the President and Manager of the Company. By 1934 this "liability" was reduced to $100,794.56 and in 1935 there was a further reduction of $30,000 in the item.

My considered conclusion is, therefore, that using every measuring device, the Schofield Company is and has always been in a position to pay higher wages, and that the wage rate in this plant has been and is sub-normal.

Exceptional Circumstances

The provisions of P.C. 7440 "where it is clearly shown that exceptional circumstances during that period" (1926-29 or thereafter) are almost within the realm of impossibility, in any case. However, from the evidence submitted I am satisfied that the following bear out the contention that exceptional circumstances established and have maintained sub-normal wages in the Schofield plant:—

1. During the 1926-29 period, the industry regarded the tariff rate on knit goods, including underwear, as being far too low (Turgeon Commission Report). This lowered the profit margin. In the case of the Schofield Woollen Co., while sales during this period were extremely high, operating profits were merely normal.

2. The chief industry in the Oshawa district is the automobile industry. Although hourly rates of pay in the auto plants were fairly high, the number of hours worked per week was extremely low (28 hrs. per wk. for assemblers, 30 hrs. per wk. for painters and enamellers, 24 hrs. per wk. for trimmers, etc.)

The automobile industry being highly seasonal, the number of working weeks per year was relatively small and extremely variable. Consequently, the annual incomes of the great majority of wage-earner families in Oshawa were fairly low. This necessitated the younger members of the family seeking employment and thus creating a surplus in the labour market. Consequently, wage rates in the small plants in Oshawa were extremely low.

3. The Schofield Woollen Company was the only knit goods plant, in fact, it was the only textile plant in the district. Without any competition for skilled operators, it was possible for the Company to pay "whatever wages it cared to pay". Skilled workers were paid ridiculously low wages.

4. With fairly steady production it was possible for the Company to retain its employees at the low rates of pay for longer hours of work. In its brief the Company refers to this policy as one of "continuous operation of the plant (as far as possible) so as to provide steady employment for its employees". "On many occasions", the brief continues, "the plant was operated and stock manufactured and put in storage when it would have been of greater financial advantage to the Company to manufacture only such merchandise as was immediately required for the Company's market."

It should be noted, however, that while the Company was referring to 1933 and the following years, its net profits show those years to be among the most profitable in its history.

P.C. 7440 provides that ". . . where it is clearly shown that exceptional circumstances during that period (1926-29 or higher levels established thereafter but prior to that date hereof) resulted in depressed and sub-normal . . . wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances".

In the suggestions for the Application of Order in Council P.C. 7440, dated March 31, 1941, it is stated "Regardless of whether present wage rates are less than, equal to or higher than the highest wage rates established during the period 1926-29, or thereafter, if it is shown that such highest rates were depressed or sub-normal, a Board may recommend an increase to any level which it considers fair and reasonable."

In view of the following evidence submitted to the Board, I am compelled to come to the conclusion that the wage rates prevailing in Schofield's are sub-normal when compared with:—

(*a*) Real wages paid in the four companies designated by the employer as direct competitors;

(*b*) With real or money wages paid in the eleven companies designated as comparable by the Union;

(*c*) With wage rates established in those industries in the same locality.

I am of the opinion that the "exceptional circumstances" are as outlined above. The wage rates in Schofield's, therefore, should have been adjusted to a fair and reasonable level before applying the cost-of-living bonus.

Collective Bargaining Agreement

The majority report states that in reply to the Union's request for recognition "the Company took the view that it was definitely opposed to union recognition because it did not desire to deal with those who are not in its employ and also because it was of the opinion that the strike in the factory was brought on after the Board of Conciliation was applied for but before such a Board was authorized and the Company assumed that such a strike was brought on by the activities of those who are not employees of the Company".

While the employer enjoys the privileges of membership in an Employers' Association, which no doubt advises him on employee relation and other matters, he is "definitely opposed" to according similar rights or privileges to his employees.

Although obviously familiar with the restrictive measures relative to wages of P.C. 7440, the employer claimed ignorance of P.C. 2685, clause 7, which states "That employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement".

I assume as both P.C. 7440 and P.C. 2685 were formulated and passed by the Government of Canada, that each is to be accepted as bearing equally the authority as well as the intention of the Government.

Regarding the strike having been brought about by those not in the employ of the Company, no evidence whatever was submitted in substantiation of such a claim. And further, the strike was not brought about after a Board of Conciliation had been applied for. The strike took place on April 7. A meeting of the employees (members of the Union) was held on April 15 at which authority was given to apply for a Board. The employees returned to work on April 16. The Commissioner, S. J. Hennick, Esq., signed the necessary declaration with reference to the application on April 19. The employees, therefore, had been back at work for at least four days before the application for a Board of Con-

ciliation had ever been mailed to the Minister of Labour.

I cannot reconcile the finding contained in the majority report with proper legal procedure—viz., "Inasmuch as the strike referred to is now a matter of investigation before another body, this Board can make no finding in that regard (union recognition) but refers the parties to the provisions of P.C. 2685, clause 7, dated June 25, 1940" . . . "If it should be found by the other Board referred to, that the said strike was, in fact, illegal and was brought about or promoted by officers or officials of Local 18 of the Canadian Hosiery Workers' Union, I cannot recommend that the Company be obliged to deal with the Union as sole bargaining agent of the employees".

Prior to the first sittings of the Board, I communicated with the Chairman deploring the appointment of the Commissioner to investigate the situation leading up to the strike of the Schofield employees at the same time as the Board of Conciliation was being established. I expressed the hope that that would not be prejudicial to the employees' case before the Board of Conciliation. The matter was properly avoided in the course of the meetings of the Board. I am of the opinion it has most improperly been brought forward in the majority report.

On the other hand, there is every reason for Union recognition being granted. Where previously there were no trade unions and collective bargaining agreements in Oshawa, there is now a union and a signed collective agreement in almost every plant in the city. And where there used to be low wages, inequitable wage differentials and excessive speed-up systems, there are now basic minimum rates established in most plants, and orderly control over working conditions and grievance adjustment. Refusal to acknowledge and accord the same right to the Union in Schofield's is to encourage the perpetuation of the "exceptional circumstances" mentioned above. It undoubtedly was in recognition of such situations that the Price Spreads Commission recommended the Government issue a clear statement of union recognition as a national policy in part as follows: "Without an organization to take up complaints many infractions (of labour laws) pass without effective protest or action."

In 1937 another Royal Commission (Turgeon Textile) strongly recommended the establishment of Trade Unionism in the Textile Industry and expressed the hope that employers would accept them voluntarily.

On several occasions the Canadian Government has made its policy regarding trade unions clear, during the last war in Order in Council P.C. 1743, dated July 11, 1918, as well as in Orders in Council P.C. 2685, of June, 1940, and P.C. 7440. The situation could hardly be better expressed than it was in the unanimous report of the Board of Conciliation dealing with the dispute between Shipping Companies operating on the Great Lakes and the Canadian Seamen's Union, drawn up by the Honourable Mr. Justice C. P. McTague, in which it says that the right of workers to organize themselves into trade unions is "a right acknowledged now by law, by industrial practice, and by public policy. It has been verified by many public pronouncements". The report continues further, that "these rights cannot be said to be effectively acknowledged unless employers are willing to negotiate and enter into agreement with the organizations which the employees have selected or formed in the exercise, in good faith, of their legal and public rights".

In view of such an opinion and of pronounced Government policy in the matter, I take exception to the majority report recommending a form of organization not "selected or formed by the employees" in the exercise of their legal and public rights. And further, I recommend that the employer accord union recognition to Local 18 of the Canadian Hosiery Workers' Union and that a collective agreement be negotiated and concluded between the two parties.

Hours of Work

As the majority report states, "The employees further agree to work at straight time for war work with four additional hours per week and not to exceed one hour per day on any day from Monday to Friday, inclusive". This was one of the concessions made by the Union at the meeting of May 10. Naturally such a concession was made with certain understanding in mind, implied or otherwise. I do not agree with this recommendation for the following reasons:—

(*a*) There is no provision in the recommendation for any saving in labour costs accruing therefrom to revert to the Government.

(*b*) Should it be possible for any such savings to be credited to the Government I doubt if the Canadian Government would desire to benefit to such a meagre extent at the expense of a comparatively few low-paid workers.

(*c*) That such a provision can only result in the employer increasing his already high profits at the expense of his workers. The main costs of production are included in a normal day's operations. Any hours in excess of the normal day bear only such charges as labour, power and materials, resulting in

a greater margin of profits on every hour of overtime.

I recommend, therefore, that overtime at the rate of time and one-half be paid for all time worked in excess of the regular work hours as stipulated in the majority report.

In concluding it should be noted that the Union was in a position to provide comparative data bearing on the situation as it existed in the years up to 1935 in most instances. It appears, however, that the situation has changed but slightly since that time. Some evidence has been deduced from more recent data published in the Government publication "Wages and Hours". It would appear from such material that several of the other knit goods companies have made slight increases in wages during the past two or three years, while Schofield's rate has remained at practically the same level as in the 1926-29 period.

Respectfully submitted.

(Sgd.) DRUMMOND WREN.

July 12, 1941.

Report of Board in Disputes Between Waterloo Manufacturing Company, Limited, L. McBrine Company, Limited, and Dominion Truck Equipment Company, Limited, and Their Respective Employees

The Board of Conciliation and Investigation established to deal with disputes between the Waterloo Manufacturing Company, Limited, Waterloo, Ont., and the Dominion Truck Equipment Company, Limited, Kitchener, Ont., and their machinists, tool and die makers and other employees, members of the Steel Workers Organizing Committee, and with a dispute between the L. McBrine Company, Limited, and its employees, being nailers, cutters, and other classifications, members of the Shoe and Leather Workers Organizing Committee, submitted its findings to the Minister of Labour early in July.

The report of the Board was signed by the chairman, His Honour Judge J. A. McGibbon, of Lindsay, Ont., and the member nominated by the several companies concerned, Mr. Frank W. Wilkinson, K.C., of Toronto, Ont. The employees' nominee on the Board, Mr. J. L. Cohen, K.C., also of Toronto, submitted a minority report.

Before certified copies of these reports were distributed to the parties to the disputes, an agreement was reached through direct negotiation between each company concerned and its employees.

The Board states in its report that, although a number of demands were made by the employees, only one was pressed before the Board, that of union recognition; that the Board could not accept this as the only issue as it conceived its duty to be to bring about an amicable settlement of the dispute and to inquire into all matters necessary to that end.

To establish the extent to which the unions represented the employees, the Board ordered a secret poll, under the supervision of departmental officers, to be taken of the employees of the three companies.

Accordingly, the employees of each company were, on May 26, 1941, given the opportunity of voting on the question of whether or not they wished to be represented by the named union in negotiations with their respective employers.

The Board reports the result of this ballot to be as follows:

Name of Company	Eligible to vote	For	Against	Spoiled votes
The Waterloo Manufacturing Company Ltd.....	240	113	95	17
L. McBrine Company, Ltd.....	178	134	24	11
Dominion Truck Equipment Company, Ltd.	87	77	6	1

It is mentioned in the report of the Board that protest was made by the Waterloo Manufacturing Company, Limited, on the ground that its clerical staff and foremen were not permitted to vote. The Board proceeds to discuss the arguments advanced by the parties, and agrees with the contention of the management.

With respect to the ballot taken among the employees of the Waterloo Manufacturing Company, Limited, the Board decided that "in view of the fact that over 45% of the employees other than clerical do not desire to be represented by this trade union, we cannot recommend that the employer negotiate with the S.W.O.C. as the collective bargaining agent for all of the Company's employees". The report continues: "Having reached this conclusion it is clear that we should recommend, and we do so, that the Waterloo Manufacturing Company, Limited, do not negotiate with this Organizing Council". It is stated also that the Waterloo Manufacturing Company, Limited, had indicated its willingness to negotiate through a committee of its own

employees for an agreement covering wages, working conditions and cost-of-living bonus, and that conferences were held which materially reduced the issues. The Board recommends that such conferences be continued.

In the case of the Dominion Truck Equipment Company, Limited, and the L. McBrine Company, Limited, the issues were also materially reduced through conferences with their employees.

With respect to these two companies the Board quotes from the briefs submitted by the parties, recounts the history of recent illegal strikes in these plants, attributes the disturbed employer-employee relations to union organizers, and rejects the argument of the unions that Order in Council P.C. 2685 is mandatory as requiring employers to negotiate with and enter into agreement with trade unions. The Board gives its opinion and recommendation that neither the Dominion Truck Equipment Company, Limited, nor the L. McBrine Company, Limited, be required to negotiate with the Steel Workers Organizing Committee or the Shoe and Leather Workers' Organizing Committee, respectively, but should continue to negotiate with their own employees "with a view to settling any differences as to wages, working conditions and cost-of-living bonus".

The scope of the Board's reference had been broadened under special authority of the Minister of Labour to enable it the more effectively to deal with matters which it might consider vital to a settlement, and on this point the opinion is expressed in the report that a Board of Conciliation and Investigation cannot properly carry out the inquiries necessary to determine the real causes of disputes of the present nature, and, in view of industrial unrest in the Kitchener-Waterloo area, unless conditions improve a Commission should be appointed to make full inquiry into the causes. The report concludes with the following remarks: "It necessarily follows that, if the report of such a Board should indicate that any organization or individuals are deliberately fomenting difficulties, the appropriate action should be taken".

In his minority report Mr. Cohen expresses the view that the three disputes, having nothing in common but union recognition, might better have been dealt with separately. He also considers that the recommendation of the majority report that the companies be not required to negotiate with the unions on the ground "that the unions are behind the present unrest in the Kitchener area and are not founded on a proper desire to benefit the employees", to be unsound and unsupported by any evidence adduced by the Board. On this point he says: "No evidence of any sort was presented, asked for, or dealt with by the Board on any such issue, nor did the Board, for one moment, pretend, either in public or private session, that it was in fact dealing with that question".

Mr. Cohen considers the finding of the majority report as to the causes of, or those behind, "the present unrest in the Kitchener area" to be inconsistent with its own statement, in regard to the special reference, that such a board "cannot carry out the inquiries necessary to determine the real causes of disputes of this nature".

He disagrees with the recommendation of the majority of the Board against union recognition on the ground "that it is for the employees themselves to decide whether the union which they select to represent them is motivated by 'a proper desire' to benefit them", and in this connection quotes from Section 6 of Order in Council P.C. 2685 the principle that "the employees should be free to organize in trade unions, free from any control by employers or their agents". In his view strong support for the argument that P.C. 2685 is mandatory is found in the penultimate paragraph of P.C. 7440.

Mr. Cohen also believes that the clerical staff and foremen of the Waterloo Manufacturing Company, Limited, were properly not permitted to vote.

The minority report concludes as follows: "Any person who, or any policy which, frustrates the workers' desire to organize into trade unions casts shadows of tyranny over their workbenches. To be most effective they must work under the stimulus of a sense of freedom and of participation in the social order. It is only upon this basis that the people of the island of Britain, for instance, have displayed their courage and their endurance. They work and they fight on the assurance that they are free men, exercising, as P.C. 2685 says, an 'organic influence upon the processes of life'. Poised on that secure basis the men and women of Canada can work and fight with the endurance, the relentlessness and the courage of their brothers in arms. It is the duty of this or any similar Board to recommend in the most insistent terms that employers should so fully co-operate with workers and their trade unions that no suspicion will accrue that employers, in these critical times, are governed by selfish motives. Labour leaders, employers, public figures, all alike, serve or injure society and civilization today by the measure of their understanding and acceptance of these basic principles".

Report of Board in Dispute between Hayes Steel Products, Limited, Merritton, Ontario, and Its Employees

The Board of Conciliation and Investigation established to deal with dispute between Hayes Steel Products, Limited, Merritton, Ontario, and its employees, members of Local 676, United Automobile Workers of America, has presented its findings.

The personnel of the board was as follows: Professor J. C. Cameron, Kingston, Ontario, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ontario, appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ontario, appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Bench. The text of the report is printed below.

Report of Board

Report of the Board of Conciliation and Investigation in the matter of the Industrial Disputes Investigation Act and of a dispute between Hayes Steel Products, Limited, and its factory employees, being members of Local 676, United Automobile Workers of America.

To the HON. NORMAN A. MCLARTY, K.C.,
Minister of Labour,
Ottawa, Ontario.

SIR:—

The Board of Conciliation and Investigation established by you to investigate this dispute, and composed of Professor James C. Cameron, Chairman, J. J. Bench, K.C., nominee of the employer, and J. L. Cohen, K.C., nominee of the employees, has concluded its deliberations and has the honour to report as follows:—

The board held four public sessions in the City Hall, St. Catharines, Ontario, on Thursday and Friday, June 5 and 6, respectively, and on Thursday and Friday, June 12 and 13, respectively. The members of the board also met in private on June 12 and June 27 to discuss the case and to consider the report.

In the public sessions the employees were represented by Messrs. George Burt, R. S. Stacey and T. Wedsworth, and the employers were represented by Messrs. C. N. Gammage and W. J. Corbett.

Briefs were placed before the board by both parties to the dispute, and verbal evidence was given by the five representatives named.

The Nature of the Dispute

In the application of the employees for a Board of Conciliation and Investigation the cause of the dispute was indicated as the "refusal of management to negotiate with committee and union representative on a proposed increase of 10 cents per hour to all factory employees of the company." Early in the hearings, however, it was admitted by the representatives of the employees that the management had offered to discuss the matter of wages with a shop committee composed of its own employees, "but was not interested in bringing outsiders such as any International Representative into the discussion." Since the agreement entered into on March 19, 1940, between Hayes Steel Products, Limited, and Local Union No. 676 of the International Union, United Automobile Workers of America, expressly provides that "the Grievance Committee shall consist of 7 members elected by fellow employees who are members of the union, and may include in their number Mr. George Burt" (not an employee, but a signatory to the said agreement on behalf of the International Union, United Automobile Workers of America), it is difficult to understand why the management should object to dealing with Mr. Burt. Both parties made clear to the board, however, that the company had not refused to deal with Mr. Burt but rather with any other outside party, and that the matter had been adjusted to the satisfaction of the disputants. The board, therefore, did not pursue the subject further but concentrated its attention on the only point at issue—the request for an increase of 10 cents per hour to all factory employees.

Early in the proceedings it became evident that the case would be expedited if the employees defined and clarified their request, setting forth the exact grounds on which they based their claim for an increase. The board requested that the employees prepare a statement to this effect. After some delay, and with some assistance from the Chairman at a private meeting, Messrs. Burt and Wedsworth presented the following statement of the employees' case:

Merriton, Ontario,
June 10, 1941.

To: The Chairman and Members of Conciliation Board

Re: Hayes Steel Dispute

The representatives of the employees who are members of Local 676, U.A.W.A., define and clarify the request for increase in wages contained in their application for the establishment of the board as follows:

The request is for an increase of ten cents (10c) on the basic hourly rate; i.e., the basic rate is now forty-five cents (45c); plus three cents (3c) per hour cost-of-living bonus; and they wish this raised to fifty-five cents (55c) plus three cents (3c) cost-of-living bonus, so

that the minimum guaranteed rate for all classes of workers in the plant (excepting minors) would be fifty-five cents (55c) plus cost-of-living bonus.

The grounds on which this request is based is that, on the average, the hourly earnings (without overtime) of the various occupational groups in Hayes Steel are less than they are, on the average, for McKinnon Industries, Ltd.

Yours truly,

(Sgd.) George Burt.

(Sgd.) Thos. Wedsworth.

Certain inconsistencies in this statement, which will appear more clearly later in this report, were pointed out to Messrs. Burt and Wedsworth, and they were invited to make any additions or amendments that might seem necessary or desirable. They declared themselves as satisfied with the statement, however, and allowed it to stand unchanged.

The Duties of the Board

Before reporting on the immediate question before the board, it seems proper, and indeed necessary, to state our view of the functions and purposes of the board. To this end, the following must be taken into account: sections 24 and 25 of the Industrial Disputes Investigation Act, which outline the duties of Boards of Conciliation and Investigation; the wartime wage policy of the Dominion Government enunciated in Order in Council P.C. 7440, issued December 16, 1940; and a memorandum entitled *Suggestions for the Application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation* issued by the Minister of Labour on March 31, 1941.

Sections 24 and 25 of the Industrial Disputes Investigation Act specify that the duty of a board is "to endeavour to bring about a settlement of the dispute, and to this end the board shall, in such manner as it thinks fit, expeditiously and carefully inquire into the dispute and all matters affecting the merits and right settlement thereof." Until December 16, 1940, a board in the course of its inquiry had the power to *"make all such suggestions and do all such things as it deemed right and proper* for inducing the parties to come to a fair and amicable settlement of the dispute", and was required to make its recommendations for a settlement *"according to the merits and substantial justice of the case."*

The passage of Order in Council P.C. 7440 on December 16, 1940, however, introduced a restriction on boards with respect to their recommendations on wages. The order enunciates and approves certain principles of wartime wage policy applicable to industries within the purview of the Industrial Disputes Investigation Act; orders that all agreements negotiated during the war period shall conform to these principles; and requires the Minister of Labour to review the reports of boards to ensure that they conform with the said principles. The Minister of Labour is accordingly armed with statutory powers for the achievement of a certain purpose—the enforcement of a wartime wage policy in line with certain other wartime restrictions recited in the preamble to the Order. By virtue of this implied power to construe Order in Council P.C. 7440, the Minister, on March 31, 1941, issued certain *suggestions* for its application by Boards of Conciliation and Investigation. It is the view of this board that these suggestions set forth the official interpretation of Order in Council P.C. 7440, and that it is the duty of this board to adhere to such interpretation.

The Wartime Wage Policy of the Dominion Government

The stated purpose of Order in Council P.C. 7440 is "to establish a uniform wage policy for Boards of Conciliation and Investigation by providing that, subject to certain exceptions, . . . the highest wage rates generally prevailing and normally established *for the different occupations* in any given establishment during the period 1926-1929 or any higher rates established thereafter but before December 16, 1940, shall be accepted as fair and reasonable, and that such wage rates may be supplemented by a separate bonus as the cost of living rises."

Briefly stated, the general policy of the Government presumes as fair and reasonable the highest wage rates that were in effect between January 1, 1926, and December 16, 1940. This general presumption can be rebutted only by showing in the case of an individual industrial establishment that the highest rates prevailing between January 1, 1926, and December 16, 1940, were depressed and subnormal or unduly enhanced and abnormal. It is quite clear, however, that the degree of depression and subnormality must be established in relation to some standard. Therefore a board is at once faced with the necessity of defining the criteria of depressed rates contemplated under the Order in Council. We think two criteria are involved as follows: (*a*) the highest rate generally obtaining in the particular industrial establishment under investigation during the period January 1, 1926, to December 16, 1940, inclusive; and (*b*) the rates which, at the time of the appointment of the board, were generally prevailing and normally established and not inconsistent with the Order in Council for occupations similar in character in comparable industries drawing their working forces from the same labour pool. The board holds the view that the term "prevailing rates" must be interpreted as those rates that predominate for the various occupational groups in the region in which the dispute arises.

In applying these criteria, attention must be given to the employer's competitive position in the sale of his product and his capacity to pay the maximum wages. Further, the ordinary elements which enter into the calculation of what is a "fair" wage rate in any given region should not be disregarded, e.g., the productivity of labour, the conditions of labour supply. Where collective bargaining machinery has been operating and has resulted in a written agreement which is in effect at the date of the dispute, it then requires stronger evidence than would otherwise be required to prove that the wages in the occupations covered by the agreement are "depressed and subnormal."

The Procedure Followed by the Board

The board is of the opinion that, in considering any case, the following procedure is necessary:

1. The present rates generally prevailing and normally established for the different occupations in the particular industrial establishment under investigation must be determined. The term *generally prevailing and normally established* does not, in our view, mean the highest rate paid in the establishment, but rather the most common rate, the "going" rate, for the particular class or classes of labour.

2. It must then be ascertained whether or not such rates equal or exceed the highest rates generally prevailing and normally established for the different occupations in the particular establishment under consideration from January 1, 1926, to December 16, 1940.

3. If it is found that such present rates equal or exceed those generally prevailing and normally established for the occupations in the establishment in question during the specified period, then there is a *presumption* that such present rates are fair and reasonable and should not be raised. Conversely, if it is found that such present rates are lower than those generally prevailing and normally established for the different occupations in the establishment in question during the specified period, then there is a *presumption* that such present rates should be raised.

If either presumption is to be rebutted, it must be clearly shown by employees or employer that the highest wage rates prevailing in the establishment under investigation during the period January 1, 1926, to December 16, 1940, were depressed and subnormal or unduly enhanced and abnormal. Consequently, even when the present rates in an establishment are at the said highest levels, inquiry must be made as to whether or not such rates equal or exceed those generally prevailing and normally established for the different occupations in comparable industries in the region.

4. In either case, it is imperative that the board express an opinion that the wage rates in question are fair and reasonable, or unfair and unreasonable. In the latter circumstances, the board may properly recommend that such present rates should be increased to the level of those generally prevailing and normally established for such different occupations in comparable industrial establishments in the region in which the dispute arises, i.e., the area from which the various classifications of labour are drawn by such establishments.

5. Having determined fair and reasonable basic wage rates in the manner outlined, the next duty of the board is to decide whether it is justified in recommending a cost-of-living bonus. A board may properly recommend a cost-of-living bonus if three months have elapsed since the last wage increase or bonus award, and provided also that the cost of living has risen by at least 5 per cent from the date of the last previous determination of a bonus payment or adjustment in basic wage rates. If wage rates have not been increased since August, 1939, the change in the cost of living is to be computed from that date. If wage rates have risen since August, 1939, the change in the cost of living is to be computed from the date of the most recent increase in wage rates.

A very important basic consideration must underlie the final decisions of a board. Where wage rates are found to be depressed, or where a board finds that a cost-of-living bonus is due, it is incumbent on the board to give consideration to the employer's general financial circumstances. We do not consider it to be a function of a Board of Conciliation and Investigation to put upon any employer a scale of wages that would result in his economic annihilation and the unemployment of his workers.

Having regard to the purposes for which Boards of Conciliation and Investigation are created, and to the underlying intent and purpose of Order in Council P.C. 7440, we are convinced that the preceding interpretation of its functions is not only valid in terms of the letter of the Order but also in terms of its spirit.

Collective Bargaining Agreement at Hayes Steel Products, Limited

The employees of Hayes Steel Products, Limited, have had the present collective bargaining agreement with the company since March, 1940. The agreement is a manifesta-

tion of the employer's willingness to accept the union as representative of his employees and to deal with it in determining conditions of employment; it is a proof of the union's willingness to accept the terms under which employment is offered by the management to those who come under its provisions. The agreement is thus the joint product of representatives of the workers and their employer—the culmination of the collective bargaining process. There has been no indication of the company's desire to violate either the letter or the spirit of this agreement.

It is specifically provided that the agreement shall remain in effect until either party desires it to be changed or terminated, in which event sixty days' notice to the other party to the agreement is required. There is no evidence that Local Union No. 676 of the International Union, United Automobile Workers of America, has given the employer notice of its desire to terminate the agreement or to change or modify it in any way. In effect, however, this board is being asked by one of the parties to the agreement to amend it by setting aside certain clauses with respect to wage rates.

The Union's Claim for a Wage Increase

The union held that "wage rates in Hayes Steel Products, Limited, were much lower than wage rates prevailing in the same industry in Ontario and in plants producing the same class of goods in the St. Catharines area and are therefore depressed and subnormal." They further stated that the wage rates in Hayes Steel "do not enable the workers to achieve a decent standard of living and are therefore unreasonable" and accordingly proposed "that a general wage increase of 10 cents per hour should be effected on the basic rate."

To support their contention that hourly rates are lower in Hayes Steel than in other industrial establishments in the auto parts industry and lower than those in plants producing the same class of products in the St. Catharines locality, the union submitted tables as follows: (1) the rates paid to eight occupational groups in Hayes Steel Products and to similar occupational groups in the auto parts industry, as reported in *Wages and Hours of Labour in Canada 1929, 1939, and 1940,* and (2) the rates purported to be paid to twenty occupational groups in Hayes Steel Products, Limited, and to similar occupational groups in The McKinnon Industries, Limited, St. Catharines. As a means of proving their position that wages in Hayes Steel Products are inadequate for the maintenance of a decent standard of living, the employees presented a table from a study entitled *Wages,* by M. E. Leeds, President, Leeds and Northrup Company, and C. C. Balderston, Assistant Professor, Industrial Research Department, University of Pennsylvania, 1931. The table cited gives maintenance budgets for individuals of varying marital status and varying ages, and indicates the yearly budget and hourly rate for each classification necessary for "the bottom level of health and decency below which a family cannot go without danger of physical and moral deterioration."

The Company's reply to the Union's Claim

The employer's representatives replied that the company believed it had complied with the requirements of Order in Council P.C. 7440 and that the hourly rates of day workers and the hourly earnings of piece workers in Hayes Steel compare favourably with those prevailing for similar occupational groups in the St. Catharines region. The company submitted a "Memorandum of Agreement between Hayes Steel Products, Limited, and Local No. 676, United Automobile Workers of America" and various tables on earnings and wages in Hayes Steel Plant. Furthermore, the company's representatives challenged the accuracy of the tables of current wages at Hayes Steel and McKinnon Industries submitted by the employees.

The Board's Investigation of the Company's Payrolls

In response to the company's allegation that the union's wage data were inaccurate, the employees' representatives admitted that their figures were necessarily incomplete and inconclusive. It was stated by the union representatives that they had been obliged to rely on information given them by individual employees of Hayes Steel Products, Limited, and McKinnon Industries. In view of this controversy regarding the validity of the wage data presented and the obvious futility of prolonging the discussion, the Chairman, with the consent of the other board members, offered to visit the plants of Hayes Steel Products, Limited, and of The McKinnon Industries, Limited, in order to secure reliable payroll data. Assisted throughout the investigation by Mr. Corbett, the employer's representative, and part of the time by Messrs. Burt and Wedsworth, representatives of the employees, the Chairman spent two days examining payrolls at Hayes Steel Products, Limited, and in securing data from The McKinnon Industries, Limited.

As a result of this investigation, the board obtained data on the guaranteed minimum hourly earnings of factory employees and actual hourly earnings of men and minors on

day work and piece work. These data are set forth in Tables I, II and III.

The Board also discovered from this investigation that certain increases in wage rates had been granted by the company since the signing of the present union agreement. These increases were as follows:

1. On March 11, 1940, when the present agreement was signed, the hiring rate for all common labour twenty-one years of age and over was raised from 43 to 45 cents per hour.

2. As from October 6, 1940, the company granted *all* factory employees 3 cents for every hour worked as a cost-of-living bonus.

3. Between March 9 and 15, 1941, the following minor increases were given:

Die sinkers and die makers—10c. per hour.
Planer hands and toolmakers—5c. per hour.
Apprentices (those in the toolroom and dieroom who had one or more years' service) —5c. and 10c. per hour respectively. (This is in addition to the regular apprentice increase called for in the agreement.)

4. In all, 276 employees were affected by the increases shown in (3) above or received higher rates as a result of promotion, changes in apprentice status, transfer to other work, assumption of increased responsibility, reward for good work, etc.

Findings and Recommendations of the Board

1. In accordance with the procedure previously outlined to determine the fairness and reasonableness of given wage rates, the board ascertained first, the minimum *guaranteed* hourly earnings of all classes of workers listed in the rate book on June 10, 1941, in Hayes Steel Products (Table I), and second the actual hourly earnings (without overtime) of day-workers and piece workers for the pay periods of two weeks ended May 3, 1940 (Tables II and III). An analysis of these *hourly earnings* was the only satisfactory method of determining the prevailing *wage rates.*

2. Tables I, II and III were discussed with the union representatives and the management, and it was admitted by the union representatives, without any evidence being submitted on the point, that present rates do, in fact, equal or exceed the highest level reached between January 1, 1926, and December 16, 1940.

3. Such being the case, the *presumption* is that the rates are fair and reasonable. That *presumption* is strengthened by the existence of the collective labour agreement.

The next step was to compare the rates of the various occupational groups in Hayes Steel with the rates paid in comparable industrial establishments in the locality. The only industrial establishment which is *roughly comparable* is that of McKinnon Industries, Limited, the establishment put forward by the union as the yardstick by which the Hayes Steel plant should be judged. It should be pointed out, however, that, although such a comparison was made, the board is not persuaded that it is exact. In most instances there are differences in the operations and/or in the skill of the operators.

TABLE 1

Guaranteed Minimum Hourly Earnings of Factory Employees, Hayes Steel Products, Limited, Merritton, Ontario, as of June 10, 1941

Guaranteed Minimum Hourly Earnings in Cents. (Does not include 3 cents per hour bonus.)	Forge Shop		Machine Shop		Total		Cumulative Percentage
	Number of employees	Per cent	Number of employees	Per cent	Number of employees	Per cent	
25 - 34	5	1·9	104	13·8	109	10·7	10·7
35 - 44	9	3·5	65	8·4	74	7·3	18·0
45 - 54	203	78·1	402	53·4	605	59·7	77·7
55 - 64	31	11·9	99	13·1	130	12·9	90·6
65 - 74	12	4·7	48	6·4	60	6·0	96·6
75 - 84	.....	.....	12	1·6	12	1·2	97·8
85 - 94	.....	.....	17	2·2	17	1·7	99·5
95 -104	.....	.....	2	0·2	2	0·2	99·7
105 -110	.....	.....	6	0·8	6	0·6	100·0
Total	260	100·0	755	100·0	1,015a	100·0	

a Total Active Payroll, 855 (June 10, 1941).

N.B.—The distribution shown above is for all factory employees shown in the company's rate book on June 10, 1941. Rates below 45 cents per hour apply to boys, policemen and watchmen. The rates for boys are fixed by agreement. Policemen and watchmen are expressly excluded from the agreement.

TABLE II

Actual Hourly Earnings of Boys on Day Work and Piece Work, Hayes Steel Products, Limited, Merritton, Ontario, for the Pay Period of Two Weeks Ended May 3, 1941

Actual earnings in cents per hour. (Includes 3 cents per hour cost-of-living bonus, but does not include overtime pay.)	Number of Boys	Percentage	Cumulative Percentage
25–30	18	16·3	16·3
30–35	23	20·9	37·2
35–40	10	9·1	46·3
40–45	11	10·0	56·3
45–50	12	10·9	67·2
50–55	14	12·7	79·9
55–60	8	7·3	87·2
60–65	8	7·3	94·5
65–70	1	·9	95·4
70–75	4	3·6	99·0
75–80	..	....	....
80–85	1	·9	100·0
Total	110	100·0	

N.B.—Average Earnings 43·6 cents per hours.

There are 13 policemen and watchmen at 38 cents per hour who are not included above. They are not covered by the union agreement.

TABLE III

Actual Hourly Earnings of Men on Day Work and Piece Work, Hayes Steel Products, Limited, Merritton, Ontario, for the Pay Period of Two Weeks Ended May 3, 1941

Actual earnings in cents per hour. (Includes 3 cents per hour cost-of-living bonus, but does not include overtime pay.)	Number of Men	Percentage	Cumulative Percentage
48– 50	99	14·4	14·4
50– 55	91	13·3	27·7
55– 60	143	20·9	48·6
60– 65	111	16·1	64·7
65– 70	88	12·9	77·6
70– 75	70	10·1	87·7
75– 80	23	3·3	91·0
80– 85	16	2·2	93·2
85– 90	22	3·2	96·5
90– 95	4	·7	97·2
95–100	4	·7	97·9
105–110	1	·2	98·1
110–115	8	1·2	99·3
115–120	1	·2	99·5
130–135	2	·4	100·0
Total	683	100·0	

N.B.—Average earnings 63·3 cents per hour.

There are 4 power operators at 61 cents and 1 at 48 cents who are not included above.

TABLE IV

Average Hourly Earnings of Various Occupational Groups at Hayes Steel Products, Limited, and the McKinnon Industries Limited

(The Earnings for Hayes Steel are for the Two-Week Pay Period Ended May 3, 1941; those for McKinnon Industries Limited are the average earnings for the Five Months Ended May 31, 1941. Hayes Steel Earnings Include a 3 cents Cost-of-Living Bonus; Overtime Earnings have Been Excluded in Both Instances.)

Occupational Group	Hourly Earnings in Cents: Hayes Steel Products	McKinnon Industries Ltd.
A. Piece Workers		
Heat Treat	55–64	63–68
Steam Hammers		
Hammer Men	81 to 133, Average –98½	84–90
Heaters	55 to 94, Average –73[d]	69–72
Helpers and Trimmers	..	..
Upsetters	78	75
Board Hammers	..	..
Straighteners	66½	63
Trim Presses	..	..
Shears	69	58–65

Occupational Group	Hourly Earnings in Cents	
	Hayes Steel Products	McKinnon Industries Ltd.
Propeller Shafts		
Welders	76	66
Assemblers	72	63
Drill Bits	..	..
Stamping Presses	68	63
Truck Knuckles		
Fay	70	69
Grinder	68½	69
Lathes	71½	69
Millers run in connection with lathe	67	63
Front Axle Assembly	77	62
Clutch	..	..
Universal Joints		
Drills	35 to 74, Average–57[a]	40–63
Lathe	51 to 73, Average–62[b]	68
Hobbers	67 to 80, Average–75	63
Grinders	49 to 70, Average–61[c]	69
Broach	53 to 70, Average–62½	63
Passenger Knuckles		
Grinders	61½	68
Threaders	..	64
Fay	63	68
Assembler	60	64
B. Day Workers		
Welders (Maintenance)	61–73	55, 65, 70, 78
Blacksmiths	73	70
Repair Men (Maintenance)	58–71	65–75
Repair Men's Helpers	48–53	50
Crane Operators	58	55–62½
Tool Grinders in Crib	68–83	28–70
Carpenters	71–76	70
Toolmakers	83–88	80–85
Lathe Operators	71–78	70, 75, 80[e]
Jig Borer	88	85
Tool Room Grinders	88	75 to 88, Average–85
Shaper Hands	73–78	70, 75, 80[e]
Die Sinkers	113	105, 107, 2 at 110
Die Makers, trimmers	98	80
Die Makers, forging	98	80
Planers	68–78	70
Electricians	73	70 to 80, Average–75–78
Electricians' Helpers	53–68	45–55
Pipefitters	63	65
Pipefitters' Helpers	53	45–55
Power Operator (3rd Class)	61	60

[a] 15 men received 63 cents and over; 5 boys received 40 cents and under.
[b] Includes boys; 5 received 68 cents or over.
[c] Includes boys.
[d] 7 received 72 cents and over.
[e] Majority at 78 cents.

Table IV shows that the hourly earnings of piece workers and the hourly rates of day workers in the various occupational groups at Hayes Steel compare favourably with those at McKinnon Industries, Limited.

4. The board therefore concludes that the rates of the various occupational groups at Hayes Steel Products, Limited, meet the two-fold criteria previously prescribed. Accordingly, the board finds that prevailing rates at Hayes Steel Products, Limited, are fair and reasonable.

5. The next step is to consider whether the board may properly recommend a cost-of-living bonus. In this connection certain basic facts must be presented. Between August, 1939, and May 1, 1941, the cost of living rose 8·5 per cent. On October 6, 1940, the employees of Hayes Steel Products, Limited, were granted a cost-of-living bonus of 3 cents per hour, or $1.50 for a normal week of 50 hours, the amount necessary to meet an increase in the cost of living of 6 per cent at the time the cost of living had increase 6·9 per cent. Accordingly, the board finds that the cost of living has not risen 5 per cent since the date of the last bonus award, and therefore no cost-of-living bonus is justified.

Finally, the board concludes that individual grievances have undoubtedly arisen which ought to have been adjusted by the grievance procedure provided in the collective bargaining agreement. The board recommends that these grievances, which have to do mainly with individual rates that are out of proper alignment within the company's wage structure, be at once referred to such grievance procedure. The board has ample evidence, based on its observations during the conduct of the investigation, that both the employees'

and employer's representatives are ready and willing to confer together in an effort to adjust such minor grievances. The board is supported in this view by the following letter addressed to the Chairman by Mr. George Burt:—

International Union United Automobile Workers of America
George Burt,
Director,
Region No. 7
403 D Heintzman Bldg.,
Windsor, Ont.

June 20, 1941.

Professor J. C. Cameron,
Industrial Relations Section,
Queen's University,
Kingston, Ont.

Dear Sir:

Re: the dispute between Hayes Steel & Local 676, U.A.W.A.

As representative of the employees in the above dispute and having made a request that I be allowed to submit to the parties concerned a memorandum containing further evidence for the direction and assistance of the board in arriving at a decision, I wish to state that after consulting with the union committee, we have decided to submit no further evidence. I would like to make the following remarks:

Our request was for 10 cents per hour on the basic rate covering all employees excepting boys, and while the request was not very clear to the board at first, I believe that they now understand that the request would only affect some 320 employees out of a total of some 900. It seems that in order to argue effectively for any increase in wages, it was necessary to prove that the wages were depressed to conform with the Order in Council 7440.

To prove that wages are depressed, it is necessary to compare such wages with wages paid in other industries, and it was agreed that the General Motors would be used as a comparison. After receiving the classifications from G. M. and comparing them with the classifications in Hayes Steel with work of a similar nature, the result showed that, in most instances, Hayes Steel paid as much or a trifle more than rates paid in G.M. These figures were taken on an average, and, while our approach to the board may have been of such a nature as to be confusing, we still feel that there is a wage situation in the plant which leaves room for adjustment.

Under the terms of the Act, we could do nothing but agree to a comparison in order to try and prove that wages were depressed, and this forces us to admit that G. M. rates are not depressed, but, in spite of this, a request has been made on the part of G.M. employees recently, through a board, for increases in wages and a cost-of-living bonus. The whole procedure during the session of the Hayes Board was very confusing to us, and seemed to limit us in our scope of ordinary bargaining.

In a report of the government wage policy in the April LABOUR GAZETTE, and in the letter for the direction of boards of March, 1941, etc., 50 hours per week at 50 cents per hour was supposed to have been a reasonable wage. In order to extend our argument, it would have been necessary in this particular plant to have proven depressed wages for each group of workers or even individual cases.

We feel in making our request to the board that the 10 cents increase in base-rate would not affect the higher paid worker in the plant, but would cure the entire number of group and individual cases, which in our opinion were not receiving enough wages. In submitting the figures to our membership, many of them disagreed with the figures submitted because averages were taken, which resulted in the lower paid worker being brought up to an average rate which looked as if he was receiving a greater amount.

We are inclined to believe that the wage situation in the plant could be remedied only by individual grievances being submitted through the grievance procedure. We do not agree that the employees in Hayes Steel are receiving sufficient for the type of skill required on some of the operations, and this again would of necessity be a matter of wage adjustment through the grievance procedure. The employees still contend that the figures submitted did not show a true picture of the plant, but it will not be our intention to submit any further evidence on the matter.

Yours very truly,

(Signed) George Burt,
Director,
United Automobile Workers of America.

N.B.—It should be noted that in the above letter the reference to General Motors is intended to be a reference to McKinnon Industries, Ltd., which is a subsidiary of General Motors.

With reference to certain of the observations contained in Mr. Burt's letter, it is necessary to emphasize that the figures contained in the aforementioned tables were prepared by the Chairman at the suggestion of the other members of the board and with the concurrence and assistance of both parties to the dispute. We are completely satisfied that these tables give as accurate a comparsion as it is possible to make. To ensure that the employees would have every opportunity to offer criticism of these tables, they were granted an extension of time within which to submit further representations. This they declined to do in the above-quoted letter.

Mr. Cohen has advised the other members of the board that while he does not concur in this report, he sees no need for the submission of any minority report in view of the fact that the parties are now agreed to deal by their normal grievance procedure with the only actual point in issue between them, namely, the increase of the base rate as to those employees who do not now earn more than the present base or guaranteed wage rate.

All of which is respectfully submitted.

Signed at Kingston, Ontario, June 27, 1941.

James C. Cameron,
Chairman.

Signed at St. Catharines, Ontario, June 28, 1941.

J. J. Bench,
Member.

Report of Board in Dispute Between Gray Forgings and Stampings, Limited, and Its Employees

The Board of Conciliation and Investigation constituted to deal with a dispute between Gray Forgings and Stampings, Limited Toronto, Ont., and employees in its polishing department, members of Local 21, Metal Polishers, Buffers, Platers and Helpers' International Union, presented to the Minister of Labour on July 23, 1941, a unanimous report, to which was attached a signed copy of an agreement reached between parties to the dispute.

The personnel of the Board was as follows: His Honour Judge Ian M. Macdonell, Chairman, Mr. John Munro, nominated by the employees, and Mr. William J. Smith, nominated by the company. All three reside in Toronto, Ont.

The report enumerates the matters at issue as being (1) the discharge of fifteen men in all, which the employees contended was a lock-out but which the employer insisted was due to its labour requirements; and (2) the employees' demand for certain wage increases and adjustments of hours and working conditions.

The Board first assembled on June 25, 1941, and, after a short adjournment to enable the parties to prepare briefs met again. The report states that "After the witnesses called on behalf of the Employees and a considerable part of the evidence on behalf of the Employer had been heard, it appeared to the Board that the differences between the parties were not as serious as had been supposed by the parties themselves and the Board, and a determined effort was made by the Board to persuade the parties to negotiate. It appeared that the parting of the ways had been caused by the refusal of the Employer to discuss seniority, and the refusal of the Employees to negotiate other matters unless seniority was granted. It was found that the real present objection of the men was alleged discrimination in the granting of wage increases in the cases of a few men."

To give time for negotiations the Board adjourned for a further two days and upon reconvening, a tentative agreement was announced upon all questions. This agreement was submitted to the Union for approval. At the final meeting of the Board, and with its assistance, a memorandum of terms which were mutually satisfactory was agreed upon and the dispute was settled.

In the memorandum of settlement the company agrees to offer immediate reinstatement to certain of the men discharged and early re-employment to a number of others. The agreement also provides, among other things, that the men so re-engaged will be on the temporary list for one year before being placed on the seniority list; that the wages as on April 24, 1941, of these men selected for re-engagement, will be increased by 10 cents per hour, as against 15 cents requested; that overtime rates of time and one quarter over 48 hours will prevail for the present; and that no discrimination because of trade union activity will be practised nor intimidation used by either the company or the employees.

Report of Board in Dispute Between Dumart's, Limited, Kitchener, Ont., and Its Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between Dumart's, Limited, Kitchener, Ont., and its employees, members of Local 139, United Packinghouse Workers of America.

The personnel of the board was as follows: Mr. H. E. Fuller, K.C., Sarnia, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Frank Wilkinson, K.C., Toronto, appointed on the nomination of the employer; and Mr. J. L. Cohen, K.C., Toronto, appointed on the nomination of the employees.

The text of the board's report is printed below:—

Report of Board

Re Industrial Disputes Investigation Act and re differences between Dumart's, Limited, and its employees being members of Local 139, United Packinghouse Workers of America.

The Honourable Norman A. McLarty, K.C.,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Dear Sir,—The Board of Conciliation and Investigation constituted by you in the above matter submits herewith the following report.

The board opened its sessions at the City Hall, Kitchener, on Monday, June 30, and met again at the same place on Tuesday, July 2. The employees were represented at the hearings by C. H. Millard, Director of the Packinghouse Workers' Organizing Committee, and F. W. Dowling, Field Representative of the same organization, and Eric Lenz an employee of the company and an officer of

the local union. The company was represented by Mr. R. R. Furlong, Manager, and Mr. Jones, Assistant Superintendent.

The issue referred to the board was the "refusal of the company management to meet a union committee to negotiate an agreement covering hours, wages and other working conditions".

The material presented to the board disclosed that a few days prior to the 16th of May a communication was addressed to the company, as follows:—

Packinghouse Workers' Organizing Committee
301 Manning Chambers,
Bay & Queen Sts.,
Toronto.

Dumart's Limited,
691 Guelph St. E.,
Kitchener, Ont.,

Attention Mr. R. R. Furlong

Dear Sir:

I have been instructed by the members of our organization who are employed by your firm to write you to request an appointment for a committee to interview you in regard to negotiations for a union agreement.

I would appreciate an answer in order that it may be submitted to the committee who are meeting on Saturday, May 17.

Kindly address me c/o Windsor Hotel, Kitchener, Ont.

Yours very truly,
Packinghouse Workers'
Organizing Committee,
F. W. DOWLING, Representative."

To this, the company replied under date 16th of May as follows:—

May 16, 1941.

Mr. F. W. Dowling,
c/o Windsor Hotel,
Kitchener, Ontario.

Dear Sir:

Your letter, undated, by registered mail, to hand.

We are unaware of any members of your organization being in our employ.

Your letter is therefore being placed on file.

Yours truly,
R. R. FURLONG.

This communication in turn was followed by a further letter to the company under date of May 18, as follows:—

Packinghouse Workers' Organizing Committee
301 Manning Chambers,
Bay & Queen Sts.,
Toronto.

May 18, 1941.

Mr. R. R. Furlong, Manager,
Dumart's Limited,
891 Guelph Street,
Kitchener, Ont.

Dear Sir:

Your letter of May 16 has been received and referred to the negotiating committee of our Dumart local, which has decided to accept your statement that you are unaware of the establishment of a local in your plant.

They have instructed me to notify you that this local of the Packinghouse Workers' Organizing Committee has been established and has selected the following members as their representatives with authority to interview you in regard to a union agreement covering wages, hours and working conditions:—

A. Brunzlow	Executive Member
E. Gunn	Executive Member
J. McDonald	Executive Member
V. Stumpf	Executive Member
F. W. Dowling	Staff Representative

I believe this information will remove any doubt that you may have in regard to our right to act as spokesmen for your employees, and will lead to an early appointment for an interview.

As the committee meets again on Thursday, May 22, we would appreciate a definite answer by that time, sent to me care of the Windsor Hotel, Kitchener, Ontario.

Yours very truly,
Packinghouse Workers'
Organizing Committee,
F. W. DOWLING, Representative.

The dispute is based upon the company's refusal to meet with the committee so named in the last communication.

Having regard to the fact that we regard it as our duty to assist the parties in settling their differences, we do not think that it would be helpful to enter into a detailed discussion of past events or of the reasons which the company thought justified its refusal to deal with the committee above named.

We were assured at our last sitting that the company would now agree to negotiate and we trust that all differences between the parties will be amicably settled by them.

We deem it sufficient, and we trust in the long run most helpful, to state merely that it is our opinion, and we so recommend, that the company, as requested in the letter of the 18th of May above quoted, should enter into immediate negotiations with the Committee therein identified with a view to reaching an agreement in accordance with the principles of P.C. 2685.

We should like to express our appreciation of the assistance received from the parties and of the expeditious manner in which these cases were presented.

Respectfully submitted,

(Sgd.) HAROLD E. FULLER,
Chairman.

(Sgd.) F. WILKINSON,
Member.

(Sgd.) J. L. COHEN,
Member.

Dated July 4, 1941.

PROCEEDINGS UNDER INDUSTRIAL DISPUTES INQUIRY COMMISSION

Results of Preliminary Investigations Reviewed

OPERATING under authorization of Orders in Council P.C. 4020 of June 6 and P.C. 4844 of July 2 (LABOUR GAZETTE, July, 1941, page 797) the Industrial Disputes Inquiry Commission—established to deal speedily with industrial disputes in war industries and to decide upon the necessity of subsequent procedure before a Board of Conciliation and Investigation—had investigated 18 cases, involving a total of approximately 16,820 workers in the period June 19 to August 12. In 8 of these cases, totalling a working force of approximately 3,570 employees, settlement resulted either in withdrawal of the application for a Board of Conciliation or by agreement.

In two cases, where a total of approximately 5,400 employees were affected, the Commission recommended the establishment of a Conciliation Board in each, and in one case, involving approximately 350 employees, the re-convening of a previous Board was recommended. In the remaining seven cases complete settlement of the dispute was not effected either because the application for a Board was not withdrawn or for other reasons.

In view of the operation of the Government's wartime wages policy as embodied in P.C. 7440, it is interesting to note that in 7 cases, with a total of approximately 3,840 employees on the payroll, the wage adjustment machinery, as provided in the Order, was applied successfully, and was satisfactory to both parties in dispute. In two other cases, involving nearly 1,000 employees, the companies were willing to apply the wage and cost of living bonus principle but the employees refused to accept it.

As provided in the consolidated Order in Council (4020 and 4844), an Industrial Disputes Inquiry Commission consists of one or more members appointed by the Minister of Labour, and each member has the full powers of a Commissioner under the provisions of the Inquiries Act.

The establishment of the Commission resulted from the fact that the extension of the Industrial Disputes Investigation Act to war industries greatly increased the number of applications for Boards of Conciliation and Investigation. Since these of necessity required prompt conciliation action, and since a considerable number of such applications have reference to disputes of a nature *prima facie* as not to warrant the appointment of conciliation boards, it was decided to have preliminary investigation made by a body possessing the authority of commissioners to require the production of evidence. If this body does not succeed in effecting a speedy settlement, it can advise the Minister of Labour whether there are good grounds for establishing a Board of Conciliation and Investigation.

Accordingly, the Minister of Labour is empowered by Order in Council whereby in any industry (to which the Industrial Disputes Investigation Act and its extension now applies) in which a strike or lockout appears imminent or has occurred, he may refer the dispute to a tribunal known as an Industrial Disputes Inquiry Commission. This section of the Order is as follows:

"When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation."

The Industrial Disputes Inquiry Commission is composed of the following members: Messrs. Humphrey Mitchell, secretary of the National Labour Supply Council, Ottawa, chairman; Gilbert Jackson, banker and economist, Toronto; George Hodge, manager, Department of Personnel, Canadian Pacific Railway, Montreal.

In the eighteen cases referred to the Commission as of August 12, Mr. Humphrey Mitchell acted as sole commissioner in the first eight, and in the remaining ten acted jointly with either Mr. Hodge or Mr. Jackson or both.

31546—5

Summary of Cases

The following is a summary of the disputes dealt with by the Commission:—

CASE NO. 1—UNITED ELECTRICAL MACHINE WORKERS OF AMERICA, LOCAL 504, HAMILTON, AND THE CANADIAN WESTINGHOUSE COMPANY, LIMITED.

The proceedings in this case were conducted on June 17 before Humphrey Mitchell, chairman of the Commission, who was accompanied by J. S. McCullagh, of the conciliation staff of the Department of Labour. The union was represented by Messrs. V. Bates, Hardwick, Whittaker and Reddick, who were employees of the company, and also by Messrs. Dunlop and Harris, field organizers. Representing the company during the proceedings were John R. Read, president, C. Mitchell, vice-president, and A. Evans, legal adviser. Approximately 4,200 employees were involved.

Employees' Representations.—

The chief allegation of the union's representatives was: that the company had refused to open negotiations for an agreement respecting hours of labour and working conditions. It was claimed that the union had a majority of the employees of the company. When it was suggested that the membership records be examined by the Commissioner in substantiation of the union's claim that it had a majority of the employees, this proposal was rejected by the union representatives on the grounds that it would establish a precedence in wage negotiations. However, the union indicated its willingness to have a secret ballot of employees to determine the question of union membership.

Drawing attention to a news report of a contemplated one day protest strike, the Commissioner pointed out that such action would be illegal. The union representatives also refused a suggestion that the company be asked to negotiate an agreement with a committee of employees as is the practice of the railroads and in other employer-employee agreements. But outright recognition of the union, similar to that now accorded the organization in certain Westinghouse plants in the United States, was the union's counter proposal.

Employer's Representations.—

Replying to the union's claim of having a majority of plant employees in its membership, the company considered it doubtful if more than 500 *bona fide* employees of the company were members of the union out of a total working force of 4,200.

The company executives were emphatic in their refusal to meet representatives of an organization affiliated with the C.I.O., but they were quite prepared to meet a committee of their own employees. In this decision the company executives were supported by the directors.

Recommendation.—

The Commissioner reported that from the evidence it would appear that the union did not represent a majority of the plant employees and made no recommendation that a Board be established. At the time of publication, it was reported that the employees had decided to take a strike vote.

CASE NO. 2—UNITED ELECTRICAL RADIO AND MACHINE WORKERS OF AMERICA (LOCAL 507)—EMPLOYEES AT THE LANSDOWNE AVENUE (DAVENPORT) AND WARD STREET PLANTS OF THE CANADIAN GENERAL ELECTRIC COMPANY, TORONTO.

This dispute closely paralleled that dealt with in Case No. 1. Proceedings were conducted from June 17-20 by the chairman of the Commission, who was again accompanied by Mr. McCullagh. The union was represented by C. S. Jackson, vice-president, and by Harry Peace, and H. Reece, shop stewards at the two plants of the company. The company was represented by Messrs. White and McFarlane, vice-presidents. Approximately* 1,200 employees are engaged in the two plants of this company.

Employees' Representations.—

As in the previous case, the union claimed to represent a majority of the plant employees and also were reluctant to have such a claim supported by an examination of the records, although not averse to a secret ballot to determine the question of union representation in any wage negotiations. Their committee considered the recent strike was sufficient *prima facie* evidence as to the desire of the employees for a collective agreement with the company.

The point was raised with respect to the men being charged before the courts with offences arising out of the recent strike and whether any representation could be made with reference to the matter.

It was pointed out to them that it was purely a question for the Department of Justice and the Attorney General of the Province, and the Commission had no discretion in the matter, that any strike, whether by a majority or minority of the employees con-

* In cases 2, 3, 5, 6, 7, 10, 11, 12, 14, 15, 16, and 17, the figures given to the Commission as to the number of employees involved in the dispute do not correspond with the number contained in the Board application.

cerned in any war industry was illegal unless the matter in dispute had been dealt with in conformity with the provisions of the Industrial Disputes Investigation Act.

Representations were also made on behalf of the International Moulders Union with reference to their request to the company for 15 cents per hour increase in wages. The moulders' delegation was composed of Mr. M. Marks, second vice-president of the union, and Mr. Mowray, local representative. It was made quite clear that they were not a party to the Board application submitted by the United Electrical Radio and Machine Workers of America, and that they desired only to conduct negotiations on behalf of the foundry employees, numbering some 150, of whom at present they claim to have 65 members in their union. They pointed out that their request with regard to wages was an effort to standardize the present wages in the shop (which run from 55 cents to 75 cents per hour) at the rate of 80 cents per hour.

Employer's Representations

The representatives of the company did not challenge the union claims to represent the majority of the employees in the Lansdowne plant, but felt there was some doubt as to the majority representation in the other plant. They expressed a preference to meet a committee of plant employees rather than a committee of the union.

The company representatives also expressed the opinion that any decision they might make would be influenced by the existing situation in the Canadian Westinghouse Company at Hamilton, and they would not agree to make a final decision on the question of meeting the union committee or be prepared to agree to the establishment of a Board of Conciliation without first consulting the Canadian Westinghouse Company.

It was agreed that the Commissioner should explore the situation at the Canadian Westinghouse Company and arrange for a meeting to be held in Hamilton the following afternoon.

As arranged, further conversations were held in Hamilton on June 20. The company representatives stated they thought that the matter should be settled by the establishment by the Minister of a Board of Conciliation and that they were prepared to co-operate in such a procedure providing the rights of the minority groups in the plant who may be affiliated with the A.F.L. organization be protected. Moulders, pattern makers, boilermakers and welders, and platers and polishers were mentioned in this connection.

31546—5½

The vice-president of the Canadian General Electric considered that no useful purpose would be served by meeting with the union committee prior to the establishment of a Board.

Recommendation

The Commissioner recommended that a Board be established under the Industrial Disputes Investigation Act to deal specifically with the dispute existing between the Canadian General Electric Company, Limited, and the workers engaged in the Lansdowne Avenue (Davenport) Works and the Ward Street Works, Toronto, represented by the United Electrical Radio and Machine Workers of America.

Accordingly, a Board has now been established (see page 875 in this issue).

Case No. 3—United Electrical Radio and Machine Workers of America and C. A. Dunham Company, Limited, Toronto.

Proceedings in this case were conducted on June 19 before Humphrey Mitchell, chairman of the Commission, who was accompanied by J. S. McCullagh, of the conciliation staff of the Department. The employees were represented by C. S. Jackson, and the company by A. J. Dickey, vice-president and general manager, E. Eige, factory manager, and A. Calwin, secretary and legal adviser. About 70 employees were directly affected by the dispute.

In this case, which chiefly concerned a question of an employee being discharged allegedly because of union activity, a strike had been called at a meeting attended by about 50 per cent of the working force. No evidence was submitted by the union that the necessary three days' notice of this meeting was given. It was admitted by the union representative that no effort had been made to negotiate directly with the company—another necessary step before application for a Board can be made under the provisions of the Industrial Disputes Investigation Act.

With respect to the allegation contained in the Board application that a tool-maker (who was also a shop steward) had been discharged for union activity, the union representative was unable to support the charge.

On its part, the company, in refuting the allegation of discrimination, detailed the employment history of the tool-maker involved; stated that he was laid off only because of insufficient work; and that in laying him off the factory manager was not aware that the employee had any connection with a union.

The company further alleged that the union made no attempt to present the terms of the

dispute as contained in the union's application for a Board. The vice-president agreed to meet the union representatives but wished to be satisfied as to their authority to speak for the employees.

Under the circumstances, the Commissioner did not consider the immediate establishment of a Board was necessary.

CASE NO. 4—CANADIAN TUBE AND STEEL PRODUCTS LIMITED AND EMPLOYEES, STATED TO BE MEMBERS OF THE STEEL WORKERS ORGANIZING COMMITTEE.

At this plant a strike had occurred on June 2 contrary to the provisions of the Industrial Disputes Investigation Act. The commissioner, Humphrey Mitchell, proceeded to Montreal accompanied by J. S. McCullagh, of the Department's Conciliation staff, and arranged meetings with Alan C. Wright, field representative of the Steel Workers Organizing Committee, and with Dr. Milton Horsey, president of the company. Approximately 1,100 employees were involved.

The representative of the S.W.O.C. stated there had been a "spontaneous strike" in the plant on June 2, but upon his representations the strikers had resumed work on June 5. He also stated that he had been unable to secure a meeting with the company president in order to discuss the possibility of securing a collective agreement embodying recognition of the union.

The company president, Dr. Horsey, stated that the company was quite willing to discuss grievances with its employees; that meetings along these lines were in progress; that the company had no objection to its employees being members of any union; but that the company was not prepared to meet officers of a union other than that of its own employees. He considered that the present arrangements of the company in dealing with its employees appeared to be satisfactory, but if a Board of Conciliation were applied for, he thought the union medium should be determined by secret ballot.

The commissioner advised that on the evidence submitted there did not appear to be a request by the employer, the employees, or the union for the immediate establishment of a Board, and until such time as evidence is forthcoming that this is the intent of either parties there was no further action required.

CASE NO. 5—PECK ROLLING MILLS LIMITED, MONTREAL, AND EMPLOYEES, STATED TO BE MEMBERS OF THE STEEL WORKERS ORGANIZING COMMITTEE.

In this case discrimination against members of the union involved in the recent strike was alleged by the union representative, Alan Wright, in proceedings before Commissioner Humphrey Mitchell on June 25 and 26. Approximately 350 employees were involved. The union representative submitted the names of twenty employees who participated in the strike and against whom it was alleged discrimination was being continued in that these men had not been re-employed. There was also criticism, stated the union representative, over the delay in reconvening the Board of Conciliation which had been dealing with a dispute between the company and the union.

The company stated that the failure to re-engage the twenty employees was because they had not filed new applications for employment as had been required of all striking employees, or that the mill had not reached the stage of production that would permit their absorption in the plant.

Assurance was given that these men would be engaged before any other men were taken on, provided they filed applications for employment, and it was agreed further to do everything possible to facilitate their re-employment in the near future.

With respect to the delay in the reconvening of the Board of Conciliation, the company stated that Mr. L. A. Forsyth had been engaged during the past nine months as counsel for the Imperial Tobacco Company in the case of alleged combines in the province of Alberta, and it was hoped that he would be back in Montreal in time to permit the reconvening of the Board by July 25.

Replying to a suggestion by the Commissioner that the company appoint a substitute to the Board in order to facilitate matters, the company's representative stated that since Mr. Forsyth had a complete understanding of the background of the case, his continuance on the Board was desired.

The commissioner reported that the question of good faith on the part of the company in re-hiring the men would be measured by its action in implementing its undertaking to put them back to work as soon as possible, thus eliminating the charge of discrimination. It was recommended that the Board be re-convened as soon as Mr. Forsyth returned.

It is expected that the Board will be reconvened shortly.

CASE NO. 6—ORNAMENTAL IRON AND BRONZE MANUFACTURERS AND CONTRACTORS, INC., MONTREAL, AND EMPLOYEES, STATED TO BE MEMBERS OF THE STEEL WORKERS ORGANIZING COMMITTEE.

Involving approximately 320 employees in this section of the Montreal Builders Exchange, this dispute was the aftermath of a strike on

June 2, contrary to the provisions of the I.D.I. Act.

In presenting the employees case, Alan C. Wright, field organizer of the S.W.O.C., stated the workers demanded a union agreement and a general increase to all classes (comprising mechanics, fitters and helpers) of 10 cents per hour. He added that this was the policy of the S.W.O.C. wherever negotiations are proceeding in the steel industry.

The Commissioner pointed out, however, that any wage settlement would have to be in conformity with the provisions of P.C. 7440; that the highest rate for these classes in the 1926-29 period was 80 cents, 70 cents, and 55 cents; that in conformity with Sections 4 and 5 of Order in Council P.C. 7440 these rates could not be exceeded; and that the suggestion of a straight 10 cents per hour increase for all workers could not be entertained as it would involve exceeding the maximum.

After some discussion, the following formula for settlement was accepted by the company's representatives:—

"In conformity with P.C. 7440 the present basic rates can be increased by 5 per cent plus a cost of living bonus based on the difference between the index figure for August, 1939 (100·8), and May, 1941 (109·4), that is 8·6 per cent.

On the basis of 25 cents per week for each one point increase, the bonus would amount to slightly over $2, but to take care of future increases, assuming a one year agreement, it is suggested that the bonus be fixed on a 10 per cent basis, that is $2.50 per week.

Adjustments would, therefore, be as follows:—

	Present Cents	Basic Rate increase Cents	Bonus Cents	Total Cents
Mechs	70	3½	5½	79
Fitters ...	60	3	5½	68
Helpers....	50	2½	5½	58

A further 5 per cent increase on basic rates could be given one year from now as well as a further bonus if the cost of living had increased 5 per cent."

The recommendation of the Commissioner was that as the employers were quite prepared to accept this proposed settlement, and since it was also being recommended to the employees by the union representative, there was no necessity for the appointment of a Board of Conciliation.

The men resumed work on the basis of the above proposal.

CASE NO. 7—FAIRCHILD COMPANY LIMITED, NOORDHUYM, AND VICKERS LIMITED, AND MONTREAL AIRCRAFT LODGE NO. 712, INTERNATIONAL ASSOCIATION OF MACHINISTS.

This dispute, involving approximately 4,200 employees, concerned wages and working conditions. The Commissioner, Humphrey Mitchell, accompanied by J. S. McCullagh, of the Department of Labour, arranged meetings on June 25 and 26 with the representatives of the parties in dispute, viz.—A. Villeneuve, Recording Secretary of Aircraft Lodge 712, International Association of Machinists; R. B. C. Noordhuym of Noordhuym, Limited, H. W. Vanderlipp of Fairchild Limited, and R. W. McLagen of Vickers, Limited, of the three companies affected, and A. L. Jude of Canada Car and Foundry, Limited.

A deadlock had been reached in the direct negotiations between the union and the companies. The union after some difficulty with one of the companies was proceeding to take a strike vote preliminary to applying for a Board in accordance with Section 16 of the Industrial Disputes Investigaiton Act. At this juncture the Commissioner arrived on the scene and pointed out that he (the Commissioner) had authority to recommend the establishment of a Board of Conciliation without the formality of a strike vote, but the union representative stated that arrangements were too far advanced to call it off.

The companies representative said that difficulty was experienced in negotiating with the union's committee in that they were not empowered to make a settlement without first referring the various points to the membership for approval or otherwise.

It was claimed that this resulted in undue delay and was a factor in preventing adjustment of some of the points in dispute.

It was explained that this is normal union practice and would be difficult to overcome.

The proposal contained in the union agreement as submitted and the company's counter proposal had been considered very carefully by the two parties but, notwithstanding this, failure to reach an agreement still persisted in connection with 11 points which were as follows:—

(1) 44 hour week;
(2) Overtime after 8 hours;
(3) Holiday for St. Jean Baptiste day;
(4) Equal pay for female workers;
(5) 5 cents per hour flat rate increase;
(6) Closed shop agreement;
(7) Refusal of committee to abide by terms of P.C. 7440;
(8) Increase of 10 cents per hour flat rate for night shift workers;
(9) Refusal to accept as binding agreements reached between company and shop committees;
(10) Vacations with pay;
(11) Terminal agreements, i.e., for duration of war.

Since both the companies and the union representatives expressed a desire to facilitate

the appointment of a Board of Conciliation, the Commissioner recommended that such a Board be established at the earliest possible date to deal with the questions at issue.

This Board has since been established.

CASE NO. 8—INTERNATIONAL BROTHERHOOD OF PAINTERS (TORONTO) AND MASTER PAINTERS ASSOCIATION.

This dispute, involving about 700 employees, was first dealt with by the National Joint Conference Board of the Construction Industry (see page 939 of this issue), and the Commissioner, Humphrey Mitchell, before whom the proceedings were conducted on June 19, pointed out to the Master Painters that arbitration machinery was set up by the National Joint Conference of the Building and Construction Industry held in Ottawa on February 10, 11, and 12, 1941, for the purpose of providing self government for the industry covering the whole Dominion, and that the decisions of the conference had been reasonably effective in that this was the first dispute where a strike had taken place since the setting up of the machinery for efficient control.

The decision of the Joint Conference Board was that, effective June 1, 1941, the rate for painters in the city of Toronto should be 82½ cents per hour; and effective September 1, the rate would be 85 cents per hour.

The employers, representing the larger contractors in Toronto, stated that if they accepted the award, many smaller contractors, not members of their organization, would have a distinct competitive advantage.

The opinion was expressed that all contractors should be registered and that the trade in the city of Toronto should be governed and regulated by the Industrial Standards Act for the Province of Ontario.

It was pointed out by the Commissioner that the registration of painting contractors would become effective with the establishment of Unemployment Insurance beginning July 1, 1941.

After a lengthy discussion it was decided to submit the same award as was made by the National Joint Conference Board provided the trade is brought within the jurisdiction of the Ontario Industrial Standards Act.

A joint delegation with this objective was to bring this matter to the attention of the Hon. Peter Heenan, Minister of Labour for Ontario, and it is assumed that a settlement has been made on this basis as the Ontario Department of Labour requested information on the negotiations.

CASE NO. 9—WHITBY MALLEABLE IRON AND BRASS COMPANY LIMITED AND CERTAIN OF ITS EMPLOYEES.

This dispute, involving approximately 150 employees, was investigated by Commissioners Humphrey Mitchell and George Hodge on July 16.

The company was represented by its president, Samuel Trees, and employees by H. J. Paget, District Director, and M. J. Fenwick, Business Agent, Steel Workers Organizing Committee.

An agreement having been concluded between the parties in dispute the establishment of a Board of Conciliation was not necessary. The terms of the agreement were as follows:

1. This agreement shall not apply to the company's foremen or office staff.

2. As the Canadian Government from time to time fixes the cost of living bonus, the company shall pay to each of its employees as a bonus in addition to wages such sum as shall from time to time be fixed by the Government as such cost of living bonus.

3. The company shall give each of its employees in each year of the employment a week's holiday with pay.

4. The hours of work scale for the company's employees shall be forty-five hours a week and if the company's employees are required to work overtime, the company shall pay them time and a half for such overtime.

5. The company shall discuss with the above mentioned representatives of the employees from time to time all matters of mutual concern to the company and its employees.

6. The company shall not discriminate in any way against union employees.

7. The company shall, other things being equal, observe seniority both in lay-off and re-employment; and all employees who enlist or are called into the Armed Forces shall retain their seniority for the period of their service and shall if fit for work be rehired or re-engaged at the conclusion of such Military Service.

8. The employees may from time to time substitute for any of the above mentioned representatives of the employees another of the company's employees acceptable to the company, and shall do so whenever any of the above mentioned representatives ceases to be in the company employment.

9. This contract to be in force for one year by mutual consent.

CASE NO. 10—ST. LAWRENCE ALLOYS AND METALS LIMITED, BEAUHARNOIS, QUEBEC, AND CERTAIN OF ITS EMPLOYEES.

An application made by the employees for a Board of Conciliation was withdrawn following employer and employee conferences on July 17 and 22 before Commissioners Humphrey Mitchell (chairman), George Hodge and Gilbert Jackson.

The employees, approximately 600 of whom were involved, were represented by Messrs. Medard Sauve, E. Lamoureux, Armand Bour-

cier, Henri Dion and Pierre Lefebvre, while the company was represented by its vice-president, Robert Turnbull.

The agreement signed by both parties provides:

That in lieu of the bonus now being paid quarterly by the company which will be continued to June 30, 1941, a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440, as amended by P.C. 4643, to be paid currently in each pay period, will be made effective July 1, 1941, the first application of this bonus to be determined and calculated on the basis of the cost of living index in January, 1940, when the index stood at 103·8, to June, 1941, when the index reached 110·5, an increase of 6·5 per cent. This will result in a cost of living bonus of $1.63 per week to be applied subject to the provisions of subsection (iv) of Clause 5 of P.C. 4643.

The agreement between the company and the employees negotiated pursuant to this undertaking will remain in effect for six months and thereafter subject to thirty (30) days' notice from the company or the employees to the other of their desire for a revision of it.

Case No. 11—Hobbs Glass Limited, London, Ont., and Certain of its Employees.

Proceedings in this dispute, involving approximately 200 employees, were conducted before the three Commissioners—Messrs. Humphrey Mitchell, chairman, George Hodge and Gilbert Jackson.

The employees were represented by Messrs. Howard Priestman, Chris Jones, A. Jones, Charles Noyes, and George Burt, Director, Region No. 7, United Automobile Workers of America, affiliated with the Congress of Industrial Organizations.

The company was represented by Mr. L. W. Sipherd, Assistant to the President of the company. During the conferences, Messrs. G. Nightingale and W. Liley were also in attendance at the request of the representative of the company. On July 22, 1941, in the City of Montreal, the Commission also conferred with the President of the company, Mr. C. F. Wood.

Pursuant to an understanding arrived at between the Commission and the representatives of the company and of the employees, an undertaking was concluded, as a result of which the application for a Board of Conciliation and Investigation was withdrawn by the employees.

The undertaking provides that—

(1) All employees who were laid off on 17th June, 1941, who have not already been re-engaged will, without discrimination, be re-employed in the classification and at the rates of pay in which they were engaged at the time of the layoff; and under conditions ordinarily applicable to such employment; provided that applications for re-employment shall be made in person not later than 31st July, 1941.

(2) On or after 31st July, 1941, but not later than 7th August, 1941, each employee, exclusive of office employees, foremen, superintendents, or other confidential employees, will be permitted to participate in a secret ballot, to be supervised as may be mutually arranged between the company and the employees, when such employees as desire to vote shall write on a blank ballot the names of up to five employees to act as a committee of employees to negotiate with the Company in respect to their rates of pay and working conditions, the five employees receiving the highest number of votes to constitute the committee, and elect their own Chairman and Secretary to so act until otherwise arranged by general action of the employees.

Cases No. 12 and 13—Canadian Cottons Limited (Cornwall and Hamilton Mills) and Certain of its Employees.

This dispute, involving approximately 2,300 employees (1,450 in the Cornwall mill and 850 in the Hamilton mill) was investigated by Commissioners Humphrey Mitchell (chairman), George Hodge and Gilbert Jackson. Preliminary investigation was made at the Hamilton mill on July 15 and 16 following a local strike there. Between July 21 and 23 conferences were held in Montreal with representatives of the company and of the employees of both the Cornwall and Hamilton mills.

The employees were represented by Messrs. Leo Samson, Emile Lamoureux, A. Lanthier, Rene Menard, and Napoleon Caron, for the Cornwall employees; and by N. Whitehead, R. G. Thomas, and Mrs. E. Cooper, for the Hamilton employees. J. Rene Laframboise, President of the United Textile Workers of Canada, was also present.

The Company was represented by R. G. Tolmie and W. V. Boyd, respectively President and General Manager of the Company.

Following an understanding arrived at between the Commissioner and representatives of both parties an undertaking was concluded. It provided:

The undertaking provides:

(1) The Company will enter into an agreement with its employees that the rates of pay and that the bonuses of ten per cent (10%) in the aggregate announced on October 23, 1939, and January 25, 1940, will continue to be paid, and effective July 1, 1941, a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440, as amended by Order in Council P.C. 4643, will be paid currently in each pay period, the first application of this bonus to be determined and calculated on the basis of the cost of living index in February 1940 when the index stood at 103·8 to June 1941 when the index reached 110·5, an increase of 6·5 per cent. This will result in a cost of living bonus of $1.63 per week for full-time workers and a proportionate bonus for part-time workers to be applied subject to the provisions of subsection (iv) of clause 5 of Order in Council P.C. 4643.

(2) The agreement between the Company and the Employees, negotiated pursuant to this undertaking, will continue in effect in accordance with the terms of existing general agreement between the Company and Employees.

The above undertaking was approved by employees of the Cornwall mills who withdrew their application for a Board. It was also approved by the employees' representatives of the Hamilton mill but the application for a Board was not withdrawn.

CASE No. 14.—CANADIAN POTTERIES LIMITED, SAINT JOHNS, QUEBEC, AND CERTAIN OF ITS EMPLOYEES.

In this dispute, involving about 160 employees, the Commissioners—Messrs. Humphrey Mitchell (chairman), George Hodge and Gilbert Jackson—approved of the action of the company in agreeing to undertake the granting of a wartime cost of living bonus as embodied in P.C. 7440, but the employees refused and demanded a Board of Conciliation.

The employees were represented by Messrs. Jean Arsenault, Frank Deneau, Joe Hemmings, Lynwood Kruse, and Leo Gauthier, while the company was represented at different interviews by Mr. A. J. Burgner, Manager of the Company, and Mr. G. R. Gustin, Factory Superintendent of Crane Limited, with which Canadian Potteries Limited is affiliated.

The following paragraphs from the Commission's report indicate the course of the proceedings:

The facts submitted to the Commission indicated that the rates of pay of the employees of the Company are higher than any rates previously paid by the Company, and include a bonus of five per cent (5%) on the wages paid quarterly from July 1940, this bonus having been increased to seven per cent (7%) from October 1, 1940, the basic rates of pay in effect in August 1939 having been also advanced in June 1940 by an average increase of six per cent (6%).

The application for the establishment of a Board of Conciliation and Investigation stated that the nature and cause of dispute was a general demand to the Company for an agreement with their "local union of the National Brotherhood of Operative Potteries", the employees specific demands being as follows:

"Better general working conditions and health improvement.

One week vacation with pay.

A 10 per cent general increase in wages.

General recognition of the local union".

It was made evident to the Commission that the company was not prepared to enter into an agreement with the union as such, but after a number of discussions the representatives of the Company eventually expressed their willingness to enter into an agreement to be negotiated between Mr. A. J. Burgner, on behalf of the Company, and a Committee of Employees, consisting of Messrs. Jean Arsenault, Frank Deneau, Joe Hemmings, Lynwood Kruse, and Leo Gauthier, these employees being the committee appointed by the union to negotiate with the Company.

The Company also expressed its willingness that among other conditions to be provided for in the contemplated agreement, and in addition to the seven per cent (7%) wage bonus already being paid by the Company as indicated, it would "make effective for the employees a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440, as amended by Order in Council P.C. 4643, to be paid currently in each pay period, the first application of this bonus to be determined and calculated on the basis of the cost of living index in September 1940 when the index stood at 106·4, and this cost of living bonus to be applied subject to the provisions of subsection (iv) of clause 5 of Order in Council P.C. 4643".

The Company also undertook to include in such agreement provisions for the consideration of one-week annual vacation with pay when conditions would permit, as well as to provide for consideration of conditions affecting the health of employees on representations of the Committee of Employees.

All these conditions were provided for in an undertaking which Canadian Potteries Limited gave to the Industrial Disputes Inquiry Commission over the signature of its Manager, Mr. A. J. Burgner.

The Members of the Industrial Disputes Inquiry Commission are of the opinion that the Company's undertaking in respect to the application of a wartime cost of living bonus to the rates at present being paid to the Company's employees, including the seven per cent (7%) bonus on wages paid quarterly, conforms fully with "Canada's Wartime Wages Policy" as declared in and by Orders in Council.

Having regard to this fact and to the conditions which the Company stated its willingness to include in an agreement to be negotiated to govern rates of pay and working conditions of its employees, the Commission urged upon the representatives of the employees the acceptance of the Company's undertaking and consequently a declaration of the willingness of the employees to withdraw the application for the establishment of a Board of Conciliation and Investigation.

Following a general meeting of the employees on July 24, the Commission received the following telegram signed by Leo Gauthier, secretary of the employees' committee:

"This is to inform you that the agreement has been refused. We have notified the Minister of Labour that we demand the Arbitration Board."

The commission again endeavoured to induce the employees' representatives to withdraw their application for a Board and negotiate an agreement with the company.

Up to the time of going to press, the employees, while they had not withdrawn their application for a Board, were still working.

Case No. 15—Deloro Mining and Smelting Company, Deloro, Ontario, and Certain of its Employees.

Application for a Board of Conciliation was withdrawn in this dispute, involving approximately 320 workers, following an understanding reached by the Commission and the representatives of the company and the employees. The three Commissioners jointly conducted the inquiry, the employees being represented by Messrs. A. Niblet and C. N. Tandy, while the company representatives were J. A. O'Brien, R. A. Elliott, and A. V. Yates, respectively president, general manager, and secretary-treasurer.

The undertaking provides that:—

1. The Company will enter into a signed agreement to be negotiated by Mr. J. A. O'Brien, President, Mr. R. A. Elliott, General Manager, and Mr. A. V. Yates, Secretary-Treasurer, on behalf of the Company, and a Committee consisting of five employees to be elected to represent the plant employees of the Company.

An election for the purpose of electing a Committee of Employees will be held not later than August 16, 1941, under the supervision of an Officer of the Department of Labour of Canada. Each employee of the Company's plant, exclusive of office employees and foremen, will be permitted to participate in a secret ballot, when such employees as desire to vote shall write on a blank ballot the names of five plant employees to act as a Committee of Employees to negotiate with the Company in respect to their rates of pay and working conditions, the five employees receiving the highest number of votes to constitute the Committee, and elect their own Chairman and Secretary to so act until otherwise arranged by general action of the employees. Any ballot containing the names of less than five employees or more than five employees will be declared null and void.

2. When the Committee of Employees, elected as provided for in clause one, has been constituted, the Company's representatives and the Committee of Employees so elected will proceed without any undue delay to negotiate the terms of the agreement to govern the rates of pay and working conditions of the Company's plant employees.

3. The so called "goodwill bonus" of ten percent (10%) on earnings of the plant employees, paid semi-annually from January 1, 1940, to June 30, 1941, will be restored effective August 1, 1941, payable quarterly.

4. The agreement, to be entered into between the Company and the Committee of Employees, will provide for the continuation of the "goodwill bonus" as stated, and effective August 1, 1941, in lieu of the wartime cost of living bonus paid since July 1, 1941, a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440, as amended by Order in Council P.C. 4643, will be paid currently in each pay period, the first application of this cost of living bonus to be determined and calculated on the basis of the cost of living index in December 1939, when the index stood at 103·8, to June 1941, when the index reached 110·5, an increase of 6·5%. This will result in a wartime cost of living bonus of One Dollar and Sixty Three Cents ($1.63) per week for full-time workers and a proportionate bonus for part-time workers to be applied subject to the provisions of subsection (iv) of clause 5 of Order in Council P.C. 4643 on payroll wages, exclusive of the so called "goodwill" bonus.

5. The agreement between the Company and the Committee of its employees, negotiated pursuant to this undertaking, will remain in effect for one year and thereafter subject to 30 days notice from the Company or the Employees to the other of their desire for a revision of it.

Case No. 16—Morton Engineering and Dry Dock Company Limited, and Certain of Its Employees.

This dispute, involving approximately 800 employees, followed practically the same course as Case No. 14, and the three Commissioners (holding conferences in Quebec City on July 24 and 25) were confronted with practically a parallel situation.

The employees were represented by Messrs. John A. Charron, J. Wright, and J. P. Dickson, while the company was represented by R. W. Morton, Mr. Scott, and Bernard Devlin, respectively president, superintendent, and solicitor.

In view of the nature of this particular case, the following paragraphs are taken from the Commission's report:

The facts submitted to the Commission indicated that the rates of pay of the employees of the company are now higher than any rates previously paid by the Company and include a cost of living bonus of two cents per hour added to the rates of pay since May 5, 1941, and that the basic rates of pay in the area average higher than those in effect in the years 1926-29. Further inquiries indicated that the present rates of pay in the area are higher than those that prevailed in the shipbuilding industry during the later period of the last war and in the period of shipbuilding activity following it. It was also shown that increases in rates of pay have been applied in individual cases within classifications to advance them towards the maximum rates existing in each classification.

Notwithstanding that the prevailing rates of pay are higher than those that have prevailed at any previous time in the area, it developed that with the authority of the Department of Munitions and Supply an increase in rates of pay of five cents per hour had been made effective on June 24, 1941, in the G. T. Davie & Sons, and Davie Shipbuilding and Repairing Company shipbuilding plants, Lauzon, and as a result of proceedings before a Board of Conciliation and Investigation, an agreement has been made effective in the latter plant for the duration of the war on the basis of an increase of five cents per hour in the basic rates of pay plus a cost of living bonus in accordance with "Canada's Wartime Wages Policy", the increase of five cents per hour in the basic rates of pay being for the purpose of establishing generally fair and reasonable wage rate levels in that area pursuant to Orders in Council P.C. 7440 and 4643. The Commission understands that a similar agree-

ment was also made effective in the shipbuilding plant of G. T. Davie & Sons, Lauzon.

The application for the establishment of a Board of Conciliation and Investigation by the employees of the Company states that the nature and cause of dispute is a request for an agreement covering wages and working conditions. Copy of draft agreement was attached to the application for a Board which was submitted on behalf of the following organizations:

"Boilermakers and iron shipbuilding, members of local union 601, International Brotherhood of Boilermakers, Iron Shipbuilding, Welders and Helpers of America. Members of Lodge 1118, International Brotherhood of Electrical Workers, Members of Lodge 730, United Brotherhood of Carpenters and Joiners of America."

It further developed that the International Brotherhood of Electrical Workers and the United Brotherhood of Carpenters and Joiners of America had withdrawn from participation in the application for a Board of Conciliation and Investigation pursuant to the advice, as referred to in the telegram of July 25, 1941, from Mr. Gerald H. Brown, Assistant Deputy Minister of Labour, to the Chairman of the Industrial Disputes Inquiry Commission.

It was made evident to the Industrial Disputes Inquiry Commission that there was not any objection on the part of the Company to enter into an agreement with the Employees to govern wages and working conditions of its employees.

The increase of five cents per hour in the basic rates of pay, as heretofore mentioned, had been offered by the Company to its employees about the same time it was made effective in the other shipyards in the area, but had been declined by the employees of the Boiler Department of the Company.

In addition to this offered increase in basic rates of pay, the Company also expressed its willingness to give to the Industrial Disputes Inquiry Commission an undertaking to make effective a wartime cost of living bonus in accordance with the provisions of Orders in Council P.C. 7440 and 4643.

At a general meeting of the employees, the company's undertaking was discussed and rejected. Accordingly, the application for a Board has not been withdrawn.

CASE NO. 17—J. C. WILSON LIMITED, LACHUTE MILLS, AND CERTAIN OF THEIR EMPLOYEES.

Withdrawal of an application from the employees for a Board of Conciliation resulted from an understanding reached in this dispute (involving approximately 150 employees) when it was investigated by Commissioners Mitchell and Hodge in Lachute on July 29.

The employees were represented by Messrs. A Guenette, Leon Gibeault and Donat Williams. Mr. J. A. D'Aoust, vice-president of the International Brotherhood of Papermakers was also in attendance. The company was represented by J. C. Wilson and F. A. Brennian.

The undertaking provides that:

1. The Company will enter into an agreement to be negotiated by Mr. F. A. Brennian on behalf of the Company, and a Committee of the Employees, consisting of Messrs. Leon Gibeault, Anselme Guenette, and Donat Williams, or such other representative employees as may be appointed by the employees from time to time, on behalf of the employees (other than foremen and office staff), to govern rates of pay and working conditions.

2. Among other conditions of the agreement, to be negotiated as stated, it will be provided that in lieu of the cost of living bonus of five per cent (5%) now being paid by the Company, which will be continued to July 26, 1941, the Company will pay a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440, as amended by Order in Council P.C. 4643, effective from July 28, 1941, the first application of this wartime cost of living bonus to be made effective and to be determined and calculated on the basis of the cost of living index in August 1939, when the index stood at 100·8, to June 1941, when the index reached 110·5, an increase of 9·6 per cent. This will result in a wartime cost of living bonus of Two Dollars and Forty Cents ($2.40) per week for fulltime workers, and a proportionate wartime cost of living bonus to part-time workers, applicable subject to the provisions of subsection (iv) of clause 5 of Order in Council P.C. 4643.

3. The agreement between the Company and the Employees, to be negotiated pursuant to this undertaking, will remain in effect for one year and thereafter subject to thirty days (30) notice from the Company or the Employees to the other of their desire for a revision of it.

CASE NO. 18—LANGLEY MANUFACTURING COMPANY, VANCOUVER, B.C., AND CERTAIN OF ITS EMPLOYEES.

The Honourable Norman McLarty, Minister of Labour, referred to the Industrial Disputes Inquiry Commission the application for a Board of Conciliation, made, under date of June 18, 1941, by the Vancouver Metal Workers' Union, Local No. 2, for the establishment of a Board of Conciliation and Investigation in respect to the dispute with the Langley Manufacturing Company Limited, Vancouver, B.C.

Since the reference was made, the Commission has been informed that an agreement has been signed between the Langley Manufacturing Company Limited and its employees, and that no further action is necessary in the case on the part of the Commission.

PROCEEDINGS BEFORE NATIONAL JOINT CONFERENCE BOARD OF THE CONSTRUCTION INDUSTRY

PURSUANT to the decisions of the National Joint Conference of the Construction Industry held in Ottawa from February 10-12 (Labour Gazette, February, pages 117-124) when a National Joint Conference Board was established—as a "measure of efficient administration and practical control" to deal with matters with which the industry is concerned during the war—three cases have recently been dealt with by this body.

The National Joint Conference Board consists of nine representatives of employers and nine representatives of employees, the Chairman and secretary being the Chairman and secretary of the National Labour Supply Council, Messrs. A. J. Hills and Humphrey Mitchell, respectively.

Among the functions of the Board were the establishing of zone committees throughout the Dominion. These zone committees, composed of two representatives from each group, examine the necessity of any emergency request such as the extension of working hours, extra shifts, calls to other districts for additional men, and any other expedient. Without delay, it advises the interested parties of their findings as a basis for mutual agreement.

Since provincial labour regulations are contractual obligations in connection with all construction work, whether civil or war work, and since it is recognized that it may be found expedient in many instances to supersede or set aside certain of these provincial regulations in order to expedite war construction—the zone committees, when it is considered desirable, make representations to the provincial authorities to have these regulations suspended for the period of the war or for the period of the construction of any particular project

In areas where rates of wages are not established, the Department of Labour is requested to consult with the National Joint Board, to determine the rates of wages and conditions of employment before tenders are called or work undertaken by a Department of Government.

Since wage levels in effect throughout the Industry at the outbreak of war were generally accepted as fair and equitable it was agreed that adjustments in wage rates from that time forward, and until the conclusion of the war shall be based upon increases in the cost of living, provided, however, that where it can be established that wage rates in any locality were unduly low, provision shall first be made for an appropriate adjustment of rates by negotiation.

As a measure designed for the prevention of stoppages of work, the Joint National Conference (which established the Board) recommended the development of collective trade agreements between employers and employees in organized areas, and the inclusion of an arbitration clause in all such agreements.

It was decided that jurisdictional disputes should be settled by the machinery already set up for this purpose by the various organizations interested, but no stoppage of work would occur on war work while such dispute exists.

Summary of Cases

The following is a summary of the three cases dealt with by the Board up to August 10:

Case No. 1—International Union of Bricklayers, Masons and Plasterers (Local No. 7, Ottawa) and the Canadian Construction Association (Ottawa Branch).

This dispute, involving wage rates, was referred to the Board for adjustment on May 20. The Canadian Construction Association was represented by Hugh J. Graham and C. E. Crain, and the Bricklayers, Masons and Plasterers International Union was represented by F. W. Jackson.

After hearing the statements and allegations of both parties to the dispute, the Board rendered the following decision:

Effective June 1, 1941, the rate for bricklayers in the city of Ottawa shall be $1.05 per hour.

Effective October 1, 1941, the rate shall be $1.10 per hour.

Case No. 2—International Brotherhood of Painters (Toronto) and Master Painters Association of Toronto.

In this dispute, dealt with by the Board on May 20, the Master Painters Association was represented by Messrs. H. C. Dougall, R. A. Rawlinson, and W. J. Bavington. The International Brotherhood of Painters was represented by Messrs. Thomas Bell, John Andrew, and Edward Willard.

After hearing the statements and allegations of both parties to the dispute, the Board rendered the following decision:

Effective June 1, 1941, the rate for painters in the city of Toronto shall be 82½ cents per hour.

Effective September 1, 1941, the rate shall be 85 cents per hour.

This ruling contemplates the continuation of existing differentials.

(This case was subsequently referred to the Industrial Disputes Inquiry Commission—see page 934 in this issue.)

CASE NO. 3—UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS AND STEAM FITTERS OF THE UNITED STATES AND CANADA (LOCAL 67, HAMILTON) AND HAMILTON SOCIETY OF DOMESTIC, SANITARY AND HEATING ENGINEERS.

This dispute was dealt with by the Board on June 18. The Union was represented by J. W. Bruce and B. Docherty, and the employers by W. J. Clark and W. Gooderham. After hearing the representatives of both groups, and when it appeared possible for the parties to the dispute to reach a basis of agreement, the Board adjourned to enable the holding of direct negotiation between the parties.

Upon resumption of the meeting it was reported:

1. That conditional upon securing an agreement with the Hamilton Society of Domestic Sanitary and Heating Engineers for the maintenance of the forty-hour week for general purposes, it was agreed that the minimum rate of wages for all journeymen should be 95 cents per hour from July 1, 1941, and

2. That on and after December 1 and May 1 of each year for the duration of the war, upon it being established by figures furnished by the Federal Department of Labour that there is an increase in the cost of living, wages shall be adjusted to meet increases in the cost of living according to the figures furnished by the Federal Department of Labour and that these adjustments shall be based on rises in the preceding six months, and that any additional wage increases considered warranted shall take effect on the first of the following month, and

3. That conditions arising out of the war may make it necessary to give consideration to the terms of this agreement, and that upon application to the local joint conference board, such changes as are necessary to assist in the successful prosecution of the war will be brought about by the adjustment of working hours to meet any emergency, and

4. That the local joint conference board shall have power to permit such changes as in their judgment are necessary, and

5. That it is further agreed that on all war work the hours of labour which may be worked at straight time shall be established by the Zone Committee.

Decision.—The National Joint Conference Board of the Construction Industry decides that an agreement along the lines of (1) to (5) above should be completed by the parties to the dispute.

Immigration to Canada, January-June, 1941

According to a statistical bulletin issued by the Immigration Branch of the Department of Mines and Resources, 4,256 persons entered the Dominion during the six months' period ended June 30, 1941, as compared with 4,604 during the same period a year ago.

Decreases were recorded in all classifications with the exception of that of the United States in which there was an increase of 9.3 per cent in the number of Americans entering the Dominion, 2,958 in the period under review compared with 2,707 in the same period of 1940.

There were 1,074 persons who entered Canada from the British Isles, a decrease of 6.9 per cent when compared with 1,153 who entered during the same period of 1940. Northern European races accounted for 92 persons as compared with 170 in 1940, a decrease of 45·9 per cent. "Other races" accounted for 132, a decrease of 77 per cent compared with the 574 so classified in 1940.

Adult males entering Canada during the first six months of 1941 numbered 1,806, adult females 1,594, and children under eighteen made up 856 of the total of all immigrants.

Occupationally 119 males, 31 females and 33 children were listed in the farming class; the labouring class comprised 225 males, 14 females and 25 children; mechanics, 322 males, 90 females and 59 children; trading class, 217 males, 131 females and 55 children; mining class, 12 males, 1 female and 1 child; female domestic servants eighteen years of age and over numbered 254, and under eighteen years, 29, "other classes," males 911, females 1,073 and children 654.

Unemployment in Australia during the quarter ended June 30 reached the record low level of 5 per cent, including 1.8 per cent who were ill, according to a news report in the *New York Times*.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1941

THE following table shows the number of disputes, workers involved and time lost for July, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*July, 1941	29	21,860	48,572
*June, 1941	29	7,320	38,143
July, 1940	21	8,563	21,186

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While the number of strikes and lockouts in July was greater than in July of last year there was a considerable increase in the time loss and also in the number of workers involved, this last being chiefly due to a one-day stoppage by 9,500 coal miners in Nova Scotia. The more important disputes involved 4,500 workers in an aluminum plant at Arvida, P.Q., for four days, steel car plant employees producing munitions in Hamilton, Ont., and foundry workers at Brantford, Ont.

In July, 1940, the more important disputes involved salmon fishermen in British Columbia, coal miners at Glace Bay and Stellarton, N.S., and rubber workers at Guelph, Ont.

In June, 1941, there were no disputes involving over 1,000 workers but eight caused time loss of over 2,000 days, the important disputes being strikes of hosiery workers and electric apparatus workers at Toronto, button factory workers at Kitchener and Waterloo, Ont., coal miners at Sydney Mines, N.S., loggers at Cowichan Lake, B.C., steel rolling mill workers and steel products factory workers at Montreal, and hosiery workers at Owen Sound, Ont.

Four disputes, involving 682 employees, were carried over from June and 25 commenced during July. Among those carried over, one dispute was reported too late for inclusion in the tabular statement for June given in the July LABOUR GAZETTE. Of these 29 disputes, 22 were terminated during the month. Two resulted in favour of the employers involved, six in favour of the workers, six in compromise settlements, while eight were indefinite. At the end of the month, therefore, there were seven strikes or lockouts recorded as in progress, namely: Gold miners, Dawson, Yukon Territory; coal miners, Sydney Mines, N.S.; bakery drivers, Montreal, P.Q.; meat packing workers, Kitchener, Ont.; shoe lasters, Quebec, P.Q.; cotton factory workers and steel car factory workers, Hamilton, Ont.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to four disputes of this nature, namely: Hotel chambermaids, Montreal, P.Q., one employer, July 19, 1940, to September 15, 1940; taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940 to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940.

The dispute involving seamen, Great Lakes and St. Lawrence River, five employers, April 11-17, 1941, to May 31, 1941, which hitherto has been included in the above list was reported by the union to have been terminated July 5, 1941, the workers involved having returned to work or obtained employment elsewhere.

In connection with the strike of electric apparatus workers in Toronto from June 4 to June 13, fifteen workers were summonsed on charges of violating the provisions of the Industrial Disputes Investigation Act, five for striking and inciting others to strike, and ten for striking, before the dispute had been dealt with by a Board of Conciliation and Investigation, as stated in the LABOUR GAZETTE for July. On July 15, fourteen of these were fined $20 for each day on strike. It has been reported that notice of appeal has been given.

A strike of hosiery workers at London, Ont., on June 11, was not reported in time for inclusion in the LABOUR GAZETTE for July. Seventeen out of 46 employees ceased work to secure increases in wages, piece rates.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to July, 1941				
LOGGING—				
Loggers, Cowichan Lake, B.C.	2	300	1,200	Commenced June 19, 1941; for closed shop union agreement with seniority, etc.; terminated July 5; conciliation (provincial), work resumed pending reference to provincial Conciliation Commissioner; indefinite.
MINING, ETC.—				
Coal miners, Minto, N.B.	1	140	280	Commenced June 28, 1941; against employment of non-union miners; terminated July 2; conciliation (federal), work resumed pending settlement; indefinite.
MANUFACTURING—				
Rubber Products—				
Rubber factory workers, Oakville, Ont.	1	12	12	Commenced June 19, 1941; for increased wages; terminated July 2; replacement and return of workers; in favour of employer.
Textiles, Clothing, etc.—				
Hosiery factory workers, Mount Dennis (Toronto), Ont.	1	230	920	Commenced June 3, 1941; against employment of girls on certain machines; terminated July 5; conciliation (provincial); compromise.
(b) Strikes and Lockouts commencing during July, 1941				
MINING, ETC.—				
Coal miners, Chipman, N.B.	1	(a) 8	8	Commenced July 11; for changes in conditions for men wheeling coal; terminated July 11; negotiations; in favour of workers.
Coal miners, Glace Bay, Sydney Mines, etc., N.S.	12	9,500	9,500	Commenced July 15; in protest against union action *re* certain miners; terminated July 15; return of workers; indefinite.
Gold miners, Dawson, Yukon Territory.	1	600	2,400	Commenced July 28; for wage increase; unterminated.
Coal miners, Sydney Mines, N.S.	1	900	2,200	Commenced July 29; against suspension of two miners; unterminated.
MANUFACTURING—				
Vegetable Foods, etc.—				
Bakery drivers, Montreal, P.Q.	1	135	30	Commenced July 31; for closed shop union agreement with increased wages, etc.; unterminated.
Animal Foods—				
Meat packing workers, Kitchener, Ont.	1	300	600	Commenced July 30; for union agreement and wage increases; unterminated.
Boots and Shoes—				
Shoe factory workers, Barrie, Ont.	1	66	660	Commenced July 9; for increased wages; terminated July 19; conciliation (provincial); compromise.
Shoe factory workers, Montreal, P.Q.	1	30	60	Commenced July 29; for increased wages; terminated July 30; negotiations; in favour of workers.
Shoe lasters, Quebec P.Q.	1	20	20	Commenced July 31; for increased wages; unterminated.
Textiles, Clothing, etc.—				
Cotton factory workers, St. Gregoire de Montmorency, P.Q.	1	(b) 110	550	Commenced July 5; against changes in working conditions; terminated July 12; conciliation (federal), and reference to I.D.I. Board; indefinite.
Shirt factory laundry workers, Kitchener, Ont.	1	98	294	Commenced July 7; for increased wages and changes in working conditions; terminated July 9; conciliation (provincial); in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strike and Lockouts commencing during July, 1941				
Textiles, Clothing, etc.—Con.				
Cotton factory, spinners, etc., Hamilton, Ont.	1	(c) 32	48	Commenced July 14; for 10% wage increase; terminated July 15; conciliation (federal); compromise.
Textile factory workers (curtains), Cornwall, Ont.	1	78	52	Commenced July 29; *re* seniority in temporary assignment of work; terminated July 29; negotiations; indefinite (union agreement to be negotiated.
Cotton factory workers, Hamilton, Ont.	1	665	1,400	Commenced July 29; for the same cost of living bonus for all workers; unterminated.
Misc. Wood Products—				
Furniture factory workers, Southampton, Ont.	1	29	225	Commenced July 11; for union recognition; terminated July 19; return of workers and replacement (shop committee to be formed); in favour of employer.
Metal Products—				
Refrigeration equipment workers, Brantford, Ont.	1	165	430	Commenced July 17; against change in officials; terminated July 19; negotiations; in favour of workers (officials reinstated).
Aluminum plant workers, Arvida, P.Q.	1	4,500	18,000	Commenced July 24; for increased wages; terminated July 28; conciliation (federal), work resumed pending negotiations; indefinite.
Iron foundry workers, Brantford, Ont.	1	500	3,000	Commenced July 24; against temporary work for grinders at lower wages; terminated July 31; conciliation (federal); compromise.
Steel car factory workers, Hamilton, Ont.	1	1,500	4,500	Commenced July 28; for union agreement; unterminated.
CONSTRUCTION—				
Buildings, etc.—				
Construction workers, Arvida, P.Q.	1	(d)1,635	1,635	Commenced July 26; for increased wages; terminated July 26; conciliation (federal), and reference to I.D.I. Board; indefinite.
TRANSPORTATION—				
Steam Railways—				
Extra gang labourers, Truro, N.S.	1	90	45	Commenced July 22; for increased wages; terminated July 22; negotiations; compromise.
Extra gang labourers, Moncton, etc., N.B.	1	105	105	Commenced July 24; for increased wages; terminated July 24; negotiations; compromise.
Water Transportation—				
Longshoremen, Pictou, N.S.	1	52	18	Commenced July 24; *re* overtime and assignment of men; terminated July 24; work resumed pending settlement; indefinite.
TRADE—				
Dairy drivers, Toronto, Ont.	1	20	60	Commenced July 4; for union agreement, increased wages and shorter hours; terminated July 8; nogotiations; in favour of workers.
SERVICE—				
Business and Personal—				
Restaurant employees, Port Arthur, Ont.	8	40	320	Commenced July 17; for increased wages, union recognition and shorter hours; terminated July 25; conciliation (provincial and local); in favour of workers.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 80 indirectly affected. (c) 789 indirectly affected.
(b) 800 indirectly affected. (d) 478 indirectly affected.

Several of these were replaced and the remainder returned to work on the employer's terms after five days. The others obtained work elsewhere.

A strike of a number of employees in an establishment engaged on paper products and in printing at Toronto, Ont., on June 11, was not reported in time for inclusion in the LABOUR GAZETTE for July. Some of those involved belonged to the International Printing Pressmen and Assistants' Union. Work was resumed on June 16 when an agreement was made providing for a reduction in hours from 48 per week to 45 with certain increases in wages.

A minor dispute is reported to have involved 50 employees in an electric apparatus manufacturing establishment at Guelph, Ont., in a cessation of work for two hours on July 21 to secure increases in wages. A satisfactory adjustment was reported.

A minor dispute involved four coal miners at Glace Bay, N.S., on July 4 and 5. The men objected to instructions as to the erection of booms and the matter was taken up with the provincial mine inspector and work was resumed pending further proceedings.

A minor dispute involved six truck drivers and labourers engaged in gravelling a road on July 30 at Black Diamond, Alberta. An increase in wages was made and three men resumed work in a short time. The others were soon replaced.

A minor dispute involved about fifty employees in one department of a rubber factory at Bowmanville for one hour on July 10 owing to complaints against an official. Work was resumed when the official was transferred to another position.

A minor dispute involved eight workers in a rubber factory at Welland, Ont., on July 21 for a day. An increase in wages was sought and as a result of conciliation by an officer of the Department of Labour a bonus was arranged. Some resumed work in a short time.

A minor dispute involved five men in a foundry at Belleville, Ont., at noon on July 10. An increase in wages was sought and a cost of living bonus was agreed upon. Work was resumed the next morning.

Disputes by Industries

The following is a review of disputes by industries in which strikes and lockouts occurred during the month, giving particulars as to certain disputes in addition to the information given in the tabular statement.

MINING

The coal miners in one colliery at Minto, N.B., ceased work on June 28 in protest against the employment of two miners who refused to sign the check-off for union dues. There was an open shop agreement in force and the union sought an amendment providing for employment of union workers only. As a result of conciliation by a representative of the Department of Labour, work was resumed pending a settlement. It was reported later that a closed shop union agreement was signed.

Miners in all collieries in the Glace Bay district and two collieries north of Sydney Harbour ceased work on July 15 in protest against the action of union officials in citing for trial certain miners on charges of violating the union constitution by promoting conventions of delegates of locals to protest the action of the union executive in signing an agreement without having it approved by a referendum vote of the miners. The wage scale in the agreement was in accordance with the award of a tribunal established on the recommendation of a Board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, March 1941, pp. 231-236). The first convention passed a resolution that the members of the district executive should resign, and declared in favour of a strike in protest which then occurred from April 14 to April 21, involving 9,500 men and causing 42,000 days time loss. (LABOUR GAZETTE, May, 1941, pp. 537 and 539). The dispute with the district executive was referred to the international president of the union who appointed a commission to investigate. The action of the executive was approved and the conventions were declared unconstitutional. A "slow down" in production was then adopted by many of the contract miners, greatly reducing the output of coal. In July the Minister of Labour appealed to the miners to resume full operation as the supply of coal for munitions production and transportation might be seriously affected. On July 22, thirteen of those promoting the unconstitutional conventions were suspended from the union. The convention of local delegates then asked the Minister of Labour to hold a conference with representatives of the miners and operators. The Nova Scotia Minister of Mines investigated the dispute for several days and early in August the Minister of Labour proceeded to Nova Scotia.

The strike of miners at Sydney Mines was settled on August 3, the suspension of two miners to be referred to the Joint Board of Adjustment. The miners had left their work in protest against working conditions and had been suspended for six days.

The strike of gold miners in the Yukon Territory followed the refusal of the operating company to increase wages by $1 per day. As a result of conciliation by an official

of the Department of Labour early in August, it was agreed that work would be resumed on August 6 pending negotiations, the dispute to be referred to a Board under the Industrial Disputes Investigation Act if a settlement were not reached.

MANUFACTURING

Rubber Products.—In the rubber factory at Oakville twenty-two employees ceased work demanding increases in wages. Several returned on the next day and the others were reported to have been replaced in a short time.

Animal Foods.—The strike of meat packing workers at Kitchener, Ont., resulted from the failure of negotiations for an agreement following the report of a Board under the Industrial Disputes Investigation Act. Conciliation by the Labour Department did not result in a settlement until August. The Board report appears elsewhere in this issue.

Textiles, Clothing, etc.—The settlement of the strike of hosiery workers at Mount Dennis, Ont., in the vicinity of Toronto, resulted in a compromise as a result of conciliation by the Ontario Department of Labour. The employees objected to the employment of girls on certain machines, replacing men. It was arranged that girls engaged to replace men joining the forces would be employed for the duration of the war only. In connection with picketing, seven men were arrested, some being fined, some given suspended sentences and one was acquitted.

The strike of cotton factory workers at St. Gregoire de Montmorency, P.Q., near Quebec City, was terminated by an agreement to try out a new method of work and wage payment until the end of the month, previous earnings of employees being guaranteed in the meantime. A Board under the Industrial Disputes Investigation Act was to be applied for if conditions were not found to be satisfactory. An application for a Board was received in the Department early in August.

The strike of spinners, etc., in a cotton factory at Hamilton, Ont., on July 14 occurred after an application for a Board under the Industrial Disputes Investigation Act had been made as a result of a request for a ten per cent increase in wages. The Chairman of the Industrial Disputes Inquiry Commission advised the employees to resume work. An agreement was then reached providing for a bonus to cover the increase in the cost of living since February, 1940, when a ten per cent wage increase had been made.

On July 29, in the same factory, nearly all employees ceased work to obtain the same bonus for all employees, claiming that when the agreement was negotiated, it was understood that the bonus of $1.63 per week would be paid to all and not restricted to males over 21 years of age and females paid over 50 cents per hour, others to receive a bonus of only 6½ per cent of their wages. The management stated that the terms of the agreement were in accordance with the Order in Council of December 16, 1940, (P.C. 7440) as amended on June 27, 1941 (P.C. 4643).

Metal Products.—A stoppage of work at the aluminum refinery at Arvida, P.Q., occurred on July 24. The employing company has had an agreement with the National Catholic Union since 1937. A revision of the wage scale with certain increases had been made in September, 1939, and further increases in wages had been made in October, 1940, to meet the increase in the cost of living. A cost of living bonus with certain adjustments in wage rates was under consideration by the management and the union officials. However, a number of men in the "pot room" stopped work on July 24 and remained in the plant until July 27. As union officials were reported to have had no knowledge that such action might be taken, it was suspected that the trouble was fomented by enemy agents, and the Royal Canadian Mounted Police investigated. A conciliation officer of the Department of Labour went to Arvida by airplane to inquire into the dispute. Companies of soldiers were placed about the plant. On July 28, a meeting of the employees voted to continue the strike but on the following day on the advice of union officials voted to resume work. It was explained that the union would resume negotiations as to wages and working conditions with the assistance of Dominion Government officials and that the dispute if not settled would be referred to a Board under the Industrial Disputes Investigation Act. The potmen were reported to be asking for an increase in wages to $1.00 per hour, their existing rate being 49 and 51 cents plus a production bonus which normally brought their earnings up to about 65 cents per hour. The strike of construction workers on an addition to the plant on July 26 was reported to be in sympathy with the aluminum plant workers but it was ascertained later to be for an increase in wages of five cents per hour. A Board under the Industrial Disputes Investigation Act was applied for by these workers in August. An Order in Council providing that the Minister of Munitions and Supply may requisition military forces for the protection of factories, works, etc., on war work is given elsewhere in this issue. On August 15 the Minister of Justice announced the appointment of Mr. Justice S. Letourneau

and Mr. Justice W. L. Bond of the Quebec Court of King's Bench as a Royal Commission to investigate the strike.

The strike of steel car factory workers at Hamilton engaged on munitions work on July 28 followed a report by a Board under the Industrial Disputes Investigation Act. A two-day strike had occurred on April 27 when the management had failed to comply with an interim report of the Board recommending that the local president of the Steel Workers' Organizing Committee should be reinstated and that a vote of the employees should be taken to ascertain how many of the employees wished to be represented by the union. The Government then appointed an official of the Department of Munitions and Supply as Controller of the plant and the vote taken showed a substantial majority in favour of the union. A further report of the Board, with a minority report, appears elsewhere in this issue. The Controller agreed to discuss wages and working conditions with a union committee but stated that as a government official he could not sign an agreement. The committee met the Deputy Controller but as he had no authority to enter into an agreement, the union officials demanded that the Controller should meet them to negotiate and sign a union agreement. A strike vote was then taken. The strike call was made effective at 11 p.m. July 28. Work was carried on in the plant by a considerable proportion of the employees and there were no disturbances except that a striker was arrested on charges of assaulting and obstructing a police officer when his registration card was required to be shown. Following conferences of union officials with members of the Government, it was arranged that the strike would be called off on August 1, and that the Chief Conciliation Officer of the Department of Labour, the Director General of Labour Relations in the Department of Munitions and Supply, and the Controller of the plant would meet the union committee on August 5 to arrange a settlement of the dispute. Owing to a change in shifts the plant was not reopened on August 2, but work was resumed on August 3. As a result of the conference regulations were drawn up and posted as to working conditions and provision was made that the management would deal with individuals or with any committee of an employee's choice.

TRANSPORTATION

The extra gang labourers at Truro, N.S. and Moncton, N.B., a class not covered in the railway agreements, sought an increase in wages from 30 cents per hour to 40 cents but an increase to 35 cents was made.

TRADE

The strike of bakery drivers in Montreal for a union agreement was terminated on August 4, a closed shop agreement being signed, the wage scale to be arbitrated.

SERVICE

The strike of restaurant employees at Port Arthur, Ont., followed the failure of the proprietors to negotiate an agreement with Local 553 of the Hotel & Restaurant Workers' Alliance and Bartenders' International League of America. Several of the proprietors were willing to meet the union demands or to negotiate and were not involved. Some of them signed agreements during the strike. Agreements with the others were reached as a result of conferences of the parties involved with an official of the Ontario Department of Labour and representatives of the Chamber of Commerce. Work was resumed on July 26. Some of the strikers were reported not to have been taken back immediately owing to a falling off in business.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in the March, 1941, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1940." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are avaliable. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order

under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the Labour Gazette, August, 1940, page 760.

The number of disputes beginning in May, was 113, and 11 were still in progress from the previous month, making a total of 124 disputes in progress during the month; 31,700 workers were involved in the disputes in progress during the month, and the time loss was 74,000 working days.

Of the 113 disputes which began during May, 25 arose out of demands for increased wages and 37 were over other wage questions, 4 over working hours, 16 were over questions regarding employment of particular classes or persons, 24 arose out of questions respecting working conditions, 2 on questions of trade union principle, 4 were sympathetic strikes, and one unclassified. During May, final settlements were reached in the case of 99 disputes, of which 12 were settled in favour of workers, 56 in favour of employers and 31 resulted in compromise settlements. In 14 other disputes, work was resumed pending negotiations.

Australia

The number of disputes in existence in the year 1940 was 350, involving 899 establishments and directly involving 178,939 workers, with a time loss of 1,507,252 working days and an estimated loss in wages of £1,716,121.

United States

The number of strikes beginning in June was 385, involving 134,000 workers in the new strikes. The time loss for all disputes in progress during the month was 1,375,000 working days.

A strike of about 1,500 employees of an automobile upholstery factory at Detroit, Michigan, began July 1, for increased wages. This caused the gradual shutdown of several automobile plants with 40,000 employees. A settlement was reached July 11.

A strike of building trades workers and truck drivers in New York City, began about June 20, on small home building contracts which had formerly been operating under non-union conditions. By July 1, 30,000 workers were reported to be involved.

On July 29, 8,000 electrical workers engaged on construction work in New York City went on strike in an attempt to force an electric power supply company to employ members of their union on certain installation work. No settlement has been reported.

AMENDMENT TO DEFENCE OF CANADA REGULATIONS RELATIVE TO RIOTS AFFECTING WAR INDUSTRIES

UNDER powers conferred by the War Measures Act, the Defence of Canada Regulations (Consolidation) 1941 were amended by Order in Council (P.C. 5830 of July 29) to authorize the calling out of the Active Militia, in the event of the inability of municipal and provincial police to control a riot situation affecting war production or defence projects.

The amendment first adds to the interpretive clause of the Regulations the following definition:

"Strike" means a lawful strike.

Then it adds three new regulations. The following is the text of the Order:

Whereas the Minister of Justice reports that in order to insure without interruption the flow of supplies and munitions of war and the construction of all defence projects it may in some circumstances become necessary to authorize the Minister of National Defence to call out and employ the Active Militia to prevent or surpass riots, disturbances of the peace or other actions likely to impede or obstruct the production or delivery of munitions of war or supplies or the construction of defence projects;

Therefore, as a measure for the security, defence, peace, order and welfare of Canada, His Excellency the Governor General in Council, on the recommendation of the Minister of Justice, and under and by virtue of the powers conferred by the War Measures Act, Chapter 206, R.S.C. 1927, is pleased to amend the Defence of Canada Regulations (Consolidation) 1941, established by Order in Council P.C. 5295, dated 15th July, 1941, and they are hereby amended as follows:

1. By adding the following to Subsection 1 of Section 2

'(ii) "strike" means a lawful strike.'

2. By inserting immediately after regulation number 51 the following:—

51A (1). The Active Militia or any corps thereof shall be liable for service as hereinafter in this regulation provided.

(2) In any case where a riot or disturbance of the peace or without limitation by the foregoing any other action whatsoever occurs or is anticipated as likely to occur which in the opinion of the Minister of Munitions and Supply threatens to obstruct or delay the production, transportation, storage or

delivery of munitions of war or supplies or the construction, remodelling, repair or demolition of a defence project the Minister may request the Commissioner of the Royal Canadian Mounted Police to take such measures as in the opinion of the said Commissioner are necessary to prevent, suppress or terminate such riot, disturbance or other action as aforesaid, actual or anticipated, and the Commissioner shall take such measures accordingly.

(3) If the municipal and provincial police forces and the Royal Canadian Mounted Police available for the purpose are, in the opinion of the Commissioner, inadequate or ineffectual to prevent, suppress or terminate such riot, disturbance or other action as aforesaid, the Commissioner shall immediately notify the Minister of Munitions and Supply accordingly.

(4) Thereupon the Minister of Munitions and Supply may notify the Minister of National Defence of the circumstances aforesaid and the Minister of National Defence shall thereupon issue a direction that the Active Militia take such measures as may be necessary to prevent, suppress or terminate such riot, disturbance or other action as aforesaid and the Active Militia shall take such measures accordingly.

(5) The officers and men of such Active Militia when so employed, shall, without any further authority or appointment, and without taking oath of office, be held to have and may exercise, in addition to their military powers and duties, all the powers and duties of special constables, so long as they remain so employed, but they shall act only as a military body, and shall be individually liable to obey the orders of their military superior officer.

(6) Every officer and man of the Active Militia, at all times and while so employed, shall obey the orders of his military superior officer.

(7) A strike or the peaceful persuasion of a person by another to take part in a strike shall not be an action to be prevented or suppressed under this regulation.

51B. Every person employed in the production, transportation, storage or delivery of munitions of war or supplies, or on the construction, remodelling, repair or demolition of a defence project, who does any act, or omits to do anything which he is under a duty, either to the public or to any person, to do, the natural and probable consequence of which act or omission is to obstruct or delay the production, transportation, storage or delivery of such munitions or supplies or the construction, remodelling, repair or demolition of a defence project, or who prevents or attempts to prevent any other person from engaging in the production, transportation, storage or delivery of munitions of war or supplies or in the construction, remodelling, repair or demolition of a defence project, shall be guilty of an offence punishable on summary conviction by imprisonment for a term not exceeding two years, but such person may at the election of the Attorney General of Canada or of the Province be prosecuted upon indictment, and if convicted shall be liable to imprisonment for a term not exceeding five years.

Provided however that, a person shall not be guilty of an offence under this Regulation by reason only of his taking part in, or peacefully persuading any other person to take part in, a strike.

51C. The expressions "defence project", "munitions of war" and "supplies" where they occur in the two next preceding Regulations, 51A and 51B, shall have the same meaning as in The Department of Munitions and Supply Act.

National Housing Act Loans

On July 30, the Hon. J. L. Ilsley, Minister of Finance, released figures showing the number of National Housing Act loans approved during the first quarter of the fiscal year 1941-42. The loans, which aggregated $5,545,389, numbered 1,642, and of these, 395 were approved in April, 572 in May and 675 in June. All were limited to the financing of single family dwellings. This increase now brings the total National Housing Act approved loans to $73,765,334 and the number of units provided for to 22,123.

The average unit loan for the months of April, May and June was $3,134. Significantly indicating how the National Housing Act is continuing its contribution to low cost housing in Canada is the fact that, of the above 1,642 dwelling units, 26 per cent were financed by loans of $2,500 or less, 56 per cent by loans of $3,000 or less and 77 per cent by loans of $3,500 or less. The maximum loan was $4,000.

The National Housing Act valuation of these new single family houses averaged $3,660. Approximately 43 per cent were valued from $3,000 to $4,000; 30 per cent from $4,000 to $5,000. Only 6 per cent were valued at more than $5,000; 21 per cent at less than $3,000.

During the first quarter, 106 of the 90 per cent loans were authorized. This compares with 413 such loans during the corresponding period of 1940. The decline in number is, in all probability, due to the rising costs of building. As of June 30, 1941, 2,322 of these 90 per cent loans have been approved. Loaning facilities have been extended to 14 new communities, making 460 in all.

COMBINES INVESTIGATION ACT

Tobacco Manufacturers and Wholesalers Convicted in Alberta Supreme Court—Combine and Monopoly to Detriment of Public—Fines $221,500

TRIED under criminal charges of combining to fix and enhance prices and of forming or operating a combination and monopoly against the interest of the public, six tobacco manufacturing companies, two sales companies of tobacco manufacturers, and nineteen wholesale companies handling tobacco products were convicted under the Combines Investigation Act at Edmonton, Alberta, on July 26. One individual head of a tobacco manufacturing firm and eight individual wholesalers similarly charged were also convicted. The case was tried before a six-man jury presided over by Mr. Justice S. J. Shepherd of the Alberta Supreme Court, and was the leading court case instituted since the commencement of the war involving offences of this class.

Charges were laid in November, 1940, against those now convicted in the case of The King v. Imperial Tobacco Company of Canada Limited, and against two tobacco manufacturing companies and one wholesale company which elected trial by judge without a jury. The trial of these three accused has not yet been held.

The completed prosecutions followed an investigation by F. A. McGregor, Commissioner of the Combines Investigation Act, and earlier court proceedings in 1939 and 1940, including a charge under section 498 of the Criminal Code on which a stay of proceedings had been entered by the Crown. The offences found by the present verdict involved agreements affecting prices and methods of distribution, alleged to have been enforced and maintained by the convicted tobacco manufacturers and by members of wholesale tobacco associations throughout Western Canada and in Ontario, Quebec, and the Maritime Provinces.

Sentences Imposed

Fines imposed by Mr. Justice Shepherd on July 28 and July 31 upon the thirty-six convicted companies and individuals totalled $221,500. The Imperial Tobacco Company of Canada Limited and five related companies, including The Tuckett Tobacco Company Limited, Hamilton; The B. Houde Company Limited, Quebec; and L. O. Grothe Limited, Montreal; were sentenced to pay fines totalling $125,000. Sentences of other convicted tobacco manufacturers were: W. C. Macdonald Incorporated, Montreal, $15,000; H. Simon and Sons Limited, Montreal, $10,000; L. D. Arnold, of the Royal Canadian Tobacco Company, Toronto, $10,000 or four months' imprisonment in default of payment. Western Grocers Limited, Winnipeg, and three subsidiary companies were fined amounts totalling $23,000. Consolidated Fruit Company Limited, Calgary, also operating wholesale houses in several Western provinces, was sentenced with two subsidiary companies to pay fines totalling $17,000. Fines imposed on twelve other wholesale companies and eight individual wholesalers carrying on business in Alberta ranged in amount from $250 to $3,000, with an alternative of sixty days' imprisonment in default of payment with respect to convicted wholesalers other than corporations. The three companies awaiting trial by a judge without a jury are Rock City Tobacco Company (1936) Limited, Quebec, and Benson & Hedges (Canada) Limited, Montreal, both manufacturers of tobacco products, and Macdonalds Consolidated Limited, Vancouver, handling tobacco at wholesale grocery branches throughout Western Canada.

Proceedings on behalf of the Crown were conducted by the Alberta Attorney-General's Department, represented by J. C. McRuer, K.C., of Toronto, and H. J. Wilson, K.C., Assistant Deputy Attorney General of Alberta. Mr. McRuer was retained by the Minister of Justice to act as senior Crown counsel under the authority of the provincial Attorney General. Counsel for the accused tobacco manufacturers, other than W. C. Macdonald Incorporated, were L. A. Forsyth, K.C., and Colville Sinclair, K.C., both of Montreal; E. J. Chambers, K.C., of Calgary; and G. H. Steer, K.C., N. D. Maclean, K.C., and S. W. Field, K.C., all of Edmonton. S. Bruce Smith, K.C., Edmonton, represented the accused wholesalers.

All of the accused found guilty were convicted on charges of participating or assisting in the formation or operation of a combine relating to tobacco products (1) to prevent or lessen competition, (2) to substantially control production, sale or supply within Canada, (3) to fix common prices or resale prices, (4) to limit facilities for producing, supplying or dealing, and (5) to enhance the cost or price; and with participating or assisting in the formation or operation of a merger, trust or

monopoly, to the detriment or against the interest of the public. Counsel for a large number of the accused immediately announced they would appeal from the convictions.

The Crown's Case

Operations of the combine as alleged by the Crown were centred upon evidence of price fixing, including the fixing of resale prices by all accused manufacturers to retailers and consumers, and prevention for several years of cigarette price reductions below a retail price amounting to 25 cents per package of 25 cigarettes, and upon charges of undue restrictions upon selling methods of manufacturers, wholesalers and retailers. Evidence of an organized system for enforcement of agreements of the combine was stated by Crown counsel to show pledges of collective refusal by wholesalers to buy products which independent manufacturers including W. C. Macdonald Incorporated had sought to have sold to the public at lower prices, and combined refusals to supply tobacco products to wholesalers and retailers who attempted to sell at lower prices than those set by the various accused manufacturers on tobacco products of their own manufacture. Wholesale and retail merchandising of pipe tobacco, cigarette tobacco, cigarette papers, cigars, cigarettes and other manufactured tobacco products in Western Canada was shown to have been conducted subject to arbitrary regulations enforced by agreement among the accused manufacturers and members of associations of wholesale distributors. A central executive organization known as the Western Canada Jobbers' Association, maintained by the seven wholesale tobacco and confectionery associations of the four Western provinces and northwestern Ontario, had operated under a salaried secretary-manager with headquarters at Saskatoon.

Development of the alleged combine was traced beyond the period of the war in evidence adduced by counsel for the Crown, and extended through the previous five years commencing in 1934. Signed agreements of wholesalers, drawn up at a national meeting of wholesalers and manufacturers in Montreal in 1936 as a formal basis for local enforcement of the rules of the wholesalers' associations, were shown to incorporate a written set of provisions known as the Statement of Policy of the manufacturers and also the terms of an earlier agreement alleged to have been entered into by accused manufacturers in 1935. Written agreements between the Imperial Tobacco Sales Company of Canada Limited and each wholesaler and retailer to whom it sold were stated to constitute a further means of enforcing the maintenance of the wholesale and retail prices fixed by each of the accused manufacturers.

Investigating committees set up by wholesalers' district associations were shown in evidence to have been authorized to investigate any deviation by members from the requirements of the Association agreements, and to report that members so offending might be refused supplies by the participating manufacturers for such periods of time as the investigating committee might determine. Examples of operation of this investigating committee system shown in evidence included a two-weeks' suspension of a Calgary wholesaler who had promised a substantial donation to the Canadian National Institute for the Blind, and the suspension of an Edmonton wholesale house for a similar period for offering price reductions on fruit to be supplied to retail stores operated by Alberta co-operative associations. In each case it was held by the investigating committee that the offer of the suspended jobber represented an inducement to a prospective purchaser of tobacco products and was contrary to the tobacco association agreement.

Evidence of prevention of more indirect price concessions to the public included enforcement of an agreement which had almost entirely stopped a former extensive system of supplying premium goods by tobacco manufacturers to consumers in return for sets of premium cards, and which was shown to have extended in 1940 to preventing the supplying of cigarettes to Canadian soldiers overseas in return for sets of premium cards packed with tobacco products by the largest independent manufacturer. Quantity discounts to consumers as represented by manufacturers' redemptions of portions of used packages of tobacco products in prescribed quantities for cash, known as cash value panel fronts, were also shown to have been eliminated by agreement. Similar agreed restrictions of more minute detail, directly affecting consumers, extended from stopping the packing of cigarette paper booklets with fine cut tobaccos to the prevention of retailers from giving paper booklets of matches in selling tobacco products to the public.

Thirty-two Witnesses Heard

Hearing of evidence in the case occupied forty-seven days. Thirty witnesses, practically all of whom were associated with tobacco manufacturing or distributing businesses, gave evidence as Crown witnesses and over one thousand documents were filed as exhibits. Crown witnesses from provinces other than

Alberta were H. J. Beveridge, of Saskatoon, secretary-manager of the Western Canada Jobbers' Association; H. B. McKelvie, of Kelly-Douglas and Company Limited, Vancouver, president of the British Columbia Tobacco Jobbers' Association; H. L. McNally, of National Grocers Company Limited, Toronto; T. H. McGuire, vice-president of The Tuckett Tobacco Company Limited; Earl Spafford, president of the Imperial Tobacco Company of Canada Limited; J. M. O'Brien, a director of the Imperial Tobacco Company of Canada Limited; and A. Gaston Munich, of Benson & Hedges (Canada) Limited, Montreal.

Two witnesses were called by the defence, a court officer to identify records of former proceedings which defence counsel claimed were a defence to the prosecution just concluded, and F. P. L. Lane, of Montreal, vice-president of Imperial Tobacco Company of Canada Limited. Defence evidence included evidence of reductions in average prices of certain of the main classes of Imperial Tobacco Company products over a period of years, and further detailed evidence pointing to denial of the existence of a combination or monopoly of any detrimental nature.

The Imperial Tobacco Company of Canada Limited and its affiliated manufacturing firms were shown to control three-quarters of the production of manufactured tobacco products. The other accused manufacturers account for most of the remainder of the industry's output, which in 1939 was valued at $47,000,000 excluding excise duties, or an estimated amount of some $110,000,000 at retail prices paid by the consuming public. Net profits of Imperial Tobacco Company of Canada Limited, after income taxes and after special bonuses to executives, were shown to have totalled $43,000,000 for the seven-year period from 1934 to 1940.

Judge's Charge to Jury

Mr. Justice Shepherd in delivering his charge to the jury said, quoting principles of law already laid down by the courts, that it was for the jury to decide whether in the case before them "that competition which is the life of trade and the only effective regulator of prices" had been unduly lessened or prevented, and whether there had been "an improper, inordinate, excessive or oppressive restriction upon that competition the benefit of which is the right of everyone." Extracts from the Judge's concluding review of the law and the facts of the case follow.

"We have been now engaged I believe for fifty-four days in the trial of this case, and I believe it constitutes one of the longest trials in the history of Canadian jurisprudence; at least, it is one of the longest that has ever occurred in Western Canada . . ."

"During the course of the trial no evidence was tendered on one count as distinguished from the evidence on another count, but all of the evidence was put before you as if it were relevant to all of the six counts. You will, in arriving at your verdict in respect of each count, consider the evidence you have heard and decide in so considering it, does the evidence satisfy you beyond a reasonable doubt in respect of each count separately, and in respect of each accused. And in connection with the matter of reasonable doubt, I might only say that this is what a reasonable, intelligent man would apply to the daily problems of life. But if you have a reasonable doubt as to the guilt of any one of the accused, that accused is entitled to the benefit of that doubt. Where the evidence may be circumstantial you must be satisfied not only that the circumstances proved are consistent with the guilt of the accused, but also that they are inconsistent with any other rational conclusion. You will weigh the evidence on each count with the greatest care.

. . .

"You have heard evidence to the effect that tobacco products in Canada have the benefit of a considerable protective tariff, and in this connection I do not think it is out of place for me to call to your attention a statement made by the Chief Justice of Canada in a judgment wherein he was reviewing the provisions of the Combines Investigation Act, the statute under which these charges are laid, when he used these words:—

> 'It is hardly necessary to observe that trade combinations and their effect upon competition and the results of competition have a special importance and significance in view of the settled policy of this country in the matter of protective duties. To the general belief that such duties, when imposed upon the scale on which they are maintained in this country, tend in their effects to facilitate the operation of plans for reducing competition and maintaining prices, there can be little doubt that legislation such as Section 498 of The Criminal Code and the Combines Investigation Act are very largely due.'

In other words, Parliament has seen fit to enact this legislation for the protection of the public against a tendency which might arise for people engaged in selling goods which have the protection of a tariff to use that protective tariff as a means for reducing competition and maintaining prices. Parliament saw fit to place in the law something which would be available to check such a tendency."

. . .

"It will be your duty to look into the nature of the various agreements themselves and to say whether they interfere with the free course of trade, or in other words, what, in essence, was the thing that these accused were seeking to accomplish. Here we have a very large number of defendants, all of whom are charged with having committed the same offences, and the question for your consideration is, in what respect does the evidence apply to each of the accused. And I might tell you that the general rule is well settled that where several parties conspire or combine together to commit any unlawful act, each is criminally responsible for the acts of his associates or confederates committed in furtherance of any prosecution of the common design for which they combine. In contemplation of law the act of one is the act of all. The law considers that wherever they

act they renew, or perhaps to speak more properly, they continue their agreement and that this agreement is renewed or continued as to all whenever any one of them does an act in furtherance of their common design. It is immaterial, as affecting the question of co-equal responsibility, that one or more were not actually present at the consummation of the pre-concerted design or that the conspirator who committed the act cannot be identified or that the act charged might not have been arranged for. Each is responsible for everything done by his confederates which follows incidentally in the execution of the common design, as one of its probable and natural consequences even though it was not intended as a part of the original design or common plan.

"I feel bound here to tell you that I do not think it is open to serious dispute that there was a combination of all the accused, both jobbers and manufacturers, by way of actual or tacit agreement or arrangement in respect to the marketing of tobacco products throughout Canada, and in particular in the Province of Alberta, as evidenced by the various agreements entered into and which are filed as exhibits, and as further evidenced by the document known as the Memorandum of November 8th, 1935; and includes the Jobbers' Selling Arrangement, the Manufacturers' Statement of Policy and the Rules and Regulations, and the 'A', 'B' and 'C' Agreements. There is no doubt whatever about these documents, and I might further add that there can be no doubt about the agreement in respect of the reduction of direct accounts. What you are concerned with is the purpose and effect of these various documents and agreements, and in this connection I might add that the whole agreement or arrangement may not necessarily be in writing, but some of the terms and conditions of it may be inferred to some extent by the conduct of the parties. It will be for you to find as a fact whether or not the agreement or arrangement did have or was designed to have the effect of accomplishing any or all of the things with which the accused was charged with doing; and then, should you find as a fact that the agreement or arrangement did have or was designed to have such an effect, you have to go further and find as a fact whether or not the combination operated or was likely to operate to the detriment or against the interest of the public, whether consumers, producers or others."

. . .

"Now we have heard a great deal about price cutting and price cutters and I wish to call your attention to the definition placed on price cutting in the Manufacturers' Statement of Policy . . . namely:—

> '"Price Cutting" means the making of a discount, allowance, or rebate of any kind and, without limiting the generality of the foregoing, includes offering or promising any inducement such as money, matches, coupons, deals, free goods of any kind, or any present or future bonus or discount that might be deemed to constitute directly or indirectly a concession in prices and/or permitting the operation of a punch board or other game of skill or chance or mixed skill and chance which entitles any player to receive any tobacco products.'

Now this is a very broad and I might say all-embracing definition of a term with which we are all more or less familiar in the common acceptation of what it means; but it will be proper for you to consider how the enforcement of this provision in the Statement of Policy measured up to the declaration of the law I mentioned to you in the earlier part of my address, when I called to your attention the judgment of the then Chief Justice of Alberta in the Clarke case, wherein he said that men should have the absolute right, so long as they did not interfere with the rights of the public, to conduct their own business in the manner in which they see fit."

. . .

"Another defence suggested and argued by Mr. Smith was to the effect that certain provincial statutes which he enumerated, and certain Codes promulgated in Alberta under the Department of Trade and Industry Act should excuse his clients from liability. I can only say what I have already said before during this trial, that this Provincial legislation can have no application in determining the guilt or innocence of the accused in this case.

"Then it is suggested or argued that the arrangement was a good or even necessary thing for the welfare of the accused, but I must tell you that this is no justification if the public interest has to suffer. The law being as I have already stated, the prime question certainly must be, does the actual or tacit agreement or arrangement, however advantageous or even necessary for the protection of the business interests of the parties to it, impose an improper, inordinate or excessive or oppressive restriction upon that competition the benefit of which is the right of everyone."

The Labour Information Bulletin for July, 1941, published by the United States Department of Labour contains an interesting article on the development of the Food Stamp Program in the United States.

This program started on an experimental basis in Rochester, N.Y., in May, 1939, and has been proven so successful that it has been extended to over 300 cities and areas. Nearly 4 million single persons and persons in families receiving public aid are now using the free blue stamps to buy farm commodities. In May, 1940, about 11¼ million persons were covered by the plan, according to the Surplus Marketing Administration.

The food stamp program is in effect in nearly all the important industrial cities in which relief population is concentrated, and also in a large number of small cities and rural areas throughout the United States. It also operates on a State-wide basis in Arizona, Nevada, New Mexico, Oregon, Utah, and Washington. The program is now operating in areas containing nearly 50 per cent of the total population of the country.

Participation of cities and States in the program is based upon the willingness of their welfare agencies, public officials, banks, and other local groups to support the program and help make it operate successfully. This co-operation has been forthcoming in the overwhelming majority of localities where the program has been introduced. Retail stores, especially, have co-operated wholeheartedly. They have increased the volume of their sales and report little if any inconvenience through the use of orange and blue stamps in making sales to families on relief.

OPERATION OF UNEMPLOYMENT INSURANCE IN CANADA

Radio Address of the Minister of Labour over National Network

IN view of the recent coming into effect of the Unemployment Insurance Act, the radio address of the Minister of Labour, Honourable Norman A. McLarty, given over a national network on July 17, is considered particularly informative, especially in regard to the practical functioning of the legislation. Accordingly, the following text of the speech is given in full.

On the first day of this month Canada celebrated its Seventy-fourth Birthday Anniversary. On the same day the Unemployment Insurance Act began to function. It was less than one year ago—to be exact—on the 7th day of August that this measure secured the approval of Parliament.

Much had happened before that. There had been agitation for it for over twenty years. Its proponents numbered among them the leaders of all political parties of Canada and chief among them was the Prime Minister of this country.

Its passage through the House, including its consideration by the special committee to which it was referred, was helped by this unanimous support to the principle of the Bill. And its discussion in detail, while careful and well considered, brought no differences of opinion on the general question of the desirability of the Act, and was limited to the particular details which the enactment involved.

And today, after only two weeks have expired since the Act was placed into operation, there are registered over 100,000 employers; and the number of employees' books which have been requisitioned exceeds two and one quarter million.

The success of any social legislation, so wide in its application and so extended in its scope, necessarily involves its complete acceptance by the people of the country. The figures I have just given indicate the wide measure of that acceptance. When the bill was being considered, it was estimated that its coverage would be 2,400,000 and already to-day over 93 per cent of those who it was anticipated would be included are now covered by the cloak of protection thrown over those who have feared the distress created by unemployment.

Importance of Registration

Employers—especially those with large staffs—have co-operated whole-heartedly. But I would point out that the Commission has no chart or compass to guide it in determining the number of employers who should properly register under the Act. As the administration of the Act progresses, this information will be available with a definite accuracy.

There are some employers who have not as yet registered. There are doubtless some who do not realize that the Act applies even though there is only one employee who is in the insurable class. This is perhaps understandable. Because for example, in some States of the United States Unemployment Insurance does not affect employers who have only one or two insured men. But in Canada it does.

Every one who follows insurable work must be insured in this country. There are possibly employers who have not registered because they believe their failure to do so will not be discovered. This, however, is a vain hope. For the Act is not temporary or of limited duration. It is continuous. It is inconceivable that such a failure will not be discovered, as it would affect any and every employee. It is most illogical and unreasonable to assume that employees, no matter how secure they feel in their positions, would countenance the deliberate evading of an Act passed for their benefit in the event that unemployment should overtake them.

Upon every employer who has not registered, I would urge that he secure a registration card from the Postmaster and carry out the rules printed on the card.

It is most essential that this be done. It should be done not merely to avoid the inevitable penalty, but because in doing so you will be providing insurance protection for your employees—protection which, if you do not so provide, you will require to pay the employees' contribution as well as your own at a later date in addition to the heavy penalty which is incurred.

Soundness of Act

The Unemployment Insurance Act represents on the widest scale the most advanced social legislation ever enacted in Canada. It is not necessary now to deal with its advantages in the maintenance of our social or economic structure, nor is it necessary to deal with the particular criticisms directed against either the scope or soundness of the Act.

It is sufficient to say that no criticism has since been advanced that was not thoroughly considered in the Parliament of Canada, either in the House of Commons, the Special Committee, the Committee of the whole House, or by the Senate of Canada.

In regard to its scope certain representations were made which were designed to extend it to other industries. It may be found desirable to do so and consideration is now being given to the extension of that coverage.

The soundness of the Act is best guaranteed by the annual review of Parliament itself of the actuarial condition of the Fund and the right which the Act provides to insure the proper maintenance of that Fund itself.

The arguments of those who seem to feel that it is their peculiar duty to raise public apprehension and distrust in every measure of human social progress and social advancement are best answered by the provisions of the Act itself and by the automatic requirement for its annual review.

It is being criticized in a very limited section for its timing. This criticism was urged before the Special Committee and it was urged on the one hand that it should be applied when employment was low, because then not so many would later be entitled to draw benefit—it was urged on the other that it should be applied when employment was high, because then the Fund would be created more rapidly.

The best answer was afforded by Mr. Tom Moore, that great Labour Leader, when he stated that for over a quarter of a century he had been advocating helpful and progressive legislation, but he had yet to advocate one piece of such legislation at the proper and appropriate time.

Administrative Machinery

The machinery to carry out the terms of the Act has now been put into motion. It is not suggested that this machinery is in perfect working order, or that it will immediately operate completely free from friction. In fact, when we consider that it took three years in Great Britain and two years in the United States to place similar Acts into operation—even though we had the advantage derived from their experience—the fact that the Canadian Act was brought into operation in less than one year is somewhat of an achievement and reflects credit on the efforts of the Commission.

It must be borne in mind that all the regulations dealing with the multitude of problems that must arise in such a widely extensive Act *had to be prepared*. A wide variety of forms dealing with all phases of employment had to be designed and printed. Employees' books and stamps, returns and reports, accounting systems and tabulation forms had all to be prepared for an insurance business, which at its start involved an income of over $50,000,000 a year.

In addition on recommendations received from the Civil Service Commission the personnel of all the Insurance and Employment Offices had to be selected and trained. The total work involved was enormous.

Importance of Employment Offices

The importance of the Employment Offices should not be overlooked. They are the corner-stone of the whole Act. But they will have an effect beyond the Act, and will provide for continuity of employment and a mobility of labour.

An illustration of their efficiency was given by a somewhat well known letter that an irate father wrote to the British Government. He wrote as follows:

> "My daughter Gladys has paid into your scheme for four years; and each time she tries to get a bit of benefit you find her a job. It isn't fair."

The Provincial Employment Offices have now been largely absorbed. Other offices have been opened. There are to-day operating under the provisions of the Act a total of 44 offices. It is intended to increase this number to approximately 100. In the meantime staffs are being trained, efficiency is being increased, and the thought is that the operation of these offices will more efficiently act as a regulator between the supply of and the demand for labour, increase the mobility of workers throughout Canada, afford more definite data upon the available supply of labour and constitute a definite index on the unemployment problem if such should in future arise.

Function and Purpose

The Act provides for its administration by three Commissioners. One Commissioner was selected after consultation with employees, one after consultation with employers, and the Chief Commissioner was appointed by the Governor in Council.

The late Dr. Joseph Sirois, who had been Chairman of the Dominion Provincial Commission after Chief Justice Rowell was compelled to relinquish that post, was appointed first Chief Commissioner.

The unfortunate passing of Dr. Sirois which was much regretted required a new appointment and the important work of Acting Chief Commissioner was carried on by Mr. Arthur MacNamara, Associate Deputy Minister of Labour. And he is at present acting in that capacity.

Mr. R. J. Tallon was appointed as representative of the employees and Mr. Allan Mitchell as representative of employers.

They have all worked with a large measure of eagerness and sincerity—eagerness to see that the Act was applied at the earliest possible moment, and sincerity to insure that its application will add to the security and happiness of the many thousands of Canadians it is designed to serve.

The Commission has issued a booklet on regulations, a pamphlet for employees, and one for employers, calculated to answer many questions which are likely to be asked by both employers and employees about the Plan; and these can be secured upon request at any of the Commission's employment offices or from the Commission itself. The Plan is a co-operative one. It will function more smoothly and operate more successfully by co-operation of both employers and employees who understand it thoroughly.

It is co-operative because workers, employers and the Government are all contributing to build up a fund in good times which will be available in times of depression. It is not a tax, any more than life insurance or than fire insurance is a tax. That it is contributory is fortunate for it gives to the worker the thought, and, the dignity which comes from that thought, that in the day of his abundance he is preparing for the day of scarcity and that what he receives in that day a scarcity will accrue to him not as charity, but as of right.

A few days ago, an outstanding Labour Leader came to my office. He said "You will remember the discussion when the Act was being considered. You will remember that I was definite in my advocacy of the contributory principle. You know that a non-contributory plan was adopted in the United States. The reaction against that plan has now started, and why:— because labour wants to bear its full responsibility and wishes to carry its share of the burdens. It wishes to feel that the benefits it receives are not by virtue of charity but by right".

In the operation of the plan some difficulty may be found in applying it to particular individual circumstances and to individual conditions. In any plan so comprehensive as to cover millions of workers this is inevitable; but this will be cured in time. If it be borne in mind the wide and fundamental purpose which the Act is designed to serve—the stimulus which it will give to our economic life and the stability which it will add to our social structure not alone now but in the future—it will be realized that no legislation in the course of our history will do more to promote the happiness and the prosperity of the Canadian people.

LABOUR LEGISLATION IN NEW BRUNSWICK, PRINCE EDWARD ISLAND AND THE NORTHWEST TERRITORIES IN 1941

New Brunswick

DURING the Session of the Legislature which began on February 25 and ended on April 4, an Act was passed to provide for compulsory school attendance and amendments were made in the Industrial Standards Act and in statutes dealing with mines, vocational education and early closing in shops.

Compulsory School Attendance

The School Attendance Act, which came into force on July 1, was summarized in the Labour Gazette for May at p. 502. It makes school attendance compulsory throughout the province for the first time. The school leaving age is 15. Formerly, attendance was compulsory only at local option except in Fredericton, Saint John, Newcastle, Chatham, Marysville, Edmundston and Campbellton, where attendance up to 14 years of age was required by statute.

Mines

An amendment in the Mining Act replaces the clause permitting the holder of a coal miner's certificate issued by an official Mining Board in Canada or in the British Isles to be given charge of a working place as if he held a certificate under the Act by a provision authorizing the granting of a certificate under the Act, without examination, to any holder of such a British or Canadian coal miner's certificate. The Inspector of Mines may, after a hearing, cancel the certificate of any one who violates any provision of the Act or who, in the opinion of the Inspector, carries on his work in such a way as needlessly to endanger life or property.

At every mine where the operator maintains a Mine Head Office a suitable book must be provided in which the Deputy Mines Inspector must enter his report after each inspection. This report is to include references to all matters involving safety, either below or above ground, and is to be open for inspection by any representative of the employees.

Safety rules relating to blasting were amended to provide that two timbers or rails placed upright and crosswise at the entrance to a place where blasting is to be done shall be recognized as a standard warning of danger

and to require that every missed shot shall be removed under the personal supervision of the foreman.

Industrial Standards

The scope of the Industrial Standards Act, 1939, which applied only to the construction of buildings, roads, bridges, etc., was extended to apply to the construction, reconstruction, repair, alteration, or demolition of motor vehicles. The section excluding from the Act persons in temporary employment where the total cost of services and material does not exceed $100 was amended to exclude only such persons where the cost of services and material is $25 or less.

Early Closing of Shops

Hairdressing establishments were brought within the scope of the Early Closing Act, 1939, which enables municipal councils to make by-laws fixing the hours for closing shops.

Vocational Education

The section of the Vocational Education Act which deals with the constitution of the Vocational Education Board was redrawn and now provides that the Board shall consist of nine, instead of eight, members, including the Minister of Education, Federal and Municipal Relations, who is to be Chairman, the Director of Educational Services, the Chief Superintendent of Education, and the Deputy Minister of Agriculture. In the selection of the five other members consideration is to be given, as formerly, to the interests of farming, labour, manufacturing, commerce and other industries or vocations.

Credit Unions

An amendment in the New Brunswick Credit Union Societies Act requires the board of directors of a credit union to set aside, at the end of each fiscal year and before the declaration of the dividend, at least 5 per cent of the net earnings for an education fund to be deposited in a chartered bank doing business in New Brunswick and to be administered by the board for such educational purposes as it may determine. All such moneys must be expended within three years from the date on which they are set aside.

The fiscal year of a credit union is to be from October 1 to September 30, instead of from January 1 to December 31, as formerly. The annual meeting is to be held within one month of the close of the fiscal year or at a time to be determined by the Registrar of Credit Unions. Annual reports are to be made to the Registrar on or before October 31.

Prince Edward Island

The Prince Edward Island Legislature, which met on March 24 and was prorogued on April 10, passed an Act enabling the Lieutenant-Governor in Council to make regulations, fixing standard or minimum rates of remuneration for the hire of trucks, truck drivers and trucking service in connection with any class or classes of contract or work and prescribing penalties for violation of such regulations. Regulations were issued on May 1 (LABOUR GAZETTE, June, 1941, p. 652).

The section of the Income Tax Act dealing with exemption of annuities from the tax was redrawn and now exempts income arising from any annuity contract entered into prior to June 25, 1940, to the extent provided by the Dominion Income Tax Act as amended in 1930 and 1932. These amendments to the Dominion Act exempted income up to $5,000 from annuity contracts entered into prior to May 26, 1932, and up to $1,200 from contracts made after that date. The amending section of the Prince Edward Island Act further provides that such exemption shall not extend to that portion of the income which exceeds the amount of the annuity actually specified in the contract before June 29, 1940, where such excess amount arises by reason of any option or contractual right to enlarge the annuity income by the payment of additional sums or premiums unless such sums or premiums have actually been paid before that date.

Resolution

On April 9 the Legislature adopted unanimously a Resolution for the appointment of a Special Committee of the House, consisting of six members, to study the Workmen's Compensation Acts of the other provinces of Canada and to recommend to the next session of the Legislature such measures as appear appropriate having regard to the problems created by its peculiar industrial conditions.

Northwest Territories

The Steam Boiler and Pressure Plant Ordinance, which was passed on June 30 and repeals an ordinance of 1901, applies to boilers and pressure vessels used for power, heating and refrigeration and for any purpose covered by the regulations, with the exception of boilers of less than 3 h.p. or those used for heating private residences housing less than three families or those subject to inspection under the Canada Shipping Act; boilers and pressure vessels on railways covered by the Dominion Railway Act; and pressure vessels of less than 1½ cu. ft. volume or

operated at less than 50 pounds pressure to the square inch or those subject to inspection under the Dominion Explosives Act. The Canadian Interprovincial Regulations for Construction and Inspection of Boilers and Machinery are to apply to all work and inspections.

Inspectors appointed under the Ordinance may enter at any reasonable hour premises, including places where boilers are under construction or repair, and may also make special inspections of boilers in use and require the owner to make the necessary repairs before the machinery may be used again. Records must be kept and annual reports made by the inspectors to the Commissioner of the Northwest Territories. The owner of a boiler or pressure vessel must have it inspected annually unless he has an inspection certificate from a boiler insurance company doing business in Canada, must report any explosion, immediately, to the Commissioner and must provide an adequate first-aid kit. No person may weld a boiler or a pressure vessel unless he holds a welder's certificate or is, in the opinion of the Commissioner, otherwise qualified. Rules are laid down covering the sale, exchange or importation of second-hand boilers or pressure vessels.

No person may operate a boiler or pressure vessel unless he is at least 21 years of age and has a certificate. Certificates are of four classes, graded according to the rating of the plant. Any person who holds a certificate of qualification from the Dominion or any Provincial Government or from a competent authority in any other portion of the British Empire, may obtain a certificate under the Act by making application and paying the prescribed fee. An engineer entering or leaving a position must send written notice to the Commissioner. Where the owner of a boiler or pressure vessel is unable to secure the services of a qualified engineer, the inspector may grant a permit to operate the plant for six months to any person who satisfies him as to his good conduct, sobriety and experience. Not more than one certificated engineer is required to be on duty at any one plant.

The Motor Vehicle Ordinance, passed on March 26, requires a chauffeur to be at least 18 years of age and to be licensed by the Commissioner.

RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

Shipping—Minimum Wages in British Columbia, Quebec and Saskatchewan—Alberta Teachers' Pensions—Alberta Trade Schools—Ontario Workmen's Compensation.

UNDER the War Measures Act, Orders in Council have been passed which provide for the establishment of manning pools and the extension of welfare facilities for seamen, permit officers to act on ships in capacities higher than those for which they are certificated, regulate the employment of aliens as officers on Canadian ships, and revise the regulations governing the Pilotage District of British Columbia. Minimum wage regulations include the following: in British Columbia, a new order governing the shingle industry and an amendment to the orders governing janitors; in Quebec, a new order governing taverns in Montreal, amendments to Order 4 and to the orders governing the silk textile industry, the taxicab business in Montreal and theatres and cinemas in Montreal, and renewals of the orders governing laundries in Montreal, full-fashioned stocking factories, teachers in Verdun, and public buildings in Montreal; and in Saskatchewan, two new orders extending the coverage of the Act, and revised orders governing retail, wholesale and mail order establishments, warehousing, draying, cartage, transfer and delivery establishments, and factories, paint shops, plumbing and tinsmithing shops, fuel yards, lumber yards and building supply yards. In Alberta, revised and consolidated regulations have been issued under the Teachers' Retirement Fund Act and the Trade School Regulation Act, and in Ontario operations other than farming carried on by farmers are brought under the Workmen's Compensation Act.

Canada—War Measures Act

P.C. 14/3550, May 19, is designed to maintain the supply of merchant seamen and to ensure their welfare in port. It provides for the establishment of manning pools so as to afford adequate accommodation for merchant seamen where they may receive board, lodging and pay while in Canadian ports, in return for which they must agree in writing to go to sea on any ship to which they might be assigned. It also provides for the expansion of existing welfare facilities and the establishment of new ones. Moreover, existing nautical schools are to be extended and a special branch of the Department of Transport is to

be set up for the recruiting and training of officers and men. Provision is made for the appointment of a Director of Merchant Seamen, together with such regional directors and staff as may be needed, to administer manning pools and welfare facilities. Mr. Arthur Randles has been appointed to this position by P.C. 141/4015, June 5. The Minister of Transport is empowered to make such regulations as he deems necessary for the above purposes, and a sum not exceeding $250,000 is appropriated for the construction of the necessary facilities and for their operation during the fiscal year 1941-42.

P.C. 4306, gazetted July 5, provides that the Minister of Transport may permit Canadian registered ships to clear on voyages with masters, mates or engineers not holding the certificates required by the Canada Shipping Act. If the appropriate examiners are satisfied that the officers in question are competent to act and if the Minister is satisfied that properly certificated officers are not obtainable, an officer with a certificate of lower than the required grade may be permitted to act as master or mate, an uncertificated mate to act where a certificated mate or second mate is required, a second, third or fourth class engineer to act as first, second or third class engineer, a fourth class or uncertificated engineer to act where a second class engineer is required, and an uncertificated engineer to take charge of a regular watch in the engine room if the chief engineer is properly certificated.

P.C. 4307, gazetted July 12, amends and clarifies an Order in Council of October 15, 1940. This previous Order, which was designed to facilitate the operation of requisitioned ships, provided that aliens might be authorized by the Minister of Transport, if he was satisfied as to their competency, to act as masters or officers of any grade on ships registered in Canada or on Government ships not registered and would, if authorized, be deemed to hold the appropriate certificates under the Canada Shipping Act. Since doubt had arisen as to whether this Order applied to registered Government ships, and since, further, it is now considered desirable to limit the employment of alien officers to foreign-going and home-trade ships, these latter are stated in the new Order to be the classes of ships on which aliens may be authorized to act. Doubt as to whether engineers came under the previous Order is now dispelled by their specific inclusion.

By P.C. 3841, gazetted June 14, special regulations governing the Pilotage District of British Columbia have been passed, making it compulsory for a vessel to accept the services of a pilot if so required by the competent naval authority, and amending pilotage rates.

Alberta Teachers' Retirement Fund Act

Several amendments were made when the consolidated by-laws under this Act were gazetted on June 30. The maximum monthly pension remains at $25, one-half to be paid under the by-laws and a like sum out of a legislative grant. The by-laws and amendments have been summarized in the LABOUR GAZETTE from time to time (1939, p. 1230; 1940, pp. 243, 446; 1941, p. 138) and the main changes now made are noted below.

The provision added in December, 1940, granting a pension to teachers retiring between December 1, 1939, and December 31, 1940, after at least 20 years' teaching in Alberta, is retained, and the period is extended for another four years to December 31, 1944. After that the required teaching period is twenty-five years although a partial pension may be granted to those who have taught between 20 and 25 years. A teacher retiring on or after December 1, 1939, who has reached 65 and has taught in Alberta for at least 15 years and in a public school in the British Empire or the United States for an additional period which will make a total of at least 25 years, is entitled to a partial pension.

Time spent as a school inspector, as a teacher in any institution under complete jurisdiction of the Department of Education of Alberta, or as a full-time employee of the Alberta Teachers' Association, counts as service. When a teacher resumes teaching within a year of discharge from military service the Board decides whether time so spent is to be considered in calculating the pension.

If a pensioner resumes work and is employed for 10 days or more in any month the pension stops, to be resumed when he ceases work, recomputed with the additional service and contributions. Pensioners are to notify the Board of re-employment and make periodical reports. On the death of a pensioner the Board may pay his estate the pension which would have been payable for the month in which he died as if it had accrued from day to day. When a contributor dies the Board may now refund to his estate the money to his credit.

A new section provides that the employment period of persons who cease to be employed as teachers for other reasons than those mentioned in the by-laws is to be computed only from the date of re-employment unless teaching is resumed within 26 months, or within five years if proof of good health is furnished.

Contributors retiring under 65 not entitled to pensions may now claim the return of all or part of their contributions with interest if they file a written disclaimer within three years. Should they subsequently resume

teaching and require reinstatement, past service may be counted if the sum withdrawn is repaid with compound interest at 3½ per cent.

Alberta Trade Schools Regulation Act, 1941

Order in Council 824-41, gazetted June 30, repeals regulations made under the 1931 Act (LABOUR GAZETTE, 1936, p. 1002; 1939, p. 675), and substitutes revised regulations. These contain several new features which are designed to tighten control over trade schools and are closely in line with regulations recently issued in Saskatchewan (LABOUR GAZETTE, January, 1941, p. 32). The more important changes are as follows.

Applications for registration of trade schools must now be accompanied not merely by an outline of courses and fees, but also by copies of the form of contract, of all advertising material and of certificates or diplomas, by a statement of all texts and other equipment with which students are required to provide themselves, by certificates from the Medical Health Officer and the Fire Chief, and by a list of the names and addresses of sales agents. Equipment, courses of instruction and teachers' qualifications are, as before, subject to the Minister's approval, and approval must now also be secured for standards and methods of instruction, sanitary and safety conditions and the form of contract used by the school. The general supervision of advertising is continued, and a specific prohibition of certain enumerated types of misleading and exaggerated advertising is introduced. Guaranteeing positions is also specifically prohibited.

Other new clauses require that sales agents be licensed, that registers of students be furnished to the Minister on request, and that students under 16 be refused admission.

There are also changes in details in the provisions governing registration fees, security and length of courses.

British Columbia Minimum Wage Acts

A new Order 62 governing the shingle industry, effective from June 16, was gazetted June 5, replacing former Order 62 (LABOUR GAZETTE, 1939, p. 474). The hourly rate of 40 cents, which was the minimum under the superseded order, remains the minimum time-rate for all workers, but minimum piece-rates have now been established: 25 cents per square for sawing No. 1 shingles, 20 cents per square for sawing shingles of lower grade and 15 cents per square for packing shingles. Where shingles are packed otherwise than by the square, the minimum rates for sawing and packing are to be proportioned to the above. A square is defined as a roofing square of four bundles, understood and accepted as a standard by the industry, and according to specifications drawn up by the National Research Council of Canada. The exemption of indentured apprentices from the application of the order is continued, but the exclusion of shingle-bolt operations from the definition of "shingle industry" is abandoned.

Orders 43B and 44B, gazetted June 12 and effective from that date, amend Orders 43 and 44 dealing with male and female janitors (LABOUR GAZETTE, 1937, p. 645; February, 1941, p. 138) by exempting those employed in one-room school-houses.

Ontario Workmen's Compensation Act

Regulation 112, gazetted July 19 and effective from July 1, provides that operations other than farming which are carried on by farmers but are not wholly incidental to farming, are to be included in the industries in which employers are required to contribute to the Accident Fund, if these operations would be so included when carried on by other persons. The coverage, however, applies only to workmen specifically employed in the operations concerned. Regulation 63 of April 23, 1915, as amended by Regulation 85 of December 8, 1915, which exempted such operations if less than six workmen were employed, is repealed.

Quebec Minimum Wage Act

By Orders in Council gazetted during June and July, one order has been replaced, four others, including Order 4, have been amended, and an additional four have been renewed.

Order 23 governing taverns in the Island of Montreal and in cities and towns within a five mile radius of it (LABOUR GAZETTE, 1939, p. 157), has been replaced by a new Order 23, gazetted August 2. Minimum hourly rates are increased as follows: from 35 to 45 cents for regular bartenders, from 43 to 56 cents for temporary bartenders, from 25 to 32½ cents for regular waiters, from 32 to 40½ cents for temporary waiters, and from 25 to 30 cents for cleaners. A temporary bartender or waiter is defined as one who works less than 40 hours in any calendar week. A new classification is established, namely, bartender apprentices, by which is meant employees who have worked less than 648 hours as bartenders in one or more establishments. The minimum rate for this class is set at 25 cents per hour. Overtime rates, which are payable for hours in excess of 54 per week or 12 per day, are increased from time and one-quarter to time and one-half.

Under a new provision, an employee working alternately as bartender and waiter is to be paid for the hours spent at each type

of work at the rates fixed for the respective types, provided the hours are verifiable. If they are not verifiable, he is to be paid at the higher rate. The provision of the former order by which bartenders and waiters could not be required to do cleaning, is relaxed to permit them to do it when the tavern is closed. However, they must be paid for such work at the regular rates for bartenders and cleaners, and the hours spent must be counted as regular hours of work.

The clause requiring a rest of at least one half hour for every employee after six consecutive hours of work is retained. So also is the provision that employees be paid for at least three hours of work each time they are called for duty, but this no longer applies to temporary bartenders and waiters. A new provision stipulates that the hours for which an employee must be paid include those during which he is held at the disposal of the employer.

Other new provisions are as follows: employers must keep registers of their employees, provide letters of reference when requested, undertake the expense involved in furnishing and maintaining uniforms, and must not make deductions from pay unless authorized by the Commission. The clause prohibiting the employment of females as bartenders and waiters is omitted from the new order.

Order in Council 1324, gazetted June 7, amends Order 4, Article 70 (LABOUR GAZETTE, May, 1941, p. 557), by adding the following to the list for whom the minimum rate applies to a 54-hour week: boot-blacks, workers in textile mills manufacturing narrow fabrics, and workers in foundries in municipalities of 10,000 inhabitants or more and municipalities within two miles of them; and the following to the list for whom the minimum rate applies to a 60-hour week: employees of apartment houses, real estate offices and office buildings, of foundries in municipalities other than the above, and of public corporations except for clerks, secretaries and treasurers of municipal corporations, school board clerks, teachers and beadles.

By the same Order in Council, the resolution of November 14, 1938, classifying the operation of crushed stone quarries as a seasonal industry is repealed. The resolution of May 12, 1938, suspending for certain industries the provisions of Order 4 which fix a 55-hour week for women and children and a 72-hour week for men, define overtime, and require time and one-half for overtime (Articles 75, 77 and 78), is also repealed, as well as all resolutions extending its application to other industries or establishments. It should be noted that the repeal of these resolutions does not affect the resolutions suspending maximum hours and weekly rest day provisions in war industries.

Order 5 governing the silk textile industry (LABOUR GAZETTE, 1938, pp. 985, 1350) has been amended by an Order in Council gazetted June 7 and effective from July 5, to increase by four cents the minimum hourly rates for individual workers and also the average hourly rates for the groups established by the original order. The minimum rates for superintendents, foremen and overseers, which were set by the original order at ten per cent above the highest rate for the groups under their supervision, are to be adjusted accordingly. The minimum weekly rates for assistant foremen, office staff, and messengers and office boys are raised, respectively, from $20 to $22, from $10 to $12, and from $6 to $8.

Order 26A governing the taxicab business in the Montreal district (LABOUR GAZETTE, April, 1941, p. 435) and Order 40 governing theatres and cinemas in the Island of Montreal (LABOUR GAZETTE, June, 1941, p. 653), have been amended by Orders in Council gazetted July 26 and effective from that date. In the taxicab business, regular hours for telephone operators and despatchers are increased from eight to ten per day and from 48 to 54 per week. In theatres and cinemas, deductions from pay may now be made when they are imposed by a Court order or by a statute or other document having the effect of a Court order. The minimum which must be paid for two shows in one day to stage hands and musicians employed less than four days per week is raised from $3 to $3.50.

By Orders 17A and 19A, gazetted June 7, Order 17 governing laundries and dry-cleaning establishments in the Montreal district (LABOUR GAZETTE, 1938, p. 1351) is renewed until June 15, 1942, and Order 19 governing the manufacture of full-fashioned stockings (LABOUR GAZETTE, 1938, p. 1352; 1939, p. 1232) until June 17, 1942. Order 9 governing teachers in Verdun (LABOUR GAZETTE, 1938, p. 626), has been renewed for one year beginning July 1 by an Order in Council gazetted July 5, and Order 14 relating to public buildings in the Montreal district, has been renewed until August 31, 1942, by an Order in Council gazetted August 2.

Saskatchewan Minimum Wage Act

Orders F and G, approved by Orders in Council gazetted July 15, and effective from August 1, extend the application of the Act to the town of Humboldt and the territory within five miles of it and to beauty schools, barber schools, and shooting galleries and other establishments operating games of skill.

Orders 1, 2 and 3 (Labour Gazette, 1939, p. 1114; 1940, p. 810) have been replaced by new orders gazetted July 31 and effective from September 1. Orders 1 and 3 apply, respectively, to retail, wholesale and mail order establishments and all other shops not covered by other orders, and to establishments carrying on a warehousing, draying, cartage, transfer and delivery business. Order 2, which formerly covered factories, fuel yards, lumber yards, building supply yards, and offices in connection with these, has been extended to include also paint shops and plumbing and tinsmithing shops (and their offices). The geographic coverage of the orders is restricted, as formerly, to cities and a five-mile radius.

In all three orders, the definition of the normal working week is the same as in the superseded orders, namely, 48 hours or the number of hours usually worked in the establishment if that is less than 48. The minimum weekly wages for full-time experienced employees continue at $14 for workers coming under Orders 1 and 3 and at $13 for those coming under Order 2. Overtime rates and rates for part-time employees, for operators of vehicles and for employees engaged solely in delivering merchandise on foot or bicycle, are also unchanged. There is a new provision in each order, however, which requires that an employee engaged partly in the delivery of merchandise on foot or bicycle and partly in the shop will be paid proportionately at the delivery rate and the shop rate, computed on the basis of time spent on each type of work.

For inexperienced employees other than office help coming under Order 3, the minimum remains unchanged at $12 per week for the first six months followed by the full rate. For all other employees coming under the three orders, the learning period is shortened, the full rate being now reached at the end of 12 instead of 18 months. There continue to be three rates, but instead of receiving the lowest rate for six months and the next lowest for a subsequent six months, the worker is now entitled to increases at the end of three and six months. The third rate continues to be paid for six months. The percentage of inexperienced employees permitted is raised from 25 to 33⅓; and in retail, wholesale and mail order establishments, 40 per cent is now permitted during October, November and December.

PRODUCERS' AND CONSUMERS' CO-OPERATION IN CANADA IN 1940

Annual Report of National Executive of Co-operative Union of Canada

INDICATIVE of the position and progressive development of producers' and consumers' co-operation in Canada are statistics of affiliated societies of the Co-operative Union of Canada given in the June issue of *The Canadian Co-operator* published by that organization.

During 1940, sales of reporting societies affiliated with the Co-operative Union of Canada totalled $18,365,924.51, an increase of $4,218,618.74 over the total sales reported in 1939. Purchase dividends declared by these co-operative societies amounted to $535,972.77 compared with $415,118.80. The net surplus of all societies is given in the statistical report as being $4,248,485.

The report covers the financial operations of retail societies, buying clubs, wholesale societies, educational organizations, marketing, dairy, transportation and producers' societies and a co-operative residence.

Retail Societies.—The membership of the retail societies reporting on their activities in 1940 totalled 20,098, while the amount of purchase dividend declared on the year's operations was $244,022.91. The net surplus of these societies amounted to $330,289.71. Sales for the year were up by $668,046.13 over the 1939 figure and totalled $6,143,673.91. Share capital of the retail societies amounted to $684,579.53; loan capital to $316,580.38, value of stock in trade, $925,469.47 and other assets, $1,299,645.23. The reserve funds of all retail societies reporting totalled $291,694.86. Salaries and wages paid by these organizations to 538 employees amounted to $556,931.31.

Wholesale Societies.—Of the five co-operative wholesale societies reporting, the largest, the Saskatchewan Co-operative Wholesale Society Ltd., Saskatoon, reported total sales in 1940 to the value of $2,225,953.16, an increase of $728,172.33 compared with the sales volume for 1939. The members of this one society numbered 348. To 31 employees a total of $41,006.19 was paid in salaries and wages.

The report of the Canadian Co-operative Union shows that members of all affiliated societies numbered 184,992; share capital amounted to $1,311,747.06; loan capital, $399,406.83; value of stock in trade, $2,797,181.41; other assets, $49,450,001.13; reserve funds totalled $3,851,709.42; the number of employees of all societies, 3,943; salaries and wages paid, $4,388,323.06; while the net surplus of all societies totalled $4,248,485.

RECENT ACTIVITIES OF THE WARTIME PRICES AND TRADE BOARD

Summary of Quarterly Report for Period April 1 to June 30, 1941

THE Wartime Prices and Trade Board in its latest quarterly report reviews the activities of the Board in the period April 1 to June 30. During this period rent control was extended to twenty additional areas and uniform methods of considering application for rent variation were adopted; the order of the Board fixing the maximum price of butter was revoked; import licensing was extended to vegetables; the transfer to the Coal Administrator for the duration of the war the duties, functions and establishment of the Dominion Fuel Board, with full authority to administer, under the direction of the Wartime Prices and Trade Board, the various Orders in Council authorizing assistance to the movement of coal.

Also, during the period, the control of the issuance of all export permits was transferred by Order in Council P.C. 2448 of April 8, 1941, to the Export Permit Branch of the Department of Trade and Commerce. It was provided, however, where any commodity is subject to the control of any Board, Administrator or Controller, the Export Permit Branch shall secure the advice of such body before dealing with any such application.

The following are the major features of the current quarterly report of the Board:—

Sugar

On April 29, under the Budget then presented, the excise tax on sugar was increased by one cent a pound, and at the same time the one cent per pound pre-budget levy which was introduced by Order of the Board on March 31, lapsed. While the refiners' selling price was thus unaltered from the level prevailing in the first week of April, individual retailers in some areas were found to have increased sugar prices by an additional cent when the Budget came down. When these instances came to the attention of the Board, immediate action was taken to restore prices to their previous levels.

There has been no alterations in the Administrator's selling price of raw sugar during the past three months.

Arrangements as to the price to be paid for Empire sugars purchased in accordance with the United Kingdom-Canada Sugar Control Agreement for the third war year, commencing September, 1941, have been completed. Under these arrangements the basic prices and the terms and conditions of sale remain the same as in 1940-41. Barring unforeseen increases in freight and insurance costs, the Administrator's selling price of raw sugar should remain unchanged for the year 1941-42, the report declares.

Bread

Several inquiries were conducted by the Board during the past quarter into alleged price-fixing agreements by manufacturers and dealers to increase the price of necessaries of life.

In one such instance where it had been reported that all the bread companies and distributors in an Ontario community had decided at a meeting to increase the price and that the new price would apply to all firms vending bread, the Chairman of the Board expressed the definite disapproval of any such joint action to increase prices under wartime conditions. He pointed out that such joint action to eliminate price competition would likely involve violation of the Combines Investigation Act and necessitate proceedings under that statute.

Bread prices in the City of Halifax were reduced early in this quarter when one of the larger bakeries restored the weight of its principal ten cent loaf from 20 to 24 ounces without increasing the price. The original reduction in the weight of the Halifax loaf had followed a "price war" in September, 1939, when the 20 ounce loaf was put on the market at seven cents.

Butter

Canadian butter production in the first four months of the year totalled 67,350,000 lbs., an increase of 8,500,000 lbs. or 14·5 per cent over the same four months of 1940. In the light of the current stock and production figures, the Board on May 1, 1941, revoked the maximum price order respecting butter which had been made on December 27, 1940.

On May 10, 1941, an Order in Council was passed approving a schedule of minimum prices issued by the Dairy Products Board in the Department of Agriculture. In six provinces, British Columbia, Ontario, Quebec, New Brunswick, Nova Scotia and Prince Edward Island, the minimum price of creamery butter, first grade solids, delivered to purchasers was set at 29½ cents for May, 30 for June, 30½ for July, 31 for August, 31½ for September and 32 for October. Prices of first grade creamery prints or rolls delivered to purchasers were fixed at 1 cent per pound above solids in each month. In Alberta and Manitoba the price schedules are 2 cents lower and in Saskatchewan 3 cents lower in each month. Prices of butter of lower grades

are to be determined proportionately in accordance with grades established under the Dairy Industry Act.

Tea

A considerable curtailment in available ocean transport from the Orient, and a consequent reduction of normal tea imports, resulted in a Board survey of existing stocks and a conference with representative importers and dealers. Shipping arrangements since concluded, however, give ground for hope that adequate supplies for the balance of the year will arrive.

Rents

A considerable number of areas were brought under rent control in the quarter reviewed; the procedure for making rental applications in municipalities brought under control in 1941 was extended to the areas previously subjected to rent control; booklets explaining the unified procedure were distributed to the public; the policy of the Board on rental control as applied to new housing was defined; and proceedings were instituted against a number of persons alleged to have contravened the rent control orders.

New areas brought under the rent control regulations during the past quarter were as follows:—

Nova Scotia.—Truro, Yarmouth;

New Brunswick.—Moncton, Sussex;

Ontario.—Port Arthur, Fort William, Sault Ste. Marie, Belleville, Peterborough, Oshawa, Whitby, Welland, Niagara Falls, Fort Erie, Thorold, Port Colborne, St. Catharines, Merritton, Hamilton, Burlington, Dundas, Goderich;

Manitoba.—Dauphin;

Saskatchewan.—Regina, Yorkton.

In each case basic maximum rentals fixed are those in effect on January 2, 1941.

The attitude of the Board towards rentals for new housing was clarified by the Rentals Administrator in a public statement issued on April 23, 1941. The Administrator pointed out that the Board had no desire to hamper residential construction in congested areas and that, so long as owners of newly constructed houses or apartments refrained from asking exorbitant or excessive rentals, they need have no fear of the effects of rent control.

Proceedings were instituted during the quarter against several persons alleged to have contravened the rental regulations of the Wartime Prices and Trade Board.

Coal

Canadian coal production for the year ending March, 1941, increased 1,200,000 tons over the preceding twelve months. The April and May production of 2,400,000 was, however, about 110,000 tons below the same months of 1940, increases of 80,000 tons in the three prairie provinces being offset by declines of 170,000 tons in Nova Scotia and 20,000 tons in British Columbia. The Nova Scotia decrease is attributed chiefly to labour difficulties, and that of the Vancouver Island collieries to loss of markets as a result of curtailed shipping activity on the Pacific Coast.

Imports of bituminous coal from the United States were increased by more than three and a half million tons in the year ending March, 1941, and, in anticipation of a still greater demand, dock operators and distributors have been urged by the Administrator to stock to capacity.

With an increase in both domestic production and imports of coke, available Canadian supplies were increased by a million tons in the past fiscal year. Owing to the increase in metallurgical usage of coke and heavier industrial demand for war production in both the United States and Canada, supplies of coke for domestic use next winter will be considerably reduced.

An extensive "buy early" campaign was launched by the Administrator early in June. Consumers and dealers were asked to purchase and take delivery before October of the maximum possible quantity of their fuel requirements for the coming winter.

Late in June the duties and functions of the Dominion Fuel Board were transferred to the Coal Administrator for the duration of the war with full authority to him to administer these under the Wartime Prices and Trade Board.

Supervision of coal purchases for the Department of Munitions and Supply and the Defence Department was co-ordinated on June 1 in the office of the Coal Administrator. Coal contracts and the installation of heating equipment will be reviewed in the light of the most efficient and economic use of available fuel supplies.

Adequate ship charters have been negotiated for the transport of Nova Scotia coal by the St. Lawrence water route during the present season of navigation. Charter prices have, however, advanced considerably over the 1940 rates.

The Coal Administrator, in co-operation with the Oil Controller, has endeavoured to secure a larger provincial market for the Vancouver Island collieries whose bunkering business has been adversely affected by the decline in west coast shipping. This policy of encouraging the use of domestic coal has already had successful results in Northern Ontario where industrial users have greatly increased their purchases of Alberta bituminous coal over the same period last year.

On June 6, by Order in Council P.C. 4016, all coal mining undertakings in Canada were declared to be essential services under the

Defence of Canada Regulations, and any one impairing the efficiency or impeding the working of coal mines will henceforth be liable to incur the penalties imposed thereby.

Hides and Leather

An increasingly higher volume of domestic sales and a continued rise in United States market prices, gave Canadian hide prices an upward tendency early in the past quarter, and a speculative influence was apparent in May.

Announcement by the United States Government late in May that a schedule of price ceilings would be imposed in the near future led to a sharp decrease in trading in the first two weeks of June. On June 14 the United States Price Administrator fixed maximum prices for domestic cattle hides, calf and kip skins. Canadian light native cow hides, which had reached a high of 16 cents per pound, moved down only temporarily in conformity with the "pegged" United States prices, but were up to 16 cents again by June 17, and maintained that level in a quiet market.

Prices of upper leather advanced one to two cents over the levels prevailing in March, 1941. A further three to five cents per pound increase in sole leather prices has been announced effective August 1.

A survey of the manufacturing costs of standard lines of Canadian shoes for the fall trade showed that to May 1 there had been little or no increase in factory costs over last year. Only in a few men's lines did higher prices for material and labour add five to fifteen cents to the manufacturing costs of a pair of shoes. Most lines of women's shoes showed slightly higher factory costs but, in the majority of instances, the additional costs of materials and labour amounted to less than fifteen cents a pair.

It is expected that, for most lines of shoes, retailers will be able to absorb any slight increase in factory costs without advancing retail prices. Although this may result in some cases in modification of customary percentage markup, the increased sales which are expected should maintain or enlarge trading margins. Retail sales of shoes during the first four months of 1941 were twenty-five per cent above the 1940 level.

Fish and Vegetable Oils

Consistently increasing production of cod liver oil was recorded during the past quarter, especially in the medicinal grades, and the Oils Administrator has made a complete survey of Canadian pharmaceutical companies as to their consumption of cod liver and other vitamin oils during the past year, stocks now on hand, and future requirements.

In the Budget of April 29, 1941, vegetable oils were added to the schedule of the War Exchange Conservation Act, and imports are now under licence with permits being granted by the Department of National Revenue on approval by the Oils Administrator.

Prices of fats and oils advanced sharply early in the quarter as the result of increased United States demand for domestically produced oils, the shipping shortage, and increasing costs of oils imported from Pacific countries.

The newly established copra plant at Vancouver began producing coconut oil in May, and its capacity is being further enlarged.

Wool

Adequate supplies of both military and civilian wools are assured up to the spring of 1942, and before that time ample stocks of new clip Australian and New Zealand wools should begin to arrive.

As in previous reports, tabular statistics of wholesale and retail prices and indexes of wholesale prices and the cost of living are also given in the current report. Copies of this report and previous ones may be obtained on application to the Secretary of the War-time Prices and Trade Board, Ottawa.

Reduction of Hours Resulting From "Freezing" of Silk Supplies in U.S.A.

On August 10 the Associate Director-General of Office of Production Management, Mr. Sidney Hillman asked all processors of silk, rayon and hosiery to limit the work-week rigidly to 40 hours to help meet the acute unemployment problem created by lack of silk supplies and inadequate production of American yarns.

Mr. Hillman addressed a letter to all silk, rayon and hosiery processing associations, asking for "complete cooperation" to overcome unemployment threatening many of the silk industry's 175,000 workers.

The letter pointed out that the freezing of all silk supplies for military uses, and the consequent OPACS program allocating rayon to the manufacturers formerly engaged in silk processing, "has resulted in considerable distress to the entire industry, both management and labour.

"While the industry as a whole is cooperating with the government to solve the various problems which have arisen from the freezing," the letter said, "one of the chief questions which must be clarified and overcome, immediately, is that of unemployment.

"I understand that employees in a substantial number of silk mills are working more than 40 hours a week. To spread employment as widely as possible during this period of transition, may I urge that you restrict the number of hours to an absolute maximum of 40 working hours per week for each employee.

"This restriction should apply to all silk and rayon processing plants, including hosiery knitting, throwing, weaving, winding, warping, twisting, and allied operations. It should not apply to those plants engaged in the production of rayon yarns." (A similar silk "freezing" order was passed in Canada on August 9 see page 870 this issue.)

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for July, 1941

SUMMARIES showing the month to month progress of Canada's War Emergency Training Program in the first six months of 1941 have been published in the Labour Gazette each month commencing with the issue of March, 1941. Reports from the schools and training centres for the month of July indicate that a larger number of new trainees entered the classes in that month than in any one of the preceding six months. This was due principally to a substantial increase in the numbers entering the classes in the province of Quebec where enlarged training facilities were made available. In the twenty Quebec schools in which training was in progress in July, new trainees enrolled in the month numbered 1,397.

The total number in training in the Dominion at July 1, 1941 was 9,581 of whom 4,655 were receiving training for industrial war production, 2,145 were in the courses for young men desiring to enlist in the R.C.A.F. and 2,781 were enlisted men receiving training as tradesmen and mechanics. During July, 5,830 entered the classes, of these 3,137 were enrolled in industrial training courses, 1,061 were admitted to the R.C.A.F. classes and 1,632 were enlisted men referred to the schools by the Army. In the month 1,973 graduates were placed in employment, 1,043 from the R.C.A.F. classes joined the Air Force and 64 from the industrial classes enlisted in the armed forces. Enlisted men who completed their training as tradesmen numbered 1,133. At the end of July there were 10,255 in training of whom 5,095 were in industrial classes, 2,075 in the R.C.A.F. classes and 3,085 were in the Army classes.

Arrangements were completed in July whereby R.C.A.F. classes were inaugurated in Ontario at Hamilton Westdale Technical, Toronto Central Technical and Ottawa Technical schools. At Hamilton radio mechanic training is being provided, at Toronto, classes in radio mechanics, aero-engine, and airframe mechanics are in progress, and at Ottawa training is being given in radio mechanic and aero-engine classes. Previously R.C.A.F. classes in Ontario were held at the Galt Aircraft School only. In the Province of Quebec arrangements are being made for an R.C.A.F. course in radio mechanics at the Montreal Sherbrooke Street Technical School. At present the only R.C.A.F. courses in the province are at the Cartierville Aircraft and R.C.A.F. School.

The majority of the schools are operating two shifts per day and many are operating three shifts. In a number of schools special evening classes are being conducted at the request of industrial concerns engaged in war production to afford instruction in blue print reading, shop mathematics and related subjects for the employees of these firms.

At the Technical School in the City of Quebec classes have recently been started in which training in trades in connection with the ship-building industry is furnished.

Explanation of Tables

In Table 1 the numbers in training and the numbers placed in employment, enlisted, etc., from April 1, 1941 to July 31, 1941 and also in the month of July are shown for the Dominion and for each province, a separation being made of those in the industrial, R.C.A.F. and Army classes. As indicated, the placements, enlistments and withdrawals are applicable only to the industrial and R.C.A.F. classes. The numbers who completed training in the Army classes are shown in a separate column.

Table 2 shows by provinces and schools the numbers in training at the end of July with the main trade categories of training provided in the industrial classes in each school being shown. The table also shows for each school the numbers placed in employment and the numbers who left voluntarily for medical reasons or were discharged during July.

Table 3 is an age classification of new trainees enrolled in the industrial classes from April 1, 1941 to July 31, 1941 and in the month of July. Veterans of the 1914-18 War and discharged soldiers of the present war (who are given preference in the selection of trainees) are included in Table 3, but a separate age classification of these is shown in Table 4. In respect to the lower age groups shown in Table 3 it may be stated that a large proportion of the numbers shown are young men who have been rejected for enlistment. As previously mentioned instructions have been issued to selection officers to avoid admitting to the classes men of military age except those who have been rejected for enlistment. Table 5 is a classification by trade categories of the enlisted men in training as army tradesmen at July 31, 1941.

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO JULY 31, 1941, AND IN JULY, 1941

(Subject to Revision)

	Numbers in Training				Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not reported placed[3]		Left before Training Completed[4]			
	From Apr. 1/41 to July 31/41	At First of July	Enrolled in July	At end of July	From Apr. 1/41 to July 31/41	In July	From Apr. 1/41 to July 31/41	In July	From Apr. 1/41 to July 31/41	In July	From Apr. 1/41 to July 31/41	In July	From Apr. 1/41 to July 31/41	In July
DOMINION SUMMARY														
Industrial Classes	16,304	4,655	3,137	5,095	7,247	1,965	296	64	1,365	520	1,988	521	.....	.....
R.C.A.F. Classes (1)	4,560	2,145	1,061	2,075	66	8	1,831	1,043	211	26	246	54	.....	.....
Army and Navy Classes (2)	7,774	2,781	1,632	3,085	.....	.....	.....	.....	.....	.....	.....	.....	4,210	1,133
Total	28,638	9,581	5,830	10,255	7,313	1,973	2,127	1,107	1,576	546	2,234	575	4,210	1,133
NOVA SCOTIA														
Industrial Classes	434	174	64	155	163	78	5	2	.....	.....	16	3	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	410	214	47	224	.....	.....	.....	.....	.....	.....	.....	.....	171	34
Total	844	388	111	379	163	78	5	2	.....	.....	16	3	171	34
NEW BRUNSWICK														
Industrial Classes	336	87	69	124	217	23	2	2	.....	.....	24	7	.....	.....
R.C.A.F. Classes	376	157	75	154	.....	.....	63	63	26	5	46	10	.....	.....
Army Classes	319	21	103	112	.....	.....	.....	.....	.....	.....	.....	.....	172	6
Total	1,031	265	247	390	217	23	65	65	26	5	70	17	172	6
QUEBEC														
Industrial Classes	2,968	736	1,187	1,456	824	282	16	4	319	167	331	144	.....	.....
R.C.A.F. Classes	321	152	67	192	.....	.....	81	19	8	.....	40	8	.....	.....
Army Classes	468	216	143	270	.....	.....	.....	.....	.....	.....	.....	.....	169	79
Total	1,757	1,104	1,397	1,918	824	282	97	23	327	167	371	152	169	79
ONTARIO														
Industrial Classes	9,024	2,637	1,464	2,517	4,755	1,259	136	25	347	233	1,167	316	.....	.....
R.C.A.F. Classes	921	665	257	394	.....	.....	574	515	10	8	18	5	.....	.....
Army and Navy Classes	3,336	1,392	527	1,430	.....	.....	.....	.....	.....	.....	.....	.....	1,840	464
Total	13,281	4,694	2,248	4,341	4,756	1,259	710	540	357	241	1,185	321	1,840	464

MANITOBA														
Industrial Classes	521	97	53	97	140	33	6	.....	121	28	157	16	.....	.....
R.C.A.F. Classes	485	132	67	151	.....	.....	265	52	27	.....	42	1	.....	.....
Army Classes	712	135	208	265	.....	.....	.....	.....	.....	.....	.....	.....	404	72
Total	1,718	364	328	513	140	33	271	52	148	28	199	17	404	72
SASKATCHEWAN														
Industrial Classes	369	159	38	116	139	24	15	3	86	47	33	7	.....	.....
R.C.A.F. Classes	1,038	492	195	554	6	3	384	120	58	.....	36	10	.....	.....
Army Classes	466	151	175	187	.....	.....	.....	.....	.....	.....	.....	.....	273	139
Total	1,873	802	408	857	145	27	399	123	144	47	69	17	273	139
ALBERTA														
Industrial Classes	1,266	434	110	336	365	124	101	26	228	8	190	25	.....	.....
R.C.A.F. Classes	840	290	228	356	60	5	297	131	78	9	46	17	.....	.....
Army Classes	884	402	39	263	.....	.....	.....	.....	.....	.....	.....	.....	624	178
Total	2,990	1,126	377	955	425	129	398	157	306	17	236	42	624	178
BRITISH COLUMBIA														
Industrial Classes	1,386	331	152	294	[5] 643	142	15	2	264	37	70	3	.....	.....
R.C.A.F. Classes	579	257	172	274	.....	.....	167	143	4	4	18	3	.....	.....
Army Classes	1,179	250	390	334	.....	.....	.....	.....	.....	.....	.....	.....	557	161
Total	3,144	838	714	902	643	142	182	145	268	41	88	6	557	161

[1] Young men desiring to enlist in the R.C.A.F. who are given training prior to enlistment. [2] Enlisted men referred to schools by the Army and Navy for training as tradesmen. [3] Including those who after completion of training obtained employment themselves without reporting to Placement Officers. [4] Including those who left voluntarily or for medical reasons or were discharged. [5] Including employees of an Aircraft Company who returned to the Company when training completed.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF JULY, 1941

(SUBJECT TO REVISION)

—	Numbers in Training at July 31st										Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes in July			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at July 31	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
DOMINION SUMMARY														
Nova Scotia	1		80	71		3	155		224	379	78	2		3
New Brunswick			105	19			124	154	112	390	23	65	5	17
Quebec	241	16	1,078	20	14	87	1,456	192	270	1,918	282	23	167	152
Ontario	139	180	1,687	107	108	296	2,517	394	1,430	4,341	1,259	540	241	321
Manitoba			39	21	37		97	151	265	513	33	52	28	17
Saskatchewan	26		90				116	554	187	857	27	123	47	17
Alberta	105		130	39	27	35	336	356	263	955	129	157	17	42
British Columbia	141		96		37	20	294	274	334	902	142	145	41	6
TOTAL	653	196	3,305	277	223	441	5,095	2,075	3,085	10,255	1,973	1,107	546	575
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College	1		48			3	52		130	182	33	1		1
New Glasgow—Training Centre				71			71		94	165	45	1		2
Trenton—Training Centre			32				32			32				
TOTAL	1		80	71		3	155		224	379	78	2		3
New Brunswick—														
Campbellton High School			19	19			38		16	54				
Edmundston R.C.A.F. Classes								54		54		22	3	3
Fredericton High School									16	16	23	1		
Moncton High School			48				48		20	68		1		2
Moncton R.C.A.F. Classes								44		44		29		4
Saint John Vocational			38				38		52	90				5
Saint John R.C.A.F. Classes								56		56		12	2	3
Woodstock Vocational									8	8				
TOTAL			105	19			124	154	112	390	23	65	5	17
Quebec—														
Cartierville Aircraft & R.C.A.F. School	241						241	192		433	30	20	19	22
Chicoutimi Arts and Trades			22				22			22	14			6
Grand'Mère Arts and Trades			39				39			39	8		29	1
Hull Technical			23				23			23	33		11	3
Lachine Arts and Trades			20				20			20	4			
La Tuque Arts and Trades			16				16			16	2			3
Lauzon Arts and Trades			38				38			38	2			3
Maisonneuve Arts and Trades			36				36			36	30			6

Montreal Sherbrooke St. Tech. School		16	163			20	199		142	341				6
Montreal High School of Commerce									28	28				
Montreal—Octave Cassegrain			185	16			201		13	214	11			8
Montreal—William Lunn			67	4			71		64	135				12
Port Alfred Arts and Trade			17				17			17	6			5
Quebec Technical			134		14	52	200		23	223	16	2	64	53
Rimouski Arts and Trades			23				23			23	20			
Shawinigan Technical Institute			50				50			50	44		5	3
Sherbrooke Arts and Trades			36				36			36	15		6	5
Thetford Mines Arts and Trades			35				35			35	1			6
Three Rivers Technical			135			15	150			150	35	1	33	4
Verdun Arts and Trades			39				39			39	11			6
TOTAL	241	16	1,078	20	14	87	1,456	192	270	1,918	282	23	167	152
Ontario—														
Belleville Vocational			65		14	17	96			96	40			2
Brantford Collegiate and Vocational			20				20		20	40	29	1	6	2
Chatham Vocational			19				19		57	76	31	1	2	
Cornwall Vocational			124				124		20	144	50	2		27
Fort William Vocational	75						75			75	59		63	
Galt Aircraft School			49	16	27		92			92	78			
Galt R.C.A.F. Classes								62		62		515	8	5
Guelph Voc. Institute									18	18				
Hamilton Technical Institute			176		19	25	220		101	321	128	2	20	47
Hamilton Westdale Technical		105	34				139	54	72	265	22		17	11
Hamilton Ontario Training College														
Kingston Coll. and Voc. Institute									120	120				
Kirkland Lake Coll. and Voc. Inst.			50				50			50	17	1	12	2
Kitchener-Waterloo Vocational			37				37		49	86	33		1	5
London Technical and Comm. High Sch.	17		103	6	6	11	143		19	162	49	3	41	23
Niagara Falls Vocational											30	1	4	2
Oshawa Coll. and Voc. Inst.			61		12		73		40	113	17		1	3
Ottawa Technical High		19	68	42		20	149	70	59	278	97	6		4
Owen Sound Vocational			46				46		39	85	1			3
Peterborough Vocational			100				100		39	139	63	3		25
Port Arthur Technical and Comm. H. S.														
Sarnia Coll. Inst. and Tech			21				21		25	46	31		7	8
St. Catharines Coll. and Voc			34			20	54			54	24		10	15
St. Thomas Vocational											39			1
Toronto Central Technical	47	26	169			179	421	208	301	930	161		5	88
Toronto Danforth Technical			158				158		151	309	37	2	44	
Toronto Northern Vocational			56				56		92	148	51			19
Toronto Western Tech. Commerce			221		17	24	262		39	301	53	1		8
Welland Vocational			17				17		40	57	13			
Weston Vocational		30	39	43			112		63	175	43	1		15
Windsor-Walkerville Vocational			20		13		33		54	87	63	1		6
Woodstock Coll. and Vocational									12	12				
TOTAL	139	180	1,687	107	108	296	2,517	394	1,430	4,341	1,259	540	241	321
Manitoba—														
St. Boniface—Vocational School			12		23		35		52	87	7		6	8
Winnipeg—Dom. Prov. Vocational Sch.			27	21	14		62		115	177	26		22	8
Winnipeg—Kelvin Tech. School									60	60				
Winnipeg—St. John's Tech. School									38	38				
Winnipeg—R.C.A.F. Classes								151		151		52		1
TOTAL			39	21	37		97	151	265	513	33	52	28	17

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF JULY, 1941
(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT JULY 31ST										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN JULY			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at July 31	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw Technical School	10		37				47			47	1	2		2
Prince Albert Youth Training Sch	3		26				29			29	8		18	3
Regina Balfour Tech	13		12				25		100	125	13		7	2
Saskatoon Technical Collegiate			15				15		87	102	2	1	22	
Saskatoon—R.C.A.F. Classes								226		226	1	42		1
Moose Jaw R.C.A.F. Classes								137		137		53		1
Regina R.C.A.F. Classes								191		191	2	25		8
TOTAL	26		90				116	554	187	857	27	123	47	17
Alberta—														
Calgary Inst. of Technology								127		127		8		6
Calgary—D2H Airport			25	17	5	6	53			53	12	1	4	7
Calgary—Exhibits Building	41		42		8	6	97	72	69	238	44	63	8	10
Calgary—Western Canada High									76	76				
Calgary—Mount Royal College									29	29				
Edmonton—Oliver Building	20		22	22		17	81			81	24	1		2
Edmonton—10104-114 Street	34		33		12		79	111	67	257	24	50	4	12
Lethbridge Technical School									22	22				
Medicine Hat—Badminton Club Bldg	10		8		2	6	26	46		72	25	34	1	5
TOTAL	105		130	39	27	35	336	356	263	955	129	157	17	42
British Columbia—														
Kelowna Junior High														
Nanaimo—Thos. Hodgson Voc									17	17				
Nelson—Junior High School												1	29	
New Westminster—Technical			21				21			21	1			1
Penticton—High														
Vancouver—John Oliver High			30				30			30	4			
Vancouver—King Edward High			25				25			25		1		
Vancouver—81 Robson Street	54						54			54	73		6	2
Vancouver Technical	87				37	20	144		182	326	62		2	
Vancouver—University of B.C.														
Vancouver—MacDonald Annex									33	33				
Vancouver—R.C.A.F. Classes								274		274		143	4	3
Vancouver—576 Seymour St									7	7				
Vernon—High														
Victoria—High									7	7				
Victoria—King's Road									34	34				
Victoria—Central Junior High			20				20		54	74	2			
Victoria—Youth Training School														
TOTAL	141		96		37	20	294	274	334	902	142	145	41	6

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO JULY 31, 1941, AND IN THE MONTH OF JULY, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July
Nova Scotia	114	38	94	24	19	2	2	.....	2	.....	231	64
New Brunswick	50	12	99	38	33	12	11	5	1	1	194	68
Quebec	866	493	727	331	216	91	110	34	24	8	1,943	957
Ontario	1,883	670	1,870	488	884	257	556	129	213	55	5,406	1,599
Manitoba	21	12	83	21	42	9	35	8	13	3	194	53
Saskatchewan	30	10	90	18	27	3	18	4	1	.....	166	35
Alberta	82	21	178	47	72	13	91	17	32	9	455	107
British Columbia	170	12	433	78	218	49	69	10	34	3	924	152
TOTAL	3,216	1,268	3,574	1,045	1,511	436	892	207	320	79	9,513	3,035

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO JULY 31, 1941, AND IN THE MONTH OF JULY, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July	From April 1 to July 31 1941	In July
Nova Scotia	.....	.....	.....	.....	1	.....	2	.....	2	.....	5	.....
New Brunswick	5	1	18	6	4	2	4	3	.....	.....	31	12
Quebec	3	.....	6	2	2	1	.....	.....	.....	.....	11	3
Ontario	18	7	143	22	77	23	203	45	67	12	508	109
Manitoba	4	1	43	6	20	1	27	6	13	3	107	17
Saskatchewan	5	1	39	1	7	.....	15	2	.....	.....	66	4
Alberta	8	1	22	4	17	2	75	12	21	5	143	24
British Columbia	1	1	22	5	15	6	14	2	9	.....	61	14
TOTAL	44	12	293	46	143	35	340	70	112	20	932	183

TABLE 5—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT JULY 31, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	40	.....	.....	.....	32	18	20	41	17	10	11	(1) 35	224
New Brunswick	35	16	8	7	.....	.....	12	20	.....	.....	14	.....	112
Quebec	78	.....	.....	.....	28	.....	47	76	8	.....	33	.....	270
Ontario	498	380	19	42	97	.....	98	144	14	1	.....	(2) 137	1,430
Manitoba	104	23	11	18	27	.....	46	36	.....	.....	.....	.....	265
Saskatchewan	89	35	.....	18	12	.....	19	14	.....	.....	.....	.....	187
Alberta	65	.....	11	33	29	1	32	48	44	.....	.....	.....	263
British Columbia	79	35	2	13	50	.....	33	74	14	13	.....	(3) 21	334
TOTAL	988	489	51	131	275	19	307	453	97	24	58	193	3,085

(1) Concretors. (2) Cooks 92; Instrument Mechanics 45. (3) Concretors 4; Instrument Mechanics 17.

OLD AGE AND BLIND PENSIONERS IN CANADA

Financial and Statistical Summary as at June 30, 1941

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at June 30, 1941. (The text of the Old Age Pensions Act was given in the LABOUR GAZETTE for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $365 a year and who has resided in Canada for 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (LABOUR GAZETTE, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeeds $200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT JUNE 30, 1941

—	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners	10,743	14,068	12,668	11,760	14,402	59,226
Average monthly pension	18·56	19·12	18·72	14·71	14·97	18·55
*Percentage of pensioners to total population	1·35	1·81	1·73	2·57	2·57	1·57
*Percentage of persons over 70 years of age to total population	2·39	3·60	3·14	4·16	5·00	4·37
*Percentage of pensioners to population over 70 years of age	56·54	50·24	55·08	61·89	51·44	35·89
Dominion Government contributions for quarter ended June 30, 1941	$444,756 76	$593,353 46	$523,660 53	$388,267 76	$483,405 96	$2,425,023 78
Dominion Government contributions from inception of Act	$13,672,491 33	$19,128,844 89	$19,386,487 66	$7,112,564 16	$13,016,373 77	$90,474,795 05

—	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council Jan. 25, 1929	Totals
Number of pensioners	1,995	47,926	13,161	8	185,957
Average monthly pension	11·26	15·72	16·97	20·00	
*Percentage of pensioners to total population	2·08	1·47	1·38	0·08	
*Percentage of persons over 70 years of age to total population	6·25	2·98	2·30	1·22	
*Percentage of pensioners to population over 70 years of age	33·25	49·41	59·82	6·56	
Dominion Government contributions for quarter ended June 30, 1941	$50,441 52	$1,665,502 02	$497,575 53	$475 54	$7,072,462 86
Dominion Government contributions from inception of Act	$1,306,514 79	$34,991,948 66	$17,628,315 23	$ $18,859 45	$216,737,194 99

* Percentages based on the estimated population as at June 1, 1940—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT JUNE 30, 1941

—	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	198	303	315	717	612
Average monthly pension	19·56	19·71	19·64	19·66	19·26
Dominion Government contributions for quarter ended June 30, 1941	$8,630 48	$13,411 61	$13,894 63	$31,337 10	$26,006 63
Dominion Government contributions from inception of amendment to O.A.P. Act	$91,592 70	$150,951 97	$147,318 54	$356,718 91	$306,046 68

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners	1,478	111	1,992	292	6,018
Average monthly pension	19·65	13·88	19·51	19·89	
Dominion Government contributions for quarter ended June 30, 1941	$65.878 27	$3,561 63	$89,069 69	$13,200 03	$264,990 07
Dominion Government contributions from inception of amendment to O.A.P. Act	$777,997 90	$42,285 22	$1,040,700 13	$145,840 71	$3,059,452 76

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Employment Offices

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The numer of firms so reporting June 1 was 12,555, the employees on their payrolls numbering 1,528,834.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for June was 2,012 having an aggregate membership of 290,957 persons, 4·1 per cent of whom were without employment on July 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of June, 1941, as Reported by Employers

For the fifth consecutive month, the trend of employment in Canada was upward at June 1. The increase in the reported staffs, though seasonal in character, was decidedly above the average for that date in the years since 1920, being, in fact, the largest advance recorded in any month in this period of over twenty years. Returns were received by the Dominion Bureau of Statistics from 12,555 establishments whose employees aggregated 1,528,834 at the beginning of June, as compared with 1,451,322 at May 1. This gain of over 77,500 workers, or 5·3 per cent, reflected the establishment of a new all-time high in industrial activity in the Dominion.

Ordinarily, the expansion between May 1 and June 1 is greater than that between any other two consecutive months in the year. The general movement usually continues favourable until the autumn, but the improvement shown in succeeding months in the last twenty years has almost invariably been less extensive than at the begining of June.

Based on the 1926 average as 100, the index of employment stood at 153·0 at June 1, 1941, compared with 145·5 in the preceding month, and 120·9 at June 1, 1940; the previous high figure for June 1 had been 122·2 in 1929. The seasonally corrected index, standing at 151·1 at May 1, rose to 153·0 at the date under review; this adjusted figure, (which coincided with the crude index), was the highest in the record.

As was explained in the last two bulletins on employment, the genuinely large increases indicated in recent reports may to some extent be exaggerated by the use of the new questionnaire. The present form, in calling for statistics of payrolls, requires a statement of the number employed in the pay period falling nearest to the last day in the month, since the employees and the earnings must be related; the questionnaire formerly used had asked only for the number at work on the single day. The number employed during the pay period very frequently exceeds the number employed at a single date, for one reason, because it involves a larger coverage of casually employed workers. Their inclusion to a greater extent than in the former record produces the most serious danger to the comparability of the indexes, and results in discrepancies which are more difficult to rectify than inconsistencies due to any other factor. Consequently, the industries ordinarily employing a considerable proportion of casual labour are chiefly responsible for any loss of comparability between the present and the former statistics of employment.

The number of persons added to the reported working forces at the date under review was exceptionnaly large, as already stated. However, the percentage increase (5·3) has been exceeded on several occasions, notably by that indicated at June 1 in 1929, 1937 and

1928, as well as in a few earlier years. The percentage gain at June 1, 1940, was also fractionally higher. While this lowering in the latest percentage of increase is, of course, partly due to the growth in the figure on which the percentage is based, it may nevertheless imply that the most serious loss in the comparability of the current statistics with those for earlier periods as a result of the new questionnaire, took place at April 1 with the initial tabulation on the new basis. If this inference is correct, any such loss, whose extent necessarily cannot be determined, may perhaps be of less importance than was feared.

There was very general improvement in industrial employment at the beginning of June, 1941, increased activity, on the whole, being recorded by establishments in all provinces, in each of the eight cities for which statistics are segregated, and in most industries.

The largest gains reported in the various industrial groups were those of 29,230 employees in manufacturing, 26,532 employees in construction and maintenance. Within the former, there was widespread activity; the additions to the staffs were most pronounced in the pulp and paper, food, chemical, non-ferrous metal, lumber and iron and steel divisions, but the movement was also decidedly upward in many other branches of manufacturing. The only exception was the tobacco group, which was seasonally inactive. The increase in iron and steel, (in which the co-operating establishments absorbed nearly 8,900 additional workers) raised the index for that group to 273·9 per cent of the 1926 average, an all-time maximum. In many other industries, new highs were established by the latest figures.

The non-manufacturing groups also reported substantial gains; these were mainly of a seasonal character, but in most cases they exceeded the increase indicated as normal at June 1 in the period, 1921-1940. As already dated, construction provided work for a large number of additional employees, while logging, mining, communications, services and trade were also much more active.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

Note.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



A review of the situation in the various industries is given in greater detail following the analyses for the provinces and the leading cities.

Important improvement had been indicated at June 1, 1940. The 12,091 employers then making returns had employed 1,183,210 men and women, compared with 1,118,232 at May 1. This was an increase of 5·8 per cent.

The indexes for June 1 in recent years of the record, based on the 1926 average as 100, are as follows, 1941, 153·0; 1940, 120·9; 1939, 113·1; 1938, 111·9; 1937, 114·3; 1936, 102·0; 1935, 97·6; 1934, 96·6; 1933, 80·7; 1932, 89·1; 1931, 103·6; 1930, 116·5; 1929, 122·2; 1928, 113·8 and 1927, 107·2.

Employment in Financial Institutions

Statistics collected from banks, trust companies and stock market operators show that at June 1, 901 firms and branches in these lines of business employed 59,960 persons, compared with 59,861 in the preceding month. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, service and trade industries brings the total number of employees included in the June 1 survey of employment to 1,588,794 in 13,456 establishments, and lowers the index of 153·0 in the industries above enumerated, to 151·2; the May 1 index of 145·5 was lowered by the inclusion of the data from financial institutions to 143·8, while that for June, 1940, stood at 120·6 when such returns were included, as compared with 120·9 for the industries enumerated in the third sentence of this paragraph.

Statistics of Earnings

The payroll data[1] given in this bulletin result from the third tabulation of statistics of current earnings, and, like those obtained in the first two tabulations on this subject, must be regarded as subject to revision.

In the last week in May, the earnings of the 1,528,834 employees for whom statistics are available amounted to $38,622,330. In the period of observation in April, the same establishments reported that 1,451,322 workers had received $36,593,655. The May figure was higher by $2,028,675, or 5·5 per cent than that for April. The number of employees showed a rather smaller proportionate gain 55·3 per cent; accordingly, the average per capita earnings also slightly advanced, rising from $25.21 in the one week in April, to $25.26 in the corresponding week in May. The general increase would probably have been rather larger had it not been for the observance of Victoria Day in many establishments, with consequent loss of earnings.

The aggregate and the per capita figures for April obtained in the tabulation of the returns for May, differ from those published in the last issue of this bulletin. This is mainly due to the fact that more complete payroll data are available than when the original compilation was made for April, but is also partly due to revisions in the figures previously tabulated. In some cases, these revisions come from corrections made by employers in their original returns in response to requests for clarification, and in others, to differences in the interpretation of the data which became possible only when comparison could be made with subsequent reports from individual establishments. Further revisions of this sort will no doubt be required for some months to come.

As stated in the last bulletin on this subject, the Bureau, to ensure accuracy and comparability in the payroll statistics, is calculating for office use a figure of per capita earnings for each establishment. This permits the checking and verification of any unexplained variations from preceding months and enables the detection of inconsistencies in the figures furnished before the statistics are tabulated. In view of the many thousands of returns received, the process is lengthy and laborious, and inevitably delays the preparation of the current statistics of employment and earnings. However, these calculations seem necessary for the present, at all events.

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[1] The following briefly explains the statistics requested on the questionnaire, and their treatment in the Bureau.

Industrial establishments are asked to furnish data showing the aggregate earnings of their employees in the last pay periods in the month, the employees and their earnings to be grouped according to the duration for which they are paid. This usually results in statements of amounts earned in monthly, semi-monthly, fortnightly and weekly pay periods; occasionally data for other periods are given. Many firms furnish information for different categories of employees who are paid at each of these intervals, while others habitually use only one or two pay periods in their time keeping organization.

In the Bureau the statistics of earnings reported for the various periods exceeding a week are reduced to the proportion which would be earned in one week, the numerator of the fractions used for this purpose being six days, the standard working week; the denominator of the fraction, are the number of working days covered by the different payrolls. In the case of those salaried employees whose earnings are calculated on an annual or monthly basis, so that they are not affected by the number of working days in the period, fixed proportions are used to reduce the earnings to a weekly basis, and these proportions are not varied with the length of the calendar month.

The sums resulting from these calculations are then aggregated to give the total amounts which would be paid for services rendered in one week by the persons on the payrolls of the co-operating establishments. The employees reported are not in all cases necessarily employed for a period of six days by one employer. As already stated in connection with the figures of employment, the inclusion of casual workers to a greater extent than in the former surveys of employment, necessitated by the new questionnaire, constitute the greatest danger to the comparability of the present and the former statistics of employment.

The accompanying table shows for the provinces, the eight leading cities and the main industrial groups, the number of employees reported at May 1 and June 1, together with their earnings in the last week in April and the last week in May.

Manufacturing.—In the manufacturing industries, the 872,655 men and women employed at June 1 by the 6,900 co-operating manufacturing establishments were reported to have earned $22,528,809 in the final week in May. The same firms had 843,425 employees in their last report, and the earnings of such workers in one week in April were stated as $21,780,965. The number of employees and the aggregate weekly payroll both rose by approximately 3·5 per cent. There was accordingly no change in the per capita earnings, which were $25.82 in the one week in April and May. There would undoubtedly have been an increase in the latter period had not many establishments closed over the Victoria Day holiday, with consequent reductions in the wages paid.

Logging.—The number of persons employed in logging showed a substantial increase, largely as a result of river driving operations, while there was an increase of 39·2 per cent in the aggregate earnings. However, the per capita figure declined from $20.26 in the last week in April, to $18.85 in the last week in May. The latter figure was higher than that indicated in the last week in March for those employed at April 1, when the number of workers reported approximated the number employed at the first of June; the large decrease noted in the intervening report in employment and in aggregate earnings was due to seasonal causes.

Mining.—In mining, the aggregate and the per capita earnings were both higher in the last week in May than in the period of observation in April, these increases accompanied a considerable expansion of employment in metal mining and in quarrying and the extraction of non-metallic minerals, while there was a moderate seasonal decline in coal-mining. The figures of earnings in all three branches of mining were higher in May. In coal mining this was partly due to more continuous operations in certain areas in which an industrial dispute had been reported in the period for which information was furnished in April.

Communications. — The communications group showed improvement in employment, and in aggregate payrolls and per capita figures, there being a gain of 4·8 per cent in the number employed, together with an increase of 6·1 per cent in the total earnings. The per capita average rose by 32 cents, to $27.13 in the last week in May.

Transportation.—The moderate falling-off in employment in transportation indicated at June 1 was accompanied by an increase in the aggregate and the per capita earnings in the final week in May. The total figure amounted to $3,646,745, compared with $3,621,978 in the period of observation in April, while the per capita figure rose from $29.10 in that week to $29.43 in the last week in May.

Construction.—There was increased activity in construction, in which the co-operating employers reported 17·7 per cent more workers, and the total weekly earnings rose by 19·3 per cent, to $3,985,850 in the period in May for which data are available. The per capita figure, was also rather higher, standing at $22.55, compared with $22.34 in April.

Services.—Employment in the service division increased by just over three per cent, and the aggregate payrolls showed the same percentage of increase. Accordingly the per capita figure of earnings was unchanged, standing at $15.98 in the periods in May and April for which data are available. In connection with these returns, it should be pointed out that the statistics of earnings are exclusive of the value of board and lodging which in the hotel and restaurant group frequently constitute a part of the remuneration of employees.

Trade.—In trade, there were advances in the number of persons employed and in the aggregate and the per capita earnings. The reported staffs rose by 1·6 per cent and the wage and salary disbursements by 2·8 per cents, while the average earnings increased from $22.41 in the last week in April to $22.68 in the same period in May.

A brief analysis of the information for the provinces shows widely distributed increases in the total weekly earnings of those on the payrolls of the co-operating establishments, the gains in the one week in May over the corresponding period in April, ranging from 2·8 per cent in British Columbia to 14 per cent in Nova Scotia and 16·7 per cent in Prince Edward Island. The per capita figures in Prince Edward Island, Nova Scotia, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia were also higher in each case in May than in April. In New Brunswick and Quebec, however, the weekly averages were lower. In the former, the difference was due to the re-employment of large numbers of bush workers, whose rates of pay are below the general average; it should be noted in connection with earnings in logging camps that the value of board and lodging is excluded from

the statistics furnished, these including only money payments. In Quebec, the average earnings, at $23.38, were six cents less in the one week in May than in the same period in April. In that province, there was a slightly larger percentage increase in the number of employees taken on than in the aggregate earnings disbursed, while the observance of Victoria Day also lowered wage payments in some establishments in the last week in May.

In each of the eight leading cities, expansion in employment was accompanied by a gain in the reported aggregate of earnings for one week in May, as compared with the period of observation in the preceding month. These ranged from a fractional percentage increase in the total disbursement reported in Ottawa, to that of 4·7 per cent in Winnipeg.

The former was the only one of these centres to show a decline in the per capita average. This was chiefly due to the observance of the Victoria Day holiday. No general change was shown in the per capita figure in Montreal. In this, as in the other centres, the individual earnings in many cases were lowered by the week-end holiday; otherwise the per capita figure in Montreal for the last week in May would have been above that for the last week in April. In the remaining centres for which statistics are segregated, the per capita averages in the period of observation in May were higher than in April.

EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1 and at June 1, 1941, by Establishments furnishing Statistics, and Earnings of these Employees in One Week in April and One Week in May.

(The payroll figures are preliminary and are subject to revision.)

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings reported for One Week in		Average Per Capita Earnings in One Week in	
	May 1	June 1	April	May	April	May
			$	$	$	$
(a) *Provinces*						
Maritime Provinces	**101,620**	**115,291**	**2,181,052**	**2,433,095**	**21.46**	**21.10**
Prince Edward Island	1,880	2,079	37,433	43,676	19.91	21.01
Nova Scotia	62,196	68,611	1,301,874	1,483,577	20.93	21.56
New Brunswick	37,544	44,601	841,745	905,842	22.42	20.31
Quebec	**426,019**	**457,959**	**9,985,438**	**10,709,145**	**23.44**	**23.38**
Ontario	**633,844**	**657,368**	**16,927,474**	**17,649,691**	**26.71**	**26.85**
Prairie Provinces	**167,434**	**173,683**	**4,240,344**	**4,480,646**	**25.33**	**25.80**
Manitoba	79,002	81,755	2,030,040	2,139,109	25.70	26.16
Saskatchewan	33,828	35,308	827,183	868,123	24.45	24.59
Alberta	54,604	56,620	1,383,121	1,473,414	25.33	26.02
British Columbia	**122,405**	**124,533**	**3,259,347**	**3,349,754**	**26.63**	**26.90**
Canada	**1,451,322**	**1,528,834**	**36,593,655**	**38,622,330**	**25.21**	**25.26**
(b) *Cities*						
Montreal	208,524	213,752	5,141,998	5,281,796	24.71	24.71
Quebec City	21,863	22,613	451,684	468,434	20.66	20.72
Toronto	191,757	196,336	5,101,449	5,231,894	26.60	26.65
Ottawa	19,233	19,834	454,963	456,921	23.65	23.04
Hamilton	51,342	52,826	1,411,266	1,461,037	27.49	27.66
Windsor	31,198	31,475	1,168,384	1,186,218	37.45	37.69
Winnipeg	49,720	50,993	1,237,919	1,296,596	24.90	25.43
Vancouver	49,750	49,987	1,264,764	1,279,885	25.42	25.60
(c) *Industries*						
Manufacturing	843,425	872,655	21,780,965	22,528,809	25.82	25.82
Logging	31,403	46,965	636,117	885,291	20·26	18.85
Mining	82,012	83,929	2,417,826	2,621,321	29.48	31.23
Communications	24,778	25,974	664,393	704,770	26.81	27.13
Transportation	124,470	123,921	3,621,978	3,646,745	29.10	29.43
Construction and Maintenance	150,211	176,743	3,340,001	3,985,850	22.34	22.55
Services	36,915	38,073	589,957	608,478	15.98	15.98
Trade	158,108	160,574	3,542,418	3,641,066	22.41	22.68
Eight Leading Industries	**1,451,322**	**1,528,834**	**36,593,655**	**38,622,330**	**25.21**	**25.26**

Employment by Economic Areas

The trend of employment was upward in each of the provinces, with firms in Quebec and Ontario showing the greatest expansion; the workers added to the staffs of the co-operating establishments numbered 31,940 in the former and 23,524 in the latter, while the percentage gains over the preceding month ranged from 1·7 in British Columbia to 17·1 in New Brunswick. Employment generally was at an exceedingly high level as compared with June 1 in earlier years of the record.

Maritime Provinces.—Considerable increases were reported in Prince Edward Island, Nova Scotia and New Brunswick, according to

statistics received from 891 employers in the Maritime Provinces with a combined working force of 115,291 persons, as compared with 101,620 at May 1. This gain of 13·5 per cent has rarely been exceeded in any month in the years for which data are available; to some extent, the unusually large increase is a result of the use of the new questionnaire, which, in asking for statistics of earnings, also requires a statement of the number employed during the pay period, rather than the number at work at a given day. The latest index, at 154·2, was at an all-time maximum. The figure at June 1 of last summer had been 117·0.

Manufacturing reported decided expansion at the date under review, particularly in the iron and steel, lumber, pulp and paper and animal food divisions; logging, trade and construction also afforded more employment, the advance in the last-named being greatest. On the other hand, transportation was seasonally slacker, and mining showed a slight decline.

The 851 firms reporting for June 1, 1940, had employed 86,809 workers, or 3,100 more than at the beginning of May of last year.

Quebec.—Improvement was indicated in most industrial groups in Quebec; manufacturing, logging and construction recorded especially pronounced additions to the personnel, but there were also important increases in transportation, trade services and mining. Within the manufacturing division, pulp and paper, chemical, lumber, iron and steel and non-ferrous metal plants reported the greatest expansion, but the trend was also upward in the food, textile, leather, electrical apparatus, clay, glass and stone and many other industries.

Statements were tabulated from 3,133 firms employing 457,959 workers at June 1, 1941, or 31,940 more than in their last monthly report. The general gain indicated by the employers making returns was exceptionally large, substantially exceeding the average at June 1 in the years, 1921-1940; it was also greater than that noted at the same date of last year, when the co-operating establishments, numbering 3,015, had reported 351,911 employees, as compared with 325,985 in the preceding month.

Ontario.—There was considerable expansion in operations in manufacturing, logging and construction and maintenance at June 1, 1941, together with smaller increases in employment in mining, transportation, services, communications and trade. Within the manufacturing division, the lumber and iron and steel and food divisions showed the largest additions to the forces, but there was also improvement in the food, rubber, chemical, pulp and paper, clay, glass and stone, electrical appliance, non-ferrous metal, non-metallic mineral product and other groups; on the other hand, tobacco works were seasonally slacker.

The staffs of the 5,419 co-operating establishments in Ontario aggregated 657,368 at the latest date; as compared with 633,844 at May 1, this was an increase of 23,524 employees, an advance that was much greater-than-average in the experience of past years. The general index of employment, at 162·1 at June 1, 1941, was higher than at any other date in the record. A combined staff of 505,126 had been reported by the 5,250 concerns furnishing data for the same date last spring.

Prairie Provinces.—Construction (especially highway and railroad construction and maintenance), transportation, communications, manufacturing, services and trade showed important improvement in the Prairie Provinces, while there was little general change in mining, and logging was seasonally slacker. In the group of factory employment, there was an upward movement in food, lumber, and iron and steel. The expansion resulted in a generally higher level of activity than at June 1 in any other year since 1929.

The 1,789 firms whose statistics were tabulated reported 173,683 employees, as against 167,434 in the preceding month; the situation improved at June 1 in each of the provinces in the Prairie Area. Larger increases had been indicated at June 1, 1940, when the 1,716 establishments making returns had employed 140,331 workers, compared with 130,901 at May 1; employment was then, however, at a lower level.

British Columbia.—An aggregate working force of 124,533 was reported by the 1,319 co-operating employers, who had 122,405 persons on their payrolls at the beginning of May. The latest increase, following many noteworthy gains, was not equal to the average reported at June 1 in the years since 1920, being also smaller than that indicated at the same date in 1940. The index of employment at June 1, 1941, was at a new maximum standing at 134·9, it was over 20 per cent higher than at the beginning of June of last year.

Manufacturing recorded marked improvement, that in lumber, food and iron and steel factories being most pronounced. Among the non-manufacturing groups, logging and trade showed heightened activity, while transportation and construction were quieter.

For June, 1, 1940, statements had been received from 1,260 employers of 99,033 persons.

Table 1 gives monthly index numbers for the five economic areas since 1937, together with figures for June 1 in the years, 1927-1937; available indexes for Prince Edward Island, Nova Scotia, New Brunswick, Manitoba, Saskatchewan and Alberta are also shown.

Employment by Cities

The trend was favourable in each of the eight cities for which separate compilations are made, Montreal, Quebec City, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver showing improvement. The largest additions to the staffs were reported in Montreal and Toronto, while the most pronounced percentage gains were in Quebec City and Ottawa, being 3·4 per cent and 3·1 per cent, respectively. The index number of employment in each of these centres was higher than at any other date in this record.

Montreal.—Further marked improvement was recorded in Montreal, where the 1,816 co-operating firms employed 213,752 persons, or 5,228 more than at May 1. Manufacturing showed a large increase, most of which took place in iron and steel, while there were also gains in food, tobacco, clay, glass and stone and electrical apparatus factories; on the other hand, the textile division was quieter. Among the non-manufacturing division, transportation, building and services afforded more employment. The index, at 141·0, was 27·5 points higher than in June, 1940, a smaller advance had then been recorded in the 1,779 establishments from which information was received, whose employees had numbered 176,777.

Quebec.—There was an important gain in industrial activity in Quebec City, manufacturing, transportation and construction reporting greatly heightened activity. Statements were tabulated from 216 employers having 22,613 workers, as against 21,863 in the preceding month. Expansion on a larger scale had been indicated at the beginning of June of a year ago, but the level of employment was then much lower according to information from 214 firms with a force of 17,427 men and women.

Toronto.—Returns were furnished by 1,881 business houses in Toronto with 196,336 employees, compared with 204,952 at May 1. Manufacturing as a whole was decidedly brisker, there being gains in most of its branches, notably in iron and steel, electrical apparatus, non-ferrous metals, food and printing and publishing. Transportation and construction also afforded more employment. The general index in Toronto was over thirty-three points higher than at June 1, 1940, when statistics from 1,800 establishments indicated a combined staff of 154,752 or 2,544 more than at the beginning of May of last year.

Ottawa.—Generally heightened activity was noted in manufacturing, transportation, construction, services and trade also showed moderate improvement. A total working force

TABLE I—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1927	107·2	103·5	.....	.....	.....	107·5	108·1	106·5	.....	.....	.....	105·5
June 1, 1928	113·8	107·2	.....	.....	.....	110·7	115·5	121·5	.....	.....	.....	109·9
June 1, 1929	122·2	112·5	.....	.....	.....	115·9	126·2	132·4	.....	.....	.....	117·5
June 1, 1930	116·5	122·4	.....	.....	.....	114·5	117·8	115·8	.....	.....	.....	113·3
June 1, 1931	103·6	105·2	.....	.....	.....	104·3	104·2	103·3	.....	.....	.....	97·9
June 1, 1932	89·1	96·4	.....	.....	.....	87·8	89·9	89·3	.....	.....	.....	83·7
June 1, 1933	80·7	82·8	.....	.....	.....	79·3	81·6	82·7	.....	.....	.....	76·2
June 1, 1934	96·6	98·4	.....	.....	.....	90·9	104·4	89·5	.....	.....	.....	89·1
June 1, 1935	97·6	101·6	.....	.....	.....	93·8	101·6	92·2	.....	.....	.....	96·6
June 1, 1936	102·0	103·4	.....	.....	.....	99·8	104·7	97·7	.....	.....	.....	102·2
June 1, 1937	114·3	122·0	82·0	124·4	121·4	113·6	118·8	99·3	97·4	103·9	99·4	112·2
June 1, 1938	111·9	110·9	82·0	122·5	98·6	120·4	112·5	97·0	93·7	100·2	100·1	105·1
June 1, 1939	113·1	108·4	94·4	120·6	94·4	121·0	113·6	101·0	95·6	105·1	106·4	106·6
June 1, 1940	120·9	117·0	90·7	128·8	104·2	123·0	126·6	107·4	102·9	113·0	110·8	112·0
Jan. 1, 1941	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
April 1	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1	145·5	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
June 1	153·0	154·2	107·1	172·5	134·9	157·3	162·1	128·3	124·7	127·4	134·5	134·9
Relative weight of Employment by Provinces and Economic Areas as at June 1, 1941	100·0	7·5	0·1	4·5	2·9	30·0	43·0	11·4	5·4	2·3	3·7	8·1

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

of 19,834 men and women was recorded at June 1, 1941, by the 241 co-operating firms, who had 19,233 on their payrolls in the preceding month. At the same date of last year, 237 establishments had reported 15,993 employees, a gain of 931 from their May 1, 1940 forces, while the index was then 32·7 points lower than that of 150·6 at June 1, 1941.

Hamilton,—There was a further increase in Hamilton, where data were furnished by 338 employers who had 52,826 persons on their paylists, or 1,484 more than at the beginning of May. This advance exceeded that indicated at June 1, 1940, when employment was not so active.

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

Industries	[1]Relative Weight	June 1, 1941	May 1, 1941	June 1, 1940
MANUFACTURING	57·1	167·9	162·3	129·2
Animal products—edible	2·2	172·9	160·7	148·0
Fur and products	0·2	123·6	121·2	120·7
Leather and products	1·8	137·0	134·8	116·8
Boots and shoes	1·2	131·0	129·3	113·0
Lumber and products	4·3	120·9	108·7	97·5
Rough and dressed lumber	2·7	115·7	99·2	91·6
Furniture	0·6	111·9	110·8	91·6
Other lumber products	1·0	148·5	141·7	122·9
Musical instruments	0·2	94·3	86·1	62·1
Plant products—edible	2·8	133·8	129·8	121·1
Pulp and paper products	5·2	128·3	124·8	117·6
Pulp and paper	2·3	120·5	115·1	110·7
Paper products	0·9	167·3	162·8	141·6
Printing and publishing	2·0	125·2	124·3	118·2
Rubber products	1·1	134·6	131·0	107·5
Textile products	9·1	159·4	158·9	144·6
Thread, yarn and cloth	3·4	169·9	168·2	157·6
Cotton yarn and cloth	1·6	125·8	124·5	121·6
Woollen yarn and cloth	0·8	186·3	185·9	171·0
Artificial silk and silk goods	0·7	585·6	573·6	511·0
Hosiery and knit goods	1·5	143·0	142·1	139·4
Garments and personal furnishings	3·1	155·6	156·9	138·0
Other textile products	1·1	166·0	163·7	133·8
Tobacco	0·5	107·0	116·5	100·3
Beverages	0·7	205·6	202·2	172·9
Chemicals and allied products	2·6	322·5	306·7	191·4
Clay, glass and stone products	1·0	133·3	128·9	106·0
Electric light and power	1·3	149·9	143·1	137·5
Electrical apparatus	1·9	205·9	201·8	147·3
Iron and steel products	18·1	203·3	196·8	126·4
Crude, rolled and forged products	1·8	211·2	203·8	158·3
Machinery (other than vehicles)	1·6	225·2	215·1	134·0
Agricultural implements	0·6	107·9	107·3	81·4
Land vehicles	7·5	179·8	176·9	115·3
Automobiles and parts	2·4	256·5	256·8	168·0
Steel shipbuilding and repairing	1·2	420·6	396·5	206·2
Heating appliances	0·3	158·4	157·6	132·7
Iron and steel fabrication (n.e.s.)	1·0	226·2	224·8	142·5
Foundry and machine shop products	0·8	232·3	224·5	124·8
Other iron and steel products	3·3	242·3	227·0	132·0
Non-ferrous metal products	2·7	273·9	260·7	180·5
Non-metallic mineral products	0·9	179·7	172·8	172·7
Miscellaneous	0·5	205·5	199·5	154·2
LOGGING	3·1	158·3	107·9	105·2
MINING	5·4	178·8	174·8	166·7
Coal	1·6	91·5	92·3	86·4
Metallic ores	3·1	376·0	367·2	354·9
Non-metallic minerals (except coal)	0·7	161·0	145·9	145·9
COMMUNICATIONS	1·7	97·2	92·8	87·1
Telegraphs	0·4	115·5	109·9	98·2
Telephones	1·3	92·2	88·1	84·0
TRANSPORTATION	8·1	98·6	99·2	90·3
Street railways and cartage	2·3	146·5	144·1	133·7
Steam railways	4·4	85·2	85·9	77·5
Shipping and stevedoring	1·4	94·9	98·1	91·1
CONSTRUCTION AND MAINTENANCE	11·6	140·7	120·0	90·5
Building	4·1	144·3	127·2	68·4
Highway	4·7	180·3	142·8	126·1
Railway	2·8	100·9	91·8	79·9
SERVICES	2·5	170·9	165·6	142·5
Hotels and restaurants	1·5	163·6	156·2	135·8
Personal (chiefly laundries)	1·0	183·6	182·0	154·3
TRADE	10·5	156·8	154·5	140·7
Retail	8·0	164·6	162·4	146·2
Wholesale	2·5	136·2	133·3	126·7
ALL INDUSTRIES	100·0	153·0	145·5	120·9

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

Improvement was noted at the date under review in manufacturing, mainly in iron and steel products, while transportation, trade and construction reported relatively small gains. The 333 concerns reporting for June 1, 1940, had employed 39,902 workers; the index then stood at 122·3, compared with 161·9 at June 1, 1941.

Windsor.—Employment in Windsor showed a contra-seasonal advance at June 1, for which statistics were received from 195 firms with 31,475 employees, an increase of 277 since the beginning of May. There was a gain in food manufacturing but chemical and steel factories were rather quieter. The non-manufacturing divisions reported moderate improvement, mainly in quarrying and in services and trade. At the corresponding date of last summer, a larger increase had been indicated by the 194 co-operating establishments, whose staffs aggregated 22,122; employment then was at a much lower level than at the latest date, when the index stood at 229·9, the highest figure in the record.

Winnipeg.—A personnel of 50,993 men and women was reported by the 553 Winnipeg employers whose statistics were compiled, and who had 49,720 employees at May 1. Most of the gain took place in manufacturing and trade, but communications, transportation and construction also afforded rather more employment. The general increase was slightly larger than that noted at the beginning of June of last year, when 537 returns had been tabulated, showing a combined working force of 43,516 persons, as against 42,339 in the preceding month. The index then stood at 99·4, compared with 122·2 at June 1, 1941, the latter is the highest so far recorded.

Vancouver.—Manufacturing was decidedly more active, especially in plants turning out food, lumber and iron and steel products. In the non-manufacturing divisions, transportation was slacker, services and trade recorded moderate gains, while other lines in Vancouver showed little change on the whole. Statements were tabulated from 582 firms with 49,987 workers, as compared with 49,750 at May 1, 1941. A larger increase had taken place at June 1 of a year ago, according to statistics from 550 establishments with 40,184 persons on their staffs, an increase of 957 over the month. Employment then, however, was generally quieter, the index being 23·3 points lower than that of 141.9 indicated at the beginning of June of this year.

Employment by Industries

Manufacturing.—Manufacturing showed further widespread improvement at the beginning of June, when employment was in substantially greater volume than in any other month for which statistics are available. Data were received from 6,900 establishments which had enlarged their staffs from 843,425 at May 1, to 872,655 at June 1, 1941; this gain of 29,230, or 3½ per cent, raised the index from 162·3 at the former date to a new all-time peak of 167·9 at the latter. The maximum figures in the pre-war period were those of 121·7 at October 1, 1937, and 121·6 at August 1, 1929.

The trend of employment in manufacturing at June 1 in the last twenty years has almost invariably been upward. The number added to the payrolls at the date under review was greater than in almost any other month but the percentage gain was rather smaller than that indicated at June 1 in three earlier years of the record, having also been exceeded by the increase shown on four or five other occasions in the period of observation. In a number of these instances, however, the movement was in the nature of recovery from severe losses in the preceding month. In the present year, employment rising from an unusually high position at the beginning of January, has increased uninterruptedly in the intervening months.

The index (based on 1926=100) stood at 167·9 at June 1, compared with the previous high of 162·3 at May 1, 1941, and with 129·2 at the beginning of June of last year. The seasonally adjusted figure also established a new high, advancing from 161·0 at May 1 to 164·7 at the date under review.

The gains at June 1 were widely distributed, there being advances in all provinces and in practically all branches of manufacturing. The only exception was the tobacco group, which was seasonally quiet. The most marked expansion was in lumber, food, pulp and paper, chemicals, non-ferrous metals and iron and steel, but considerable improvement was also indicated in the fur, rubber, leather, textile, clay, glass and stone, electrical apparatus and miscellaneous non-metallic mineral products (mainly in petroleum refineries). The advance in iron and steel provided work for nearly 8,900 men and women and resulted in a new high level of activity in that industry.

The unadjusted indexes at June 1 in recent years (based on the 1926 average as 100) are as follows: 1941, 167·9; 1940, 129·2; 1939, 111·4; 1938, 112·3; 1937, 117·9; 1936, 103·4; 1935, 98·4; 1934, 93·2; 1933, 80·0; 1932, 86·0; 1931, 99·4; 1930, 113·6; 1929, 121·2; 1928, 112·6; and 1927, 106·9.

A brief review of the situation at June 1, 1940, shows that the 6,662 manufacturers then co-operating had reported 664,079 employees, as compared with 646,080 in the preceding month.

Logging.—Employment in logging camps substantially increased at the beginning of June, partly as a result of river-driving operations and partly reflecting greater activity in pulpwood cutting. There was marked expansion in New Brunswick, Quebec, Ontario and British Columbia, while moderate curtailment was indicated in the Prairie Provinces. Returns were received from 427 firms employing 46,965 workers, or some 15,000 more than in the preceding month. This gain was exceptionally large for the time of year, possibly partly as a result of the new questionnaire. Pronounced improvement had also been indicated at the same date in 1940, but the index, at 105·2, was then lower than at the beginning of June in the present year, when it stood at 158.3, the highest on record for June in the period since 1920.

Mining.—The extraction of metallic ores and of non-metallic minerals, except coal, showed considerably heightened activity, while there was also a moderate seasonal decline in coal-mining. The 413 operators making returns reported for June 1 an aggregate working force of 83,929, as against 82,012 in their last return. Smaller additions to staffs had been noted at the corresponding date in 1940, when employment was quieter.

Communications.—Improvement was indicated in the telephone and telegraph divisions; 62 companies and branches in the communications group employed 25,974 workers, or 1,196 more than at May 1. Employment was brisker than at the beginning of June of last year, when the increase in personnel then indicated had not been so large.

Transportation.—The trend was slightly downward in transportation. Greater activity was reported in local transportation, but shipping and stevedoring and steam railway operation were quieter. Data were received from 547 firms and divisional superintendents in this group, with 123,921 workers on their payrolls, as compared with 124,470 at May 1. This decline was contra-seasonal, according to the experience of the years since 1920; the index, at 98·6, was nevertheless the highest for June 1 in any summer since that of 1931.

Construction and Maintenance.—Further important additions to the payroll were shown in building, highway and railway construction and maintenance; 1,408 employers reported a staff of 176,743 persons, as compared with 150,211 in the preceding month. This gain of 26,532 workers was rather larger than the number usually added between May 1 and June 1 in the years since 1920, but the percentage increase was below average. The index of employment in construction as a whole was higher than at June 1 in any year since 1929. This may be partly due to the use of the new questionnaire, whose effect, as already described, is particularly marked in the construction industry. However, the latest advance also reflects an undoubtedly high level of activity.

Services.—Hotels and restaurants showed the customary seasonal increase, while laundries and dry-cleaning establishments recorded moderate improvement. Statements were compiled from 613 firms employing 38,073 persons, as compared with 36,915 at May 1. Employment in this group was brisker than at the same date of last year, when the reported additions to staffs had been on much the same scale.

Trade.—Further expansion was indicated in retail and wholesale trade; the increase on the whole was considerably greater than the average at the beginning of June in the experience of the years since 1920. The 2,185 co-operating establishments reported 160,574 employees compared with 158,108 in the preceding month. The movement had also been favourable at June 1, 1940, but the index then was many points lower than that of 156·8 at the date under review.

Tables 3 and 4 give index numbers by industries.

(2) Unemployment in Trade Unions at the Close of June, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Returns were received at the close of June, from 2,012 labour organizations, whose combined membership was 290,957 persons. Of these, 12,051, or a percentage of 4·1 were unemployed, in contrast with percentages of 4·6 at the end of May, and 7·6 at the close of June, a year ago. The June percentage was the lowest in trade union records for any corresponding month since June, 1929 and also the lowest for any month since September of that year.

The employment advance shown in June over May was due principally to moderate expansion for building tradesmen and minor advances among transportation and miscellaneous workers. Slightly higher employment

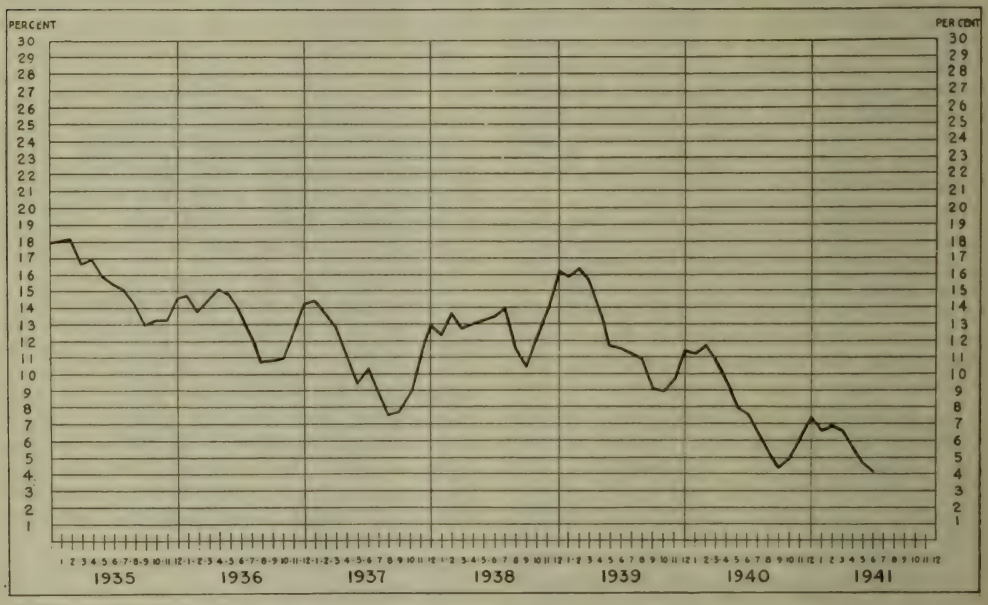
levels were attained in Quebec and Manitoba, while fractional improvement only was observed in Nova Scotia, New Brunswick, Alberta and British Columbia. In Saskatchewan the percentage of unemployment was identical with that of the previous month; a fractional decline was noted in Ontario. In contrast with June, 1940, pronounced improvement was observed in Quebec, which was due largely to marked employment advances in the manufacturing industry and among building tradesmen. Moderate increases were noted in Alberta and British Columbia, while in Ontario, New Brunswick and Saskatchewan there were gains of somewhat lesser degree. In Nova Scotia there was a nominal advance only, while in Manitoba there was a fractional decline.

On the other hand a slight decrease occurred in Winnipeg and there was a moderate recession in Halifax.

From the chart which accompanies this article and shows the trend of unemployment from January, 1935 to date, it will be seen that the curve during June declined slightly, thus disclosing a small employment advance over May. The level of the curve rested considerably below the point shown at the close of June, a year ago, thus indicating a substantial employment expansion.

Reports were tabulated from 621 organizations in the manufacturing industries with a total membership of 123,396 persons, of whom 3,857 were idle, a percentage of 3·1 which was identical with the percentage at the end of May. The unemployment percentage in

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. In Saint John, employment rose substantially over the preceding month, while an appreciable advance was likewise apparent in Edmonton. A minor gain was observed in Vancouver and in Montreal, Winnipeg and Regina there were nominal increases only. A tendency toward reduced activity was apparent in Toronto and in Halifax there was a moderate decline. In contrast with June, 1940, marked expansion was noted in Montreal and Vancouver and in Saint John, Toronto, Regina and Edmonton there were appreciable employment advances. these industries at the close of June a year ago, stood at 8·5. Employment for iron and steel tradesmen attained high levels and for general labourers there was some improvement over May, although the changes were not outstanding. Fractional employment advances were noted for soft drink, textile and carpet, fur and rubber workers. As in the preceding month cigar and tobacco, electrical current, jewellery, gas workers and tailors were reported as fully engaged. Nominal employment recessions were in evidence among bakers and confectioners, papermakers, printing tradesmen, metal polishers, mine, mill and smeltermen and clay, glass and stone workers. Due largely to seasonal influences, activity

among garment workers was somewhat reduced, while a substantial employment contraction was noted for hat, cap and glove workers. A large majority of the trades participated in the noteworthy expansion shown over June, 1940, when 8·5 per cent of the total membership in the manufacturing industries was idle. Marked employment increases were observed among garment, leather workers and iron and steel tradesmen. From the percentage viewpoint electric current employees and clay, glass and stone workers reached considerably higher employment levels, but as their memberships are small these changes had but little effect on the manufacturing industries, as a whole. There were nominal decreases among soft drink workers and mine, mill and smeltermen, while among hat, cap, and glove workers, also, there was reduced activity, although on a small scale.

Reports were tabulated from 52 unions of coal miners whose total membership was 21,124 persons. Of these, 1,967, or a percentage of 9·3 were idle, in contrast with percentages of 8·8 at the end of May and 9·9 at the close of June, a year ago. In comparison with the previous month, New Brunswick unions were again reported as having adequate work and in Nova Scotia the percentage of idleness remained unchanged. There was a tendency toward reduced activity in Alberta, while in British Columbia there were rather noteworthy recessions. In contrast with the returns received at the close of June, 1940, when 9·9 per cent of the total membership was idle, moderate gains were in evidence in Alberta, and in New Brunswick and Nova Scotia there were increases of lesser degree. On the other hand, in British Columbia, there were pronounced employment recessions.

In the building and construction trades there were 238 reports tabulated, combining a membership of 34,780 persons. Of these 2,760, or a percentage of 7·9 were idle in contrast with percentages of 10·0 at the end of May and 13·5 at the close of June, 1940. Employment rose substantially for carpenters and joiners, bridge and structural iron workers, bricklayers, masons and plasterers, granite and stonecutters and plumbers and steamfitters. From the percentage viewpoint, steam shovel and dredgemen were much better employed, but as their membership is small these changes had little effect on the building group percentage, as a whole. There was a fractional employment advance for hod carriers and building labourers, while among electrical workers there was a nominal decline. Slight recessions were apparent among painters, decorators and paperhangers. Every trade participated in the noteworthy expansion indicated over June, a year ago, when 13·5 per cent of the building group tradesmen was unemployed. Substantial gains were reflected among carpenters and joiners, painters, decorators and paperhangers and plumbers and steamfitters. When viewed from the percentage standpoint steam shovel and dredgemen and bridge and structural iron workers attained much higher levels, but their memberships are small and consequently these changes involved comparatively few members.

Reports were received from 821 unions in the transportation industries. These organizations combined a total membership of 73,350 persons, of whom 1,529, or a percentage of 2·1 were idle, in contrast with 2·6 per cent in May and 3·3 per cent at the close of June, 1940. A moderate employment advance over May was apparent among navigation workers, while among teamsters and chauffeurs and steam railway employees, whose returns constitute over 78 per cent of the entire group membership, there were fractional gains only. In comparison with the returns tabulated in the transportation industries at the end of

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	**11·1**
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	**16·8**
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	**22·0**
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
June 1930.....	3·3	2·8	17·5	7·4	9·2	8·9	14·3	8·4	**10·6**
June 1931.....	7·2	6·5	20·0	16·2	14·1	13·5	21·7	15·6	**16·3**
June 1932.....	9·6	12·0	27·1	23·4	18·1	14·4	23·4	22·3	**21·9**
June 1933.....	13·8	13·0	26·2	23·3	19·4	14·9	24·5	18·6	**21·8**
June 1934.....	11·4	7·3	22·9	15·9	17·0	12·1	24·8	17·2	**18·0**
June 1935.....	12·2	8·1	21·9	12·0	13·7	9·4	20·1	13·2	**15·4**
June 1936.....	6·7	7·8	19·0	13·3	8·4	6·4	17·2	10·5	**13·9**
June 1937	5·9	4·7	15·3	7·6	5·7	7·2	16·6	8·0	**10·4**
June 1938.....	3·6	14·8	17·1	12·4	12·5	9·7	17·8	14·3	**13·5**
June 1939.....	6·3	8·9	15·0	9·7	10·2	6·6	18·2	9·7	**11·6**
June 1940.....	2·4	3·7	12·2	4·9	3·9	3·4	14·6	7·7	**7·6**
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	**6·4**
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	**5·2**
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	**4·4**
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	**5·0**
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	**6·2**
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	**7·4**
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	**6·6**
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	**6·9**
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	**6·6**
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	**5·5**
May 1941.....	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	**4·6**
June 1941.....	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	**4·1**

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
June, 1930	1·3	2·3	6·9	12·2	3·8	3·7	2·6	4·1	....	19·5	34·0	29·1	34·8	16·7	12·3	8·0	10·5	43·1	....	22·9	26·2	6·0	25·5	6·0	·6	1·9	2·0	0	0	4·7	·4	10·0	10·6
June, 1931	1·5	27·9	13·1	18·4	7·1	14·2	26·3	8·7	....	33·7	41·5	11·3	43·2	37·9	12·4	12·5	66·5	19·8	0	22·6	38·6	9·5	17·0	10·8	1·2	6·6	6·7	0	·4	7·9	·4	17·2	16·3
June, 1932	7·6	48·7	12·4	24·2	10·3	13·3	13·6	13·1	0	44·6	31·3	22·1	32·5	17·5	27·8	26·8	24·6	14·4	0	34·0	60·5	11·8	35·4	13·0	1·4	10·8	11·0	0	2·3	11·4	5·1	21·2	21·9
June, 1933	1·2	24·1	14·6	24·5	8·4	14·0	12·7	14·5	0	26·8	18·9	10·6	20·7	·8	20·9	30·6	14·0	36·8	0	46·9	62·5	12·0	31·0	13·6	1·0	19·1	10·3	0	1·4	12·9	6·3	23·4	21·8
June, 1934	2·2	3·0	20·9	17·2	6·0	8·3	6·7	11·6	0	17·6	18·1	13·7	21·2	6·2	9·8	18·6	20·0	15·6	0	62·3	57·8	9·3	43·0	9·1	·9	12·3	12·6	0	6·2	7·1	3·0	14·9	18·0
June, 1935	1·2	5·1	18·2	15·9	10·2	7·3	4·3	9·5	0	5·1	23·4	16·8	24·7	10·0	14·4	15·6	17·6	47·3	0	44·9	44·5	7·7	27·2	8·6	·8	11·3	11·5	0	10·3	6·9	2·8	14·7	15·4
June, 1936	1·7	3·8	18·4	13·7	9·9	5·4	2·1	8·3	0	10·3	25·5	2·9	27·7	39·4	17·9	10·9	24·5	39·5	0	34·7	40·5	6·5	35·6	6·4	·6	9·5	9·7	0	3·5	5·4	2·0	10·2	13·9
June, 1937	·8	1·6	14·0	11·9	7·0	5·6	4·6	6·8	0	3·7	19·1	·3	27·7	14·2	21·9	10·0	4·8	7·3	0	29·1	24·6	5·2	23·5	4·5	2·5	7·9	8·1	0	0	3·6	·8	6·7	10·4
June, 1938	·6	6·2	11·5	16·7	6·0	10·3	13·8	6·0	....	29·9	25·5	2·6	29·2	43·7	21·4	13·9	3·4	44·2	0	26·9	31·2	7·7	31·8	8·4	·5	8·3	8·5	0	0	4·8	·5	9·3	13·5
June, 1939	7·3	10·1	14·7	13·5	4·7	5·5	4·5	7·1	0	3·0	19·0	8·8	20·3	24·1	17·8	14·7	7·4	45·8	0	34·1	24·7	6·3	26·3	6·7	1·5	6·1	6·2	0	·1	3·5	1·5	5·3	11·6
June, 1940	27·7	20·3	11·9	8·5	2·3	3·1	1·6	5·5	9·3	4·7	13·4	·5	17·6	10·0	17·2	7·1	·5	12·5	0	22·4	13·5	3·3	26·6	3·2	·2	5·3	5·5	0	·4	3·2	2·3	4·0	7·6
July, 1940	3·7	17·4	11·0	6·9	3·1	2·5	·3	6·0	3·1	2·9	9·3	·8	7·9	31·6	17·7	6·0	·4	2·3	0	25·6	11·9	3·1	26·7	3·0	·3	5·3	5·4	0	·2	2·6	1·4	3·6	6·4
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	·0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·2	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	·0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5
May, 1941	12·5	3·8	11·5	3·1	1·1	1·3	·5	2·9	0	1·4	4·7	1·7	6·2	1·4	8·0	2·0	·1	·7	0	18·9	10·0	2·6	20·3	2·1	·1	4·3	4·4	0	0	2·5	·6	4·1	4·6
June, 1941	16·9	3·2	11·9	3·1	1·1	1·6	·7	3·4	0	·7	5·7	·1	7·0	12·9	10·5	1·2	·3	1·4	0	15·5	7·9	2·1	16·6	1·7	·1	4·1	4·2	0	0	2·0	1·2	2·6	4·1

June, a year ago, when 3·3 per cent of the group membership was unemployed gains of noteworthy proportions were reflected among navigation workers and steam railway employees indicated a moderate employment advance. A fractional increase only was in evidence for teamsters and chauffeurs. Among street and electric railway employees the percentage of unemployment remained identical with that of June, 1940.

Returns received from 7 unions of retail shop clerks indicated a combined membership of 3,725 persons. These, as in May, were fully engaged. The percentage of unemployment at the end of June, a year ago, stood at 0·4.

Reports were tabulated from 88 unions of civic employees whose combined membership was 9,549 persons, of whom 110 or a percentage of 1·2 were idle in contrast with 0·6 in May and 2·3 at the end of June, 1940.

There were 146 returns received in the miscellaneous group of trades. The combined membership of these organizations was 11,592 persons. Of these, 305, or a percentage of 2·6 were idle, in comparison with 4·1 per cent in May and 4·0 per cent in June, a year ago. Moderate advances were apparent among hotel and restaurant employees and unclassified workers. Among barbers and stationary engineers and firemen there were fractional increases only. On the other hand theatre and stage employees reflected slight declines. In contrast with June, a year ago, when 4·0 per cent of the membership in the miscellaneous group of trades was idle, theatre and stage employees and stationary engineers and firemen were much better employed. Among barbers fractional advances only were apparent. The percentage of unemployment for unclassified workers remained unchanged while a fractional decline was in evidence among hotel and restaurant employees.

Returns were tabulated from 4 organizations of fishermen. These groups totalled a membership of 1,807 persons, of whom 305 or a percentage of 16·9 were idle in comparison with 12·5 per cent in May and 27·7 per cent in June, 1940.

Reports tabulated from 4 unions of lumber workers and loggers indicated a total membership of 1,666 persons. Of these 54, or a percentage of 3·2 were unemployed, in contrast with percentages of 3·8 in May and 20·3 at the close of June, 1940.

Table I shows by provinces the percentages of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for June of each year from 1930 to 1939 inclusive and for each month from June, 1940, to date. Table II summarizes the returns in the various groups of industries for the same month as Table I.

(3) Employment Office Reports for June, 1941

The volume of business transacted by the offices of the Employment Service of Canada during the month of June, 1941, as indicated by the average daily placements effected, was nearly 12 per cent below that of the previous month, but almost 13 per cent more than that of the corresponding period a year ago. Heavy losses from May were recorded in construction and maintenance and services, followed by others of smaller proportions in logging and transportation. Gains, none of which was pronounced, were reported in farming, manufacturing, mining and trade. In comparison with June, 1940, all groups, except construction and maintenance, farming and logging, registered increased placements, the greatest improvement being noted in services and manufacturing. A gain in transportation also was noteworthy, but those in trade and mining were more moderate in volume. Of the losses shown, that in construction and maintenance was the largest and was quite substantial.

The accompanying chart shows the trend of employment from January, 1939, to date, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications declined somewhat during the first half of June, but made a recovery during the second half of the month. At the end of the period under review, however, the levels were considerably above those attained at the close of the corresponding month a year ago. The ratio of vacancies to each 100 applications was 70·8 during the first half and 74·3 during the second half of June, 1941, in comparison with ratios of 58·1 and 58·2 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the same periods were 65·3 and 67·9 in comparison with 55·1 and 53·5, respectively.

The average number of vacancies reported daily by the employers to the offices of the Service throughout Canada during June, 1941, was 1,864, as compared with 2,115 in the preceding month and with 1,629 during June, of last year.

The average number of applications for employment received daily by the offices

during the month under review was 2,566, in comparison with 2,826 in May and 2,800 in June, 1940.

The average number of placements made daily by the offices of the Service during the month under review was 1,712, of which 979 were in regular employment and 733 in work of one week's duration or less, as compared with the total daily average of 1,937 during the preceding month. Placements in June, 1940, averaged 1,521 daily, consisting of 1,013 placements in regular and 508 in casual employment.

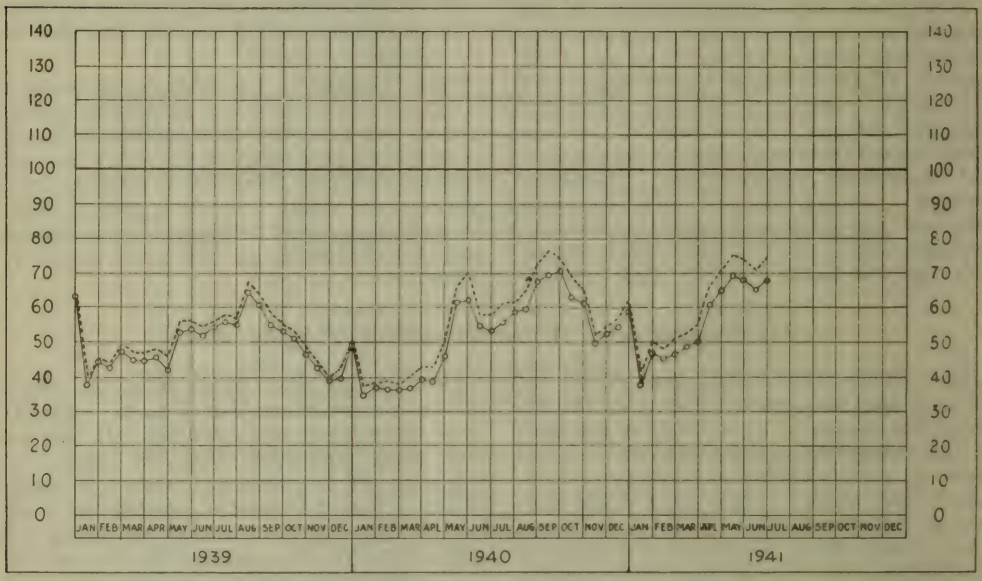
During the month of June, 1941, the offices of the Service referred 42,186 persons to positions and effected a total of 41,079 placements. Of these, the placements in regular employment numbered 23,484, of which 18,524 were of men and 4,960 of women, while placements in casual work totalled 17,595. The number of vacancies reported by employers was 27,757 for men and 16,972 for women, a total of 44,729, while applications for work numbered 61,580, of which 41,510 were from men and 20,070 from women. Reports for May, 1941, showed 54,982 positions available, 73,458 applications made and 50,337 placements effected, while in June, 1940, there were recorded 39,078 vacancies, 67,188 applications for work and 36,482 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931, to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (6 months)	147,004	94,589	241,593

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



Nova Scotia

During the month of June, 1941, positions offered through employment offices in Nova Scotia were nearly 21 per cent fewer than in the preceding month and nearly 2 per cent below those of the corresponding month last year. Similar percentages of loss were reported in placements under both comparisons. The decrease in placements from June, 1940, was due to a substantial decline in construction and maintenance. This loss, however, was largely offset by noteworthy increases in services and manufacturing. There was a small gain in trade and a minor decrease in logging, but the changes in all other groups were nominal only. Industrial divisions in which most of the placements were effected

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF JUNE, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,404**	**116**	**2,587**	**2,335**	**893**	**1,442**	**2,176**	**1,462**
Halifax	1,109	113	1,142	1,041	361	680	335	752
Kentville	263	0	364	263	81	182	919	246
New Glasgow	558	3	606	557	304	253	353	269
Sydney	474	0	475	474	147	327	569	195
New Brunswick	**1,312**	**78**	**1,443**	**1,251**	**345**	**906**	**994**	**669**
Chatham	109	0	155	109	82	27	155	19
Moncton	602	73	655	541	176	365	213	351
St. John	601	5	633	601	87	514	626	299
Quebec	**14,201**	**3,527**	**20,844**	**13,291**	**7,140**	**5,109**	**11,868**	**6,518**
Chicoutimi	223	31	533	191	176	12	194	667
Hull	627	16	1,098	635	552	83	407	396
La Tuque	1,336	168	1,390	1,368	837	530	47	449
Levis	171	9	620	173	169	0	781	.....
Matane	751	169	985	982	924	57	359	1,207
Montreal	6,181	2,109	7,753	5,343	1,930	2,663	3,057	1,304
Quebec	1,757	630	4,887	1,359	751	517	5,732	1,023
Rouyn	468	11	523	461	370	85	98	383
Sherbrooke	355	61	440	383	205	104	92	191
Thetford Mines	141	27	393	198	136	8	351	125
Three Rivers	1,858	246	1,816	1,888	806	1,032	584	573
Val d'Or	333	50	406	310	284	18	166	200
Ontario	**16,384**	**1,588**	**22,335**	**15,164**	**9,091**	**6,037**	**14,188**	**9,731**
Barrie	174	0	152	136	119	17	0	182
Belleville	271	0	400	262	157	105	200	269
Brantford	393	30	419	395	338	57	406	288
Chatham	299	11	346	292	170	122	273	115
Fort William	741	0	683	685	394	291	99	722
Galt	219	77	204	164	150	14	50	84
Guelph	266	62	424	247	192	42	291	118
Hamilton	1,430	169	2,167	1,436	787	649	1,523	639
Kenora	100	1	155	112	62	50	27	205
Kingston	239	15	326	221	181	40	241	463
Kitchener	365	2	452	365	166	199	97	75
Lindsay	121	0	99	113	106	7	320	87
London	528	127	675	524	252	251	570	397
New Toronto	210	15	410	189	136	55	213	270
Niagara Falls	375	39	397	376	281	94	273	276
North Bay	317	47	370	356	292	64	311	216
Oshawa	656	0	774	704	302	402	360	76
Ottawa	1,024	188	1,374	870	339	531	863	705
Owen Sound	123	1	164	123	60	63	100	56
Pembroke	473	2	729	460	401	59	120	71
Peterborough	252	7	306	241	194	47	351	91
Port Arthur	1,027	0	738	738	617	121	202	555
St. Catharines	845	187	792	668	378	290	448	425
St. Thomas	194	0	258	196	154	42	118	163
Sarnia	345	33	351	318	154	164	340	163
Sault Ste. Marie	280	109	352	255	113	139	62	107
Simcoe	384	0	387	384	80	304	0	127
Stratford	132	0	201	125	102	23	485	95
Sudbury	576	304	360	255	216	39	59	210
Timmins	392	0	715	371	191	180	381	309
Toronto	2,596	18	5,695	2,587	1,367	1,220	4,007	1,519
Welland	97	37	270	96	93	3	126	198
Windsor	704	96	801	663	362	301	959	351
Woodstock	236	11	389	237	185	52	313	104
Manitoba	**2,337**	**40**	**3,853**	**2,503**	**1,319**	**1,184**	**10,280**	**1,820**
Brandon	227	40	236	203	136	67	290	199
Dauphin	154	0	164	164	141	23	436	44
Portage la Prairie	67	0	55	67	53	14	455	74
Winnipeg	1,889	0	3,398	2,069	989	1,080	9,099	1,503
Saskatchewan	**1,784**	**309**	**1,940**	**1,629**	**876**	**753**	**1,816**	**704**
Estevan	17	11	5	4	4	0	60	30
Moose Jaw	434	46	411	408	224	184	209	122
North Battleford	58	24	77	47	21	26	78	25
Prince Albert	167	41	199	147	87	60	187	39
Regina	405	64	538	397	250	147	596	253
Saskatoon	247	36	301	237	133	104	557	91
Swift Current	85	26	73	68	40	28	112	21
Weyburn	187	21	170	164	70	94	5	68
Yorkton	184	40	166	157	47	110	12	55
Alberta	**2,362**	**227**	**2,838**	**2,132**	**1,663**	**468**	**2,029**	**1,574**
Calgary	968	123	1,269	835	606	229	704	403
Drumheller	9	0	42	8	8	0	68	46
Edmonton	856	41	1,010	834	665	169	951	654
Lethbridge	350	48	280	283	252	31	102	299
Medicine Hat	179	15	237	172	132	39	204	172
British Columbia	**3,945**	**139**	**5,740**	**3,881**	**2,157**	**1,696**	**7,080**	**1,816**
Kamloops	115	0	136	106	98	8	122	79
Nanaimo	110	0	207	163	145	18	429	389
Nelson	203	0	170	169	25	144	5	15
New Westminster	266	3	300	266	177	89	659	128
Penticton	275	17	286	247	101	146	91	66
Prince George	14	5	145	11	5	6	141	3
Prince Rupert	216	5	220	207	177	30	55	115
Vancouver	1,085	45	2,268	1,122	456	638	4,891	569
Victoria	1,661	63	2,008	1,590	973	617	687	452
Canada	**44,729**	**6,024**	**61,580**	**42,186**	**23,484**	**17,595**	**50,431**	**24,294**
Men	27,757	2,075	41,510	26,995	18,524	8,314	35,973	18,959
Women	16,972	3,949	20,070	15,191	4,960	9,281	14,458	5,335

during the month were:—manufacturing, 194; construction and maintenance, 704; trade, 79 and services, 1,298, of which 970 were of household workers. During the month 767 men and 126 women were placed in regular employment.

NEW BRUNSWICK

Opportunities for employment, as indicated by orders received at employment offices in New Brunswick during June, were nearly 24 per cent less than in the preceding month and over 24 per cent fewer in comparison with the corresponding month of last year. There was a decrease also in placements of nearly 23 per cent when compared with May and of over 23 per cent in comparison with June, 1940. Placements in construction and maintenance were considerably fewer than during June of last year and there was a moderate decline in logging. The only increase of importance was in services, although manufacturing and trade also showed improvement. Placements by industrial divisions included:—manufacturing, 64; construction and maintenance, 187; trade, 34 and services, 947, of which 563 were of household workers. Regular placements numbered 271 of men and 74 of women.

QUEBEC

The demand for workers, as indicated by orders received at employment offices in the Province of Quebec during June, 1941, was over 23 per cent below that of the preceding month, but more than 35 per cent above the corresponding month of last year. Placements were nearly 20 per cent fewer than in May, but over 35 per cent higher than in June, 1940. With the exception of a small decrease in construction and maintenance all industrial divisions participated in the increase in placements over June of last year, the most important gains being in services, transportation, logging, manufacturing and trade. Placements by industrial divisions included:—manufacturing, 1,297; logging, 2,078; farming, 210; transportation, 1,093; construction and maintenance, 1,772; trade, 253 and services, 5,501 of which 4,328 were of household workers. There were 5,183 men and 1,957 women placed in regular employment.

ONTARIO

There was a decrease of over 20 per cent in the number of positions offered through employment offices in Ontario during June, when compared with the preceding month, but a gain of over 5 per cent in comparison with the corresponding month of last year. Placements were nearly 22 per cent fewer than in May, but over 3 per cent above those of June, 1940. Placements in the manufacturing industries were considerably higher than during June of last year and there were fairly large gains in services, transportation and trade. These increases, however, were largely offset by a substantial decline under construction and maintenance and moderate decreases in logging and farming. Placements by industrial divisions included:—manufacturing, 3,251; logging, 664; farming, 1,342; mining, 130; transportation, 555; construction and maintenance, 3,634; trade, 634 and services, 4,889, of which 2,674 were of household workers. During the month 7,535 men and 1,556 women were placed in regular employment.

MANITOBA

Employment opportunities, as indicated by orders received at employment offices in Manitoba during June, were nearly 16 per cent less than in the preceding month, but over 2 per cent above the corresponding month of last year. Placements showed a decrease of 21 per cent when compared with May, but an increase of over 4 per cent in comparison with June, 1940. Farm placements were considerably fewer than during June of last year, but this decrease was largely offset by an increase in services. All other groups showed a small to moderate improvement, the largest gain being in manufacturing. Industrial divisions in which most of the placements were effected during the month were:—manufacturing, 177; logging, 175; farming, 334; construction and maintenance, 309, and services, 1,409, of which 746 were of household workers. Placements in regular employment numbered 1,048 of men and 271 of women.

SASKATCHEWAN

Orders received at employment offices in Saskatchewan during June called for over 11 per cent fewer workers than in the preceding month, but over 39 per cent more than during the corresponding month of last year. There was a decrease of nearly 13 per cent in placements when compared with May, but an increase of over 29 per cent in comparison with June, 1940. Except for a moderate decline in transportation and a minor loss in logging, all industrial divisions showed gains in placements over June of last year. The only increase of importance, however, was in services. Placements by industrial divisions included:—manufacturing, 79; farming, 256; construction and maintenance, 262, and services, 901, of which 461 were of household workers. There were 610 men and 266 women placed in regular employment.

ALBERTA

During June, employment offices in Alberta were notified of over 11 per cent fewer vacancies than in the preceding month, but

over 19 per cent more than during the corresponding month of last year. Placements were over 11 per cent fewer than in May, but more than 13 per cent above those of June, 1940. Although placements under construction and maintenance recorded a decline from June of last year, all other industrial divisions showed gains under this comparison, the most important of which were in services and logging. Placements by industrial divisions included:—manufacturing, 139; logging, 133; farming, 609; construction and maintenance, 352 and services, 807, of which 465 were of household workers. There were 1,352 men and 311 women placed in regular employment.

British Columbia

Positions offered through employment offices in British Columbia during June were over 3 per cent higher than in the preceding month and nearly 21 per cent above the corresponding month of last year. There was an increase also in placements of 2 per cent when compared with May and of over 19 per cent in comparison with June, 1940. Placements in manufacturing and services were considerably higher than during June of last year and there were minor gains in mining, transportation and trade. The only decrease of importance was in construction and maintenance. Placements by industrial divisions included:—manufacturing, 721; farming, 348; mining, 133; transportation, 76; construction and maintenance, 1,168; trade, 84 and services, 1,294, of which 809 were of household workers. During the month 1,758 men and 399 women were placed in regular employment.

Movement of Labour

During the month of June, 1941, the offices of the Employment Service of Canada made 23,484 placements in regular employment, 11,553 of which were of persons for whom the employment found was outside the immediate locality of the offices at which they were registered. Of the latter, 628 were granted the Employment Service reduced transportation rate, 509 going to centres within the same province as the despatching office and 119 to other provinces. The reduced transportation rate which is 2·5 cents per mile, with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service who may wish to travel to distant employment for which no workers are available locally.

In Quebec, 19 certificates for reduced transportation were issued at the Hull office to bushmen transferred to employment in the Pembroke zone. The movement in Ontario was entirely within the province and consisted of the transportation of 388 workers, the majority of whom were sent to points within the same zone as the despatching office. Of these, Port Arthur was responsible for 160 bushmen, 5 cooks, 22 cookees, 18 carpenters, 4 truck drivers, 71 labourers, one clerk, one watchman, one hotel employee, 2 blacksmiths and one town domestic; Fort William —41 bushmen, 24 labourers, 3 firemen and one shovel operator; Sudbury—7 bushmen, 7 miners, 2 cooks, 2 cookees and one labourer. Sudbury directed to Port Arthur, one bushman, one blacksmith and one cookee. In addition, North Bay sent to Timmins 5 bushmen and one carpenter; to Barrie, one carpenter; to Port Arthur, 2 bushmen, and 2 labourers to Sudbury. Of the 108 certificates issued in Manitoba, 8 were provincial and 100 interprovincial. The former were for 2 bushmen, one painter, 3 farmhands and 2 farm domestics travelling in the Winnipeg zone. Of those despatched interprovincially, Winnipeg sent to Port Arthur, 60 bushmen, 6 labourers, 23 cookees, 9 miners, one cook and one cement finisher. Business transacted by Alberta offices during June involved the issue of 93 certificates, all of which were provincial. For employment within the Edmonton zone that office transferred 47 bushmen, 5 cooks, 25 labourers, 7 hotel employees, one watchman, one steward, 2 deckhands, one telegraph operator, one timekeeper, one baker and one cookee. Calgary received one housekeeper from Edmonton. In British Columbia, also, the labour movement was entirely provincial, Vancouver sending to points within its own territory, 4 miners and 2 hotel employees; to Kamloops, 9 labourers; to Nelson, 3 bricklayers and to Prince George one saw mill labourer, while Prince George despatched one carpenter to Prince Rupert.

Of the 628 workers who took advantage of the Employment Service reduced transportation rate during June, 444 travelled by the Canadian National Railways, 178 by the Canadian Pacific Railway, 4 by the Temiskaming and Northern Ontario Railway and 2 by the Pacific Great Eastern Railway.

(4) Building Permits Issued in Canada During June, 1941

The June report of building permits compiled by the Dominion Bureau of Statistics includes returns from 160 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 149 reported detailed operations. The remaining 11 advised that no permits had been issued during the month of June while 44 municipalities had failed to report at the close of July 10th.

The total value of permits reported as issued in the month of June is $10,958,394. Revised values for the month of May include returns from 201 municipalities and aggregate $17,099,935. Reports were received from 56 of the original 58 municipalities and show a value of $8,471,956 for June. The corresponding revised value for May includes 58 returns and is $12,702,094, while the June, 1940, value was $7,746,496.

The total value of permits issued by all municipalities during the six elapsed months of the current year is $60,801,463. The value of the 58 municipalities for the same period is $48,462,468, while their corresponding value in 1940 was $34,960,798.

During the month of June new construction of all types amounted to 78·7 per cent of the total value, while the percentage of new residential construction was 59·7.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, JUNE, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	10,958,394	10,350	321,811	100,707	2,256,770
New construction	8,620,749	150	226,975	65,575	1,784,285
Additions, alterations, repairs	2,337,645	10,200	94,836	35,132	472,485
Residential	7,384,671	10,350	249,966	74,807	1,409,283
New construction	6,518,618	150	192,725	47,475	1,219,005
Additions, alterations, repairs	866,053	10,200	57,241	27,332	190,278
Institutional	161,440		33,500	17,000	30,500
New construction	86,015		18,500	17,000	
Additions, alterations, repairs	75,425		15,000		30,500
Commercial	2,049,916		31,795	8,900	470,460
New construction	1,395,415		13,200	1,100	290,625
Additions, alterations, repairs	654,501		18,595	7,800	179,835
Industrial	1,275,076		6,400		309,700
New construction	597,600		2,400		264,000
Additions, alterations, repairs	677,476		4,000		45,700
Other Building	87,691		150		36,827
New construction	23,501		150		10,655
Additions, alterations, repairs	64,190				26,172

Classification of Permits	Provinces *(Concluded)*				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	5,093,679	688,535	561,763	547,902	1,376,877
New construction	3,924,965	578,075	485,883	449,347	1,105,494
Additions, alterations, repairs	1,168,714	110,460	75,880	98,555	271,383
Residential	3,569,580	529,435	161,715	414,269	965,266
New construction	3,208,702	474,350	123,738	345,736	906,737
Additions, alterations, repairs	360,878	55,085	37,977	68,533	58,529
Institutional	6,025	12,950	31,200	23,830	6,435
New construction	400	1,800	21,000	22,330	4,985
Additions, alterations, repairs	5,625	11,150	10,200	1,500	1,450
Commercial	719,810	118,875	152,538	101,667	235,421
New construction	482,317	75,700	125,125	77,751	119,147
Additions, alterations, repairs	237,493	43,175	27,413	23,916	116,274
Industrial	768,361	26,000	5,000	3,175	156,440
New construction	230,200	26,000	5,000		70,000
Additions, alterations, repairs	538,161			3,175	86,440
Other Building	29,903	1,275	1,260	4,961	13,315
New construction	3,346	225	970	3,530	4,625
Additions, alterations, repairs	26,557	1,050	290	1,431	8,690

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	June	First 6 months	First 6 months	First 6 months		June	First 6 months	First 6 months	First 6 months
1941.....	10,958,394	60,801,463	(1) 61·5	(2)	1933.....	3,589,204	10,315,899	13·1	78·9
1940.....	10,205,364	47,822,544	(1) 60·7	94·8	1932.....	5,028,324	24,341,044	30·9	76·8
1939.....	7,849,970	26,861,062	34·1	87·5	1931.....	8,593,958	58,950,508	74·8	83·5
1938.....	6,577,474	25,852,569	32·8	90·4	1930.....	18,621,487	85,413,985	108·4	95·0
1937.....	6,005,958	28,056,942	35·6	94·9	1929.....	27,816,592	124,609,627	158·2	99·2
1936.....	4,656,689	18,322,884	23·3	84·4	1928.....	22,751,960	102,036,987	129·6	95·9
1935.....	5,104,855	24,640,511	33·8	81·2	1927.....	18,363,239	80,842,719	102·6	96·0
1934.....	2,411,460	10,411,377	13·2	82·8	1926.....	18,718,050	78,760,419	100·0	101·0

(1) Figures based on values reported by the original 58 municipalities.
(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN JUNE, 1941, AND IN JUNE, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	June, 1941	June, 1940		June, 1941	June, 1940
	$	$		$	$
Prince Edward Island—			**Ontario**—Conc.		
Charlottetown	10,350	21,660	Sarnia	23,233	19,870
Nova Scotia—			Sault Ste. Marie	113,330	69,944
*Halifax	141,460	53,105	*Stratford	8,322	36,101
New Glasgow	5,253	925	*Toronto	825,510	771,925
*Sydney	67,238	104,380	East York Twp	197,494	154,760
New Brunswick—			Welland	54,850	21,123
Fredericton	No Report	15,425	*Windsor	182,130	83,775
*Moncton	24,305	26,060	Riverside	39,250	28,200
*Saint John	46,122	15,358	Woodstock	22,167	7,300
Quebec—			York Twp	122,850	106,575
* Montreal (*Maisonneuve)	1,099,982	1,013,273	**Manitoba—**		
*Quebec	297,388	226,905	*Brandon	8,175	7,950
Shawinigan Falls	80,875	16,480	St. Boniface	183,175	106,135
*Sherbrooke	92,900	104,200	*Winnipeg	472,700	496,700
*Trois-Rivieres	40,025	22,205	**Saskatchewan—**		
*Westmount	23,284	37,079	*Moose Jaw	11,517	4,255
Ontario—			*Regina	335,950	37,786
Belleville	23,250	16,450	*Saskatoon	33,030	145,700
*Brantford	23,890	19,130	**Alberta—**		
Chatham	34,585	77,534	*Calgary	197,261	305,292
*Fort William	89,815	90,109	*Edmonton	266,830	209,625
Galt	100,405	21,904	Lethbridge	31,811	45,225
*Guelph	25,618	18,035	Medicine Hat	39,000	4,450
*Hamilton	482,797	1,116,708	**British Columbia—**		
*Kingston	133,850	59,932	Kamloops	36,640	9,675
*Kitchener	243,111	63,558	Nanaimo	9,063	11,500
*London	97,545	51,305	*New Westminster	122,525	90,030
Oshawa	113,470	18,765	Prince Rupert	10,588	5,850
*Ottawa	272,550	181,200	*Vancouver	890,235	1,144,360
Owen Sound	57,177	14,775	North Vancouver	No Report	13,400
*Peterborough	45,625	42,398	Vernon	17,410	6,650
*Port Arthur	140,210	47,505	*Victoria	216,938	65,191
*St. Catharines	144,560	210,080			
*St. Thomas	15,412	19,505	Total 58 Municipalities	8,471,956(1)	7,746,496
			Total 35 Municipalities	7,118,810(2)	6,920,720

*Indicates a municipality whose records are available back to 1910.
(1) 56 municipalities only, reporting.
(2) 34 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF JULY, 1941

Reports of Superintendents of Employment Service of Canada

THE employment situation at the end of July, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

Haying was well underway in the Maritime provinces, the demand for experienced help being greater than the supply. Fishing was good and large catches of cod, haddock, mackerel and salmon were reported. Logging was confined chiefly to chopping and mill work, for operators stated that there was a shortage of woodsmen. Coal mines in the New Glasgow area, with the exception of two which were closed on account of a fire, and those in Cape Breton and vicinity worked 4 to 6 days per week. Great activity was also reported from the manganese mines at Jordan Mountain. Manufacturing plants were working full time and additional men were being taken on; no idleness was reported by the iron and steel industry. All construction progressed steadily and several new National Defence projects were gradually getting under way. Some steel workers had been laid off temporarily at the Saint John drydock, the construction of corvettes having been completed. Highway work also continued. Transportation was heavy and trade, both wholesale and retail, was good. Numerous requests were received for household workers, some of which could not be filled, owing to the scarcity of applicants. Girls also had been placed with the R.C.A.F.

Haying and harvesting in the Province of Quebec were progressing favourably. Woods operations also were very active, but a scarcity of woodsmen and river drivers was reported. The output of the manufacturing industries had greatly increased, particularly in steel, iron and nickel concerns, engaged in war time production. Garment factories, at Sherbrooke, which also were filling war orders and sash and door factories at Thetford Mines, as well as establishments at Chicoutimi, Matane and Three Rivers were likewise working to capacity. Much construction was under way throughout the province and few skilled tradesmen were unemployed. At Montreal, there was a scarcity of certain building materials and this had slowed down some contracts. Transportation was active, with a tendency to expansion. Requests for household workers in the Women's Division were somewhat fewer, but applicants were scarce, as many domestics would not go to the country and others preferred to work in war industries, where the pay was better.

Sufficient farm hands to meet the need were very difficult to obtain in Ontario and in some districts farmers were doubling up their work as well as introducing new labour saving machines, however the Farm Service department was endeavouring to secure the necessary help for fruit picking through the employment of Farm Service girls. Difficulty also was experienced in securing men for pulpwood camps as few appeared willing to fill such vacancies and, as a result of the scarcity of peelers, several operators in the Port Arthur zone had changed over to rough wood. Mining remained steady. The general industrial situation continued to show improvement and in only a few instances had staffs been reduced and this for the most part, temporarily. Lack of necessary raw materials, too, had slowed down a few concerns, but openings were available for machinists, toolmakers, draughtsmen, instrument makers, special machine operators and men for heavy foundry work. A large number of War Emergency trainees, too, had been placed in various plants. Building construction was very active, especially in centres where houses were being erected by the Wartime Housing Commission, or where National Defence projects were under way. Highway construction and railway maintenance, also had absorbed many unskilled workers. Transportation on the Great Lakes was exceedingly heavy and a large number of labourers had secured casual employment on the waterfront. Trade was good. As so many women were securing factory work, it became increasingly difficult to secure workers for households, hotels and institutions.

There was an increasing demand for farm help in the Prairie Provinces, for owing to extreme weather conditions, harvesting in some localities would be much earlier than usual. Logging showed little change and mining was quiet. Manufacturing establishments were running well, fully staffed. Construction continued on the up grade, building permits in Winnipeg, to date, totalling approximately $2,500,000, as compared with a little less than $1,750,000 for the corresponding period last year. Oil well drilling was active. A number of extra gangs had been sent out for railway maintenance and highway construction progressed rapidly. Trade was good. In the Women's Division numerous placements in hotels and household service had been made, although there was a keen shortage of domestic help, as evidenced by the fact that Calgary

alone had nearly 150 unfilled orders for female workers of this class.

Requests for general farm hands continued in British Columbia, but applicants were scarce. In the fruit industry, conditions were steady, with canneries and packing houses working on soft fruits. Changed weather conditions having lifted the closure on logging operations, camps were re-opening and crews returning to work. There was, however, an acute shortage of log fallers and saw mill workers. Few boats were available for export and saw mills were shipping lumber by rail, thus employing extra men for car loading. Some firefighters, also, had been sent out. Salmon fishing was very good on the Naas and Skeena Rivers and halibut landings fair. Vacancies for miners were reported, most of which were easily filled. The upward trend continued in the construction group, a large number of men going to Defence projects and to the new shipyard at Victoria. Drydocks and shipyards were busy at Prince Rupert, but longshore work at all ports was not so plentiful. Trade was fair. In the Women's Section little change was noted, as there still existed a dearth of experienced domestic help.

REPORT OF THE EMPLOYMENT SERVICE OF CANADA FOR THE PERIOD APRIL TO JUNE, 1941

REPORTS received from the offices of the Employment Service of Canada during the quarter April to June, 1941, showed a gain of 28 per cent both in vacancies offered and in placements effected. All groups, except farming, in which a moderate decline was reported, recorded gains over the second quarter of 1940, the highest being in services and manufacturing, smaller increases noted in transportation, construction and maintenance, logging, trade and mining. All provinces, except New Brunswick, in which a moderate decline appeared, reported a greater volume of work effected than during the corresponding quarter last year, Quebec showing the highest gain, of which the greater share took place in the services' group and in the highway division of construction and maintenance.

From the chart on page 988 which accompanies the article on the work of the Employment offices for the month of June, 1940, it will be seen that the curves of vacancies and placements in relation to applications followed an upward trend throughout April and the first half of May; a downward tendency was then shown until the middle of June, when the trend was again upward until the end of the quarter under review, at which time the levels attained were considerably above those reached at the close of the corresponding period a year ago. During the quarter April to June, 1941, there was a ratio of 71·9 vacancies and 65·9 placements for each 100 applications for employment, as compared with 57·7 vacancies and 52·6 placements during the corresponding period last year.

The average number of positions offered daily during the quarter under review was 2,060, of applications registered 2,863 and of placements effected 1,887, as compared with a total daily average of 1,569 vacancies, 2,720 applications and 1,432 placements in regular and casual employment during the second quarter of 1940.

During the three months April to June, 1941, the offices of the Service reported that they had made 143,134 references of persons to positions and had effected a total of 139,593 placements of which 82,555 were in regular employment and 57,038 in casual work. Of the placements in regular employment 67,478 were of men and 15,077 of women, while casual work was found for 26,632 men and 30,406 women. A comparison with the same quarter of 1940 showed that 108,779 placements were then effected, of which 69,157 were in regular employment and 39,622 in casual work. Applications for employment during the period under review were received from 148,074 men and 63,759 women, a total of 211,833, in comparison with a registration of 206,718 persons during the same period of 1940. Employers notified the Service during the second quarter of 1941 of 152,376 positions, of which 96,539 were for men and 55,837 for women, as compared with 119,244 opportunities for employment offered during the corresponding period of 1940.

In another section of this issue will be found a report in detail of the transactions of the Employment offices for the month of June, 1941.

31546—9½

VACANCIES AND PLACEMENTS OF THE EMPLOYMENT

Industry	Nova Scotia			New Brunswick			Quebec			Ontario		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Manufacturing	**513**	**413**	**34**	**147**	**39**	**106**	**4,854**	**3,667**	**88**	**9,574**	**7,400**	**1,684**
Animal products, edible	1	1	.....	6	1	5	83	53	25	148	107	40
Fur and its products	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Leather and its products	1	1	.....	4	2	2	18	15	.....	137	105	29
Lumber and its products	64	55	9	9	5	4	354	331	7	573	344	158
Musical instruments	.....	.....	.....	.....	.....	.....	.....	.....	.....	9	7	1
Pulp and paper products	4	4	.....	6	.....	6	228	178	40	415	228	168
Rubber products	.....	.....	.....	3	.....	3	8	5	.....	335	211	74
Textile products	1	1	.....	4	.....	4	138	87	3	824	659	146
Plant products, edible	4	4	.....	25	9	16	44	34	.....	594	379	207
Plant products, n.e.s	5	.....	5	1	1	.....	17	13	2	112	74	35
Wood distillates	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Chemical and allied products	.....	.....	.....	2	1	1	27	19	.....	325	223	104
Clay, glass and stone	.....	.....	.....	5	1	4	56	49	.....	447	338	109
Electric current	.....	.....	.....	8	8	.....	18	16	2	650	636	12
Electric apparatus	4	4	.....	22	1	20	12	18	.....	431	316	94
Iron and steel products	418	337	15	30	10	19	3,040	2,041	8	3,881	3,309	297
Non-ferrous metal products	.....	.....	.....	.....	.....	.....	729	729	.....	282	228	42
Mineral products	10	5	5	22	.....	22	24	24	.....	193	72	121
Miscellaneous	1	1	.....	.....	.....	.....	58	55	1	218	164	47
Logging	**92**	**87**	**5**	**26**	**25**	**1**	**5,374**	**4,825**	**556**	**4,430**	**3,312**	**75**
Fishing and Hunting	**3**	**3**	.....	.....	.....	.....	.....	.....	.....	**20**	**14**	**5**
Farming	**106**	**103**	**3**	**4**	**4**	.....	**560**	**530**	**2**	**3,137**	**2,340**	**554**
Mining	**3**	**3**	.....	.....	.....	.....	**39**	**37**	**2**	**827**	**413**	**14**
Coal	1	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Metallic ores	2	2	.....	.....	.....	.....	36	34	2	774	376	.....
Non-metallic ores	.....	.....	.....	.....	.....	.....	3	3	.....	53	37	14
Communication	**4**	**1**	**3**	**3**	**1**	**2**	**57**	**14**	**18**	**33**	**15**	**18**
Transportation	**122**	**104**	**18**	**76**	**13**	**62**	**3,625**	**413**	**3,187**	**1,450**	**334**	**1,115**
Forwarding and storage	17	1	16	60	3	56	339	193	123	897	203	692
Railway	.....	.....	.....	6	6	.....	107	37	104	85	47	38
Shipping and stevedoring	105	103	2	10	4	6	3,142	148	2,960	468	84	385
Air	.....	.....	.....	.....	.....	.....	37	35	.....	.....	.....	.....
Construction and Maintenance	**2,310**	**1,725**	**581**	**761**	**693**	**66**	**12,591**	**11,861**	**644**	**13,702**	**10,933**	**2,595**
Railway	3	3	.....	1	.....	1	35	31	2	1,178	1,040	66
Highway	629	76	553	17	4	13	8,167	7,802	436	3,038	1,549	1,501
Building and other	1,678	1,646	31	743	689	52	4,389	4,028	206	9,486	8,344	1,028
Services	**4,544**	**520**	**3,843**	**3,226**	**305**	**2,687**	**24,833**	**6,555**	**11,231**	**19,326**	**4,699**	**13,636**
Governmental	201	155	45	107	88	20	529	465	75	749	657	93
Hotel and restaurant	147	41	94	49	19	22	1,243	791	67	1,484	1,105	289
Professional	439	52	352	16	1	13	721	207	379	633	401	200
Recreational	72	4	67	76	32	44	227	48	134	776	264	510
Personal	371	11	360	830	15	814	1,470	745	653	4,953	410	4,549
Household	3,314	257	2,925	2,148	150	1,774	20,641	4,295	9,923	10,717	1,849	7,995
Farm household	.....	.....	.....	.....	.....	.....	2	4	.....	14	13	.....
Trade	**255**	**35**	**218**	**111**	**6**	**100**	**802**	**506**	**215**	**1,875**	**703**	**1,161**
Retail	192	31	159	111	6	100	691	410	206	1,621	602	1,009
Wholesale	63	4	59	.....	.....	.....	111	96	9	254	101	152
Finance	**7**	**1**	**4**	**3**	**1**	**2**	**23**	**15**	**4**	**42**	**29**	**11**
All Industries	**7,959**	**2,995**	**4,710**	**4,357**	**1,087**	**3,026**	**52,758**	**28,424**	**15,977**	**54,416**	**30,192**	**20,871**
Men	3,792	2,633	1,090	2,145	900	1,243	28,563	22,504	5,394	40,129	25,783	12,009
Women	4,167	362	3,620	2,212	187	1,783	24,195	5,920	10,583	14,287	4,409	8,862

SERVICE OF CANADA BY INDUSTRIES—APRIL-JUNE—1941

Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
511	**383**	**133**	**233**	**180**	**103**	**412**	**480**	**49**	**2,096**	**1,218**	**862**	**18,340**	**13,780**	**3,059**
11	10	1	40	15	25	12	12	.....	25	22	3	326	221	99
8	1	7	1	.....	.....	2	.....	2	.....	.....	.....	11	1	9
6	2	4	.....	.....	.....	.....	.....	.....	4	4	.....	170	129	35
47	40	7	53	37	11	232	226	.....	178	147	30	1,510	1,185	226
2	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	11	7	3
28	1	27	1	.....	1	1	1	.....	90	60	28	773	472	270
1	1	.....	.....	.....	.....	3	1	2	2	1	1	352	219	80
53	43	10	2	1	1	2	2	.....	17	12	5	1,041	805	169
29	22	7	8	.....	8	46	34	12	15	9	6	765	491	256
19	11	8	5	3	2	.....	.....	.....	6	4	2	165	106	54
36	30	6	9	8	.....	9	3	3	29	25	4	437	309	118
4	2	2	45	40	5	32	31	.....	19	14	5	608	475	125
21	18	3	.....	.....	.....	16	10	6	32	30	2	745	718	25
2	.....	2	7	.....	7	.....	1	.....	9	3	6	487	343	129
228	192	41	37	74	20	50	153	23	1,629	867	749	9,313	6,983	1,172
.....	.....	.....	.....	.....	.....	.....	.....	.....	13	10	3	1,024	967	45
9	5	4	2	2	.....	6	5	1	23	9	14	289	122	167
7	5	2	23	.....	23	1	1	.....	5	1	4	313	227	77
209	**781**	.....	**63**	**31**	.....	**272**	**272**	.....	**74**	**70**	**3**	**10,540**	**9,403**	**668**
3	**3**	.....	.....	.....	.....	**24**	**24**	.....	.....	.....	.....	**50**	**44**	**5**
1,429	**1,404**	**23**	**1,436**	**1,338**	**13**	**2,515**	**2,406**	**89**	**728**	**563**	**130**	**9,915**	**8,688**	**814**
24	**99**	.....	**9**	**6**	.....	**36**	**35**	.....	**209**	**202**	**7**	**1,147**	**795**	**23**
.....	.....	.....	.....	.....	.....	20	18	.....	32	32	.....	53	51	.....
24	99	.....	.....	.....	.....	8	8	.....	38	38	.....	882	557	2
.....	.....	.....	9	6	.....	8	9	.....	139	132	7	212	187	21
6	**1**	**5**	**1**	.....	**1**	**10**	**10**	.....	**2**	.....	**2**	**116**	**42**	**49**
37	**18**	**21**	**143**	**13**	**124**	**188**	**113**	**77**	**251**	**71**	**167**	**5,892**	**1,079**	**4,771**
29	8	21	135	13	118	87	10	77	105	21	79	1,669	452	1,182
7	8	.....	3	.....	3	2	2	.....	8	6	2	218	106	147
1	2	.....	2	.....	.....	99	101	.....	133	42	83	3,960	484	3,436
.....	.....	.....	3	.....	3	.....	.....	.....	5	2	3	45	37	6
1,363	**1,305**	**86**	**626**	**473**	**159**	**1,326**	**1,246**	**61**	**3,345**	**1,791**	**1,494**	**36,024**	**30,027**	**5,689**
32	31	1	220	220	.....	378	378	.....	72	71	.....	1,919	1,774	70
73	70	8	76	67	10	187	164	23	1,574	273	1,301	13,761	10,005	3,845
1,258	1,204	77	330	186	149	761	704	38	1,699	1,447	193	20,344	18,248	1,774
3,995	**1,218**	**2,737**	**3,123**	**1,221**	**1,597**	**3,342**	**1,393**	**1,196**	**4,170**	**1,284**	**2,851**	**66,559**	**17,195**	**39,778**
393	347	41	357	181	181	318	308	12	233	154	94	2,887	2,355	561
289	291	34	128	91	8	249	205	7	244	183	54	3,833	2,726	575
70	34	36	158	131	34	70	48	20	448	51	395	2,555	925	1,429
208	10	197	84	4	80	18	9	9	25	14	11	1,486	385	1,052
587	30	560	433	13	417	461	25	434	659	45	617	9,764	1,294	8,404
2,309	408	1,869	1,769	697	877	1,733	555	711	2,559	836	1,680	45,190	9,047	27,754
139	98	.....	194	104	.....	493	243	3	2	1	.....	844	463	3
165	**62**	**102**	**140**	**38**	**102**	**85**	**20**	**63**	**259**	**66**	**190**	**3,692**	**1,436**	**2,151**
109	51	57	62	8	52	70	16	52	189	45	143	3,045	1,169	1,778
56	11	45	78	30	50	15	4	11	70	21	47	647	267	373
11	**7**	**4**	**6**	**3**	**3**	**2**	**2**	.....	**7**	**7**	.....	**101**	**66**	**31**
7,753	**5,281**	**3,111**	**5,780**	**3,303**	**2,102**	**8,212**	**6,001**	**1,535**	**11,141**	**5,272**	**5,706**	**152,376**	**82,555**	**57,038**
4,741	4,346	1,108	3,518	2,288	1,188	5,676	4,990	773	7,975	4,034	3,827	96,539	67,478	26,632
3,012	935	2,003	2,262	1,015	914	2,536	1,011	762	3,166	1,238	1,879	55,837	15,077	30,406

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

APRIL-MAY RECORD

The British *Ministry of Labour Gazette* for June, 1941, summarizes the April-May employment situation in Great Britain as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at May 12 was 141,984, a decrease of 15,255 as compared with April 21. Of this total, 36,393 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 27,784; this was a decrease of 14,011 as compared with April 21. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 12,055, a decrease of 3,460 as compared with April 21.

The corresponding figures for women and girls on the registers at May 12 were 148,328 wholly unemployed (of whom 4,021 had been classified by interviewing panels as unsuitable for normal full-time employment) 37,960 temporarily stopped and 877 unemployed casual workers. As compared with April 21 the numbers wholly unemployed showed a decrease of 13,205, those temporarily stopped an increase of 4,382, and unemployed casual workers an increase of 26.

The total numbers on the registers at May 12 showed decreases as compared with April 21 in almost every Division. Among men and boys there were marked decreases in the Northern and North-Eastern Divisions; among women and girls substantial reductions occurred in Scotland and in the London and Midlands Divisions, but there was a considerable increase in the North-Western Division.

The number of applicants for unemployment benefit or allowances on the registers at May 12 was 276,277, as compared with 305,061 at April 21, and 742,204 at May 20, 1940.

United States

Total civil non-agricultural employment showed a substantial use in June, reaching a new all-time peak of 38,790,000, according to a press release issued by the Secretary of Labour, Miss Frances Perkins, on July 31. This total represents an increase of 484,000 workers over May and a gain of 3,365,000 workers since June, 1940. The current June figure was more than 1,900,000 above the level of June 1929.

The greater part of the expansion over the month occurred in manufacturing (220,000), particularly in those industries primarily devoted to the defence program. A substantial increase in employment also occurred in trade (101,000), while all other major groups, to a smaller extent, contributed to the employment increase. In construction a slight decrease in Federally financed construction employment was more than offset by a seasonal expansion in privately financed construction employment.

All major groups showed substantial employment gains over the year. Manufacturing employment showed an increase of 1,933,000 wage earners since June, 1940. Construction employment rose 489,000; trade showed a rise of 268,000 workers. Transportation and public utilities reported a rise of 202,000 wage earners. Federal, State, and local Government services employed 307,000 more workers than at this time last year.

These figures do not include persons employed on W.P.A. or N.Y.A. or enrollees in C.C.C. camps. Neither do they include the armed forces of the Nation in which there has been an increase of 1,266,000 since last June.

Employment and weekly pay rolls in manufacturing industries again advanced contraseasonally in June to the highest levels on record. The gains were 2.2 per cent or 220,000 wage earners in employment and 5.6 per cent or $15,100,000 in weekly pay rolls. These increases raised the employment index for all manufacturing industries combined to 127.6 (1923–25=100) and the pay-roll index to 152.0. The usual seasonal changes from May to June are decreases of 0.7 per cent in employment and 0.8 per cent in pay rolls. Of the 157 manufacturing industries regularly surveyed each month, 130 reported employment increases and 137 pay-roll gains over the month. As in recent months, most of the gains were contraseasonal or larger than seasonal. The gains since June of last year were 23.8 per cent in factory employment and 52.8 per cent in factory pay rolls. Pay rolls have increased more sharply over the year interval than employment because of wage-rate increases, increased hours, and overtime premiums.

Wage-rate increases averaging 9.0 per cent and affecting 478,242 wage earners were reported in June by 1,097 manufacturing plants

out of a reporting sample of 27,155 plants reporting 5,652,954 wage earners. The preliminary summaries indicate that substantial numbers of workers received pay increases in the following industries: automobiles, bodies and parts (75,311), paper and pulp (44,444), shipbuilding (27,996), rubber tires and innertubes (26,288); electrical machinery (23,508), brass, bronze, and copper products (20,365), rayon and allied products (15,829).

For the durable goods group of manufacturing industries, in which operations have been particularly stimulated by defense activity, employment showed a gain of 2.7 per cent over the month and 35.0 per cent over the year, with corresponding pay-roll increases of 6.7 per cent and 71.5 per cent. The increases in the nondurable goods group were smaller, namely, 1.8 per cent and 13.7 per cent in employment and 3.8 per cent and 30.8 per cent in pay rolls. The employment and pay-roll indexes (1923-25=100) for the durable goods group were 134.7 and 173.9, respectively, and for the nondurable goods group, 120.8 and 127.4. These indexes were the highest on record.

Other manufacturing industries affected by war material orders and showing large employment gains were foundries and machine shops (19,000), steel (12,000), electrical machinery (9,100), automobiles (4,800), brass, bronze, and copper products (3,700), and chemicals (3,200). Large employment gains were also shown in many other industries among them being canning (29,300), sawmills (11,900), cotton goods (10,200), furniture (6,900), shoes (5,300), baking (5,000), beverages (4,800), meat packing (4,200), and tin cans (4,100). Substantial decreases in employment, primarily seasonal, were shown for women's clothing (10,100), fertilizers (6,600), millinery (4,400), and book and job printing (2,800).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924, and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and substituting higher rates therefor, (LABOUR GAZETTE, June, 1941, page 614). This action was found necessary because of the fact that the cost of living had increased 14 per cent since December, 1934, and the average wage rates of common labour in factories had increased about 20 per cent, so that the rates of 30 cents and 20 cents per hour previously established as minima for male and female workers respectively could no longer be regarded as fair and reasonable minimum rates. The new schedule provides "for any character or class of work not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed" and in any event for male employees over 18 years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Program, not less than 35 cents an hour; and for female employees over eighteen years of age, not less than 25 cents an hour. It is further provided that permits may be issued for the employment of beginners without previous experience in the trade at rates not less than 20 cents per hour for the first four weeks of employment; 25 cents per hour for the second; 30 cents per hour for the third and 35 cents per hour thereafter; and also for the employment of handicapped persons at such special rates as the Minister of Labour finds to be fair and reasonable, upon written application therefor in such form as the Minister may prescribe.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other persons doing or contracting to do the whole or any part of the

work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here. Particulars of the contracts which have been awarded recently by various other departments of the Government of Canada, however, appear hereunder:—

Group "A" Contracts

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

Department of Public Works

Repairs to H.M.C. Ordnance Wharf, Dockyard, Esquimalt, B.C. Name of contractors Horie-Latimer Construction Co. Ltd., Vancouver, B.C. Date of contract, July 4, 1941. Amount of contract approximately $6,460.90. A fair wages schedule was included in the contract as follows:

	Per hour
Pile driver foremen	$1 25
Pile driver engineers	1 12½
Pile driver men	1 00
Pile driver boomman	1 00
Pile driver bridgeman	1 00
Pile driver firemen	0 68¾
Labourers	0 45
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Cement finishers	0 60
Watchmen	0 45

Alterations to Jackson Building, Bank Street, Ottawa, Ont. Name of contractors, Fred A. Wilson, Ottawa, Ont. Date of contract, July 18, 1941. Amount of contract, $16,055. A fair wages schedule was included in the contract as follows:

	Per hour
Brick and hollow tile layers	$1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Labourers	0 45
Lathers—metal	0 70
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Painters and glaziers	0 70
Plasterers	0 85
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters—	
Up to Apr. 30/41	1 00
On and after May 1/41	1 05
Sheet metal workers	0 85

Department of Transport

Development work, R.1 to Brandon, Chater, Manitoba. Name of contractors, Tomlinson Construction Co., Ltd., Winnipeg, Manitoba.

Date of contract, July 3, 1941. Amount of contract, $122,935. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Cement and concrete mixer operators:	
Gas. or elec.	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Road grader operators—gas.	0 50
Road roller operators—gas. or steam	0 70
Shovel operators—gas.	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators	0 45
Watchmen	0 30

Construction work at Watson Lake, Yukon Territory. Name of contractors, General Construction Co. Ltd., Vancouver, B.C. Date of contract, July 7, 1941. Amount of contract, $570,000. A fair wages schedule was included in the contract as follows:

	Per hour
Axemen	$0 70
Carpenters and joiners	1 00
Concrete mixer operators (gas. or elec.)	0 80
Labourers	0 70
Motor truck drivers	0 75
Motor truck driver and truck	1 75
Watchmen	0 65

Additional development work, Elementary Flying Training School, at Oshawa, Ontario. Name of contractors, Don Construction Ltd., Toronto, Ontario. Date of contract, July 18, 1941. Amount of contract, $157,167.25. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Cement and concrete mixer operators—Gas. or elec.	0 50
Drivers	0 40
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators—gas.	0 50
Road roller operators (gas. or steam)	0 65
Shovel operators—gas.	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction work at Kingston, Ontario. Name of contractors, McGinnis and O'Connor, Kingston, Ontario. Date of contract, July 12, 1941. Amount of contract, $36,040.75. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners—	
Up to June 30/41	0 85
On and after July 1/41	0 90
Cement finishers	0 70
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating, steam—	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 90
Painters and glaziers	0 80
Pipefitters (surface-temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 80
Powdermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction of a water supply main at St. Johns, P.Q. Name of contractors, William H. Kelly, Hawkesbury, Ont. Date of contract, July 15, 1941. Amount of contract $5,589. A fair wages schedule was included in the contract as follows:

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Boilermakers on construction or erection	0 83
Boilermakers' helpers	0 61
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Labourers	0 35
Enginemen, stationary	0 45
Machinists	0 60

	Per hour
Machinists' helpers	0 40
Pipefitters, (surface-temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Pumpmen	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Tractor operator (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Additional development work at London, Ontario. Name of contractors, Towland Construction Co. Ltd., London, Ont. Date of contract, July 7, 1941. Amount of contract, $11,427.50. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators—gas, or elec.	0 50
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipelayers, caulkers and solderers	0 50
Road grader operators—gas	0 50
Road roller operators—steam or gas	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Shovel operators (gas.)	1 00

Construction work at Dorval, P.Q. Name of contractors, Canadian Comstock Co. Ltd., Montreal, P.Q. Date of contract, July 10, 1941. Amount of contract, $7,237. A fair wages schedule was included in the contract as follows:

	Per hour
Labourers	$0 44
Linemen	0 83
Motor truck drivers and truck	1 45
Truck drivers	0 45
Watchmen	0 35

Additional development work at St. Catharines, Ont. Name of contractors, Ontario Construction Co. Ltd., St. Catharines, Ont. Date of contract, July 15, 1941. Amount of contract, $136,439. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating, steam:—	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface-temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction work at St. Johns, P.Q. Name of contractors, Dibblee Construction Co. Ltd., Montreal, Que. Date of contract, July 17, 1941. Amount of contract, $100,254.85. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—	
Steam	0 60
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45

	Per hour
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Engineers, operating, steam—	
Single or double drums	0 60
Three or more drums	0 70
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface-temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 60
Powdermen	0 45
Pumpman	0 45
Road grader operators—	
Horsedrawn	0 40
Including team	0 65
Gas	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Construction work at Dorval, P.Q. Name of contractors, J. A. A. Leclair Dupuis Ltee., Montreal, Que. Date of contract, July 5, 1941. Amount of contract, $28,651.25. A fair wages schedule was included in the contract as follows:

	Per hour
Brick and hollow tile layers	0 88
Carpenters and joiners	0 77
Cement finishers	0 61
Cement and concrete mixer operators—Gas. or elec	0 55
Hod carriers	0 50
Labourers	0 44
Lathers—metal	0 83
Drivers	0 40
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 83
Engineers on steel erection	0 83
Engineers, operating, steam:	
Single or double drums	0 72
Three or more drums	0 80
Marble setters	0 88
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 70
Plasterers	0 88
Painters (spray)	0 70
Painters and glaziers	0 70
Painters (structural steel)	0 70
Plumbers and steamfitters	0 85
Road grader operators—gas	0 50
Roofers, felt and gravel: patent: comp	0 55
Roofers, sheet metal	0 75
Rodmen, reinforced steel	0 61
Sheet metal workers	0 75
Stonemasons	0 88
Structural steel workers	0 83
Terrazzo layers	0 70
Watchmen	0 35
Welders and burners—on steel erection	0 83

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, Etc.

NOTE.—Each of the contracts noted under this heading contain the "B" Labour Conditions referred to in the introduction to this article.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Making metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co. of Ottawa, Ltd.
Making and repairing rubber stamps, daters, etc.	Pritchard-Andrews Co. of Ottawa, Ltd.
Making and supplying letter carriers' Uniforms	Pollack & Dorfman, Quebec, P.Q.
Making and supplying letter carriers' Uniforms	J. E. Wiegand & Co., Ltd., Kitchener, Ont.
Making and supplying letter carriers' Uniforms	Barringham Rubber Co. Ltd., Oakville, Ont.
Making and supplying letter carriers' Uniforms	Tayside Textiles, Ltd., Perth, Ont.
Making and supplying letter carriers' Uniforms	Uniform Cap Manufacturing Co., Ottawa, Ont.
Making and supplying letter carriers' Uniforms	The Miner Rubber Co. Ltd., Granby, P.Q.
Stamping Machine parts	Machine Works, Ltd., Montreal, P.Q.
Scales	Pritchard-Andrews Co. of Ottawa, Ltd.

ROYAL CANADIAN MOUNTED POLICE

Black Ankle Boots	The Eagle Shoe Co. Ltd., 2083 Beaudry St., Montreal, P.Q.
Brown Drill	Dominion Textile Co. Ltd., P.O. Box 250, Montreal, P.Q.
Strath. Riding Boots	Hartt Boot & Shoe Co. Ltd., Fredericton, N.B.
Strath. Riding Boots	Hartt Boot & Shoe Co. Ltd., Fredericton, N.B.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the Labour Gazette from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Pulp, Paper and Paper Products

Bathurst, New Brunswick. — Bathurst Power and Paper Company Limited and the International Brotherhood of Paper Makers, (Local 396), International Brotherhood of Pulp Sulphite and Paper Mill Workers (Local 120), International Brotherhood of Elecrical Workers B-1150, International Association of Machinists, United Association of Plumbers and Steamfitters (Local 480), International Union of Operating Engineers (Local 894).

Agreement to be in effect from July 1, 1941, to June 30, 1942, and thereafter from year to year, subject to notice. It is further agreed that the agreement remain in effect as long as Canada is at war unless national emergency, government regulations or unforeseen circumstances require termination of the agreement as above.

Residents of Bathurst and union members to be given preference in employment, if available. Non-union members employed are to join and maintain union membership.

Hours: 8 per day, a 48 hour week for both day workers and tour workers

Overtime for day workers: time and one-half for all work over 8 hours, except the locomotive and stevedore crews who will receive time and one-half after 10 hours in a day; time and one-half for all work on Sundays and holidays. Overtime for tour workers: time and one-half for overtime work on a job not regularly performed by tour workers, and for all work on Sundays and holidays; for tour workers on a 2 shift basis, time and one-half for work over 8 continuous hours except wood handling men, refuse truckers, bark truckers, cutter men and cutter sheet finishers who are to be paid time and one-half after 10 continuous hours.

Hourly wage rates for a few of the classes in the wage scale: wood handling—crane runner 70 cents, handyman 54 cents, knife sharpener 48 cents, counters and chippers 47 cents, all others 45 cents; groundwood mill—grindermen 70 cents, screenmen 52 cents, others 45 and 47 cents; sulphite mill—cooks 81 cents, acid makers 66 cents, screenmen 54 cents, others 45 to 50 cents; Kraft mill—cooks 67 cents, caustic man 59 cents, screenmen 51 cents, washers 55 cents, firemen 69 cents, others 46 to 54 cents; paper machine (boxboard)—beater foremen 85 cents, beaters 48 cents, machine tenders $1.03, back tenders 83 cents, third hand 65 cents, fourth hand 57 cents, screenmen 49 cents, oilers 52 cents, others 46 to 52 cents; paper machine (sulphite)—machine tenders 78 cents, back tenders 61 cents, third hands and pulp handlers 48 cents; paper machine (Kraft board)—machine tenders $1.23, back tenders $1.05, third hands 84 cents, fourth hands 66 cents, fifth hands 62 cents, sixth hands 51 cents, broke beater 46 cents; paper machine (news)—machine tenders $1.32, backtenders $1.15, third hands 90 cents, fourth hand 67 cents, fifth hands 63 cents, broke beater 46 cents; paper mill (general)—boss machine tenders $1.52, mixer men 65 cents to $1.00, oilers 58 cents; finishing, shipping and cores: finishers and loaders 49 cents (except newsprint machine finishers 54 cents, finisher loaders 50 cents) coreman 52 cents, others 45 to 54 cents; railway-locomotive engineers 72 cents, locomotive firemen 52 cents, brakemen 52 and 59 cents; steam plant—turbine engineers 85 cents, oilers 60 cents; mill yard—trackmen 46 cents, labourers 45 cents; repairs—machinists 66 and 75 cents, blacksmiths 66 and 78 cents, tinsmith or welder 75 cents, helpers 52 cents, apprentice machinists and millwrights and electricians from 27 cents during first six months to 55 cents during second half of fourth year, millwrights 66 and 75 cents, carpenter 66 cents, electrician 60 and 66 cents; sub-station operators 66 cents; stevedores 45 cents.

Bonus: a cost of living allowance of $1.25 per week to be paid until the cost of living index as published in the Labour Gazette increases to 115 or decreases to 105, when adjustments will be made in accordance with the "Wartime Wage Policy" of the Department of Labour, March 31, 1941. This bonus is payable to all permanent employees who work the available number of working hours, providing the mill operates one or more days during that week; permanent employees who work less than the available number of hours and casual, temporary and seasonal employees who work less than a full week will be paid a percentage of the weekly allowance on the number of hours actually worked.

Disputes which cannot be settled by the Company and the unions will be referred to a joint arbitration board whose decision will be final and binding.

Beaupré, Quebec.—St. Anne Paper Company Ltd. (Abitibi Power and Paper Company Ltd.) and the International Brotherhood of Paper Makers, Local 253 and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local 138.

The agreement of May 1, 1940, which was summarized in the Labour Gazette, September, 1940, page 968, was renewed with certain amendments, for the period May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice.

Bonus: a cost of living allowance of $1.25 per week to be effective from May 1, 1941, until the index number of the cost of living published in the Labour Gazette increases to 115 or decreases to 105, in either of which

cases the bonus will be adjusted according to the Department of Labour memorandum "War-time Wage Policy" dated March 31, 1941. This bonus is to be paid to all permanent employees who work the available number of working hours each week providing the mill operates one or more days during that week. Permanent employees who work less than the available number of hours in a week as well as casual, temporary and seasonal employees who work less than a full week will be paid a percentage of the weekly allowance on the number of hours actually worked. Any disagreement over the interpretation or application of the cost of living bonus will be settled by a joint committee of the general managers of the Abitibi Power and Paper Company, the Ontario Paper Companies or their representatives and the unions' representatives.

QUEBEC, P.Q.—ANGLO-CANADIAN PULP AND PAPER MILLS, LIMITED AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILL UNIONS, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 250) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 137).

Agreement to be in effect from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, September, 1940, page 969, with these exceptions:

Wages: there were a small number of upward adjustments in the wage scale, such as: stores—motor truck operator $39 per week; paper machines—machine tenders $1.67 per hour, back tenders $1.49, third hands $1.11, fourth hands 77 cents, fifth hands 72 cents.

Bonus: a cost of living bonus is to be paid under the same conditions as noted above for the Ste. Anne Paper Company Ltd., at Beaupré, Quebec.

THREE RIVERS, QUEBEC.—ST. LAWRENCE PAPER MILLS CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 234) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 134).

Agreement to be in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1940, page 1072 and July, 1937, page 813, with these exceptions:

Wages: there were adjustments in wages upwards for a very few classes, such as millwrights whose rates now are from 58 to 74 cents, and machinists now 60 to 80 cents.

Bonus: from May 1, 1941, a cost of living bonus of $1.25 per week to be paid to all permanent employees who work the full number of available working hours and also to casual, temporary and seasonal workers who work a full working week. Permanent employees who work less than the full number of available hours in any week and also casual, temporary and seasonal workers who work less than a full working week are to be paid that percentage of the full weekly bonus that the number of hours actually worked bears to the normal working hours of a full working week. Payment of the bonus of $1.25 per week to continue until the cost of living in Canada has increased 10 per cent over that of May, 1940, as established by the Dominion Bureau of Statistics. Any additional cost of living bonus shall not become due before August 1, 1941 and until the cost of living has increased 10 per cent over May, 1940.

HULL, QUEBEC.—E. B. EDDY CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (Locals 35 and 243), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (Local 50).

Agreement to be in effect from January 1, 1941, to December 31, 1941, and thereafter from year to year, subject to notice.

Preference in employment to union members. Employees who now are or who become members of one of the unions a party to this agreement are to maintain union membership. Any new employees eligible are to join one of these unions.

Hours for tour workers: 8 hours per day, a 48 hour week, shifts to rotate in sequence weekly. Hours for day workers: 8 per day except in the following departments: bag department, core room, motor transportation, rail transport, certain specialty mill finishing, tissue mill, core machine and case sealing, wood handling, wood room and wood yard, all of which have a 10 hour day; specialty mills; material handling, sulphite acid tower, warehousing and shipping, a 9 hour day; tissue mill (except core machine and case sealing) an 8¾ hour day.

Overtime: for tour workers, time and one half for work on Sundays and holidays; for day workers, time and one half for all overtime including work on Sundays and holidays.

Wages: with the exception of a few classes of labour where an adjustment granted a greater increase, wage rates generally were 2 cents per hour higher than in the previous agreement, a summary of the wage scale of which was given in the LABOUR GAZETTE, November, 1940, page 1198. The minimum wage rate (for labourers) is 45 cents per hour. The wage rates for the classes mentioned in that summary are all increased by 2 cents per hour except that in the electrical department, electricians' apprentices are not included; in the mechanical department, carpenter's rate is 63 cents; in the sulphite department, cook's rate is 83 cents.

A mutual interest board of representatives of the company and the unions to be formed for the discussion of employees' welfare.

Disputes which cannot be settled by the management and the unions will be referred to a joint arbitration board whose decision will be final and binding.

OTTAWA, ONTARIO.—J. R. BOOTH LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (Local 34), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (Local 73) AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS (LOCAL 412).

The agreement which was summarized in the LABOUR GAZETTE, August, 1938, page 940, and November, 1940, page 1198, con-

tinues in effect for the year May 1, 1941, to May 1, 1942, with the following changes:

Wages: a few minor changes are made in the wage scale, such as an increase of one cent per hour for machinists and a few other classes.

Bonus: in addition to the wage rates shown in the wage scale, a cost living bonus of $1.25 per week to male employees and 85 cents per week to females and juniors is paid.

THOROLD, ONTARIO.—ONTARIO PAPER COMPANY LIMITED AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 101) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, (LOCAL 84) AND OTHER UNIONS.

The agreement which was summarized in the LABOUR GAZETTE, October, 1937, page 1152, and August, 1939, page 849 and November, 1940, page 1197, has been renewed for the period May 1, 1941 to May 1, 1942, and thereafter from year to year, subject to notice, with these changes:

Wages: for four classes of workers only, an adjustment provides an increase 3c per hour.

Bonus: in addition to the wage rates which came into effect May 1, 1940, a cost of living allowance of $1.25 per week to be paid to permanent employees until the cost of living index number published in the LABOUR GAZETTE increases to 115 or decreases to 105, when the bonus will be adjusted according to the wartime wage policy of the Department of Labour. Causal, temporary and seasonal employees who work less than a full week to be paid a percentage of the weekly allowance on the number of hours actually worked.

Any dispute as to the interpretation or application of this bonus to be referred to a joint committee of the general managers of the Abitibi Power and Paper Co. and the Ontario Paper Company and the presidents of the unions, or their accredited representatives.

Overtime: with certain exceptions, all day workers to be paid time and one half for work over 8 hours.

THOROLD, ONTARIO.—BRANTFORD FELT AND PAPER COMPANY AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 368) AND THE INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS (LOCAL 329).

The agreement which came into effect April 1, 1940, and was summarized in the LABOUR GAZETTE, November 1940, page 1198, October, 1939, page 1059, and December, 1938, page 1404, is renewed for the period May 1, 1941 to May 1, 1942, with this exception:

Bonus: the same bonus and under the same conditions apply in this agreement as in the one summarized above for the Ontario Paper Company at Thorold.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Tanning Industry, Province of Quebec (amendment).

Men's and Boys' Clothing Industry, Province of Quebec (amendment).

Elevator Constructors, Quebec City and District (Eastern Quebec Province), (amendment).

Elevator Constructors, Hull District (Western Quebec Province), (amendment).

Building Trades, Quebec City and District.

Building Trades, Chicoutimi and Lake St. John District.

Building Trades, Three Rivers District (amendment).

Plumbers and Tinsmith Roofers, Three Rivers District, (amendment).

Building Trades, St. John and Iberville (amendment).

Building Trades, Sherbrooke and Eastern Townships, (amendment).

Building Trades, Montreal (amendment).

Building Trades, Hull (amendment).

Longshoremen (inland and coastal navigation), Montreal (amendment).

Retail Stores, Quebec (amendment).

Garage and Service Station Employees, Montreal.

Barbers and Hairdressers, Quebec City and District.

Industrial Standards Act

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:

ONTARIO

Barbers, Sarnia.

SASKATCHEWAN

Carpenters, Regina.

Shoemaking and Shoe Repairing Industry, Saskatoon.

Beauty Culture Industry, Regina.

Beauty Culture Industry, Moose Jaw.

Beauty Culture Industry, Weyburn.

Barbers, Yorkton.

Carpenters, Edmonton.

ALBERTA

Bakers, Edmonton.

Plasterers, Edmonton.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operation, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of four new agreements and the amendment of twelve other agreements, all of which are summarized below. Requests for the extension of new agreements for barbers and hairdressers at St. John and Iberville and for barbers at Montreal were published in the *Quebec Official Gazette*, July 5; for elevator constructors throughout the Province, building trades in the Quebec district and barbers at Sherbrooke in the issue of July 12; for barbers at Hull and certain municipal employees at Sherbrooke, in the issue of July 19. Requests for amendments to the following agreements were published in the *Quebec Official Gazette*, as follows: the paper box (corrugated paper) manufacturing industry throughout the Province, the men's and boys' clothing manufacturing industry throughout the Province, and the building materials industry throughout the Province, in the issue of July 12; the paper box (uncorrugated paper) manufacturing industry throughout the Province, in the issue of July 26. In addition, Orders in Council were published in the *Quebec Official Gazette* during July, approving or amending the constitution and by-laws of certain parity committees and others approving the levying of assessments by certain parity committees, as listed below.

Manufacturing: Fur and Leather Products

TANNING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, amends the previous Orders in Council (LABOUR GAZETTE, March, 1940, page 282, and February, 1941, page 183) by increasing the minimum wage rates by 2 cents per hour.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, amends the previous

Orders in Council for this industry (Labour Gazette, December, 1937, page 1385, December, 1939, page 1279, November, 1940, page 1202). The agreement as amended is to remain in effect to July 1, 1944, and thereafter from year to year, subject to notice.

In the amendment summarized in the Labour Gazette, December, 1939, it was provided that except for the manufacture of infants' and children's clothing and the manufacture of sportswear and girls' clothing up to 14 years, employers were to pay a 10 per cent increase on the wages earned (or a 10 per cent increase on the minimum wage rates if they elected to do this by December 15, 1939). This latest amendment changes this 10 per cent increase to 20 per cent and calls it a war bonus, effective from July 1, 1941. An increase of 10 per cent under the same conditions is granted to employees engaged in the manufacture of infants' and children's clothing, sportswear and girls' clothing up to 14 years.

Construction: Buildings and Structures

Elevator Constructors, (Quebec City and District, Eastern Quebec Province).—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, extends the term of this agreement (Labour Gazette, November, 1940, page 1202 and June, 1941, page 705) to August 16, 1941.

Elevator Constructors, Hull District (Western Quebec Province).—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, extends the term of this agreement (Labour Gazette, November, 1940, page 1203 and June, 1941, page 705) to August 16, 1941.

Building Trades, Quebec City and District.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, makes obligatory the terms of a new agreement between L'Association des Constructeurs de Québec, Inc. (The Builders' Association of Quebec) and certain National Catholic unions.

The agreement is to be in effect from July 5, 1941 to April 30, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the Labour Gazette, June 1940, page 608, October, page 1075, March, 1941, page 334, May, page 593 and July, page 854, with certain exceptions:

The following additional unions are parties to the agreement: Le Syndicat national catholique des métiers de la construction, inc. (The National Catholic Union of Building Trades, Inc.) of Rivière-du-Loup, Le Syndicat national catholique du bâtiment de Thetford-les-Mines (The National Catholic Union of Building Trades of Thetford Mines), Le Syndicat national catholique des métiers du bâtiment, inc. (The National Catholic Union of Building Trades) of St. Joseph de Beauce.

Municipal corporations are exempted in so far as the repair and maintenance of their buildings are concerned and also in so far as the construction, rebuilding or maintenance works on aqueducts, sewers, pavings, sidewalks, etc. done under their immediate control (not by contractors) are concerned.

The territorial jurisdiction is the same, except that the municipality of St. Telesphore is added to zone I, zone II is the same as before (Thetford Mines and Black Lake), zone III is the town of Rivière-du-Loup, and zone IV the remainder of the territorial jurisdiction.

Hours remain at 48 per week, but instead of an 8 hour day every day, from May to September inclusive, the employer and employees may agree to work 9 hours per day, Monday to Friday, but not more than 48 in a week.

Minimum hourly wage rates: rates for contractors (personal services) except in the plumbing and electrical trades are not now included. In zones I and II all hourly rates are increased by 5 cents per hour except for mortar makers, celanite mixers, plaster pourers, hod carriers which four classes are unchanged. The hourly wage rates in zone IV are the same as zone III in the previous agreement. The rates for zone III (Rivière-du-Loup) are 5 cents per hour higher than in zone IV except for labourers, mortar makers, celanite mixers, plaster pourers and hod carriers for which five classes the zone III rates are the same as for zone IV. Floor scrapers, polishers and sanders (by hand or machine) are added, with a minimum rate of 55 cents per hour in zone I, 50 cents in zone II, 45 cents in zone III and 40 cents in zone IV; watchmen also are added, with a rate of 25 cents per hour (a 72-hour week) in all zones.

For structural steel, tank and other plate work and the installation of portable boilers and tanks, the rate is 87 cents (an increase of 4 cents) except the installation of portable tanks and boilers under two tons in weight, for which the rate is 53 cents (an increase of 3 cents). For boilermakers one helper-apprentice allowed to every five mechanics. For painters (structural iron), the rate is 74 cents (an increase of 4 cents); for helpers in the structural iron and boilermaker trades, 64 cents (an increase of 3 cents).

Apprentices: in the tile, marble, terrazzo and cement laying trades, one apprentice allowed to every five journeymen.

Maintenance men: in zone I, the weekly rate for a qualified workman is raised from $23 to $25 per week of 48 hours, and for a non-qualified workman (labourer) from $17 to $18 per week; the rates in the other zones are unchanged. The employer may charge 25 cents per meal.

Building Trades, Chicoutimi and Lake St. John District.—An Order in Council, dated July 11, and published in the *Quebec Official Gazette*, July 19, makes obligatory the terms of an agreement between L'Association des Constructeurs, Saguenay-Lac St. Jean, Inc. (The Saguenay Lake-St. John Construction Association) and Le Conseil des Métiers de la Construction des Syndicats nationaux catholiques de Chicoutimi (The Building Trades Council of the National Catholic Unions of Chicoutimi), Le Conseil des Métiers de la Construction des Syndi-

cats nationaux catholiques de Jonquière (The Building Trades Council of the National Catholic Union of Jonquière), Le Conseil des Métiers de la Construction des Syndicats nationaux catholiques de St-Joseph d'Alma (The Building Trades Council of the National Catholic Unions of St. Joseph d'Alma).

Agreement to be in effect from July 19, 1941, to July 18, 1942, and thereafter from year to year, subject to notice.

The territorial jurisdiction covers the counties of Chicoutimi, Charlevoix, Lake St. John, Roberval and Saguenay. It is divided into two zones: zone I, the cities of Chicoutimi and Arvida, the towns of Jonquière, Kenogami, St. Joseph d'Alma, Ile Maligne, Riverbend, Bagotville, Port Alfred, Dolbeau, Baie Comeau, the municipalities of Riviere du Moulin, Ville Racine, St. Alexis de la Grande Baie and St. Emilien (Desbiens Mills) and within two miles of them; zone II, the rest of the territorial jurisdiction. However, wages on construction works the cost of which is $10,000 or more in zone II will be at the zone I rates. Works of less than $5,000 in the county of Saguenay are exempted.

Hours: 8 per day, 48 per week.

Overtime may not exceed 2 hours in any day and to be paid at time and one quarter. Work on Sundays and nine specified holidays, double time.

Minimum hourly wage rates*:

Trades	Hourly rates Zone I	Zone II
Bricklayers	$0 80	$0 60
Carpenter-joiners	0 60	0 50
Floor layers	0 60	0 45
Cement finishers	0 60	0 45
Common labourers	0 43	0 35
Lathers (wood or metal)	0 55	0 40
Marble setters	0 60	0 50
Masons	0 80	0 60
Painters	0 60	0 45
Paper hangers	0 60	0 45
Painters working outside higher than 45', decorators and gilders	0 70	0 55
Helpers	0 50	0 35
Blacksmiths on ordinary construction	0 60	0 45
Blacksmiths (drill sharpener operators)	0 80	0 65
Firemen, steam boilers	0 55	0 40
Crane operators (steam, gasoline, electricity, oil) for:		
One drum	0 60	0 45
Two drums	0 65	0 50
Three drums	0 70	0 55
Four drums	0 80	0 60
Stationary enginemen (repairs and maintenance)	0 60	0 40
Enginemen—steam, gasoline, electricity, oil shovels	0 85	0 80
Enginemen — compressors, mixers of all kinds	0 55	0 40
Enginemen—pumps of all kinds	0 60	0 45
Drillers	0 55	0 45
Watchmen-boiler firemen	0 50	0 40
Steam shovel firemen	0 60	0 45
Granite cutters	0 60	0 50
Plasterers	0 80	0 60
Roofers (slate), tile, composition asbestos)	0 60	0 45
Tile setters	0 65	0 50
Terrazzo layers	0 65	0 50
Plumbers and pipe fitters	0 55	0 45
Electricians	0 60	0 55
Powderman	0 70	0 55
Riggers	0 60	0 45
Ornamental iron and bronze mechanic	0 60	0 45
Joint pointers	0 60	0 45
Truck drivers	0 50	0 40
Horse drivers, one or two horses	0 45	0 35
Painters, spraymen	0 60	....
Kettlemen	0 55	....
Steel bracing erectors and workers (field)	0 55	0 55
Welders	0 80	....
Tinsmith (erection)	0 55	0 55
Sprinkler fitters	0 90	0 90
Concrete metal bracing erectors	0 55	0 55
Water carriers	0 30	0 30
Job watchmen (maximum: 72 hours per week)	0 25	0 25

Foremen to be paid 10 cents per hour extra if they direct ten men or less, and 20 cents per hour extra if they direct more than ten men.

*However, in zone I, for work on small property, that is on the construction or repair of any building to be occupied in whole or part by its owner which will not after such construction or repair exceed a value of $5,000, the rates may be 5 cents per hour less than these minimum rates.

For structural steel, tank and other plate work and the installation of portable boilers and tanks the rate is 87 cents per hour, except the installation of portable tanks and boilers under two tons in weight for which the rate is 53 cents per hour. Painters (structural iron) to be paid 74 cents. Helpers in these trades to be paid 64 cents.

One apprentice allowed to five journeymen or fraction thereof, one to seven journeymen in the structural iron trade. Apprentices to serve three years.

Maintenance employees permanently employed to be paid $20 per week for qualified workers and $15 for labourers in zone I, $17 and $14 per week respectively in zone II, with a 48 hour week. If lodging and board supplied by employer, not more than $2 per month per room and 20 cents per meal to be charged.

BUILDING TRADES, THREE RIVERS DISTRICT.—An Order in Council, dated July 11, and published in the *Quebec Official Gazette*, July 12, and a further Order in Council, dated July 23 and published in the July 26 issue, amend the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, page 497, June, page 609, August, page 866 and March, 1941, page 334) by adding additional contractors to the parties, by exempting municipal corporations for repair and maintenance work on their buildings and for the construction and maintenance of aqueducts, sewers, pavings, sidewalks, etc., when such work is done under their own immediate direction and not by contractors.

Wages: the minimum hourly rates for all trades except structural iron workers, boilermakers, etc., are increased by 5 cents per hour.

Plumbers and Tinsmith Roofers, Three Rivers District.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, amends the previous Order in Council for these trades (Labour Gazette, March, 1940, page 283) by increasing the wage rate for senior journeymen in zone I to 58 cents per hour (an increase of 3 cents). Contractors working personally to be paid 22 cents per hour extra. Apprentices to be paid from 15 cents per hour during first year to 35 cents during fourth year.

Building Trades, St. John and Iberville.—An Order in Council, dated July 23, and published in the *Quebec Official Gazette*, July 26, amends the previous Orders in Council for these trades (Labour Gazette, November, 1938, page 1299, March, 1940, page 283 and March, 1941, page 334).

Wages: men doing the installation of, or maintenance work on oil burners, gasoline pumps 60 cents. For structural iron and boilermaking trades, the minimum rate for structural iron erectors, boilermakers and steam generator mechanics is now 87 cents (an increase of 4 cents), painters (structural steel) 74 cents (an increase of 4 cents), helpers in these trades 64 cents (an increase of 3 cents), installation of portable tanks and boilers of less than two tons 53 cents.

Building Trades, Sherbrooke and Eastern Townships.—An Order in Council, dated June 28 and published in the *Quebec Official Gazette*, July 5, amends the previous Orders in Council for these trades (Labour Gazette, June, 1938, page 693, October, page 1173, November, page 1299, July, 1939, page 729, November, page 1183, April, 1940, page 390, June, page 609, July, page 731, December, page 1312 and February, 1941, page 183).

Work done by municipal corporations on the repair and maintenance of their own buildings and in the construction and maintenance of aqueducts, sewers, pavings, sidewalks, etc., where such work is under their immediate direction and not done by contractors, is exempt.

Hours: 8 per day, 48 per week.

Overtime: time and one half for overtime and double time for work on Sundays and holidays, except for pipe mechanics, tinsmith-roofers and electricians who are to be paid time and one half for work on Sundays and holidays.

The territorial jurisdiction is divided as follows: "zone I, the city of Sherbrooke and within five miles of it; zone II, the city of Granby, the municipality of Farnham, the town of Cowansville and within five miles of them; zone III, the city of Drummondville, the towns of Asbestos and Magog and within five miles of them; zone IV, the towns of Coaticook and Victoriaville and within five miles of them, Arthabaska excepted; zone V, the municipalities of Princeville, Warwick, Tingwick and within two miles of them, the town of Arthabaska and the remainder of the territorial jurisdiction."

Minimum Hourly Rates in Sherbrooke and Eastern Townships

Trades	Zone I	Zone II	Zone III	Zone IV	Zone V
Bricklayers, masons	$0 85	$0 80	$0 75	$0 70	$0 60
Plasterers	0 85	0 70	0 75	0 70	0 60
Masons, basement stones	0 75	0 70	0 65	0 60	0 50
Cement finishers	....	0 50	0 55	0 50	0 45
Carpenter-joiners	0 65	0 60	0 60	0 50	0 40
Painters and paper hangers	0 55	0 45*	0 45	0 40	0 35
At Drummondville			0 55		
Painters (for work performed over 45 feet high)	....	0 75	0 75	....	....
Painters—spraying machine	....	0 60	0 60	....	....
Letterers	....	0 55	0 55	....	....
Pipe mechanics:—					
Contractors (personal services)	0 90	0 75	0 80	0 70†	0 55
Journeymen	0 60	0 45	0 50	0 45†	0 30
Junior journeymen:—					
1st six months	0 45	0 35	0 40	0 30†	0 20
2nd six months	0 50	0 40	0 45	0 35†	0 25
Tinsmiths-roofers	0 60	0 45	0 50	0 45†	0 30
Electricians:—					
Contractors (personal services)	0 85	0 70	0 80	0 75‡	0 50
Journeymen	0 60	0 60	0 55	0 50‡	0 40
Enginemen—stationary or portable steam engines (or $30.00 per week in zone I)	0 60	0 50	0 50	0 40	0 40
Boiler firemen	0 50	0 40	0 40	0 40	0 30
Enginemen steam mixers	0 60	0 50	0 50	0 40	0 40
Enginemen—gasoline or electrically driven mixers	0 45	0 35	0 40	0 35	0 30
Enginemen—steam cranes	0 60	0 50	0 50	0 40	0 30
Enginemen—gas or electricity driven cranes	0 45	0 40	0 40	0 40	0 30
Enginemen, tractors and compressors	0 55	0 50	0 50	0 50	0 40
Marble setters, terrazzo layers and tile setters	0 45	0 50	0 50	0 50	0 50
Terrazzo polishers (dry)	0 45	0 50	0 50	0 50	0 50
Men on terrazzo polishing machine (wet)	0 45	0 45	0 45	0 45	0 45

Trades	Minimum Hourly rates Zone I	Zone II	Zone III	Zone IV	Zone V
Sprinkler fitters	0 60	0 55	0 55	0 50	0 50
Ornamental iron workers (erecting)	0 50	0 40	0 40	0 40	0 40
Drillers and shot firers	0 55	0 50	0 50	0 40	0 35
Truck drivers	0 45	0 40	0 40	0 40	0 35
Carter, horse-driver	0 45	0 40	0 40	0 35	0 30
Labourers	0 45	0 35	0 40	0 35	0 30
Common workers (unqualified workers)	0 45	0 35	0 35	0 35	0 30
Night watchmen (per week of 72 hours)	16 00	15 00	14 00	14 00	13 00

* In Cowansville and Farnham, 55 cents.

† In Victoriaville, for pipe mechanics and tinsmith roofers, the rate for contractors is 60 cents, journeymen 35 cents, junior journeymen 25 and 30 cents.

‡ In Victoriaville, 65 cents for contractors and 50 cents for journeymen.

Foremen to be paid 10 cents per hour extra. In the structural iron industry, steam generator mechanic's and boilermaker's trades, wages are 87 cents per hour, painters (structural steel) 74 cents, helpers in these trades 64 cents installation of portable tanks and boilers under two tons 53 cents.

BUILDING TRADES, MONTREAL.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, extends the term of this agreement (LABOUR GAZETTE, July, 1940, page 732, November, page 1203, December, page 1312, April, 1941, page 473 and June, 1941, page 705) to August 16, 1941.

BUILDING TRADES, HULL.—An Order in Council, dated July 23, and published in the *Quebec Official Gazette*, July 26, amends the previous Orders in Council (LABOUR GAZETTE, July, 1938, page 798, November, page 1300, March, 1939, page 335, October, page 1066, December, page 1280, February, 1940, page 172 and March, 1941, page 334).

The territorial jurisdiction consists of the counties of Hull, Gatineau, Pontiac and Labelle, and is divided into three zones: zone I, the city of Hull and within 10 miles of it and all works in the rest of the district costing more than $20,000; zone II comprises repair works not exceeding $3,000 annually in the city of Hull and within 10 miles of it, to "small property", that is property of five apartments or less with a municipal estimate of not more than $20,000 providing one of the apartments is occupied by the owner; zone III, is the rest of the territorial jurisdiction on contracts of $20,000 or less.

Hours: 44 per week for skilled workmen and 50 for labourers.

Minimum Hourly Rates in Hull District

Trades	Zone I	Zone II	Zone III
Bricklayers	$1 00	$0 80	$0 40
Masons	1 00	0 80	0 40
Carpenter-joiners, millwrights	0 85	0 65	0 40
Screen erectors (wood or metal), sashes, windows, steel partitions	0 85	0 65	0 40
Weatherstrippers	0 85	0 65	0 40
Plasterers	0 85	0 65	0 40
Stone cutters	0 90	0 75	0 40
Painters, decorators and glaziers	0 70	0 55	0 40
Painters, pneumatic machine	0 85	0 65	0 40
Labourers, common workers	0 45	0 35	0 25
Specialized labourers	0 50	0 40	0 25
Asbestos coverers	0 60	0 50	0 35
Electricians	0 70	0 55	0 40
Caulkers	0 45	0 35	0 25
Cement finishers	0 65	0 50	0 35
Enginemen—hoisting	0 70	0 55	0 40
Enginemen—steam mixing	0 65	0 50	0 35
Enginemen—compressor	0 65	0 50	0 35
Enginemen—gasoline mixers	0 60	0 50	0 35
Firemen (construction)	0 65	0 50	0 35
Lathers (woods)	0 65	0 55	0 35
Lathers (metal)	0 75	0 60	0 40
Marble setters	0 80	0 65	0 40
Ornamental iron workers	0 65	0 55	0 40
Roofer (slate and tile)	0 65	0 50	0 35
Roofers (composition)	0 50	0 40	0 30
Mastic floors layers	0 65	0 50	0 35
Mastic floors finishers	0 50	0 40	0 30
Kettlemen	0 55	0 45	0 35
Tinsmith (erection)	0 65	0 50	0 35
Terrazzo layers	0 60	0 50	0 35
Tile setters	0 70	0 55	0 40
Operators of terrazzo polishing machines (dry)	0 55	0 45	0 35
Operators of terrazzo polishing machines (damp)	0 50	0 40	0 30
Drillers	0 60	0 50	0 35
Riggers	0 60	0 50	0 40
Concrete bracing workers	0 60	0 50	0 35

In the structural steel, tank and plate work and steam generator mechanics 87 cents, painters (structural iron), 74 cents, helpers in these trades 64 cents, installation of portable tanks and boilers under two tons 53 cents.

One apprentice allowed to each six journeymen or fraction thereof in any trade.

Transportation and Public Utilities: Water Transportation

Longshoremen (Inland and Coastal Navigation), Montreal.—On Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, extends the term of this agreement (Labour Gazette, June, 1939, page 629, February, 1940, page 173, April, page 391, June, page 610, February, 1941, page 184, April, page 473, June, page 705, July, page 854) to August 1, 1941.

Trade

Retail Stores, Quebec.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, amends the previous Orders in Council (Labour Gazette, October, 1940, page 1076, January, 1939, page 96, March, page 336, July, page 729, October, page 1067, January, 1940, page 69, April, page 391, August, page 867 and February, 1941, page 184) by providing that wages be paid weekly in legal tender.

Garages and Service Stations, Montreal.—*See* below under "Service: Custom and Repair".

Service: Custom and Repair

Garage and Service Station Employees, Montreal.—On Order in Council, dated July 11, and published in the *Quebec Official Gazette*, July 19, makes obligatory the terms of an agreement between La Section de l'Automobile de l'Association des Marchands détaillants du Canada, Inc. (The Automobile Section of the Retail Merchants Association of Canada, Inc.), The Montreal Automobile Trade Association Ltd., The Automobile Service Association, Inc., and Le Syndicat national de l'Auto-Voiture, Inc. (The National Automobile Union, Inc.), Le Conseil national des Employés de Garages de Montréal (The National Council of Garage Employees of Montreal).

Agreement to be in effect from July 19, 1941, to June 24, 1942, and covers the Island of Montreal, Ile Jesus and within 10 miles of them.

Hours for journeymen and apprentices: 9 per day, 54 per week. Evening work to be paid at 15 per cent extra and night work at time and one half. Hours for other employees: 60 per week of 6 days, night shift a 72 hour week of 6 days, with overtime payable at time and one half.

Minimum hourly wage rates: journeymen wheelrights, machinists, electricians, mechanics, joiners, glaziers, painters, upholstery cleaners and dyers, testers, 60 cents for first class, 55 cents for second class, 45 cents for third class; body worker, upholsterer, radiator repairer, welder, blacksmith, 66 cents for first class, 55 cents for second class and 45 cents for third class; service men or demolisher 28 cents (These are increases of from 3 to 10 cents per hour over the rates of the previous agreement.); night watchman (72 hours) $15 per week, night watchman who may perform minor emergency operations $18.

One apprentice allowed to each two journeymen or service men, apprentices to be paid 17 and 23 cents and may undergo their examinations after one year's experience.

Service: Business and Personal

Barbers and Hairdressers, Quebec City and District.—An Order in Council, dated June 28, and published in the *Quebec Official Gazette*, July 5, makes obligatory the terms of an agreement between Le Syndicat des Maîtres-Barbiers et Coiffeurs de Québec, inc. (The Union of Master Barbers and Hairdressers of Quebec, Inc.) and L'Union Catholique des Compagnons-Barbiers de Québec, inc. (The Catholic Union of Journeymen Barbers of Quebec, Inc.).

Agreement to be in effect from July 5, 1941, to May 1, 1942, and thereafter from year to year, subject to notice.

The district is divided into five zones: zone I. city of Quebec and six neighbouring municipalities; zone II, city of Levis and within 25 miles of the cities of Quebec and Levis; zone III, Thetford Mines and within 10 miles of it; zone IV, Rivière du Loup and within 10 miles of it; zone V, Montmagny and within 4 miles of it.

Hours for barber shops: in zone I, 58 per week; in zone IV, 64 hours; in other zones the hours between which shops may be open are specified. Hours for beauty parlours: 48 per week.

Minimum weekly wages for journeymen barbers and male hairdressers: in zones I and III, $18 per week plus half receipts from his work exceeding $28 per week; in zone II $15 per week plus half receipts in excess of $25; in zones IV and V, $12 per week plus half receipts in excess of $22.

Minimum weekly wages for female hairdressers: $10 per week with a commission of 10 per cent of receipts exceeding $15.

A scale of minimum prices to be charged customers is included for each zone.

Parity Committees

The constitution and by-laws of the parity committee set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, July 5 and 12:

Building trades, Val d'Or and Amos.
Building trades, Three Rivers (amendment).
Hairdressers, Montreal.
Building trades, Quebec.

Notices were published in the *Quebec Official Gazette*, July 5 and 19, that authorization was

given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Barbers, Rouyn and Noranda.
Building trades, Val d'Or and Amos.
Building materials industry, Province of Quebec (extension).
Elevator Construction, Western Quebec Province (extension).
Elevator Construction, Eastern Quebec Province (extension).
Building trades, Montreal (extension).
Longshoremen (inland), Montreal.
Hairdressers, Montreal.
Barbers, Hull.
Building trades, Quebec.
Cloak and suit industry, Province of Quebec.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Service: Business and Personal

BARBERS, SARNIA.—An Order in Council, dated May 30, and published in *The Ontario Gazette*, June 14, makes binding the terms of a schedule for the barbering industry for the city of Sarnia, the village of Point Edward, and adjacent suburban areas.

Hours to be those during which barber shops are permitted to be open by municipal bylaws.

Wages: $22 per week or $15 plus 65 per cent of proceeds in excess of $22 from the work of the employee; those working nights and Saturdays, $7.50 per week, plus 65 per cent of the proceeds in excess of $12.50 from the work of the employee; those working only on Saturday or the day before a holiday, $4 per day or part thereof plus 65 per cent of proceeds in excess of $6; those working on days other than Saturdays, $2.50 per day or part thereof plus 65 per cent of proceeds in excess of $4 from the work of the employee.

A scale of minimum charges which must be made to customers is also included.

Saskatchewan

Construction: Buildings and Structures

CARPENTERS, REGINA.—An Order in Council, approved July 2, and published in *The Saskatchewan Gazette*, July 15, cancels the schedule for this trade (LABOUR GAZETTE, October, 1939, page 1069, November, page 1185, and December, page 1282), the cancellation to take effect June 27, 1941.

Service: Custom and Repair

SHOEMAKING AND SHOE REPAIRING INDUSTRY, SASKATOON.—An Order in Council, approved July 2, and published in *The Saskatchewan Gazette*, July 15, makes binding the terms of a schedule for this industry in the city of Saskatoon and within five miles therefrom, to be in effect from July 25, 1941, "during pleasure".

Hours: 9 per day, Monday, Tuesday, Thursday and Friday, 4 on Wednesday, 12 on Saturday, a 52 hour week.

Overtime: 40 cents per hour.

Minimum weekly wage rates: journeymen $18, inexperienced employees from $9 during first six months to $15 during fourth six

months; apprentices $5 during first year, $7 during second year. Part time employees: 40 cents per hour.

A scale of minimum prices to be charged to customers is included.

Service: Business and Personal

Beauty Culture Industry, Regina.—An Order in Council, approved May 28, and published in *The Saskatchewan Gazette,* June 16, amends the previous Order in Council for this industry (Labour Gazette, May, 1940, page 502 and August, page 871) by providing that no work be done after 9 p.m.

Beauty Culture Industry, Moose Jaw.—An Order in Council, approved June 27, and published in *The Saskatchewan Gazette,* July 15, makes binding the terms of a schedule for this industry in the city of Moose Jaw and within five miles of it.

Hours: 8 per day, Monday, Tuesday, Thursday and Friday, 3 on Wednesday and 10 on Saturday, a 45 hour week.

Overtime limited to 10 hours in any week without permit from the Advisory Board. Overtime to be paid at 35 cents per hour plus bonus.

Wages per week: for full time experienced employee, $15 plus bonus; inexperienced employees, $8 per week during first four months, $10.50 during second four months, and $12.50 during third four months plus bonus. Part time work 35 cents an hour plus bonus, with a minimum of $1.40 in any one day.

Bonus: every employee to be paid a bonus equal to the amount by which 50 per cent of all charges for work done by such employee during each week exceeds the amount paid to such employee as provided above.

A scale of minimum charges to customers is included.

Beauty Culture Industry, Weyburn.—An Order in Council, approved June 2, and published in *The Saskatchewan Gazette,* June 16, amends the previous Order in Council for this industry (Labour Gazette, January, 1939, page 99, and November, 1937, page 1277), by eliminating the class "apprentices" and substituting "inexperienced employees", for whom the weekly wage rates are $8 during first six months, $10 during second six months and $12 during third six months, or 50 per cent of the proceeds taken in by the employee, whichever is the greater.

Barbers, Yorkton.—An Order in Council, approved May 28 and published in *The Saskatchewan Gazette,* June 16, amends the previous Order in Council for this trade (Labour Gazette, July, 1938, page 804) by excluding from the provisions of the schedules all work done in the building occupied by the Royal Canadian Air Force flying school.

Alberta

Manufacturing: Vegetable Foods, etc.

Bakers, Edmonton.—An Order in Council, dated July 10, and published in *The Alberta Gazette,* July 15, makes binding in the city of Edmonton and within 15 miles of it, the terms of a schedule governing the bakery industry, from July 25, 1941 "during pleasure".

This schedule is similar to the one previously in effect and summarized in the Labour Gazette, January, 1940, page 71, December, 1938, page 1426, September, 1938, page 1048, June, page 701, June, 1937, page 697, with certain exceptions:

Minimum weekly wage rates: doughman, ovenman and bench hand $27.50 (an increase of $1.50), shipper $21.50 (an increase of $1.50), truckers $21.00 (an increase of $1), wrappers (female) $14 (an increase of 50 cents), wrappers (male) $17 (an increase of $1), experienced salesmen $23 (an increase of $1). Part time employees to be paid 5 cents per hour over the regular rate.

One apprentice allowed to the first three journeymen or fraction thereof and one additional apprentice for each two journeymen. Apprentices to be paid from $12.50 per week during first year to $22 during fourth year.

Construction: Buildings and Structures

Plasterers, Edmonton.—An Order in Council, dated June 24, and published in *The Alberta Gazette,* June 30, makes binding the terms of a schedule for the plastering industry in the city of Edmonton and within 15 miles of the main post office.

This schedule is similar to the one previously in effect and summarized in the Labour Gazette, March, 1939, page 337, the wage rate remaining at $1.05 per hour, with a 44 hour week. There is no longer any provision for payment of transportation by the employer for work out of the city.

Carpenters, Edmonton.—An Order in Council, dated July 18, and published in *The Alberta Gazette,* July 31, makes binding the terms of a schedule governing the carpentering industry in the city of Edmonton and surrounding district, from August 10, 1941, to August 9, 1942, and thereafter "during pleasure".

Hours: 8 per day, 4 on Saturdays, a 44 hour week. In case of shift work, night shifts to be 7½ hours, with pay for 8 hours.

Overtime: time and one half; Sundays and four specified holidays, double time.

Minimum wage rate for carpenters: 95 cents per hour (an increase of 5 cents over the rate on the previous schedule).

PRICES, RETAIL AND WHOLESALE IN CANADA, JULY, 1941

Cost of living, prices of staple articles and index numbers

THE official index number of the cost of living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100 advanced from 110·5 at the beginning of June to 111·9 at the beginning of July an increase during the month of 1·3 per cent. The largest increase during the month was recorded for the food group 3·6 per cent, there being substantial advances in the prices of vegetables, meats and eggs. Rent and the miscellaneous group were both unchanged while the clothing, home furnishings and fuel groups each showed increases of less than one per cent. Comparative figures for the total index for certain dates are 111·9 for July; 110·5 for June; 105·6 for July, 1940; and 100·8 for August, 1939.

Since August, 1939, the total index has advanced 11·0 per cent, food 17·4 per cent, clothing 15·0 per cent, home furnishings 12·0 per cent, fuel and light 11·6 per cent, rent 5·7 per cent and the miscellaneous group 4·2 per cent. The total index for August was 8·4 per cent lower than the average for 1929.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.80 divided as follows: Food (31·3 per cent), $443; Shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40, including Health (4·3 per cent), $60.80, Personal Care (1·7 per cent) $23.90, Transportation (5·6 per cent), $79.30, Recreation (5·8 per cent) $82.10, Life Insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost of living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May 110·9; June, 112·7; July, 114·9.

The table of cost of living index numbers in eight cities, calculated by the Bureau to indicate regional changes is not included in this issue, no figures for July being available. The figures are issued only for alternate months. Figures for June appeared in the July issue of the LABOUR GAZETTE and those for previous months back to August, 1939, in the June issue.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 91·2 for the weeks ended July 25 and July 18, the highest level recorded by the index since 1930, as compared with 90·4 for the week ended June 27 and 88·7 for the week ended May 30. Important price changes during the month were increases in live stock, meats, butter, eggs, raw cotton and raw silk and declines in the prices of potatoes and in certain grains.

Comparative figures for the general index are 91·2 for the week ended July 25; 90·0 for the month of June; 82·4 for July, 1940; 72·3 for August, 1939, pre war; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, the high point in that year. Toward the end of July the index was about 44 per cent higher than in February, 1933, but was still about 7 per cent lower than in August, 1929. Since the outbreak of war the index of Canadian farm products has advanced from 58·4 to 71·8 or 22·9 per cent; the index of producers' goods from 66·7 to 84·3 or 26·4 per cent; and the index of consumers' goods from 72·8 to 90·6 or 24·4 per cent.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of July, of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND THE PERCENTAGE INCREASE IN THE TOTAL INDEX SINCE AUGUST, 1939

Prices as at the beginning of each month—Average prices in 1935-1939=100*

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total	Percentage increase since August, 1939 †
1913	88·3	74·3	76·9	88·0	70·3		79·7	.....
1914	91·9	72·1	75·4	88·9	70·3		80·0	.....
1915	92·7	69·9	73·8	96·8	70·9		81·6	.....
1916	103·3	70·6	75·4	110·8	74·5		88·3	.....
1917	133·3	75·8	83·8	130·3	81·5		104·5	.....
1918	152·8	80·2	92·2	152·3	91·4		118·3	.....
1919	163·3	87·6	100·7	175·1	101·2		130·0	.....
1920	188·1	100·2	119·9	213·1	110·3		150·5	.....
1921	143·9	109·2	127·6	123·4	112·5		132·5	.....
1922	121·9	113·7	122·2	147·0	112·5		121·3	.....
1923	122·8	116·6	122·2	145·1	111·7		121·7	.....
1924	120·9	117·4	119·2	141·7	109·6		119·5	.....
1925	126·3	117·4	116·8	141·3	107·5		120·6	.....
1926	133·3	115·9	116·8	139·1	106·1		121·8	.....
1927	130·8	114·5	114·4	135·6	105·1		119·9	.....
1928	131·5	117·3	113·2	135·5	104·8		120·5	.....
1929	134·7	119·7	112·6	134·8	105·0		121·7	.....
1930	131·5	122·7	111·8	130·6	105·4		120·8	.....
1931	103·1	119·4	110·0	114·3	103·3		109·1	.....
1932	85·7	109·7	106·8	100·6	100·4		99·0	.....
1933	84·9	98·6	102·5	93·3	98·2		94·4	.....
1934	92·7	93·2	102·1	97·1	97·8		95·6	.....
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2	.....
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1	.....
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2	.....
1938	103·8	103·1	97·7	100·9	102·4	101·2	102·2	.....
1939								
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1	.....
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7	.....
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6	.....
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6	.....
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6	.....
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5	.....
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8	.....
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8	.....
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8	.....
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5	2·7
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8	3·0
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8	3·0
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5	.....
1940								
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8	3·0
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8	3·0
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6	3·8
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6	3·8
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9	4·1
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9	4·1
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6	4·8
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9	5·1
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4	5·6
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0	6·2
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8	6·9
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0	7·1
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6	.....
1941								
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3	7·4
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2	7·3
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2	7·3
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6	7·7
May	109·7	109·7	109·2	114·5	111·8	105·1	109·4	8·5
June	112·5	109·7	110·2	114·9	112·1	105·6	110·5	9·6
July	116·6	109·7	110·5	115·1	113·0	105·6	111·9	11·0

*For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

†An Order in Council of December 16, 1940, P.C. 7440, as amended on June 27, 1941, P.C. 4643, provides for a cost of living bonus of 25 cents per week for each one per cent of increase in the official index number measured from August, 1939. For convenience the percentage increase each month as compared with August, 1939, is shown in the right hand column. These figures may be used to bring up to date the table on page 5 of the supplement to the Labour Gazette for July, 1941, entitled "Canada's Wartime Wages Policy." For July, 1941, the figure to be inserted is 111·0.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·2	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0
May	113·0	110·8	111·1	108·6	109·8	107·9	109·1	109·4
June	114·7	111·3	116·1	111·5	112·7	109·0	110·8	110·6
July	120·3	115·6	120·8	116·1	116·2	111·5	114·0	115·9

bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 1024 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of July, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The cities of Moncton, Hamilton and Regina were added to the list effective on and after July 1, 1941. The rental figures in the table for the beginning of July, 1941, are therefore for these cities the same as at the beginning of January, 1941 (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

The retail prices of meats continued upward the increases being greatest in the prices of bacon, fresh pork and lamb following substantial advances in wholesale markets. Sirloin steak averaged 33·9 cents per pound at the beginning of July as compared with 33·1 cents for June and 31·1 cents for July, 1940. Lamb at 34·4 cents was nearly 3·5 cents per pound higher than at the beginning of June and more than 2 cents higher than for July, 1940. The price of fresh loin of pork increased from 27·7 cents per pound at June 1 to 30·4 cents at July 1 and breakfast bacon from 35·1 cents to 39 cents. A factor in the movement of pork and bacon prices was the increase during June of $1.50 per 100 pounds in the price of bacon for export.

The price of fresh eggs advanced in most localities but were considerably lower in the

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE GOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Unit	July 1914	July 1915	July 1916	July 1918	July 1920	July 1922	July 1926	July 1929	July 1933	July 1937	July 1939	July 1940	June 1941	July 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·7	24·6	26·3	39·8	42·0	32·1	31·0	38·2	22·2	29·3	28·3	31·1	33·1	33·9
Beef, round steak	lb.	.....	.....	23·0	36·4	37·2	27·1	25·5	33·2	18·0	24·9	24·0	26·8	28·9	29·5
Beef, rib roast	lb.	.....	.....	21·0	32·6	33·4	24·4	23·4	30·6	16·8	21·9	21·0	23·2	27·9*a*	28·5*a*
Beef, shoulder	lb.	16·8	16·7	17·6	28·9	27·2	17·8	17·2	24·3	12·0	16·2	15·9	17·8	20·1*b*	20·5*b*
Beef, stewing	lb.	.....	.....	.....	.....	22·5	13·4	13·3	19·5	9·6	13·2	13·0	14·8	16·4	16·9
Veal, forequarter	lb.	17·4	17·3	19·2	28·3	28·1	18·1	19·7	24·4	12·0	14·4	15·6	16·5	19·2	19·2
Mutton, hindquarter	lb.	20·9	21·3	23·9	36·8	37·3	28·0	30·7	31·7	20·5	24·7	23·5	32·1*c*	31·0*c*	24·4*c*
Pork, fresh from ham	lb.	20·2	19·5	22·4	37·7	40·7	31·8	32·3	31·6	16·1	22·6	23·7	22·9	24·8	36·8
Pork, salt mess	lb.	18·7	17·2	19·4	35·2	37·0	27·1	29·0	28·0	15·0	20·1	21·0	20·5	21·0	22·0
Bacon, not sliced	lb.	25·5	26·6	28·7	51·0	57·0	42·5	44·7	39·4	20·4	29·1	30·2	29·0	31·7	34·6
Bacon, sliced	lb.	.....	.....	.....	.....	60·3	47·6	48·8	43·7	23·6	32·5	33·5	32·3	35·1	39·0
Fish, salt cod	lb.	.....	.....	.....	.....	25·0	21·1	20·9	21·3	17·7	17·7	18·7	19·2	20·2	21·0
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·4	20·2	21·0	20·3	16·5	17·0	17·5	18·1	19·7	20·2
Lard	lb.	18·4	17·9	20·2	36·9	37·9	21·8	24·9	22·0	12·7	16·9	11·6	10·7	10·4	11·1
Eggs, fresh	doz.	26·9	25·3	31·0	49·3	57·9	33·9	38·2	36·0	21·1	27·0	27·1*d*	27·4*d*	27·4*d*	31·5*d*
Eggs, cooking	doz.	24·9	24·9	28·0	43·1	50·8	31·4	34·7	32·1	17·1	22·8	22·4	22·8	24·1*f*	27·1*f*
Milk	qt.	8·5	8·7	8·5	11·8	14·7	11·5	11·4	12·0	9·1	10·7	10·7	11·0	11·5	11·5
Butter, dairy	lb.	24·9	28·1	30·2	45·7	59·4	35·1	37·2	39·7	19·9	25·0	22·8	23·1	32·4	32·6
Butter, creamery	lb.	30·0	32·6	34·5	51·7	66·3	42·0	42·0	44·1	23·8	28·9	26·1	26·4	34·9	35·9
Cheese, Canadian mild	lb.	19·4	22·6	23·6	30·6	38·4	26·2	31·6*h*	33·2*h*	19·4*h*	23·0*h*	21·4*h*	24·0*h*	24·8*h*	25·8*h*
Bread, white	lb.	4·2	4·9	4·7	7·8	9·6	7·0	7·6	7·7	5·6	7·0	6·5	6·7	6·7	6·8
Flour	lb.	3·3	4·1	3·7	6·8	8·4	4·9	5·3	4·8	3·1	4·5	2·9	3·5	3·8	3·8
Rolled oats, bulk	lb.	4·3	5·2	4·8	8·1	8·8	5·6	5·8	6·3	4·7	5·8	5·0	5·3	5·2	5·3
Rice	lb.	5·8	6·0	6·7	11·6	17·1	9·9	10·9	10·3	8·0	8·1	8·1	8·8	9·6	9·7
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·5	19·2	16·2	15·3	11·6	13·4	10·5	13·4	13·9	13·9
Peas, canned, 2's	tin	.....	.....	10·8	20·4	21·3	18·9	17·3	16·0	11·4	12·2	10·4	11·8	12·2	12·3
Corn, canned, 2's	tin	.....	.....	10·8	24·2	22·2	17·0	16·2	15·9	11·3	12·3	10·4	11·3	13·1	13·7
Beans, dry	lb.	5·9	7·4	9·7	17·1	11·1	8·8	7·9	11·9	4·1	7·8	5·2	7·3	6·4	6·4
Onions	lb.	.....	.....	.....	.....	11·9	10·7	8·7	8·0	6·3	6·1	5·9	8·4	9·6	12·5
Potatoes	75 lb.	125·8	73·2	146·4	165·0	493·6	109·8	214·7	120·4	96·4	119·7	127·0	152·6	102·1	123·9
Potatoes	15 lb.	.....	.....	.....	.....	112·4	26·2	53·1	27·8	23·0	28·0	30·3	37·2	25·1	29·5
Apples, evaporated	lb.	13·1	11·9	13·4	22·9	29·1	24·9	19·8	21·3	14·9	15·8	15·2	14·7	14·9	14·7
Prunes, medium	lb.	12·4	13·0	13·1	18·0	27·2	19·8	15·8	13·7	11·7	11·8	10·7	11·6	11·8	11·9
Raisins, seedless, 16 oz	pkg.	.....	.....	.....	.....	27·3	26·9	18·5	15·6	16·9	16·9	16·6	16·7	16·7	16·8
Currants, bulk	lb.	.....	.....	.....	.....	31·0	23·2	18·7	19·4	16·2	15·4	14·9	15·7	14·9	14·9
Peaches, canned, 2's	tin	.....	.....	.....	.....	43·7	34·6	28·8	26·4	20·2	19·1	16·2	16·1	15·6	15·7
Corn syrup, 5 lb	tin	.....	.....	.....	.....	73·6	50·9	45·6	42·5	40·2	43·9	42·8	43·8	51·5	53·8
Sugar, granulated	lb.	5·5	8·0	9·6	10·9	23·4	8·4	7·9	7·1	7·9	6·5	6·6	7·5	8·6	8·5
Sugar, yellow	lb.	5·1	7·3	8·8	10·2	21·7	7·9	7·5	6·8	7·7	6·3	6·4	7·3	8·4	8·4
Tea, black	lb.	36·4	37·8	41·2	57·4	65·7	55·7	71·8	70·4	41·7	53·4	58·0	68·4	72·4	73·8
Coffee	lb.	37·7	39·4	40·1	44·3	61·6	53·6	61·4	60·5	39·6	35·8	33·9	45·0	46·7	47·1
Cocoa, ½ lb	tin	.....	.....	.....	.....	31·5	28·5	27·3	27·5	24·9	19·7	19·4	19·8	19·3	19·5
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·51	8·33	8·76	11·80	16·81	16·93	16·99	16·09	14·57	14·02	14·17	15·52	15·94	15·96
Coal, bituminous	ton	6·08	5·73	6·08	9·39	12·26	11·01	10·11	10·04	9·22	9·33	9·38	9·95	10·14	10·24
Coke	ton	.....	.....	.....	.....	.....	.....	13·37	12·80	11·46	12·17	11·83	12·54	13·02	13·21
Wood, hard, long	cord	6·80	6·68	6·71	11·07	13·15	12·32	12·11	12·24	9·77	9·53	9·50	9·62	10·44	10·53
Wood, hard, stove	cord	.....	.....	.....	.....	14·75	14·16	14·45	14·63	11·74	11·43	11·53	11·95	12·47	12·52
Wood, soft, long	cord	5·08	4·89	4·84	8·13	10·12	9·36	8·94	8·82	7·40	7·16	7·09	7·18	7·73	7·80
Wood, soft, stove	cord	.....	.....	.....	.....	11·81	11·03	10·97	11·03	9·03	8·48	8·56	8·70	9·11	9·14

a. Rolled. *b*. Blade. *c*. Lamb. *d*. Grade A. *f*. Grade B. *h*. Kind most sold.

prairie provinces than in other parts. The average was 31·5 cents per dozen as compared with 27·4 cents for June 1941 as well as for July, 1940. Stocks in storage at July 1 were about 20 per cent greater than at the corresponding date in 1940. Creamery butter at July 1 averaged 35·9 cents per pound and was one cent per pound higher than for the previous month as compared with 26·4 cents for July, 1940. Production for the first six months of 1941 was about 11 per cent greater than for the corresponding period in 1940. The domestic disappearance of butter in June was 4·3 per cent greater than in June, 1940, and storage stocks at July 1, were about 10 per cent greater than on July 1, 1940. The price of cheese also advanced in most localities the Dominion average price being 25·8 cents at July 1 as compared with 24·8 cents at June 1. Early in June an increase of one cent per pound in the price of cheese for export was announced. Production for the half year was about three per cent greater than for the first six months of 1940. The price of bread was fractionally higher at 6·8 cents at July 1. A seasonal increase in the price of potatoes was recorded, the prices being for the new crop in a number of cities. The Dominion average price was $1.24 for 75 pounds at July 1, as compared with $1.02 for

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast per lb.	Pork				Bacon	
	Sirloin steak, per lb	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb	Fresh, leg roast, from ham, per lb	Fresh, shoulder, per lb	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**33·9**	**29·5**	**28·5**	**20·5**	**16·9**	**21·6**	**19·2**	**34·4**	**30·4**	**26·8**	**23·3**	**22·0**	**34·6**	**39·0**
Nova Scotia (average)	**35·1**	**29·1**	**27·7**	**20·2**	**16·5**	**19·3**	**13·0**	**34·7**	**29·3**	**28·3**	**23·9**	**20·3**	**29·7**	**38·3**
1—Sydney	37·3	29·3	28·3	23·7	19·0	.....	12	32·5	29·7	30	26	20·1	30	37·8
2—New Glasgow	35·6	30·6	33·7	21	15·2	17·7	15	.....	31·4	30	25	20·1	32	37·1
3—Amherst	30·6	27	24·8	18	14·7	21	.....	26	27·2	.....	21·2	19·5	.....	38·7
4—Halifax	35·6	28·8	27·1	20	17·4	16·2	12	35·6	30·2	25	24·2	20	27	38·3
5—Windsor	35	30	25	20	17·5	.....	.....	40	25	.....	22	21	.....	38
6—Truro	36·2	28·7	27·5	18·7	15	22·3	.....	39·2	32·2	.....	25	21	.....	40·1
7—**P.E.I.**—Charlottetown	**33·2**	**26·6**	**25·8**	**19·8**	**17·2**	**19·3**	**12·0**	**35·0**	**33·4**	**22·0**	**27·0**	**21·5**	**30·0**	**38·9**
New Brunswick (average)	**36·0**	**28·0**	**27·8**	**19·1**	**15·3**	**20·2**	**17·8**	**35·2**	**27·7**	**28·0**	**21·7**	**21·4**	**31·3**	**38·2**
8—Moncton	34·5	29	27	18·7	14·7	19	16·5	36·7	31·1	27	22·6	20·7	33·5	37·7
9—Saint John	39	29·7	29·5	21	16·8	18·1	19	37·1	30·1	29	21·7	22	29	38·2
10—Fredericton	38	28·2	27	16·7	15·2	18·8	.....	38	27·2	.....	19·7	21·5	.....	40·2
11—Bathurst	32·5	25	27·5	20	14·5	25	.....	29	22·5	.....	22·6	.....	.....	36·6
Quebec (average)	**33·8**	**29·7**	**26·2**	**20·0**	**14·1**	**19·7**	**16·5**	**31·8**	**26·6**	**23·0**	**21·2**	**21·3**	**29·8**	**37·8**
12—Quebec	33·5	31·4	25·8	21·8	12·3	20	11	30·9	21·8	18	20	20·5	24	35·6
13—Three Rivers	34·1	29	25·1	19	14·9	18·6	.....	34·7	25·2	.....	21·3	20·5	.....	38·8
14—Sherbrooke	39·5	32·8	28·8	22·5	17	20·4	18	35·6	29·3	28	20·7	21·4	30	37·8
15—Sorel	32·5	28·7	22·8	16·7	14·6	15·9	.....	30	27·3	.....	19·7	20·4	.....	38·6
16—St. Hyacinthe	29·1	27	24·1	18·4	14·5	19·9	.....	26·7	24·5	.....	19·4	18·9	.....	38·7
17—St. Johns	39	34·5	33·5	22·5	12·5	24·5	.....	.....	31	.....	25	22·8	.....	37·6
18—Thetford Mines	28	23	20	18	12·6	20	15	.....	21·5	15	19	19·6	25	35·1
19—Montreal	35·8	31·7	28·4	19·8	15·3	18·4	22	33·5	29·2	31	23·2	24·1	40	39·6
20—Hull	32·8	29·1	27·5	21	13·5	19·6	.....	31	29·5	.....	22·5	23·6	.....	38·6
Ontario (average)	**31·2**	**30·5**	**29·7**	**21·2**	**17·3**	**22·3**	**20·8**	**35·9**	**32·2**	**28·5**	**24·4**	**22·8**	**35·8**	**38·4**
21—Ottawa	37·4	32·9	33·7	22·7	17·2	21·1	18	35·9	31·3	30	23·9	23·2	40	39
22—Brockville	40	34	33·5	22	18·2	19	.....	34	30·3	.....	21	21·2	.....	37·8
23—Kingston	32·5	29·7	28·3	20·4	14·7	17·5	12	33·4	31	25	23·9	22·4	30	36·9
24—Belleville	30·6	27·8	27·6	19·6	14·1	22·2	22	34·8	31·2	21	21·7	20	33	36·9
25—Peterborough	33·8	30·8	29·7	21	19·2	21·2	18	36·5	34	26	27·8	22·5	35	39
26—Oshawa	32	29·3	29·7	20·7	17·1	23·7	25	36·7	30·3	29	24·7	19·5	35	39·1
27—Orillia	33	29	29·7	20·7	18·7	23·7	.....	36·5	31	.....	24·3	23	.....	41
28—Toronto	35·7	30·9	33·1	23	19·4	21·7	20	37·7	33·3	27	22	24	34	40·6
29—Niagara Falls	34·6	30·8	30·7	22	15·2	23	.....	37	32·4	.....	25·2	22·5	.....	37·6
30—St. Catharines	36	32	31·7	22·6	16·1	21	22	35·8	33·3	29	24·2	22·3	38	35·9
31—Hamilton	34·3	31·5	30·4	21·9	19·5	22·8	25	37·3	33·9	25	26·8	24·3	32	37·7
32—Brantford	34·9	30·9	29·5	21·9	16·6	22·2	24	36·8	33·9	30	26·8	22·5	37	40·1
33—Galt	33·7	31	31·2	23·4	20·1	23	25	33·2	34·2	30	27	27·5	40	39·8
34—Guelph	32·3	29·4	27	20·3	18·6	22·8	.....	34·7	32	.....	22·3	24·5	.....	37·6
35—Kitchener	32·7	30·4	28·2	20·5	18·1	22·4	.....	36·5	32·2	.....	24·2	25	.....	38·1
36—Woodstock	36·6	31·8	30·9	22·8	17·7	23·6	.....	37	33·4	.....	24·8	23	.....	36·8
37—Stratford	34·4	31	31·2	21·5	18·4	24·7	.....	33·3	28·4	.....	23	22	.....	37·9
38—London	35	31·5	31·3	21	17·9	21·1	18	37	34	28	23·9	25	35	40
39—St. Thomas	35	31·3	31·3	21·7	18·3	22·7	23	37·3	32·7	32·5	25	.....	39	39·1
40—Chatham	32·8	29·9	29	21·5	14·9	22·6	.....	36·2	33·4	.....	26·4	22·3	.....	39·2
41—Windsor	31·7	28·6	29·2	19·9	17	25	19	36·7	31·4	26·5	23·6	21	.....	35·3
42—Sarnia	35	31·4	32·5	21·6	19·4	28	.....	34	30·8	.....	24	21·5	.....	40·2
43—Owen Sound	32	29	28·4	19·8	15·8	21·4	.....	34	29·7	.....	22·3	25	.....	38·9
44—North Bay	35	32	29	21	15	22	.....	40	36·2	.....	26·7	22	.....	39·9
45—Sudbury	33·2	29·4	27·7	20·6	17·7	20·7	18	34·2	33·4	28	24·2	20·2	32	38·8
46—Cobalt	35	28·5	26·5	21	19	.....	20	.....	31·3	35	24	25	31	36·3
47—Timmins	31·6	28·2	26·8	19·7	15·9	20	23	33·6	31·5	31	24·5	23·1	33	36·2
48—Sault Ste. Marie	34·7	30·8	28·2	20·6	15·6	21·7	18	35·7	30·3	30	22·5	20	37	35·9
49—Port Arthur	33·2	29	26·8	19·4	16·4	23	23	34·5	30	29	23·4	22·3	42	38·6
50—Fort William	36	31·6	29·1	21·3	18·2	23·4	23	39·7	35·3	29	27·4	23·2	42	40·6
Manitoba (average)	**31·4**	**26·6**	**29·3**	**20·6**	**16·9**	**20·3**	**19·5**	**35·4**	**32·2**	**22·5**	**24·2**	**21·1**	**35·0**	**41·0**
51—Winnipeg	32·7	27·4	28·1	20·3	18·1	19·9	19	35·7	32·4	25	26·9	21·1	.....	41·7
52—Brandon	30	25·8	30·5	20·8	15·6	20·7	20	35	32	20	21·5	.....	35	40·2
Saskatchewan (average)	**28·8**	**24·2**	**24·0**	**16·9**	**14·7**	**17·2**	**17·3**	**30·8**	**26·1**	**22·5**	**19·0**	**19·7**	**38·0**	**38·8**
53—Regina	33·5	27·1	25·9	18·5	17	19·1	19	34·8	26	25	19·1	22	40	40·7
54—Prince Albert	22·5	19	20	14·5	13·5	17	15	26·5	24	17	16	17·5	35	36·8
55—Saskatoon	28·8	24·1	24·8	17·1	13·1	17·8	17	29·1	28·6	23·1	19·8	19·6	37·1	38·5
56—Moose Jaw	30·5	26·6	25·2	17·6	15·2	15	18	32·8	25·6	25	21·1	.....	40	39·1
Alberta (average)	**30·9**	**27·4**	**26·6**	**18·4**	**15·9**	**20·9**	**17·7**	**30·9**	**28·8**	**21·0**	**22·0**	**20·4**	.....	**40·3**
57—Medicine Hat	32·7	29·3	29·3	19·3	18	20	.....	30·7	27	.....	20	21·7	.....	38·6
58—Drumheller	32·7	30	26	19·5	15·8	21	20	32·5	29	22	22	20·3	.....	39·4
59—Edmonton	27·1	23·3	24·5	16	14	19·3	15	29·4	29·5	20	23·5	19·6	.....	39·4
60—Calgary	31·6	27·5	28·5	18·3	18	22·6	18	33·9	31·9	21	25·8	22·7	.....	43·8
61—Lethbridge	30·3	27	24·6	19	13·8	21·8	.....	27·8	26·5	.....	18·6	17·5	.....	40·1
British Columbia (average)	**36·1**	**31·4**	**31·2**	**22·3**	**20·9**	**26·2**	**22·8**	**35·0**	**32·5**	**31·0**	**24·1**	**23·8**	**36·8**	**42·4**
62—Fernie	33·3	28·3	29·5	20·7	18·3	24·3	.....	33·3	29·3	.....	23	21·5	.....	39·4
63—Nelson	35	31·3	33·3	25	19·7	27·7	25	37·3	35·3	30	26	24	37	40
64—Trail	34	30·8	27·9	20·8	19·6	25·8	25	33·2	32·6	28	23·8	23·8	38	43
65—New Westminster	35·8	30·9	29·7	21·1	21·7	23	18	33·9	31·3	28	23·5	23·5	35	41·8
66—Vancouver	36·9	31·3	32	21·6	22·1	24	16	33·9	30·9	27	24	25·5	34	42·9
67—Victoria	40·6	34·9	35·5	23·8	23·8	29·3	28	37·8	32·3	33	24·7	23·8	40	42·1
68—Nanaimo	37·8	33·3	31	24·5	23·3	25·8	.....	35	31·3	.....	22	24·4	.....	43·5
69—Prince Rupert	35	30	31	21	19	30	25	35·7	36·7	40	25·7	24	.....	46·6

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF JULY, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
61·2	**17·8**	**26·9**	**19·1**	**21·0**	**20·2**	**19·7**	**11·1**	**14·6**	**31·5**	**27·1**	**11·5**	**32·6**	**35·9**	
61·0	**12·6**	**27·6**	**25·0**	**15·9**	**15·7**	**20·7**	**11·7**	**14·8**	**35·6**	**31·1**	**11·0**	**31·5**	**38·8**	
61·4	10	25	.....	14·9	14	20·1	11·6	14·8	36·5	30·3	13	33	37·9	1
59·5	15	27·5	.....	16·1	15	22·1	11·4	14·9	34·3	33·5	11	30	39·2	2
59·3	.....	.....	.....	15·6	16·1	21·3	12	14·9	32·4	29·9	10b	.....	38·5	3
58	13·4	30	25	16·5	.....	20·2	11·8	14·8	37·9	30	12	.....	38·8	4
65	.....	.....	.....	.....	.....	21	11	14·8	36	32	10	.....	39	5
62·5	12	28	.....	16·4	17·5	19·5	12·1	14·8	36·6	.....	10	.....	39·1	6
60·3	.....	**33·5**	.....	**16·2**	**16·5**	**20·7**	**12·6**	**15·2**	**29·7**	**25·4**	**9·0–10·0**	**32·0**	**36·1**	7
60·6	**15·3**	**29·7**	.....	**16·7**	**17·4**	**21·1**	**12·0**	**14·7**	**35·0**	**30·5**	**11·0**	**35·0**	**37·3**	
60·9	15	30	.....	16·6	16·4	21·1	11·9	15·1	36·2	32·1	11	35	37·6	8
62·5	13·5	30·7	.....	16·3	15·7	21·9	11·8	14·8	35·6	30·9	12	35	37·4	9
62·1	17·5	28·3	.....	17·1	17·4	21	12·5	14·9	36·8	31·8	11	.....	38·4	10
56·7	.....	.....	.....	16·7	20	20·3	11·8	14·1	31·2	27	10 b	.....	35·6	11
61·8	**15·0**	**29·7**	**20·5**	**19·5**	**19·1**	**20·0**	**11·3**	**13·9**	**31·9**	**28·0**	**10·5**	**32·8**	**34·9**	
54·4	12·5	26·5	18	15·5	16·5	19·5	12·3	14	32	27·2	12	31	36·1	12
60·6	15·5	28·1	.....	.....	20	18·9	11·5	14·1	31·7	.....	11	.....	34·4	13
61·8	19	31·5	.....	.....	.....	21·4	11·5	14·3	35·3	29·2	11·1a	32	35	14
63	.....	.....	.....	.....	.....	19·1	10·6	13·6	29·4	25	9	.....	34·7	15
60·7	15	32	.....	.....	.....	20·4	11·7	14·4	30	28·1	9	.....	34·9	16
63	.....	.....	.....	.....	.....	19·6	11·1	14·1	32	28	9	.....	35·6	17
62·7	14	28	.....	.....	.....	19·1	12·1	13·8	28·2	26·7	9	32	34·6	18
65·1	14	31·8	23	23·1	22·3	20·3	10·7	13·7	35	30·3	12–13	36	35	19
65·1	.....	.....	.....	20	17·5	21·3	10·6	13·5	33·2	29·2	12	.....	34·1	20
61·2	**16·2**	**26·4**	**22·0**	**20·0**	**20·0**	**19·7**	**10·9**	**14·5**	**32·1**	**27·4**	**12·3**	**34·5**	**35·5**	
63·4	.....	31	18	23	19·4	20·4	11·1	14·2	34·8	32·4	12	.....	35·4	21
60·5	.....	25	.....	19	22	18·6	10·7	14·7	30·4	25·2	12	.....	34·8	22
57·8	15	27·7	20	18·6	19·3	20·2	10·5	14·1	31·1	27·5	12	30	35	23
58·4	.....	.....	25	20	17	21·1	10·7	13·8	30·1	27	12	35	35·2	24
61·7	.....	.....	.....	.....	.....	19·2	10·8	14·6	29	26·8	12	33	35·2	25
61·8	.....	.....	.....	.....	.....	21·6	11·4	14·6	33·7	.....	12	.....	36·4	26
61·7	.....	.....	23	20	20	20·2	11·2	14·5	29·4	28·2	12	.....	36·9	27
63·9	16·7	28·7	22·2	23	20·7	19·9	11·2	14·2	34·3	28·6	13	34	35·6	28
62·3	.....	.....	30	20	22	19·2	10·8	14·6	34·5	29·5	12·5a	.....	36·2	29
60·8	.....	.....	.....	19	20	20·1	10·8	14	34·8	.....	12·5a	35	35·4	30
62·1	20	30·1	26·7	.....	.....	19·6	10·6	14·3	34·1	27·5	12·5a	38·5	36·1	31
61·1	15	24	21·5	.....	18	21·9	10·7	14·8	30·5	28·3	12	36	35·8	32
63·8	.....	.....	.....	.....	.....	19·4	11	14·2	30·7	25·4	12	34·5	35·6	33
59·5	.....	.....	15	.....	22	19·1	10·5	14·5	31·2	23·7	12	.....	36·4	34
60·7	.....	27	22·7	.....	25	20·1	10·6	14·6	30·9	27·4	12	.....	35·9	35
60·5	.....	.....	.....	18	.....	19·1	10·6	14·5	28·2	24	12	.....	35·4	36
62·1	20	27·5	23	20	18·7	19·1	10·7	14·3	28·8	23	12	.....	35·4	37
62·9	13·7	22·5	20·2	19	18	18·4	10·9	14·6	31	28·4	12	.....	35·4	38
61·4	14	26·5	23	.....	19	18·5	10·8	14·3	29·2	26·4	12	35	36·1	39
63·3	.....	.....	.....	19	.....	19·7	10·4	13·9	30	25·6	12	.....	34·5	40
61·3	15	25·3	21	.....	.....	18·4	10·7	14·4	31·3	27·7	13	35	34·2	41
62·6	.....	.....	25	.....	.....	19·9	11	14·5	31·6	27·3	12	.....	35·5	42
58·4	.....	.....	.....	.....	.....	19·4	10·6	14·1	29·7	23	12	.....	35·9	43
62	.....	.....	.....	19	19	20·2	10·9	15·2	35·9	.....	13	.....	35·4	44
61·3	.....	25	.....	.....	.....	19·7	11·3	15	35·7	31·7	13	.....	35·8	45
59·2	.....	.....	.....	.....	.....	20·4	11·7	15	34·7	.....	12	33	36·3	46
59·6	.....	25·7	.....	19·8	20·2	19·5	11·2	14·7	35·2	31	14	.....	34·3	47
59·8	.....	.....	22	.....	.....	19·7	11·4	14·7	35·4	.....	13	.....	34·9	48
60·4	.....	.....	20	25	21	19·2	10·9	14·2	31·9	28·5	12	.....	35·5	49
62·8	.....	23·3	17·6	18	18·8	19·8	10·9	14·8	34·1	31	12	.....	35·9	50
62·5	**18·0**	**28·8**	**19·3**	**22·3**	**19·0**	**19·3**	**11·2**	**14·9**	**27·3**	**23·0**	**10·5**	**32·5**	**34·6**	
63·3	18	28·3	18·5	21·5	19·5	19	11·3	14·6	29·9	25·2	11	33	34·3	51
61·7	.....	29·3	20	23	18·5	19·5	11·1	15·1	24·8	20·8	10	32	34·8	52
59·1	**24·8**	**26·5**	**12·4**	**23·9**	**20·1**	**18·8**	**10·3**	**14·5**	**24·4**	**21·6**	**10·8**	**27·3**	**33·5**	
60·3	25	27	12·6	24·4	21	18·4	10·4	15·2	26·3	22·6	11	.....	33·5	53
56·7	.....	26·2	12	25	20	18·5	9·9	13·3	23	21·7	10	25	34	54
57·6	24·3	24·9	10·3	21	19·2	19·4	10·9	14·8	23·8	22	11	28	33	55
61·7	25	27·8	14·5	25	20	18.7	9·8	14·7	24·3	20	11	29	33·6	56
59·8	**23·5**	**26·5**	**14·4**	**24·3**	**24·0**	**19·0**	**9·9**	**15·2**	**26·2**	**22·2**	**10·8**	**24·8**	**34·7**	
59·3	25	26·7	.....	25	25	18·5	10·1	15·7	25	21	11	.....	34·6	57
60·8	25	29·3	.....	24·8	24	19·4	9·5	14·3	26·2	22·2	10	23	35·9	58
57·5	22·5	25	18·3	21·5	23	18·9	10·3	15·8	26·7	23·8	11	26·5	34	59
61·2	22·5	25·5	13	25	25	19·2	10	15·4	27·4	22·6	11	25	35	60
60·2	22·6	25·8	12	25	22·8	19	9·8	15	26	21·2	11	.....	34·1	61
62·3	**18·6**	**23·6**	**12·7**	**26·1**	**23·6**	**18·6**	**11·3**	**14·8**	**32·6**	**29·1**	**11·6**	**36·8**	**37·5**	
60	24	26	13	26·3	25	19	10·6	14·2	28·6	25·8	10·5a	.....	35·4	62
66·3	24·7	28·3	10	26·7	27	19·5	10·8	16·9	32·6	30	12·5a	35	38	63
63·3	24·3	27·8	.....	27·7	25·5	19·4	12·2	17·3	31·7	.....	12·5a	35	36·9	64
60·5	16	19·5	.....	23·5	20·3	17·3	10·1	13·8	31·2	.....	10	38	36·7	65
62·1	15·7	21·1	.....	23·6	20·6	17	10·8	13·8	32	30	10	39	36·7	66
61·7	14·3	23·7	.....	24·6	23·3	18	11·5	13·8	34·8	28	12	.....	37·4	67
61·7	15	24	.....	.....	.....	19·7	11·5	14·2	33·2	.....	11a	.....	39·5	68
62·9	15	18·3	15	30	23·3	19	13·1	14·7	36·5	31·5	14·3a	.....	39·5	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**25·8**	**6·8a**	**18·1**	**3·8**	**5·3**	**9·3**	**9·7**	**13·9**	**12·3**	**13·7**	**11·2**	**6·4**	**12·5**
Nova Scotia (average)	**26·2**	**7·1**	**19·0**	**4·0**	**5·3**	**9·8**	**9·1**	**14·8**	**12·6**	**14·5**	**12·0**	**6·2**	**13·3**
1—Sydney	25·9	6·7-7·3	19·7	3·9	5·3	9·8	8·4	14·4	11·7	13·2	12·3	5·6	15
2—New Glasgow	27·6	6·7-7·3	19·2	4	5·2	9·8	9·1	14·7	12·2	14·1	10·9	5·5	13·3
3—Amherst	24·2	7·3	19·2	3·9	5	10	8·8	14·5	12·3	14·5	11·9	5·8	11·9
4—Halifax	26·9	6·7-8	19·6	4·1	5·7	9·7	10·3	14·9	12·6	14·2	12·1	7·2	12·8
5—Windsor	25	7·3c	17·7	4	5·2	9·7	[illegible]	15	13·4	15·8	13	6·8	13·2
6—Truro	27·5	6·7	18·8	4	5·3	10	[illegible]	15·4	13·2	15·3	11·7	6·1	13·5
7—**P.E.I.**—Charlottetown	**25·1**	**7·3**	**19·6**	**3·9**	**5·6**	**9·9**	**9·1**	**15·0**	**13·2**	**13·6**	**12·0**	**6·2**	**14·9**
New Brunswick (average)	**26·1**	**7·5**	**19·0**	**4·0**	**5·3**	**9·8**	**9·5**	**14·8**	**13·0**	**14·8**	**12·0**	**6·3**	**12·8**
8—Moncton	26·4	8	20·3	4·2	5·7	10	10·2	14·8	13·4	15·4	12·1	6·3	13·9
9—Saint John	26·7	6·7-7·3	19·2	3·7	5·5	9·8	9·9	15	12·3	14·8	12	6·4	12·6
10—Fredericton	26·4	7·3	18·2	4	5·2	9·7	10	14·8	12·6	15·2	11·5	6·6	12·5
11—Bathurst	24·8	8c	18·2	3·9	4·8	9·8	[illegible]	14·7	13·8	13·7	12·4	6	12·2
Quebec (average)	**24·0**	**5·4**	**15·5**	**3·9**	**5·2**	**9·7**	**9·3**	**12·6**	**12·4**	**13·7**	**11·5**	**6·0**	**10·5**
12—Quebec	24·7	5–8b	17·1	3·9	5·3	9·5	10·2	13·1	12·6	13·7	12·2	6·7	9·5
13—Three Rivers	24·1	5·3	14	4	5·3	9·9	9	13·3	12·5	14·2	12	5·4	11·8
14—Sherbrooke	23·2	5·3	14	3·8	5·4	9·6	9·8	13·1	12·5	14·8	11·7	5·7	12·1
15—Sorel	23·9	4·7	14·8	3·5	4·6	9·8	7·9	12	11·6	13·5	10·7	6·9	8
16—St. Hyacinthe	23·8	4	16·3	3·9	5·5	9·7	10	11·6	13·2	12·7	11	5·6	11·5
17—St. Johns	24·1	5·3	17	3·8	5·6	9·3	9·8	12·6	13·2	13·3	11·4	6	11·3
18—Thetford Mines	24·2	5·3	13·6	4·1	[illegible]	9·7	8·3	12·4	12·2	13·7	12·7	4·9	10
19—Montreal	23·6	5·3-6·7	17·2	4·2	5	9·6	9·7	12·4	11·5	13·1	10·9	6·1	9·4
20—Hull	24·4	5·3-6·7	15·8	3·8	5·2	9·8	9·2	12·8	12·3	14·6	11·2	6·8	10·7
Ontario (average)	**25·6**	**6·3**	**16·8**	**3·5**	**5·1**	**9·0**	**10·0**	**13·6**	**11·5**	**13·4**	**10·8**	**6·0**	**12·7**
21—Ottawa	24·6	6·7	15·4	[illegible]	[illegible]	8·9	10·7	13·2	12·1	13·9	11·8	6·4	11·9
22—Brockville	24·6	[illegible]	14·7	3·8	5	9	10·9	13·6	11·7	15	10·4	6·4	12·8
23—Kingston	24·3	5·3-6·7	14·9	3·7	5	9·1	9·8	13·3	11·6	14·3	10·3	6·1	12·5
24—Belleville	24·6	5·3-6·7	15·7	3·5	4·9	8·9	9·9	13·1	12	12·1	10·2	6·3	10·8
25—Peterborough	25·8	5·3-6·7	17·8	3·3	5	8·8	10·2	13·1	12	13·7	10·7	5·9	12·6
26—Oshawa	26·7	5·3-6·7	17·8	[illegible]	5	8·7	10·3	14	11·2	14·3	10·5	5·7	11·1
27—Orillia	24·7	6·7	16·6	3·4	5·2	8·8	9·6	14	11·3	13·5	12	5·7	11·7
28—Toronto	26	6·7	17·4	[illegible]	5	8·7	10·1	13·1	11	13·1	11·1	6·3	11·2
29—Niagara Falls	26·1	6	17·3	3·6	5·1	8·9	9·9	12·9	10·8	14	10·7	6·9	14·3
30—St. Catharines	26·4	6·7	15·2	3·5	4·7	8·7	9·7	13	11·7	13	11·3	7·1	13·9
31—Hamilton	26·9	6-6·7	17	3·4	5·1	8·9	10·1	13·2	11·2	13·3	10·6	5·6	12·5
32—Brantford	26·6	6-6·7	17·6	3·4	[illegible]	8·9	10·2	13·8	11·4	12·9	10·1	5·9	11·8
33—Galt	26·9	6·7	17·3	3·4	4·9	8·5	10·2	13·9	11·8	13	10·5	5	11·8
34—Guelph	24·5	6	17·5	3·3	5	9·2	9·9	13·8	11·5	14	10	6·8	12·2
35—Kitchener	27·3	6-6·3	16·8	3·2	5·1	8·8	10·3	13·8	11·3	13·3	10·4	[illegible]	12·5
36—Woodstock	25·4	6	16	2·9	4·8	9	10·1	13·9	11	12·4	9·1	6·1	11·2
37—Stratford	24·2	5·3	16·4	[illegible]	5	9·3	9·8	13·7	11·2	11·9	11·6	5·7	13·1
38—London	25·2	6·7	18	3·2	5·1	8·7	9·8	13·4	10·8	12·9	9·5	5·8	12·9
39—St. Thomas	26·8	5·3-6·7	20·4	3·4	5	9·4	10	13·8	11·8	12·1	11·6	5·8	11·9
40—Chatham	25·9	5·3	15·1	3·5	5	8·8	10·3	13·3	10·7	12·1	9·7	5·2	11·7
41—Windsor	24·6	5·3-6·7	16·3	3·3	5	8·8	9·7	12·9	10·9	13	10·9	6	11·4
42—Sarnia	24·4	6	16·1	3·2	5·1	9·2	9·3	14·1	11·9	13·8	10·8	[illegible]	12·1
43—Owen Sound	24·4	6c	15·3	3·3	5·1	9·5	9·6	13·7	10·6	12·2	10·8	5·5	11·6
44—North Bay	27·8	6–6·7	16·5	4	6	9·7	10	13·9	11·6	14·5	11·6	6·2	14·4
45—Sudbury	25·5	6·7	15·1	4	5·8	9	9·9	13·2	12·2	13·2	10·5	6·5	13·5
46—Cobalt	27·6	6·7	16·7	4·1	5·2	9·3	10·5	15	12·1	15·8	12·3	5·4	11·5
47—Timmins	25·6	6·7	17	3·9	5·2	9·5	10·3	13·9	12·4	13·4	12·7	5·5	13·3
48—Sault Ste. Marie	24·3	6·7	17·5	3·8	5·5	9·3	10·4	14·1	12·2	14·8	11·1	6·6	15·8
49—Port Arthur	25	6–6·7	20·7	3·9	5·3	9·5	9·7	13	11·6	11·9	9·6	5·9	16
50—Fort William	26·3	6–6·7	18·1	3·9	5·6	8·9	9·6	13·7	12·1	13·2	11·4	6·5	16·2
Manitoba (average)	**25·6**	**7·0**	**16·6**	**3·9**	**5·4**	**9·1**	**10·1**	**14·8**	**12·7**	**13·2**	**11·0**	**7·0**	**13·6**
51—Winnipeg	25·9	6·4-8	16·5	3·8	5·2	9	9·9	14·5	12·5	12·8	11·6	7·1	13·3
52—Brandon	25·2	6·4-7·1	16·7	3·9	5·5	9·2	10·2	15·1	12·8	13·5	10·4	6·9	13·9
Saskatchewan (average)	**25·8**	**6·9**	**20·9**	**3·9**	**5·5**	**8·9**	**10·1**	**15·2**	**13·3**	**13·8**	**11·0**	**6·6**	**12·3**
53—Regina	26·4	6·4-7·2	20·8	3·8	6	9	10·1	15·1	13·3	14·3	11·7	6·6	13·6
54—Prince Albert	25·5	6·4	21	4·1	5·3	8·9	10	15·6	13·6	14·7	10·6	7·6	11·7
55—Saskatoon	25·1	7·2	21·5	3·8	5·1	8·9	10·6	15	12·9	13	10·8	6·1	11·8
56—Moose Jaw	26·3	7·2	20·2	3·8	5·6	8·8	9·7	15	13·3	13·3	10·7	5·9	12·1
Alberta (average)	**27·0**	**7·8**	**21·1**	**3·9**	**5·3**	**8·9**	**10·0**	**14·7**	**13·1**	**13·6**	**10·7**	**6·8**	**13·2**
57—Medicine Hat	27·5	8	22·2	3·9	5	8·7	10·6	14·4	13·2	13·4	9·9	6·1	13·2
58—Drumheller	26·6	7·1-8	23	3·9	5·6	8·9	10	15	13·4	13·8	10·2	6·7	12·4
59—Edmonton	26·2	7·2-8	20·1	3·9	5·6	8·8	9·4	14·5	13·2	13·7	11·4	7·5	13·1
60—Calgary	27·8	8	19·8	3·9	5·5	8·9	10·1	14·7	13·1	13·8	12·4	7·1	14·2
61—Lethbridge	26·7	8	20·2	4	5	9	10·1	14·8	12·8	13·4	9·6	6·4	13
British Columbia (average)	**27·2**	**8·8**	**22·1**	**4·0**	**5·9**	**9·3**	**9·3**	**14·2**	**13·4**	**14·0**	**11·6**	**8·0**	**12·3**
62—Fernie	26·9	8c	21·2	4·2	5·7	9·7	10·1	14·1	13·7	13·3	10·8	8·2	15·8
63—Nelson	25	9	23·3	4·1	7	9·3	10·3	14·8	14·3	16·7	15	8·7	10
64—Trail	26·4	9	21·5	3·8	5·9	9·2	9·5	13·4	13·3	14·4	10·7	8·1	12·8
65—New Westminster	26·4	8·3-8·8	22	4	5·5	8·9	8·3	14·2	13·5	13·8	10·8	6·4	11·3
66—Vancouver	27·2	8·3-8·8	20·9	3·8	5·4	9·1	8·5	13·5	12·4	13	10·8	6·7	11·5
67—Victoria	28·4	9	20·2	4·1	6	9·4	9·1	14·1	12·7	12·7	11	8·4	12·7
68—Nanaimo	29·3	9	22·7	3·9	5·5	9·3	10	14·2	13	13·5	11·8	8·5	12
69—Prince Rupert	28·3	9–10	25	4·3	6	9·8	8·8	15	14·2	14·6	11·7	8·8	12·4

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF JULY, 1941

Potatoes (d)		Apples												
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·239	**29·5**	**26·3**	**14·7**	**11·9**	**16·8**	**14·9**	**10·4**	**30·7**	**35·1**	†	**15·7**	†	**53·8**	
1·058	**25·2**	**21·1**	**13·5**	**13·3**	**16·4**	**14·6**	**10·8**	**36·6**	**40·2**	**34·4**	**16·4**	**30·7**	**57·4**	
1·214	28	.....	13	12·7	15·4	14·2	11·6	39·4	46·1	33·7	16·6	31·2	57	1
1·038	24·7	19·5	15	13·5	15·8	14·5	10	37·3	38·3	35·1	15·5	31·1	49·2	2
·862	20·3	.....	.....	14·2	15·8	13·5	9·8	34	38·6	32·7	15·4	29·8	61·2	3
1·262	29·7	19·8	12·5	13·4	17·8	17	10·6	35·7	38·2	34·6	16·3	32·4	58·3	4
·958	23	22·5	.....	12·7	17·2	14	11	36·2	43·5	35·2	16	29·2	62	5
1·011	25·3	22·5	.....	13·5	16·2	14·3	11·7	37·2	36·2	35	18·6	30·6	56·6	6
·930	**20·4**	.....	**14·0**	**12·8**	**17·0**	**15·0**	**10·7**	**39·7**	**56·3**	**34·1**	**17·0**	**31·1**	**54·7**	7
·913	**22·2**	**21·0**	**15·5**	**12·7**	**16·3**	**14·5**	**10·1**	**36·9**	**38·7**	**35·2**	**15·9**	**32·6**	**59·0**	
·913	20	.....	13	13·8	16·7	15·2	9·9	35·5	38	36·1	16·5	32·6	61·5	8
1·116	24·7	19·5	18	12·5	15·8	14·1	9·8	37·9	37·8	35·4	15·1	31·3	60·3	9
·853	22·4	22·5	.....	12·9	16·2	13·5	10·1	33·8	38·9	35	14·9	32·7	58·8	10
·77	21·7	.....	.....	11·6	16·3	15	10·7	40·4	40	34·2	17·1	33·6	55·4	11
·803	**19·0**	**25·9**	**13·7**	**11·9**	**17·2**	**13·9**	**8·2**	**30·2**	**34·7**	**32·0**	**15·3**	**30·7**	**53·2**	
·757	18·1	15	.....	12·3	17·9	14·4	8·4	33·2	35·4	32	16·2	29·9	56·7	12
·893	18·2	26·7	.....	11·9	16·4	13·5	8·2	28·4	35·4	33·3	16·1	29·9	53·2	13
·842	19·3	31·7	12	11·9	17·6	14·2	8·3	27·7	33	31·8	16·2	31·3	55·5	14
·714	16·7	.....	.....	11·7	16·8	13·1	8·8	29·8	40	33·5	14·8	31	50	15
·775	18	25	.....	12·2	17·7	14	8·1	32·5	33·4	32·1	15	30·5	52·6	16
·725	19·4	20	.....	12	15·5	13	7·6	31·4	37·6	32·4	14·6	31·4	55·8	17
·742	21·1	.....	15	11·7	18·2	13·6	7·8	33·3	36	31·1	15·9	33·4	50·1	18
·939	19	36·3	14	11·4	17·1	14	7·9	28	30·2	30·6	14·6	29·6	53·1	19
·837	20·9	26·4	.....	11·9	16·2	15·2	8·3	27·3	31·3	31·2	14·7	29	51·6	20
1·443	**33·3**	**28·8**	**13·6**	**11·8**	**16·6**	**15·3**	**9·1**	**29·7**	**34·5**	**31·3**	**15·1**	**28·5**	**52·5**	
·857	20·9	31·9	.....	11·3	16·5	16	8·7	27·5	31·7	31	15·1	28·6	52	21
1·011	22·8	29	.....	10·9	17·7	15	9·8	30·3	33·6	31·7	15	27·9	51·2	22
1·054	25	28·7	12·5	11·1	16·4	14·8	9	29·7	34·8	30·3	14·9	27	51·6	23
1·181	27·2	39	10	12·4	16·7	14·3	8·5	30·2	34·9	30·9	15·3	26·6	51·5	24
1·187	26·2	.....	.....	12·4	17·8	15·1	9·2	30	35·2	31·8	15·3	28·8	50·8	25
1·15	35·8	.....	.....	12·1	15·2	14·8	9·1	28·6	34·8	31·4	15·1	28·4	50·3	26
1·26	28	.....	.....	11·4	17·3	14·9	8·7	29·8	33·7	32·3	15	29·8	53·4	27
1·522	34	30	.....	11·1	16·2	14·7	8·7	29·7	30·3	29·3	14·3	27·6	52·2	28
1·675	37·5	.....	.....	10·7	17·6	15	9·4	28·9	34·4	31·1	14·1	29·1	53·4	29
1·70	42·5	.....	.....	11·7	16·2	14·2	9·1	28·3	34·2	30·3	14	27·9	53	30
1·294	24·3	.....	.....	11·9	16·5	14·4	8·7	31·6	34·4	30·7	14·5	26·8	52·2	31
1·515	33·3	.....	.....	12·1	15·3	14·9	8·5	28·4	33·4	29·7	14·4	28·5	52·6	32
1·692	35·6	.....	.....	12·1	15·9	14·8	9	29·8	35·9	29·6	14·5	26·2	54·2	33
1·257	27	23	.....	12·2	15	14·9	8·9	28	34·3	30·9	14·8	27·5	52·9	34
1·60	37·7	.....	.....	11·9	16·6	15·1	8·6	27	35·8	30·3	15·1	27·1	51·4	35
1·465	36	.....	.....	12·5	14·6	14·8	8·9	33·3	32·8	30·3	14·9	28·6	51·8	36
1·691	35·7	.....	.....	11·4	16·4	14·8	7·8	27·3	34·4	31·1	15·6	28·8	52·3	37
1·479	32·7	25	.....	12·2	16·4	14·8	8·8	31·3	34·3	30·9	14·8	27·2	53·9	38
1·481	32·3	.....	.....	11·3	17·6	15·2	8	33·5	34·9	31·4	15·6	29·6	54·1	39
1·992	46·3	.....	.....	11·3	17·1	15·2	8·2	28·7	34	30·1	15·7	28·2	54	40
1·665	33	27	.....	10·8	16·3	14·6	7·9	26·4	30·7	29·5	15·3	27·8	49·8	41
.....	30	30	.....	12	17·3	15·5	9	32	33·2	32·2	15·4	27·7	55·7	42
1·461	40	.....	.....	10·8	16·8	15·7	8·4	30·4	35·6	31·1	15	29·1	50·5	43
1·598	37·8	30	.....	12·8	16·8	16	9·4	33·8	37	33·5	16·8	31·8	53·2	44
1·542	33·6	35	.....	12	16·1	17	10	26·4	35	32·1	15·2	30	53	45
1·636	44·3	.....	17	12·3	17·7	16·5	10·7	30·7	37·5	34	17·2	29·5	57	46
1·618	37·5	25	15	12·5	16·3	17·3	10·5	29·7	33·6	32·9	16·6	30·2	53·2	47
1·645	40·5	.....	18	12·1	16·7	15	10·3	28·5	36	32·4	15·3	29	51·1	48
1·335	30·9	30	12·5	11·7	17·2	17·5	10·6	31·3	37	33·4	13·6	28·4	50	49
1·295	30·3	20	10	11·6	18·3	16·6	11·5	30·3	36·3	34·2	14·4	32	53·6	50
·878	**22·7**	.....	**13·8**	**11·5**	**16·4**	**15·5**	**12·0**	**30·1**	**34·7**	**62·8**	**15·3**	**53·8**	**52·7**	
·996	26	.....	12·5	11·4	17·8	15·1	11·6	29	35·5	60·8	14·4	52·4	51·9	51
·759	19·3	.....	15	11·5	15	15·8	12·3	31·2	33·8	64·7	16·1	55·1	53·5	52
1·066	**26·0**	.....	**14·7**	**12·3**	**16·4**	**15·6**	**12·4**	**29·1**	**33·5**	**64·8**	**16·9**	**53·3**	**56·7**	
1·114	25·8	.....	15	12·1	17	14·7	12·5	29·1	30·1	64·4	15·9	53·3	56·8	53
.....	27·5	.....	15	13·3	18·3	17·6	12·8	32·6	38	66·4	18·6	53	58·6	54
1·05	25·5	.....	14·6	11·8	15·1	15·1	12·1	27·7	36·1	65·2	15·9	54·4	57	55
1·033	25	.....	14	11·8	15·2	15	12·2	27·2	29·7	63	17·2	52·3	54·3	56
·757	**21·3**	.....	**17·3**	**10·9**	**17·3**	**15·3**	**14·7**	**28·4**	**30·6**	**62·6**	**17·3**	**51·7**	**56·2**	
·73	22·5	.....	.....	10·6	16·9	15·7	14·8	28·7	30·4	62·7	17·4	57·7	57·1	57
·91	23·3	.....	17	10·7	17·8	15·7	15·4	30·8	32·5	63	17·7	52·2	54·5	58
·659	18·1	.....	15	11·6	16·8	14·7	14·2	29·1	31·4	60·4	16·4	48·3	54·3	59
·837	20·7	.....	20	11	18	15	14·8	26·4	32·9	62·7	17	50·4	56·4	60
·651	22	.....	.....	10·5	17·1	15·5	14·3	26·8	26	64·3	17·9	49·8	58·5	61
1·780	**45·6**	.....	**17·7**	**11·2**	**17·3**	**14·1**	**13·4**	**28·3**	**33·4**	**61·6**	**16·2**	**49·7**	**51·6**	
2·58	57·8	.....	.....	12·6	17·8	15·4	15	30	33·4	63·8	17·4	53	57·3	62
1·58	.....	.....	.....	12·3	17	15	14·3	28·3	39	65·7	18·3	57·5	55	63
1·35	58·1	.....	.....	11·6	18·2	14·6	13·3	28·8	33·2	64·5	17·5	51·5	52·4	64
2·271	50·2	.....	17	10·8	16·1	13·2	12·3	28·3	29·2	58·7	14·7	45·8	51·2	65
1·35	31·2	.....	16	9·8	16·2	13	11	25·8	29·3	57·5	14·5	44·8	51·9	66
1·416	30·0	.....	.....	11·2	17·6	13·2	13	29·1	34·7	60·5	14·8	45·1	49·3	67
2·175	58·3	.....	.....	10·8	17·7	13·9	13·8	27·5	33	60·5	15·4	47·6	49·3	68
1·518	33·9	.....	20	10·5	17·4	14·6	14·7	28·4	35·6	61·6	17·2	52	46·4	69

†Ontario and east, 32 ounce jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**8·5**	**8·4**	**47·1**	**73·8**	**19·5**	**15·6**	**4·2**	**12·4**	**5·0**	**15·955b**	**10·241**
Nova Scotia (average)	**8·4**	**8·2**	**55·1**	**71·8**	**19·6**	**10·0**	**4·5**	**12·6**	**5·1**	**17·000**	**8·280**
1—Sydney	8·4	8·1	54·4	71·8	20·2	10	3·6	12·2	5	.....	7·15– 7·50s
2—New Glasgow	8·2	8·2	57·2	71·9	21·6	10	4·4	13·1	5	.....	6·95– 7·20s
3—Amherst	8·4	8·1	56·6	73	17·8	.....	4·7	12·1	5·1	.....	7·00– 9·25
4—Halifax	8·6	8·4	51·3	72·7	21·5	10	4·9	13·5	5·2	17·00	9·00–10·75
5—Windsor	8·5	8·2	54·5	70	17·3	.....	4·1	12	5	.....	.....
6—Truro	8·3	8	56·8	71·4	19·3	.....	5·3	12·7	5·1	.....	8·00–10·00
7—**P.E.I.**—Charlottetown	**8·7**	**8·3**	**58·9**	**71·1**	**18·8**	**15·0**	**4·0**	**12·9**	**5·0**	**17·400**	**9·650–10·150**
New Brunswick (average)	**8·8**	**8·5**	**55·2**	**71·2**	**18·4**	**10·0**	**4·4**	**12·3**	**5·0**	**16·500**	**10·563**
8—Moncton	9	8·5	59	70	19·6	10	4·7	12·5	5·1	g	10·00–10·50g
9—Saint John	8·4	8·2	50·1	73	18·1	10	4·6	12·3	5	16·50	11·50–12·50
10—Fredericton	8·6	8·5	55·5	70·4	18·4	.....	4	12·1	5	.....	10·00–11·00
11—Bathurst	9	8·8	56	71·4	17·5	.....	4·4	12·2	5	.....	9·50
Quebec (average)	**8·1**	**7·8**	**46·6**	**79·2**	**20·2**	**14·8**	**4·4**	**11·7**	**5·0**	***15·975**	***9·903**
*12—Quebec	8·2	7·8	46·3	82·1	18·8	15	4·4	13·1	5·2	15·00	10·50
*13—Three Rivers	8·4	7·8	51	82·1	21·4	.....	4·4	11·2	4·9	15·50	8·50– 8·75
*14—Sherbrooke	8	7·9	41·7	77·1	20	15	4·6	11·2	5	16·50	10·00–11·75
*15—Sorel	7·8	7·4	45·2	79·1	18·9	.....	4	10·7	4·9	15·50–15·75	9·00
*16—St. Hyacinthe	7·9	7·8	44·2	80	20·6	.....	4·8	11·4	4·9	15·25	9·25–10·50
*17—St. Johns	8	7·9	44·6	77·8	19	.....	5	12·2	5	15·00	9·50–10·50
*18—Thetford Mines	8	7·6	50·9	77	19·8	15	4	12·4	4·8	18·00	11·00
*19—Montreal	7·9	7·8	48·2	80·9	19·3	14	3·9	11·5	5	16·50	8·00– 8·50
*20—Hull	8·3	8	47·2	76·9	23·6	.....	4·1	11·6	5·1	16·40	11·00
Ontario (average)	**8·5**	**8·3**	**46·1**	**75·5**	**19·3**	**13·2**	**4·2**	**12·1**	**5·0**	**15·747**	**11·598**
21—Ottawa	8·2	8	45·3	71·7	18·4	.....	4·2	11·2	5·1	16·40	11·00
22—Brockville	8·2	7·9	44·1	74·9	20	.....	4·2	10·8	5	15·00	8·00– 8·50
23—Kingston	8·1	7·9	44·5	75	18·9	13	4·3	12	5·2	15·50	8·50– 8·75
24—Belleville	8·5	8·3	47·8	73·9	18·1	10	4·3	11·9	5·2	16·00	10·50–14·00d
25—Peterborough	8·6	8·5	50·3	76·7	18·8	12	4·6	12·3	5·1	16·00	10·50–14·00d
26—Oshawa	8·4	8·3	48·7	75	19·4	12	4·4	11·8	5·1	15·50	9·50–13·50d
27—Orillia	8·3	8·3	46·2	77·1	18·8	.....	3·8	11·6	5	16·25	10·50–14·00
28—Toronto	8·2	8	48·3	76·5	18·1	11	4·2	11·7	5	14·00	11·50
29—Niagara Falls	8·6	8·5	44	73·2	20·5	.....	3·7	12·8	5·1	14·00–14·50g	8·00–10·00g
30—St. Catharines	8·7	8·1	45·7	74·5	19·2	11·3	4·2	11·4	5·2	15·25g	8·50–13·75g
31—Hamilton	8·4	8·3	45·1	76·3	19·5	10	4·2	11·8	5·2	14·50	10·25–11·25
32—Brantford	8·3	8·2	50·2	78·9	18·7	13	4	10·9	5	15·50	9·50–13·25d
33—Galt	8·6	8·3	44·9	76·5	19·3	10	4	11·6	4·8	15·50	10·50–13·50d
34—Guelph	8·6	8·3	42·1	78·1	18	.....	3·8	11·6	4·9	15·50	10·00–13·50d
35—Kitchener	8·6	8·5	41·1	78·7	19·6	.....	3·8	12·1	4·9	15·50	10·50–13·00d
36—Woodstock	8·4	8·4	46·5	75·6	17·3	.....	3·9	11·8	5	15·00	10·00–13·50d
37—Stratford	8·5	8·4	49·5	76	19·1	.....	4·3	12·1	5	14·50	12·50d
38—London	8·4	8·3	47·6	79	17·3	11·3	3·8	11·6	5	16·00g	12·00–13·50g
39—St. Thomas	8·5	8·4	46·7	74·2	18·7	9·3	4·5	12·2	5·1	15·50g	12·00–13·00g
40—Chatham	8·4	8·3	46·4	74·7	17·3	.....	4·4	10·9	4·8	15·50g	9·50–12·50g
41—Windsor	8·2	7·9	40·4	72·3	18·7	15	3·7	11	4·8	15·00g	9·50–11·50g
42—Sarnia	8·7	8·5	40·9	78·7	18·7	.....	4·1	12·8	5·2	15·50	8·90–10·75
43—Owen Sound	8·3	8·2	53·7	77·6	21	.....	4·2	12·2	4·9	16·00	9·50–10·00
44—North Bay	8·9	8·9	58·7	78	21·1	.....	4·6	13·6	4·9	16·50	14·00
45—Sudbury	8·7	8·5	42·4	72·5	20·9	15	4	13·8	5·1	17·00	11·00–14·50d
46—Cobalt	8·7	8·6	47	75	21·7	.....	5	13·3	4·5	18·25	13·00d
47—Timmins	8·9	8·9	43·2	73·1	22	18	4·7	13·6	5	19·00	12·50–16·50d
48—Sault Ste. Marie	8·4	8·2	43·4	74·4	21·7	16·3	4	12·6	4·8	16·00	9·50–12·25d
49—Port Arthur	8·3	8·2	45	74·3	20·1	20	4·3	12·7	4·9	16·00	12·35–14·50d
50—Fort William	8·5	8·3	44	72·1	19·4	18	4·6	11·8	4·9	16·00	12·35–14·50d
Manitoba (average)	**8·9**	**8·9**	**43·8**	**69·1**	**19·4**	**15·0**	**4·1**	**13·0**	**5·2**	**19·000**	**9·050**
51—Winnipeg	8·7	8·7	41·7	69	18·8	15	4	12·4	5·4	19·00	6·25–13·75h
52—Brandon	9·1	9	45·8	69·2	19·9	15	4·1	13·6	5	.....	5·00–11·20h
Saskatchewan (average)	**9·3**	**9·3**	**43·2**	**70·5**	**20·9**	**19·5a**	**3·7**	**14·2**	**5·0**	.....	**8·469**
53—Regina	9·1	9·4	42·2	71	19·8	15	3·3	13·9	5	.....	5·25–12·50h
54—Prince Albert	9·7	9·3	42	72·5	23·4	22·5	.....	14·4	5	.....	8·75– 9·75h
55—Saskatoon	9·3	9·4	44·4	69·6	20·2	20·6	4	13·6	5	.....	7·25– 9·60h
56—Moose Jaw	9	9	44·2	69	20·2	20	3·7	14·7	5	.....	5·25– 9·40h
Alberta (average)	**9·2**	**9·1**	**43·9**	**70·3**	**18·6**	**18·3a**	**3·8**	**13·8**	**4·9**	.....	**5·031**
57—Medicine Hat	9·3	9·3	41·2	68·3	17·6	.....	3·2	13·9	5	g	g
58—Drumheller	9	9	40·7	68·8	19·7	20	4·1	14·1	5	.....	4·25– 5·25h
59—Edmonton	9·2	9·2	46·8	70·5	19·1	15	4·4	13·6	5	g	3·00– 4·50h
60—Calgary	8·8	8·6	46·9	69·8	19·2	20	3·2	13·4	4·7	g	6·50– 7·25h
61—Lethbridge	9·6	9·5	43·8	74	17·4	.....	4·3	14·2	4·9	.....	4·50– 5·00h
British Columbia (average)	**8·6**	**8·3**	**44·5**	**69·9**	**19·9**	**23·7a**	**4·5**	**12·9**	**5·0**	.....	**10·460**
62—Fernie	9·2	9·2	45·4	69·8	18·2	.....	4·7	14·6	5	.....	.....
63—Nelson	9	8·7	49·7	71·7	19·3	25	.....	14·3	5	.....	9·50–11·00
64—Trail	8·2	7·9	40·7	67·3	18·3	25	4·1	11·4	5	.....	9·00–10·00
65—New Westminster	8·2	7·9	40·7	67·3	18·3	24	4·1	11·4	5	.....	10·00–11·50
66—Vancouver	8	7·8	40·9	67·6	19·9	18	4·1	11·5	5	.....	10·00–11·50
67—Victoria	8·9	8·4	47·2	70·6	22·6	25	4·3	12·2	5·1	.....	9·25–10·75
68—Nanaimo	8·1	8·3	44·4	71·3	21·1	.....	4·9	12·8	5·2	.....	7·47–7·97s
69—Prince Rupert	8·8	8·4	47	73·8	21·2	25	5	14·6	5	.....	13·00–15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated
p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to condition and con-
month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax of 2 per cent

AND RENTALS IN CANADA AT THE BEGINNING OF JULY, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·209	**10·527**	**12·515**	**7·795**	**9·136**	**7·587**	**27·8**	**9·6**	**25·227**	**18·574**	
10·550	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·8**	**21·333**	**15·333**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·5	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00	30	9·7	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·8	15·00–19·00	10·00–16·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·9	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·8	18·00–25·00	14·00–18·00	5
9·50–11·00	.....	.....	.....	.....	.....	.....	9·9	18·00–25·00	15·00–17·00	6
12·250	**8·500**	**10·000**	**6·000**	**7·000**	**7·500**	**19·0**	**9·6**	**19·00–25·00**	**12·00–16·00**	7
13·063	**7·500**	**9·875**	**5·500**	**6·500**	**7·500**	**28·3**	**9·6**	**24·125**	**17·375**	
12·00g	7·00g	7·50– 8·00g	5·00g	6·00g	g	30g	9·7	20·00–32·00	15·00–20·00	8
13·50	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·8	18·00–27·00	16·00–20·00	9
12·50–13·00	.....	.....	.....	.....	.....	.....	9·5	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	9·4	23·00	16·00	11
*13·250	*11·463	*12·145	*8·237	*8·969	*9·050	25·5	9·0	23·556	17·250	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·3	23·00–33·00	.....	12
13·50	8·00	11·00	6·00	9·00c	7·00c	.....	9·1	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	9	23·00–30·00	18·00–25·00	14
13·50	.....	.....	.....	.....	.....	.....	8·6	15·00–19·00	10·00–15·00	15
13·50	12·66	14·00	8·66	10·00	10·00	.....	8·7	18·00–25·00	14·00–20·00	16
13·00	11·00	12·00	8·00	9·00	.....	.....	9·3	18·00–26·00	14·00–18·00	17
15·00	.....	8·25	.....	6·00	.....	25	9·3	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00	17·33	9·00	10·00	10·00–12·00	26	8·7	24·00–34·00	20·00–23·00	19
14·00	9·25	10·25	6·00	6·75	.....	.....	9	18·00–26·00	14·00–18·00	20
13·857	**11·464**	**13·642**	**9·269**	**10·981**	**9·056**	**26·0**	**9·4**	**26·954**	**19·991**	
14·00	10·00	11·00	7·00	8·00	9·00–10·00	25	9·3	20·00–30·00	15·00–20·00	21
12·50	.....	.....	.....	.....	.....	.....	9·7	18·00–26·00	15·00–18·00	22
13·50	11·00	12·00	9·00	10·00	.....	25	9·1	20·00–28·00	18·00–20·00	23
14·00	10·00	12·00	9·00	10·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
14·00–14·50	11·00	12·00	6·00	7·00	6·00	22	9·6	22·00–30·00	16·00–20·00	25
14·00	14·00	15·00	11·00	12·00	9·00	20	9·7	25·00–32·50	15·00–22·50	26
14·75	.....	.....	.....	.....	.....	.....	9·7	20·00–27·00	15·00–22·00	27
12·75	14·00	16·00	10·00	12·00	12·00	25	9	28·00–40·00	20·00–28·00	28
13·00g	g	g	g	g	g	.....	9·3	20·00–32·00	16·00–24·00	29
13·50g	g	16·00g	g	g	g	25	9·3	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	8·9	28·00–36·00	17·00–28·00	31
13·75	.....	15·00	.....	12·00	.....	28	8·9	22·00–32·00	16·00–25·00	32
13·50	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·4	20·00–27·00	15·00–20·00	33
14·00	15·00	16·00	11·00	12·00	.....	.....	9	24·00–30·00	18·00–24·00	34
14·00	14·00	16·00	11·00	13·00	.....	.....	9·2	22·00–33·00	18·00–23·00	35
13·50	.....	.....	.....	.....	.....	.....	9·2	20·00–28·00	16·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	8·3	20·00–26·00	15·00–20·00	37
13·50–14·00g	g	16·00g	g	14·00g	g	23·5g	9·4	27·00–37·00	22·00–27·00	38
14·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	22·5g	9·6	24·00–30·00	18·00–24·00	39
14·00g	g	g	g	g	g	g	9·2	20·00–28·00	15·00–20·00	40
13·00–13·50g	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23g	9·1	25·00–37·00	20·00–27·00	41
14·00	.....	.....	.....	.....	.....	.....	9·7	20·00–30·00	15·00–22·00	42
13·00	.....	.....	.....	.....	.....	.....	8·8	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	9·9	.....	.....	44
15·50	.....	11·25–13·50c	.....	9·00c	9·00c	30	9·7	30·00–40·00	25·00–30·00	45
.....	.....	10·50	.....	9·00– 9·75	.....	30	10	.....	.....	46
18·00	9·50	10·50	8·50	9·50	.....	35	9·8	p	p	47
11·00	6·50	9·00	.....	.....	6·50c	25	9·2	22·00–32·00	16·00–22·00	48
15·50	8·50	9·75	7·50	8·75	.....	30	9·9	23·00–33·00	17·00–23·00	49
15·35	8·00	9·00	7·00	8·00	.....	30	9·7	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**7·813**	**8·563**	**7·000**	**30·3**	**9·7**	**26·750**	**19·500**	
13·25–15·75	.....	.....	6·25– 9·00	7·25–10·00	6·50– 7·50	32·5	9·6	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	6·50– 9·50	7·00–10·00	7·00	28	9·7	18·00–26·00	14·00–20·00	52
15·677	.....	.....	**6·917**	**8·763**	**9·617**	**27·5**	**9·8**	**27·250**	**20·125**	
14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	9·7	28·00–37·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·9	22·00–27·00	15·00–22·00	54
.....	.....	.....	6·50– 9·00	7·00–11·00	7·75	28	9·8	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60c	11·60c	25	9·7	22·00–28·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**28·7**	**10·0**	**24·125**	**18·625**	
g	g	g	g	g	g	g	10·3	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·3	r	r	58
g	g	g	5·00g	6·00g	g	30g	9·7	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	9·8	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	.....	10·1	22·00–32·00	15·00–22·00	61
10·000	.....	.....	**7·344**	**7·446**	**4·007**	**34·2**	**10·3**	**23·313**	**17·688**	
.....	.....	.....	.....	.....	.....	.....	10·3	16·00	14·00	62
10·50	.....	.....	8.00– 8·75	9.50–10·00	.....	40	10·7	20·00–30.00	18.00–20.00	63
.....	.....	.....	7·50– 8·50	8·50– 9·75	.....	40	9·9	27·00–32·00	22·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·9	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	3·75	30	9·9	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	30	10·8	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	.....	.....	10·2	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00	8·00–12·00	.....	35	10·9	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite veniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses, $25–$35 per and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	July 1926	July 1929	July 1930	July 1933	July 1937	July 1938	July 1939	July 1940	June 1941	‡July 1941
*All commodities	567	64·0	127·4	155·9	97·3	100·1	97·2	85·3	70·5	87·6	78·6	72·6	82·4	90·0	91·2
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	100·8	96·9	78·5	69·7	95·5	74·4	59·8	71·0	77·7	78·1
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	99·1	108·5	93·5	59·4	78·9	78·3	71·2	77·1	89·9	93·8
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	100·1	91·5	80·8	70·6	74·6	67·5	66·4	83·6	90·8	92·9
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·6	93·9	87·6	62·6	78·0	76·7	77·0	90·4	96·1	96·5
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·5	93·8	90·8	85·5	103·9	97·8	97·1	102·8	111·8	111·8
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	100·0	98·5	75·8	69·9	85·9	70·6	68·6	76·2	78·1	78·2
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·1	93·4	90·4	82·9	87·0	86·5	84·4	89·9	96·0	97·1
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·4	95·8	92·8	81·1	81·7	79·4	77·8	89·0	99·6	100·2
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	99·3	94·7	87·7	72·2	81·2	77·7	73·4	83·4	90·6	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	98·9	99·7	90·5	67·7	84·4	78·9	71·4	79·0	88·9	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	99·5	91·3	85·9	75·2	79·1	76·9	74·8	86·4	91·7	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	101·3	100·6	81·5	69·2	90·3	75·8	66·6	77·6	84·3	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	96·8	94·9	91·2	84·8	94·3	95·5	94·9	102·2	106·3	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	101·8	101·3	80·4	67·5	89·8	73·6	63·4	74·9	81·8	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·0	98·9	89·5	80·8	95·7	87·4	88·5	96·0	108·4	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	102·2	101·8	78·4	65·2	88·8	71·3	59·2	71·3	77·3	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	100·2	94·8	76·4	68·7	89·0	70·6	58·0	68·9	76·9	.....
B. Animal	105	70·1	129·0	146·0	95·9	98·3	104·4	89·6	61·0	78·7	77·3	71·5	79·6	89·8	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	100·8	107·6	79·8	60·1	92·5	71·4	62·6	64·6	71·0	71·8
II. Marine	16	65·9	111·7	114·1	91·7	100·5	103·3	93·3	61·7	71·3	67·2	56·4	77·2	90·0	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·5	93·8	87·3	62·8	77·7	76·4	76·7	90·3	95·7	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	99·8	93·3	87·4	80·5	89·7	85·9	84·0	90·7	96·1	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	99·8	101·6	80·0	62·9	88·3	72·5	63·1	74·7	81·8	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	99·7	93·1	85·8	72·4	82·3	78·4	72·8	80·6	88·8	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:— weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended July 25, 1941; monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

June and $1.53 for June, 1940. Onions advanced nearly three cents per pound to 12·5 cents at July 1. The price of United States anthracite coal was little changed at $15.96 per ton in the average.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of July, 1941: Halifax $18.25; Charlottetown $17.40; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; St. Hyacinthe $17; Montreal $17.50; Ottawa $18.50; Kingston $17.50; Belleville $18.50; Peterborough $18.50; Oshawa $17.50; Toronto $16; Hamilton $16.50; Brantford $17.50; Galt $17.50; Sudbury $19.75; Cobalt $21.50; Timmins $21.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE accompanying tables which appear quarterly give the official and certain other index numbers of the cost of living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

Since these tables are compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publicatioin in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measures of control over prices and distribution has been put in force with

INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country:	Canada		United States			Great Britain		Eire	Germany	Sweden		India	Japan	Australia	New Zealand
Description of Index	Foods 69 cities Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living	Cost of Living	Cost of Living	Foods	Cost of Living	Cost of Living, Bombay	Cost of Living, Tokyo	Foods, groceries and housing, 30 towns	Cost of Living
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	July 1914	July 1914	1913-1914	July 1914	July 1914	July 1933 -June 1934	July 1914	1923-1927=1000	1926-1930=1000
1913	88·3	79·7	79·9 (c)	70·7 (c)		(b)	(b)	(c)							
1914—July	(a) 91·9	(a) 80·0	(h) 83·9	(h) 72·6	61·3	100	100	100		100	100				628
1915—July	(a) 92·7	(a) 81·6	(h) 83·9	(h) 74·0	61·0	132	125								(a) 676
1916—July	(a) 103·3	(a) 88·3	(h) 100·6	(h) 82·4	65·4	161	148								(a) 724
1917—July	(a) 133·3	(a) 104·5	(h) 125·4	(h) 97·8	77·6	204	180								(a) 786
1918—July	(a) 152·8	(a) 118·3	(h) 149·6	(h) 118·0	(e) 90·5	210	203			258	219				(a) 850
1919—July	(a) 163·3	(a) 130·0	(e) 148·5	(e) 121·0	102·4	209	208			318	257				(a) 912
1920—July	(a) 188·1	(a) 150·5	(e) 185·0	(e) 149·4	122·6	258	252			287	270				(a) 1019
1921—July	(a) 143·9	(a) 132·5	(i) 129·2	(i) 125·3	101·3	220	219			231	236			(a) 977	(a) 1034
1922—July	(a) 121·9	(a) 121·3	(e) 121·0	(e) 119·5	97·2	180	184			178	190		(a) 236		(a) 952
1926—July	(a) 133·3	(a) 121·8	(e) 137·8	(e) 126·4	103·4	161	170	182	142·4	156	172		(a) 199	(a) 1015	(a) 1010
1928—July	(a) 131·5	(a) 120·5	(e) 129·7	(e) 122·1	100·3	157	165	173	152·6	155	173		(a) 184	(a) 1004	(a) 1006
1929—July	(a) 134·7	(a) 121·7	(e) 131·3	(e) 122·1	100·3	149	161	174	154·4	148	169		(a) 181	(a) 1044	(f) 1003
1930—July	(a) 131·5	(a) 120·8	(e) 128·1	(e) 120·3	95·8	141	155	168	149·3	138	164		(a) 155	(g) 963	(f) 980
1933—July	(a) 84·9	(a) 94·4	(e) 82·2	(e) 90·8	75·7	118	138	(f) 149	118·7	120	153		143	(g) 771	(f) 796
1937—July	103·7	101·5	106·3	(e) 102·8	88·9	140	155	(f) 170	126·2	138	162	107	172	(g) 872	(f) 927
1938—July	104·7	102·6	98·5	(e) 100·9	86·5	146	159	(f) 173	126·8	143	166	106	199	(g) 914	950
1939—July	99·0	100·8	94·3	(e) 98·6	84·9	139	156	(f) 173	127·3	147	169	105	(c) 221	(g) 932	987
1940—January	104·5	103·8	94·8	(e) 99·6	84·6	157	174		127	154	178	114	(c) 247	(g) 931	1008
April	104·8	104·6	96·2		85·0	158	178		129	163	186	110	(c) 259	(g) 948	1017
May	104·4	104·9	97·0		85·2	159	180	204	130			111	(c) 263		1029
June	103·8	104·9	98·3	100·5	85·5	158	181		131			111	(c) 263		1026
July	105·3	105·6	97·4		85·7	168	187		132	170	193	113		(g) 944	1027
August	105·4	105·9	96·2		85·4	164	185	206	133			114			1042
September	105·4	106·4	97·2	100·4	85·7	166	187		132			112			1050
October	106·1	107·0	96·2	100·2	85·5	169	189		130	172	197	113		(g) 956	1048
November	108·7	107·8	95·9	100·1	85·5	172	192	214	130			113			1054
December	109·1	108·0	97·2	100·7	85·9	173	195		131			115			1053
1941—January	109·7	108·3	97·8	100·7	86·0	172	196		132	180	204	117		(g) 958	1050
February	108·8	108·2	97·9	100·8	86·1	171	197	218	132			119			1056
March	109·0	108·2	98·4	101·2	86·3	169	197		132						1057
April	110·1	108·6	100·6	102·2	86·9	170	198		132						1061
May	109·7	109·4	102·1	102·9	87·4	171	200	220							
June	112·5	110·5	105·9	104·6	88·5	170	200								
July	116·6	111·9													

(a) Average for year. (b) First of month. (c) Middle of month. (e) Figure for previous month. (f) Figure for following month. (g) Quarter beginning in specified month.
(h) December. (i) September.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion Bureau of Statistics	Bank of Commerce	Bureau of Labour Statistics	Board of Trade	Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	81	784	200	45	400	78	188	43	56		180
Base period	1926	1923	1926	1930	1867-1877	1913	July, 1914	1910=1000	July, 1914	1913	1928-1929=1000	1936-1930=1000
		(c)			(d)		(b)	(b)				
1913	64·0	.....	69·8	.....	85·0	100	.....	1125	.....	(a) 100	.....	.....
1914—July	64·4	.....	67·3	.....	82·4	.....	100	(a) 1090	100	.....	.....	(a) 748
1915—July	70·3	.....	69·3	.....	106·4	.....	.....	(a) 1204	.....	.....	.....	.....
1916—July	81·4	.....	83·4	.....	130·5	.....	.....	(a) 1379	.....	.....	.....	.....
1917—July	118·6	.....	123·0	.....	176·9	.....	.....	(a) 1583	.....	.....	.....	.....
1918—July	127·7	.....	132·0	.....	193·1	.....	.....	(a) 1723	(a) 237	.....	.....	.....
1919—July	129·8	136·15	141·1	.....	206·4	.....	.....	1810	(a) 222	.....	.....	.....
1920—July	164·1	186·49	165·8	.....	254·6	.....	.....	2613	221	(a) 259·4	.....	.....
1921—July	104·8	107·36	93·4	.....	158·2	.....	178·6	1688	200	(a) 200·3	.....	.....
1922—July	98·7	98·65	99·4	.....	134·0	.....	161·3	1423	190	(a) 195·8	.....	.....
1926—July	(e) 100·1	98·09	99·5	.....	126·0	133·1	145	1368	149	(a) 178·8	.....	.....
1928—July	96·0	95·66	98·3	.....	120·8	141·6	144·1	1335	147	(a) 170·8	.....	(a) 994
1929—July	97·2	104·25	98·0	.....	115·2	137·8	142·8	1289	145	(a) 166·1	(j) 1000	(a) 988
1930—July	85·3	86·24	84·0	99·7	94·4	125·1	125·8	1121	124	(a) 136·8	.....	(a) 963
1933—July	70·5	72·39	68·9	86·8	81·7	93·9	91·7	1072	100	(a) 135·6	(j) 815	(a) 904
1937—July	87·6	91·86	87·9	111·5	105·6	106·4	112·4	1141	106	180·5	941	(a) 1021
1938—July	78·6	79·04	78·8	100·6	91·1	105·6	106·4	1160	100	192·2	936	1035
1939—July	72·6	69·89	75·4	98·1	88·7	107·0	106·5	1123	100	204·3	888	1065
1940—January	82·6	80·67	79·4	125·3	124·1	108·2	127·7	1230	128	241·7	946	1120
April	83·1	80·53	78·6	132·2	126·0	110	134·2	1258	121	237·2	985	1175
May	82·1	77·94	78·4	133·7	128·0	110	134·9	1266	118	235·6	1006	1185
June	81·6	77·12	77·5	134·4	130·0	110	139	1266	114	.....	1006	1190
July	82·4	77·87	77·7	139·7	129·5	111	141	1269	115	.....	1007	1205
August	82·7	76·71	77·4	140·1	131·5	111	146	1273	112	.....	1020	1225
September	83·1	77·70	78·0	141·1	131·6	111	152	1287	113	.....	1023	1236
October	83·3	78·27	78·7	142·7	131·8	111	156	1312	115	.....	1027	1253
November	84·0	79·50	79·6	146·9	132·7	111	161	1315	118	.....	1011	1258
December	84·2	78·85	80·0	148·6	134·5	111	164	1319	118	.....	1020	1268
1941—January	84·6	78·96	80·8	149·5	134·9	111	167	1333	117	.....	1026	1274
February	85·2	79·10	80·6	150·0	136·3	112	168	1332	116	.....	1003	1280
March	85·9	79·99	81·5	150·8	138·0	112	170	1345	.....	.....	1002	1288
April	86·6	81·10	83·2	150·9	141·1	.....	175	1361	.....	.....	.....	1293
May	88·5	82·19	84·9	151·3	143·5	.....	.....	1364	.....	.....	.....	.....
June	90·0	85·18	87·1	152·4	.....	.....	.....	.....	.....	.....	.....	.....
July	(i) 91·1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (g) Until end of 1927 "Dr. Lorenz." (h) Prior to 1926, the number of commodities was 236; from January 1926 to December 1933, 502; and since January 1934, the number is 567. (i) Week ending July 25. (j) Average for twelve months ending June.

consequent effect upon prices. In some of these countries the publication of price data has been suspended and in the case of several others direct information is unobtainable, although information contained in the official publications of neutral countries and in the press is noted.

Great Britain

Wholesale Prices.—The Board of Trade index numbers, on the base 1930=100, was 152·4 for June, an advance of 0·7 per cent for the month. Food and tobacco, as a whole advanced 0·5 per cent, an increase of 2·8 per cent in the cereals group being partly offset by declines in the other two groups. Among industrial materials and manufactures, which as a whole were 0·9 per cent over the May level, there was a rise of 3·2 per cent in coal and of 5·7 per cent in "other textiles". This increase in "other textiles" was mainly due to a rise of 19½ per cent in the price of jute, and smaller increases in artificial silk yarns and in raw silk prices.

Cost of Living.—The Ministry of Labour Gazette index number, on the base July, 1914=100, was 200 at the end of May, showing no change from the May 1 level. Food had declined ½ of one per cent in this month, due chiefly to lower prices for fish. There were slight increases in the clothing and sundries groups, while rent and fuel and light were unchanged.

Eire

Cost of Living.—The index number of the Irish Trade Journal and Statistical Bulletin, on the base July, 1914=100, was 220 for May, as compared with 218 in February. Between August, 1939, to May, 1941, food prices rose 25 per cent, clothing 37 per cent and fuel and light 53 per cent.

United States

Wholesale Prices.—The Bureau of Labour Statistics index number, on the base 1926=100, was 87·1 for June, an increase of 2·6 per cent for the month. Every one of the ten main groups contributed to the increase, the greatest changes being a rise of 7·3 per cent in farm products and of 4·5 per cent in foods.

Cost of Living.—The Bureau of Labour Statistics index number of the cost of living of wage earners and lower salaried workers in large cities on the base 1935-1939=100, was 104·6 at June 15, an advance of 1·7 per cent for the month. Food prices rose 3·7 per cent, clothing 0·5 per cent, rent 0·1 per cent; fuel, electricity and ice 0·3 per cent; house-furnishings 2 per cent and miscellaneous items 0·8 per cent.

The index number of the National Industrial Conference Board, on the base 1923=100, was 88·5 for June, an increase of 1·5 per cent for the month, due principally to the 4 per cent increase in food prices.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1941

During the second quarter of 1941 there were 308 fatal industrial accidents (including deaths from industrial diseases reported by workmen's compensation boards, etc., as well as fatalities incidental to occupational pursuits) as compared with 211 fatal accidents in the second quarter of 1940. Of the 308 fatalities in the period under review, 76 occurred in April, 114 in May and 118 in June. Fatal accidents during each year are recorded by quarterly periods in the issues of the Labour Gazette for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain three fatalities for 1940, and 21 for the first quarter of 1941.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners of Canada, certain other official sources, as well as from the correspondents of the Labour Gazette, and newspaper reports.

Classified by groups of industries, the fatalities occurring during the second quarter of 1941 were as follows: Agriculture, 35; Logging, 34; Fishing and Trapping, 6; Mining, Non-ferrous Smelting and Quarrying, 55; Manufacturing, 62; Construction, 37; Electric Light and Power, 9; Transportation and Public Utilities, 39; Trade, 11; Service, 20.

Of the mining accidents, 38 were in "metalliferous mining," 13 in "coal mining," and four in "non-metallic mineral mining and quarrying, n.e.s."

Of the accidents in manufacturing, two were in "vegetable foods, drink and tobacco," one in "animal foods," one in "textiles and clothing," 15 in "saw and planing mill products," one in "wood products," five in "pulp,

paper and paper products," 19 in "iron, steel and products," five in "non-ferrous metal products," eight in "non-metallic mineral products," four in "chemical and allied products," and one in "miscellaneous products."

In construction there were 15 fatalities in "buildings and structures," one in "railway," six in "shipbuilding," 10 in "highway and bridge," and five in "miscellaneous construction."

In transportation and public utilities there were 21 fatalities in "steam railways," 10 in "water transportation," one in "air transportation," three in "local and highway transportation," two in "storage," and two in "telegraphs and telephones."

There were five fatalities in "wholesale," and six in "retail trade."

Of the fatalities in service, 12 were in "public administration," two in "recreational," three in "custom and repair," and three in "personal, domestic and business."

There was no serious disaster resulting in the loss of a large number of lives during the period under review. Accidents involving the loss of two or more lives were as follows:

On June 24, at East Coulee, Alberta, four men lost their lives following an explosion in a coal mine. The fourth man, the mine manager, died from gas fumes during rescue work.

When a canoe capsized in a wind, three miners were drowned near Sioux Lookout, Ontario, on May 31. Two coal miners were asphyxiated by coal gas following a rock burst, at Blairmore, Alberta, on June 12. A well digger and his helper were suffocated by gas fumes in a well in North York, Ontario, on June 27.

Three men were drowned on June 1 when a salvage boat was wrecked in a storm, off Graham Island, B.C.

On April 28, three R.C.M.P. Veteran Guards were killed when a truck crashed into a tree, near Cedars, Quebec.

While working on a transformer two linemen were electrocuted on June 15, at Ile Maligne, Quebec.

Two river drivers were drowned from a boat near Bostavais, Quebec, on May 23.

During this quarter one fatality occurred on the Atlantic Ocean which is not included in the statistical record, since the seaman was employed on a ship not registered in Canada. On June 22, an engineer on a British freighter en route to an eastern Canadian port was killed when caught in a shaft and dragged into the crank pit of the engine.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first quarter of 1941 has been compiled which contains 21 fatalities, of which six were in logging, seven in mining, non-ferrous smelting and quarrying, one in manufacturing, three in construction, two in transportation and public utilities, one in trade, and one in service. Two of these accidents occurred in January, eight in February, and 11 in March.

A further supplementary list of accidents occurring in 1940 has been made. This includes three fatalities, of which two were in mining, non-ferrous smelting and quarrying, and one in construction. One of these accidents occurred in July and two in October.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1941 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electric Light and Power	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	1	1	....	1	3	....	....	....	....	....	....	....	6
B.—Working machines	....	....	....	....	4	1	....	1	....	....	....	....	6
C.—Hoisting apparatus (elevators, conveyors, etc.)	....	1	....	2	2	1	....	2	....	....	1	....	9
D.—Dangerous substances (steam, electricity, flames, explosions, etc.)	3	....	1	17	8	7	8	3	3	....	6	....	56
E.—Striking against or being struck by objects	....	....	....	2	4	2	....	....	....	....	....	....	8
F.—Falling objects	....	14	....	11	10	3	1	1	....	....	1	....	41
G.—Handling of objects	....	3	....	....	1	....	....	....	....	....	....	....	4
H.—Tools	....	1	....	1	....	....	....	....	....	....	....	....	2
I.—Moving trains, vehicles, watercraft, etc.	19	4	2	10	10	7	....	25	7	....	7	....	91
J.—Animals	6	1	....	....	....	....	....	....	1	....	1	....	9
K.—Falls of persons	4	8	3	4	12	13	....	7	....	....	1	....	52
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	2	1	....	7	8	3	....	....	....	....	3	....	24
Totals	35	34	6	55	62	37	9	39	11	....	20	....	308

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] SEPTEMBER, 1941 [NUMBER 9

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment in Canada at the beginning of July showed further important improvement, according to the Dominion Bureau of Statistics, which tabulated returns from 12,567 firms (each employing a minimum of 15 persons) in all industries except agriculture, fishing, hunting and highly specialized business. The staffs of these firms aggregated 1,574,866 workers, or 46,946 more than they had employed at June 1. The index (based upon the average for the calendar year 1926 as 100), stood at 157·6, compared with 152·9 (revised figure) in the preceding month, and 124·7 at July 1 of last summer, when a smaller advance had been made. The latest index was the maximum in this record of more than twenty years.

The gains at July 1, 1941, were widely distributed. Each of the provinces, the eight leading industrial cities and most of the main industrial groups showed considerable improvement over the preceding month. Activity in most cases is also considerably higher than in July in earlier years of the record.

The general increase at July 1, 1941, exceeded the average gain between June and July in the experience of preceding years of the record; accordingly, the seasonally-adjusted index also rose, standing at 154·6, compared with 152·9 at June 1.

At July 1 in the years since 1926, the crude indexes have been as follows:—1941, 157·6; 1940, 124·7; 1939, 115·8; 1938, 113·5; 1937, 119·1; 1936, 104·6; 1935, 99·5; 1934, 101·0; 1933, 84·5; 1932, 88·7; 1931, 103·8; 1930, 118·9; 1929, 124·7; 1928, 117·7; and 1927, 109·7.

Unemployment in Trade Unions.—At the beginning of August, 1941, the percentage of unemployment among local trade unions stood at 3·5 in contrast with percentages of 4·1 at the beginning of July and 6·4 at the beginning of August, 1940. The percentage for August was based on returns compiled from 2,076 labour organizations, with a total membership of 302,140 persons.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada showed that the volume of business transacted during July, 1941, was higher than that of the preceding month and also more than that reported during July a year ago. The industrial divisions showing the greatest gain under the first comparison were construction and maintenance, farming and manufacturing and under the second, services and manufacturing. Services recorded a marked decline from the previous month and construction and maintenance and farming substantial losses from July a year ago. Vacancies in July, 1941, numbered 49,399, applications 67,879 and placements in regular and casual employment 45,761.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 113·7 at the beginning of August, 1941, as compared with 111·9 at the beginning of July, 1941; 105·9 at the beginning of August, 1940; and 100·8 at the beginning of August and September, 1939. The increase between August, 1939, and August, 1941, was 12·8 per cent. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 advanced gradually week by week during August and was 91·9 for the week ended August 29 as compared with 91·0 for the week ended August 1, and 90·4 for that ended June 27. Comparative figures on a monthly basis for certain previous dates are 91·1 for July, 1941; 82·7 for August, 1940; and 72·3 for August, 1939. The increase between the month of August, 1939, and the week ending August 29, 1941 was 27·1 per cent.

Business Statistics.—The table on page 1032 gives the latest statistics available reflecting industrial conditions in Canada. The index of the physical volume of business in July was at the highest point in the record due mainly

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	August	July	June	August	July	June
(9) Trade, external, aggregate.. $	.....	298,608,198	261,746,093	208,195,431	190,959,406	202,326,491
(9) Imports, merchandise for consumption $	.....	127,707,343	114,923,715	96,835,858	89,496,233	90,704,835
(9) Exports, Canadian produce. $	.....	169,684,572	145,358,592	110,548,017	100,782,062	110,823,041
Customs duty collected..... $	.....	12,871,778	11,696,502	11,197,148	10,491,348	12,106,300
Bank debits to individual accounts..... $	.....	3,241,706,647	4,240,629,935	2,457,706,218	2,622,547,471	2,681,584,968
(1) Bank notes in circulation... $	.....	393,207,827	391,966,782	325,938,870	302,763,707	307,333,286
Bank deposits savings..... $	.....	1,488,737,875	1,466,936,129	1,634,403,137	1,612,549,076	1,608,863,422
Bank loans, commercial, etc... $	.....	1,177,430,527	1,191,085,437	939,819,822	925,197,994	935,847,848
Security prices, index numbers—						
Common stocks.....	.....	67·5	64·0	69·3	66·1	65·5
Preferred stocks.....	.....	98·5	96·8	93·9	89·0	86·9
Index of bond yields, Dominion...	.....	95·8	96·4	100·0	101·1	101·4
(2) Prices, wholesale, index number.	†91·9	91·1	90·0	82·7	82·4	81·6
(2) Cost of living index number.....	113·7	111·9	110·5	105·9	105·6	104·9
Index, retail sales, unadjusted.....	.....	122·5	133·8	113·2	103·2	121·4
(3) Index, retail sales, adjusted.....	.....	135·0	134·3	119·8	114·5	116·6
Index, wholesale sales.....	.....	147·0	140·6	123·4	112·8	126·1
(3) Employment index number (employers' pay-roll figures).....	.....	157·6	152·9	127·9	124·7	120·9
(3)(4) Unemployment, percentage (trade union members).....	3·5	4·1	4·6	6·4	7·6	7·9
Railway—						
(5) Car loadings, revenue freight cars	257,598	246,121	259,884	229,315	220,925	230,172
Canadian National Railways, gross earnings..... $	25,808,928	25,655,442	25,642,352	21,220,188	22,395,032	22,359,937
Operating expenses..... $	.....	.....	16,373,067	15,350,097	15,984,772	14,609,124
Canadian Pacific Railway gross earnings..... $	19,990,000	19,359,000	18,497,000	15,513,000	15,303,000	14,192,000
Canadian Pacific Railway, operating expenses, all lines $	.....	16,164,034	14,427,960	13,249,285	12,898,586	11,268,653
Steam railways, freight in ton-miles.....	.....	.....	4,380,510,000	2,987,351,000	3,259,595,000	3,503,569,000
(10) Building permits..... $	12,134,018	12,904,437	11,668,324	11,555,102	11,961,321	9,425,773
(7) Contracts awarded..... $	36,123,900	31,954,800	85,747,500	40,747,900	29,305,600	39,097,000
Mineral Production—						
Pig iron.....tons	.....	102,005	112,313	88,885	95,924	88,656
Steel ingots and castings.....tons	.....	197,316	187,163	172,210	169,577	166,243
Ferro-alloys.....tons	.....	17,599	14,699	9,697	9,257	10,128
Gold.....ounces	.....	.....	543,987	466,946	457,330	451,964
Coal.....tons	.....	1,186,694	1,157,727	1,140,444	1,228,000	1,159,552
Timber scaled in British Columbia.....bd. ft.	.....	244,098,271	355,229,396	293,937,063	274,705,684	354,284,139
Flour production.....bbls.	.....	2,116,896	2,117,976	1,291,451	1,222,975	1,170,238
(9) Sugar, manufactured.....lbs.	91,531,291	109,736,695	102,412,562	65,603,276	99,553,443	107,509,859
Footwear production.....pairs	.....	2,883,741	2,781,325	2,382,680	1,861,028	1,750,984
Output of central electric stations, ...k.w.h.	.....	2,661,145,000	2,560,060,000	2,500,179,000	2,615,232,000	2,578,883,000
Sales of insurance..... $	.....	32,199,000	33,319,000	24,113,000	27,963,000	28,233,000
Newsprint production.....tons	.....	293,480	273,700	316,610	332,690	315,340
Automobile prod., cars, trucks, etc.	17,192	24,654	25,753	13,993	14,469	17,929
(8) Index of Physical Volume of Business.....	.....	138·5	135·3	128·6	120·9	120·0
INDUSTRIAL PRODUCTION.....	.....	150·2	149·3	143·9	131·9	132·1
Mineral production.....	.....	146·3	125·6	142·3	126·5	137·3
Manufacturing.....	.....	155·1	141·1	143·9	133·8	128·6
Construction.....	.....	133·2	292·3	169·3	130·2	157·4
Electric power.....	.....	130·8	123·3	119·4	128·6	124·2
DISTRIBUTION.....	.....	118·4	111·3	102·3	102·1	99·3
Trade employment.....	.....	.....	.....	110·6	109·9	109·8
Carloadings.....	.....	141·7	130·0	120·0	126·8	114·9
Imports.....	.....	167·3	143·9	141·4	130·6	124·6
Exports, excluding gold.....	.....	212·7	182·1	153·4	139·3	154·2

* Most of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended August 29, 1941.

(1) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered Banks.

(2) For group figures see articles elsewhere in this issue.

(3) Adjusted for number of business days and seasonal variations. (4) Figures for end of previous month.

(5) Figures for four weeks ending August 30, 1941, and corresponding periods.

(6) Sugar production given in periods of four weeks ending August 9, July 12, and June 14, 1941; August 8, July 13, and June 15, 1940. (7) MacLean's Building Review.

(8) Index numbers are adjusted when necessary for seasonal variation. (9) Excluding gold.

(10) Now based on 203 municipalities instead of 58 as formerly.

to expansion in industries connected with the war effort. The increase as compared with the previous month was 2·3 per cent, and compared with July 1940, 14·5 per cent, and since the outbreak of war about 31 per cent. For the first seven months of the current year the index averaged 13·2 per cent higher than for the corresponding period in 1940.

The index indicating the volume of mineral production advanced substantially in July as compared with the previous month and was 15·6 per cent higher than in July, 1940.

The index of the volume of manufacturing for July was at the highest point in the record. The increase was about 10 per cent as compared with the previous month, about 16 per cent as compared with July, 1940, and about 41 per cent as compared with the pre-war month of August, 1939. For the first seven months of 1941 the index averaged nearly 12 per cent higher than for the same period in 1940. In the last comparison important increases were, flour production 32 per cent, hog slaughterings 27 per cent, production of boots and shoes 16 per cent, steel production 18 per cent, and the production of automobiles and trucks 42 per cent.

In the construction industry the value of contracts awarded was much lower than in the previous month but slightly higher than in July, 1940. Cumulative figures for the first seven months of 1941 were 247 millions of dollars as compared with 155 millions for the same period in 1940 and 106 millions for the seven months period in 1939.

The output of electric power was about 6 per cent greater in July than in June and slightly higher also than in July, 1940. For the period January to July, 1941 the increase was about 15 per cent as compared with the same period in 1939 and about five per cent as compared with the same period in 1940.

In the distribution of goods the index of carloadings advanced 9 per cent during the month and 12 per cent as compared with July, 1940. For the first seven months of the year the number of cars of revenue freight was 1,775,578 as compared with 1,547,488 for the same period in 1940, and 1,306,859 for the seven months period in 1939. Imports and exports both showed marked increases in July as compared with the previous month and with July, 1940. In the seven months comparison exports were 36 per cent higher in 1941 than in 1940 and imports 32 per cent higher. Retail sales averaged about 15 per cent higher for the first six months of 1941 than for the same period in 1940.

Information available for August shows wholesale prices, the number of cars of revenue freight, earnings of the railways, and the value of construction contracts awarded at higher levels than in the previous month and higher also than in August, 1940.

Strikes and Lockouts.—The number of disputes recorded for August was 33, involving 12,348 workers, with time loss of 32,042 man working days, as compared with 22 disputes in August, 1940, involving 6,923 workers with time loss of 13,821 days.

The more important disputes during August of this year involved cotton factory workers at Hamilton, Ont., metal products workers at Toronto, Ont., meat packing workers at Kitchener, Ont., steel mill workers at Trenton, N.S., gold miners in Yukon Territory, coal miners at Stellarton and Sydney Mines, N.S., sawmill workers at Fort William, Ont., steel car workers at Hamilton, Ont., and car factory workers at Vancouver, B.C.

In August, 1940, the most important disputes involved coal miners at Florence, Sydney Mines, and Springhill, N.S., and women's clothing factory workers at Montreal.

In July, 1941, there were 29 disputes, involving 21,860 workers with time loss of 48,572 days. The most important disputes involved aluminum plant workers at Arvida, Que., coal miners at Glace Bay, etc., N.S., and steel car workers at Hamilton, Ont.

Of the 33 disputes in August, 1941, 29 were terminated during the month. Three terminated in favour of the employers involved, nine in favour of the workers, ten were compromise settlements, and seven were indefinite. Four disputes, involving 1,945 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Industrial Disputes Investigation Act

Sixteen applications for the establishment of Boards of Conciliation and Investigation were received during the month of August and seven boards were established. Eight boards submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 1040.

Wartime Activity under I. D. I. Act

The extension of the scope of the Industrial Disputes Investigation Act to war work has resulted in a marked expansion of proceedings under the statute. According to preliminary figures, proceedings during the first two years of the present war were almost equal in volume to those of the previous

ten years. In the pre-war period 1929-1938 the Department of Labour received 215 applications for the establishment of Boards of Conciliation and Investigation and 92 boards were established. From September 1, 1939, to August 31, 1941, inclusive, 197 applications were received and 88 boards established. In only eleven cases during this latter period was the cessation of work which threatened not averted, or the stoppage already in progress not ended, as a result of board procedure.

Wartime Labour Day Messages of Canadian Labour Leaders

Labour Day messages of Canadian Labour leaders reflected the determination of Canadian labour to play its full part in achieving a decisive victory over those forces which threaten free life in all forms of democratic organization, and at the same time to safe-guard temporarily relinquished rights.

Mr. Tom Moore, President of the Trades and Labour Congress of Canada declared in part: "Our way of life has not been perfect, but we have enjoyed the right to work as free men for its improvement.

"The avowed purpose of organized labour as represented by the Trades and Labour Congress of Canada is to maintain the greatest degree of industrial harmony and the prevention of dislocation of production upon which the fighting efficiency of the armed forces, military, air and naval, so largely depends, and to this end has sought to prevent industrial disputes, first, by negotiation of collective agreements, and, where this fails, then by the use of government conciliation machinery.

"Labour's loyalty is unquestioned. It seeks not to retard the war effort, but to intensify it, and strongly objects to being charged with being either unpatriotic or obstructionist when it presses claims, the proper consideration of which, it is firmly convinced, is necessary to maintain and strengthen civilian morale.

"While recognizing that it is better to temporarily accept any essential modification of its established conditions than to lose all, labour does insist that these shall be effected by consultation and accepted only when the need for same is shown."

Mr. A. R. Mosher, President of the Canadian Congress of Labour, after emphasizing that the organized workers of Canada were carrying out their pledge of full support in the war effort, and outlining the objectives of labour in wartime labour relations, dealt with the progress of organization among the workers of Canada, and then concluded as follows: "They will organize to protect not only their own interests as workers, but their interests as citizens of a democracy. They will develop economic and political power, and insist that democratic principles be applied both in industry and in government. They will demand an 'all-out' war-effort, with no reduction in standards of living that are not obviously necessary, and they will demand the right to share democratically in the remoulding of a shattered world when victory has been won. They will not go back to the unemployment, the misery, the abject poverty of the pre-war years, for they know that, in spite of the material losses which war entails, Canada can be made a land of plenty, of economic security, of happiness and well-being for everyone within its borders. This is the vision which sustains them and inspires them on Labour Day, 1941."

Mr. Alfred Charpentier, President of the Confederation of Catholic Workers of Canada, stated that the workers main wish on the occasion of the Labour Day celebration is "that the authorities prepare for the post-war period by adopting a National Labour Policy comparable in scope and importance with the present Wartime Policy", adding that the social question would be nearer solution, if the same degree of attention and protection was given Labour in peace time as in war time.

Provision for transfer of Canadian Defence Workers

On the recommendation of the Minister of Labour, Hon. Norman A. McLarty, provision has now been made by Order in Council P.C. 10/6172 of August 13, to cover the expense of transferring Canadian defence workers, their dependents and effects from one locality to another where the supply of labour is insufficient to meet the demands of defence industries. While expenses incurred for travelling in connection with such transfers are non-recoverable, a loan of not more than ten dollars to the worker to defray living expenses during the first week of employment is to be repaid in full out of his first full pay for the regular pay period.

The Order, which was passed with the concurrence of the Interdepartmental Committee on Labour Co-ordination, provides that this financial assistance shall be confined to workers engaged through the Employment Service of the Unemployment Insurance Commission for employment in war industries and agricultural work, and shall be granted only where such assistance is deemed necessary by the local representative of the Employment Service. Part or all of the following expenses may be paid:

(*a*) Travelling expenses where the worker alone is moved more than one hundred

miles to employment which might not last more than six months.
(*b*) Travelling and moving expenses where it is deemed necessary to move the worker's family.
(*c*) An allowance for meals and incidental expenses while in transit to the new job of not more than three dollars per day.
(*d*) Supplementary living allowance of not more than five dollars per week where the worker is moved away from his family and his earning capacity on the new job is insufficient to offset the increased cost of living due to the separation.
(*e*) A loan of not more than ten dollars to defray living expenses during the first week of employment and to be repaid in full out of his first full pay for the regular pay period.

The sum of $50,000, to cover the expenses of transferring such workers, is provided by the Order and is to be administered by the Unemployment Insurance Commission.

H. B. Chase appointed controller of National Steel Car Corporation

By Order in Council (P.C. 3040) of April 29, 1941, Mr. E. J. Brunning Associate Director General of the Munitions Productions Branch of the Department of Munitions and Supply, was appointed Controller of the Hamilton plant of the National Steel Car Corporation Limited. (LABOUR GAZETTE May 1941, pages 493-4.)

In view of the large expansion of the work of the Munitions Production Branch of the Department of Munitions and Supply, the services of Mr. Brunning were urgently required and in accordance with Order in Council P.C. 6282 of August 13, he was recalled to the full time duty of his position.

By the terms of the same Order in Council, Mr. Howard B. Chase was appointed Controller of the plant effective from August 13, the duties of which office he was instructed to carry on and discharge in addition to his duties in his present office as Director General of Labour Relations of the Department of Munitions and Supply. In accordance with the Order in Council, Mr. Chase is to "exercise all the powers, authorities and rights, discharge all the duties and enjoy all the privileges and immunities conferred or charged upon or vested in" the former controller. By the Order in Council appointing Mr. Brunning, Controller, in April, the controller is given custody and control of the undertaking and in the name of the company to manage and carry on the operations of the plant.

Mr. Brunning was appointed controller of the plant in April on the recommendation of the Minister of Munitions and Supply, as a result of disputes referred to a Board under the Industrial Disputes Investigation Act which led to a cessation of work by a substantial number of employees which seriously interrupted and impaired the production of munitions following the failure of the company to comply with the recommendations of an interim report of the Board made on April 10, 1941 (LABOUR GAZETTE May 1941 pages 493-494; pages 527-530 and page 538).

In the absence of Mr. Chase in Hamilton, carrying on the duties of Controller of the National Steel Car Corporation, Mr. A. W. Crawford, who was appointed to assist the Inter-Departmental Committee on Labour Co-ordination in matters pertaining to technical education, has been transferred from the Department of Labour to the Department of Munitions and Supply to assist the Director General of Labour Relations in the latter department.

W. J. Lynch appointed Transit Controller

By an Order in Council (P.C. 6131) of August 12, W. J. Lynch, Quebec, was appointed Transit Controller with offices in the city of Montreal.

In accordance with the Order in Council and attached Regulations Respecting Transit, the Transit Controller has control over any system, live, or other means of transporting passengers from place to place for hire, including buses, tramcars, ferries, etc. He has the power to establish tables or schedules of fares or rates to be charged by these transport agencies. He has the authority to issue, reissue, or cancel permits or licences in respect of the above: to prohibit, restrict, limit, or extend the parking of vehicles.

Empowered to stagger working hours to relieve transportation congestion, the Transit Controller may order any employer to arrange or alter the hours of employment of employees in order to assure that such proportions as the Controller may fix will, as far as possible, arrive at, or depart from, their places of employment at such times as may be directed.

The appointment of Mr. Lynch was made as the result of representations made by the Wartime Industries Control Board that, as stated in the Order in Council, "in many places throughout Canada, the concentration of increasing numbers of workers engaged in the production of munitions of war together with their families, the establishment of camps and training centres for members of the armed forces and many other factors, have combined to cause or aggravate congestions of traffic on streets, roads and highways, particularly at certain hours and on certain days."

It was also represented that this problem of transportation was likely to increasingly interfere with the movement of workers en-

gaged in the production of munitions with a consequent interruption and reduction of their working hours and thereby of the output of munitions; and would increasingly interfere with and delay the movements of members of the armed forces to and from camps and training centres.

The Hon. C. D. Howe, Minister of Munitions and Supply also announced, on September 5, the appointment of George S. Gray, of Toronto, as Deputy Transit Controller. Mr. Gray was general manager of the Canadian Transit Association and motor traffic engineer for the Toronto Transportation Commission and the Grey Coach Lines, having resigned from both positions in order to assume his new duties.

Civil Service Cost of Living Bonus.

An Order in Council, P.C. 6702, of August 26, provided that "substantially the same bonus plan as recommended for employees of industry" be applied "to members of the public service of Canada, subject to such modifications as are suited to the public service".

The Order provides that the cost of living bonus as outlined in P.C. 7440 "be applied to every member of the public service of Canada employed on a full time basis whose total compensation is $108 per month or over and to every head of household whose total compensation is less than that sum". The maximum bonus to be paid is $11.91 (11·01 x 25 cents) per month based on a 11·01 per cent increase in the cost of living since August 1939.

To those who are not heads of households employed on a full time basis whose total compensation is less than $108.00 a cost of living bonus based on 1 per cent of total compensation for every rise of 1 per cent in the cost of living will be paid, it being provided that in no case shall the total bonus paid exceed the bonus payable under the flat rate ($11.91 per month).

The payment of the bonus to civil servants is restricted to those whose "total compensation is at a rate of less than $2,100 per annum, and manual workers engaged in Government activities undertaken in connection with war production and distribution irrespective of their rate; provided that bonus payments shall not result in any employee, except such manual workers, being paid more than $2,100 per annum".

The bonus was declared effective from August 1, and is to be revised in accordance with procedure outlined in P.C. 7440; that is it may be revised when the cost of living has risen by at least 5 per cent since the previous determination and providing three months also have elapsed.

Commission to investigate wages and labour conditions in Quebec shipbuilding plants

On September 8, the Hon. Norman A. McLarty announced the appointment of a Commission under the Inquiries Act to conduct an investigation for the purpose of ascertaining what wages and other labour conditions should be established in certain shipbuilding plants in the province of Quebec.

Those comprising the Commission are: Senator Leon Gouin, K.C., Montreal, chairman; Vincent C. MacDonald, K.C., Dean of the Faculty of Law, Dalhousie University, Halifax; and F. H. Barlow, K.C., Master of the Supreme Court of Ontario, Toronto.

The Commissioners in making their recommendations are "to have full regard to the Government's wartime wages policy prescribed in Order in Council P.C. 7440, as amended by order in Council P.C. 4643."

At its first meeting in Ottawa on Sept. 10, the Commission decided to commence its inquiry at the plant of Canadian Vickers Limited, in Montreal on Tuesday, September 16. The Commission will then proceed to investigate conditions in the plants of the Davie Shipbuilding and Repairing Company and of George T. Davie and Sons at Lauzon.

Mr. J. S. McCullagh of the Conciliation staff of the Department of Labour has been assigned to the Commission during the period of its investigation.

Report of Commissioner inquiring into lack of coal production in Minto-Chipman district, N.B.

On September 8, the Minister of Labour, Hon. Norman A. McLarty released the report of the Hon. Mr. Justice M. B. Archibald, appointed a Commissioner under the Inquiries Act to inquire into the causes of the lack of capacity production in the coal mines of the Minto-Chipman district of New Brunswick.

The complete organization of the miners throughout the entire Minto-Chipman area, with the advantages of collective bargaining and agreements encouraged by the mine operators, plus greater co-operation among the operators themselves in the production of coal were the major recommendations made in the report, the text of which is given elsewhere in this issue of the LABOUR GAZETTE.

The report also urged that to achieve prompt results in the above two major proposals the following steps should be taken.

(1) "That the Canadian National Railways increase the price it is now paying for coal from $4.30 to $4.40 per ton." (In so recommending the Commissioner noted that the production costs at this time are high; that the

production of an increased quantity of screened coal for the railway means at the same time an increased production of slack coal; and that, with the exception of the Minto Coal Company, Ltd., the operators in this area will find difficulty under present conditions in finding money to pay the cost of living bonus hereafter referred to.)

(2) "That the Canadian National Railways assist the operators by purchasing, if possible, slack coal from the Minto area for use in their shops in New Brunswick.

(3) "That both the Canadian National Railways and the Canadian Pacific Railway Company endeavour to reduce substantially the switching charges which are now in existence in the Minto-Chipman area.

(4) "That the Canadian Pacific Railway Company increase its purchases of run of the mine and slack coal.

(5) "That the proper officials make an immediate survey of the increase in the cost of living in this area since the outbreak of war and that a cost of living bonus be paid to the miners in accordance with the provisions of the Order in Council in that regard."

In addition, the Commissioner reported on conditions in the area "which require attention and improvement." Recommendations in this direction included: Improvement in sanitary and housing conditions by concerted action on the part of Dominion, provincial and municipal authorities and the operators; a survey of school accommodation requirements and enforced regular school attendance; establishment of an ambulance service available to all operators; assistance to the present provincial Deputy Minister of Mines to permit more frequent inspection of mines.

Full-time Voluntary Women's Auxiliary in Canadian Armed Forces being organized

A full-time voluntary Canadian Women's Army Corps and a Canadian Women's Auxiliary Air Force is presently being organized. Applications for enlistment in these units were recently forwarded by the office of the Director of Recruiting, Department of National War Services, Ottawa, to more than 7,300 women who have expressed an interest in the establishment of such units. As further inquiries are received applications will be mailed.

The application for enrolment of qualified and medically fit women in these two units lists thirty-six occupations in which their services could be utilized. The occupations are: Accountant; Administrative Trade; Bookkeeper; Canteen helper; Canteen steward; Cleaner; Clerk; Assistant cook; Cook; Senior Cook; Dental assistant; Driver L.M.T.; Draughtswoman; Equipment assistant; Fabric worker; General duties; Hospital attendant; Housemaid (Hospital); Laboratory assistant; Librarian; Assistant librarian; Mechanic; Messenger; Messwoman; Officers' mess steward; Radiographer; Radio Operator; Secretary; Sewing woman; Stenographer; Store Accountant; Storewoman; Telephone operators; Typist; V.A.D.; Waitress.

Mrs. Irene M. Spry, economist, appointed to Wartime Prices and Trade Board

The appointment of a second woman economist, Mrs. Irene M. Spry, to the Wartime Prices and Trade Board was announced on August 25. Mrs. Phyllis Turner, economic adviser, and technical adviser to the Oils Administrator has been with the Board since its inception. (LABOUR GAZETTE, September, 1939, pages 889-893; and October, 1939, pages 994-995)

Mrs. Spry, before her marriage in 1938, was Professor Irene M. Biss, lecturing since 1928 on economic theory, the structure of industry, and Canadian economic history. From 1929 to 1935 she served as resident head of University College women's residence. Born in the Transvaal, Mrs. Spry attended the London School of Economics and graduated with the degree of Bachelor of Arts from Girton College, Cambridge. Post graduate work in social economy earned her an M.A. in 1928 from Bryn Mawr College. Prior to her appointment to the Wartime Prices and Trade Board, she had been preparing economic study material for the National Council of the Y.M.C.A.

Canada to participate in the Inter-American Committee to Promote Social Security

On August 18, in a letter to the Acting Director of the International Labour Office, the Minister of Labour, Hon. Norman A. McLarty, advised the I.L.O. that the Government of Canada would nominate a representative to the Inter-American Committee to promote Social Security in the Americas.

The Inter-American Committee to Promote Social Security was set up with the assistance of the International Labour Office in December, 1940, on the occasion of a preliminary meeting jointly convened in Lima, Peru, by Professor Constanino, Carvallo, Peruvian Minister of Health, Labour and Social Security, and by Mr. John G. Winant, then Director of the International Labour Office. The countries participating in this first meeting were: the United States, Argentina, Brazil, Bolivia, Chile, Colombia, Ecuador, Mexico,

Peru and Venezuela. On the invitation of the Chilean Government, the next meeting will be held in Santiago-de-Chile.

Eight-hour-day legislation suspended on U.S. Government defence construction

By executive order, on August 13, President Roosevelt suspended the eight-hour-day legislation as applying to mechanics and construction labourers employed by the United States War Department.

The executive order was made for the purpose of speeding the completion of all military projects and applied, it was stated, to the construction of air fields, troop cantonments and other construction works necessary for defence. It was also stated that time and one-half would be allowed for all work performed in excess of eight hours daily under the new order.

It was estimated that the order suspending the eight-hour-day legislation would apply to about 75,000 workers directly employed by the War Department. It does not apply to the larger number of workers on the payrolls of private contractors with defence construction contracts.

In 1940, a similar suspension of the eight-hour-day legislation was made in Canada by Order in Council, P.C. 3947 (LABOUR GAZETTE, November, 1940, page 1103).

Committee on Employment in Automobile Industry established in U.S.A.

An emergency National Committee of Automobile Employment was established on August 26 within the Labour Division of the United States Office of Production Management.

The Committee is to co-operate with labour and industry committees on re-employment and re-training of workers for defence jobs, and carry out field operations in local dislocations as they arise.

The associate chief of the Labour Supply branch, Mr. Eric Nical, former industrial relations and personnel adviser for certain large industries in Philadelphia and elsewhere, was designated to head the committee.

The committee is made up of representatives of the defence activities of the United States Employment Service, and the Labour Relations, Priorities, Defence Training and Training within Industry branches of the Labour Division. At its first meeting it was decided that an immediate survey should be made to determine the extent and location of the immediate furloughs and layoffs to result from the production cut in the industry. The regional labour supply committees of OPM's Labour Division will make the survey, through the facilities of the United States Employment Service, which has direct contact with the industries and plants involved.

Through local co-operation of management and labour, the operations will be conducted on community and regional levels as much as possible, by promoting registration of workers in employment offices prior to their layoffs, and the establishment of necessary special training courses to open up new opportunities for re-employment. Mr. Sidney Hillman, Associate Director General of OPM, announced that information on pending and prospective labour displacements, as fast as it is obtained through Employment Service channels, will be sent to the Priorities branch of the Labour Division, and forwarded to the Defence Contract Service to guide it in its sub-contracting and farming-out activities. Under this procedure, the Priorities branch will certify to the Defence Contract Service that labour is threatened with loss of jobs, because of material shortages, in certain non-defence plants, industries or communities. The Defence Contract Service will propose the negotiation of contracts, waiving the usual bidding procedure, or other methods of awarding defence jobs for the plants or industries affected.

The committee is sending its representatives to Detroit and other automobile centres at once to prepare the ground work.

Employment Service regional directors, now serving as active chairmen of the recently-created regional Labour Supply committees, will head up and carry out the government operations necessary to registering, re-training and re-employing the displaced workers. This is in accordance with programs as proposed by the United Automobile Workers, CIO, and by AFL unions in the industry.

First attention will be given to one-industry. localities where automobile industry work predominates and no defence contracts have yet been placed. Automobile parts plants, which are major industries in many small cities, will be given equal attention with the big assembly centres of the industry.

Limitation of Hours in U.S. Hosiery Mills

Following the "freezing" of Japanese silk imports in the United States, Mr. Sidney Hillman, Associate Director General of the Office of Production Management requested United States hosiery mills to limit their shifts to 40 hours per week per worker. It was recently reported that 98 to 99 per cent of such mills have complied with this request.

In the week ending August 15, following Mr. Hillman's letter asking this shift limitation in order to reduce the number of layoffs, which might result in the freezing of Japanese

silk imports, only seven of the country's 475 hosiery mills worked shifts of more than 40 hours, according to reports to OPM

"This is very gratifying, and I hope that the few mills working 48 hour and 50 hour shifts will soon fall in line to make this action unanimous," Mr. Hillman said.

Reports had not yet been received covering other silk and rayon processing plants, which were also requested to reduce shift hours and eliminate overtime.

I. L. O. Memorandum on social post-war goals

Preliminary to the report, which the Acting Director of the International Labour Office will submit to the conference of the I.L.O. to be held in October, (Labour Gazette, August, 1941, page 873) a 12,000 word memorandum on social post-war goals was recently issued by the International Labour Office, Montreal.

In releasing the document, the I.L.O. drew attention to point five of the recent joint declaration of President Roosevelt and Prime Minister Churchill, in which they expressed the desire of their countries for the "fullest collaboration between all nations in the economic field with the object of securing for all, improved labour standards, economic advancement and social security."

The memorandum, which is entitled "Building Social Security," is based on a world-wide study of the various social services and reveals how social security is being made most helpful to the war effort and to post-war reconstruction.

According to the memorandum the standard of social security will be the index of industrial civilization, and indeed of civilization itself. "No nation, however abundant its resources above and below ground may be, can continue to waste its man-power with impunity," it is stated. "That is the essence of social security: the genuine and rational economy of man-power, yielding the greatest good for the greatest number. The aim is a bold one and the task of vast extent, but well worth the undertaking."

Wages Conditions in Nazi Germany

To an American worker seventeen cents is only a little more than he pays for a package of cigarettes, but to a German worker in the lumber industry it's all he's allowed to get for an hour's work under the new wage scales set by the Nazi "Labour Trustees," according to a study made by the Labour Division of the United States Office of Production Management. *Statistisches Reichsamt,* official publication of the German government, recently announced revised wage scales for various industries, including the woodworking industry. These wage levels, the lowest ever set for the lumber industry in Germany, contrast sharply with rising wages of woodworkers in the United States which reached an all-time high average of 57·2 cents in June, 1941.

When Hitler came to power in 1933, the first thing he did was to abolish trade unions and collective bargaining. German labour leaders were put in concentration camps, exiled or killed. Since then wages and hours have been fixed solely by decree of Nazi party officials called "labour trustees."

German wage levels are further reduced by a Nazi tax of 13 per cent on every worker's wages. The place of the woman worker in the Nazi scheme of things is made clear by the policy limiting women's wages to 70 per cent of the wages paid men for the same work.

Only the most favoured groups of native German workers are permitted even these allowances, "Non-German" workers suffer further through a heavy "social equalization fee" (*socialausglei chsabgabe*) which is taken out of their wages. This tax is extorted from all workers in defeated or occupied territories, but falls heaviest on Polish, Jewish, and Czech workers.

The overall average for American woodworkers for June, 1941, was 57·2 cents per hour, according to the United States Department of Labour, while the overall average for woodworkers in Nazi Germany was 19·9 cents per hour and after deduction for tax was 17·3 cents.

Mexico ratifies an I.L.O. Convention

The Mexican Government has formally ratified the International labour Convention concerning Safety Provisions in the Building Industry, according to a communication received recently by the International Labour Office in Montreal.

This Convention, which was adopted by the International Labour Conference in 1937, lays down certain minimum standards for the protection of workers in the building industry, with particular reference to scaffolding and hoisting machinery—the two major causes of accidents in the building trade.

Each State ratifying this Convention undertakes to communicate annually to the International Labour Office a general report on its application together with the latest statistical information relating to the number and classification of accidents occurring to persons occupied on work within the scope of the Convention. In the course of time, this provision may be expected to yield valuable information on the causes of accidents in the building industry, and hence be of the utmost use for accident prevention work in all parts of the world.

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RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between National Cartage and Storage, Limited, Winnipeg, Man., and its employees, members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers;

2. Between the Manitoba Cartage and Warehousing Company, Limited, and its employees, members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers;

3. Between the Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., and its shipwrights and joiners, some being members of the United Brotherhood of Carpenters and Joiners of America and some being members of the Amalgamated Building Workers of Canada;

4. Between McKinnon Industries, Limited, St. Catharines, Ont., and its employees, members of Local 199, United Automobile Workers of America;

5. Between Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of Local 1, Industrial Union of Marine and Shipbuilding Workers of Canada;

6. Between various shipping companies located along the Miramichi River, New Brunswick, and the longshoremen and truckers in their employ;

7. Between the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., and its employees, members of Local 1, Vancouver Metal Workers' Union; and

8. Between Canadian Acme Screw and Gear, Limited, Toronto, Ont., and its employees, members of Local 1452, Steel Workers Organizing Committee.

Information concerning the aforementioned reports will be found at the end of this statement.

Applications Received

In the month of August sixteen applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From 225 cement finishers in the employ of various cement contractors in Montreal, P.Q. The applicants are members of Local 1, Canadian Union of Cement Masons, Plasterers and Cement Workers, an affiliate of the Canadian Congress of Labour, and the employers concerned are members of the Builders' Exchange, Incorporated. The dispute, which arose out of the employees' request for increased wages and improved working conditions, does not come within the scope of the Industrial Disputes Investigation Act, inasmuch as it involves the construction industry generally, and therefore a board can be established only with the joint consent of the parties concerned.

2. From employees of the Dominion Bridge Company, Limited, Toronto, Ont., the Hamilton Bridge Company, Limited, Hamilton, Ont., the Canadian Bridge Company, Limited, Walkerville, Ont., and the Standard Steel Construction Company, Limited, Port Robinson, Ont. The applicants are members of the Association of Technical Employees, an affiliate of the Trades and Labour Congress of Canada. The dispute, which arose out of the employees' request for union recognition and the negotiation of collective agreements respecting wages, hours of labour and working conditions, is said to affect 135 workers directly and 30 indirectly.

3. From employees of the Dominion Textile Company, Limited, at St. Gregoire de Montmorency, P.Q., members of the National Catholic Union of Textile Workers of St. Gregoire. The dispute, which arose out of the employees' protest against changes in working conditions, is said to affect 136 workers directly and 900 indirectly. A strike was called on July 5 and terminated July 12 following mediation by an official of the Department of Labour. Shortly after the application was received, the dispute was referred to the Industrial Disputes Inquiry Commission (see page 1087). A board was established on August 27. The personnel of the board is as follows: the Honourable Mr. Justice Garon Pratte, of the Quebec Superior Court, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members; Mr. J. D. Cote, Montmorency Village, P.Q., appointed on the nomination of the employees; and Mr. Guy Roberge, Quebec, P.Q., appointed on the nomination of the employer.

4. From 90 employees of W. Wight and Company, Limited, Toronto, Ont., members of Local 145, Packinghouse Workers Organizing Committee. The dispute, which arose out of the employees' request for union recognition and the negotiation of a collective agreement respecting wages, hours of labour and working conditions, has been referred to the Industrial Disputes Inquiry Commission.

5. From approximately 2,800 construction workers, unorganized, employed at Arvida, P.Q., by the Foundation Company of Canada, Limited. On July 26 a strike of one day's duration occurred in connection with this dispute, which arose out of the employees' request for increased wages. A board was established on August 19. The personnel of the board is as follows: the Honourable Mr. Justice Garon Pratte, of the Quebec Superior Court, Quebec, P.Q., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. P. J. Martel, Jonquiere, P.Q., appointed on the nomination of the employees; and Mr. D. A. Paterson, Montreal, P.Q., appointed on the nomination of the employer.

6. From employees of the Aluminum Company of Canada, Limited, Arvida, P.Q., members of the National Catholic Union of Aluminum Workers of Arvida. The dispute, which is said to affect approximately 5,000 workers directly and 20,000 indirectly, arose out of the employees' request for increased wages, wartime cost-of-living bonuses, and changes in hours of labour and working conditions. A strike, beginning July 24, was terminated July 28 following the intervention of officials of the Department of Labour (LABOUR GAZETTE, August, 1941, pages 945-946). A board was established August 18. The personnel of the board is as follows: the Honourable Mr. Justice Alfred Savard, of the Quebec Superior Court, chairman, appointed on the joint recommendation of the other two members; Mr. Gerard Picard, appointed on the nomination of the employees; and Mr. Bernard Devlin, K.C., appointed on the nomination of the employer. All three reside in Quebec, P.Q. (See also paragraph 10 below.)

7. From bus chauffeurs, street car motormen and conductors, and maintenance service workers in the employ of the Montreal Tramways Company, Montreal, P.Q., members of Divisions 210 and 214, Canadian Brotherhood of Railway Employees and Other Transport Workers. The dispute, which arose out of the employees' request for the payment of wartime cost-of-living bonuses, was said to affect 3,150 workers directly. The company had already, in July, 1940, entered into an agreement with a negotiating committee appointed through secret ballot by a large majority of the employees concerned. The agreement provided that the committee should continue to represent the employees for the life of the agreement, which is for the duration of the war or for three years, whichever may be the longer. As the aforementioned application was not made by the properly accredited representatives of the employees concerned, a board was not established.

8. From 330 employees of the Canadian Bridge Company, Limited, Walkerville, Ont., members of Local 2471, Steel Workers Organizing Committee. The dispute, which arose out of the employees' request for union recognition and the negotiation of a collective agreement respecting wages, hours of labour and working conditions, has been referred to the Industrial Disputes Inquiry Commission.

9. From 320 employees of William Kennedy and Sons, Limited, Owen Sound, Ont., members of Local 2469, Steel Workers Organizing Committee. The dispute, arising out of the employees' request for union recognition and the negotiation of a collective agreement respecting wages, hours of labour and working conditions, has been referred to the Industrial Disputes Inquiry Commission.

10. From stevedores, warehousemen, etc., in the employ of Saguenay Terminals, Limited, at Port Alfred, P.Q., members of the National Catholic Union of Longshoremen of Ha Ha Bay. Between 300 and 500 employees are said to be directly affected by the dispute, which arose out of their request for increased wages. On August 29 this dispute was referred to the board established to deal with a dispute between the Aluminum Company of Canada, Limited, and its employees (see paragraph 6 above).

11. From 120 carpenters in the employ of the Russell Construction Company, Limited, Fort Erie, Ont., members of the Fort Erie Unit, National Union of Carpenters, Bricklayers, Painters and Allied Trades, an affiliate of the Canadian Congress of Labour. The dispute, which arose out of the employees' request for increased wages, did not come within the scope of the Industrial Disputes Investigation Act, as the work on which the applicants were engaged was not considered to be a defence project within the meaning of Order in Council P.C. 3495, as amended. A board was not established therefore, but the dispute was dealt with by officials of the Ontario Department of Labour.

12. From approximately 700 employees of Canadian Cottons, Limited, Hamilton, Ont., members of Associate Local 21, Canadian Hosiery Workers' Union. In June a Board of Conciliation and Investigation was established to deal with disputes involving these employees, who then were members of Textile Workers' Federal Union, No. 7 Trades and Labour Congress of Canada, and employees of the company at Cornwall, Ont., members of Cotton Workers' Federal Union No. 2, Trades and Labour Congress of Canada (LABOUR GAZETTE, July, 1941, pages 736 and 737). Before the constitution of the board had been completed, the Cornwall workers

withdrew their application and the Hamilton workers went on strike July 29 (LABOUR GAZETTE, August, 1941, pages 935-936 and 945). On August 8 the latter voted to affiliate with the Canadian Hosiery Workers' Union and the following day the strike was terminated. Subsequently this new application was made for the establishment of a board.

13. From employees of Renfrew Woollen Mills, Renfrew, Ont. The dispute, which arose out of a request for increased wages and bonuses, is said to affect 216 workers directly and 25 indirectly. It has been referred to the Industrial Disputes Inquiry Commission.

14. From employees of the Speirs Parnell Baking Company, Limited, and the Canada Bread Company, Limited, Winnipeg, Man., members of the Legislative Council of Bakery Salesmen and Inside Bakery Employees' Unit, One Big Union. The dispute, which arose out of the employees' request for the payment of wartime cost-of-living bonuses, is said to affect 160 workers directly and 279 indirectly.

15. From employees of the Canadian Westinghouse Company, Limited, Hamilton, Ont., members of Local 504, United Electrical, Radio and Machine Workers of America. On June 24 a strike of one day's duration occurred in connection with this dispute, which has arisen out of the employees' request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions. Approximately 3,000 workers are said to be directly affected and an equal number indirectly. The dispute has been referred to the Industrial Disputes Inquiry Commission.

16. From 92 employees of the Bowmanville Foundry Company, Limited, Bowmanville, Ont., members of Local 2375, Steel Workers Organizing Committee. The dispute, which arose out of the employees' request for the payment of wartime cost-of-living bonuses, has been referred to the Industrial Disputes Inquiry Commission.

Other Boards Established

On August 19 a Board of Conciliation and Investigation was established to deal with a dispute between the Morton Engineering and Dry Dock Company, Limited, Quebec, P.Q., and its employees, members of Local 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (LABOUR GAZETTE, June, 1941, page 619, and August, 1941, pages 937-938). The personnel of the board is as follows: the Honourable Mr. Justice Alfred Savard, of the Quebec Superior Court, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members; Mr. Robert Lafleur, Montreal, P.Q., appointed on the nomination of the employees; and Mr. Bernard Devlin, K.C., Quebec, P.Q., appointed on the nomination of the employer.

On August 22 a board was established to deal with a dispute between various gold mining companies in the Kirkland Lake district, Ontario, and their employees, members of Local 240, International Union of Mine, Mill and Smelter Workers (LABOUR GAZETTE, August, 1941, page 875, and this issue, page 1085). The personnel of the board is as follows: the Honourable Mr. Justice C. P. McTague, of the Supreme Court of Ontario, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., appointed on the nomination of the employers. All three reside in Toronto, Ont.

On August 23 a board was established to deal with a dispute between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada (LABOUR GAZETTE, July, 1941, page 737, and this issue, page 1087). The personnel of the board is as follows: the Honourable Mr. Justice Louis Boyer, of the Quebec Superior Court, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Raoul Trepanier, appointed on the nomination of the employees; and Mr. J. A. Mann, K.C., appointed on the nomination of the employer. All three reside in Montreal, P.Q.

On August 27 a board was established to deal with a dispute between Canadian Potteries, Limited, St. Johns, P.Q., and its employees, members of Local 78, National Brotherhood of Operative Potters (LABOUR GAZETTE, August, 1941, pages 874 and 936). Messrs. Frank Griffard and Antonio Garneau, K.C., both of Montreal, P.Q., were appointed members of the board, on the nomination of the employees and the employer, respectively, and were requested to confer with a view to their making a joint recommendation of a person to be appointed third member and chairman of the board.

Strikes after Awards

Employees of the National Steel Car Corporation, Limited, Hamilton, Ont., members of Local 2352 Steel Workers Organizing Committee, went on strike July 28 as a result of the breakdown of negotiations following receipt of the report of a Board of Conciliation and Investigation (LABOUR GAZETTE, August, 1941, pages 877-882). A settlement was reached through the mediation of officials of the De-

partment of Labour and the Department of Munitions and Supply and work was resumed on August 3.

Employees of Dumart's Limited, Kitchener, Ont., members of Local 139, Packinghouse Workers Organizing Committee, also went on strike July 28 owing to the failure of negotiations subsequent to the receipt of a report of a Board of Conciliation and Investigation, (Labour Gazette, August, 1941, pages 927-928). With the assistance of municipal authorities and an official of the Department of Labour, the parties to the dispute reached an agreement and work was resumed on August 14. A summary of the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

Employees of Canadian Acme Screw and Gear, Limited, Toronto, Ont., members of Local 1452, Steel Workers Organizing Committee, went on strike August 28 after unsuccessful negotiations subsequent to the receipt of the report of a Board of Conciliation and Investigation. The text of the board's report will be found on pages 1070 of this issue. At the end of the month the strike was still in progress.

As mentioned on page 1067 employees of the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., members of Local 1, Vancouver Metal Workers' Union, also went on strike as a result of the breakdown of negotiations which followed the receipt of the report of a Board of Conciliation and Investigation. The strike began on August 30 and was still in progress at the end of the month.

Particulars concerning the aforementioned strikes are given in the article entitled "Strikes and Lockouts in Canada during August, 1941" appearing elsewhere in this issue.

Other Settlements

The Department of Labour has been notified that an agreement was signed on July 30 by representatives of the Imperial Iron Corporation, Limited, St. Catharines, Ont., and its employees, members of Local 199, United Automobile Workers of America. Differences between these parties had been dealt with by a Board of Conciliation and Investigation (Labour Gazette, August, 1941, pages 882-891).

A settlement has also been reached as a result of negotiations following receipt of the report of a Board of Conciliation and Investigation which dealt with a dispute between the National Steel Car Corporation, Limited, and employees of its Aircraft Division, Malton, Ont., members of Aeronautical Lodge 717, International Association of Machinists (Labour Gazette, August, 1941, pages 898-905).

The Intercolonial Coal Company, Limited, Westville, N.S., and its employees, members of the Miners' Protective Association, have accepted the recommendations of the Board of Conciliation and Investigation established to deal with a dispute between them (Labour Gazette, July, 1941, pages 762-767).

With the assistance of officials of the Department of Labour, an agreement has been concluded by various master plumbers at Vancouver, B.C., and their employees, members of Local 170, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada. As a consequence, the employees have withdrawn their application for the establishment of a Board of Conciliation and Investigation (Labour Gazette, July, 1941, page 737).

Officials of the Department of Labour have also assisted in bringing about a settlement of a dispute between Brantford Coach and Body, Limited, Brantford, Ont., and employees at its Pearl Street Plant, members of Local 397, United Automobile Workers of America. An agreement was signed on August 20 and the employees' application for the establishment of a Board of Conciliation and Investigation (Labour Gazette, July, 1941, page 737) was subsequently withdrawn.

Details of other settlements will be found immediately below in the review of the reports of various Boards of Conciliation and Investigation and in the summary (beginning on page 1085) of the work of the Industrial Disputes Inquiry Commission.

Report of Board in Dispute between National Cartage and Storage, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between National Cartage and Storage, Limited, Winnipeg, Man., and its chauffeurs, helpers, etc., members of Division 253, Canadian Brotherhood of Railway Employees and other transport workers, presented its findings on August 5, 1941.

The personnel of the board was as follows: His Honour Judge L. P. Roy, County Court, St. Boniface, Man., chairman, appointed on the joint recommendation of the other two members; Mr. G. A. Brown, Winnipeg, appointed on the nomination of the employees; and Mr. H. V. Hudson, K.C., Winnipeg, appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Brown. Mr. Hudson submitted a minority report.

The texts of the board's report and Mr. Hudson's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between the National Cartage and Storage, Ltd., employer, and its employees being chauffeurs, helpers, warehousemen, etc., members of Division No. 253, Canadian Brotherhood of Railway Employees and Other Transport Workers, employees.

To the Honourable the Minister of Labour:

The Board of Conciliation established by the Honourable the Minister of Labour, Canada, has considered all submissions made to it by the employers as well as the employees; it inspected the building and premises where the Canadian National Cartage and Storage, Ltd., is carrying on business and has heard the evidence of directors and officers of twelve different firms carrying on the cartage and storage business in the City of Winnipeg and which firms, in the opinion of this board, represent a fair cross-section of all firms or individuals engaged in this kind of business in the City of Winnipeg.

The board then endeavoured to effect a settlement of the dispute herein and at first the employer offered to pay the cost-of-living bonus to all the employees concerned. This offer was considered by the employees and was refused by them in a written reply in which they set out their contention, but without committing themselves to the principle that they were not entitled on the facts to a larger increase, consented to accept an increase of 5 per cent of their present wages in addition to the cost-of-living bonus as provided for under P.C. 7440 and amendments thereto on the condition that there be no other changes in the existing agreements.

The employees are setting up three main demands, namely, (1) An increase in wage rate including cost-of-living bonus, (2) Vacations with pay, and (3) Some slight changes in the hours of service and pay for overtime.

Wage Rates.—The chauffeurs and helpers of the National Cartage and Storage, Ltd., are paid at the present time at the rate of 45 cents per hour, and the stockkeepers or warehousemen are paid at the rate of $23.50 per week; these rates of pay as well as conditions of employment and service are provided for by an agreement in writing dated March 14, 1939.

Prior to the said agreement being entered into there had been an earlier agreement in force from the 1st day of August, 1938, under which agreement their chauffeurs were paid at the rate of $100 per month for the first six months and $107.50 per month for the second six months and thereafter; the helpers (ordinary) were paid 35 cents per hour while the helpers with regular special responsibilities were paid at the rate of 40 cents per hour.

It will be noted that under the above-mentioned agreement the chauffeurs, after six months of service, were paid at the rate of 51 cents per hour. These rates of pay, however, were more in the nature of a trial and the employer soon gave notice to the employees that they would apply to have the same changed and after some negotiations, conducted with the assistance of and under the supervision of a member of the Labour Department, these rates of pay were abrogated and the present rate substituted therefor.

As required by Order in Council P.C. 7440 the board has enquired into the wage rate levels established not only in the National Cartage and Storage, Ltd., but also in other establishments carrying on the same business or industry during the period 1926-1929.

It appears that during that period of 1926-1929 the National Cartage and Storage, Ltd, employed 11 regular chauffeurs and approximately 60 teamsters.

A rather difficult point has arisen about the determination of the basic rate of pay of these chauffeurs. The employer's contention is that these men were paid at the rate of $3.71 per day of 8½ hours each, while the employees contend that they were paid at the basic rate of $25.97 per week of 48 hours or the equivalent of 54 cents per hour.

The facts as disclosed by the evidence given before the board are that all such employees who worked full time were paid $25.97 per week or $3.71 per day of 7 days. However, these chauffeurs were not required to work on Sundays. They had to work 8½ hours each day from Monday to Friday, inclusively, and 5½ hours on Saturday, making a total of 48 hours. In addition to this regular work they had to grease and wash their trucks as and when required and it was admitted by Mr. Rye, one of the employees' representatives and one of the chauffeurs so employed during the period 1926-1929, that it required an average of 3 hours per week for each man to perform this last-mentioned duty of greasing and washing his truck.

The employees contend that they were not paid for this extra 3 hours which admittedly was not a fixed time and would of all necessity vary more or less from week to week.

The employer's contention, however, is that these men were paid $3.71 per day of 8½ hours and that therefore the basic rate of pay was 43·6 cents per hour. The basis of this contention is that when any of the regular employees lost any time or when any part-

time employee worked less than a full week, such employees were paid at the rate of $3.71 per day of 8½ hours.

I am of the opinion that the rate of pay paid to part-time employees is not the real basis upon which wage rate levels are established and that the real wage rate levels are those paid to regular employees employed full time. Regular employment, in my opinion, contemplates full-time work.

I am of the opinion, however, that the chauffeurs are wrong in their contention that 48 hours' work constitutes a full week.

Expressly or impliedly they had agreed and were expected to grease and wash their trucks as and when required and their refusal to do so would have constituted a breach of duty on their part and for that reason this extra time which they were called upon to spend in washing and greasing their trucks must be considered in the computation of the basic wage rate level.

Adding these three hours would make a total of 51 hours of work each week and as they were paid $25.97, it would be the equivalent of 51 cents per hour.

No evidence whatsoever has been tendered before the board to show that the wage rate levels established and paid during the period of 1926-1929 were unduly enhanced or abnormal. They appeared to be the regular and average wages paid by the other cartage and storage firms whose rates of pay were given in evidence before us during that period and the statement of profits and losses produced by the National Cartage and Storage, Ltd. shows that during the four years in question, namely 1926-1929, both inclusive, it made a profit of over $34,000.

I am therefore of the opinion that the wage rate level established in this particular business of the National Cartage and Storage, Ltd., during the period 1926-1929 should be considered generally fair and reasonable and I would recommend an increase of 5 cents per hour in the wage rate of the chauffeurs as the present rate of pay is lower than the highest rates established during the period 1926-1929.

There is no evidence enabling the board to determine to any degree of certainty the wage rate levels established in the National Cartage and Storage, Ltd., during the period 1926-1929 for the stockkeepers and helpers for the reason that there was no person so employed by the National Cartage and Storage, Ltd., during that period. The board, however, has received the evidence of the officers of firms employing stockkeepers and from that evidence it would appear that some of the other storage firms were paying their stockkeepers in 1930 an average monthly wage of $117 and that even in 1940 the H. L. Perry Company was paying its warehousemen different prices ranging from $160 to $90 per month, the average of which would certainly exceed the present wage rate paid to the stockkeepers of the National Cartage and Storage, Ltd.

I am therefore of the opinion that an increase of 5 per cent of the present rate of pay to the helpers and stockkeepers would be fair and reasonable and I so recommend.

Cost-of-Living Bonus.—In the Suggestions for the Application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation issued by the Department of Labour on the 31st of March, 1941, the suggestion is made that a wage of $25 per week leaves a family practically no margin for expenditures on anything but the basic necessities of life. With this suggestion I am in complete agreement and as these chauffeurs, helpers and warehousemen of the National Cartage and Storage, Ltd., are receiving less than $25 per week and would still receive less than $25 per week even with the suggested increase, I am of the opinion that they should be granted a cost-of-living bonus, which bonus, based on the last index of the Dominion Bureau of Statistics for the Dominion as a whole, at 7·7 would make $1.93 per week.

Vacations with Pay.—The board has taken note of the fact that these employes are now paid for nine statutory holidays during which they are not required to work as provided by the agreement now in force between the National Cartage and Storage, Ltd., and its employees. The board is in agreement as to the need for vacations with pay for all workers, but due to the present war crisis, and the circumstances that the National Cartage and Storage, Ltd., and the industry are now in, we recommend that the agreement in this respect should not be changed until a more stable economic condition develops.

Hours of Service and Overtime.—The board is not oblivious of the fact that in general a day's work should not be longer than eight hours, specially in those trades or occupations requiring the display of a fair amount of physical energy. In the present case, however, there is a certain amount of lost time every day, or about, which lost time is not due to the fault of the employer nor of the employees but rather to the peculiar circumstances under which the cartage trade is carried on. In view of this loss of time the board is not prepared at the present time, and so long as the present circumstances exist, to recommend any change in the existing agreement with regard to the hours of service and overtime.

At one of the last sittings of the board, namely, on the 29th day of July, the employer, for the first time, raised the point that the National Cartage and Storage, Ltd., was not a war industry and that the regulations contained in Order in Council P.C. 7440 and amendments thereto did not apply to it.

I am of the opinion that this question is primarily within the jurisdiction of the Minister of Labour who has decided the same affirmatively when he constituted the board, and that the board has not jurisdiction to overrule the ruling of the Minister.*

In summing up I recommend the following increase to the present rate of pay:—

To chauffeurs an increase of 5 cents per hour and $1.93 per week cost-of-living bonus.

To helpers an increase of 2·25 cents per hour plus $1.93 cost-of-living bonus.

To stockkeepers or warehousemen an increase of 5 per cent of their present salary or 1·17 per week and $1.93 per week cost-of-living bonus.

To watchmen no increase in wages but $1.93 cost-of-living bonus.

During these proceedings the National Cartage and Storage, Ltd., has produced before us a statement of its profits and losses since 1926. The board has not verified these figures but has no reason to doubt their correctness. They show clearly that the employer has been barely able to meet expenses and make provision for depreciation at the rate allowed by the Income Tax Department.

The evidence has shown that the main source of income of the employer is from the Canadian National Railways and that the rate paid by it to the National Cartage and Storage, Ltd., is too low to permit the employer to grant its employees an increase in wages and that the operations of the last two years do not indicate a margin of profit sufficient to pay even the cost-of-living bonus and the board respectfully suggests that representations might be made to the proper authorities to enable the National Cartage and Storage, Ltd., to obtain a higher remuneration for its services to the Canadian National Railways.

(Sgd.) Louis P. Roy.
(Sgd.) G. A. Brown.

*Editor's Note: The application of the Industrial Disputes Investigation Act to freight delivery service was determined authoritatively many years ago. The war-time wages policy prescribed in Order in Council P.C. 7440 applies to those industries which are within the purview of the Industrial Disputes Investigation Act.

Minority Report

In the matter of the Industrial Disputes Investigation Act, and of a dispute between the National Cartage and Storage, Ltd. (Employer), and its employees being chauffeurs, helpers, warehousemen, etc., members of Division No. 253, Canadian Brotherhood of Railway Employees and other Transport Workers (Employees).

To the Honourable the Minister of Labour:

The company in entering on this investigation always considered that it was not subject to the jurisdiction or under the regulations created under the above mentioned Act, nor did the Act apply to it.

Section 3 of the Act as it existed prior to November 7, 1939, specified the application of the Act and the industries to which it applied, and the company in question here was not within any one of the classes specified, it not having a Dominion charter and not being engaged in any of the activities therein mentioned.

The only amendment extending the application of the Act was by Order in Council P.C. 3495, which extended it to cover industries engaged in construction, etc., of war munitions and supplies and which defined (*a*) munitions of war; (*b*) supplies.

The company in question here does not come within the provisions and definitions of this Order in Council and is therefore not bound by it or the Orders in Council subsequently made in respect to carrying out of the provisions for arbitration under the said Act, viz., P.C. 2685, of June 19, 1940, P.C. 7440, of December 16, 1940, and P.C. 4643, of June 27, 1941, amending P.C. 7440. The Order of June 27, 1941, was made long after this dispute had arisen and during the period that hearings were actually taking place before the Board of Conciliation. This amendment is not declared retroactive and cannot apply to these proceedings.

The company, notwithstanding the fact that it was not subject to the provisions of the said Act as amended and the said Orders in Council made in respect thereof, and in a spirit of conciliation and a wish to deal as liberally as it was able with its employees, decided to proceed with this arbitration with the hope that it would result in a settlement which would meet as much of the demands of the employees as the company was able to provide for out of its earnings.

On March 14, 1939, an agreement between the company and the employees here represented was entered into under the supervision and with the concurrence of a representative

of the Department of Labour of Canada. This agreement, though containing the clause providing for cancellation by either party on thirty days' notice, is still in force and provides for the rate of pay of chauffeurs, helpers and warehousemen. The evidence before the commission was that this was satisfactory to those here represented and to the representative of the Department of Labour.

The working conditions existing are no different now from what they were then. The only other difference is the increased cost of living.

During the hearing the company made an offer to pay the cost-of-living bonus provided that the existing agreement should stand in all other respects.

It was estimated that this cost-of-living bonus would cost the company approximately $6,000 per annum. It was also shown that the company made a net loss in 1939, a net profit in 1940 of $833.86, and an estimated net profit in 1941 of $2,000 (the company's year ending June 30).

It is not expected that the company's profit for the year 1942 even under the present scale of wages will be greater than $2,500, and that the additional gasoline tax, unemployment insurance, and increased cost of gasoline, will absorb, most if not all of this estimated profit. The result would be that the company would find it exceedingly difficult to obtain the money to pay the cost-of-living bonus, let alone the increases suggested by the majority report of the board.

The burden added to the company's cost of operation, including the said bonus and those increases suggested by the board, would amount to an increase of over $17,000 over that which existed in March, 1939, when the existing agreement was made.

The position of the company is such that very little, if any, of these additional charges can be passed on to the customer. Sixty-six and two-thirds per cent of its business is done for the Canadian National Railway Company on a flat rate basis with no minimum charge to protect it in respect to small pick-ups, this work being done at approximate cost. The railway company has already been approached for an increase in this rate but has advised the company that it could not see its way clear to change the present arrangement. In regard to the balance of the cartage service, the company must compete with all comers, many of whom, as appeared from the evidence, being individuals who operate their own trucks and accept work at whatever price they can obtain. In many cases these prices amount only to starvation wages to such operators. This cut-throat competition is also attributable to the fact that there is no fair wage act in force in Manitoba covering employees doing work similar to these before this commission. There are consequently many employers in the cartage business in Winnipeg who are paying such employees considerably less for wages than the company before the board.

The witnesses produced to the board represented a variety of different cartage and storage operators. The wages paid by the company in question under its existing agreement would represent in my opinion a fair average of those paid by all of such witnesses.

The cost-of-living bonus had not at the time of the taking of their evidence been recognized by any of them, though two or three of them had agreed to pay small bonuses at Christmas-time. This bonus represents an additional cost to the company in its operations of almost four cents per hour and there is little question but what this will increase as time goes on.

In the recital of Order in Council P.C. 2685, of June 19, 1940, the following statement of policy is found: "The best interests of industry and labour are inseparable and since organized society alone makes possible industrial production to the mutual benefit of those engaged therein, the needs of the community at large, especially under war conditions, must be regarded as paramount."

It is submitted that the policy of the Government of Canada in passing the above Act and Orders in Council in respect of it and its operation never was intended to have the effect of forcing an industry or operation into bankruptcy, and the above quotation supports this view.

Therefore, having regard to the financial position of the company, its potential income and the restrictions on its earning power over which is has no control as above set out, the offer to shoulder the cost-of-living bonus to its employees is a generous one under the circumstances and the best the company is able to make unless and until conditions change.

An attempt to comply with the suggested increases in wages recommended by the majority of the board would mean only bankruptcy for the company in that any surplus that it once had has been reduced by losses and expenses to the insignificant sum of $500; a present increase in earnings is not now apparent.

P.C. 7440 does not declare that 1926 to 1929 should be universally considered fair but only generally so, and reasonably recognizes that there may be exceptions where it would not be fair and reasonable.

It is submitted that this is one case where an increase in the present wage rate when the cost-of-living bonus is given would be

neither fair nor reasonable having regard to the above circumstances.

In the report of the majority of the board it is stated that during the four years from 1926 to 1929, both inclusive, the company made a profit of over $34,000. I feel that in fairness to the company it should be pointed out that its gross revenue during these four years was as follows:

1926	$ 255,043 86
1927	292,502 17
1928	289,224 64
1929	296,407 79

As compared with these the gross revenue of the company for the years 1937 to 1940, inclusive, was as follows:

1937	$ 169,149 92
1938	185,997 12
1939	191,072 79
1940	191,618 18

This reduction in earnings has been brought about largely by the highway trucking competition by virtue of which a large proportion of the freight formerly carried by the railway companies is now shipped by truck, thereby obviating the necessity of cartage from the shipper to the railways or from the railways to the consignee. It is impossible for this company to reduce its administrative costs in direct proportion to its loss of revenue, as a large part of its overhead is fixed and not controllable.

Referring again to the majority report, if P.C. 7440 is applicable to this case the wage rate levels of 1926-1929 are higher than the present rates prevailing in this industry and under Section 4 of P.C. 7440 the increase in the wage rate is limited to five per cent of the prevailing rates or 2·25 cents per hour.

The changes created in this company's business since the year 1929 by virtue of the highway truck competition to the railways and the changing over from a plant employing almost entirely horse-drawn vehicles to completely motorized equipment make the business now carried on completely different from that of the 1926-1929 period and wage rates prevailing at that time should not in my opinion be used as a basis for computing the present wage rates.

In conclusion, as the company is paying a reasonable wage rate under the wage agreement now in force and having made an offer of cost-of-living bonus which, having regard to its condition and surrounding circumstances, is not only fair and reasonable but generous, I am of the opinion that no further increase should be recommended at this time.

Respectfully submitted,

(Sgd.) H. V. HUDSON.

Report of Board in Dispute between Manitoba Cartage and Warehousing Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between Manitoba Cartage and Warehousing Company, Ltd., Winnipeg, Man., and its chauffeurs, warehousemen, etc., members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport Workers, presented its findings to the Minister of Labour on August 1, 1941.

The personnel of the board was as follows: Mr. J. W. Morrison, K.C., chairman, appointed on the joint recommendation of the other two members; Mr. G. A. Brown, appointed on the nomination of the employees; and Mr. E. K. Williams, K.C., appointed on the nomination of the employer. All three members reside in Winnipeg, Man.

The report of the board is signed by the chairman and Mr. Williams. Mr. Brown submitted a minority report.

The texts of the board's report and Mr. Brown's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the Manitoba Cartage and Warehousing Company, Limited, employer, and its employees being chauffeurs, warehousemen, etc., members of Division No. 253, Canadian Brotherhood of Railway Employees and Other Transport Workers, employees.

To the Honourable the Minister of Labour.

Sir:

The employees of the above-named company, whose names are set out in their application, applied under date of December 16, 1940, to the Minister of Labour for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, R.S.C., 1927, Ch. 112. The company made its reply in writing and dated the 23rd of January, 1941.

On or about the 14th of March, 1941, Edward Hugh Crawford, K.C., the nominee of the employees, and E. K. Williams, K.C., the nominee of the employer, were appointed by the Minister of Labour members of a Conciliation Board established by the Minister.

On the joint recommendation of Mr. Crawford and Mr. Williams, Mr. John Willson Morrison, K.C., Master and Referee of the Court of King's Bench for Manitoba, was

appointed the third member and chairman of the board.

On the 15th day of May, Mr. E. H. Crawford, K.C., having resigned because of going on Active Service, Mr. George Arthur Brown was, on the nomination of the employees, appointed a member of the board in substitution for Mr. E. H. Crawford, K.C.

The board as duly constituted from time to time has held a number of meetings. The issues between the parties were defined in the application and reply above referred to. Subsequently, and under date of the 13th of May, 1941, the employees made a written submission, and under date of April 28 the employer made a written submission, both of which submissions were presented and read to the board on the 13th of May, 1941. Subsequently the employer and the employees filed answers to each other's submission, and these answers were read to the board on the 3rd day of June, 1941.

Under the circumstances hereinafter set out it became necessary for the board to summon and examine representatives of various firms and corporations carrying on a cartage or cartage and storage business in the City of Winnipeg, and some fourteen witnesses in all were examined by the board.

The employer filed with the board financial statements certified by its auditors covering its last twelve fiscal years.

The board also attended at the office of the employer to inspect some of its records and to observe the manner in which business was done, and also spent some time going through the warehouses and plant.

As the employer has a contract with the Canadian Pacific Railway Company at a fixed rate for a pick-up and delivery service, which business represents approximately 45 per cent of the employer's business, and as the effect of this as set out in the employer's submission of the 28th of April made it desirable to ascertain what rates the Canadian Pacific Railway and the Canadian National Railways were paying for similar services in other parts of Canada, and in addition what rates of wage they were paying to employees performing a similar class of work, representatives of the Canadian Pacific Railway Company and of the Canadian National Railways appeared before the board and were examined. The employer's contract was produced to the board and examined by it.

When the submissions of both sides had been presented and their oral arguments made, and all the evidence had been taken, the board requested the employer to give the fullest consideration as to whether or not it could make an offer to the men. This suggestion was prompted not only by the fact that the board desired to proceed to conciliation if at all possible, but because the relations between the employer and the men have been extremely friendly, and the proceedings before the board were carried on throughout in the same spirit.

The employer's manager in his second written statement to the board said:—

> My personal sympathy and feeling is that the men involved should be paid higher wages than are received, that they should have holidays with pay, and that their work deserves both these. If I could, as Manager of the Company, accomplish this I should be very happy to do it, but I am afraid that when we entered into the agreement 2½ years ago we accomplished as much as the Company would successfully stand then and now. . . in my opinion there is little use in having your Board or myself involve the Company in higher wages if it is impractical to carry them. I say in all frankness that it would only compel me to arrange some means of disposing of this portion of the Company's business.

The employer's main submission has been that it is economically impossible for it to pay any increased wages or to pay a cost-of-living bonus.

In addition to producing to the board the auditor's statements above referred to, the employer offered the board access to all of its books and records. The board made some inspection of the records but is satisfied that the auditor's statements correctly represent the position of the employer. In addition in its written submission, the employer furnished much information covering its operations from 1926 to 1940. The board is satisfied from the evidence before it that the company has been conservatively managed. Executive salaries are small and practically no reserves are being built up. The employer's dividend record for a fifteen year period is as follows:—

1926	4 per cent	1931	3 per cent	1936	Nil
1927	4 "	1932	Nil	1937	2 per cent
1928	6 "	1933	Nil	1938	Nil
1929	6 "	1934	Nil	1939	Nil
1930	Nil	1935	Nil	1940	Nil

In 1926 and 1927 it paid 4 per cent; in 1928 and 1929 it paid 6 per cent. Since then with the exception of 3 per cent paid in 1931, and 2 per cent paid in 1937, it has paid no dividends and has had nothing to pay dividends with. The employer's operating revenue from all sources in the years 1926 to 1940 was furnished to the board and the figures are as follows:—

1926..	$250,000	1931..	$158,000	1936..	$138,000
1927..	271,000	1932..	131,000	1937..	148,000
1928..	291,000	1933..	115,000	1938..	141,000
1929..	283,000	1934..	124,000	1939..	144,000
1930..	226,000	1935..	131,000	1940..	150,000

Notwithstanding its financial position when the board requested the employer to consider what it could do towards giving the men some relief and to submit an offer if

possible, the employer submitted the following proposal:

That it would for a period of one year from the 1st of July, 1941, to the 30th of June, 1942, pay a cost-of-living bonus of 1½ cents per hour. The existing agreement should remain unaltered except insofar as changes in working conditions, some of which have already been made, could be effected in agreement with the employees, but that no change should be made that would affect the existing financial burden on the employer.

At the time of submitting this offer the employer stated that it was offering for the period in question an amount in excess of all net profits which the employer might reasonably hope to make in the period in question. It pointed out, however, that by reason of increased taxation, of unemployment insurance assessments and increased costs of gasoline, to mention only three items, it was conceivable that the employer would operate that period at a loss. The employer pointed out that it could not embark upon a policy of borrowing money to pay wages or bonuses and that unless substantial changes occurred in its business it could not even continue to pay the bonus suggested for the trial period. The employer also stated that it would have liked to have made a better proposal but was unable to do so.

The board believes that this offer was made in good faith, and it is to be noted that the employer's record has been that when its operating revenue increased as it did in 1928 and 1929, it increased wages, and that wages were reduced only as operating revenue decreased. When operating revenue was at its highest during the years 1928 and 1929, wages were increased as of the 1st of June, 1929, to 52 cents per hour. At the present time operating revenues are down to $138,000 (less than one-half of the 1929 revenue) and wages are down from 52 cents to 45 cents an hour.

This offer received the consideration of the employees and they informed the board the offer was not acceptable and made counter proposals as follows:—

"However, the employees are not entirely oblivious to the responsibilities and obligations of the company, and they are also fully cognizant of their own responsibilities at this time, and they have therefore instructed this committee to make the following proposals, which they are prepared to agree to:—

(1) In view of the fact that Order in Council P.C. 7440 and its amending Order in Council P.C. 4643 are very specific on the procedure to be followed in paying the cost-of-living bonuses, the employees are prepared to accept payment of the said bonus on the basis laid down; namely 7·7 per cent or $1.93 per week, which, on the basis of a 48-hour week, figures out to approximately 4 cents per hour, and;

(2) In line with the provisions of Order in Council P.C. 7440 and P.C. 4643, providing that wage rate levels established by agreements and practice during the period 1926-29, or any higher levels established thereafter, shall be considered *fair and reasonable*, the employees request that the basic rate of 52 cents per hour, established in 1929, be re-established, and that payment be made in accordance with the provisions of Section 4, Order in Council P.C. 7440."

When these suggestions were made known to the company it stated that it was unable to go farther than its original proposal. In the course of the hearings it had become apparent that it would be possible for the employer to carry on business by entering into contracts with individual contractors, men driving and supplying their own trucks and their own services. In fact, from the evidence before it the board is of opinion that the existence of large numbers of these independent contractors, who are prepared to hire themselves and their trucks for an inclusive fee considerably lower than the cost to the employer on the present basis of wages, is an important element in this whole matter. The attempt of the board to bring the parties together having been unsuccessful for the reasons above stated, it is necessary for the board to proceed to make its decision. The board has been furnished with copies of the Industrial Disputes Investigation Act, being Chapter 112 of the Revised Statutes of Canada (1927), and of Order in Council 2685 of the 19th of June, 1940, and of Order in Council 7440 of the 16th of December, 1940. The board has also been furnished with what are called suggestions for the application of Order in Council P.C. 7440 by Boards of Conciliation and Investigation dated, respectively, February 17 and March 31, 1941. The board has also been furnished with a copy of Order in Council 4643 of the 27th of June, 1941.

Order in Council 4643 is not expressed to be retroactive, and as this board was appointed on the 14th of March, 1941, the board conceives that it must decide the matters before it on the terms of the statute and of Order in Council 7440 if applicable. The "suggestions" are only of importance in so far as they are authorized by Order in Council 7440, and they do not appear to have any such sanction.

There is some question as to whether the employer is one within the scope of the Industrial Disputes Investigation Act.* The Manitoba Cartage and Warehousing Company, Limited, is incorporated by Letters Patent under the Manitoba Companies Act, and car-

**Editor's Note:* The application of the Industrial Disputes Investigation Act to freight delivery service was determined authoritatively many years ago.

ries on its business solely in greater Winnipeg in Manitoba. It is not a subsidiary of the Canadian Pacific Railway, but is an independent joint stock company. It has a contract in writing with the Canadian Pacific Railway for a pick-up and delivery service, but it is in no way subject to the directions of the Canadian Pacific Railway. Further, there is nothing to prevent it carrying on, and it does carry on, a general cartage and warehousing business.

Assuming, however, that the company comes within the wide wording of Section 3 of the Industrial Disputes Investigation Act, it is not a company engaged in war work. Order in Council 7440 recites that by Order in Council 3495, dated 7th November, 1939, the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work. No definition of war work is given, but from the use of such expression as "the Government in awarding war contracts has exercised care that profits be restricted" it would seem to be obvious that "war work" means work on war contracts. Not only is the employer not engaged in war work but the evidence is clear that any increase in business arising out of war conditions is negligible. The increases of operating revenue from 1938 to 1939, and from 1939 to 1940 shown on page four are small, and according to the employer are not attributable to war conditions.

Order in Council 7440 is expressed to be:—

For the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties, to direct attention to the principles enunciated in Order in Council P.C. 2685, 19th June, 1940, which are hereby reaffirmed, and to approve the following principles of wartime wage policy applicable to conditions in industries coming within the purview of the Industrial Disputes Investigation Act, as extended by P.C. 3495, 7th November, 1939.

The board finds considerable difficulty in construing this provision, but treats it as if it was the duty of the board to give effect to the principles subsequently enunciated as the board understands them. Dealing first with the question of wages, Subsection 3 of the Order in Council contains the following provision:—

Wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable except that where it is clearly shown that exceptional circumstances during that period resulted in depressed and sub-normal, or unduly enhanced, or abnormal, wages in a particular industry, trade, or locality, a Board may adjust such rates to what it considers fair and reasonable under such circumstances.

At the outset it should be pointed out that no guidance is given in the Order in Council to define what an industry or trade comprises The board asked the employees and the employer to indicate what they contended constituted the industry to which the employer and employees belong. The contention of the employees was expressed as follows:—

It is suggested that the definition of the industry, of which the establishment known as the Manitoba Cartage and Warehousing Company, Limited, is a part, might correctly be stated to be a "Railway, Cartage and Warehousing Service." Its main function, as Official Contract Agents of the Canadian Pacific Railway Company, is confined to serving consignees and consignors of that Railway Company, as described in pages 4 and 5 of the Employees' Submission and pages 4 and 5 of the Company's Submission.

The industry is Dominion-wide in its scope; every important city having an official agent serving either both railways, as at Saskatoon, Sask., or an official agent serving each railway, as in the City of Winnipeg and elsewhere. Also by the operation of the cartage service by a Railway Company directly, such as the Canadian National Railways and Canadian Pacific Railway Company Cartage Services in many eastern Canadian cities.

The employer in answer to the inquiry gave a list of a large number of transfer and cartage firms operating in Winnipeg, who competed with the employer for freight traffic in the area.

The employer has the pick-up and delivery contract with the Canadian Pacific Railway Company above referred to. The National Cartage Company, Limited, has a similar agreement with the Canadian National Railways. These agreements set only a pick-up and delivery rate paid by the railways, which the evidence shows is unprofitable to the companies. All other rates are subject to competition, and it is in reality the customer who employs the company and advises the railway company of the name of its cartage agent. The employer is, it is said, and we believe correctly, more the agent of its customer than of the railway company for whom it acts. The business of the employer depends upon the good will and satisfaction of the customers with the rates it quotes and the service which it is able to give to its customers.

There are a large number of firms and independent contractors doing a cartage business in greater Winnipeg. Some of these, in addition, carry on a storage and warehousing business. The great majority of them work under small overhead and from rented premises. There is no control of rates, and, in fact, owing to the large number of independent contractors in the field there can be no control of rates. The result is that the market is a highly competitive one and the rates are too

low to justify proper remuneration to those doing the work.

The information along these lines was obtained by the board itself through the witnesses that it examined, and the board is of opinion that the industry is composed of all cartage, transfer and cartage, and storage businesses which come into competition with any phase of the business carried on by the employer. The use of the words "nationally or locally" in Clause 3 above does not clarify the problem of interpretation. There is evidence which the board obtained that the railway companies have similar contracts with similar companies in various parts of Canada, and there is some evidence that a similar situation prevails in other parts. Whether the industry is to be considered as a national or a local one there is no evidence before the board of what wage rate levels, if any, existed in the industry either by agreement or practice in the period 1926-29.

As the employees have asked for an increase it would be their duty to establish wage rate levels for the 1926-29 period. This they have not succeeded in doing, and the board is of opinion that it would be impossible for them to do so. While a great many competitors of the employers have commenced business since 1929, all the evidence before the board is that the same chaotic and competitive situation existed in the 1926-29 period. The evidence which the board has been able to gather is too unsatisfactory upon which to base a finding other than that the wage rate levels for the period in question have not been established before the board.

The employer in 1927 paid chauffeurs 50 cents per hour for a five and one-half day week. In 1929 it increased this to 52 cents per hour for a five and one-half day week. This increase followed an increase in the revenue of the company. In 1930 the company paid its chauffeurs 49 cents per hour for a five and one-half day week. In 1933 the rate was reduced to 40 cents per hour for actual time, and on the first of November, 1938, the rate was increased to 45 cents per hour for actual time, that being the amount fixed by the first agreement made between the employer and the employees to the employees' union.

The great majority of employees of the companies examined by the board who are doing similar work in Winnipeg are getting less than 45 cents per hour. The employees of some companies doing somewhat similar work are getting as high as 54 cents per hour, but this is as the result of peculiar conditions of employment.

The board therefore finds that even if a case has been made for an increase in wages, the employer is not in a financial position to pay increased wages. The board further finds that the employer could carry on its business by contracting out its cartage at less expense than it is under at present.

It now becomes necessary to say something about the wartime cost-of-living bonus. Clause 5 of Order in Council 7440 provides in part:

> "To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost-of-living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid".

In the opinion of the board this Clause is unworkable. There is no definition of "basic standard of living" which would enable the board to form any opinion on the meaning of the clause. Further, there is no formula for determining what a basic standard of living is, either generally or as applied to this particular case. Certain suggestions on this matter are included in suggestions already referred to, but these suggestions have no validity in so far as this board is concerned, being merely matters of opinion not authorized by the Order in Council or the Act.

The board, therefore, feels that it cannot in view of the findings above set forth, make any direction as to the payment of a bonus, but would call the attention of the Minister to the offer of the employer for the trial period for one year from the 1st of July, 1941, and would recommend that the employees should accept the offer.

The conditions in the cartage, and cartage and storage business in the area have already been referred to. Rate cutting is rampant, with the results that (*a*) the companies such as the employer who employ the larger group of workers are suffering severely and (*b*) wages and working conditions also are adversely affected.

The board ventures to express its opinion that this situation will continue and probably become worse unless steps are taken by the proper authorities to establish and enforce uniform cartage rates which will permit the payment of proper minimum wages, the improvement of working conditions including the fixing of maximum hours, and a reasonable return to the firms engaged in the business.

The board therefore urges that the Dominion take the necessary steps if practicable in co-operation with provincial and municipal authorities to achieve a very desirable result.

Dated at the City of Winnipeg, in the Province of Manitoba, this 28th day of July, A.D., 1941.

(Sgd.) J. W. Morrison,
Chairman.

(Sgd.) E. K. Williams,
Member.

Minority Report

To: The Honourable the Minister of Labour, Ottawa, Ontario.

In the matter of the dispute between the Manitoba Cartage and Warehousing Company, Limited, and its employees, being chauffeurs, warehousemen, etc., members of Division No. 253, Canadian Brotherhood of Railway Employees and Other Transport Workers.

(1) The Board appointed by you to deal with the matters in dispute between the above-named parties has completed its investigations and has prepared a majority report. The undersigned disagrees with the other two members in several matters and submits the following minority report:— (2) The request of the employees that the forty-eight hour week be established, and that any work performed after eight and one-half hours' service, Monday to Friday inclusive, and five and one-half hours' service on Saturday, be paid for at the rate of time and one-half time, should be conceded by the company. The company contends that the payment of time and one-half time would be excessive and beyond their capacity to pay, however, they are prepared to meet with the employees' committee for the purpose of working out an arrangement whereby certain numbers of employees would be called to report for duty at certain varying times. I am in agreement with the employees' contention that the payment of overtime at the rate of time and one-half time is a penalty provision designed to check, if not stop, working employees beyond their assigned daily hours.

(3) The request of the employees that they be granted one week's vacation with pay is also viewed by the company as being an added cost to their operations, which they feel they cannot afford. This added cost would be equal to increasing the staff by one man. The employees of many of the firms giving evidence to the board enjoy the privileges of vacations with pay of from one to two weeks in each year, and where it was found impossible to release an employee during any year, they are compensated therefor by a bonus. The general manager of the Manitoba Cartage Company agrees that vacations with pay are desirable and necessary. I am of the opinion that vacations could be provided for the employees at very little added cost to the company.

(4) The stand taken by the employees respecting the re-establishment of the 1929 "basic" rate of pay of fifty-two cents per hour in conformity with the provisions of Order in Council P.C. 7440, Section 3, is supported by many of the firms in the evidence presented to the board, to the effect that the rates of pay then prevailing in the industry were fairly general and not unduly enhanced, and may, therefore, be considered as fair and reasonable. The attached summary of wages and hours, etc., indicates that while the wages of the employees of the Manitoba Cartage Company are not the lowest, there are substantially higher wages paid to-day to the employees of some of the larger firms in the industry locally, who are subject to the competitive practices now prevailing. The cost-of-living bonus, while separate and apart from the basic rate of pay, is stated in Order in Council P.C. 7440:

> To assure the workers that, while they are called upon to share in such sacrifices as the war may make necessary for the whole nation, their basic standard of living will not be impaired by any unavoidable increases in the cost of living, a wartime cost-of-living bonus, independent of basic wage rates, may properly be paid.

and this is further clarified by Order in Council P.C. 4643, which states:

> The bonus shall be paid in the first instance only if the cost of living has risen by as much as 5 per cent; thereafter, the bonus shall be increased only if the cost-of-living has risen by 5 per cent or more and three months have elapsed since the last previous determination of the amount of the bonus, or decreased only if the cost of living has fallen by 5 per cent or more and three months have elapsed since the last previous determination of the amount of the bonus.
>
> (iv) Subject to the provisions of the last preceding subsection, for each rise of 1 per cent in the cost of living the amount of the bonus shall be 25 cents per week, except for male workers under 21 years of age and female workers, who, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult workers, shall receive a bonus of 1 per cent of their basic wage rates.

In the light of the foregoing quotations the argument and contention of the employees, at page 12 of their first submission, is substantiated. At page 1 of the employees' submission No. 3, the increasing costs are clearly set out in the following quotation:

> (2) Increasing and unavoidable fixed costs to the employees in the form of increased National Defence Tax payments and Unemployment Insurance premiums more than absorb the proffered partial bonus increase (for the average employee concerned in this enquiry, these two items alone will mean an added burden to him of approximately $1.38 per week, or roughly $5.98 per month of 26 working days) without making any allowance whatever for the increased cost-of-living, which to-day is figured at 7·7 per cent or $1.93 per week. In other words, the *absolute minimum* increased burden on these employees can be placed at $3.31 per week, or approximately $14.30 per month, and deducting from this the estimated figure of $3.50 per month offered by the Company, leaves the employees in the unhappy position of having to endeavour to carry an added load of approximately $10.80 per month, out of an income already below that which is necessary to provide a minimum standard of living, or even provide the basic necessities of life.

The foregoing leaves no alternative to agreeing with their request that a cost-of-living bonus of $1.93 per week be paid.

(5) The examination of many witnesses, representing highway transport, city transfer, draying and cartage services, in this region, revealed how highly competitive the industry is, and the chaotic condition the industry as a whole is in. Operating in the midst of this condition, the Manitoba Cartage Company found itself in direct competition with these many firms for its profitable business. The Manitoba Cartage Company's railway business is 46 per cent L.C.L. (pick up and delivery service), being shipments to and from the C.P.R. freight sheds. Of this service the Manitoba Cartage Company says in their submission, as well as orally before the board:

"The fact is that the only rate which is set and not subject to competition is the unprofitable P. & D. rate, paid by the C.P.R."

I am of the opinion that the low rate paid by the C.P.R., for its P. & D. services, is in the main responsible for the low wage rates that prevail in the railway cartage industry. These low rates would have some influence on the rates charged by other cartage and transfer firms throughout this area, aggravating the destructive rate-cutting practices and adding further distress to the existing chaotic conditions. The wages and working conditions of the employees concerned suffer as a consequence, and the stability and profitability of the business is undermined. These detrimental factors prevent the establishment of uniform cartage rates, which in turn make it very difficult to improve the working conditions of the employees and establish a comfortable standard of living in the industry. Unless this problem of stabilizing the industry is tackled fundamentally it will mean that the economic conditions of the employees will grow progressively worse.

(6) I therefore recommend the granting of the requests of the employees as contained in their proposed schedule of wages and working conditions, plus the cost-of-living bonus, as qualified by their submissions to the board, and that the following suggestions be given consideration as a means of overcoming the difficult situation the employees and the industry as a whole are confronted with; these suggestions being concurred in by my colleagues on the board, which also appear in the majority report:

"The conditions in the cartage and storage business in the area have already been referred to. Rate-cutting is rampant with the results that (*a*) the companies such as the employer who employ the larger group of workers are suffering severely, and (*b*) wages and working conditions also are adversely affected.

The board ventures to express its opinion that this situation will continue and probably become worse unless steps are taken by the proper authorities to establish and enforce uniform cartage rates which will permit the payment of proper minimum wages and the improvement of working conditions, including the fixing of maximum hours, and a reasonable return to the firms engaged in the business. The board, therefore, urges that the Dominion Government take the necessary steps, if necessary, in co-operation with provincial and municipal authorities to achieve a very necessary result".

Respectfully submitted,

(Sgd.) G. A. Brown,
Member.

Winnipeg, Manitoba,
July 30, 1941.

Report of Board in Dispute Between Prince Rupert Dry Dock and Shipyard and Its Shipwrights and Joiners

On August 5 the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., and its shipwrights and joiners, some being members of the United Brotherhood of Carpenters and Joiners of America and some being members of the Amalgamated Building Workers of Canada.

The personnel of the board was as follows: Mr. R. O. Campney, K.C., Vancouver, B.C., chairman, appointed on the joint recommendation of the other two members; Rev. C. D. Clarke, Victoria, B.C., appointed on the nomination of the employees; and Mr. T. W. Brown, Prince Rupert, appointed on the nomination of the employer.

Approximately 60 employees were directly affected by the dispute, which arose out of their request for an increase in wages from 83 cents per hour to 90 cents per hour, in order to bring their basic rate of pay up to the level of the rates in effect at other shipyards on the Pacific coast.

With the board's assistance the parties reached a settlement of the dispute and a signed agreement embodying the terms of the settlement forms part of the board's report. The agreement, effective from July 24, 1941, for the duration of the war and thereafter until the completion of contracts incidental thereto, provides for a basic wage rate of 90 cents per hour, retroactive to March 1, 1941. Provision is also made in the agreement for the payment of wartime cost-of-living bonuses.

Report of Board in Dispute Between McKinnon Industries, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between McKinnon Industries, Limited, St. Catharines, Ont., and its machinists, tool and die makers, forgemen, machine operators, moulders, coremakers, etc., members of Local 199, United Automobile Workers of America, has submitted its report to the Minister of Labour.

The personnel of the board was as follows: His Honour Judge J. T. Mulcahy, Pembroke, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, Toronto, Ont., appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ont., appointed on the nomination of the employer.

The report of the board is signed by all three members, who are unanimous in recommending payment of a wartime cost-of-living bonus to the employees in accordance with the principles of Order in Council P.C. 7440.

The chairman and Mr. Bench found existing wage rate levels to be fair and reasonable, and stated that they equalled or exceeded the highest wage rate level paid in this establishment during the period January 1, 1926, to December 16, 1940.

Mr. Wren, although concurring in the board's recommendation concerning the cost-of-living bonus, submitted a minority report in support of the employees' request for wage increases.

The texts of the board's report and Mr. Wren's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and in the matter of a dispute between the McKinnon Industries, Limited, employer and its machinists, tool and die makers, forgemen, machine operators, moulders, coremakers, etc., being members of Local Union 199, United Automobile Workers of America, employees.

To the Hon. Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa.

The Board of Conciliation and Investigation established by you to investigate the aforementioned dispute begs to submit its report and recommendations.

Public sessions of the board were held at St. Catharines on June 2, 3 and 4, 1941. A private session of the board was held on the afternoon of the 4th of June and again on the 5th of June. In addition to these earlier meetings of the board the chairman conducted an investigation at the office of the company into the pay records and for the purpose of reporting to his colleagues on the board his findings as to whether or not there was put into effect at the company's plant a general wage increase in or about the month of February, 1940. At the instigation of the employees the board held two further public sessions at St. Catharines on the 23rd and 24th days of June, 1941, and final private sessions at Toronto on the 31st of July and August 1 for the purpose of formulating this report and recommendations. At the session of the board held on the 24th day of June Mr. Bench was unable to be present, this meeting by the chairman and Mr. Wren with representatives of the employees and company being held at the latter's office for the purpose of reviewing again the pay records of the company and with a view to resolving the dispute in that respect arising out of the employees' allegations that no general wage increase was put into effect in the month of February, 1940.

Throughout the public sessions the employees were represented by Mr. R. S. Stacey and Mr. A. E. Hillier and at certain of the sessions were also represented by Messrs. Fred Steeve and Geo. Campbell. The employer was represented by Messrs. Wecker, McArthur and Branch. Both the employer and employees submitted briefs, copies of which are appended hereto and supplemented these written submissions by verbal evidence.

The formal application by the union for the establishment of the Board of Conciliation indicates the nature and cause of the dispute as being the request by the union for increases to all factory employees. The increases which are sought are a raise of ten cents per hour to hourly paid employees and an increase of fifteen per cent to piece workers and incentive plan workers. Attached to the application for the establishment of the board is a copy of a letter written by the company to the chairman of the union bargaining committee which sets forth that while the company is unable to meet the request for general increases in wages it was prepared to give consideration to the granting of a cost-of-living bonus to meet the increase in rising living costs. The parties having failed to meet on this latter ground, they agreed to submit the matter for investigation and report by a board established under the provisions of the Industrial Disputes Investigation Act.

Having regard to the provisions of Order in Council P.C. 7440, this board was therefore called upon to inquire and report as to whether or not—

(*a*) There should be granted by the company increases in wage rates from those obtaining at the time of the establishment of the board; and

(*b*) If no increase in wage rates should be granted, whether or not a cost-of-living bonus should be paid by the company to its employees.

In approaching the determination of the two questions thus propounded for the consideration of this board strict regard must be had for the provisions of the Order in Council above mentioned. While, before the passing of the Order in Council it may have been open to a board to make recommendations "according to the merits and substantial justice of the case", the deliberations and recommendations of any such board plainly are now circumscribed by the clear provisions of the Order in Council. The provisions of this enactment we regard as precise and its purpose beyond doubt. We quote, with approval, excerpts from the pamphlet entitled "Canada's Wartime Wages Policy" issued as a supplement to the LABOUR GAZETTE for July, 1941, as follows:—

"If the policy of P.C. 7440 is generally accepted it will help to stop or limit inflation. This is its main purpose. Workers whose memories go back to 1914-1920 do not need to be reminded that, once inflation starts, wages never catch up with the cost of living. On the other hand, if inflation cannot be prevented, P.C. 7440 gives labour a shield against the worst consequences of rising prices. . . . If there is no ceiling on wages, inflation is almost inevitable and the wage-earner will be the first and the most serious sufferer. . . . It is obvious that no class in Canada should be given preferred treatment in sharing the war burden, and labour would be the last class to shirk its responsibility and its share of sacrifice. Yet the government does realize that labour must be protected to the extent that its health, its high morale and its productive capacity must not be impaired. These intangible factors are weapons necessary to win this war. Hence P.C. 7440 has been enacted to insure that excessive inroads *on the cost of basic necessities only* should not adversely affect the productive capacity of Canadian labour. Beyond that—and in addition to protection from any non-complying employers—labour should not ask for any favours or seek to take advantage of a life and death struggle. . . ."

The effect of Order in Council P.C. 7440, enacted on the 16th day of December, 1940, is to regard as generally fair and reasonable the highest wage rate level paid by the employer for different occupational groups during the period 1st January, 1926, to the 16th day of December, 1940.

It is possible to rebut this presumption of fairness and reasonableness only if it is *clearly* shown that such highest wage rates paid in the establishment during this period were either unduly enhanced or unduly low or subnormal. Here it was not contended by the employer that such highest wage rate levels were unduly enhanced. It necessarily follows therefore that if the present wage rate levels in this plant are equal to or higher than the highest rates paid the various occupational groups during this period January 1, 1926, to December 16, 1940, such present wage rate levels must be considered fair and reasonable unless it is clearly shown that the highest wage rate level obtaining during the standard period was unduly low or subnormal.

In the year 1937 negotiations took place between the company and the union which resulted in an agreement covering wages, hours and conditions of work, grievance procedure and the other usual items normally to be found in agreements of this kind. While the written agreement of 1937 may not set forth a schedule of all wages in the plant the implication is that the wages prevailing at that time, in addition to those specifically mentioned, should be regarded as agreeable to employer and employee and it was further put in evidence before the board, that, at the time of the execution of this collective bargaining agreement the parties were in accord with the wage rates then obtaining in the establishment. There was no evidence before the board that the provisions of this agreement of 1937 have been abrogated. It was further common ground before the board that the wage rates prevailing after the conclusion of the agreement of 1937 were generally equal to or higher than the highest rates granted to occupational groups at any time prevailing in the establishment during the period January, 1926, to the date of the agreement. There was also evidence before the board on behalf of the employer, and which was not put in dispute, that the rates presently paid in this establishment are generally equal to or in excess of those prevailing at the time of the 1937 agreement and further that the present wage rate levels are, generally speaking, in excess of those paid by the company down to December 16, 1940.

It is fair to state that the union representatives did not quarrel with the accuracy of the

above stated history of the wage policy in McKinnon Industries, Limited, and granted that, having regard to the provisions of Order in Council P.C. 7440, a presumption was raised that the present wage rate levels are fair and reasonable.

However, the union rather puts its case on the ground that, in this establishment there were exceptional circumstances to show that the wage rate level obtaining between January 1, 1926, and December 16, 1940, was unduly low or subnormal and the company's wage rate levels are presently unduly low or subnormal and that, consequently, the request for an increase is properly within the exception contained in Section 3 of the Order in Council.

The sole ground put forward by the union to support this allegation was that McKinnon Industries, Limited, should be considered as an automobile plant and that its wage rate levels should be compared with such industries as General Motors Corporation, at Oshawa, Chrysler Corporation, at Windsor and Ford Motor Company, at Walkerville. It was argued by the union that the wage rate levels prevailing at McKinnon Industries, Limited, are lower than those obtaining in the establishments of the manufacturers of motor cars above cited.

To support the contention that this establishment should be classed with the manufacturers of motor cars, the union points to the fact that McKinnon Industries, Limited, is a wholly-owned subsidiary of General Motors Corporation. This corporate relationship is urged as sufficient to justify the comparison for which the union contends and it is the only fact put forward by the employees for this purpose.

It may be observed in passing that the argument of the union in this connection seems to overlook the feature that General Motors Corporation by itself and its various subsidiaries is the manufacturer of many products wholly unrelated to the automobile industry. However, the board considers that, even if the union's contention should be accepted and the wage rate levels of McKinnon Industries, Limited, be declared to be comparable to those of the above named automobile manufacturers, this would not be sufficient to bring the case within the exception of section 3 of the Order in Council. There is another ground upon which the board considers that the union's claim in this connection fails. It was clearly established before the board that McKinnon Industries, Limited, cannot be classed as a manufacturer of automobiles.

It is undoubtedly accurate to state that the company manufactures automotive parts. However, it also manufactures many products which are entirely unrelated to the production of automobiles, *e.g.*, motors for electric refrigerators. It is in direct competition with other suppliers of automobile parts and even manufactures itself such parts for competitors of General Motors in the automotive field. It is presently engaged in the manufacture of munitions of war, some at least of which have no connection whatsoever with the automotive industry. The company is a separate corporate entity and competes in the labour market entirely independently of its parent company, General Motors Corporation. In this latter respect it may be noted that McKinnon Industries, Limited, is considerably removed, geographically speaking, from Oshawa, Windsor and Walkerville. It draws its labour supply from the immediate St. Catharines area and to put it at its widest limits, from the Niagara Peninsula as a whole. In this area it is in competition with other plants making products of a comparable character, two of which are Hayes Steel Products, Limited, at Merritton, and Thompson Products, Limited, at St. Catharines.

For the above mentioned and other reasons the board considers that effect cannot be given to the union's contention that the wage rate levels paid by McKinnon Industries, Limited, are within the exception contained in Section 3 of the Order in Council.

By reason of what is hereinbefore set forth the board is compelled to report that the wage rate levels paid by McKinnon Industries, Limited, are generally fair and reasonable and that the request of the union for an increase in wage rates ought not to be entertained. In addition to the general circumstances which we have already set forth there are two additional features which should be noted as supporting our view that the wage rate levels obtaining in this establishment should be regarded as fair and reasonable.

After the declaration of the present war, and in November of 1939, the union sought an increase in the then prevailing wage rates at McKinnon Industries, Limited. The resulting dispute was, by consent of the parties, referred to the sole arbitration of Mr. Louis Fine of the Ontario Department of Labour. Mr. Fine investigated the employees' request and made a report under date of November 13, 1939, and which report was filed with the board by the union as exhibit No. 7. The findings of the arbitrator were against the union's contention that wages should be increased.

The additional item which should be noted is that members of another local of the United Automobile Workers of America, and being the employees of Hayes Steel Products, of Merri-

ton, recently were parties to an investigation conducted by a Board of Conciliation into the wage rate levels obtaining in this last mentioned establishment at Merritton. At the hearings held before that board it appears from its report that the union there set up the wage rate levels prevailing at McKinnon Industries, Limited, as being the standard for that region and with respect to which wages it asked the board to compare those being paid at Hayes Steel Products. In a letter written by the regional director of the union to the Hayes Steel Products board, and which is incorporated in its report, it is plainly stated that the union there admits that McKinnon Industries, Limited, wages are not depressed. It is evident that, in the Hayes Steel Products dispute, the union took the position that McKinnon Industries, Limited, was an establishment comparable in character to Hayes Steel Products and, consequently, that it is properly classified with industries of that character rather than with automobile manufacturing plants which have their location considerably removed from this region.

It is also worthy of observation that commencing with a date in July in the year 1940, the company pays annually to its employees a vacation allowance. In the year 1940 this consisted of a payment of 2½ per cent of each employee's earnings from June 15, 1939, to June 14, 1940, and was paid to all hourly rated employees having one year's service on July 1, 1940, who were working at that time or who were laid off subsequent to May 1, 1940.

The board having determined that it should recommend against any increase in the wage rate levels it then approached the problem of the cost-of-living bonus.

The company contends that early in February, 1940, (on or about the 2nd and 4th of February) there was put into effect in the establishment a general increase in wages. It was put in evidence by the employer that at least 95 per cent of the employees were given increases in wages at that time or within a few days thereafter; that the increase was approximately 5 per cent of the then current wage rates and that the increase was so almost universal throughout the establishment as to the considered "a general wage increase throughout the establishment at that time." The union challenged the accuracy of this testimony and contended that the changes in the wage structure in February, 1940, were "individual adjustments in rates" and not a general increase of wages.

As has been stated hereinbefore, the chairman, at the request of his colleagues on the board, attended at the McKinnon Industries plant on the 5th of June and there made a check of the payroll records of the company with the assistance of Mr. Steeve and Mr. Hillier representing the employees. This investigation by the chairman was later supplemented by a further investigation by the chairman and Mr. Wren on June 24, when representatives of both the company and the employees were present. An examination of the payroll records was made on the 24th of June, sufficiently exhaustive in nature as to meet the expressed satisfaction of the employees. The only proper conclusion which can be drawn from this painstaking inquiry is that the additional payments put into effect by the company in the month of February, 1940, must be characterized as a "general wage increase thoughout the establishment at that time." It may be pointed out in passing that the records which were examined showed further that a very substantial number of employees of this company have received increases, and some of them several increases, since that which was given in February, 1940. The board therefore reports that there was put into effect in the month of February, 1940, a general increase in wage rates and that, for the purposes of measuring the rise in the cost-of-living index, the effective date to be taken is February 1, 1940. The board accordingly reports that, for the purposes of measuring the increase in the cost-of-living index and upon which the bonus provided for in Order in Council P.C. 7440 should be paid by McKinnon Industries, Limited, the basic datum is that of 103·8, taking the base as of August, 1939, at 100·8.

FINDINGS AND RECOMMENDATIONS

1. The board finds that present wage rate levels in McKinnon Industries, Limited, do in fact equal or exceed the highest wage rate level paid in this establishment during the period January 1, 1926, to December 16, 1940, and that such present wage rates are fair and reasonable.

2. The board further finds that the present wage rates at McKinnon Industries, Limited, are fair and reasonable as compared with the wage rate levels established for similar occupations in comparable establishments in the region.

3. The board further finds that there is no ground for holding that the wage rate levels at McKinnon Industries, Limited, were or are unduly low or subnormal.

4. The board further finds that a general wage increase was put into effect at McKinnon Industries, Limited, in the month of February, 1940, and that the cost-of-living as measured by the index of the Dominion Bureau of Statistics at that time had arisen

to 103·8, taking the base as at August, 1939, at 100·8.

5. The index number of the cost-of-living in Canada as published by the Dominion Bureau of Statistics did not rise five points above the level of 103·8 until May 1, 1941, when it is reported as having reached the figure of 109·4.

6. The board further finds that the employees of McKinnon Industries, Limited, are entitled to the payment of the cost-of-living bonus in accordance with the provisions of Order in Council P.C. 7440 effective as from the 1st day of May, 1941, when the index number is reported as having been 109·4. On the 1st day of June, 1941, the index number had risen to the figure of 110·5.

7. The board therefore recommends that, commencing with the 1st day of May, 1941, full-time workers should be paid a bonus of $1.25 per week, such bonus to continue at this rate to the 31st day of May, 1941. Part-time workers should be paid an hourly bonus equal to $1.25 per week divided by the normal number of weekly hours worked. Male workers under 21 years of age and female workers who, being employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, should receive a bonus of 5 per cent of their basic hourly rates subject to a maximum of $1.25 per week.

8. Commencing with the first day of June, 1941, and to provide against the increase in the cost-of-living index number to 110·5, the bonus to full-time workers should be increased by an additional 25 cents per week; to part-time workers the bonus to be increased to an amount equal to $1.50 per week divided by the normal number of weekly hours worked, and to male workers under 21 years of age and female workers employed at basic rates of less than 50 cents per hour on jobs by custom or practice not ordinarily assigned to adult male workers, the bonus above provided for shall be increased by an additional 1 per cent.

The intent and purpose of the foregoing recommendation as to payment of bonus is that on the basis of the index number of 109·4 as of May 1, 1941, full-time workers should receive a bonus of $1.25 per week as and from that date, and that, to take care of the subsequent rise of approximately one point on the 1st day of June, 1941, the bonus should be increased as of the latter date, by 25 cents per week, and that part-time workers and male workers under 21 years of age, together with the class of female workers above described, should share in the bonuses and the recommended increases proportionately.

For the purposes of the application of the provisions of Subsection iii of Section 5 of Order in Council P.C. 7440, the board recommends that the index number obtaining as of June 1, 1941, should be regarded as "the last previous determination of the amount of the bonus," and that no further increase in the bonus should be granted until the cost-of-living index number as published by the Dominion Bureau of Statistics has risen five points above the datum of 110·5, and, in any event not before September 1, 1941.

With regard to any employee of the company who may have commenced his or her employment subsequent to the 1st of May, 1941, it is perhaps unnecessary to add that the afore-mentioned recommended bonus should be payable to any such employee only as and from the date of the commencement of his employment.

We desire to add that on the 16th day of July, 1941, the company inquired of the board as to whether or not it might properly commence payment of the cost-of-living bonus to its employees having regard to the cost-of-living index having risen the requisite number of points and more than three months having elapsed since the last increase in wage rates. The board readily agreed that the company might initiate such a bonus in accordance with the provisions of the Order in Council effective with the current pay period and without prejudice to any recommendation which this board might make as to the date upon which the payment of such a bonus should first become effective. The board has since been advised by McKinnon Industries, Limited, that payment of the bonus was initiated by it effective as of the 13th day of July, 1941. The company has further undertaken in a statement published to its employees that, if this board reports and recommends that payment of the cost-of-living bonus should be made as of an earlier date than the 13th day of July, 1941, payment of the arrears would be made to the employees in subsequent pay periods. Having regard to the findings and recommendations of this board that the bonus should become effective on the 1st day of May, 1941, and having further regard to the company's undertaking above mentioned, it is anticipated that the amount of the bonus accrued to the employees between May 1, 1941, and July 13, 1941, will be paid by the company in its next ensuing pay period.

Mr. Bench desires it to be said that he has entertained some doubt as to the above mentioned recommendation numbered 8 being strictly in accord with the provisions of the amended Order in Council P.C. 7440. He has been concerned as to whether or not the

provisions of Section 5 of the Order in Council permit of a recommendation that the bonus should be increased by the factional addition in the month of June. The other members of the board take the view that such a recommendation is impliedly authorized by the provisions of Subsection (iv) of Section 5 and it is with this opinion that Mr. Bench finds himself in some doubt. However, he desires it to be said, that notwithstanding his hesitation to agree on this particular point he has determined to concur in the recommendation because he considers that the practical result would not be materially altered if his interpretation of this provision of the Order in Council were adopted, and for the further reason that such a recommendation seems in harmony with the stated purpose and the spirit of the enactment.

While concurring in the aforementioned recommendations pertaining to the application of the cost-of-living bonus, and only for such purpose signing this report, Mr. Wren is individually of the opinion that the moulders in the foundry department and the employees in the girls' Delco division did not receive an effective increase in wage rates in February, 1940, and it is his view, with which his colleagues on the board are unable to agree, that some further adjustment is warranted in these two departments. Further, and for the purposes of applying the exception contained in Section 3 of Order in Council P.C. 7440, Mr. Wren has maintained that the union's contention as to the comparison of the McKinnon wage rates with those of automobile manufacturers, is well founded.

We desire further to add an expression of the board's admiration for the spirit of co-operation and willingness to confer on the part of both employer and employee in this factory and all of which was made evident to the board during the course of this investigation. No minor difficulties or individual causes of complaint were disclosed before us which cannot be solved by resort to the grievances procedure, in which tribunal each side has a right to expect the other to be reasonable and not arbitrary—particularly now when the all-out effort of both capital and labour are so vitally necessary to ensure adequate supplies of war materials and essential products.

Dated at the City of Toronto, in the County of York, this 1st day of August, A.D. 1941.

All of which is respectfully submitted.

(Sgd.) John T. Mulcahy,
Chairman.

(Sgd.) Drummond Wren,
Nominee of employees.

(Sgd.) J. J. Bench,
Nominee of employer.

Minority Report

Minority Report of The Board of Conciliation and Investigation in the matter of the Industrial Disputes Investigation Act and in the matter of dispute between The McKinnon Industries, Limited and its machinists, tool and die makers, forgemen, machine operators, moulders, coremakers, etc., being members of Local Union 199, United Automobile Workers of America.

August 9, 1941.

To the Hon. Norman A. McLARTY, K.C.,
Minister of Labour,
Ottawa, Canada.

For the purpose of concurring in the recommendation pertaining to the application of the cost-of-living bonus and only for that purpose, I signed the unanimous report submitted in the above noted industrial dispute.

As the cost-of-living index appears to be rising at an alarming rate, I had hoped statistics to July 1 would be available on August 1, when the report was concluded. Had such been the case, an additional 25 cents per week would have been added to the $1.50 bonus recommended, as I concurred in the interpretation of Order in Council P.C. 7440, which would have made this possible. Materially this may be of little consequence; psychologically, it might properly be of much consequence.

While agreeing in the interpretation of Order in Council P.C. 7440 pertaining to the application of the bonus in this instance, in spite of evident unanimous agreement that the increases in wage rates applied by the company in February, 1940, constituted a general wage increase, and that the vast majority of the employees received increases, I have reservations on that point. These can be enumerated as follows:—

(*a*) Increases varied from 1 cent per hour to 10 cents per hour and a few rates were not increased "because they were at the top rate" which is some evidence of a levelling off of rates or a general adjustment procedure.

(*b*) While examining the records in the company offices on June 24, the general manager made the statement that the company had not at any time contended that a general wage increase had been effected in February, 1940.

(*c*) In my opinion the moulders in the foundry department did not receive an increase in February, 1940. The company states that prior to February, 1940, the moulders objective hourly earnings were increased from 75 cents to 79 cents. This was accomplished by decreasing the load on the conveyer, making more space available for the moulders' production. The company claimed that they thereby made it possible, for instance, for the ten

moulders on blocks to produce 50 blocks per hour, against the 40 per hour previously. The union submitted that prior to February, 1940, the block moulders were paid at the rate of $18.75 per hundred and that there had been no increase in that price. With this the company agreed, but maintained that previous to reducing the load on the conveyer, an allowance had been made in timing the job owing to that situation.

It having been previously contended by the company that their's was a most competitive industry, I cannot conceive of them paying high rates for low production which would naturally result in a considerable increase in labour costs when compared with those of their competitors. This becomes evident when we examine the competitors' production costs. We were informed that the competitor in Windsor employed 15 moulders on this particular job (blocks) and that their hourly objective was 55 blocks. This equals an hourly objective of 3·5 blocks per man. Prior to the objective increase in McKinnons in 1940, the hourly objective per man was 4·0. After February, 1940, this per man hourly objective was increased 5·0 blocks. The moulders' average earnings in the competitive plant were 90 cents per hour, compared to 80 cents per hour in McKinnons.

On the other hand, prior to February, 1940, the objective hourly rate was 75 cents. On several occasions the board was informed that piece work rates were set with certain allowances, which is understandable, that would make it possible for piece workers to earn an average of 10 per cent more than the objective rate. It should follow, therefore, that the average hourly earnings of the moulders should now be 79 cents plus 10 per cent—86·9 cents. From evidence submitted by the company, however, the board learned that the average hourly earnings of "experienced employees" (moulders) for the first four months of 1941 were 80 cents. Were it even possible for these moulders to reach the minimum objective of five blocks per hour at the price of $18.75 per hundred, their hourly earnings would amount to 93·7 cents as compared to the actual earnings of 80 cents per hour—one year after the "alleged" increase was put into effect.

I have taken one process as an example. The same condition applies in the production of at least ten other items. It should be noted that the objective hourly rate is not an hourly base rate, but merely, as it implies, "an objective hourly rate." The hourly base rate may be as much as 20 cents per hour less than the objective rate. An increase in the objective hourly rate means nothing in relation to earnings. Only a change in the piece rate per hundred can alter earnings, with the exception of new techniques which increase production with the same amount of effort and skill, none of which were applied in this instance.

(*d*) In the girls Delco department the one cent per hour increase in February, 1940, prevailed. I am of the opinion that further adjustments should be made in this Department in addition to applying of the cost-of-living bonus.

I find the union's contention, that McKinnon Industries, Limited, is an integral part of the General Motors Corporation and thereby of the automobile industry, is well founded. While McKinnon Industries, Limited, has maintained its legal entity, it is wholly owned by the General Motors Corporation, of Delaware, U.S.A. The main outlet for its products is General Motors, of Oshawa. On the other hand, the corporation's annual report of 1939 states that the acquisition of McKinnon Industries, Limited, "was for the purpose of strengthening the operating position of General Motors in Canada." In the direction of the company and its policies, the method usually employed by such companies is employed here. Each branch plant is under the control of a plant manager, who is doubtless responsible to a vice-president for Canadian operations, with offices at Oshawa. It was only recently that the practice of the vice-president of carrying on all negotiations with the various local unions in their respective localities, Oshawa, Windsor and St. Catharines, was discontinued, although a uniform wage policy had not been determined. The union argued that further evidence of the fact that McKinnon Industries, Limited, was a component part of General Motors Corporation was to be found in its interlocking directorate.

The company argued that McKinnon's was a self-determining and competitive plant, that even with regard to the needs of the assembly plant in Oshawa it was on a competitive basis with other parts plants. While this may quite properly be the case with a number of certain parts, it is obvious that after designing and experimenting with the major and majority of the parts, particularly assemblies, in the parent United States plants, a monopoly of their production would, of necessity, be acquired by the McKinnon Industries for Canada for other members of the General Motors family. Nevertheless should those particular operations use less than full plant capacity, it is natural to assume that other items that could be produced economically would be added. This could be quite a varied list as such a plant as McKinnon's with modern equipment and experienced workmen would be quite adaptable. Such use of surplus capacity is commendable but does not determine the nature of the industry.

Many of the parts now produced by McKinnon's in St. Catharines were previously

produced in the G. M. plant in Oshawa. While produced in Oshawa, the work was part of the automobile industry. Similar work done in the Ford plant in Windsor is still part of the automobile industry, and the same condition applies with regard to the Chrysler Windsor plant. In the Ford and Chrysler cases the only difference is that the various operations are carried on in the same environment. I cannot agree that the decentralization of several operations changes the nature of the industry.

With the evidence that (*a*) McKinnon Industries, Limited, is an integral part of the General Motors Corporation and (*b*) thereby producing parts mainly for General Motors plants, I conclude that McKinnon Industries, Limited, should properly be classified as a part of the automobile industry. As wage rates in the automobile industry have been established on a considerably higher scale than what now prevails in the McKinnon Industries, Limited, I find that the increases of 10 cents an hour to hourly paid workers and 15 per cent to piece workers and incentive plan workers, requested by the union, is justified. My interpretation of Clause 3 in Order in Council P.C. 7440 "wage rate levels established by agreement or practice in any industry or trade, nationally or locally during the period 1926-29, or higher levels established thereafter but prior to the date hereof, shall be considered generally fair and reasonable. . ." would make it possible to provide those increases in order to bring the level of wage rates in the McKinnon Industries nearer to that higher level prevailing nationally in the automobile industry which has been established by agreement and practice. This precludes the necessity of establishing "exceptional circumstances".

Respectfully submitted,

(Sgd.) DRUMMOND WREN,
Member.

Report of Board in Dispute between Halifax Shipyards, Limited, and its Employees

On August 5 the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Halifax Shipyards, Limited, Halifax, N.S., and its employees, members of Local 1, Industrial Union of Marine and Shipbuilding Workers of Canada, an affiliate of the Canadian Congress of Labour.

The personnel of the board was as follows: the Honourable Mr. Justice W. L. Hall, of the Supreme Court of Nova Scotia, Halifax, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., Toronto, Ont., appointed on the nomination of the employees; and Mr. C. B. Smith, K.C., Halifax, appointed on the nomination of the employer.

Approximately 1,250 employees were involved in the dispute which arose out of their request for a union agreement embodying increased rates of pay, wartime cost-of-living bonuses, an eight-hour day and a 44-hour week.

With the board's assistance and approval the parties to the dispute negotiated an agreement effective for one year from August 2, 1941, and from year to year thereafter subject to notice. The agreement provides for wage increases of 5 cents per hour to those employees receiving 70 cents or more per hour and 6 cents per hour to those receiving less than 70 cents per hour. Provision is also made for the payment of wartime cost-of-living bonuses. Regular hours of labour are to be 8 per day and 44 per week. Work on the night shift is to be paid for at the rate of time and one-eighth while time and one-half is to be paid for overtime work and double time for work on Sundays and statutory holidays. Disputes are to be dealt with according to an established grievance procedure. The union is recognized as the collective bargaining agency for the employees of the company.

Report of Board in Dispute Between Various Shipping Companies on the Miramichi River, N.B., and Their Employees

A unanimous report was received on August 4 from the Board of Conciliation and Investigation established to deal with a dispute between various shipping companies along the Miramichi River in New Brunswick, N.B., and the longshoremen and truckers in their employ.

The personnel of the board was as follows: His Honour Judge J. L. Ryan, Bathurst, N.B., chairman, appointed on the joint recommendation of the other two members; Mr. T. H. Whalen, Newcastle, N.B., appointed on the nomination of the employees; and Mr. W. H. Davidson, Newcastle, N.B., appointed on the nomination of the employers.

Approximately 1,000 employees were involved in the dispute, which arose out of their request for a union agreement embodying in-

creased rates of pay and changes in hours of labour and working conditions. The employees are members of four longshoremen's unions, at Newcastle, Chatham, Nelson and Millbank, N.B.

The text of the board's report is printed below.

Report of Board

To the Honourable
Norman A. McLarty,
Minister of Labour,
Ottawa, Canada.

In the matter of the Industrial Disputes Investigation Act, and in the matter of a dispute between various shipping merchants located along the Miramichi River in New Brunswick, namely, Charles M. Scott, British Canadian Pitwood, Limited, and Fraser Companies, Limited, of Newcastle; J. L. O'Brien and George Burchill & Sons, Limited, of South Nelson; and E. F. Malkin, Limited, and W. S. Loggie, Limited, of Chatham,—and—their employees.

Sir:

On the 31st day of May, A.D. 1941, you set up under your hand and seal of the Department of Labour, Canada, a Board of Conciliation and Investigation in the matter of a dispute between the above-named employers and their employees, and you have appointed Honourable Joseph L. Ryan, Chairman of the said Board of Conciliation and Investigation on the recommendation of Mr. W. Harold Davidson, representing the employers and Mr. Thomas Herbert Whalen, representing the employees; and the said board assembled for a preliminary meeting on the 12th day of June, A.D. 1941, and held subsequent meetings on June 13, 20, 23, 24, 25, July 8, August 1 and 2.

The employers were represented before the board by H. S. Murray, and the employees by J. Donald Whalen. At the request of the board the representative of the employees filed with the board statement of their complaints and demands, and the representative of the employers filed with the board their reply thereto.

A full opportunity was given to both employers and employees to submit evidence and arguments and a number of witnesses gave evidence on behalf of the employers and on behalf of the employees. On account of the number of employers involved, the divergent interests, the fact that four labour unions represent the employees, the different methods of operation among the employers, the fact the grievances were longstanding and resulted in a strike in the spring of 1940, it was deemed advisable that the hearings be as public as possible and that the evidence be taken by a stenographer so that a record of the facts adduced would be available to all parties, to the board and to the Department. This record has been of very material assistance to all parties and to the board. The board feels that the fact that the evidence was taken at public hearings in the presence of both the employers and the employees has had a beneficial result in that both parties were able to discuss fully and frankly their positions and given an opportunity of hearing and understanding the other side of the question. In the interest of economy the board held all hearings at Newcastle and was able to obtain all the necessary information without the necessity of sittings at other points. A spirit of harmony and a desire to co-operate was shown by both employers and employees throughout the hearings.

The statement of complaints and demands of the employees and the reply thereto of the employers is attached hereto.

It is the unanimous finding and recommendation of the board:

(1) That there are now four organized longshoremen's unions on the Miramichi, one at Newcastle, one at Chatham, one at Nelson, and one at Millbank. The existence of properly organized and responsible unions is mutually beneficial to the employers and employees and furnishes an agency through which differences between them may be adjusted without interruption of the industry;

(2) That the present wage rate be continued for the duration of the war, namely, 62½ cents per hour for pitprops and pulpwood and 77½ cents for semi-skilled work, that is, stowing long lumber and spoolwood and unloading ballast;

(3) That eight hours constitute a day's work;

(4) That the men be granted straight time from the time they are called out with the exception of one hour's allowance at the start of the boat;

(5) That time and one-half be paid for overtime and double time for Sundays and holidays, but the working of consecutive shifts at the option of the employee shall not constitute overtime.

(6) That sling loads shall not exceed three-quarters of a cord for pitpops and pulpwood or 500 superficial feet for long lumber;

(7) That not less than four men be employed in the hold per sling for long lumber and not less than six men per sling in the hold for pitprops and pulpwood;

(8) That in the interest of the safety of the men and expediency in loading the men in the hold be given an oportunity of clearing away a sling load before another is lowered into the hold;

(9) That reasonable repair be made to the roads in the fields in order to avoid truck breakages and to safeguard against rack loads being jolted out of position resulting in a hazard when unloading at the ship's side;

(10) That the question of racks would be disposed of if the recommendation for size of sling loads as in paragraph six be adhered to;

(11) Regarding Number Eleven, we feel that this is a matter already provided for by law;

(12) From the evidence of the employees who were also officers of the unions, it was their opinion that the matter of dues and membership fees could be handled by the unions themselves;

(13) On the evidence we find that a contact man is very beneficial both to employer and employees, and the employees prefer that the contact man be paid by them but that he be included on the pay sheet at the highest rate of pay and his wages deducted pro rata from the wages of the employees;

(14) That the provisions of the Industrial Disputes Investigation Act cover Demand Number Fourteen of the employees;

(15) That flat bonus for cost of living now in force and all amendments thereto be paid by the employers to the employees.

The above findings and recommendations are made after a careful consideration of all the evidence, reference to orders in council and the arguments presented by the representatives of the employers and employees. We believe that these recommendations are substantially in accord with the evidence and acceptable to both the employers and employees. The board recommends that an agreement be entered into by the employers of the one part and the employees represented by the four labour unions of the other part, embodying the above recommendations.

We have had in mind the interests of the employers and the interest of the employees, the nature of the industry and vital importance to the community of its continuance at this port.

All of which is respectfully submitted.

(Sgd.) Joseph L. Ryan, Chairman.
(Sgd.) W. H. Davidson, Member.
(Sgd.) T. H. Whalen, Member.

Newcastle, N.B.,
August 2, 1941.

COMPLAINTS AND DEMANDS OF EMPLOYEES

The men complain:

1. That longshore work, especially pitwood and pulpwood, is very heavy work, and also is only haphazard employment, a few days now and a few days later on. Last year, which was the most steady employment that longshoremen had had on the Miramichi for twenty years, the weekly wage for the best paid man was $13.62 per week for the season.

2. To do similar work in the port of Saint John the men are paid 88 cents per hour for doing one-half as much work as is done in the same length of time by the Miramichi men. Besides this, the men at Saint John have the entire charge of the vessel from the time it docks, removing hatches, tuning up winches, removing ballast, bossing the men on the job, the entire effort being "Union Label," while here the bosses are men who have no connection with Labour and are not in sympathy with the union. The result is a slave system of employment.

3. To elaborate and explain paragraph 3, trucks are overloaded by order of the boss, slings are overloaded, and the men in the hold are required to handle superloads. The result is danger from sling breakage, danger from winch breakage, and danger to the men.

4. To elaborate still further, trucks are fitted with double racks (for pulpwood) and the resultant load is a violation of the regulations under the Motor Vehicle Act which forbids the carrying of loads exceeding eight feet in width, and the owner and driver of a truck so loaded (by order of the unsympathetic boss) are liable to fine under the Motor Vehicle Act for carrying out the instructions of the shippers.

5. Trucks with these excessive loads are immediately weighted by officers from the Motor Vehicle Department and additional licences are required for these excess weights. Trucks in Saint John doing this class of work are weighted for 15,000 lbs., while on the Miramichi, owing to excessive loads, they are checked for 18,000: their licence, $135; ours, $189.

6. Truck owners and drivers who are members of the union complain that the fields are in some cases so cut up with traffic and so soft that trucks bog down, upset their loads and break springs, shafts, axles, etc., whereas a little work on the roads both in fields and approaches would remove a great deal of this danger. In one field at least (in Newcastle) trucks have been in danger of going over a high cliff, and no protection was provided against accident.

7. The provisions of the Workmen's Compensation Board with regard to working condi-

tions and safety devices are completely ignored by the employers and passed over by inspectors from the Board. Working conditions are such that proper signals cannot be given, and proper precautions against accident are not taken to protect the men.

8. The men complain that in the case of at least one agent of the shippers the men were not paid promptly, and were obliged to follow the agent about between Newcastle and Millbank with cost to themselves. It was common talk that he had even boasted that they could wait for their pay until he was good and ready to pay them. This has been partly remedied by complaint directly to the shipper who had employed the agent to load his vessel, but it has not been entirely overcome.

9. Owing to lack of co-operation on the part of the shippers and as set out in paragraph 7, and in other ways, the employees have found it necessary to engage and pay out of their own wages a "contact man" to whom they could appeal and whose duty it was to keep in touch with the shippers and to see that at least some reasonable working conditions were provided, and to enforce the rules of the union. As this condition (in Saint John) is taken care of by the fact that the stevedore or "loader" is himself a member of the union, and working under union rules, and is in complete control of the loading of the vessel from the time it is docked, the employees here complain that they have a right to have one of their members look after their interests on the job and be paid by the employer as one of the loading crew, just as the employer has to have a timekeeper, boss, etc., to do a similar service for him, since the wages of the latter are paid out of the work of the former in any event, the monies from the loading of the vessel being exclusively the fruits of the employees' labour.

10. That owing to the fact that the men have no part in the preparing of the vessel for loading, this being done by the ship's crew here (but by the longshoremen in Saint John), the ship is not properly prepared, the canvasses covering the hatches and the strong backs being thrown where it is most convenient for those removing them, but very much in the way of the men at work loading and there is danger of accident resulting therefrom.

The men demand:

1. Recognition of the union, both as to loading at ship's side and in the field and hauling therefrom, since one is an integral part of the other, and an agreement substantially in accord with the following conditions.

2. A general wage rate of 70 cents per hour with 80 cents per hour for work considered semi-skilled, e.g., long lumber, spool wood and unloading ballast, etc.

3. Eight hours per day or shifts not exceeding eight hours.

4. Straight time from the time the men are called out with the exception of an allowance of one hour at the start of the boat.

5. Time and one-half for overtime and double time for Sundays and holidays.

6. That sling loads be not allowed to exceed three-quarters of a cord for pitprops and pulpwood, and for long lumber, fifteen deals nine inches in width, or their equivalent.

7. Not less than four men to a chain for long lumber, and not less than six men to a chain for pitprops and pulpwood.

8. That a sling load is not to be lowered into the hold unless and until the previous load has been stowed or disposed of.

9. That suitable repairs be made to the roads in the field and safeguards against accident provided.

10. That single racks be used throughout (on trucks).

11. That the safety regulations of the Workmen's Compensation Board be embodied in the agreement.

12. That the due payable to the union be deducted from the employees on the pay sheet and paid to the secretary of the union or other officer appointed to receive them.

13. That the contact man appointed by the union be included on the pay-sheet as one of the employees and paid at the highest rate payable under the schedule, viz., 70 cents on pitprop and pulpwod boats and 80 cents on long lumber boats.

14. That any dispute arising between the parties which is not covered by the agreement be referred to a non-interested party and his finding to be binding on both parties.

15. That flat bonuses for cost-of-living increases be paid from time to time.

(Sgd.) J. Donald Whalen,
For the employees.

Reply of Employers to complaints and Demands of Employees

Reply to Complaints and Demands, which is signed by J. Donald Whalen for the employees and which is not dated.

1. The employers do not deny that longshoremen work, especially pitwood, is heavy work and that owing to the nature of the business and demands of the market, ships that may be available and other circumstances over which the employers have no control makes this work irregular or haphazard as stated in paragraph one of the complaint. The employers submit that the average earnings

per week for the shipping season is not a reasonable measure of sufficient remuneration.

2. The employers deny that the men in Saint John do one-half as much work as done in the same length of time by the Miramichi men and state that the Captain is the master of the ship and loading cannot be commenced until notified by the Captain that the ship is ready to take on cargo.

3. The employers deny the allegations as set forth in paragraph 3 of the complaint that trucks and slings are overloaded and state that such matters are under the control of the ship's officers.

4. The employers state that the trucks in hauling from the field to the boat are fitted with racks which is the most convenient way for the movement of the pulp and that they are built to carry only a very modest load and do not result in the violation of the Motor Vehicle Act.

5. The employers deny the allegations in paragraph 5 and state that the truck hauling from the fields to the boat do not carry excessive loads and state that the excessive loads referred to are carried by independent truckers who are not under the guidance or instructions of any employers' boss but hauled by truckmen who are working by the cord and that it is immaterial to the employers what cordage or weight they place on their trucks and if there are excessive loads as referred to in paragraph 5 the trucks are not loaded under instructions or orders from the employers listed in this dispute.

6. Considerable work is done to have the roads in the storage fields in condition but there are climatic and seasonal conditions over which the employers have no control which determine the conditions of these roads.

7. The employers deny the allegations of paragraph 7 and state that all requirements of the Workmen's Compensation Board are complied with.

8. The employers deny the complaint in paragraph 8 is well founded.

9. The employers deny that there is lack of co-operation and that it is not necessary or practicable to have a contact man.

10. In reply to paragraph 10 the employers state that the Captain is master of the ship and the Captain advises the shipping by letter the day and hour when the boat is ready to take on cargo.

Re: Demands.

1. The employers submit that the requirements of demand No. 1 is not within the province of the Board of Conciliation and Investigation and is not an issue in the matters before the board.

2. The employers submit that the wage in 1940 was 55 cents per hour and that this has been increased to 62½ cents per hour which the employers consider is in proper ratio to the increases in cost of living and submit that the industry will not permit the payment of 70 cents per hour as a general wage rate and 80 cents per hour for semi-skilled work.

3. The employers submit that this is the present custom of the port.

4. The employers submit that the requirements in demand No. 4, owing to the nature of the work and matters over which the shippers have no control, is impracticable and impossible to be complied with.

5. The employers admit that the demand No. 5 is reasonable. That time and one-half be paid for overtime and double time for Sundays and holidays, but it is not admitted that second shift taken by one man is overtime.

6. The employers are agreed that sling loads of pitwood and pulpwood do not exceed three-quarters of a cord but submit that sling loads of long lumber should be the equivalent of 600 superficial feet.

7. The number of men required to a chain is determined by the efficiency of the loading of the boat and submit that it is impracticable to make it compulsory to have six men for every chain at all times.

8. The employers submit that the lowering of slings in the hold of the boat should be governed by the normal, efficient, yet safe loading of the boat.

9. The employers submit that the roads in the loading fields are maintained to as good a standard as climate and other conditions permit.

10. The employers submit that it is not practicable to have single racks on trucks throughout as this would not permit a reasonable load to be carried on trucks carrying pulpwood.

11. The requirements of demand No. 11 are answered in reply to paragraph 7 of the complaints.

12. The employers decline to act as collector of fees for the union.

13. The employers state that the requirements of demand No. 13 is not necessary.

14. The employers submit that provision is made for the settlement of disputes arising between employers and employees.

15. The employers submit that provision is made by Order in Council P.C. 7440.

Dated this 20th day of June, A.D. 1941.

(Sgd.) B. J. Cleland,
Chairman, Committee for Employers.

Report of Board in Dispute between Pacific Bolt Manufacturing Company, Limited, and Its Employees

The Board of Conciliation and Investigation established to deal with a dispute between the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., and its employees, members of Local 1, Vancouver Metal Workers' Union, affiliated with the Canadian Congress of Labour, submitted its findings to the Minister of Labour on August 5. The personnel of the board was as follows: His Honour Judge J. N. Ellis, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. A. McAuslane, appointed on the nomination of the employees; and Mr. R. L. Norman, appointed on the nomination of the employer. All three reside in Vancouver.

With the exception of the questions of holidays with pay and union recognition, concerning which the board makes certain recommendations, all matters in dispute were settled through direct negotiations arranged by the board. The texts of the wage schedule and of the provisions respecting working conditions are incorporated in the board's report, which is signed by the chairman and Mr. McAuslane.

The wage schedule agreed upon between the parties provides increases in wage rates amounting in many cases to 5 cents per hour over those established by agreement in August, 1940. Upon being queried by the Department of Labour as to whether or not these wage increases conform with the requirements of Order in Council P.C. 7440, of December 16, 1940, as amended by Order in Council P.C. 4643, of June 27, 1941, the board advised that the wages in some cases are still lower than the 1926-29 level. Future adjustments of the cost-of-living bonus are to be on the basis prescribed in the aforementioned Orders in Council.

Mr. Norman was in agreement with the other board members on all points save that of union recognition and on this subject he submitted a minority report.

Following distribution of the board's findings to the parties to the dispute, the employees went on strike on account of the company's refusal to grant union recognition. (See article entitled "Strikes and Lockouts in Canada during August, 1941", appearing elsewhere in this issue.)

The texts of the majority and minority reports are printed below.

Report of Board

In the matter of a dispute between Pacific Bolt Manufacturing Company, Limited, employer, and Its employees, members of Local 1, Vancouver Metal Workers' Union, Affiliated with the Canadian Congress of Labour, employees.

To: The Honourable Norman A. McLarty, Minister of Labour, Ottawa.

Sir,

We, the members of the Board of Conciliation and Investigation established by you on June 14, 1941, to deal with the above dispute, having now completed the work assigned to us, beg to submit our report thereon.

The board commenced its sittings on the 7th day of July, 1941, and subsequent sittings were held at intervals to suit the convenience of the parties. At all the sittings the three members of the board were present.

The company was represented by K. Bagshaw, managing director and L. LeRoy, but the latter appeared at only one meeting.

The employees were represented by E. Leary, Robert Paterson, and Carl Hagman, the two latter being employees of the company.

At the first meeting objection was taken by the employees to the presence of a member of the Bar who was appearing for the company, and the chairman of your board ruled that under Section 42 of the Industrial Disputes Investigation Act he had no other course than to ask the member of the Bar to withdraw. The member thereupon withdrew.

During the hearings the board visited the company's plant and investigated the working conditions there. While this issue was not one of the complaints raised by the men in the statement placed before the board, evidence was given by a number of employees during the hearing, but the matter was not pressed and was dropped.

Your board at all times during the sittings urged both parties to endeavour to get together and settle their difficulties. While these efforts at conciliation were not at first successful, we are glad to state that at the meeting held on Monday July 21, the two parties agreed to meet together and endeavour to iron out their difficulties.

On reassembling on Wednesday the 23rd instant, it was announced by Mr. Leary for the men, and by Mr. Bagshaw for the company, that all the issues but two had been amicably settled.

The following wages and working conditions have been agreed to mutually by the parties in the dispute:—

1. All employees must punch in and out of the shop on the time clock number assigned to them.

2. Eight (8) hours will constitute a day's work.

3. A warning whistle will be blown at 7.55 a.m.; starting whistle will be blown at 8 a.m., at which time all men must be at their work.

A whistle will be blown at 12 noon for lunch; warning whistle will be blown at 12.27; starting whistle will be blown at 12.30, at which time all men must be at their work.

The whistle to stop work will be blown at 4.30 p.m.

4. Forty-four (44) hours will constitute a week's work for men employed on the day shift.

5. Second shift hours shall be from 4.30 p.m. to 12.30 a.m. with a designated 20-minute period from 9 p.m. to 9.20 p.m. for lunch for which eight (8) hours pay will be allowed.

6. Third shift hours will be from 12.30 a.m. to 8 a.m. with a designated 20-minute period from 4 a.m. to 4.20 a.m. for lunch for which eight and one-half (8½) hours' pay will be allowed.

7. Forty (40) hours will constitute a week's work for second and third shifts.

8. When second and third shifts for any employee do not last three nights or more the time worked by these shifts will be paid at the usual overtime rates.

9. Overtime will be paid for at the rate of time and one-half for the first four (4) hours and double time thereafter, every effort to be made to eliminate excessive overtime when members of the union are idle.

10. Double time will be paid for all work performed on Sundays and the following statutory holidays: Christmas Day, New Year's Day, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Good Friday.

Employees required for work on days other than Sundays and the above statutory holidays will do so and be paid at the regular rates.

11. Any employee suffering injury while in the employ of the company must, if possible, report immediately to the first-aid department and also report to this department on returning to work.

12. Any employee being discharged for disobeying the rules of the company will only be paid up to time of discharge.

13. No employee will be paid off until he produces a receipt for any tools or equipment (the property of the company) that have been issued to him.

14. Employees will only take orders from their respective foremen or the general management when foremen are not immediately available.

15. There shall be no discrimination against any employee belonging to the union.

16. The following rates to be paid to members of the union:

	per hour
Spike Machine Forgers	$1.00
Skilled Forgers	.90
Nut Forging Machine Operators	.85
Forging Machine Operators	.80
Machinists	.90
Shearman	.65
Bolt Threaders	.62½
Roll Threaders	.65
Millwright	.65
Spike Machine Forgers' Helpers (Front end)	.70
Spike Machine Forgers' Helpers (Back end)	.65
Forgers' Helpers	.50
Tapping and Burring Machine Operators	.60
Bolt Trimmers	.55
Pointers	.40
General Labourers	
First six months	.45
Thereafter	.50
Assistant Shipper	.60
Nutters	.40

All wages will be adjusted quarterly on a flat rate basis of 60 cents per hour for all employees according to the percentage rise and fall in the cost of living as ascertained by the Federal Bureau of Statistics, their figures for the month of May, 1941, being used as the basis of this agreement. Such adjustments will be made to the nearest cent.

17. This agreement to remain in effect for one (1) year and thereafter from year to year unless written notice of contrary intentions is given by either party to the other party. Within ten (10) days after receipt of such notice, the parties to this agreement shall begin negotiations.

The only two questions in dispute will now be dealt with.

Question one: *Holidays with pay.*

Your board, while sympathetic to the principle of holidays with pay, is of the opinion that as the company and the men are now engaged in very vital and necessary war work, this question, in the interest of the whole country, should stand in abeyance for the present, or at least until the expiration of any agreement which may be entered into.

Question two: *Recognition of the union.*

This question as set out in clause 19 of the proposed agreement incorporated by the employees in their statement, reads as follows:

'19. Only members of this organization will be employed, and, in the event of the union being unable to supply competent men, the company to have the right to employ non-union men, who may be retained until the job for which they are engaged is completed.

All the evidence heard by the board was taken under oath, but no stenographer was engaged.

A number of men gave evidence in which they declared that all the men wanted their

union recognized by the company. Out of approximately 53 employees, 49 were members of the union.

The witnesses felt union recognition would create greater harmony between all parties.

No evidence on any of the matters in dispute was given on behalf of the company, nor were any witnesses called.

The hearing of evidence ended when the employees finished their case. Mr. Bagshaw, however, during the hearings on more than one occasion stated emphatically that the company would not recognize the union, and repeated this statement in this summing up.

In the circumstances we think that the company should enter into negotiations with the present representatives of this union, with a view to reaching a collective bargain regarding rates of pay, hours, and working conditions.

Any agreement and schedule of wages to become effective as from the 1st of May, 1941.

All of which is respectfully submitted.

(Sgd.) J. N. ELLIS,
Chairman.

(Sgd.) A. McAUSLANE,
Member.

Vancouver, B.C.
August 1, 1941.

Minority Report

In the matter of The Industrial Disputes Investigation Act, and in the matter of a dispute between the Pacific Bolt Manufacturing Company, Limited, and its employees.

To:
The Honourable Norman McLarty, K.C., M.P.,
Minister of Labour,
Parliament Buildings,
Ottawa.

I, R. L. Norman, a member of the Board of Conciliation in the matter of the above-mentioned dispute have carefully investigated the said dispute and all matters affecting the merits and right settlement thereof, and have heard the evidence adduced by and the representations made on behalf of the parties to the dispute.

I am in agreement with my colleagues in the above award on every point except that of union recognition, which I am unable to support for the following reasons:—

While it may be true, as stated by union officials during this hearing, that closed shop agreements are now in effect between employers and unions in some other plants engaged in different branches of the shipbuilding industry, I am not convinced that that constitutes a logical argument nor a sound reason as to why the Pacific Bolt Manufacturing Company, Limited, should adopt the same policy because there is no parallel and no fair comparison can be made between the labour policy adopted by a shipbuilding plant employing several thousand men and that of the Pacific Bolt Manufacturing Company, Limited, employing as it does only 53 men.

In the case of the larger shipbuilding plant it might conceivably be considered good business, from a purely financial standpoint, to secure the required supply of labour through trade unions rather than undertake the expense and attendant difficulties of setting up a personnel department of its own.

But that argument in my opinion does not apply in the case of the Pacific Bolt Manufacturing Company, Limited, where only 53 men are employed and where it is therefore obviously necessary for the company to be in a position where it can at all times deal directly with its own employees rather than through the round-about medium of a trade union which I think would unduly restrict the company in its business.

During this hearing it has been brought out in evidence that several of the employees of the Pacific Bolt Manufacturing Company, Limited, have been with the company since it commenced doing business; several other employees have never worked for any other employer, and the majority of those men who have left the company's employ at one time or another have later approached the company and asked to be put back to work again. There was no evidence submitted to indicate that the company has ever had any labour trouble until the present situation developed. This being so, and the company and its employees having reached an agreement on all matters under negotiation except that of holidays with pay and union recognition, I am firmly of the opinion that union recognition is something that should at least be left in abeyance for the duration of the war.

It was brought out in cross examination during this hearing that several employees have been able to work their way up from as little as 25 cents per hour to as high as 75 cents per hour over comparatively short periods of time—and this without any sort of employee organization and certainly without union recognition or union influence. Obviously, therefore, they would be placing themselves under no handicap if they accepted the basis of agreement outlined in the majority award herewith, but without the inclusion of union recognition.

Finally, I do not think that the question of union recognition is a proper subject to be dealt with by any board of arbitration acting under authority of the "Industrial Dis-

putes Investigation Act." I have personal knowledge of the existence of many labour agreements in which union recognition and closed shop clauses are incorporated, but I do not know of one single instance where these clauses were obtained as a result of arbitration proceedings, or because any arbitration board may have recommended them. As far as my experience and my knowledge goes, the attainment of union recognition and closed shop clauses in any labour agreement has been the result of direct negotiations between the employer and the interested union officials—and in my judgment that is the way and manner in which it should be obtained.

For the foregoing reasons it follows that I find against union recognition.

(Sgd.) R. L. Norman,
Member.

Dated at Vancouver, B.C., this 2nd day of August, 1941.

Report of Board in Dispute Between Canadian Acme Screw and Gear, Limited, and Its Employees

On August 1, 1941, a unanimous report was received from the Board of Conciliation and Investigation established to deal with a dispute between Canadian Acme Screw and Gear, Limited, Toronto, Ont., and its employees, members of the Steel Workers Organizing Committee.

The personnel of the board was as follows: Professor J. C. Cameron, Queen's University, Kingston, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Professor G. M. A. Grube, University of Toronto, Ont., appointed on the nomination of the employees; and Mr. J. J. Robinette, Toronto, appointed on the nomination of the employer.

The board reports that it held meetings on July 16, 17, 18, 25, 28, 29 and 30, the company being represented thereat by Messrs. N. P. Petersen, J. Henry and J. H. Rengel, and the employees by Messrs. H. J. Padget, H. Colegate and C. H. Millard. Written briefs, it is stated, were placed before the board by both parties to the dispute and verbal evidence was given by the six representatives above named.

The report continues:

The Nature and Cause of the Dispute.—In the application for a Board of Conciliation and Investigation the nature and cause of the dispute are stated to be the failure of the parties to reach a satisfactory agreement with respect to a collective bargaining agreement covering:

A. Wages,
B. Union recognition,
C. Other working conditions.

The Statement of the Steel Workers Organizing Committees.—"On May 21, 1941, a number of employees engaged in a spontaneous walkout in protest against wages and other working conditions..... At that time the S.W.O.C. had no members or organization within the plant.....

"On the evening that the walkout took place, employees of the company who had at one time been members of the S.W.O.C. and employees who had, from time to time, discussed membership in the union, approached Director C. H. Millard, informing him that the walkout was gaining momentum, and urging that an opportunity be given the employees to secure membership in the S.W.O.C., in order that the differences between the management and the employees might be settled in an orderly and effective manner.... Mr. Millard assigned representative H. J. Padget of the S.W.O.C. staff to the situation, instructing him to take whatever action was necessary in the circumstances. Representative Padget arrived on the scene on the morning of May 22.....and discovered that the company's operations were completely suspended. In co-operation with representative employees, he called a meeting of the employees....The workers endorsed the S.W.O.C. as their collective bargaining agency, elected a committe to negotiate with the management along with Mr. Padget, approved a list of proposals and began to 'take out memberships in the S.W.O.C.' ".

As a result of the efforts of Mr. F. Ainsborough of the Toronto office of the Dominion Department of Labour, the committee met the management from 12.15 a.m. to 4 a.m., May 23. At this meeting certain proposals, which are set out in detail in the union brief, were made to the management by the employees. The company, through Mr. Petersen, agreed in principle to several of the proposals, but refused to accept others. The result of these negotiations was reported back to a second meeting of the employees, who refused to terminate the walkout on the conditions laid down by the company.

A second meeting with the management took place on Saturday, May 24, at 10.00 a.m. However, according to the union's brief, Mr. Petersen's attitude had completely changed. "He assumed a most hostile attitude..... adopted a threatening tone.....refused to discuss further compromise.....withdrew his assent to the points agreed upon at the first conference.....declared that he was prepared to submit the entire matter to a Board

of Conciliation and agreed that he would place no obstacles in the way of the establishment of such a board."

The employees returned to work on Monday, May 26, and the S.W.O.C. immediately applied for a board. Mr. Petersen, however, "not only failed to co-operate in the application but actually opposed the appointment of a board." Not only did the management delay the appointment of a board, but it also "refused to discuss with the union committee, grievances which have arisen since the application was made."

The union asks the board "to direct the company and the union to meet and negotiate a collective bargaining agreement ....and proposes that the negotiated agreement include the following points:

1. Recognition of the S.W.O.C. as the collective bargaining agency for the employees of Acme Screw and Gear Company, Limited.

2. Establishment of effective grievance machinery which will make possible the fair and equitable settlement of any grievance which may from time to time arise, including disagreements on the interpretation of the agreement itself.

3. Establishment of a system of seniority to govern hiring and lay-off of all employees and, as far as practicable, promotion within the plant.

4. A guarantee of job security, including provision for the review of the proposed dismissal of any employee in the presence of the employee involved and a committee of the union. Such a provision should also include a guarantee that no employee will be discriminated against because of union affiliation.

5. Establishment of a minimum rate of 50 cents an hour for all male employees and 40 cents an hour for all female employees.

6. A general increase of 10 cents per hour on all base rates and bonus rates alike. A general increase of 15 cents per hour on all hourly rates.

7. Overtime rates as follows:—

Time and one-half for all work in excess of 8 hours in any one day.

Time and one-half for all work done between 12 o'clock noon and 5 p.m. on any Saturday.

Double time for all work done between 5 p.m. on Saturday and 7 a.m. of the following Monday morning.

Double time for all work done on statutory holidays.

8. Payment of a bonus of 10 cents per hour on all rates to night shift employees, Monday to Friday nights inclusive.

9. One week's holiday with pay each year for all employees with one year's service or more to the company."

The Statement of Canadian Acme Screw and Gear, Limited.—The company presented certain financial statements; the hourly wage ranges of occupational groups in its plant on certain specified dates from February, 1929, to May 17, 1941, and comparative rates paid in May, 1941, by four other plants in the metal-working industry in Toronto; a cost-of-living index for Canada in the years 1929, 1939 (August), 1940 (February), 1941 (April); the annual earnings of all male employees (615 persons) who were employed by the company for the full year ended December 31, 1940; the rates paid to tool room apprentices; an outline of the bonus system or incentive plan which is in operation in the plant; a statement of the earnings of 48 male employees and 7 female employees (selected at random) for the following quarterly periods—August 28, 1938, to November 26, 1938; November 27, 1938, to February 25, 1939; February 26, 1939, to May 27, 1939; May 28, 1939, to August 26, 1939; June 2, 1940, to August 31, 1941; September 1, 1940, to November 30, 1941; December 1, 1940, to March 1, 1941; March 2, 1941, to May 31, 1941.

The company stated that the evidence submitted proved that its wage rates conform to the principles laid down in Order in Council P.C. 7440 and asked the board to declare:

(*a*) that its present wage rates are fair and reasonable, and

(*b*) that no proper or bona fide cause of dispute exists between the company and its employees.

Finally Mr. Petersen questioned the right of the S.W.O.C. to speak on behalf of his employees; stated that only a small proportion were members of the union; assured the board that he would never refuse to meet his employees to discuss wages and working conditions; suggested that a collective bargaining agreement with S.W.O.C. would be detrimental to the maintenance of good industrial relations and might impede production; and expressed the conviction that he had no right to make an important group of his employes subscribe to an agreement which they did not want.

After listening to the evidence and considering the argument it appeared to the board that settlement of the issue would be facilitated if the question of the right of the S.W.O.C. to act as the bargaining agent for the employees could be determined. Accordingly the board, in its interim report, dated July 17, 1941, requested the Minister of Labour, through the Conciliation Service, to conduct a secret ballot on July 24, 1941, on the following questions:

Question No. I.

Do you want to be represented by a trade union in negotiating a collective bargaining agreement with Canadian Acme Screw and Gear, Limited?

YES
NO

N.B. If your answer to Question No. I is "Yes," answer the following question:

Question No. II.

Do you want the Steel Workers' Organizing Committee to represent you in negotiating a collective bargaining agreement with Canadian Acme Screw and Gear, Limited?

YES
NO

In conducting the election the following rules were observed:

(1) One scrutineer acted on behalf of the S.W.O.C. and one for the company.

(2) Only factory employees who were on hourly rates of pay or on a piece-work basis and who produced their factory identification button were allowed to vote.

(3) The company's payroll for the week ended July 19, 1941, was used as a voters' list for checking purposes.

(4) The arrangements for conducting the ballot were in charge of Messrs. Compton and Ainsborough, representatives of the Dominion Department of Labour.

The results of the poll are set forth in the accompanying certificate, which was handed to the chairman at 3 p.m. on July 25, 1941.

To Whom it may Concern—

This is to certify that I was present and witnessed the taking of the ballot at the Canadian Acme Screw and Gear, Limited, Weston Road, Toronto, Ontario, on July 24 and 25, 1941, by officials of the Dominion Government Labour Department.

All employees who were eligible, and wished to vote, were allowed to do so and, in my opinion, the vote was conducted in a fair and impartial manner.

The questions voted on were:

Question 1.

Do you want to be represented by a trade union in negotiating a collective bargaining agreement with the Canadian Acme Screw and Gear, Limited?

Question 2.

Do you want the Steel Workers Organizing Committee to represent you in negotiating a collective bargaining agreement with the Canadian Acme Screw and Gear, Limited?

Number of voters as shown on the payroll—2,766.

Number of votes cast—1,727.

Answers	Question 1	Question 2	No. of Votes
1.	Yes	Yes	1,274
2.	Yes	No	27
3.	Yes	Blank	6
4.	No	No	94
5.	No	Yes	11
6.	No	Blank	33
7.	Blank	Yes	21
8.	Blank	No	..
9.	Spoiled ballots (i.e., no answers to either question and those on which any letter, mark or word appears, other than a cross in the approximate box)		261
	Total Votes Cast		1,727

Certified correct.

"E. N. Compton"
"F. J. Ainsborough"

Representatives, Dominion Government Labour Department.

Scrutineers:

"S. Ball,"
Representing the Company.
"E. C. Hill,"
Representing the employees.

Toronto, July 25, 1941.

Subsequently the board considered the ballots listed under section 9, accepted those on which the intent was clear and posted the following announcement on the plant bulletin board:

Toronto, Ontario,
July 25, 1941.

The following is the result of the ballot at the plant of the Canadian Acme Screw and Gear, Limited.

Number entitled to vote	2,766
Number of votes recorded	1,727
Against Union Representation	160
In favour of representation by S.W.O.C.	1,524

On behalf of the Board of Conciliation and Investigation.

"J. C. Cameron"
Chairman.

The board next listened to further arguments and discussed with the disputants further information on wage rates provided by them, inspected the plant and inquired into the company's financial circumstances.

Finally the board over a period of three days tried to persuade the representatives of the company to accept the board's assistance in working out a collective labour agreement. We were unsuccessful in so doing. When it finally became evident that the dispute could not be settled at this time in the manner indicated, the chairman, at a private meeting with the employer's representatives, requested Mr. Petersen to make a statement to the

union in the presence of the board. This Mr. Petersen did in the following terms:—

"The company has decided that it should not at this time attempt to conclude an agreement with its employees but that it should await the report of the board before deciding on further action."

The Findings and Recommendations of the Board

In view of the result of the ballot we recommend that the company meet with the union representatives with a view to negotiating a collective bargaining agreement respecting:

A. Wages.
B. Union recognition.
C. Other working conditions.

In view of the foregoing recommendation and since the further matters in dispute may be the subject of negotiation we believe that it is not expedient to make any further recommendations at this time.

Signed at Toronto this 30th day of July, 1941.

(Sgd.) James C. Cameron, Chairman.
(Sgd.) G. M. A. Grube, Member.
(Sgd.) John J. Robinette, Member.

REPORT OF COMMISSIONER ON INQUIRY INTO CAUSES OF LACK OF CAPACITY COAL PRODUCTION IN MINTO-CHIPMAN DISTRICT, N.B.

THE Honourable Mr. Justice M. B. Archibald, of the Supreme Court of Nova Scotia, Halifax, N.S., who was appointed a Commissioner under the provisions of the Inquiries Act on February 24, 1941, to inquire into the causes of the lack of capacity production in the coal mines in Minto-Chipman district of the Province of New Brunswick, has submitted his findings and recommendations to the Minister of Labour.

The text of the Commissioner's report is printed below.

Report of Commissioner

The Honourable
Norman McLarty, K.C., M.P.,
Minister of Labour,
Ottawa.

Re Minto Coal Mines

Sir,

I have the honour to submit the following report with reference to inquiry made by me respecting the question of capacity production of the coal mines in the Minto-Chipman area, Province of New Brunswick.

By Order in Council, dated the 24th day of February, 1941, the undersigned was commissioned to inquire into "the causes of the lack of capacity production in the coal mines in the Minto-Chipman District of the Province of New Brunswick, and to make such recommendations as in his opinion may serve to bring the coal mines in the district into full production and maintain such production for the duration of the war".

Pursuant to this Order in Council I proceeded to Fredericton on the 5th day of March, and on the 6th, 7th, 8th and 9th days of that month conferred there with the Hon. J. B. McNair, Premier of the Province of New Brunswick, Hon. F. W. Pirie, Minister of Mines, New Brunswick, the Deputy Minister of Mines and other officials of the Department of Mines; with Mr. Pettigrove, Conciliation Commissioner for that Province, and with the Deputy Provincial Treasurer. On March 10 I proceeded to Minto. During the afternoon and evening of that date I met and conferred with officers and committees of the Local of the United Mine Workers of America. On the following day I conferred with a large number of coal mining operators at a meeting called for that purpose and had a general discussion with them respecting the problem of increasing the production of coal in that area. The following day I met with executive committee of the Miramichi Mine Workers Union, and the Rothwell Mine Workers Union.

While in Minto, notwithstanding weather and snow difficulties, I visited several of the mines, conferred with mine officials, clergymen, municipal authorities, the officer in charge of the local detachment of the Royal Canadian Mounted Police, and others.

I also had an opportunity to observe the housing and other conditions in the area. Owing to snow conditions on the highways I was unable to visit the Chipman district, although coal operators from that district met with me at Minto at the meeting above referred to. At that time, owing to difficulties under which the mines operated because of weather and other conditions, I indicated to employees and employers that I would return in April to Fredericton and inquire further into the mining operations in the district when returns for the first three months of 1941 would be complete.

I accordingly returned to Fredericton on April 14. By reason of the conflicting views of the operators as expressed to me in my conversations with them and by reason of the conflict in the information given me and that expressed in various communications to governmental authorities, I deemed it necessary and advisable to take evidence under

oath and obtain a complete transcript of the evidence so taken. On the 31st day of March, 1941, I was authorized to secure the services of Mr. P. J. Hughes of Fredericton, N.B., to assist in conducting the inquiry.

The formal sessions of the inquiry opened in the corporations committee room in the legislative building, Fredericton, on the 15th day of April, 1941, and continued on the 16th, 17th, 18th, 19th, 22nd and 23rd days of that month. Twenty-four witnesses gave evidence, including nine operators and eight employees, the fuel purchasing agents of the Canadian National Railways and Canadian Pacific Railway Company, the assistant secretary of the Dominion Fuel Board, the officer in charge of the Royal Canadian Mounted Police at Minto, the provincial geologist for the Province of New Brunswick, and the deputy mining inspector for that province residing at Minto. I also met, at Saint John, N.B., on April 21, Mr. James A. Whitebone, President of the New Brunswick Federation of Labour, and discussed with him labour organization and other conditions in the Minto-Chipman area. On April 25 I conferred at Montreal with Mr. R. C. Vaughan, general purchasing agent of the Canadian National Railways, and Mr. Alan Rogers, the manager at Montreal of the Montreal Weaver Coal Company, Ltd. I also conferred with Mr. D. W. Morrison, president of District No. 26, United Mine Workers of America, and with Mr. Silby Barrett, International Board Member of that organization.

The Minto-Chipman area is the most important coal mining field in the Province of New Brunswick. In fact, it is the only coal mining field in that province in which to date it has been established that commercial production of coal is practicable. It comprises an area of approximately 400 square miles. The town of Minto is located near the centre of the area, and the bulk of the coal mining is carried on in two districts about equidistant from the town. These districts are North Minto and South Minto. At the southern portion of the area is the Chipman district. In this district (Chipman) considerable quantities of coal are obtained by stripping methods: that is, by the use of steam shovels and drag lines. Small quantities of coal are also obtained in the Chipman district by shaft mining.

Quantity, Quality and Accessibility

The Department of Mines and Natural Resources and the Dominion Fuel Board have complete information on their files and reports respecting the quantity, accessibility and quality of the coal in the Minto-Chipman area. Without attempting to examine in detail this information, I think it useful to observe:—

First, as to quantity: it is sufficient for me to state that the total coal estimated as available in the area is limited. The reports on file with the Dominion Fuel Board indicate that there is estimated to be in the entire area approximately 200 million tons. Dr. W. J. Wright, the provincial geologist for the Province of New Brunswick, who has carried on an investigation during the past few years as to the coal resources of the province, however, is of opinion that the total quantity of coal available in the area would be approximately 65 million tons.

My information and discussion with officials of the Department of Mines in New Brunswick, as well as with coal mine operators in the area, lead me to believe that of this estimated 65 million tons a large proportion cannot be mined to commercial advantage. Speaking generally, the coal is to be found in seams ranging from 16 to 24 inches in thickness, and located near to the surface of the ground, the deepest mine in the area being about 150 feet below the surface, while many of the shafts and slopes are less than 75 feet below the surface. There are moreover locations throughout the area, particularly near Chipman, where the coal "out-crops" and is so near the surface that it may be obtained by stripping methods.

Next, as to the accessibility of the coal in this area: as already stated, the coal is mined with comparative ease by reason of its nearness to the surface of the ground. It should be observed, however, that the thinness of the seams does render the mining of the coal difficult and that operations are expensive because the mines are rapidly worked out, and these handicaps in large measure offset the advantages enjoyed by the nearness of the coal to the surface.

The town of Minto is located on the Canadian Pacific Railway, a distance of about thirty miles in a general south-easterly direction from Fredericton. All the mines in the South Minto portion of the area are located either on or near the Canadian Pacific Railway. In North Minto, where the largest single mining operation is conducted, there is a spur line seven miles in length, owned by the Canadian National Railways, to the Trans-Continental line of the Canadian National system at Hardwood Ridge.

Next as to the quality of the coal: I was much assisted by the information on the files of the Dominion Fuel Board. Mr. J. R. Cox, assistant secretary of the Board, attended several sessions of the inquiry at Fredericton and gave evidence to the commissioner there. His evidence indicates that the coal is not of high grade quality. The representatives of the Canadian National Railways and the Canadian Pacific Railway Company present at the inquiry, as well as operators in the area itself, are in agreement on this point. The analyses indicate that the coal is high in moisture, sulphur and ash; and while it is

high in heating units, it is very friable, and in the operations of the mines relatively large quantities of slack coal are produced to the quantities of screened and lump coal obtained. By reason of this friability and by reason of the high sulphur content, the coal does not lend itself to safe, convenient and economical stocking. The fact that the coal cannot be stocked or banked successfully or at reasonable cost is a great handicap in the operation of the mines and in the marketing of the coal, because it deprives the operators of the advantages in building up reserves of stocked coal during slack seasons, and it also affects the marketing of the coal, because customers cannot build up reserves of coal from this area to tide them over periods when it may be difficult to secure fuel. I am convinced, however, that the quality of the coal could be greatly improved by cleaning and washing processes.

Coal Production in the Area

It is useful to examine the records respecting the production of coal from the Minto-Chipman area since 1910, as furnished to me by Mr. W. E. McMullen, mining inspector for the Province of New Brunswick.

This information appears in Exhibit 40, and need not be repeated in detail in this report. The record shows that the total production of coal in this area for the year 1910 was 47,072 long tons. In 1920 it was 135,297 long tons; in 1930 it was 180,120 long tons, and in 1940 it was 473,633 long tons. The production for each of the years 1935 to 1940 inclusive is as follows:—

1935	301,685
1936	310,704
1937	356,416
1938	259,275
1939	414,386
1940	473,633

It should be noted that the year referred to in the provincial records is the *fiscal year* for the province, that is, for the period from November 1 of one year to October 31 of the following year. The tonnage in each case is expressed in long tons of 2,240 pounds each. The returns from the Dominion Bureau of Statistics, Ottawa, furnished me are for *Calendar years*. For example, the report of the Dominion Bureau of Statistics shows that during the period January 1, 1940, to December 31, 1940, there were mined in the Province of New Brunswick a total of 486,149 long tons (this would be equivalent to 544,487 short tons). These statistics indicate that over the period 1910 to 1940 there has been a substantial increase in the annual production of coal in this area and a very striking increase during the years 1939 and 1940.

On page 60 of the annual report of the Department of Lands and Mines for the province of New Brunswick for 1940 is given a table which shows the annual production in long tons for each operator for the years 1939 and 1940. The table also indicates the percentage of the whole amount of coal produced at Minto in 1940. I herewith reproduce this information as stated in the report:—

Quantities and Comparative Percentages of Coal Produced by Various Operators

Operator	Tons of 2,240 lbs. mined in 1940	Tons of 2,240 lbs. mined in 1939	Percentage of whole amount of coal produced at Minto, 1940
Minto Coal Co., Ltd.	115,857	113,417	24·47
Miramichi Lumber Co., Ltd	82,094	63,247	17·33
Avon Coal Co., Ltd	43,116	42,536	9·11
Rothwell Coal Co., Ltd	38,555	28,212	8·14
Welton & Henderson, Ltd	36,956	51,976	7·80
H. Welton, J. Henderson & G. H. King	20,382	23,351	4·30
A. D. Taylor	27,556	22,445	5·82
W. B. Wisely	25,084		5·30
Pennlyn Coal Co., Ltd	24,386	575	5·15
G. H. King	20,156	20,496	4·26
Harvey Welton, Ltd	8,698	7,758	1·84
George H. Myles	7,930		1·67
Clarence Yeamans	6,076	3,303	1·28
H. P. Thurrott	5,308	2,674	1·12
Hugh McMann	3,002	1,510	0·63
T. H. Swift	2,473		0·52
McDougall Bros	2,028	2,775	0·43
Midland Coal Co., Ltd	1,163		0·25
Harry Flower	710		0·15
G. S. Mowatt	524	981	0·11
William Fearn	337		0·07
J. W. Carter	329		0·07
Samuel Copeland	206	2,010	0·04
Stanley Butler	172	344	0·04
Wm. Glencross	161		0·03
Kingscroft Coal Co., Ltd	127	1,459	0·02
Joseph Libby	102		0·02
Bertram Fearon	80		0·02
H. H. Girvan	65		0·01
Miscellaneous	25,317		
Totals	473,633	414,386	100·00

It will be observed by examination of the above statement that five of the operators, namely, Minto Coal Company, Ltd., Miramichi Lumber Company, Ltd., Avon Coal Company, Ltd., W. Benton Evans, who operates leases held by Rothwell Coal Company, Ltd., and Welton & Henderson, Ltd., produced 66·85 per cent or more than two-thirds of all the coal produced in the area. The report indicates that these five operators employ over 70 per cent of all persons in the area engaged in the mining of coal. It should be observed also that the coal produced by Welton, Henderson & King, by W. B. Wisely, Pennlyn Coal Company, Ltd., and by George H. Myles is coal obtained in stripping operations, that is, by the use of steam shovel or drag line.

Situation in Largest Mines

While in the course of my formal inquiry, as well as in the hearing of the evidence, I secured information from and respecting the small operators as well as the larger, the stripping operations as well as shaft mining, I directed in large measure my attention and examination to the operations, conditions, and problems of the five largest operators, namely, the Minto Coal Company, Limited, the Miramichi Lumber Company, Ltd., the Avon Coal Company, Ltd., Welton & Henderson, Ltd., and W. Benton Evans, because it is apparent that inquiry into their operations will in large measure furnish adequate information respecting shaft mining operations in the entire area.

The Minto Coal Company, Ltd., is the largest operator in the Minto-Chipman area. It has areas under lease of about 32 square miles. Its main operations are conducted in North Minto. The company was represented before me by Mr. A. D. King, who has been its manager since 1923. The capital stock of the company, amounting to $400,000 is held by the estate of the late Sir Thomas Tait of Montreal and by the Bank of Nova Scotia in trust for the estate of the late D. Lorne McGibbon of Montreal in the proportions of 51 per cent and 49 per cent respectively. At the present time the company conducts four mining operations, and of these the largest is the slope at North Minto. This company possesses distinct advantages over the other operators in the area because on the North Minto areas are to be found the thickest seams of coal in the district. The upper seams range in thickness from 18 inches to 22 inches. Beneath this seam of coal is a belt of fireclay of about six inches in thickness, and beneath the fireclay is another seam of coal six inches thick. By reason of the thickness of the seam in this area a larger production of coal per man per day can be obtained from this mine than from other mines in the district. The nature of the seams is such also that longwall mining machinery can be used to advantage. Working conditions in this company's North Minto mines are favourable. The mines are reasonably free from water. There is no trouble from gas. Timbering requirements are not unduly heavy. The seam is sufficiently far from the surface to make roof conditions good and yet not so deep as to add unduly to the cost of getting the coal to the surface. However, the large shaft at present in operation there has been almost worked out. From the foot of the shaft to the extreme limit of the workings the levels now extend a distance of nearly one mile, and the company cannot economically operate this mine for a much greater distance. The company is opening another mine and when it gets into production the coal should be much increased; in fact, one of the great difficulties under which this company operates at the present time is that the present operations exceed the capacity of the equipment installed. Breakages of machinery are frequent resulting in stoppages in production and these have occasioned much dissatisfaction among the employees. It is believed that in the North Minto area considerable quantities of coal may be obtained by stripping methods. The company proposes to add stripping operations to its 1941 program. The great advantage, however, enjoyed by this company is in its comparatively low cost of transportation. Located as it is on the Canadian National Railways spur line it is able to deliver its coal on the main line of the Canadian National Railways at a cost of nearly 30 cents per ton less than the similar transportation cost to operators in the South Minto area, and who ship the bulk of their coal over the Canadian National Railways lines. The Minto Coal Company, Ltd., also carries on mining operations to a lesser extent in South Minto at or near the Canadian Pacific Railway lines and is enabled by virtue of the South Minto operations to supply customers who normally require their coal to be shipped via Canadian Pacific Railway.

The average number of employees of the company for the year 1940 was 398. The company, which is the oldest in the Minto area, has had a prosperous career, and has been able to pay large dividends to its shareholders, as well as to build up adequate reserves.

The Miramichi Lumber Company, Ltd., has six square miles under lease and until this year operated on areas held by it in or near North Minto and adjoining mining areas of the Minto Coal Company, Ltd. This mine,

however, has been worked out, and the company has been obliged to move to areas held by it in South Minto. The company is a subsidiary of the International Paper Company, Ltd., and disposes of large quantities of its coal to the paper mill operated by that company at Dalhousie, N.B. In 1940 the company employed on an average 260 men, about 30 to 40 of whom are members of the Miramichi Local No. 1. The operations of this company in recent years do not appear to have been profitable.

The Avon Coal Company, Ltd., a subsidiary of the Nashwaak Pulp & Paper Company, Ltd,. has been operating in the Minto area since 1917 and at the present time holds under lease mining areas of fifteen square miles, and employs at the present time 194 men. All the coal produced by it is from the South Minto area. Mining conditions there are difficult and for some time past the company has been operating at a loss. The manager of the company resides in Saint John and has an assistant manager at Minto. The company has an enterprising and aggressive sales program and disposes of about 30,000 tons per annum to the St. Croix Pulp & Paper Co., in Maine.

The Rothwell Coal Company, Ltd., has under lease areas largely in the South Minto area. This company does not operate the mines itself, but Mr. W. Benton Evans, a shareholder operates the mines on the company's area on a royalty basis, that is, in addition to paying the royalty per ton to the province for the coal mined, he pays a further royalty to the company for the same coal. Mr. Evans has been operating in this manner since 1921. He does not use longwall machinery in the operation of his mine. The coal is obtained entirely by the hand pick method. He employs from 125 to 160 men, who are 100 per cent Canadian born, and who have a labour organization of their own known as Rothwell Miners Union No. 2. All employees of Mr. Evans are members of this Union, and Mr. Evans makes provision for check-off for the members' dues. Working conditions in his mines are good, and he has a capable and loyal group of employees. His operations since 1935, however, show a financial loss.

Welton & Henderson, Ltd., is the only one of the large producers which in 1940 produced less coal than in 1939. This decrease, however, Mr. Henderson, the manager, explains, was due to the fact he had to open a new mine in territory two or three miles away from his old operation in an area which bordered on an area of the Minto Coal Company, Ltd. Mr. Henderson anticipates the company's production in 1941 will be much higher than in 1940. The capital stock of the company is held by John Anderson and by the estate of the late Harvey Welton. This company utilizes the longwall mining machinery, and employs on an average about 125 men who are all members of the United Mine Workers of America. This organization is recognized by the company and a working agreement has been signed and check-off provided. Relations between the management and employees in this company seem to be very good.

Confining my observations to the operations of these companies, who are referred to in Minto as the Big Five, I wish to state, first, that my inquiries and the evidence convinced me that the mining of coal as at present carried on there is uneconomical, because there is too much duplication of effort and of services and much too little co-operation among the operators, and co-ordination of their efforts. In fact, with the exception of the matter of sales of coal to the Canadian National Railways and the Canadian Pacific Railway Company and the New Brunswick Power Commission, which sales are conducted by means of a selling agency common to four of the large operators, co-operation of the operators in this area is conspicuous by its absence. Cut-throat competition in the matter of prices in past years apparently was common but at the present time prices of coal produced in the area seem to be fairly well standardized, though I am satisfied that some competition in this respect still prevails.

Duplication of Services

I am convinced that the operators regard each other with much suspicion and distrust. At one time an association of coal mine operators was in existence, but that association no longer functions. Each of these representatives when appearing before me and when discussing the problems of operations of their respective companies *in the absence of other operators* indicated his conviction that there was great duplication of effort and service at Minto, and that there was an utter lack of co-operation; that to date no united effort had been made to popularize and promote the use and sale of New Brunswick coal; that no effort had been made to establish and install a common washing and cleaning plant or other facilities which would improve the quality of the coal and enhance the price which would be received for it; that no common scheme or effort had received their attention respecting the organization of their employees for collective bargaining and the improvement of housing and working conditions for their employees.

Each of the operators admitted that amalgamation of the companies would be most desirable, but each one felt that the company

he represented should be the one to absorb the others, rather than that it should be one of those absorbed in a scheme of unification which would bring all the operators together.

As an illustration of the duplication of services and effort which now exists among the operators in this area it should be noted that the five companies already referred to have administrative systems involving general managers (assistant managers in some cases), accounting officials, paymasters, and mining engineering services. Each of the operators admits that one, or at most two, such services would be adequate for the needs of the entire coal mining operations in the area.

Two of the results apparent by reason of these duplications of administrative service are—

(*a*) that the salary costs for managerial, accounting and paymaster services are excessive having regard to the size of the operation;

(*b*) that the engineering services in the area suffer because the effort to reduce engineering costs to each operator has had the result that there is not sufficient engineering service of either the quality or quantity required in the area.

I am satisfied also that the lack of co-operation and co-ordination has resulted in many instances in expensive mining, not only because of excessive administrative costs and duplication in the use and purchase of mining equipment, but by reason also of the opening of shafts and slopes in locations where the working conditions are difficult and unsatisfactory. I think this is one of the most unsatisfactory features respecting the operations in the Minto area. It was impressed on me both during my visit to Minto and in the course of the formal inquiry at Fredericton. The evidence indicates that in at least two instances profitable mining operations had to be abandoned because the workings were encroaching on another operator's property at places not near the latter's operations and at locations where the opening of a new mine was not contemplated.

Finally, and I think of great significance, the lack of co-operation among the operators has in my opinion an adverse, and seriously adverse, effect on the relations between employer and employee in the whole area.

Several of the smaller operators either conferred with me at Minto or gave evidence at the formal inquiry at Fredericton.

I do not propose to discuss in detail their operations other than to indicate the two larger and more important operators in the Chipman area, viz:—

(1) Mr. G. H. King, who conducts there a shaft operation and employs about 75 men. The seam of coal is very thin and he has been compelled to abandon the use of long-wall machinery and at the present time conducts a "hand pick" operation only. This shaft operation has not been a profitable one. Mr. King is also in partnership with Messrs. Welton, Henderson and King and has charge of a large stripping operation conducted by that firm on areas under lease to Welton & Henderson.

(2) Mr. W. B. Wisely, who conducts a large stripping operation in addition to a small shaft mine.

Stripping Coal in Minto-Chipman Area

The evidence shows that stripping operations are conducted by the following operators, namely: Welton, Henderson & King; Mr. W. B. Wisely; Mr. J. G. MacDougall, who operates a lease held by MacDougall Bros.; Mr. George H. Miles; The Pennlyn Coal Company, Ltd.

Stripping operations are conducted where the coal out-crops or is very near the surface. The method employed is to remove the over-burden of earth and rock by the use of a steam shovel or drag line. Where the depth of the over-burden does not exceed twenty feet this method of gaining coal can apparently be used in the Minto-Chipman area to advantage. Indeed, some of the operators have adopted this method where the over-burden is 25 or 30 feet deep. The coal obtained is substantially of the same quality as that obtained by shaft mining, except that the percentage of moisture is higher in much of it. Messrs. Welton, Henderson & King have installed at Chipman a drier through which stripping coal passes, and they have succeeded in greatly improving the quality of the coal by means of this process. Experience has demonstrated that successful stripping operations must be carried on in the spring, summer and autumn seasons; the heavy frosts of winter impose difficulties in the operation which rarely permit a successful operation. The stripping operation is not a complicated one and does not require skilled labour excepting as to those who operate the machines. Coal obtained by stripping is very friable, therefore the percentage of slack is very high. It should be observed also that the coal obtained by stripping commands a lower price on the markets than shaft-mined coal. However, the operators in the Minto-Chipman who produce it have been able to secure substantial markets for it, and by reason of low production costs, stripping operations have on the whole been profitable. It is worthy of note also that two of the larger stripping coal operators, namely, Mr. W. B. Wisely and Welton, Henderson & King, have succeeded

in marketing profitably large quantities for consumption by industrial plants in the Province of Quebec.

Markets

The bulk of the coal produced in the Minto-Chipman area by the larger operators is disposed of to the Canadian National Railways and the Canadian Pacific Railway Company, the New Brunswick Power Commission, Frasers, Limited, at Edmundston, and the mill of the International Paper Company, Ltd., at Dalhousie, N.B. It should be mentioned also that the Avon Coal Company, Ltd., disposes of a large tonnage (about 30,000 tons annually) to the St. Croix Pulp Company in Maine, U.S.A.

The Minto Coal Company, Ltd., the Miramichi Lumber Company, Ltd., the Avon Coal Company, Ltd., and Mr. W. Benton Evans, employ the Weaver Coal Company, Ltd., of Montreal, as a sales agent to sell coal to the two railways and to the New Brunswick Power Commission. This company receives a commission at the rate of five cents per ton from the above named operators for the coal sold by it for them. All four operators profess themselves as pleased with the efforts made on their behalf by this company. The employment of this selling agency by these four large operators has eliminated much of the price cutting practices which formerly existed, because the price paid by the Canadian National Railways for coal to these four operators largely governs the prices received for all coal sold from the area.

The largest single customer for coal from the area is the Canadian National Railways. In fact, since 1933 one-third of the total amount of coal produced in the area has been sold to this customer. The coal so sold to the Canadian National Railways is all screened coal and is used satisfactorily in its locomotives operating in the Province of New Brunswick with the exception of those employed in the express service, and the experience of the railway has been that Minto coal is not sufficiently high in quality for that service.

Mr. S. C. Welby, of Montreal, General Fuel Agent for the Canadian National Railways, attended the inquiry and gave evidence at the open session, and all operators had an opportunity to be present to hear and question him. Mr. Welby is entitled to great credit for the frank and convincing manner in which he gave his evidence. When I met the operators informally at Minto there seemed to be a general disposition on the part of the operators to complain that the Canadian National Railways was obtaining coal from them at a lower price than that paid for coal of a comparable quality from other parts of Canada, and that its policy in dealing with them worked to the advantage of the Nova Scotia coal mine operators. His evidence cleared the air. His convincing information as to the quality of New Brunswick coal for the railway services, as to the desire and the hope of the railway to purchase New Brunswick coal to the full extent to which it may be used by the railway in New Brunswick, and as to the willingness of the railway to meet the operators' request for more uniform requirements for each month of the year, and the information furnished by him indicating that the New Brunswick coal mine operators were receiving as much, if not more, than the coal mine operators of Nova Scotia for the coal supplied by them to the railway, having regard to its quality, must have disabused the minds of all operators that there was discrimination against New Brunswick coal. The record of purchases of coal from the Minto area since 1923 is as follows:—

Total Deliveries Bituminous Coal from Minto District

Year	Tons
1923	42,328
1924	65,014
1925	83,951
1926	66,838
1927	89,741
1928	89,363
1929	95,490
1930	92,431
1931	73,351
1932	93,981
1933	122,602
1934	112,651
1935	136,623
1936	130,538
1937	116,767
1938	106,335
1939	145,083
1940	162,864
1941 (estimated)	200,000

It will be noted from this exhibit that the sales of coal to this railway have largely increased in 1940, and it is hoped that 1941 will show a still larger increase.

The estimated requirements of the railway for the year 1941 by months are as follows:—

Estimated Requirements Minto Coal, 1941

January	12,000
February	14,000
March	17,000
April	17,000
May	17,000
June	17,000
July	17,000
August	17,000
September	18,000
October	18,000
November	18,000
December	18,000
	200,000

Mr. Welby gave evidence as to the monthly shipments from this area against orders for

the period September 1, 1940, to March 31, 1941. This information appears in Exhibit No. 3. (Since the hearing Mr. Welby has furnished me with a statement showing the same information for the months of April, May and June, 1941, a copy of which I have attached to Exhibit No. 3, and identified as 3A).

Heretofore it was the practice of this railway to require large quantities of coal during the winter months, and a greatly diminished quantity during the summer months. This method of purchasing created difficulties for the operators, because it resulted in an unbalanced production throughout the year, namely, heavy production in winter, and light production in summer. This year, however, the railway has undertaken to accept definite and more nearly uniform quantities each month throughout the year, and this system of purchasing should be of great assistance to the operator. The operators seemed impressed with the importance at this critical time of making prompt and full delivery of all coal ordered by the railway, and all expressed themselves as confident of their ability to meet the demands on them. The record of deliveries, however, indicates that, with the exception of W. Benton Evans and G. H. King, the operators have been unable to fill the orders from the railway.

Mr. Welby also stated that the prices per ton paid by the Canadian National Railways for Minto coal (screened) since January, 1926, were as follows:—

January, February and March, 1926	$4.50	per ton,	F.O.B.,	C.N.R.	tracks
April 1, 1926, to March 31, 1930	4.90	"	"	"	"
April 1, 1930, to March 31, 1932	4.80	"	"	"	"
April 1, 1932, to December 31, 1932	4.05	"	"	"	"
January 1, 1933, to December 31, 1939	4.00	"	"	"	"
January 1, 1940, to January 14, 1940	4.05	"	"	"	"
January 15, 1940, to date	4.30	"	"	"	"

He stated further that in 1932, when the price was so greatly reduced, the railway agreed to increase its purchases of Minto coal, and that the charges for switching by the railways operating in the Minto area were reduced from 60 cents per ton to 30 cents per ton.

The Canadian Pacific Railway Company is another large customer of coal from this area. During the year 1938 it purchased a total of 41,519 tons; in the year 1939, a total of 40,568 tons; and during 1940, a total of 41,278 tons, and during the first quarter of 1941, a total of 13,190 tons. These purchases are distributed among ten operators and the coal purchased is both slack and run of mine, and is used by this railway both in its shops and locomotives. The prices paid are as follows: for screened coal, F.O.B. mines, $4.15 per ton; for run of mine and slack coal, F.O.B. mines, $3.90 per ton. This railway has not undertaken to purchase from the operators furnishing it with coal definite quantities of coal each month throughout the year, but orders the coal as it may be required.

In connection with the purchase of coal by the two railways I am of opinion that better results would be obtained, first, as to coal purchased by the Canadian National Railways, if (a) it used Minto coal in its shops as well as in its locomotives. It must be obvious that if the Minto coal mine operators are to produce more screened coal for the use of its locomotives in the Province of New Brunswick a market must be found for the larger quantities of slack coal which will be available. (b) That it should, if it is desirous of increasing its consumption of coal from this area, make a greater effort to obtain quantities of coal from the smaller operators who complained to me that they are unable to sell coal direct to the railway companies unless through the larger operators who buy their coal and resell it to the Canadian National Railways at a profit.

Second, as to the Canadian Pacific Railway Company, it could and should increase its consumption of coal from the Minto-Chipman area. The present consumption of 40,000 tons per year seems to be a small proportion for that area of all the coal consumed by the Canadian Pacific Railway in the Province of New Brunswick.

Third, as to both railways, it seems to me that the switching charge of 30 cents per ton is higher than justified. The representatives of the railway did not furnish me with any logical explanation as to why the switching charge was placed at 30 cents per ton, other than to say that it was in line with switching charges existing in other areas in which both railways operated. It was significant that in 1932 the switching charge of 60 cents per ton was reduced to 30 cents per ton when there was a prospect of the tonnage over the railways being increased. At the present time the tonnage from the area has increased very largely above that contemplated in 1932 and I think both railways should materially reduce the charge from 30 cents per ton. In addition to the customers I have already mentioned, quantities of the coal produced in this area are sold to local purchasers in the Province of New Brunswick. The quantities of New Brunswick coal moving into subvention areas are small, and the evidence of Mr. Welby and Mr. Cox made it clear that the operators in the Minto-Chipman area received their fair

share of subvention assistance having regard to the comparatively small quantity moved from this field into areas to which subvention assistance applies.

It was apparent also that the operators have not taken advantage of the opportunities which the local market for the Province of New Brunswick should afford for coal from this area. There has been no concerted move by them to demonstrate to or popularize with potential customers in the Province of New Brunswick the qualities of the coal from the Minto-Chipman area; and no concerted effort has been made to increase materially its sales in that province.

Labour Supply

Prior to the war there was for many years a surplus of labour available to the operators in this district. If there was any scarcity of labour in the area it was a simple matter to supplement it by bringing in men from nearby districts. The situation now has changed. The needs of the armed services and of war time industries and activities have created a situation where the supply of labour is now more limited. The records show that more men have been employed during the last two years than prior to the war. However, it was apparent to me that the point had been reached where it would be difficult to obtain more men. The low wages paid by the operators make it attractive for many active men to secure work elsewhere at this time when the opportunities for employment are great. Certain of the operators complain that they are losing many men by enlistment. Their complaints, however, were not borne out by the evidence which was furnished me. Of a total of 1,200 or 1,400 men employed in the industry since the war it appears that a very small number indeed of key men and experienced miners have joined the services. The mining population in the area is a mixed one and the information furnished me shows that about 20 per cent are foreign born, about 60 per cent are French Canadians, and that the remaining 20 per cent are English speaking, either Canadian born or British born.

Considerable complaint appears in correspondence with the Department respecting the degree of absenteeism by miners in Minto. Again, I fail to find that these complaints are justified by the evidence. In the winter months of 1941 there was considerable absenteeism owing to weather conditions and sickness. But having regard to the fact that the mines were operating six days a week on an eight hour day basis, and having regard to working conditions in these mines, there was pretty general agreement among both employers and employees that the degree of absenteeism was not abnormally high.

Housing Conditions

The housing conditions in the area are poor indeed. A considerable proportion of the miners live in houses rented from the operators. Many of them own their own homes. It was brought to my attention that married men with families were living in small two-roomed shacks or camps, and that there was overcrowding in many of the four-roomed houses. These conditions of overcrowding are to be found in houses owned by individual miners as well as in those owned by the operators.

The water required for drinking and cooking purposes is obtained from wells, some of which are sealed and serve groups of families. Other wells are shallow, and it is surprising that the water has not been contaminated to a degree greater than that reported to me.

Medical and Hospital Services

There are two doctors practising in the town of Minto, and the medical requirements of the district apparently are well attended to. Mining being a hazardous occupation has a high ratio of accidents, but operators and men agreed that, while there were many minor accidents, the number of serious and fatal accidents was relatively small. There are no hospital facilities at Minto, but there is a good hospital at Fredericton thirty miles distant, and during the greater part of the year the highways from Minto to Fredericton are in good condition. The population of the area is too small to support a hospital of its own, but it would appear that its hospital requirements are met by the facilities at Fredericton, although to my mind there should be ambulance service stationed at Minto. Operators and employees are agreed as to the desirability of such service, but to date no action has been taken to provide it. The larger operators have qualified first aid men among their employees. I think, however, that this service could be greatly extended and improved so as to meet not only the needs of those employed by the larger operators but by the smaller ones as well.

Educational Facilities

Notwithstanding the fact that there are several schools, including a fine consolidated school at Minto—a school in which the citizens justly take great pride—there is need for additional school accommodation in the area. The standard of literacy is not high and school attendance is not good. Two explanations of these conditions furnished me were indifference of parents in certain cases, and overcrowding in the schools in others.

Cost of Living

Living costs are high in Minto, much higher I was led to believe in Minto than in Fred-

ericton and other communities in New Brunswick comparatively a short distance away. It is difficult to understand why there should be this variation in living costs, but the fact remains that there was a very general complaint, not only from miners, but from other citizens whom I interviewed, that the cost of meat, fish, vegetables and groceries was much higher than in nearby communities.

The companies operating mines have stores in connection with their mining operations for a limited number of articles, such as explosives, mining tools, overalls, rubber boots, and some other articles of clothing. There was no indication in the evidence before me from either miners or operators that these stores were operated at a profit to the companies owning them.

Organized Labour

With two exceptions, namely, in the mining operations conducted by Mr. W. Benton Evans and by Welton & Henderson, Ltd., the relationship between employers and employees in the Minto area is not a happy one, and it appears to be one of suspicion and distrust rather than loyalty and co-operation.

As early as 1921 the United Mine Workers of America endeavoured to organize the miners in the area, but discontinued their organization efforts. In the years 1937 and 1938 these efforts were renewed and a large number of the miners in the area joined that organization. At that time there was a strike in the district which continued for some months and the mines were closed with the exception of those operated by Mr. Evans. A Conciliation Board was established, which in its report did not recommend recognition of the United Mine Workers of America. During the strike the employees of Mr. W. Benton Evans and those of the Miramichi Lumber Company, Ltd., organized themselves into local unions known as Rothwell Mine Workers Union and Miramichi Mine Workers Union. Neither of these unions has now any affiliation with the Canadian Congress of Labour.

Rothwell Miners Union comprises all the employees working in the mines operated by Mr. Evans. They are 100% Canadian born and many of them have been in Mr. Evans' employ for many years and are loyal to him, and there is evident a spirit of real co-operation between employer and employee. This union is in receipt of check-off from him for membership dues, and is not affiliated with any provincial, national or international organization.

The Miramichi Miners Union No. 1, originally an organization of the employees of the Miramichi Lumber Company, Ltd., now comprises less than 20% of the employees of that company and can no longer be regarded as an effective labour organization for collective bargaining, etc.

The employees of Welton & Henderson, Ltd., are organized as a unit of the United Mine Workers of America. The management of the company recognizes the union and has a working agreement with it, a copy of which was furnished me, and is enclosed with this report. I found that the relationship existing between Welton & Henderson, Ltd., and its employees is good. Both employer and employees speak in glowing terms of the benefits that have accrued to each of them by reason of this relationship.

At the time of my visit to Minto and when the formal inquiry was in progress in Fredericton the management of both the Minto Coal Company, Ltd., and the Avon Coal Company, Ltd., expressed themselves as strongly opposed to recognition of the United Mine Workers of America, to which organization the majority of their employees either belonged or were sympathetic. It was very apparent that the absence of organization for collective bargaining and other purposes among the employees of these two companies was responsible for the suspicious and in many instances hostile attitude which they have adopted towards their employers.

After the formal hearings were closed the Manager of the Avon Coal Company, Ltd., saw me in Montreal and intimated that his company and the Minto Coal Company, Ltd., had in mind a scheme whereby the employees of the two companies would be organized. Since that time negotiations have been under way between Mr. Silby Barrett, International Board Member and Organizer for the United Mine Workers of America, and these two companies. Negotiations I understand have also been in progress between Barrett and other operators. An agreement has now been concluded between the Minto Coal Company, Ltd., and the United Mine Workers of America. This agreement became effective on the 12th of July 1941, and a copy of it was furnished to me by Mr. Barrett on the 19th July, 1941, and is enclosed with this report. Mr. Barrett is very hopeful that a similar contract will be executed between this organization and the Avon Coal Company, Ltd. The presence of organized labour recognized by the larger operators will, I am hopeful, do much to improve relations between employer and employee in the area.

Wages

The employees who met me at Minto, as well as those who gave evidence at Fredericton, urged on me the necessity for an increase in their wages. In January, 1940, the wages throughout the area were increased by percentages ranging from 9 per cent to 11 per cent. The employees who appeared before me did not specify in detail the increases

which should be applied to the various mines and to the many groups operating in these various mines, but suggested a general wage increase of 15 per cent and afforded me no information as to why or how they arrived at this percentage, excepting that an increase in wages was necessary because of the sharp increase in the cost of living. The operators have indicated a willingness to increase the wages paid their employees provided the Canadian National Railways increases the price it will pay for their coal.

It is clear to me that the miners should receive a bonus by reason of the increased cost of living in this area since the war, and I am of opinion that the proper governmental officials should investigate living costs there and ascertain accurately the increase since September, 1939.

In so far as the question of increase of wages is concerned, my investigations convince me that, with mining operations conducted as they are at the present time, the Minto Coal Company, Ltd., is the only operator who can afford to increase the wages unless the prices received for coal are materially increased or transportation costs are lowered.

Governmental Supervision

Mines in the Province of New Brunswick are administered by the Department of Forests and Mines. Over a period of years the department has received substantial revenue from the mines which are operated on a royalty basis, the royalty paid by the operators to the department being at the rate of 10 cents per long ton. Mr. W. E. McMullen, Inspector of Mines and Mining Recorder, is responsible for the supervision of the mining operations. The present Deputy Mining Inspector, Mr. J. Vandenbroeck, resides at Minto, and is a man who has had practical experience as a miner for a few years in Nova Scotia and for several years in the Province of New Brunswick. His duties are to inspect the operations carried on by the several coal mine operators and to report to the Department the coal mined in each lease from month to month, and he acts as chairman of the board which issues mining certificates. I consider him a careful and conscientious official and the information I obtained indicates that there has been much improvement of working conditions in the mines since he assumed office. I am convinced, however, that he should have an assistant if all the duties at present required of him are to be properly performed.

The Province also employs a provincial geologist who, with his assistants, obtains information respecting the potential coal resources of the area and is also available to advise operators respecting the same.

It seems to me that, under the system which prevails, too large a number of small operations are being carried on, with the result that profitable operations, when carried on in conjunction with others, have been prejudiced by the operations of small operators here and there throughout the area. As long as the present system of conducting the operations by a large number of operators is continued it seems to me that there should be power in the Minister to compel one operator to permit an adjoining operator to mine the coal in the area covered by the latter's lease unless a good reason is shown that this coal is essential to his own operations in that area. I think, too, that the Department should exercise greater supervision over the matter of epening up new mines. In fact the Department could and should conduct detailed exploratory operations and place itself in a better position to advise and in many cases direct employers as to more suitable locations for opening the mines. If some such supervision had been exercised some of the more difficult and uneconomical mines would never have been opened.

Recommendations

In making recommendations with a view to obtaining capacity production of coal in the Minto-Chipman area I am restricted by the terms of the Order in Council authorizing this inquiry to make such recommendations which, if adopted, will in my opinion result in immediate increase in the production and maintain such production for the duration of the war.

If mining operations are to be continued by a large number of operators working independently of each other it is apparent to me that some of the mines in the area are now operating to near capacity. However, even under present conditions I am satisfied production will be increased if relations between employers and employees are improved, and if greater co-operation is established among the operators. In this connection it is worthy of note that Mr. Pettigrove, Conciliation Officer for the Province of New Brunswick, endeavoured in 1937 and 1938 to bring about a greater degree of co-operation among, and co-ordination of effort and services by operators. His efforts were directed towards the proper goal and it was the fault of the operators, not his, that he succeeded in obtaining the degree of co-operation limited to the matter of sales only. The good work so well and ably commenced by him should in my opinion be continued.

The two major recommendations I have to make are these, namely:—

(1) The organization of the miners throughout the entire area should be continued and made as complete as possible, and in this organization the employees should have the encouragement of the operators. I am satisfied

that the miners if permitted to organize and enjoy the advantages of collective bargaining and agreements with respect to working conditions would co-operate with the operators in producing the maximum amount of coal that is possible under present conditions.

(2) That the operators co-operate to increase the production of coal in the area.

I have already suggested some of the results which have arisen from their lack of co-operation in this time of emergency. They have an opportunity in the co-ordination of their efforts and services to reduce production costs as well as to increase the tonnage of coal produced.

In order that the two recommendations I have made may be brought about more speedily I further recommend:—

(1) That the Canadian National Railways increase the price it is now paying for coal from $4.30 per ton to $4.40 per ton. It will be noted that the increased price suggested by me is considerably below the price paid for coal from this area by the railway prior to 1932. It must be remembered, however, that the production costs at this time are high; that the production of an increased quantity of screened coal for the railway means at the same time an increased production of slack coal, and that, with the exception of the Minto Coal Company, Ltd., the operators in this area will find difficulty under present conditions in finding money to pay the cost of living bonus hereafter referred to.

(2) That the Canadian National Railways assist the operators by purchasing, if possible, slack coal from the Minto area for use in their shops in New Brunswick.

(3) That both the Canadian National Railways and the Canadian Pacific Railway Company endeavour to reduce substantially the switching charges which are now in existence in the Minto-Chipman area.

(4) That the Canadian Pacific Railway Company increase its purchases of run of mine and slack coal.

(5) That the proper officials make an immediate survey of the increase in the cost of living in this area since the outbreak of war and that a cost-of-living-bonus be paid to the miners in accordance with the provisions of the Order in Council in that regard.

In addition to these recommendations there are conditions in the area which require attention and improvement and in this connection I recommend—

(*a*) That the Federal and Provincial authorities, in co-operation with the operators and municipal authorities, immediately endeavour to improve the housing and sanitary conditions in the area.

(*b*) That the Provincial Government and municipal authorities survey carefully the school accommodation requirements and make provision for additional accommodation where necessary and also enforce regular attendance at the schools by children of school age.

(*c*) That the operators, in co-operation with the Provincial Department of Health, establish an ambulance service at Minto which will be available to all operators in case of emergency.

(*d*) That the present Deputy Inspector of Mines in the district be given clerical or other assistance in order that he may be relieved of much of his routine duties in respect to royalty returns, and in order that he may be able to make more frequent inspection of the mines, safety conditions, ventilation, use of explosives, height of the levels, and working conditions generally. Careful inspection by him would result I am satisfied in an improvement of conditions complained of by the men, such as inadequate ventilation; use of wooden rails, instead of iron, in the wheeling roadways in some of the smaller mines; inadequate height of the levels; and delays resulting from the use of inadequate equipment.

(*e*) That the Department of Mines, through its Deputy Inspector and Provincial geologist, furnish to the operators more advice and development assistance when new mines are being opened.

In concluding this report I wish to acknowledge the assistance I at all times received from the Deputy Minister and other officials of your Department; from the Secretary of the Dominion Fuel Board; and particularly the great assistance afforded me at the formal inquiry by Mr. J. R. Cox, the assistant secretary of the Dominion Fuel Board; the premier and the Minister of Mines for the Province of New Brunswick, and his deputy and other officials of the government of the Province of New Brunswick.

I wish also to express my appreciation of the courtesy afforded me by the operators of the Minto coal mines and their employees.

I wish to record also my appreciation of the co-operation and assistance I received from Peter J. Hughes, K.C., who acted as counsel for the Commissioner during the formal hearing at Fredericton. I am indeed greatly indebted to him for the careful and skilful manner in which he conducted the examination of the witnesses.

Respectfully submitted,

(Signed) M. B. ARCHIBALD,
Commissioner.

Dated at Halifax, N.S., this 25th day of July, 1941.

PROCEEDINGS UNDER INDUSTRIAL DISPUTES INQUIRY COMMISSION

Results of Preliminary Investigations Reviewed

OPERATING under authorization of Orders in Council P.C. 4020 of June 6 and P.C. 4844 of July 2 (Labour Gazette, July, 1941, page 797) the Industrial Disputes Inquiry Commission—established to deal speedily with industrial disputes in war industries and to decide upon the necessity of subsequent procedure before a Board of Conciliation and Investigation—had, up to August 31, investigated 31 cases. The first 18 of these cases in the period June 19 to August 12 were reviewed in the August issue of the Labour Gazette. Cases 19 to 31 inclusive are reviewed in the present article.

As provided in the consolidated Order in Council (4020 and 4844), an Industrial Disputes Inquiry Commission consists of one or more members appointed by the Minister of Labour, and each member has the full powers of a Commissioner under the provisions of the Inquiries Act.

The establishment of the Commission resulted from the fact that the extension of the Industrial Disputes Investigation Act to war industries greatly increased the number of applications for Boards of Conciliation and Investigation. Since these of necessity required prompt conciliation action, and since a considerable number of such applications have reference to disputes of a nature *prima facie* as not to warrant the appointment of conciliation boards, it was decided to have preliminary investigation made by a body possessing the authority of commissioners to require the production of evidence. If this body does not succeed in effecting a speedy settlement, it can advise the Minister of Labour whether there are good grounds for establishing a Board of Conciliation and Investigation.

Accordingly, the Minister of Labour is empowered by Order in Council whereby in any industry (to which the Industrial Disputes Investigation Act and its extension now applies) in which a strike or lockout appears imminent or has occurred, he may refer the dispute to a tribunal known as an Industrial Disputes Inquiry Commission. This section of the Order is as follows:—

"When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation."

The Industrial Disputes Inquiry Commission is composed of the following members: Messrs. Humphrey Mitchell, secretary of the National Labour Supply Council, Ottawa, chairman; Gilbert Jackson, banker and economist, Toronto; George Hodge, manager, Department of Personnel, Canadian Pacific Railway, Montreal.

Case No. 19.—Gold Mining Companies in the Kirkland Lake Area and Certain of their Employees.

Twelve companies and approximately 4,000 employees were involved in this dispute which arose out of the employees request for a Master union agreement embodying increased rates of pay, changes in hours of labour, and improved working conditions. The employees had applied for a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act. The Commission at the first meeting at Kirkland Lake were confronted by the employees' representatives with a question of its authority to deal with the matters at issue. When this was disposed of and the Commission's authenticity was definitely established, the three Commissioner's proceeded to their investigation, the companies being represented by their managers while each mine had its union representative present in adition to F.T. McGuire, district administrator, International Union of Mine, Mill and Smelter Workers.

Prior to the arrival of the Commission on August 5, the Chief Conciliation Officer of the Department, Mr. M. S. Campbell had visited the area on June 21-22, and had

recommended the establishment of a Board of Conciliation. The Commission in its negotiations explained to both parties the interpretation of the Governments Wartime Wages Policy as set forth in Orders in Council P.C. 7440 and 4643 as well as P.C. 2685. As a result the companies undertook to negotiate signed agreements with properly constituted committees of their employees and to pay from July, 1, 1941, a wartime cost of living bonus of $2.40 per week calculated on the basis of the cost of living index figure of June 1941 (the latest index figure available at the time). This was rejected by the employees when referred to special meetings of the union membership.

Although the conditions since the visit of the Chief Conciliation Officer were materially changed by the above undertaking of the mining companies to the Commissioner, that body considered that in view of the recommendation to establish a Board, such a course should be adopted.

Accordingly a Board of Conciliation and Investigation has now been established (see elsewhere in this issue in recent proceedings under the Industrial Disputes Investigation Act on page 1042).

CASE NO. 20.—TURCOT AIRCRAFT PLANT OF THE CANADIAN CAR AND FOUNDRY COMPANY, MONTREAL, AND EMPLOYEES, MEMBERS OF THE INTERNATIONAL ASSOCIATION OF MACHINISTS.

The three Commissioners dealt with this case which involved a question of lay-off, allegedly on account of union activities of certain employees. Representing the company was its plant superintendent, while the employers were represented by international, district and local officials of the union.

When the case was heard before the Commission only three employers were involved, the others having been either re-employed by the company, or having secured employment elsewhere.

The following paragraphs from the report of the Commission outline the satisfactory disposal of the case:

On behalf of the employees it was stated that when these workers were dismissed from the service of the Company they were informed that the cause of dismissal was reduction of staff on account of a shortage of material. By coincidence or otherwise, four or five of the dismissed employees were members of the Union Committee. It was further stated that notwithstanding that the cause for dismissal had been given as shortage of material, junior employees had been retained in the service of the Company and new employees had been subsequently engaged.

As a result of the discussion of the matter with the representative of the Company, and following an expression of views by the Members of the Commission as to the possible interpretation or misinterpretation of the Company's action in dismissing the employees involved from its service, the superintendent undertook, on behalf of the Company, the supply of material now being available, to re-employ the three men concerned if they apply for work on Monday, August 18, 1941.

This undertaking, made on behalf of the Company by Mr. Ellement, was communicated by the Commission to the representatives of the employees who expressed their satisfaction with the disposal of the matter on the basis mentioned.

CASE NO. 21.—CANADIAN INTERNATIONAL PAPER COMPANY AND CERTAIN OF ITS EMPLOYEES AT TEMISKAMING.

This case—heard before two Commissioners, Messrs. Humphrey Mitchell, and George Hodge—involved a matter of one local union withholding from the completion of the Master agreement which had been signed by all other union locals whose members were employed by the company. The chief points at issue are an increase of 5 cents per hour in basic rates plus vacations with pay. Approximately 760 employees are affected. (LABOUR GAZETTE June 1941, page 619).

The submissions to the Commission indicated: that the rates of pay of the employees at Temiskaming are now higher than any rates previously paid at that mill; that effective May 1, 1941 a cost of living bonus slightly in excess at that date of the bonus payable under the provisions of Orders in Council 7440 and 4643 was paid to the employees; that the company revised its Master agreement with all mills in 1941 providing for this cost of living and all locals signed it except that at the Temiskaming Mill; that His Honour Judge Constantineau, reporting to the Minister of Labour on July 8, 1941 considered he had secured an agreement between the company and its Temiskaming employees to discuss all outstanding questions on the understanding that the employees application for a Board of Conciliation would be withdrawn; and that as a result of the conferences held before Judge Constantineau all outstanding questions were disposed of except the employees claim for a general increase of 5 cents per hour and vacations with pay.

The Commission then noted: The contention of the local Union at the Temiskaming mill is that their basic rates of pay should be increased by five cents per hour to bring them up to the level of the rates of pay at the Smooth Rock Falls mill of the Abitibi

Paper Company. On the other hand, the Company pointed out that their rates of pay are practically uniform for all their mills under the so called Master Agreement, and that any change from this practice for one mill would have a very disturbing effect on the established rates of pay in all their other mills. The Company also claimed that inasmuch as there has always been a differential between the rates of pay of the Province of Quebec and the Province of Ontario paper mills, any admission on the claim of the employees at the Temiskaming mill undoubtedly would immediately create a disturbance in conditions in the Ontario mills with a claim from the employees of those Ontario mills that the differential they had previously enjoyed should continue to be maintained.

As regards vacations with pay, the company representative indicated that the company was favorably disposed to consider this matter, but could not recommend any change in policy because of the need of increased production and the possible shortage of man power through enlistment.

The Commission pointed out to the representatives of the employees that the so called Master Agreement in effect in the mills of the Canadian International Paper Company was well in advance of the general practice of other companies, either in the paper or other industries, and that it was possible that continued agitation of their claim might seriously prejudice the continuation of the agreement. The Commission considered that there was no justification for the appointment of a Board.

Case No. 22—Ayers, Limited, Lachute Mills, and Certain of Their Employees.

This dispute, involving approximately 460 employees, was first investigated by His Honour, Judge Albert Constantineau acting as chairman of an Industrial Inquiry Commission under the provisions of Order in Council P.C. 4020.

In a letter (dated July 14) to the Registrar of the Industrial Disputes Investigation Act (Mr. Gerald H. Brown, Assistant Deputy Minister of Labour), Judge Constantineau indicated that the matters in dispute were satisfactorily settled and that the application for a Board of Conciliation should be considered withdrawn.

The subsequent course of this case indicated that the application was not withdrawn, and on July 29 Commissioners Messrs. Humphrey Mitchell, chairman, and George Hodge, held conferences with representatives of the company and the employees at Lachute.

Following the Commission's investigation with the General Superintendent, an undertaking was concluded, subject to the approval of the company's secretary-treasurer. This officer, however, in a letter stated that:

"It is not the intention of this Company to sign any agreement whatsoever but to stand by the agreement reached before Judge Constantineau."

In view of this development, the Commission recommended the establishment of a Board of Conciliation on the application made on behalf of the United Textile Workers of Canada, Local No. 9, Lachute. This board has now been established. (See elsewhere in this issue on page 1042).

Case No. 23—Dominion Textile Company, Quebec, and Certain Employees, Members of the National Catholic Union of Textile Workers of St. Gregoire.

This dispute involving approximately 1,000 employees arose from the reorganization of the carding department in which it was claimed by the employees that the workers were required to operate more machines which would increase the production per man, without a proportionate increase in the pay. It was also claimed that under the new system the workers earned less money than previously.

There had been an illegal strike, contrary to the provisions of the Industrial Disputes Investigation Act on July 5, the workers returning to work following an understanding, which is attached to and forms part of the report, and which provided that any disagreement arising out of the understanding would be submitted to an Arbitration Board provided by provincial or federal legislation.

It was alleged that a slow-down on the part of the workers was being carried out which was seriously impairing the output of the mill.

The company suggested the establishment of an Arbitration Board, as provided in the agreement between the Company and the Union dated June 19, 1941, in which the Minister of Labour would appoint a person expert in the knowledge of the operation of Textile mills as chairman.

This proposal was placed before the committee of the Union who said they could not agree to it, as they favoured the establishment of a Board of Conciliation and Investigation, under the Industrial Disputes Investigation Act.

On August 9, the employees applied for a Board of Conciliation, and Commissioners Humphrey Mitchell and George Hodge again held conferences with representatives of both parties to the dispute (the first conferences

were held on July 25-26). Finally, both parties agreed to be bound by the findings of a Conciliation Board, and this course was recommended by the Commissioners. This Board has now been established (see page 1040 in this issue).

CASE NO. 24—QUEBEC RAILWAY, LIGHT AND POWER (MONTMORENCY RAILWAY DIVISION) AND EMPLOYEES (TRAINMEN AND MOTORMEN).

This dispute concerned wages and working conditions. After conferences between the Commission and both parties, an undertaking was concluded and signed.

The Commission reported that as a result of the conferences and the undertaking there is reason to anticipate that the questions at issue will be satisfactorily adjusted.

CASE NO. 25—DOMINION BEDDING COMPANY, MONTREAL AND CERTAIN OF ITS EMPLOYEES,

In this dispute, involving approximately 300 employees, the Commissioners (Messrs. Mitchell, Hodge and Jackson) had first to deal with the question of employees representation. The representatives of the company questioned the authority of those who sought the establishment of a Board of Conciliation to act on behalf of the majority of the employees. (LABOUR GAZETTE, July, 1941, pages 737-8).

It was also indicated on behalf of the company that the rates of pay at present in effect in their plant were higher than the rates of pay that applied in the period 1926-29, and that on account of recent increases in rates of pay, any wartime cost of living bonus was not yet due under the provisions of Orders in Council P.C. 7440 and 4643. On the other hand, the representatives of the employees claimed that the rates of pay were unduly low in comparison with rates paid in other plants in the same industry in the Montreal area.

Since the question of employees representation had to be settled first, the Commission (after explaining to the company representatives the requirements of Order in Council 2685) prevailed upon them to negotiate with an elected committee of employers.

Following an election of a committee, the Commission urged the representatives of the employees to withdraw their application for a Board, looking toward the negotiation of an agreement. Up to the present, the employees have declined to do this.

CASE NO. 26.—CANADA STEAMSHIP LINES AND CERTAIN OF THEIR EMPLOYEES.

Approximately 1,350 employees were involved in this case in which application for a Board of Conciliation had been made. (LABOUR GAZETTE, July, 1941, page 737). The report of the three Commissioners (Messrs. Mitchell, Hodge and Jackson) indicated that of the various matters involved there were only three questions which might not be disposed of by mutual arrangement, namely, the claim for time and one-half pay for work after midnight, additional punitive payments for work during meal periods, and the application of a wartime cost-of-living bonus under the provisions of Order in Council P.C. 7440, as amended by P.C. 4643. It was also indicated that the latter question might likewise be disposed of by mutual arrangement following the conclusion of agreements between the Canadian National and Canadian Pacific Railways and their various classes of employees.

Subsequently agreement was reached on all points except the clause for time and one-half pay for work after midnight and punitive payments for work during meal periods.

After holding a series of conference, these points still remained in dispute and concerning them the Commission reported:

It is also evident that if the hardship as alleged by the employees of working after midnight actually exists, the payment of extra compensation for the work would not remove any such hardship. It appears, therefore, that the proposal for the revision of the agreement, and the (at least) partial strike if carried on by the employees, is an effort to force an increase in compensation over the rates of pay and conditions heretofore prevailing. This raises a question as to whether the claim of the employees, if admitted, would not constitute a deviation from the principles of Orders in Council P.C. 7440 and 4643.

In view of all the circumstances the Commission did not advise the establishment of a Board.

CASE NO. 27.—COMPLAINT OF A. C. WRIGHT, DISTRICT DIRECTOR OF QUEBEC, STEEL WORKERS ORGANIZING COMMITTEE, AGAINST PECK ROLLING MILLS LIMITED, MONTREAL.

This case is an aftermath of a dispute investigated by a Board of Conciliation, now being reconvened.

For the past history of this case see the issues of the LABOUR GAZETTE for January 1941, page 9; April, pp. 369, 372-86; May, page 507; July, page 738. Originally there were approximately 300 employees involved.

The Commissioners (Messrs. Mitchell, Hodge and Jackson) conducted an enquiry into the complaint on August 14, discrimination having been alleged against approximately 20 employees.

Following discussion of these allegations, and a claim that certain cement finishers should

have their hourly rates increased the Commission did not pursue the case further and reported unfavourably on the method of the complainant's presentation.

CASE NO. 28.—ALLIANCE PAPER MILLS LIMITED, MERRITTON, AND CERTAIN OF THEIR EMPLOYEES.

In this case, a Board of Conciliation had been applied for by the employees, approximately 240 of whom were involved. (LABOUR GAZETTE August 1941, page 875).

After investigation, the Commission found that the rates of pay of the employees of the Company are now as high or higher than any rates paid previously by the Company including the rates of pay in effect in the period 1926-29; and that the rates of pay and the wartime cost-of-living bonus, made effective May 1, 1941, in the plant of Alliance Paper Mills Limited at Merritton, are the same as those applied, as from the same date, in the plants of Interlake Tissue Mills Company, Merritton; Garden City Paper Mills Company, Merritton; and Provincial Paper Mills Limited, Thorold.

The Commission advised the employees' representatives that, in its opinion, higher rates of pay than those prevailing, as outlined herein, could not be justified under the provisions of Orders in Council P.C. 7440 and P.C. 4643, as both rates of pay and wartime cost-of-living bonuses do not deviate in favour of the employer from the principles of the Government's Orders in Council.

The Commission considered that there was no justification for the establishment of a Board.

CASE NO. 29.—GYPSUM, LIME AND ALABASTINE, CANADA, LIMITED, AT CALEDONIA, ONTARIO, AND CERTAIN OF THEIR EMPLOYEES.

The employees, numbering approximately 200, had applied for a Board of Conciliation, (LABOUR GAZETTE August 1941, page 874) but as a result of an investigation conducted by the Commission and the signing of an undertaking by the Company, the application was withdrawn. The undertaking provided *inter alia*, for union recognition, and the payment of a wartime cost-of-living bonus in accordance with Order in Council P.C. 7440.

CASE NO. 30.—BUILDING PRODUCTS LIMITED, PONT ROUGE, QUEBEC, AND CERTAIN OF THEIR EMPLOYEES.

As in the previous case, the employees, numbering 180 had applied for a Board of Conciliation, (LABOUR GAZETTE, August 1941, page 875) but withdrew their application following the Commission's enquiry and the Company's undertaking to pay a wartime cost-of-living bonus.

CASE NO. 31.—CANADA PACKERS LIMITED AND CERTAIN OF THEIR EMPLOYEES (MEMBERS OF LOCAL UNION NO. 114 OF THE PACKINGHOUSE WORKERS' ORGANIZING COMMITTEE).

The nature and cause of this dispute (affecting approximately 1,400 employees), as stated in the application for the establishment of a Board of Conciliation and Investigation, (LABOUR GAZETTE August 1941, page 875) is "refusal of the Company to enter into a collective bargaining agreement with the Union." No claims have been made on behalf of the employees in respect to wages and working conditions.

In view of the nature of this case, the following paragraphs are reproduced from the report of the Commission:

1. Generally speaking the basic rates of pay of employees of the Canada Packers Limited at all their plants are as high or higher than those of other companies in the packing business.

2. Rates of pay at present generally average 29% higher than those in effect in 1929.

3. Starting rates of pay of employees are now 40% above the 1929 level.

4. The last general increase in rates of pay was made effective for employees of Canada Packers Limited in 1937, the increases granted at that time being three cents per hour and six and a half cents per hour. Those who received the increase of three cents per hour in 1937 have since had their rates of pay adjusted and brought up to the equivalent of the increase of six and a half cents per hour granted to other employees.

5. The Company made effective on April 1, 1941, a wartime cost of living bonus for all their employees of $1.25 per week. This wartime cost of living bonus was increased on July 1, 1941, by $1.25 per week, making a total bonus of $2.50 per week. The bonus made effective on July 1, 1941, brought the total bonus to a level somewhat in excess of the amount of bonus payable under the provisions of Order in Council P.C. 7440 as amended by P.C. 4643, as the calculation of the increase in the cost of living index from August 1939 to the last cost of living index figure available at July 1, 1941, namely, 110.5, would have resulted in a bonus of $2.40 per week.

6. The bonus of $2.50 per week, as mentioned, was made effective for all employees. It was, therefore, in excess of the bonus payable under the provisions of clause 5, subsection (iv) of Order in Council P.C. 4643 stipulating a percentage increase in the wartime cost of living bonus to male workers under 21 years of age and female workers employed under certain conditions at basic rates of pay of less than fifty cents an hour. It was stated that this action was taken by the Canada Packers Limited because similar action had been adopted by at least one or two other packing concerns, it being anticipated that any excess payment over that provided for under the provisions of Order in Council P.C. 4643, as stated, would be adjusted to a proper basis if and when the cost of living index increased to a level when such action could be taken without reducing the amount of the bonus now being paid.

It was made evident to the Commission that in the opinion of the Company there was a great deal of concern among a large proportion if not the majority of their employees, and particularly among the older employees of the Company that the efforts of the Union to become the bargaining agency of the employees might disturb the excellent relationships which have prevailed between the Company and its employees throughout a period of eight years or more through the agency and efforts of what is known as the "Toronto Plant Relations Committee" of Canada Packers Limited.

Representative employees of this Plant Relations Committee requested to be heard by the Commission, and the views expressed to the Commission by the Company, as indicated, were confirmed in two conferences with three employee representatives of the Plant Relations Committee. They stated that generally the employees' representatives on that particular committee were so concerned about the efforts on the part of some union employees to secure a change in the employees' negotiating agency that they arranged for the issue of a statement of the results of the activities of the Toronto Plant Relations Committee throughout the past eight years, and this statement was issued to all employees under the title "The Rights and Privileges of Canada Packers Toronto Employees".

The representatives of the employees, on whose behalf the application for the establishment of a Board of Conciliation and Investigation was made, were questioned in respect to the authority for a strike as referred to in the statutory declaration contained in the application. The Commission was informed that a strike vote was taken at a meeting of which three days notice had been given, and that there were approximately 243 employees at the meeting and all, with the exception of about 6, voted in favour of strike for the purpose of the application. The Commission was further informed that the number of employees in the Toronto plants of the Canada Packers Limited varied from 1,400 to 1,600. It was also stated in response to questioning that notwithstanding that only approximately 243 employees out of over 1,400 employees had voted for a strike, the union representatives of the employees believed over 50 per cent of the employees of the Company were members of the union, although no proof of this statement was produced.

On the other hand, the President of the Company expressed the opinion that the representatives of the union did not have authority to speak for 35 per cent of the Company's employees.

The Commission received a signed undertaking from the president of the Company in which he agreed to have an election in the Toronto plants under the supervision of an officer of the Department of Labour to select the Committee of Employees to negotiate with the Company in the matter of wages and working conditions.

The report of the Commission pointed out this undertaking was the same as that provided in an agreement with Dumarts Limited.

However, the Commission was informed that the Union employees voted unanimously against this undertaking. Accordingly, the Commission in conclusion stated:

In view of all the facts as stated and inasmuch as the Canada Packers Limited have undertaken that their plant employees should participate in a secret ballot to elect a Committee of Employees, of from ten to fifteen employees chosen by the employees themselves, to represent divisional groups of some fifty-one departments in their plant, it is the opinion of the Commission that such action on the part of the Company is within the spirit and intent of clause 7 of Order in Council P.C. 2685. If the Packinghouse Workers Organizing Committee Local Union 114 have the membership they claim to have in the plant of Canada Packers Limited, the union should be able to elect the Committee of Employees to represent the employees.

Iraq ratifies an I.L.O. Convention

Information has just been received by the International Labour Office in Montreal that Iraq has ratified the International Labour Convention concerning Workmen's Compensation for Occupational Diseases.

This Convention provides that the country ratifying it undertakes to grant compensation, on the same scale as for industrial accidents, to workmen suffering from certain diseases, the occupational origin of which is universally recognized. Ten such diseases are listed and include various forms of poisoning, anthrax and silicosis.

The convention has already been ratified by the following countries: Austria, Brazil, Cuba, Denmark, Great Britain, Hungary, Ireland, Japan, Mexico, Netherlands, New Zealand, Norway, Sweden.

In 1936 Iraq adopted a Labour Law providing for weekly rest, holidays with pay, workmen's compensation, maternity benefits, etc., and has now ratified five International Labour Conventions in all.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1941

THE following table shows the number of disputes, workers involved and time loss for August, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*August, 1941	33	12,348	32,042
*July, 1941	29	21,860	48,572
August, 1940	22	6,923	13,821

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While the number of strikes and lockouts in August was greater than in July there was a considerable reduction in the number of workers involved as well as in the time loss, as eight of the strikes lasted only one day or less, twelve only one and a half or two days, and only five involved over 1,000 workers. Six others involved 20 or less workers. The most important disputes affected a cotton factory at Hamilton, Ont., a metal products plant at Toronto, Ont., a meat packing plant at Kitchener, Ont., a steel mill at Trenton, N.S., gold dredging operations in Yukon Territory, coal mines at Stellarton and Sydney Mines, N.S., a sawmill at Fort William, Ont., a steel car plant at Hamilton, Ont., and a can factory at Vancouver, B.C.

In August of last year the only disputes involving many workers and causing much time loss were six strikes of coal miners in Nova Scotia and one strike of embroiderers in clothing factories in Montreal, P.Q.

In July, 1941, most of the time loss was due to strikes of 4,500 aluminum plant workers at Arvida, P.Q., for four days, 9,500 coal miners in Nova Scotia for one day, and 1,500 steel car plant workers at Hamilton, Ont., for three days.

Seven disputes, involving 4,036 employees, were carried over from July and 26 commenced during August. Of these 33 disputes, 29 were terminated during the month. Three resulted in favour of the employers involved, nine in favour of the workers, ten in compromise settlements, while seven were indefinite. At the end of the month, therefore, there were four strikes or lockouts recorded as in progress, namely: sawmill workers, Fort William, Ont.; metal products factory workers, Toronto, Ont.; bolt factory workers, Vancouver, B.C.; and beverage room employees, Toronto, Ont.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to three disputes of this nature, namely: taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940; packing plant employees, Toronto, Ont., one employer, September 24, 1940 to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8, 1940 to November 30, 1940.

A minor dispute involved 40 deckhands, firemen, cooks, etc. on two steamships at Toronto on August 2, for about two hours. A wage increase of $10 per month was obtained, stated to be effective from June 1. An increase had been promised at the beginning of the season and negotiations had not been completed when the strike occurred.

A minor dispute involved an engineer and an engineer-fireman in a carbonated beverage plant at Toronto, Ont., a strike being called for union rates on August 5. They were replaced in a short time.

A minor dispute involved 64 employees in a metal stamping plant at Waterloo, Ont., for an hour on August 7 to secure an increase in wages. A reclassification of workers in accordance with the terms of the agreement with the union was made and work was resumed.

Another minor dispute involved 25 seamen at Toronto for less than an hour on August 9. The men sought an increase in wages but were ordered by the Canadian Seamen's Union to resume work as the dispute had been referred to the Maritime Adjustment Board under the agreement.

A similar dispute involved 70 employees on another ship on August 11 at Toronto for less than an hour with the same result.

A minor dispute involved waitresses in five restaurants at Vancouver in a stoppage of work on August 28, reported to be for a few

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to August, 1941				
MINING, ETC.—				
Gold miners, Dawson, Yukon Territory.	1	510	2,550	Commenced July 28, 1941; for wage increase; terminated August 5; conciliation (federal); compromise (cost of living bonus).
Coal miners, Sydney Mines, N.S.	1	900	1,800	Commenced July 29, 1941; against suspension of two miners; terminated August 3; work resumed pending negotiations, and later reference to Joint Adjustment Board; indefinite.
MANUFACTURING—				
Vegetable Foods, etc.—				
Bakery drivers, Montreal, P.Q.	3	135	645	Commenced July 31, 1941; for closed shop union agreement, increased wages, etc.; terminated August 4; conciliation (provincial); in favour of workers (wages and hours referred to provincial arbitration).
Animal Foods—				
Meat packing workers, Kitchener, Ont.	1	300	3,300	Commenced July 30, 1941; for union agreement, wage increases, etc.; terminated August 13; conciliation (municipal and federal); compromise.
Boots and Shoes—				
Shoe lasters, Quebec, P.Q.	1	(a) 26	208	Commenced July 31, 1941; for increased wages; terminated August 9; negotiations compromise.
Textiles, Clothing, etc.				
Cotton factory workers, Hamilton, Ont.	1	665	5,000	Commenced July 29, 1941; for the same cost of living bonus for all workers; terminated August 9; work resumed pending application for I.D.I. Board; indefinite.
Metal Products—				
Steel car factory workers, Hamilton, Ont.	1	1,500	1,500	Commenced July 28, 1941; for union agreement; terminated August 1; conciliation (federal); compromise.
(b) Strikes and Lockouts commencing during August, 1941				
MINING, ETC.—				
Coal miners, Springhill, N.S.	1	18	36	Commenced August 4; against working with a new foreman; terminated August 5; negotiations; in favour of workers (foreman transferred).
Coal miners, Minto, N.B.	1	130	130	Commenced August 11; for increased wages for coal wheelers; terminated August 11; negotiations; in favour of workers (increase granted pending later arrangements).
Coal miners (wheelers), Minto, N.B.	1	(b) 40	240	Commenced August 12; for increased wages; terminated August 18; work resumed pending settlement; indefinite.
Coal miners, Stellarton, N.S.	3	1,272	2,500	Commenced August 20; for increased wages for power plant workers; terminated August 22; work resumed pending negotiations; indefinite.
MANUFACTURING—				
Rubber Products—				
Rubber factory workers, Bowmanville, Ont.	1	399	200	Commenced August 12; against working with non-union man; terminated August 12; negotiations; in favour of workers (man joined union).
Boots and Shoes—				
Shoe factory workers, Montreal, P.Q.	1	150	300	Commenced August 9; for increased wages; terminated August 11; negotiations; in favour of workers.
Textiles, Clothing, etc.—				
Men's clothing workers, Montreal, P.Q.	1	80	160	Commenced August 5; for increased wages and improved working conditions; terminated August 6; negotiations; compromise.
Textile workers (wool and cotton), Lachute Mills, P.Q.	1	610	760	Commenced August 26; for signed union agreement, increased wages, etc.; terminated August 27; work resumed pending settlement; indefinite.

* Preliminary data, based where possible, on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during August, 1941—*Conc.*				
Miscellaneous Wood Products—				
Chair factory workers, Vancouver, B.C.	1	28	42	Commenced August 4; for cost of living bonus; terminated August 5; negotiations; in favour of workers.
Barrel factory workers, Waterloo, Ont.	1	50	25	Commenced August 6; for increased wages and no overtime work; terminated August 6; negotiations; compromise (partial wage increase only).
Sawmill workers, Fort William, Ont.	1	154	1,700	Commenced August 19; for union recognition, increased wages and reduced hours; unterminated.
Metal Products—				
Brass foundry workers, St. Catharines, Ont.	1	14	98	Commenced August 2; for cost of living bonus, time and one-half for overtime, seniority, shop committee; terminated August 9; conciliation (federal), work resumed pending negotiations; compromise.
Steel mill workers, Trenton, N.S.	1	1,398	3,000	Commenced August 11; for adjustment of wages; terminated August 13; work resumed pending negotiations; indefinite.
Steel products workers, Port Robinson, Ont.	1	200	200	Commenced August 13; for cost of living bonus and reduced hours; terminated August 13; negotiations; compromise (hours reduced only).
Steel mill workers, Trenton, N.S.	1	1,471	2,200	Commenced August 21; for adjustment of wages; terminated August 22; work resumed pending negotiations; compromise.
Can factory workers, Vancouver, B.C.	1	335	1,000	Commenced August 22; for union agreement, increased wages, reduced hours, etc.; terminated August 25; conciliation (federal and provincial); in favour of workers.
Metal products factory workers, Toronto, Ont.	1	1,700	3,500	Commenced August 28; for union agreement, wage increases, etc.; unterminated.
Bolt factory workers, Vancouver, B.C.	1	53	106	Commenced August 30; for union recognition; unterminated.
Non-metallic minerals, etc.—				
Brick kiln workers, Fredericton, N.B.	1	20	20	Commenced August 4; against statutory wage deductions; terminated August 4; return of workers and replacement; in favour of employer.
CONSTRUCTION—				
Miscellaneous Construction—				
Truck drivers, Bowden, Alta.	1	60	120	Commenced August 1; for increased wages; terminated August 2; negotiations; compromise.
Truck drivers, Bowden, Alta.	1	42	170	Commenced August 12; for increased wages; terminated by August 31; replacement; in favour of employer.
Sewer pipe construction workers, Quebec, P.Q.	1	16	16	Commenced August 21; for increased wages; terminated August 21; negotiations; in favour of workers.
TRANSPORTATION—				
Water Transportation—				
Grain elevator employees (trimmers), Goderich, Ont.	1	18	100	Commenced August 5; for increased wages and reduced hours; terminated by August 12; replacement; in favour of employer.
Seamen, Fort William, Ont.	1	6	6	Commenced August 12; for increased wages; terminated August 12; work resumed pending reference to Maritime Adjustment Board; indefinite.
Ferryboat firemen, etc., Cobourg, Ont.	1	10	10	Commenced August 18; for three-watch system (delayed); terminated August 19; negotiations; in favour of workers.
SERVICE—				
Business and Personal—				
Beverage room employees, Toronto, Ont.	9	38	400	Commenced August 19; for new union agreement covering additional classes of workers; unterminated.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 96 indirectly affected. *(b)* 185 indirectly affected.

minutes in some cases and one hour in others. The girls demanded increases in wages of $3 per week in accordance with a union agreement signed with some 30 restaurants on August 9. It was stated that the increase had not been made in these cases until after the strike.

A stoppage of work by about 40 coal drivers and helpers at Halifax, N.S., on August 22 to secure an increase in wages has been reported in the press. Further information obtained indicated that the dispute was settled in a short time.

A dispute as to the laying off of 15 employees in a tent and awning manufacturing plant on August 2 which led to the threat of a strike was terminated when it was arranged through conciliation of the western representative of the Department of Labour that all should be reinstated pending the election of a grievance committee and further negotiations. Discrimination against these employees as a result of union activity had been alleged.

A strike of 40 coal miners at Sydney Mines, N.S., on August 27 to obtain an increase in wages has been reported but particulars as to the dispute have not been received. A settlement in a short time was expected.

A strike in a pulp mill at Bromptonville, P.Q., on August 26 has been reported in the press. The reports obtained, however, indicated that no such strike occurred, there having been a slight dispute in a woodworking factory as to a foreman.

Disputes by Industries

The following is a review of disputes by industries in which strikes and lockouts occurred during the month, giving particulars as to certain disputes in addition to the information given in the tabular statement.

MINING

The strike of gold miners in the Yukon from July 28 to August 5 was terminated as a result of conciliation by an official of the Department of Labour, work being resumed pending further negotiations. A cost-of-living bonus of 50 cents per day effective from June 1, which had been offered during the strike, was agreed upon in the meantime. An increase in wages of $1 per day had been demanded. The negotiations resulted in a bonus of 62½ cents per day effective from August 1 and in an agreement between the company and a committee of employees which provided for an employees' council, a welfare committee, and improvements in living conditions, first aid provision, etc.

The strike of coal wheelers in one mine at Minto, N.B. from August 12 to August 18 was in violation of an agreement recently signed between the union and the employing company. This was not the company involved in the strike on August 11 at Minto, N.B. The wheelers were not satisfied with the rate in the agreement, $2.45 per day. The mine was tied up, 185 other employees being involved indirectly. The union officials advised that work should be resumed and notice would be given to the company of a desire for an amendment to the agreement to provide higher wages for lower paid employees. This was finally accepted by the local union and work was resumed.

MANUFACTURING

Vegetable Foods, etc.—The strike of bakery drivers employed by one company, operating three plants, from July 31 to August 4 was terminated as a result of a conference attended by an official of the Quebec Department of Labour. The workers had requested a closed shop agreement with the National Catholic Syndicate of Bakery and Pastry Workers with an increase in wages to $22 per week, and a reduction in hours from 70 per week to 60. The minimum rate for drivers at $18 per week was stated to be considerably reduced by deductions. A closed shop agreement was signed with the union, the wage scale to be arbitrated under provincial laws.

Animal Foods.—The strike of meat packing employees at Kitchener from July 30 to August 13 followed a report by a Board under the Industrial Disputes Investigation Act, which recommended that the management negotiate an agreement with the United Packinghouse Workers of America, affiliated with the Canadian Congress of Labour. A one-day strike for a union agreement, increased wages, etc. had occurred on May 23, work being resumed pending reference to the Board. Negotiations were resumed during the strike and on August 7 an agreement was reached as to the wage schedule, hours of work and a cost-of-living bonus, a committee to represent all employees to be elected not less than 60 days and not more than 90 days later. There was a delay in the resumption of work owing to a dispute as to the reinstatement of certain workers. The plant was reopened on August 14, the employees to be taken on as required. On August 6 a number of members of the picket were arrested on charges of intimidation and obstructing police.

Boots and Shoes (Leather).—The strike of shoe factory workers at Montreal on August 9 was to obtain a 15 per cent increase in wages. A five per cent increase to be in effect from August 8 and another from September 1 were agreed to, the question of any further increase

to be referred to a Board under the Industrial Disputes Investigation Act.

Textiles, Clothing, etc.—The strike of cotton factory workers at Hamilton from July 29 to August 9 followed the settlement of a dispute which caused a strike of 40 workers for part of the day on May 23 and a one-day strike on July 14. A Board under the Industrial Disputes Investigation Act was applied for and the Industrial Disputes Inquiry Commission dealt with this dispute and another in the Cornwall mills of the same employing company. The settlement provided for a cost of living bonus of $1.63 per week in accordance with the provisions of P.C. 7440, December 16, 1940, as amended by P.C. 4643, June 27, 1941. This provides for a bonus of 25 cents per week for each rise of one per cent in the cost of living since the last increase in wages or change in bonus, if three months have elapsed, except that male workers under 21 years of age and female workers who if employed at basic rates of less than 50 cents per hour on jobs which by custom or practice are not ordinarily assigned to adult male workers shall receive a bonus of one per cent of their basic wage rates for each one per cent increase in the cost of living during the period since the last increase. The latter classes therefore received a bonus of 6·5 per cent of their wages, the increase in the cost of living between February 1, 1940 and June 1, 1941. The Hamilton factory employees stated that this was not understood when the settlement was agreed to and demanded $1.63 per week in bonus for all classes. Work was later resumed pending an application for a Board under the Industrial Disputes Investigation Act.

The dispute in a wool and cotton mill at Lachute, Que., which led to a strike on August 26, was dealt with by the Industrial Disputes Inquiry Commission as outlined elsewhere in this issue.

Miscellaneous Wood Products.—The strike of sawmill workers at Fort William followed a request by the United Brotherhood of Carpenters and Joiners for an agreement with increases in wages and the eight-hour day. While over half of the employees were not at work, enough reported to work one shift and operations on a reduced scale continued. Forty-three members of the picket were arrested on charges of besetting and assault on August 21 and were released on bail pending trial. Later several of these were fined $5. The mayor and a conciliaton officer of the Ontario Department of Labour attempted to arrange conferences of the parties for a settlement but this had not been arranged by the end of the month.

Metal Products.—The strike at the steel car plant at Hamilton from July 28, to August 1, was outlined in the Labour Gazette for August, p. 946. The strike followed the report of a Board under the Industrial Disputes Investigation Act (Labour Gazette, August, 1941, p. 877). During a strike which commenced on April 27 the plant had been taken over by the Department of Munitions and Supply, an official being placed in charge as controller. Negotiations for a settlement having broken down over the question of an agreement with the union, the Steel Workers' Organizing Committee, the strike occurred. As a result of a conference of the Chief Conciliation Officer of the Department of Labour, the Director General of Labour Relations in the Department of Munitions and Supply, the controller and representatives of the union, regulations were drawn up and posted as to wages and working conditions, providing for the election of committees to deal with grievances, each employee to choose which committee should represent him or to deal directly with the management. The strike was then called off.

The strike of metal products workers at Toronto on August 28 followed the report of a Board under the Industrial Disputes Investigation Act. During a strike from May 21 to May 23 some of the employees had become organized in a local of the Steel Workers' Organizing Committee. Work was resumed pending reference to a Board. A vote of employees having shown that out of 1,727 voting (2,766 being eligible to vote) 1,524 were in favour of union representation, the Board recommended that the management should negotiate with the union for an agreement on wages, working conditions, etc. An agreement was not reached and the strike was called. As a result of conciliation by the Departments of Labour and Munitions and Supply the management agreed to negotiate with the union committee only, assisted by union officials not employees, and to refer to arbitration any points on wages, cost of living bonus, hours, grievance procedures, etc. Work was resumed generally on September 8.

The strike of employees in a bolt manufacturing establishment at Vancouver, at midnight, August 29, followed a report by a Board under the Industrial Disputes Investigation Act regarding a dispute as to recognition of the Vancouver Metal Workers' Union (affiliated with the Canadian Congress of Labour), wage increases, etc. Agreement was reached on all matters in dispute except union recognition which had been recommended in the Board's report, one member dissenting. Negotiations on this point were not successful and the strike followed.

Construction

The strike of truck drivers at Bowden, Alberta on August 1 involved part of those

employed. The men were driving their own trucks and claimed that at the rates paid, the net earnings were too low, partly owing to an increase in gasoline costs. Those who ceased work were reported to be members of the Motor Transport Association. The contractor had raised the rates ten per cent in the meantime and agreed to pay for extra loads. Work was resumed on August 3. Following this the provincial authorities stopped some excessive loading and the owner-drivers demanded further increases, especially on a ton-mile basis and ceased work again on August 12. Wet weather interfered with the work partly for some days. Most of the strikers were paid off and gradually left for other work. Other truckers carried on the work.

TRANSPORTATION

The strike of six men on one boat at Fort William followed a proposal for an increase in wages, which, it was reported, had not yet been dealt with by the Maritime Adjustment Board provided for under the agreement with the Canadian Seamen's Union as the operating company had not nominated its representative. Work was resumed when this was done.

The strike of firemen on a ferryboat at Cobourg was due to a delay in adopting the three-watch system, 8 hours each, previously agreed upon, reported to be due to difficulty in obtaining the men for the additional shift. Work was resumed when these were brought to the port.

SERVICE

The employees in a large percentage of the beverage rooms in Toronto had worked under agreements which expired in August with the beverage dispensers' local of the international union. In negotiating a renewal, the union proposed that the proprietors agree to sign agreements for other classes of employees when they became organized. This was refused by some and the beverage employees of these establishments ceased work. An increase in wages of $2 per week also was proposed and the Hotelmen's Association, representing the proprietors, stated there was no objection to this increase in wages. From time to time some of the proprietors signed the union agreement but other hotels became involved as the agreements expired, many of them at the end of the month. Some of the employees not on strike organized in the Tapmen and Waiters' Protective Union. At the end of the month the disputes had not been terminated in several of the hotels and others were becoming involved.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1941, issue, in the review of "strikes and Lockouts in Canada and Other Countries, 1940." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in June was 82, and 12 were still in progress from the previous month, making a total of 94 disputes in progress during the month; 28,200 workers were involved in the disputes in progress during the month, and the time loss was 89,000 working days.

Of the 82 disputes which began during June, 23 arose out of demands for increased wages and 33 were over other wage questions, 3 over working hours, 13 were over questions regarding employment of particular classes or persons, 8 arose out of questions respecting working conditions, 2 on questions of trade union principle. During June, final settlements were reached in the case of 65 disputes, of which 12 were settled in favour of workers, 41 in favour of employers and 12 resulted in compromise settlements. In 23 other disputes, work was resumed pending negotiations.

New Zealand

The number of disputes in the first three months of 1941, was 15, involving 2,452 workers, with a time loss of 2,640 working days.

United States

Preliminary figures show the number of strikes beginning in July as 430, involving 140,000 workers in the new strikes. The time loss for all disputes in progress during the month was 1,300,000 working days.

The strike of 8,000 electrical workers in New York City which began July 29, and was mentioned in the last issue of the Labour Gazette, terminated August 9, when it was agreed that work be resumed and the dispute referred to the National Defense Mediation Board.

A strike of 3,000 employees of a gypsum company in plants throughout the country began on June 26, to obtain a union agreement with increased wage rates and other concessions. No report of a settlement has been noted.

Dress manufacturing associations in New York City shut down their factories employing 52,000 workers on August 26, in a dispute with the jobbers' associations as to the payment of increased costs resulting from a 10 per cent wage increase recently granted to the workers. Work was resumed the next day, pending final settlement.

At Kearny, New Jersey, a strike of 14,000 shipyard workers was in progress from August 6 until August 25, when the yard was turned over to the Navy to be operated, and work was resumed August 26. The chief matter in dispute was "maintenance of union membership" which the National Defense Mediation Board had approved but which the company refused to accept.

At Detroit, Michigan, a five-day strike of street car and bus operators began on August 20, in a jurisdictional dispute between two unions. Work was resumed August 24, when it was agreed to have a vote. The union securing the majority of votes was to have all bargaining privileges.

Workmen's Compensation in South Africa

A State system of collective liability for workmen's compensation has just been introduced in South Africa for the first time with considerable advance over the private scheme presently in operation in the amount of compensation to be paid to white as well as to Asiatic and coloured workmen. The Act which is to come into force on proclamation provides for rehabilitating workmen injured in the course of their employment.

Administration is entrusted to a commissioner assisted by assessors representing workmen and employers in specified industries. Compensation, medical aid and incidental expenses will be paid out of a State accident fund to be maintained by assessments on employers of a percentage of their annual wage bill. The assessment rate will be based on the amount required to pay for the accidents which may occur during the year in the particular class of industry, trade or business. A reserve fund is to be built up against unforeseen demands.

The first Workmen's Compensation Act in South Africa passed in 1914 accepted the principle of occupational risk but did not make insurance compulsory. The Act was amended several times and in 1930 a technical committee was appointed to study the subject. Although the commission unanimously recommended the establishment of a State scheme the 1934 Act replaced the whole matter in the hands of the insurance companies requiring employers to insure. The Minister of Labour, in introducing the latest Bill, said that State schemes in Ontario, Queensland and in various American states operated on a lower ratio of expenses to benefits than insurance companies.

Under the new scheme, when a man is disabled for less than two weeks no compensation is paid for the first three days. Disability for two weeks or more but less than three is compensated after the first two days. A man disabled for three weeks or more but less than four is not paid for the first day.

Compensation for temporary total disability is 66⅔ per cent of monthly earnings up to £20 and 37½ per cent in excess of £20 and up to £33.6.8. It may be increased to an amount fixed by the commissioner not to exceed the rate of the workmen's earnings or £6.10 per month, whichever is less, when it appears that the workmen would otherwise be unable to maintain himself and his dependents. Compensation is payable during dissability up to sxi months and the commissioner may continue payments for a further six months; after that a lower rate is fixed. Temporary partial disability is to be compensated by such proportion of the above amounts as the commissioner deems equitable.

For total permanent disablement, there is a monthly pension of 55% of the monthly earnings up to £20 and 27½% of earnings over £20 up to £33.6.8. Less compensation is allowed for partial disablement. A lump sum may be substituted on application of the workman when the pension does not exceed a prescribed amount or it may be substituted for part of the pension.

The Act sets out a scale of compensation to be paid to dependents of a workman who dies as the result of an industrial accident.

LABOUR DAY MESSAGE OF MINISTER OF LABOUR

Hon. Norman A. McLarty Contrasts Labour Under German Control With Favourable Position of Free Labour Under Democratic System

IN an important wartime message on the anniversary of Labour's Day the Minister of Labour Hon. Norman A. McLarty, issued the following statement addressed especially to Canadian Labour:

As Dominion Minister of Labour greeting you on Labour Day in this year of the most terrible war in history, I want first to pay tribute to the contribution Canadian workers are making to Canada, to the Empire and to the World in this crisis. Your production in volume and in directions we had never thought possible is enabling Canada to put her full strength into a mighty blow for freedom. Many Canadian workers are serving long hours, travelling great distances to points where they are most needed, leaving their families, and adjusting themselves to new and sometimes inconvenient surroundings. They are paying new and heavier taxes, they are buying savings certificates, victory bonds and contributing to the Red Cross and other war activities. The sons of labour constitute the bulk of our armed forces. Despite the much greater number employed and the inevitable frictions involved in the changing of industry from a peace to a war basis the loss of time from industrial disputes in 1940 and for this year to date is less than for any of the years 1933, to 1937. Indeed the rate of time loss in 1940 and 1941 is less than a third of the rate for 1937. Good as this record is, I ask you to do even better in the trying days ahead and I am confident you will.

I scarcely need say that this fine effort of Canadian Labour which is the measure of our strength in this life and death struggle is primarily in its own interest. Labour will lose most if we lose this war. Everything that labour has achieved in more than half a century of effort in this country and in all other remaining free countries is now in the balance. I do not need to go into detail in regard to this peril because the actions of the dictators themselves have made it plain that they are determined to crush what remains of free labour in the world. It is now evident to all that if the dictators win then nothing remains of our citizenship and the rights of free labour—no trade unions, no collective bargaining, no wage schedules, no minimum or overtime wages, no regulated hours, no workmen's compensation, no safety regulations, no unemployment insurance, no right to strike, nothing but slavery and a living death from which there is no escape.

If any possible doubt could remain as to the ruthless crushing of free labour in the Nazi machine, we have only to think again on what has already happened to labour, first, in Germany itself, and then in the countries over which the Nazi juggernaut has rolled.

There is no free labour movement in Germany or in any of the conquered countries. German efficiency sees to it that there is no time loss on account of strikes. The Gestapo, the concentration camp and the firing squad settle all "labour troubles". In Germany and the lands held by Germany the workers are slaves.

Now let us look on something that should inspire us and reveals the human spirit shining at its best. I refer to the participation of labour in the Battle of Britain. Perhaps in no country were the principles of labour so far advanced in actual practice as in Great Britain. I need not take time to detail to you all that impressive code of labour rights as developed by legislative enactment and agreement in the Mother Country. The outstanding thing to which the free world pays tribute, next to the magnificient bravery of the British people, is the voluntary relinquishing by labour of many protective measures built up through years of struggle culminating in the abandonment of even the right to strike for the duration of the war.

Now let us examine our situation here in this favoured land of ours, as yet untouched by bombs. I have already thanked you for the tremendous effort you are making. It must be a great satisfaction to you to see the visible evidence of your war work all about you in plants producing the machines and munitions by which victory will be won. Canadian labour has generously conceded many things and I have acknowledged the pledges of full and complete co-operation that have been made to the Government from time to time by labour leaders on behalf of their organizations.

The Government too has recognized labour's right to restoration of relinquished standards, and, in the interlude, to protection against excessive increases in the cost of basic necessities. I think you will all agree that the action taken to restrain the inevitable rise in the cost of living in time of war has been successful beyond expectation. The Government has also increased the minimum wage rates to be paid on Government contracts and has strengthened the fair wages legislation with respect to the recovery of wages

due from contractors. The right of peaceful picketing has been clarified. Provision has been made that the demobilized soldier will return to his old job wherever at all possible. The Unemployment Insurance Act has been brought into operation and the fund is now accumulating at the rate of a million dollars or more a week.

The Department of Labour is now expanding its conciliation service by 100 per cent in order to assist in the speedy adjustment of difficult situations that will inevitably develop in emergency production. Mistakes will be made in the exigencies of rushing the tools of war over to England. But such matters will be adjusted and must be adjusted around a conference board on which all interested parties will be represented and not by any hole-in-corner methods.

If the wages and hours provisions of any Government contract are not being carried out, either wilfully or through ignorance, the Department wants to hear about it and will take action. If there is a legitimate grievance I want to hear about it and will do anything within reason and wartime necessity to adjust it. But while I am on the subject of grievance let me ask that it be a real grievance and not some petty complaint.

Let us all keep a sense of proportion as to what constitutes a grievance in wartime particularly when British labour is being bombed on the job. When British workmen are facing death at their lathes and British executives at their decks, while the men of the navy, the army, the air force and the merchant marine and personalities such as the Honourable Norman Rogers, Sir Frederick Banting and the Right Honourable Arthur Purvis are making the supreme sacrifice, we should not be too sensitive about mere trifles. Rather we should thank God that we can have full rations, sleep in security, and rise in the morning to a day of work that will count for victory. I do not claim, of course, that labour in Canada has won all its goals or that labour conditions are beyond improvement. They can and will be improved. I do hold that we have made progress and that the life we have is better than anything Hitler can give us.

I would add one more point. We must all recognize that the freedom we have involves commensurate responsibility. Freedom of labour to organize implies responsible labour organization, observance of agreements in the spirit and the letter and a disciplined membership responsive to the direction of its chosen leaders. On these considerations more than all else the future of organized labour in Canada depends. On employers rests the obligation to co-operate with responsible labour organizations and upon Government to give protection to the country's workers in the play of great industrial forces beyond their power to control.

We are all sensible people; our country is dear to us and we prize what it represents in decent living, in respect for law, in the privileges it gives us to live our lives in accordance with the principles of a democratic order and not Hitler's new order. Let us first make victory secure so we can rebuild our world closer to our heart's desire; so that all mankind may have more abundant life. And here the recent joint pronouncement of Mr. Roosevelt and Mr. Churchill points the way and heartens us all. Only in such a future are peace and security possible for us and our children. That promise of a new day is something worth working for, fighting for and, if need be, dying for. The alternatives are too horrible to contemplate. Our first task toward the realization of our brave new world is to smash the supporting pillars of Hitler's slave empire. Otherwise we perish. That being the immediate task, let us give it all we have and are.

Defense Housing Branch of O.P.M.

The establishment of a Defence Housing Branch in the Labour Division of the Office of Production Management, and the appointment of Mr. Joseph P. Tufts, Pittsburgh, as its chief, were announced on September 19 by Associate Director General Sidney Hillman of O.P.M.

Mr. Tufts' duties will be to advise the Associate Director General on the housing required to maintain an adequate supply of labour in the defense areas, and to provide the Defense Housing Co-ordinator and other defense housing agencies with information and advice necessary to the development of the defense housing program.

Early in July the Industrial Commissioner for the State of New York, Miss Freda S. Miller, issued Home-Work Order No. 4, applying to the glove industry of that state. The order will ultimately bring many former home workers into the factory and will increase factory employment. Effective August 15, the order provided for a transition period and will prohibit home work in this industry except for aged or handicapped workers after May 1, 1942.

GREATER CONTROL OF PRICES AND SUPPLIES IN CANADA

Wartime Prices and Trade Board Now Supreme Authority on Price Control —Wartime Industries Control Board to Regulate Allocation of Essential War Materials

WITH the passing of P.C. 6834 and P.C. 6835, August 29, a new stage was reached in the organization of supplies and prices for war purposes.

The increasing complexity of regulations covering the Wartime Prices and Trade Board and the Department of Munitions and Supply made some consolidation of these regulations most desirable. Certain gaps in the application of these controls had become apparent and it was deemed advisable to rectify these omissions at the same time. Division of authority among several price fixing bodies was judged not to be in the best national interest, and it was decided that the power to fix prices should be exercised only by, or with the concurrence of, the Wartime Prices and Trade Board. With these considerations in mind two related orders-in-council were issued providing for a new unified control by the Wartime Prices and Trade Board and the Wartime Industries Control Board. In brief, the first order makes the enlarged Wartime Prices and Trade Board the supreme authority in the field of price control; the second provides that the reconstituted Wartime Industries Control Board shall be in complete control of the supply and allocation of commodities and materials essential to the war effort.

Closer co-operation between the two boards is made possible through the provision of an interlocking membership, each board being represented on the other board. To the Wartime Industries Control Board, consisting of the Chairman, all controllers under the Department of Munitions and Supply and the Director General of Priorities, has been added the Chairman of the Wartime Prices and Trade Board; the latter board has, in turn, been enlarged by the permanent addition of the Chairman of the Wartime Industries Control Board, and the pro-tem membership of any controller of that board while any action affecting his subject is under discussion. The chance of any confusion between the two boards arising out of the discharge of their several duties is reduced by the more complete co-ordination of their work made possible through the interlocking membership provided in the new orders-in-council.

Increased Jurisdiction of Wartime Prices and Trade Board

One important effect of the new regulations is to give the Wartime Prices and Trade Board jurisdiction over all goods and services not falling within the special jurisdiction of a controller of the Department of Munitions and Supply. This end is accomplished by the substitution of the words "goods" and "services" in P.C. 6834, for "necessary of life" in the old regulations and by the wide definition given to these new words. The jurisdiction of any such controller is preserved by Section 4 (2) of the new order. However, the Controller of Supplies may, at the designation of the Minister of Munitions and Supply, be given jurisdiction over matters that now, because of its enlarged powers, are under the jurisdiction of the Board.

Price Fixing Control Powers

Another major change in the powers of the Board under the new orders is in the field of price fixing. The Wartime Prices and Trade Board by Section 2 (3) is given a general control of all Dominion and provincial agencies in relation to price fixing. This applies to the controls set up by the federal government under the Departments of Munitions and Supply, Agriculture, and Fisheries, as well as provincial bodies exercising price control over such commodities as fruit, milk, and vegetables. In practice, the effect will be that all such bodies will continue their present functions and will present their price recommendations for concurrence to the Wartime Prices and Trade Board. In that way greater co-ordination of national policy and avoidance of conflicting action will result.

Price fixing or controlling orders made by controllers in the Department of Munitions and Supply in relation to matters under their jurisdiction are now subject to the approval of the Chairman of the Wartime Industries Control Board and the concurrence of the Wartime Prices and Trade Board.

Instalment Buying

Several provisions included in the old regulations have been dropped and certain minor changes made in the revised orders. The jurisdiction of the Board over instalment buying has been emphasized by the inclusion of Section 4 (1) (*g*) which heads "to prescribe the terms and conditions under which any goods or services may be sold, offered for sale or supplied, whether on terms of deferred payment or otherwise." The responsibility of exercising the powers delegated to the Board under the new regulations has been given directly to the Board.

In accordance with the wider price fixing powers of the new Board, provision is made in the section covering offences for the enforcement by the Board of a price not fixed by the Board but "concurred in" by it. With the addition of the words "without the consent of the Board" in the sections relating to the hoarding and the limitation of "manufacture, sale. . . etc.", provision is made for the consent of the Wartime Prices and Trade Board to accumulations and quotas set by the orders of any controller of the Department of Munitions and Supply or other governmental agency.

As most of the provinces had signified their desire to have the Wartime Prices and Trade Board handle its own prosecutions, the new clause covering penalties drops the provision in the old regulations for the form of prosecution to be "at the election of the Attorney-General of the province in which the offence is alleged to have taken place." P.C. 6440 of August 19, 1941, amended the earlier Order in Council to allow a prosecution under this act to "be commenced within twelve months from the date on which the offence is alleged to have been committed." This provision has been incorporated in Section 11 (2) of the new regulations.

War Exchange Tax

Particular jurisdiction conferred on the Board by the Special War Revenue Act in respect of the 10 per cent war exchange tax and by P.C. 7373 with reference to the 25 per cent excise tax is retained, and reaffirmed in the preamble of P.C. 6834.

In summary, under the new regulations the Board can prescribe the conditions of sale of any goods or services, can fix or limit the quantities that may be bought or sold, and, in addition to the power to license, may suspend or cancel a licence where, in the opinion of the Board, the licensee has failed to comply with an order or requirement.

UNEMPLOYMENT INSURANCE IN CANADA

Staff Appointments—Insurance Fund—Unemployment Insurance Advisory Committee—Registration of Employers and Employees

THE Civil Service Commission has made a number of appointments to key positions on the staff of the Unemployment Insurance Commission. For administrative purposes, the Unemployment Insurance Commission has set up five regions in Canada: Maritimes, Quebec, Ontario, Prairies and Pacific. In each region, there is a regional superintendent who is responsible to the Executive Director in Ottawa. These five regional superintendents supervise local Employment and Claims Offices within their region; deal with labour transference; and direct the registration for employment and for insurance benefits.

R. P. Hartley is the regional superintendent for the Maritimes and S. C. Wright, the assistant superintendent. In Quebec, L. M. Lymburner has been appointed assistant regional superintendent with the position of superintendent still to be filled. In the Ontario Regional Office, B. G. Sullivan and J. Angus hold positions of superintendent and assistant superintendent respectively. In the Prairies region, these positions are held by F. J. White and W. H. L. Darracott; while J. H. McVety is regional superintendent for the Pacific Region with W. McKinstry as assistant.

At present the Civil Service Commission is selecting the staffs for over ninety Employment and Claims Offices which will be set up in larger centres across Canada. The Employment and Claims Offices are the local units through which the Unemployment Insurance Plan will operate. In addition, these Employment and Claims Offices will provide a National Employment Service to replace the Dominion-Provincial Employment Service which has been operating since 1918. Some two hundred and fifty-four employees of the Provincial Employment Offices have recently been appointed to the staff of the Unemployment Insurance Commission, and will form part of the staff in the new Employment and Claims Offices when established.

Unemployment Insurance Fund

On August 29, it was announced by the Hon. Norman A. McLarty, Minister of Labour, that the Unemployment Insurance Commission had invested $3,275,000 in Dominion of Canada Bonds. The reserves of the Unemployment Insurance Fund are invested on the authorization of an investment committee, composed of the following three members: Graham Ford Towers, Governor of the Bank of Canada; Dr. W. C. Clark, Deputy Minister of Finance, and Dr. Bryce M. Stewart, Deputy Minister of Labour.

The Insurance Fund received approximately $3,928,000 in July, the first month in which contributions were made under the Unemployment Insurance Plan, and it is estimated that

returns will average around four million dollars a month for the Insurance Fund, when registration of employees has been fully completed.

Unemployment Insurance Advisory Committee

The Unemployment Insurance Advisory Committee has been appointed by the Governor in Council. The Committee is constituted as follows:—

Dr. W. A. MacIntosh, Ottawa, Chairman; W. A. MacDonald, Halifax; M. M. MacLean, Ottawa; V. R. Smith, Toronto; J. F. MacMillan, Edmonton; Percy Bengough, Vancouver; Miss Estelle Hewsen, Windsor.

This Committee is responsible for making a report in the early part of each year to the Governor in Council on the financial condition of the Unemployment Insurance Fund. This annual report, which is to be laid before Parliament each year, will contain recommendations, if necessary, for the amendment of certain clauses of the Act affecting the financial standing of the fund.

From time to time, the Unemployment Insurance Commission may also refer to the Advisory Committee for consideration and advice questions relating to the operation of the Act.

Registration of Employers

The number of insured workers under the Unemployment Insurance plan has now passed the two and one-half million mark. Reports received from the various district offices of the Unemployment Insurance Commission show that 129,600 employers have registered throughout Canada, and that they have requisitioned 2,568,416 insurance books for their employees.

A progress report of registration of employers and employees on September 8, 1941, contained the following figures:—

Regions	Employers Registered	Books Requisitioned
Pacific	10,865	201,971
Prairies	25,612	362,743
Ontario	52,517	1,076,914
Quebec	31,905	742,265
Maritimes	8,701	184,523
Total	129,600	2,568,416

Licensing of Canada's Retail Trades

Canada's entire food and clothing trades—all dealers, manufacturers, processors, wholesale and retail distributors of food products, clothing, and footwear, including all restaurants and eating places—are to be placed under licence before the end of this year.

This licensing plan, announced recently by the Wartime Prices and Trade Board, will provide the machinery for policing prices and for securing information necessary for the allocation of supplies in the event of shortages arising from dislocated shipping and other war conditions or the necessity of curtailing domestic consumption to meet emergency demands from Great Britain or the Allies.

Over 200,000 food and clothing dealers are likely to be affected by the licensing program which has been under consideration for some months past. In working out final details of the licensing system the Board will be consulting with representative industrial and trade groups. No fee will be charged for a licence, but as from the effective date of the proposed Order no person will be entitled to engage in any of the lines of business covered by the Order unless he has registered with and taken out a licence from the Wartime Prices and Trade Board.

Regional licensing offices will be established by the Wartime Prices and Trade Board under the supervision of the central administration at Ottawa. The maximum use, however, will be made of existing facilities and government personnel, and it is not anticipated that a large staff will be required.

This licensing program is one of the first major steps to be taken by the Wartime Prices and Trade Board under its recently revised and extended powers (see this issue page 1100).

On September 16, it was announced that Mr. C. R. Morphy had been seconded from the Department of National Revenue to the Wartime Prices and Trade Board as Director of Licensing.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for August, 1941

REPORTS from ninety-three schools and training centres in which Canada's War Emergency Training was in progress during August show that at the first of that month the number in training was 10,063. Of these, 4,913 were in industrial training classes, 2,066 were in the classes conducted for young men intending to enlist in the R.C.A.F. and 3,084 were enlisted men of the Army and Navy receiving training as tradesmen and mechanics. During the month, new trainees entering the classes numbered 4,365 of whom 1,415 were enrolled in industrial training courses, 1,322 joined the R.C.A.F. classes and 1,628 were referred to the schools by the Army and Navy for trade training.

From the classes, 1,598 were placed in employment during August, and 434 who had completed their period of training in the R.C.A.F. classes enlisted in the Air Force; and 34 from the industrial classes enlisted in other units during the month. Army and Navy personnel who completed their courses of training in August numbered 1,260.

At the end of August, 10,314 were in training; of these, 4,063 were in industrial classes, 2,861 in R.C.A.F. classes and 3,390 were enlisted men in Army and Navy classes.

The August reports indicate a substantial increase in the numbers enrolled in the R.C.A.F. courses; the number in training at the end of August, 2,861, was the highest since the War Emergency Program was revised and extended in January of this year. Trainees in these courses are selected in accordance with Air Force requirements and instruction is given in those trades requested by the R.C.A.F. with the syllabus prescribed by the R.C.A.F. being followed. Training afforded includes Airframe and Aero-engine machanics, Wireless operating and radio mechanics. Graduates from these classes who have enlisted in the R.C.A.F. since April 1, 1941, number 2,267.

In six of the Ontario schools and one school in the province of Quebec, women's classes were conducted in August; about 250 young women were enrolled in classes in which the training given included power machine operating, ammunition filling, aircraft wiring, and fine instrument making and repairing.

Explanation of Tables

The numbers in training and the numbers placed in employment, enlisted, etc., in August and from April 1 to August 30, 1941, in the Dominion and in each province are shown in Table 1, a separation being made of those in the industrial, R.C.A.F. and Army and Navy classes. As indicated, the placements, enlistments and withdrawals are applicable only to the industrial and R.C.A.F. classes but the numbers who completed training in the Army classes are shown in a separate column.

Table 2 shows by provinces and schools the numbers in training at the end of August with the main categories of training being provided in each school. The numbers who were placed in employment, enlisted, completed training but not immediately placed, and who left before training was completed is also shown for each of the schools.

An age classification of new trainees enrolled in the industrial classes from April 1, 1941, to August 30, 1941, and in the month of August is shown in Table 3. Veterans of the 1914-18 War, and discharged soldiers of the present war (who are given preference in the selection of trainees) are included in Table 3, but a separate age classification of these is shown in Table 4. In respect to the lower age groups shown in Table 3 it may be stated that a large proportion of the numbers shown are young men who have been rejected for enlistment. As previously mentioned instructions have been issued to selection officers to avoid admitting to the classes men of military age except those who have been rejected for enlistment. Table 5 is a classification by trade categories of the enlisted men in training as army tradesmen at August 30, 1941.

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TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO AUGUST 30, 1941, AND IN AUGUST, 1941

(SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not Reported Placed[3]		Left before Training Completed[4]			
	From Apr. 1/41 to Aug. 30/41	At First of August	Enrolled in August	At end of August	From Apr. 1/41 to Aug. 30/41	In August	From Apr. 1/41 to Aug. 30/41	In August	From Apr. 1/41 to Aug. 30/41	In August	From Apr. 1/41 to Aug. 30/41	In August	From Apr. 1/41 to Aug. 30/41	In August
DOMINION SUMMARY														
Industrial Classes	17,719	4,913	1,415	4,063	8,837	1,590	330	34	1,354	273	2,362	365	.....	.....
R.C.A.F. Classes [1]	5,882	2,066	1,322	2,861	74	8	2,267	434	317	32	318	85	.....	.....
Army and Navy Classes [2]	9,402	3,084	1,628	3,390	.....	.....	.....	.....	27	.....	.....	6	5,469	1,260
Total	33,003	10,063	4,365	10,314	8,911	1,598	2,597	468	1,698	305	2,680	456	5,469	1,260
NOVA SCOTIA														
Industrial Classes	501	155	67	148	230	67	6	1	.....	.....	22	6	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	505	224	95	252	.....	.....	.....	.....	.....	.....	.....	.....	231	60
Total	1,006	379	162	400	230	67	6	1	.....	.....	22	6	231	60
NEW BRUNSWICK														
Industrial Classes	363	124	27	146	220	3	2	.....	.....	.....	26	2	.....	.....
R.C.A.F. Classes	441	154	65	194	.....	.....	73	10	26	.....	61	15	.....	.....
Army Classes	319	112	.....	88	.....	.....	.....	.....	.....	.....	.....	.....	195	24
Total	1,123	390	92	428	220	3	75	10	26	.....	87	17	195	24
QUEBEC														
Industrial Classes	3,278	1,456	310	1,456	951	127	18	2	414	95	417	86	.....	.....
R.C.A.F. Classes	404	192	83	190	.....	.....	129	66	9	1	58	18	.....	.....
Army Classes	638	270	170	394	.....	.....	.....	.....	.....	.....	.....	.....	209	40
Total	4,320	1,918	563	2,040	951	127	147	68	423	96	475	104	209	40
ONTARIO														
Industrial Classes	9,815	2,335	791	1,685	5,981	1,225	161	25	294	107	1,400	233	.....	.....
R.C.A.F. Classes	1,544	385	623	960	.....	.....	636	42	.....	.....	24	6	.....	.....
Army and Navy Classes	4,066	1,429	730	1,364	.....	.....	.....	.....	.....	.....	.....	.....	2,624	784
Total	15,425	4,149	2,144	4,009	5,981	1,225	797	67	294	107	1,424	239	2,624	784

MANITOBA														
Industrial Classes	534	97	13	57	164	24	7	1						
R.C.A.F. Classes	522	151	37	132			315	50	130	19	166	9		
Army Classes	813	265	101	301					27		48	6	461	57
Total	1,869	513	151	490	164	24	322	51	157	19	214	15	461	57
SASKATCHEWAN														
Industrial Classes	396	116	27	111	164	25	15		88	2	38	5		
R.C.A.F. Classes	1,252	554	214	603	11	5	540	156	58		40	4		
Army Classes	522	187	56	219									297	24
Total	2,170	857	297	933	175	30	555	156	146	2	78	9	297	24
ALBERTA														
Industrial Classes	1,322	336	56	283	435	70	105	4	230	2	217	27		
R.C.A.F. Classes	1,001	356	161	394	63	3	402	105	90	12	62	16		
Army Classes	1,128	263	244	359									769	145
Total	3,451	955	461	1,036	498	73	507	109	320	14	279	43	769	145
BRITISH COLUMBIA														
Industrial Classes	1,510	294	124	177	(5) 692	49	16	1	328	67	76	6		
R.C.A.F. Classes	718	274	139	388			172	5	4		25	17		
Army Classes	1,411	334	232	413									683	126
Total	3,639	902	495	978	692	49	188	6	332	67	101	23	683	126

(1) Young men desiring to enlist in the R.C.A.F. who are given training prior to enlistment. (2) Enlisted men referred to schools by the Army and Navy for training as tradesmen. (3) Including those who after completion of training obtained employment themselves without reporting to Placement Officers. (4) Including those who left voluntarily or for medical reasons or were discharged. (5) Including employees of an Aircraft Company who returned to the Company when training completed.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF AUGUST, 1941

(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT AUGUST 30TH										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN AUGUST			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at Aug. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
DOMINION SUMMARY														
Nova Scotia	.....	.....	70	76	.....	2	148	.....	252	400	67	1	.....	6
New Brunswick	43	.....	103	.....	.....	.....	146	194	88	428	3	10	.....	17
Quebec	335	.....	995	19	16	91	1,456	190	394	2,040	127	68	96	104
Ontario	107	90	1,186	38	58	206	1,685	960	1,364	4,009	1,225	67	107	239
Manitoba	.....	.....	23	13	21	.....	57	132	301	490	24	51	19	15
Saskatchewan	33	.....	78	.....	.....	.....	111	603	219	933	30	156	2	9
Alberta	63	.....	123	39	27	31	283	394	359	1,036	73	109	14	43
British Columbia	82	.....	57	.....	38	.....	177	388	413	978	49	6	67	23
TOTAL	663	90	2,635	185	160	330	4,063	2,861	3,390	10,314	1,598	468	305	456
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College	.....	.....	50	.....	.....	2	52	.....	147	199	5	1	.....	1
New Glasgow—Training Centre	.....	.....	.....	76	.....	.....	76	.....	78	154	33	.....	.....	3
Trenton—Training Centre	.....	.....	20	.....	.....	.....	20	.....	.....	20	29	.....	.....	2
Sydney River Army Trade School	.....	.....	.....	.....	.....	.....	.....	.....	16	16	.....	.....	.....	.....
Yarmouth Army Trade School	.....	.....	.....	.....	.....	.....	.....	.....	11	11	.....	.....	.....	.....
TOTAL	.....	.....	70	76	.....	2	148	.....	252	400	67	1	.....	6
New Brunswick—														
Campbellton High School	19	.....	19	.....	.....	.....	38	.....	9	47	.....	.....	.....	.....
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	58	.....	58	.....	.....	.....	3
Fredericton High School	24	.....	.....	.....	.....	.....	24	.....	16	40	.....	.....	.....	2
Moncton High School	.....	.....	46	.....	.....	.....	46	.....	20	66	3	.....	.....	.....
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	69	.....	69	.....	1	.....	5
Saint John Vocational	.....	.....	38	.....	.....	.....	38	.....	43	81	.....	.....	.....	.....
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	67	.....	67	.....	9	.....	7
TOTAL	43	.....	103	.....	.....	.....	146	194	88	428	3	10	.....	17
Quebec—														
Cartierville Aircraft & R.C.A.F. School	320	.....	.....	.....	.....	.....	320	190	.....	510	16	66	37	56
Chicoutimi Arts and Trades	.....	.....	22	.....	.....	.....	22	.....	.....	22	.....	.....	.....	.....
Grand'Mère Arts and Trades	.....	.....	39	.....	.....	.....	39	.....	.....	39	.....	.....	.....	.....
Hull Technical	.....	.....	19	.....	.....	.....	19	.....	34	53	.....	.....	.....	4
Lachine Arts and Trades	.....	.....	18	.....	.....	.....	18	.....	.....	18	1	.....	.....	1
La Tuque Arts and Trades	.....	.....	15	.....	.....	.....	15	.....	.....	15	1	.....	.....	.....
Lauzon Arts and Trades	.....	.....	38	.....	.....	.....	38	.....	27	65	.....	.....	.....	1
Maisonneuve Arts and Trades	.....	.....	36	.....	.....	.....	36	.....	.....	36	2	.....	.....	.....

Montreal Sherbrooke St. Tech. School	15		154			20	189		136	325	9		44	1
Montreal High School of Commerce									26	26				
Montreal—Octave Cassegrain			177	15			192		13	205	66		12	7
Montreal—William Lunn			53	4			57		41	98	13	1	3	3
Port Alfred Arts and Trade			17				17			17				
Quebec Technical			112		16	58	186		41	227	14			7
Rimouski Arts and Trades			20				20		52	72	2			2
Shawinigan Technical Institute			48				48			48	2			1
Sherbrooke Arts and Trades			33				33			33	1			2
Thetford Mines Arts and Trades			33				33			33				2
Three Rivers Technical			124			13	137		24	161		1		13
Verdun Arts and Trades			37				37			37				4
TOTAL	335		995	19	16	91	1,456	190	394	2,040	127	68	96	104
Ontario—														
Belleville Vocational			66		16		82			82	47			3
Brantford Collegiate and Vocational									20	20	22			
Chatham Vocational			8				8		58	66	9			2
Cornwall Vocational			95				95		37	132	37			3
Fort William Vocational	30						30			30	31			14
Galt Aircraft School								603	51	654				6
Hamilton Technical Institute			142		12	9	163		81	244	170		17	52
Hamilton Westdale Technical		90	42				132	58	71	261	18	10		6
Kingston Coll. and Voc. Institute									122	122				
Kirkland Lake Coll. and Voc. Inst			51				51			51	36	1	3	1
Kitchener-Waterloo Vocational			46				46		52	98	15		1	1
London Technical and Comm. High Sch	21		76	20		16	133		19	152	56	2	10	32
Oshawa Coll. and Voc. Inst			40		8		48		40	88	27	1		1
Ottawa Technical High			43	18		14	75	70	59	204	51	28		3
Owen Sound Vocational			32				32		40	72	10		8	5
Peterborough Vocational			84				84		54	138	92	1	2	15
Port Arthur Technical and Comm. H. S														
Sarnia Coll. Inst. and Tech			19				19		25	44	2			2
St. Catharines Coll. and Voc			34				34			34	18		24	1
Toronto Central Technical	52		185			146	383	229	264	876	127	24		58
Toronto Danforth Technical			97				97		100	197	156			2
Toronto Northern Vocational									40	40	42			4
Toronto Western Tech. Commerce			95		14	21	130		75	205	91		31	11
Welland Vocational			14				14		40	54	2			5
Weston Vocational	4		7				11		43	54	128			11
Windsor-Walkerville Vocational			10		8		18		59	77	38		11	1
Woodstock Coll. and Vocational									14	14				
TOTAL	107	90	1,186	38	58	206	1,685	960	1,364	4,009	1,225	67	107	239
Manitoba—														
St. Boniface—Vocational School			4		11		15		52	67	4	1	15	2
Winnipeg—Dom. Prov. Vocational Sch			19	13	10		42		170	212	20		4	7
Winnipeg—Kelvin Tech. School									56	56				
Winnipeg—St. John's Tech. School									23	23				
Winnipeg—R.C.A.F. Classes								132		132		50		6
TOTAL			23	13	21		57	132	301	490	24	51	19	15

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF AUGUST, 1941
(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT AUGUST 30TH										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN AUGUST			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at Aug. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw Technical School	9		33				42			42	18			3
Prince Albert Youth Training Sch	13		22				35			35	3		2	
Regina Balfour Tech	11		11				22		78	100	3			
Saskatoon Technical Collegiate			12				12		141	153	1			2
Saskatoon—R.C.A.F. Classes								236		236	1	43		1
Moose Jaw R.C.A.F. Classes								164		164	1	61		2
Regina R.C.A.F. Classes								203		203	3	52		1
TOTAL	33		78				111	603	219	933	30	156	2	9
Alberta—														
Calgary Inst. of Technology								133		133		34	12	5
Calgary—D2H Airport			24	15	6	5	50			50	12			4
Calgary—Exhibits Building	10		40		5	5	60	94	112	266	39	42	1	20
Calgary—Western Canada High									96	96				
Calgary—Mount Royal College									27	27				
Edmonton—Oliver Building	22		17	24		17	80			80	4	1		3
Edmonton—10104-114 Street	24		35		13		72	113	84	269	10	30	1	11
Lethbridge Technical School									40	40				
Medicine Hat—Badminton Club Bldg	7		7		3	4	21	54		75	8	2		
TOTAL	63		123	39	27	31	283	394	359	1,036	73	109	14	43
British Columbia—														
Nanaimo—Thos. Hodgson Voc									58	58				
New Westminster—Technical													17	
Penticton—High														
Vancouver—John Oliver High			25				25			25			24	
Vancouver—King Edward High											3		18	
Vancouver—81 Robson Street	64						64			64	42	1	1	3
Vancouver Technical	18		13		38		69		247	316	3		7	3
Vancouver—MacDonald Annex									30	30				
Vancouver—R.C.A.F. Classes								388		388		5		17
Vancouver—576 Seymour St									7	7				
Victoria—High									21	21				
Victoria—Central Junior High			19				19		50	69	1			
TOTAL	82		57		38		177	388	413	978	49	6	67	23

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO AUGUST 30, 1941, AND IN THE MONTH OF AUGUST, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.
Nova Scotia	153	39	111	17	23	4	4	2	2	.....	293	62
New Brunswick	58	8	110	11	38	5	13	2	1	.....	220	26
Quebec	1,003	131	848	110	263	40	126	15	38	14	2,311*	310
Ontario	2,116	228	2,024	153	967	81	598	42	232	19	5,937	523
Manitoba	25	4	85	2	44	2	37	2	14	1	205	11
Saskatchewan	37	7	106	16	30	3	20	2	1	.....	194	28
Alberta	90	8	194	16	86	14	101	10	40	8	511	56
British Columbia	177	7	494	61	259	41	82	13	36	2	1,048	124
TOTAL	3,659	432	3,972	386	1,710	190	981	88	364	44	10,719	1,140

* Includes 33 trainees for whom specific ages are to be submitted

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO AUGUST 30, 1941, AND IN THE MONTH OF AUGUST, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.	From April 1 to Aug. 30 1941	In Aug.
Nova Scotia	1	1	1	1	1	.....	3	1	2	.....	8	3
New Brunswick	5	.....	24	6	4	.....	6	2	.....	.....	39	8
Quebec	3	.....	6	.....	3	1	1	1	2	2	48*	4
Ontario	18	.....	149	6	79	2	214	11	73	6	533	25
Manitoba	4	.....	43	.....	20	.....	27	.....	13	.....	107	.....
Saskatchewan	8	3	47	8	7	.....	16	1	.....	.....	78	12
Alberta	8	.....	28	6	19	2	81	6	25	4	161	18
British Columbia	1	.....	29	7	15	.....	20	6	11	2	76	15
TOTAL	48	4	327	34	148	5	368	28	126	14	1,050	85

* Includes 33 trainees for whom specific ages are to be submitted

TABLE 5—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT AUGUST 30, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	59	.....	.....	.....	31	21	32	42	13	.....	20	(1) 34	252
New Brunswick	22	16	.....	5	.....	.....	12	20	.....	.....	13	.....	88
Quebec	182	.....	.....	11	26	.....	46	89	7	.....	33	.....	394
Ontario	358	478	14	20	74	.....	135	206	.....	1	15	(2) 63	1,364
Manitoba	132	75	.....	21	23	8	42	.....	.....	.....	.....	.....	301
Saskatchewan	79	48	.....	18	10	.....	29	35	.....	.....	.....	.....	219
Alberta	129	.....	18	16	27	1	55	58	55	.....	.....	.....	359
British Columbia	67	76	9	35	55	.....	43	85	12	16	.....	(3) 15	413
TOTAL	1,028	693	41	126	246	30	394	535	87	17	81	112	3,390

(1) Concretors. (2) Cooks 46; Instrument Mechanics 17. (3) Concretors 7; Instrument Mechanics 8.

RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

UNDER the Canada Shipping Act, there have been amendments to the regulations governing masters' and mates' examinations and to the by-laws of the Pilotage District of Miramichi, New Brunswick. Three new minimum wage orders have been gazetted covering the following classes: women in the transportation industry in British Columbia, workers on peat bogs in Quebec, and all employees covered by previous orders in Nova Scotia. In British Columbia there has also been a change in the hours permitted in limestone quarries.

Canada Shipping Act

For the protection of ships of Canadian Registry under war conditions the Rules and Regulations relating to the examination of masters and mates of home-trade, inland and minor waters vessels (LABOUR GAZETTE, 1936, p. 1134) have been amended to require all candidates to qualify in signalling by Morse and Semaphore as well as by the International Code of Signals.

By an Order in Council gazetted August 16, the by-laws governing the licensing of pilots in the Pilotage District of Miramichi, N.B. (LABOUR GAZETTE, 1939, p. 473) have been relaxed to permit the authority to examine and license as Inward Pilots applicants who have not been indentured as apprentice pilots and do not hold masters' or mates' certificates but who have had at least four years' service on the river.

British Columbia Female Minimum Wage Act

Order 26B, gazetted August 14 and effective from that date, establishes minimum wages for women in the transportation industry, which includes transport by any means other than rail, air and water. The provisions of this order are identical with those of Order 26 as amended by Order 26A (LABOUR GAZETTE, 1940, pp. 1147, 1258), which establishes minimum rates for male employees in this industry. The same minimum rates are therefore payable to male and female workers in an industry in which women and girls are being employed owing to a shortage of male workers.

British Columbia Metalliferous Mines Regulation Act

From August 14 the eight-hour day in limestone quarries may be extended to 10 hours if a permit is obtained from a qualified officer of the Department of Mines. Pay for the two extra hours may be at the regular hourly rates, with the value of board added to the daily wage in computing the rate in cases where board is provided. A similar regulation was recently issued in regard to placer miners working above ground (LABOUR GAZETTE, April, 1941, p. 434).

Nova Scotia Minimum Wage for Women Act

Order 10, gazetted August 20 and effective from September 1, amends all existing orders by establishing a flat increase of $1 per week in the minimum rates for all classes of workers. It further amends the orders governing laundries, food trades, hotels and restaurants, textile and needle trades and telephone operators in cities and incorporated towns, and that governing paper trades and all factories not covered by other orders, by reducing the maximum hours for which regular weekly rates are to be paid from 50 to 48. The remaining orders already contained 48-hour week provisions. Time in excess of 48 hours must be paid at the regular hourly rate.

Quebec Minimum Wage Act

Order 42, gazetted August 16 and effective from August 24, 1941, to May 1, 1942, establishes minimum rates for workers in peat bogs. For those working in the fields where the deposits of peat are located, the hourly rates are as follows: 25 cents for those working in trenches and for those moving the peat on the edge of the trenches immediately after its extraction, 20 cents for all other males over 16, and 15 cents for females and for males under 16. Employees working in the mills whose hours exceed 40 per week are divided into two groups: at least 75 per cent of them must receive 25 cents per hour while the remainder may be paid 20 cents. These rates are increased to 37½ cents and 30 cents for hours in excess of 54 during May 1 to December 1 and for hours in excess of 48 during the rest of the year. Mill employees working less than 48 hours per week are to receive 25 cents per hour. Workers who transport peat from the field to the mill are to be paid in accordance with the terms fixed for mill employees, except for the time they are on the peat bogs for which they are to receive 20 cents per hour. Employees engaged at more than one type of work are to be paid for the hours spent at each type at the rates fixed for that type. The provisions regarding deductions from pay, registers of employees and statements which must appear on pay envelopes are the same as in other recent orders.

LABOUR AND INDUSTRY IN BRITISH COLUMBIA 1940

Twenty-third Annual Report of Provincial Department of Labour

RECORDING an increase of $22,642,306 in industrial payrolls compared with 1939, the second highest record in the history of the department, the twenty-third annual report of the British Columbia Department of Labour portrays the year 1940 as one of increased industrial activity and expansion to meet the demands placed upon the Province as a source of war supplies.

Exceeding all previous departmental records of employment during the latter half of the year employment increased during 1940, while the average weekly wage of all industrial workers increased to $28.11, an advance of $1.31 per week compared with the previous year.

Industrial Statistics, Payrolls, etc.—The report contains detailed statistical data based on reports received from 4,971 firms, an increase of 142 over 1939. As already stated payrolls were augmented by $22,642,306, reaching an accumulative total of $188,325,766. This total is composed of the following: Payrolls of 4,971 firms making returns to the department, $143,835,563; returns received too late for inclusion in departmental summary, $615,063, estimated payroll of employees in occupations included in departments' inquiry not sending in returns $1,300,000, transcontinental railways $12,575,140, payrolls of additional services not included in industrial survey, viz Governmental workers, wholesale and retail firms, delivery, auto transportation, ocean services, miscellaneous, estimated payroll, $30,000,000.

A further increase in the percentage of the total payroll paid to wage earners is also reported. In 1940, the percentage of the total payroll paid to wage earners was 78·63 per cent compared with 77·32 per cent in 1939. The percentage paid to officers, superintendents and managers, and clerks, stenographers and salesmen was 10·22 per cent and 11·15 per cent respectively.

In an analysis of payroll statistics by industrial divisions increases are shown in all but two of the twenty-five sections. The lumber industries again headed the list, showing an increase of $4,581,757, followed by shipbuilding with an increase of $2,461,896 and contracting with $1,731,253; metal trades increased by $1,502,857; pulp and paper mills with an addition of $1,489,776; wood (N.E.S.) up $1,168,109; miscellaneous trades, an increase of $1,007,615; food products, an additional $979,116; metal-mining up $949,609; explosives and chemicals, $756,921; house-furnishings, $330,800; oil-refining, $264,778; smelting, $217,512; coal-mining, $123,517; breweries, $115,890; public utilities, $114,420; laundries, cleaning and dyeing, $102,063; garment-making, $100,543; leather and fur goods, $69,720; builders' materials, $67,567; jewellery-manufacture, $27,461; paint-manufacture, $13,129; printing and publishing, $2,005.

The two industries in which decreases were apparent include coast shipping, down $653,050, and cigar and tobacco manufacturing with a decrease of $723.

Weekly Wage Rates.—The figures in the table following were taken from the report and show the average weekly wage in 1933, 1939 and 1940, by industrial classifications.

AVERAGE FULL WEEK'S WAGES IN EACH INDUSTRY (ADULT MALES ONLY)

Industry	1933	1939	1940
Breweries	$25.70	$27.98	$28.23
Builders' materials	20.54	23.23	24.15
Cigar and tobacco manufacturing	14.67	19.75	17.70
Coal-mining	26.80	29.39	28.04
Coast shipping	27.62	29.35	30.34
Contracting	23.37	26.12	27.52
Explosives and chemicals	20.66	25.75	31.67
Food products, manufacture of	21.12	23.23	23.59
Garment making	25.29	24.25	25.22
House-furnishing	18.91	22.53	23.59
Jewellery, manufacture of	30.55	39.23	43.44
Laundries, cleaning and dyeing	21.78	23.19	24.00
Manufacturing leather and fur goods	20.73	21.19	21.72
Lumber industries	18.00	27.14	28.83
Metal trades	22.70	25.38	26.18
Metal-mining	25.62	30.86	31.77
Miscellaneous trades and industries	22.13	23.91	24.36
Oil-refining	23.78	28.97	29.17
Paint-manufacturing	22.53	22.69	23.15
Printing and publishing	32.82	34.34	34.34
Pulp and paper manufacturing	21.21	26.54	29.84
Ship-building	25.25	28.55	31.74
Smelting	23.83	25.57	32.75
Street-railways, gas, water, power, telephones, etc.	24.51	28.63	28.57
Manufacturing of wood (N.E.S.)	18.05	23.22	24.88

It will be observed from the foregoing table the increases in the average weekly wage per adult male worker varied from $7.18 in smelting, $5.92 in explosives and chemicals, $4.21 in jewellery manufacturing, to 0·20 cents in oil-refining. Decreases in average weekly wages occur in only three classifications. $2.05 in cigar and tobacco manufacturing, $1.35 in coal mining and 0·06 cents in street railways, gas, water-power, telephones, etc.

The following table taken from the report shows the number of wage earners in each wage-rate classification.

CLASSIFIED WEEKLY WAGE-RATES
(WAGE-EARNERS ONLY)

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	176	137	225	91	91
$6.00 to $6.99	104	105	133	37	87
7.00 to 7.99	88	118	154	95	95
8.00 to 8.99	186	186	306	110	123
9.00 to 9.99	168	178	477	67	101
10.00 to 10.99	417	221	544	101	99
11.00 to 11.99	540	265	904	79	96
12.00 to 12.99	1,233	453	1,886	92	106
13.00 to 13.99	619	363	1,023	59	50
14.00 to 14.99	790	436	1,654	97	61
15.00 to 15.99	1,515	387	1,481	46	43
16.00 to 16.99	1,727	490	804	25	33
17.00 to 17.99	1,565	281	663	16	48
18.00 to 18.99	2,346	287	724	16	29
19.00 to 19.99	7,416	426	430	8	23
20.00 to 20.99	3,419	179	961	3	13
21.00 to 21.99	5,902	212	313	1	19
22.00 to 22.99	4,910	146	159	1	30
23.00 to 23.99	3,042	106	123	1	27
24.00 to 24.99	6,837	188	97	.....	15
25.00 to 25.99	4,253	78	106	1	16
26.00 to 26.99	5,020	107	81	1	10
27.00 to 27.99	3,957	82	70	.....	11
28.00 to 28.99	4,034	68	54	.....	7
29.00 to 29.99	2,925	66	51	.....	3
30.00 to 34.99	17,602	175	122	1	27
35.00 to 39.99	11,062	30	21	.....	14
40.00 to 44.99	6,188	10	11	.....	1
45.00 to 49.99	2,842	2	3	.....	.....
50.00 and over	2,445	.....	3	.....	.....
Totals	103,328	5,782	13,583	948	1,278

Apprenticeship.—The Director of Apprenticeship in reporting on the activities of his branch states that "at the beginning of the year it was questioned whether apprenticeship training could be speeded up sufficiently to take care of the requirements of war industries, and the Legislative assembly thought it wise to bring in an amendment to the Apprenticeship Act making it possible for war industries to employ minors in designated trades without placing them under contract of apprenticeship." The amendment required that a permit be obtained and the Director of Apprenticeship reports that to the date of the report little use had been made of the amendment, only one permit having been issued. "While the number of apprenticeship contracts in war and other industries steadily increases demonstrating that those engaged in and responsible for industry realize the benefits of apprenticeship training, for which there is no satisfactory alternative."

At December 31, 1940, the total number of live contracts in force numbered 1,039. To this may be added 63 apprentices whose contracts have been temporarily withdrawn from our live file due to enlistment in one or other of His Majesty's Armed Forces. The majority of these young men are continuing to work at their trade in so far as this is possible, and the part they are performing in the defence of their country has been considerably enhanced through their apprenticeship training.

The number of new contracts approved during the year totalled 350, while 144 apprentices satisfactorily completed their period of apprenticeship, bringing the total of apprentices who have completed to 355, every one of whom, so far as is known, is employed at his trade or is serving his country in the Navy, Army or Air Forces.

"The contribution some of these young men have been able to make towards the efficiency of our war effort in the metal and ship-building trades is an outstanding tribute to their own application and to the training they have received through their employers", the Director states.

Employment Service.—The General Superintendent of the Employment Service in his report states that during 1940 a total of 309,202 applications and re-applications were made to the offices of the service throughout the province. Employers orders numbered 38,813, placements 38,538; transfers made within the province 313 and transfers out of the province.

Dealing with the transformation in the work of the Employment Service brought about by the war, the General Superintendent's report states:

"During the year there has been a continual expansion in Canada's war effort, which has completely transformed the work of this Branch. During the past ten years the Employment Service has been confronted with a large surplus of unemployed persons and has had to adjust its policies to conform to the existing situation. Within a period of six months the whole picture has changed; National Defence works, ship-building program, and war contracts generally have absorbed a large percentage of employable persons, those remaining on the relief rolls being only partially employable, unemployable, or without the necessary training and experience for the work offered. In some few trades where long periods of training are necessary to achieve proficiency shortages have developed and it is in meeting these shortages that the Employment Service has made its most important contribution during the period under review. During the depression many skilled mechanics, unable to find work in their own trades, drifted into other occupations and, by newspaper and

radio publicity and the assistance of many loyal citizens, hundreds of these workmen have been found and returned to the occupations for which they were trained and in which they can render most valuable assistance in Canada's war effort."

Factory Inspection.—During the year 1940, a total of 2,190 inspections and reinspections of factories were made by the Factories Inspection Branch. Commenting on the increased industrial activity and expansion due to the war the Factories Inspector's report declares:

"During the year under review we have made frequent visits to plants where it is known that a great many youths are engaged in war-time production, and are gaining their first experience in factory life, which will, in the course of time, make them skilled craftsmen. It is important, therefore, that in the rush of installing new machinery and the reconditioning of old machinery for the production of supplies urgently required, all hazardous moving parts of the machine be adequately protected and that the youth be instructed in safe operation.

"We have found during these visits and while procuring details in connection with injuries received by workmen that, in some instances, safety was being sacrificed because of pressure for production. Other causes in this respect can be attributed solely to the lack of proper instruction of the younger inexperienced employees of the risks attached to their work. The management of industry should realize that, in these times, an injured skilled worker engaged in war-time production bears a close relationship to a wounded soldier, as a casualty. It is imperative, therefore, that factory employees be provided with every protection against industrial accidents.

"Early in the year certain of our industrial plants established the two- and three-shift system of operation. While the operating procedure did not differ, night inspections were made for the purpose of determining as to whether or not adequate lighting without undue glare was provided."

Labour Disputes and Conciliation.—During 1940 only one strike was reported, that of hotel waiters, Vancouver, in which 62 employees were involved, the time lost being 538 man working days. While there was only one strike commencing during 1940, there was a carry-over from 1939, that of the strike at Pioneer in which 142 employees were affected and resulted in a loss of 7,952 man working days before it terminated on March 6, 1940.

Report of Board of Industrial Relations

The seventh annual report of the Board of Industrial Relations also given in the main report of the department gives information concerning the operation of the Hours of Work Act and the Male and Female Minimum Wage Acts.

Male and Female Minimum Wage Acts.—During 1940, statistical forms were received from 5,232 employers of women and girls, an increase of 530 over the 1939 figure. These returns covered some 30,038 women workers, an increase of 2,549 employees reported on the payrolls when compared with the previous yearly period.

According to summary statistics given in the report, the average weekly wage for women 18 years of age or over declined slightly from $15.58 in 1939 to $15.55 in 1940, while the average weekly wage for younger female employees also declined from $9.61 in 1939 to $9.23 in 1940. Average hours worked per week also declined from 42·24 hours per week in 1931 to 41·48 hours in the year under review.

During the year, the inspection staff of the Board made 15,492 investigations at plants and establishments covered by Orders of the Board, an increase of 900 inspections over the 1939 total.

Under the Female Minimum Wage Act, 507 women and girls employed by 393 firms received arrears of wages due them in the sum of $10,784.06; while adjustments made under the Male Minimum Wage Act for 807 men and boys employed by 445 firms resulted in the payment of $27,642.48 in arrears of wages due them. Following convictions for failure to pay the minimum wage, the Courts ordered payment of arrears to employees in the sum of $4,575.30. A total sum of $43,001.84 was therefore distributed to employees throughout the Province.

Under the Hours of Work Act, it is shown that 88·93 per cent of 103,636 employees reported worked 48 hours or less per week, 5·13 per cent worked between 48 and 54 hours per week, while 5·94 per cent worked in excess of 54 hours. The average weekly working hours for all employees during 1940 was 46·91 hours. During the year 63 cases of contravention of the Hours of Work Act were brought before the courts, convictions being registered in 61 instances while two were dismissed. Under the Female Minimum Wage Act 27 cases were brought to court, 24 convictions registered and 3 cases withdrawn; under the Male Minimum Wage Act, 29 cases were heard, 26 convictions registered and 3 cases were dismissed. Under the Semi-monthly payment of wages Act, 41 cases were brought to court, 32 convictions registered, 6 cases were dismissed and 3 withdrawn. Eight cases brought to court for contravention of the Factories Act resulted in convictions in every case and one case under the Criminal Code also resulted in a conviction.

LABOUR CONTROL IN BRITISH WAR INDUSTRIES

Recommendations of Select Committee on National Expenditure in Regard to Aircraft Industry, Dock Labour and Coal Production

IN the April issue of the LABOUR GAZETTE, (pages 411-419) a review was given of the recommendations of the Select Committee on National Expenditure in Great Britain in regard to hours of labour in war industries. This Select Committee, which was appointed to examine war expenditure and to report upon any economies which could be effected consistent with the carrying out of Government policy, has recently made a series of reports on conditions and problems of labour engaged in certain essential industries.

The following review of these reports is taken from the July issue of the British *Ministry of Labour Gazette.*

Labour in the Aircraft Industry

An investigation into some of the conditions and problems of labour in factories engaged in aircraft production is the subject of a recent report from the Select Committee on National Expenditure. The investigation was carried out for the Select Committee by their sub-committee on air service, who spent several months on the work and took evidence from aero-engine manufacturers as well as from the airframe and equipment sections of the industry. In order to obtain reliable information based on experience in all parts of the country, representatives of firms and factories situated in different areas were invited to appear before the sub-committee; and evidence was also heard from the Ministry of Labour and private individuals.

The problems affecting labour in the aircraft industry which were considered by the sub-committee were concerned with the distribution of the labour force, the retention of labourers in the industry, female labour, training, wages, control of labour and absenteeism, night work, and labour disputes. Concerning certain of these matters the following specific recommendations were made;

(1) The Ministry of Aircraft Production should require all firms working for them to institute either a system of waiting cards or some other method of ascertaining the true extent of idle labour. The information thus obtained should be scrutinized by the Department from time to time.

(2) The Ministry of Labour should endeavour by publicity to give women a better idea of the kind of factory work for which they are needed. The fact that appointments can be arranged at Employment Exchanges should be stressed.

(3) The Ministry of Aircraft Production should do everything in their power to ensure that factories working for them, either commercially or on a management fee basis observe district Federation wage rates and keep their bonus percentages in line with those of their neighbours.

(4) Sunday labour, except for maintenance and repair of plant and other essential purposes, should be discontinued.

With regard to the first recommendation the report states that, to the surprise of the sub-committee, some firms apparently did not trouble to keep a record of waiting time in the works. Investigations by the Ministry of Labour and National Service into rumours that labour on the air-frame side was not being fully employed had led to the institution of a joint inspection by the Ministry and the Ministry of Aircraft Production. To this survey the sub-committee attach the greatest importance and the work of the survey would, they consider, be helped if all firms possessed a proper record of waiting time in their factories.

Women in Aircraft Factories.—The second recommendation was prompted, by the sub-committee's finding that the response to appeals made to women to enter aircraft factories had been poor. Although the Ministry of Labour and National Service have power to recruit women for factory work, it is their declared policy to persuade rather than compel, and the sub-committee accordingly recommends a wide extension of the publicity already arranged by the Ministry. It is important to show that factory work can be made clean and attractive, and to make it widely known to women new to industry, who have never been required to attend an Employment Exchange and are reluctant to face the prospect of a long wait in unfamiliar surroundings, that applications to the Exchanges can be made by letter and appointments arranged.

In connection with recommendation (3) above, the report points out that the practice adopted by cartain firms of deliberately paying their operatives more than the agreed district rates of wages occasions disturbance to other firms in the districts concerned and causes difficulties in the transfer of labour from one firm to another. On the evidence given them the sub-committee found that wages in the aircraft industry generally are probably higher than in any other section of

the engineering industry, but that average earnings in aircraft firms are not as extravagant as is popularly supposed.

Sunday labour.—The recommendation that Sunday labour should be discontinued is based on the sub-committee's conclusion that a seven-day week, such as is in general operation throughout the aircraft industry, is one factor conducive to absenteeism, which had been described in the evidence as a most serious problem. It is pointed out that no man can work continuously without a break and that, when a man can earn double time on Sunday, it is not surprising that, if he is tired, he will absent himself on a week-day. Provisions to deal with absenteeism are contained in the Essential Work Order but, the report continues, "the sub-committee are convinced that a general direction to aircraft firms to work a seven-day week over a long period, regardless of their particular problems and circumstances, does little to speed production and has, in fact, seriously disturbed organization in the factories and increased costs."

Control of Dock Labour

In a further report the Select Committee present, with such modifications as they deemed necessary, a report from their sub-committee on Transport Services, in which are discussed, among other matters, the new schemes for the better control of dock labour and provision of canteen facilities at docks.

In an introductory statement the sub-committee emphasize with regard to transport and shipping, that, in seeking to secure all proper economy in national expenditure, loss of time was a factor which they felt bound to keep constantly in mind and that they considered it their duty to investigate every possibility of securing economy of transport time as being at least equal in importance to securing economy in actual cash expenditure.

The sub-committee set out their observations concerning their investigations on the spot of operations at certain ports, and report that, in general, they can comment favourably upon the economic advantages and improvements which have followed the appointment of Regional Port Directors and upon the successful steps taken by the Directors, in co-operation with the Port Emergency Committees, to secure the more rapid turn-round of shipping at the ports.

With regard to the probable results of the new schemes which have been introduced for the better utilization and control of dock labour, it is pointed out in the report that the introduction of these schemes happened to coincide with a lessening of pressure at certain ports, and that experience alone, over periods both of pressure and of slackness of work, will prove their soundness or otherwise. While it may be argued that the new schemes are more expensive than the old casual system, the sub-committee state that, given certain conditions, the higher cost may be offset by the greater mobility and efficiency of dock labour. The attainment of the desired results must, however, entail adequate supervision of the men, and the taking of disciplinary action in all cases of unjustifiable absenteeism, bad time-keeping, refusal to accept work or deliberate avoidance of work offered. A view generally held was that the success of the new schemes would largely depend upon the introduction of piece-work, carried to the utmost limit of practicability, in the loading and unloading of all types of cargo, and the sub-committee recommend that every effort should be made to extend piece rates wherever practicable. They consider, however, that much will depend upon the system of piece-work and the agreed rates of remuneration for such work, as well as upon the enforcement of discipline and the proper observance of their obligations by the dockworkers themselves.

The sub-committee also state that, in so far as it is possible at present to form any opinion, it is their view that although the new schemes have been introduced as war-time measures only, the adoption of piece rates and the de-casualization of labour may prove advantageous both to employers and employees, not only during the continuance of the war, but more permanently when peacetime operations can be resumed. In view, however, of certain complaints that have been made to them, including allegations that inefficiency has resulted from the breaking up of "teams" of workers, owing to the abandonment of the system under which certain firms regularly employed "preference men," the sub-committee recommend that small committees should be set up by the Minister of War Transport at the more important ports to enquire into and report upon the working of the new schemes as soon as they have been in operation for a period of three months, and that similar schemes should not be introduced at other ports until this investigation has been made.

With regard to canteens, the sub-committee state that, in general, there is room at some of the ports for considerable improvement in the number, location, equipment and general amenities of the canteens, and they recommend that experienced canteen and welfare supervisors should be appointed and that adequate and sustaining food supplies (especially boneless meat) should be provided at the port canteens.

Coal Production

In the same report, the sub-committee revert to the need for increasing the production of coal, referred to in previous reports of the Select Committee. As regards the labour aspects of this problem, the sub-committee urge that, if the steadily increasing home demand for industrial coal supplies is to be met, experienced miners should be released from the Army and from other industries to return to the pits, and that the mine owners and the workers should co-operate in steadily increasing and sustaining output by reducing idle time and absenteeism to a minimum. The sub-committee also emphasize the need for the utmost economy in domestic consumption of coal, coke, gas and electricity, and point out that the fact that this economy has become so essential, with its accompanying discomforts and even hardships, may be expected to stimulate all those responsible for production at the pits to go "all out" to raise the extra coal required. With this objective in view, the sub-committee welcome the application to the coal-mining industry of the Essential Work Order and the minimum weekly wage, and also the steps contemplated by all interests concerned to secure full and loyal observance of both rights and obligations thereunder.

ANNUAL CENSUS OF MANUFACTURING AND CERTAIN OTHER INDUSTRIES IN CANADA, 1939

Statistics Respecting Employees, Wages, Etc.

THE Dominion Bureau of Statistics, under the Statistics Act of 1918, takes annually by mail an industrial census covering statistics of fisheries, mines, railways, etc., and general manufacturing in Canada. Preliminary figures for all manufacturing industries for the year 1939 have been issued and the accompanying tables give the figures in some detail.

The first table contains summary figures for all the manufacturing industries for 1930, 1933, and from 1937 to 1939, showing the number of establishments, capital invested, the number of employees on salaries and wages together with the amount of such salaries and wages, the cost of materials entering into manufactures and the value of the finished products. Comparing 1939 with 1938, the number of employees on salaries increased 3·5 per cent, the total amount of salaries 5·0 per cent and the average salary 1·6 per cent. The number of employees on wages increased 2·3 per cent, the total amount of wages 4·3 per cent and the average wage 2·0 per cent. The cost of materials entering into manufactures increased 1·6 per cent. The value of finished products increased 4·1 per cent, while the value added by manufacture was 7·2 per cent greater. The number of establishments engaged in manufacturing declined 1·5 per cent but capital invested increased by 4·6 per cent.

The second table shows the number of employees on salaries and on wages with the salaries and wages paid as well as the number of establishments for 1939, by provinces and by groups of industries and for each of the important industries in each group.

The third table gives the figures as to the number of employees and salaries and wages paid in other industries for which figures are collected annually. The number of employees increased in the following industries: mining, manufacturing electric light and power, steam railways and express. Decreases were recorded in fishing, street and electric railways, telegraph, and telephones. It should be noted that in the two last named industries the total amount of salaries and wages increased despite the decreases in numbers employed.

Statistics for 1938, comparable to those contained in the present article, appeared in the LABOUR GAZETTE, June, 1940, pp. 571-574. Figures from the Decennial Census of 1931, Bulletin XXXI, showing numbers of gainfully employed persons in all industries were given in the LABOUR GAZETTE, August, 1933, pages 819-821, also figures from Bulletin XXXIII, as to numbers of wage earners, weeks employed and average earnings, were given in the LABOUR GAZETTE, November, 1933, pages 1094-1095.

TABLE I.—MANUFACTURING INDUSTRIES IN CANADA, PRINCIPAL STATISTICS, 1930, 1933 AND 1937 TO 1939

Items	1930[1]	1933	1937	1938	1939	Change per cent in 1939 from 1938
Establishments.....No.	22,618	23,780	24,834	25,200	24,805	−1·5
Capital invested..... $	4,041,030,475	3,279,259,838	3,465,227,831	3,485,683,018	3,647,024,449	+4·6
Employees on salary.....No.	84,711	86,636	115,827	120,589	124,772	+3·5
Salaries..... $	169,992,216	139,317,946	195,983,475	207,386,381	217,839,334	+5·0
Average salary..... $	2,007	1,608	1,692	1,719	1,746	+1·6
Employees on wages.....No.	529,985	382,022	544,624	521,427	533,342	+2·3
Wages..... $	527,563,162	296,929,878	525,743,562	498,282,208	519,971,819	+4·3
Average wage..... $	995	777	965	956	975	+2·0
Cost of materials..... $	1,522,737,125	967,788,928	2,006,926,787	1,807,478,028	1,836,159,375	+1·6
Value of production..... $	3,280,236,603	1,954,075,785	3,625,459,500	3,337,681,366	3,474,783,528	+4·1
Value added by manufacture..... $	1,522,737,125	919,671,181	1,508,924,867	1,428,286,778	1,531,051,901	+7·2

[1] A change in the method of computing the number of wage-earners in the years 1925 to 1930 increased the number somewhat over that which the method otherwise used would have given. In 1931, however, the method in force prior to 1925 was re-adopted.

TABLE II.—NUMBERS OF EMPLOYEES, SALARIES AND WAGES PAID IN MANUFACTURING INDUSTRIES IN CANADA, 1939

—	Number of establishments	Salaried employees			Wage earners		
		Male	Female	Salaries	Male	Female	Wages
(a) PROVINCES							
CANADA	24,805	**98,165**	**26,607**	**217,839,334**	**415,488**	**117,854**	**519,971,819**
Prince Edward Island	222	230	51	209,334	558	249	408,611
Nova Scotia	1,083	1,944	439	3,402,366	12,583	2,661	13,249,319
New Brunswick	803	1,841	490	5,859,152	10,173	1,997	10,070,010
Quebec	8,373	32,354	7,519	66,219,605	128,625	51,823	157,538,162
Ontario	9,824	48,001	15,240	116,127,609	202,399	53,231	262,248,600
Manitoba	1,087	3,783	942	7,954,864	15,738	3,447	20,489,934
Saskatchewan	737	1,706	294	2,752,194	4,160	315	4,593,933
Alberta	961	2,582	477	4,841,330	8,597	1,056	10,136,370
British Columbia and Yukon	1,715	5,724	1,155	12,742,880	32,655	3,075	41,236,880
(b) INDUSTRIAL GROUPS							
CANADA—Total	24,805	**98,165**	**26,607**	**217,839,334**	**415,488**	**117,854**	**519,971,819**
Vegetable products	5,872	17,182	4,413	35,905,856	54,675	23,177	68,342,929
Animal products	4,362	12,446	2,506	20,426,743	42,372	12,034	47,805,128
Textiles and textile products	1,930	10,267	4,217	25,865,054	48,865	57,673	81,251,981
Wood and paper products	8,538	24,740	5,743	50,670,709	103,993	10,306	114,616,746
Iron and its products	1,394	14,837	3,706	36,687,804	98,969	3,529	121,871,924
Non-ferrous metal products	526	7,098	2,326	18,894,235	30,293	4,846	40,790,623
Non-metallic mineral products	809	3,634	823	8,356,148	17,924	645	21,711,786
Chemicals and allied products	808	5,832	2,138	16,108,687	11,417	3,208	15,458,871
Miscellaneous industries	566	2,129	735	4,924,098	6,980	2,436	8,121,831
(c) INDUSTRIAL SUB-GROUPS							
Vegetable products	5,872	17,182	4,413	35,905,856	54,675	23,177	68,342,929
Aerated and mineral waters	447	1,129	236	1,973,932	3,459	91	3,554,268
Biscuits, confectionery, cocoa, etc	216	2,332	575	5,012,550	4,103	5,142	6,736,106
Bread and other bakery products	3,115	2,648	811	3,874,885	16,972	2,690	18,462,923
Breweries	61	1,418	156	3,796,084	3,733	38	4,655,318
Coffee, tea and spices	88	732	222	1,788,142	685	603	1,148,658
Distilleries	14	325	63	1,009,499	1,001	412	1,394,167
Flour and feed mills	1,050	1,701	240	2,582,208	3,808	149	3,933,288
Foods, stock and poultry	121	423	118	874,781	751	19	697,708
Foods, miscellaneous	137	645	241	1,443,940	775	507	1,085,679
Fruit and vegetable preparations	338	1,063	420	2,228,643	3,882	4,473	4,967,393
Rubber goods, including rubber footwear	54	1,963	677	4,524,766	8,004	3,516	11,079,008
Sugar refineries	10	346	60	1,187,767	1,888	105	2,279,600
Tobacco, cigars and cigarettes	80	1,599	413	3,544,016	2,043	4,103	4,189,007
Tobacco, processing and packing	19	194	13	406,857	1,473	956	1,621,550
Animal products	4,362	12,446	2,506	20,426,743	42,372	12,034	47,805,128
Boots and shoes, leather	222	1,457	429	3,261,283	9,028	6,043	10,206,010
Butter and cheese	2,528	5,102	957	5,491,586	10,875	514	11,143,953
Fish curing and packing	523	654	89	819,119	3,598	1,028	2,819,675
Fur goods	370	777	238	1,628,780	1,607	1,178	2,945,018
Gloves and mittens, leather	53	190	60	326,821	632	875	1,023,289
Leather tanneries	84	371	66	1,053,599	3,748	127	3,635,237
Miscellaneous leather goods	214	516	125	880,461	1,661	800	1,861,023
Slaughtering and meat packing	150	2,735	380	5,615,779	8,614	1,036	11,493,903

TABLE II.—NUMBERS OF EMPLOYEES, SALARIES AND WAGES PAID IN MANUFACTURING INDUSTRIES IN CANADA, 1939—Concluded

	Number of establishments	Salaried employees			Wage earners		
		Male	Female	Salaries	Male	Female	Wages
Textiles and textile products	1,930	10,267	4,217	25,865,054	48,865	57,673	81,251,981
Carpets, mats and rugs	18	162	47	459,142	683	403	872,404
Clothing, factory, men's	375	2,599	852	5,727,163	6,376	12,599	14,340,898
Clothing, factory, women's	615	2,108	980	5,051,476	4,965	12,217	12,335,016
Clothing, contractors, men's and women's	133	200	33	272,706	903	1,195	1,369,991
Corsets	23	171	234	627,768	174	1,189	802,746
Cotton textiles, n.e.s.	46	136	63	295,732	418	713	779,560
Cotton yarn and cloth	36	673	225	1,928,737	12,234	6,591	14,804,469
Dyeing and finishing of textiles	26	146	49	413,452	735	152	737,216
Hats and caps	156	607	223	1,383,960	1,930	2,002	3,103,486
Hosiery and knitted goods	174	1,240	710	3,496,360	7,191	12,171	14,282,125
Miscellaneous textiles, n.e.s.	14	351	77	1,053,729	1,031	227	1,137,078
Silk and artificial silk	26	584	256	1,607,696	4,747	2,634	6,364,708
Woollen cloth	63	408	136	1,090,299	3,306	2,136	4,396,645
Woollen goods, n.e.s.	30	120	35	474,094	980	285	1,061,929
Woollen yarn	33	162	78	414,550	1,161	1,258	1,737,657
Wood and paper products	8,538	24,740	5,743	50,670,709	103,993	10,306	114,616,746
Boxes and bags, paper	152	864	317	2,482,927	3,138	2,423	4,667,086
Boxes, wooden	141	330	49	715,671	3,108	250	2,379,566
Coffins and caskets	51	163	27	326,971	652	131	647,610
Engraving, stereotyping and electrotyping	108	608	155	1,484,468	1,561	367	3,004,487
Furniture	378	1,268	317	2,496,526	8,620	367	7,462,744
Lithographing	41	489	206	1,530,164	1,460	580	2,508,828
Miscellaneous paper products	138	749	314	2,119,523	1,871	1,147	2,842,503
Miscellaneous wooden products	138	245	61	455,308	1,187	148	1,024,321
Planing mills, sash and door factories	737	1,371	214	2,048,992	6,542	33	5,482,310
Printing and bookbinding	1,293	3,146	823	6,403,644	7,007	2,497	9,714,060
Printing and publishing	812	6,430	2,068	13,072,440	8,619	1,225	13,132,922
Pulp and paper	100	3,730	652	10,875,243	26,132	502	33,862,136
Saw mills	3,941	4,045	235	3,803,320	27,942	177	22,592,988
Woodturning	52	100	20	172,387	927	49	598,153
Iron and its products	1,394	14,837	3,706	36,687,804	98,969	3,529	121,871,924
Agricultural implements	36	812	235	1,644,001	4,219	40	4,380,119
Aircraft	13	615	75	858,414	2,873	33	3,793,201
Automobiles	12	1,741	477	5,158,435	12,064	145	15,415,279
Automobile supplies	97	829	281	2,204,473	6,244	765	7,642,168
Boilers, tanks and engines	41	457	98	995,812	1,935	1	2,154,748
Bridge and structural steel	21	744	102	1,857,883	2,103	.....	2,688,765
Castings and forgings	194	1,008	265	2,351,417	8,245	117	8,839,454
Hardware and tools	154	694	272	1,999,567	5,019	771	5,591,259
Heating and cooking apparatus	72	676	197	1,574,975	4,113	43	4,178,913
Iron and steel products, n.e.s.	134	392	70	908,078	1,614	26	1,791,587
Machinery	232	2,319	677	5,454,350	8,922	330	10,393,511
Primary iron and steel	54	922	229	3,003,672	12,592	84	17,406,845
Railway rolling stock	38	1,361	102	3,182,974	16,083	23	21,867,585
Sheet metal products	172	1,294	391	3,100,349	5,943	851	6,901,290
Shipbuilding and repairs	43	415	47	900,460	3,028	1	4,049,719
Wire and wire goods	76	523	179	1,428,887	3,547	274	4,256,051
Non-ferrous metal products	526	7,098	2,326	18,894,235	30,293	4,846	40,790,623
Aluminium products	23	182	74	413,329	1,125	123	1,329,091
Brass and copper products	129	925	232	2,223,376	3,765	295	4,482,664
Electrical apparatus and supplies	190	4,357	1,502	11,561,270	10,994	3,408	14,149,822
Jewellery and silverware	116	434	212	1,259,283	2,072	672	2,836,500
Non-ferrous metal smelting and refining	14	923	166	2,670,414	11,360	.....	16,701,705
White metal alloys	35	188	98	553,370	777	284	1,032,812
Non-metallic mineral products	809	3,634	823	8,356,148	17,924	645	21,711,786
Abrasive products	16	185	60	567,432	853	1	1,063,457
Cement and cement products	30	272	24	520,046	1,648	8	1,738,639
Clay products	169	349	70	822,956	2,674	169	2,489,450
Coke and gas products	33	885	278	1,703,455	2,898	2	4,148,159
Glass products	73	366	115	807,245	2,536	355	3,078,358
Petroleum products	53	820	140	2,282,581	3,792	14	5,607,666
Stone, ornamental and monumental	190	320	39	515,577	887	11	943,203
Chemicals and allied products	808	5,832	2,138	16,108,687	11,417	3,208	15,458,871
Acids, alkalies and salts	25	601	121	1,707,677	2,393	13	3,325,221
Fertilizers	27	275	79	732,432	853	4	1,087,180
Medicinal and pharmaceutical preparations	174	1,252	657	3,755,303	1,152	1,327	2,151,588
Miscellaneous chemical products	145	768	259	2,345,872	2,360	809	3,083,955
Paints, pigments and varnishes	93	1,225	344	3,180,723	1,798	173	2,130,893
Soaps and washing compounds	110	726	215	1,650,410	1,159	306	1,491,803
Toilet preparations	86	259	205	809,396	218	453	495,178
Miscellaneous industries	566	2,129	735	4,924,098	6,980	2,436	8,121,831
Brooms, brushes and mops	80	250	89	545,456	891	216	830,552
Mattresses and springs	74	356	114	871,084	1,832	291	1,910,560
Scientific and professional equipment	31	201	111	606,469	546	267	955,484

TABLE III.—NUMBERS OF EMPLOYEES, SALARIES AND WAGES, IN SPECIFIED INDUSTRIES, IN CANADA, 1930-1931, 1933, 1935 AND 1937-1939

Industries	1930	1931	1933	1935	1937	1938	1939
Fishing:							
Number of employees	63,836	61,832	65,506	68,557	69,981	71,510	68,958
***Mining:**							
Number of employees	89,200	72,809	63,334	80,256	105,414	107,275	107,759
Wages and salaries $	113,975,332	91,969,299	70,031,805	100,080,559	144,292,384	145,644,000	152,353,208
***Metalliferous mining:**							
Number of employees	30,623	25,434	25,443	38,603	55,046	56,491	58,043
Wages and salaries $	48,851,303	41,829,288	37,937,871	59,528,350	90,798,501	94,466,952	98,570,473
Coal mining:							
Number of employees	29,172	27,860	25,375	26,198	27,202	27,074	26,472
Wages and salaries $	36,442,361	28,802,428	22,378,736	26,595,344	31,641,679	28,699,781	30,720,991
Other mining:							
Number of employees	29,405	19,515	12,516	15,455	23,166	23,710	23,244
Wages and salaries $	28,681,668	21,337,583	9,715,198	13,956,865	21,852,204	22,477,267	23,061,744
Manufacturing (a)							
Number of employees	626,581	540,412	479,186	567,416	660,451	642,016	658,114
Wages and salaries $	708,805,323	598,238,605	444,130,213	567,806,911	721,627,037	705,668,589	727,811,153
Electric light and power:							
Number of employees	17,858	17,014	14,717	15,458	17,018	17,929	18,846
Wages and salaries $	27,287,443	26,306,956	21,431,877	22,519,993	25,623,767	27,148,688	28,223,376
Steam railways: (b)							
Number of employees	174,485	154,569	121,923	127,526	133,467	127,747	129,362
Wages and salaries $	268,347,374	229,499,505	158,326,445	172,956,218	193,355,584	195,108,351	200,373,668
Street and electric railways:							
Number of employees	18,340	17,135	14,883	14,381	14,347	14,323	14,061
Wages and salaries $	26,954,994	24,647,391	18,692,236	18,649,517	19,778,118	20,100,533	19,716,985
Telegraphs: (c)							
Number of employees	7,331	6,637	5,263	5,903	6,401	6,347	6,339
Wages and salaries $	8,674,453	7,875,058	5,870,433	7,030,830	8,075,838	8,205,518	8,232,773
Telephones:							
Number of employees	26,575	23,825	18,796	17,414	18,413	17,925	17,636
Wages and salaries $	32,085,948	28,493,252	21,276,406	22,283,362	25,579,850	26,020,463	26,525,374
Express: (d)							
Number of employees	4,996	4,616	3,998	4,126	4,611	4,678	4,737
Wages and salaries $	8,132,525	7,375,492	5,759,047	6,071,962	6,816,027	7,222,887	7,412,300

(a) See note (1), Table I.
(b) Including about half of the express employees which are also shown under Express below.
(c) Nos. including operators paid on commission.
(d) Full time employees only.
*The figures for mining, etc., include non-ferrous smelting and refining, clay products, cement, lime and stone (monumental and ornamental), which are also shown as sub-groups under manufacturing.

War Housing Limited (LABOUR GAZETTE July 1941, page 802; May 1941, page 547; and March 1941 page 204) has awarded contracts for the construction of housing accommodation in North Vancouver and Prince Rupert, it was announced by the Department of Munitions and Supply.

These contracts involve an expenditure of approximately $1,000,000, and call for the following construction work: North Vancouver, 200 family dwellings and two staff houses, designed to house approximately 100 men each, to be completed in ten weeks; Prince Rupert, 126 family dwellings, two staffhouses, and a dining hall, to be completed in three months.

Accidents reported by industry in Ontario to The Workmen's Compensation Board in August were nearly 7 per cent less than in July, 1941, but showed a total of 10,104, including 36 fatal cases. It was estimated that had the accident record of 1929 (the boom year) been continued there would have been 11,845 accidents reported, so that, in spite of present high figures, industry seems to be doing a fair job of control. The awards in August amounted to $755,477.77, of which $120,369.93 were for medical aid. Awards in July totalled $723,272.56.

Farmers' Co-operative Business Organizations in Canada 1939-40 "is the title of pamphlet reprinted by the Department of Agriculture from the *Economic Annalist* of June 1941. The survey which was prepared by A. E. Richards, states that during the eight years' operations reviewed, farmers' co-operatives in Canada have improved their position from the standpoint of membership and volume of business. It is shown that in 1939-40 a total of 1,151 co-operative associations operating 3,657 places of business and having 450,453 shareholders or members transacted total business amounting in dollar volume to $236,322,466 compared with a dollar volume of $201,659,984 in 1938-39 and $155,080,435 in 1937-38. A farmers' co-operative business association is defined as a business organization owned and controlled by the farmer patrons, i.e., farmers who use its services, and operated in their interest.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Employment Offices

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting July 1, was 12,567, the employees on their payrolls numbering 1,574,866.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for July was 2,076 having an aggregate membership of 302,140 persons, 3·5 per cent of whom were without employment on August 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of July, 1941, as Reported by Employers

Continuing the steadily upward movement indicated since the opening of the year, employment at July 1 showed an exceptionally large advance, which resulted in a new all-time maximum index. The Dominion Bureau of Statistics tabulated returns from 12,567 establishments employing 1,574,866 men and women, an increase of 46,946 persons, or 3·1 per cent, over the preceding month. As a result of this gain, the general index, (1926=100), rose from its previous high of 152·9 (revised figure) at June 1, to 157·6 at the beginning of July. It was then over 26 per cent above the figure of 124·7 indicated at July 1, 1940, when industrial activity was at a higher level than in any earlier July in the record.

The latest increase considerably exceeded the average at the same date in the experience of preceding years. Accordingly, the index, when adjusted for seasonal variation, further advanced, rising from 152·9, at June 1, to 154·6 at the first of July. These two figures are the highest on record.

Since the opening of 1941, the index number of employment has risen by 23 points, or 17·4 per cent, a gain which exceeds that reported in the same period in any earlier year of the record. In 1929 (the year of record activity in the pre-war period), the advance amounted to 15·6 points, or 14·3 per cent.

The acceleration in manufacturing in 1941 has been even more impressive; the workers taken on by the co-operating establishments from January to July numbered more than 158,000, while the index has risen by over 30 points, or 21·3 per cent. In 1940, the adavnce in the same period was 12 points, or 10·2 per cent. In 1929 and 1937 (when factory production attained its maximum volume in the pre-war period) there were gains of 13 points, or 12·1 per cent, and 16·6 points, or 13·3 per cent, respectively, from January to July; the levels between which employment fluctuated in those years were also very much lower.

The speed-up in the industries producing durable goods in recent months has been particularly outstanding, the index of employment rising from 145·1 at January 1 to 190·6 at July 1, or by 31·4 per cent. This gain is substantially larger than that of 18·5 per cent in the same part of 1940, also decidedly exceeding the 10½ per cent improvement recorded from January to July in 1939, and that of 24 per cent in 1937, when the expansion in the durable goods division was greater than in other pre-war years. That the increase in the present year has not been made at the expense of the production of consumers' goods is shown by the advance of 13·3 per cent recorded in the non-durable class, in which the

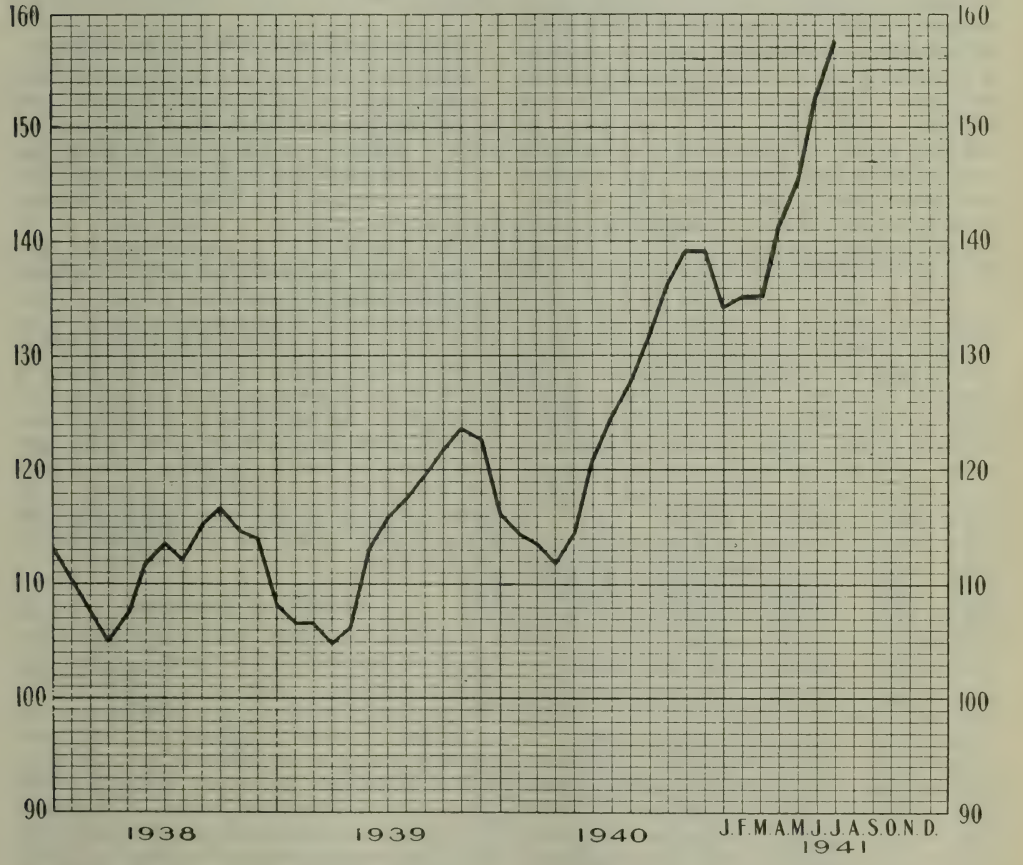
index rose from 140·3 at January 1 to 159·0 at the beginning of July; in 1940, 1939 and 1937, the same industries had shown a rise of 4·9 per cent, 4·4 per cent, and 11·0 per cent, respectively, in this comparison, the increases being from much lower levels. The latest gains in this group of course reflect quickened demand for consumers' goods, not only for civilian use at home and abroad, but also for use by those in the armed forces in the Dominion and elsewhere.

	Percentage Distribution of Workers reported in		Index Numbers (1926=100)	
July 1	Durable Goods	Non-Durable Goods	Durable Goods	Non-Durable Goods
1937	43·6	56·4	113·0	123·9
1938	42·3	57·7	103·0	118·2
1939	41·1	58·9	99·8	120·0
1940	44·1	55·9	125·6	133·8
1941	50·2	49·8	190·6	159·0

The number of workers reported at July 1, 1941, by manufacturers of durable goods was

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Redistribution of Industrial Workers

The changing distribution of the industrial workers in the Dominion as a result of war-time production is emphasized in the following table, which showed an important growth in the index number of employment in the durable goods group, and also in the proportion of workers in those classes to the total number engaged in manufacturing operations:

441,776, a large proportion of whom are no doubt employed chiefly in the production of goods directly or indirectly required in connection with the war effort. It is quite likely that the recent growth of the durable goods class is rather larger than that indicated above, since many manufacturers of non-durable goods, as well as a number of employers in the non-manufacturing industries, are probably now producing commodities which, despite their

destined use in the theatres of war, would be classed as durable goods. In many such cases, information is not available to permit the industrial reclassification of these firms.

In considering the foregoing in its relation to the war effort, the pronounced expansion in the production of chemicals since the outbreak of hostilities should be noted; these industries, which are largely engaged on war production, have contributed heavily to the increase in the non-durable goods. An index constructed for this class without the chemical industries would be 150·5 at July 1, as compared with 159·0 when they are included.

The figures used in this survey are, of course, based only upon a sample of industrial employment although the sample is very large. In 1939 (the latest year for which comparisons are available), the manufacturers furnishing current returns reported some 85 per cent of the total number of employees reported to the Annual Census of Industry for the Dominion.

A brief review of the latest data on employment shows widely distributed improvement, both geographically and industrially, as compared with the preceding month. Operations in manufacturing continued greatly to increase, the index of employment rising to a new high of 172·9 at July 1. This was 32·7 per cent above the previous July maximum of 130·3, in 1940. There were pronounced gains over June 1, 1941, in food, lumber, pulp and paper, chemical, electrical apparatus, non-ferrous metal and iron and steel, together with smaller advances in many other branches of manufacturing. The only general loss in employment in the latest month was in rubber factories, which showed a moderate decline.

The increase in activity in iron and steel plants resulted in the absorption of an additional 10,100 persons by the co-operating establishments. This was the 18th consecutive gain in as many months, during which the index has risen by nearly 94 per cent to 210·7 at the latest date. Successive new all-time highs have been indicated in these industries month by month since August, 1940.

Among the non-manufacturing industries, communications, transportation, services, trade and construction and maintenance reported considerable expansion. The advance in most of these groups exceeded the average indicated at July 1 in earlier years of the record. In construction and services, however, the seasonal improvement was below normal. The trend of employment in logging and mining at the latest date was downward; in the former, the loss was seasonal, but in mining, it was contrary to the usual course in the early summer.

An analysis of the data by industries is given in greater detail, following the text dealing with the employment situation in the provinces and the leading cities.

Calculated on the 1926 average as 100, the unadjusted index numbers of employment in the eight leading industries at July 1 in recent years are as follows:— 1941, 157·6; 1940, 124·7; 1939, 115·8; 1938, 113·5; 1937, 119·1; 1936, 104·6; 1935, 99·5; 1934, 101·0; 1933, 84·5; 1932, 88·7; 1931, 103·8; 1930, 118·9; 1929, 124·7; 1928, 117·7 and 1927, 109·7.

The firms furnishing statements for July 1 of last year had numbered 12,159, and their employees had aggregated 1,220,791, an increase of approximately 36,500 over their June 1, 1940, staffs. A generally favourable movement had then been indicated in both the manufacturing and the non-manufacturing industries.

Employment in Financial Institutions

Statistics of employment collected from banks, trust companies, stock market operators and insurance companies show that at July 1, 893 firms and branches in these lines of business employed staffs aggregating 59,704 persons, compared with 59,959 in the preceding month. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, service and trade industries brings the total number of employees included in the July 1 survey of employment to 1,634,570 in 13,460 establishments, and lowers the index of 157·6 in the industries above enumerated, to 155·6; when the employees of the co-operating financial organizations were added to the general figures for June 1, the index declined from 152·9[1]/ to 151·1[1]/. The July 1, 1940, index stood at 124·7 without the figures from the financial institutions, and at 124·1 when they were included.

Statistics of Earnings

The data of payrolls published in this report are those obtained in the fourth tabulation of weekly earnings. Like those resulting from the previous tabulations, they must be regarded as subject to revision. Those who are interested in obtaining an explanation of the manner in which these figures are compiled should apply to the Dominion Bureau of Statistics.

In the last week in June, the earnings of the 1,574,866 persons employed at July 1 by the establishments furnishing information, amounted to $40,246,036. This sum was higher by $1,511,022 than that of $38,735,014 reported as having been earned in one week in May by the 1,527,920 workers employed at June 1 by the same firms. The increase of 3·1 per cent in the staffs was thus accompanied by a gain of 3·9 per cent in the aggregate earnings, with the result that the average weekly earnings slightly

advanced, rising from $25.35 in May, to $25.56 in the same week in June.

In the tabulation for May, shown in the last bulletin, the aggregate earnings of the 1,528,834 employees included in the survey were given as $38,622,330, a per capita figure of $25.26. The revisd figures obtained in the present tabulation indicate, as already mentioned, an average of $25.35 per employee. The revisions in the figures of employment are due to corrections in a few of the data previously furnished, which were queried in the light of the information supplied in the succeeding report, while those in the figures of earnings are partly due to this factor but to a greater extent result from a different method of reckoning the weekly earnings reported for railroad employees who are paid semi-monthly.

Table I shows for the provinces, the eight leading cities and the main industrial groups, the number of persons employed at June 1 and July 1 by the 12,567 establishments furnishing data, together with their earnings in the last week in May and the last week in June. It is hoped before long to publish the weekly earnings in greater detail than at present seems advisable.

Manufacturing.—In the manufacturing industries, the 898,826 persons employed at July 1 by the co-operating establishments were paid $23,219,826 for their services in one week in June. These plants had employed at the beginning of June 873,379 men and women, whose earnings in the period of observation in May were reported at $22,424,804. The increase in the number of employees was 2·9 per cent, and that in the reported payrolls was 3·5 per cent. The average per capita figure rose from $25.68 in May, to $25.83 in June.

The number of persons employed in manufacturing constituted 57·1 per cent of the total employees of the firms co-operating at July 1, while their aggregate earnings amounted to 57·7 per cent of the total reported for the eight leading industries in the last week in June. The weekly average of $25.83 in manufacturing was a few cents higher than the general per capita figure of $25.56, but was exceeded by those reported in mining, com-

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1 and at July 1, 1941, by Establishments furnishing Statistics, and Earnings of these Employees in One Week in May and One Week in June.

(The payroll figures are preliminary and are subject to revision).

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings reported for One Week in		Average Per Capita Earnings in One Week in	
	June 1	July 1	May	June	May	June
			$	$	$	$
(a) *Provinces*						
Maritime Provinces	**114,022**	**122,589**	**2,426,026**	**2,689,775**	**21·28**	**21·94**
Prince Edward Island	2,079	2,108	44,712	45,437	21·51	21·55
Nova Scotia	67,707	73,871	1,475,916	1,589,181	21·80	21·51
New Brunswick	44,236	46,610	905,398	1,055,157	20·47	22·64
Quebec	**459,025**	**471,187**	**10,755,176**	**11,180,223**	**23·43**	**23·73**
Ontario	**656,597**	**673,280**	**17,635,069**	**18,206,720**	**26·86**	**27·04**
Prairie Provinces	**173,529**	**179,271**	**4,546,309**	**4,665,082**	**26·20**	**26·02**
Manitoba	81,689	84,499	2,166,238	2,226,214	26·52	26·35
Saskatchewan	35,307	37,044	892,238	917,352	25·27	24·77
Alberta	56,533	57,728	1,487,833	1,521,116	26·32	26·35
British Columbia	**124,747**	**128,539**	**3,372,394**	**3,504,236**	**27·03**	**27·26**
Canada	**1,527,920**	**1,574,866**	**38,735,014**	**40,246,036**	**25·35**	**25·56**
(b) *Cities*						
Montreal	213,898	221,508	5,265,869	5,480,495	24·62	24·74
Quebec City	22,692	23,726	470,631	487,212	20·74	20·53
Toronto	196,511	198,718	5,206,137	5,347,968	26·49	26·91
Ottawa	19,811	20,246	457,712	474,621	23·10	23·44
Hamilton	52,705	56,424	1,448,363	1,581,361	27·48	28·03
Windsor	31,494	32,251	1,183,334	1,232,471	37·57	38·21
Winnipeg	50,932	52,066	1,284,021	1,302,523	25·21	25·02
Vancouver	50,019	51,943	1,282,794	1,332,740	25·65	25·66
(c) *Industries*						
Manufacturing	873,379	898,826	22,424,804	23,219,826	25·68	25·83
Logging	46,928	45,304	883,720	947,803	18·83	20·92
Mining	83,148	82,986	2,575,043	2,618,473	30·97	31·55
Communications	25,974	26,647	703,745	717,818	27·09	26·94
Transportation	124,657	130,323	3,942,606	4,164,373	31·63	31·95
Construction and Maintenance	175,157	188,239	3,954,106	4,194,990	22·57	22·29
Services	38,060	40,077	608,186	636,406	15·98	15·88
Trade	160,617	162,464	3,642,804	3,746,347	22·68	23·06
Eight Leading Industries	**1,527,920**	**1,574,866**	**38,735,014**	**40,246,036**	**25.35**	**25.56**

munications and transportation. The earnings in many factories were substantially increased by overtime work. In all establishments, but particularly in manufacturing, a large proportion of firms reported the payment of cost-of-living allowances.

Within the manufacturing industries, the preliminary figures for one week in June indicate considerable variation in the current earnings. As in the case of the provincial and the city figures, the scale of earnings is partly determined by the sex and age distributions of the workers, as well as by the degree of skill and training required to manufacture the products turned out. The extent of overtime work is also an important factor at the present time. The highest per capita figures in the manufacturing division were reported in the petroleum, iron and steel and electric light and power industries, the average in these exceeding $30 in the week of observation in June. The lowest figures were reported in the tobacco, leather and textile divisions, in which the average per employee approximated $18 in the week; these figures were probably influenced in some cases by seasonal inactivity, but to a greater extent, by the employment of a considerable proportion of female workers.

Logging.—In logging, there was a seasonal decline in the number of persons employed, but the aggregate and the per capita earnings were higher, mainly as a result of the steadier work afforded those in employment. In connection with the earnings in this industry, it must be noted that the remuneration in many camps includes board and lodging, for which no allowance is made in these surveys of current earnings.

Mining.—There was a falling-off in employment in mining, but the reported earnings, at $2,618,473, were higher by 1·7 per cent. The per capita figure rose from $30.97 in May to $31.55 in the last week in June.

Communications.—An increase of 2·6 per cent in the number working in the communications group at July 1 was accompanied by a rise of two per cent in the aggregate payrolls disbursed. As a result of this disparity, the per capita figure slightly declined, from $27.09 in the last week in May to $26.94 in the last week in June.

Transportation.—In transportation, employment gained by 4·5 per cent, and there was an increase of 5·6 per cent in the payrolls reported for the period of observation in June. The per capita average rose from $31.63 in the former, to $31.95 in the latter week.

Construction.—The employers co-operating in the construction division enlarged their working forces by 7·5 per cent, while the aggregate earnings increased by $240,884, or 6·1 per cent. The per capita figures declined from $22.57 in the last week in May, to $22.29 in the same period in June. This reduction was partly due to the fact that those newly added to the staffs are usually taken on at the lower rates of pay, but variation in the working time was also a factor.

Services.—The number employed in services increased considerably with the approach of the tourist and holiday season, while laundries and dry-cleaning establishments were also busier. The gain of 5·3 per cent in the personnel reported at July 1, was accompanied by a 4·6 per cent rise in the aggregate payrolls disbursed in the period of observation in June. The per capita figure therefore showed a small decrease, falling from $15.98 in the last week in May to $15.88 in June. In the hotel and restaurant division, and consequently in the service group as a whole, the earnings as reported are lower than they would be were allowance made in the statistics for the value of board and lodging, frequently part of the remuneration of workers in this industry.

Trade.—Continued increases in employment were reported in retail and wholesale trade, in which both aggregate and per capita earnings were higher in the period of observation in June than in the corresponding week in May. The 162,464 employees of merchandizing establishments for whom data are available earned $3,746,347 in the last week in June, an advance of $103,543, or 2·8 per cent, over the payrolls in the same week in the preceding month. The average weekly earnings rose from $22.68 in May, to $23.06 in June. The payment of cost-of-living allowances in a number of cases contributed to this gain.

A brief summary of the data for the provinces shows general advances in the total earnings reported for one week in June as compared with the corresponding period in May. The largest proportionate increase was in the Maritime Provinces. The aggregate in Quebec was greater by $425,047, or almost four per cent, and in Ontario, by $571,651, or 3·2 per cent.

Firms in Prince Edward Island, New Brunswick, Quebec, Ontario, Alberta and British Columbia reported higher per capita earnings in the last week in June than in the same period in May. In Nova Scotia, Manitoba and Saskatchewan, on the other hand, the percentage gains in the number of workers exceeded those in the aggregate earnings, so that the average per employee was slightly lower.

The statistics for the eight leading cities indicate that in each of these centres the

total payrolls disbursed in the period of observation in June were higher than in May. The greatest improvement in employment and earnings was in Hamilton. Relatively larger increases in the numbers added to the staffs than in the aggregate wages were recorded in Quebec City and Winnipeg, where the indicated per capita averages were consequently rather lower than in the preceding period of observation.

To a considerable extent, the variations in the average earnings per employee shown in the statistics for the various cities reflect the influence of the industrial and the sex distribution of the workers therein. Thus, according to statistics of the Annual Census of Manufactures, there is an unusually large proportion of female workers in Quebec City, where the per capita earnings reported in the current surveys are lower than in the other centres for which data are segregated; on the other hand, Windsor, which indicates the highest weekly averages, recorded a very small proportion of women workers. The preponderance of the heavy industries in Windsor and Hamilton also results in higher-than-average earnings in those two cities, particularly at present, when a great deal of overtime work is reported in such plants.

Employment by Economic Areas

The trend continued generally upward throughout the Dominion, the provincial gains in employment ranging from 1·4 per cent in Prince Edward Island and 2·1 per cent in Alberta, to 5·4 per cent in New Brunswick and 9·1 per cent in Nova Scotia. Numerically, the largest additions to staffs were those of 12,162 in Quebec and 16,691 in Ontario; the increase in each case was about 2½ per cent. Employment in all five economic areas reached a new maximum; as compared with July 1, 1940, there were increases ranging from 17·9 per cent in the Prairie Provinces to 32 per cent in the Maritimes. In Quebec and Ontario the gains amounted to 28 per cent, and in British Columbia, to 21 per cent.

Maritime Provinces.—Statements were tabulated from 888 establishments employing 122,589 men and women, as against 114,022 in the preceding month. This seasonal increase of 8,567 persons, which exceeds the average at the beginning of July in the years since 1920, brought the Maritimes' index to 163·9 at July 1, 1941; it was then some 32 per cent higher than at the same date in 1940, when the improvement over the preceding month had not been so pronounced.

Highway construction and logging reported the greatest expansion in operations at the date under review. There were also additions to staffs in services, transportation and manufacturing. Mining on the other hand showed a falling-off. Within the manufacturing division, there was marked activity in food and iron and steel products, while other lines recorded gains on a smaller scale.

The 855 employers in the Maritime Provinces whose returns were included in the survey for July 1, 1940, had reported 91,996 workers, as compared with 86,809 in the preceding month. The index was then 124·0.

Quebec.—Manufacturing showed further important advances in Quebec, there being very general increases, the largest of which were in pulp and paper, chemical, iron and steel and non-ferrous metal products; those in lumber and food factories were also noteworthy. In the non-manufacturing industries, transportation reported considerably heightened employment, and there was also improvement on a smaller scale in mining, communications, construction, services and trade. Logging, on the other hand, was seasonally quieter.

The personnel of the 3,149 co-operating firms included 471,187 men and women; as compared with 459,025 at June 1, this was an increase of 12,162 workers, or 2·6 per cent. The advance was seasonal in character, the trend in Quebec having been upward at July 1 in fifteen of the preceding twenty years for which data are available. Industrial activity in that province was at a new high level. Standing at 161·8 at the latest date, the index was nearly 28 points above that of 126·6 at July 1, 1940, when the 3,041 business enterprises making returns had employed 362,696 persons, or some 10,498 more than in the preceding month.

Ontario.—Further but smaller additions to staffs were indicated in Ontario, where the 5,438 establishments whose statistics were tabulated reported 673,288 employees, or 16,691 more than at June 1. The movement at July 1 in previous years has usually, though not invariably, been upward, the average change being a moderate advance. The improvement at the date under review has only once been exceeded at that date in the period since 1920. With the increase at July 1, 1941, employment reached a new high level; the index was 28 per cent above that for the beginning of July last summer.

The expansion at the date under review took place mainly in manufacturing, in which the co-operating plants took on some 11,300 additional employees. Transportation and construction reported considerably heightened activity, while communications, services and trade were also busier. Mining, on the other hand, was slacker. The outstandingly large gains in manufacturing were in the vegetable

food and iron and steel divisions, but lumber, pulp and paper, textile, chemical, electrical apparatus, non-ferrous metal and other industries also afforded much more employment. Rubber factories, however, released some workers.

The 5,278 employers furnishing statistics for July 1, 1940, had a staff of 517,370, as compared with 505,550 in the preceding month.

Prairie Provinces.—The most important expansion recorded in the Prairie Area was in construction and maintenance and transportation, but manufacturing, mining, communications, services and trade also afforded more employment. Data were compiled from 1,776 firms with an aggregate working force of 179,271 persons at July 1, as against 173,529 in their last return. The number of persons added to the staffs (5,742), exceeded the usual increase at July 1, but the percentage gain was slightly below the average at the beginning of July in the period, 1921-1940. The index, at 132·5 at the date under review, was the highest for any month in the years since 1929, being some 18 per cent above that of 112·4 at July 1, 1940. The 1,710 establishments then co-operating had reported 147,022 employees, as compared with 140,575 at June 1, 1940.

British Columbia.—Continued advances were made in British Columbia, where a staff of 128,539 persons was employed at the date under review by the 1,316 firms whose statistics were received, and who had 124,747 employees at the beginning of June. Manufacturing was seasonally busier, particularly in the food, lumber and iron and steel divisions; construction also reported considerable improvement, and there were smaller gains in transportation, services and trade. On the other hand, logging showed curtailment as compared with June 1, 1941; this is customary in the summer, as a result of the fire hazard. Employment reached a new high level, the index, at 139·2, being several points above the previous maximum figure of 134·9 at June 1, 1941. It was also 21·3 per cent higher than the July 1, 1940, index of 114·8. The 1,274 establishments furnishing data for the beginning of July last year had employed 101,702 men and women, an increase of 2,551 over their staffs in the preceding month.

Table II gives index numbers by provinces and economic areas.

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100).

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1927	109·7	112·8	.....	.....	.....	109·6	108·9	110·7	.....	.....	.....	109·1
July 1, 1928	117·7	116·2	.....	.....	.....	113·6	117·7	129·8	.....	.....	.....	114·0
July 1, 1929	124·7	117·9	.....	.....	.....	119·4	127·2	136·7	.....	.....	.....	118·2
July 1, 1930	118·9	141·1	.....	.....	.....	116·8	116·9	120·4	.....	.....	.....	113·5
July 1, 1931	103·8	109·4	.....	.....	.....	103·2	102·7	108·9	.....	.....	.....	97·9
July 1, 1932	88·7	96·4	.....	.....	.....	86·6	89·2	90·5	.....	.....	.....	83·7
July 1, 1933	84·5	89·9	.....	.....	.....	83·0	85·0	85·0	.....	.....	.....	81·8
July 1, 1934	101·0	100·4	.....	.....	.....	94·1	109·9	94·1	.....	.....	.....	94·1
July 1, 1935	99·5	106·7	.....	.....	.....	94·8	102·7	96·3	.....	.....	.....	99·5
July 1, 1936	104·6	111·7	.....	.....	.....	101·6	106·2	101·9	.....	.....	.....	104·8
July 1, 1937	119·1	135·8	79·7	138·3	136·1	118·0	122·2	104·0	100·3	110·2	105·7	117·1
July 1, 1938	113·5	116·7	104·6	126·6	105·4	119·9	114·0	99·8	96·5	102·9	102·9	108·0
July 1, 1939	115·8	115·9	108·7	129·9	99·3	124·0	114·7	104·0	98·5	107·5	110·0	111·0
July 1, 1940	124·7	124·0	102·2	135·3	111·5	126·6	129·6	112·4	106·8	117·5	117·6	114·8
Jan. 1 1941	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
April 1	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1	145·5	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
June 1	152·9*	152·4*	107·1	167·9*	134·9	157·3	161·9*	128·3	124·7	127·4	134·5	134·9
July 1	157·6	163·9	108·5	183·2	143·3	161·8	166·0	132·5	128·9	133·7	137·3	139·2
Relative weight of Employment by Provinces and Economic Areas as at July 1, 1941.	100·0	7·8	0·1	4·7	3·0	29·9	42·8	11·4	5·4	2·3	3·7	8·1

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

* Revised.

Employment by Cities

Each of the eight centres for which separate tabulations are made—Montreal, Quebec, Toronto, Ottawa, Hamilton, Windsor, Winnipeg and Vancouver—showed heightened activity; the gains in employment were all considerably above the average for July 1 in the years since 1920. The greatest expansion was in Montreal and Hamilton. The improvement resulted in the establishment of a new high level of employment in each of these centres.

Montreal.—A further advance was noted in Montreal, mainly in manufacturing. Iron and steel and non-ferrous metal plants reported especially large increases, while food, electrical apparatus, beverage, tobacco, lumber and many other divisions showed moderate gains. Among the non-manufacturing groups, transportation and building were also brisker. A combined working force of 221,508 men and women was recorded by the 1,827 co-operating employers, who had 213,898 workers at June 1. This advance was the largest ever indicated at the beginning of July.

An increase had also been noted at July 1, 1940, when 1,789 firms had reported a staff of 176,787; the index then was much lower, standing at 114·3, as compared with 146·2 at the latest date.

Quebec.—A steeply upward movement was indicated in Quebec City, where statements were tabulated from 218 establishments with 23,726 employees, compared with 22,692 in the preceding month. Employment in construction, services and manufacturing advanced, while other industries showed little general change. The index was decidedly above that at the beginning of July last summer, when the increase in personnel had been on a smaller scale. The 214 firms then furnishing data had reported an aggregate staff of 17,670.

Toronto.—There was further acceleration in industrial activity in Toronto at July 1, when manufacturing, transportation, services and trade were brisker. The largest gains in employment were in manufacturing, particularly in food and non-ferrous metal products. Iron and steel and textile factories, on the other hand, were rather slacker. The 1,888 employers making returns enlarged their staffs by 2,207 workers to 198,718 at the beginning of July. At the same date of last year, the 1,810 co-operating business concerns had increased their labour forces by 1,957 persons, to 156,868; the July 1, 1940, index had stood at 121·4, compared with 155·1 at the latest date.

Ottawa.—Statistics were received from 241 establishments with 20,246 men and women on their pay-lists, or 435 more than in the preceding month. Most of the increase took place in manufacturing, other divisions showing little general change. A larger gain had been indicated at July 1, 1940, when 236 firms had reported 16,830 employees. Employment then, however, was at a much lower level than at the date under review.

Hamilton.—There was an exceptionally pronounced advance in Hamilton, where 3,719 workers were added to the forces of the 338 employers furnishing information, bringing them to 56,424 at the beginning of July, 1941. Manufacturing showed continued expansion, notably in the textile and iron and steel divisions. Trade reported moderate gains, but construction was quieter. For July 1 of last year, 334 returns were tabulated, showing a combined staff of 40,540, compared with 39,918 at June 1, 1940; activity was then decidedly below its present level, the latest index being the highest ever recorded.

Windsor.—In Windsor, a contra-seasonal increase of 757 persons was reported in the payrolls of the 197 co-operating establishments which had 32,251 in their employ at the date under review; the gain took place mainly in the food and iron and steel industries, but construction was also rather brisker. The index, at 235·6, was considerably higher than at July 1, 1940, when a contraction had been indicated. The personnel of the 194 firms then furnishing data had included 19,820 men and women.

Winnipeg.—Transportation, manufacturing and trade registered advances, while little general change took place in other industries. An aggregate force of 52,066 employees was reported by the 554 firms making returns; this was a gain of 1,134, or 2·2 per cent, over their June 1 staffs. The improvement noted at the beginning of July last summer had been on a smaller scale, and the index of employment then was many points lower than its all-time maximum of 124·9 at the latest date. The 537 statements tabulated for July 1, 1940, had shown a combined staff of 44,342.

Vancouver.—The trend of employment in Vancouver was favourable, according to statistics from 589 establishments employing 51,943 persons, as against 50,019 in the preceding month. There were increases in all industrial groups, those in manufacturing and building construction being most pronounced; within the former, the largest additions to the payrolls were in food and iron and steel factories.

Expansion on a rather smaller scale had been recorded at the beginning of July last year by the 553 concerns then co-operating;

their employees had numbered 41,683. The index then, however, was almost 25 points lower than that of 147·4 at the latest date. This was the highest figure indicated in any month for which information is on record.

Employment by Industries

Manufacturing.—Employment in manufacturing showed continued expansion at July 1, when a staff of 898,826 men and women was reported by the 6,928 co-operating establishments, whose employees in the preceding month had numbered 873,379. This increase of 25,447 workers, which was considerably larger than usual for the time of year, raised the index, (1926=100), from 167·9 at June 1, 1941, to a new all-time high of 172·9 at the date under review. The previous maximum for July was last summer, when the figure had been 130·3.

The movement at the beginning of July had been downward in nine and upward in eleven of the twenty preceding years for which data are available, the average change from June to July in this period being a very slight advance. Since the improvement at the date under review substantially exceeded the average, the seasonally-adjusted index showed an important increase, rising from 164·7 at June 1, to 169·4 at the first of July. Like the crude index, the seasonally-corrected figure established a new high.

An analysis of the data for July 1, 1941, shows pronounced expansion in the vegetable food, lumber, pulp and paper, chemical, electrical apparatus, iron and steel and non-ferrous metal groups, with smaller gains in many other divisions. The only exception to the generally upward movement was in rubber products, in which employment was rather quieter than in the preceding month.

At July 1 in recent years, the unadjusted indexes in manufacturing have been as follows: 1941, 172·9; 1940, 130·3; 1939, 111·3; 1938, 111·8; 1937, 119·0; 1936, 104·7; 1935, 98·5; 1934, 93·8; 1933, 83·0; 1932, 85·4; 1931, 97·2; 1930, 111·3; 1929, 120·3; 1928, 113·1 and 1927, 106·8.

The manufacturers furnishing statistics at July 1, 1940, had numbered 6,697, and their employees had aggregated 670,123, as compared with 664,512 in the preceding month.

Logging.—There was a seasonal decline in employment in logging, 1,624 men being laid off by the 415 reporting firms, who employed 45,304 at July 1. Improvement was shown in New Brunswick and Quebec, while curtailment was recorded in British Columbia, partly owing to the closing of the camps during the season of acute danger from fire. A contra-seasonal increase had been recorded at the same date in 1940, but the index was then about 31 points lower; the latest figure was higher than that for the same month in the previous years of the record.

Mining.—Returns were tabulated from 410 mine operators with 82,986 employees, as compared with 83,148 in their last report; this was a contra-seasonal falling-off of 162 workers. The extraction of coal afforded rather less employment, while that of other non-metallic minerals and of metallic ores showed improvement. The mining index stood at 176·8, compared with 167·2 at the beginning of July, 1940; an increase over the preceding month had then been indicated.

Transportation.—Employment continued to advance in this group, there being large gains in street and electric railway operation and cartage, in steam railway operation and in stevedoring; 544 employers reported a combined working force of 130,323 persons, as against 124,657 at June 1. Activity in the transportation division was greater than in the early summer of 1940, or any other year since 1930. The additions to staffs indicated at the same date of last summer had been much smaller than those at July 1, 1941. The latest gains were the greatest recorded at the beginning of July in any year since 1920. To some extent this may be due to the use of the new questionnaire, which calls for a statement of the number employed in the last pay period in the month, rather than the number at work on a given day.

Communications.—There was a further improvement in communications, according to the co-operating companies and branches, which had 26,647 men and women on their payrolls, compared with 25,974 in the preceding month. Employment on both telegraphs and telephones was brisker. A similar gain on the whole had been recorded at the beginning of July of last summer, but the index in this division was then several points lower.

Construction and Maintenance.—Marked increases were again recorded in construction, although the general advance was below normal in the experience of the years since 1920. Data were received from 1,405 contractors whose employees aggregated 188,239, or 13,082 more than at June 1, 1941. In highway construction, some 8,000 additional men were reported on the staffs of the co-operating employers; the number engaged on such work, however, was considerably smaller than at July 1, 1940. There were also substantial gains in building and railway construction and maintenance work, both of which showed improvement over last summer. Construction as a whole was more active than at the beginning of July, 1940, although a larger increase had then been indicated. The latest index was the highest since 1930.

Services.—Continued activity was shown in the service group, according to returns from 615 employers with 40,077 persons on their

staffs, as compared with 38,060 in the preceding months. The opening of the summer-hotel season caused most of the improvement, which was on a larger scale than that noted at July 1, 1940; the index then was several points lower than at the latest date.

Trade.—Wholesale and retail trade both reported greater activity; the general gain considerably exceeded the average increase from June to July in the experience of the years since 1920, but was rather less than that reported at July 1 of last summer. Statements were tabulated from 2,187 establishments having 162,464 employees, as against 160,617 at the beginning of June, 1941. Employment as reported by the larger trading organizations throughout the Dominion was at its maximum for July in the years since 1920.

Index numbers by industries are given in Table III.

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

Industries	[1]Relative Weight	July 1, 1941	June 1, 1941	July 1, 1940
MANUFACTURING	57·1	172·9	168·0	130·3
Animal products—edible	2·2	175·1	172·9	151·6
Fur and products	0·2	124·4	123·6	119·8
Leather and products	1·8	137·4	137·0	110·3
Boots and shoes	1·1	131·6	131·0	107·7
Lumber and products	4·2	124·1	120·9	102·6
Rough and dressed lumber	2·7	118·3	115·7	98·3
Furniture	0·6	113·9	111·9	91·8
Other lumber products	0·9	155·2	148·5	127·0
Musical instruments	0·2	95·6	94·3	63·9
Plant products—edible	3·0	147·8	133·8	126·8
Pulp and paper products	5·2	131·3	128·3	118·7
Pulp and paper	2·4	124·7	120·5	113·5
Paper products	0·9	172·2	167·3	143·2
Printing and publishing	1·9	126·0	125·2	117·0
Rubber products	1·1	133·4	134·6	108·2
Textile products	8·9	160·1	159·4	139·7
Thread, yarn and cloth	3·3	173·5	169·9	154·4
Cotton yarn and cloth	1·7	130·7	125·8	121·7
Woollen yarn and cloth	0·7	188·2	186·3	167·6
Artificial silk and silk goods	0·7	582·9	585·6	474·7
Hosiery and knit goods	1·5	142·8	143·0	136·7
Garments and personal furnishings	3·0	154·9	155·6	131·8
Other textile products	1·1	163·2	166·0	123·7
Tobacco	0·6	107·8	107·0	100·0
Beverages	0·8	216·9	205·6	179·7
Chemicals and allied products	2·7	341·6	*326·6	198·5
Clay, glass and stone products	1·0	135·2	133·3	107·3
Electric light and power	1·2	152·3	149·9	139·7
Electrical apparatus	1·9	211·3	205·9	151·6
Iron and steel products	18·0	210·7	203·3	128·1
Crude, rolled and forged products	1·8	219·6	211·2	158·6
Machinery (other than vehicles)	1·5	226·7	225·2	139·0
Agricultural implements	0·6	107·8	107·9	80·9
Land vehicles	7·2	183·3	179·8	111·1
Automobiles and parts	2·4	258·2	256·5	144·2
Steel shipbuilding and repairing	1·3	446·8	420·6	253·8
Heating appliances	0·3	161·9	158·4	122·6
Iron and steel fabrication (n.e.s.)	1·0	231·7	226·2	150·6
Foundry and machine shop products	0·8	236·8	232·3	131·1
Other iron and steel products	3·5	265·0	242·3	140·9
Non-ferrous metal products	2·7	288·3	273·9	185·6
Non-metallic mineral products	0·9	184·5	179·7	173·7
Miscellaneous	0·5	212·2	205·5	150·6
LOGGING	2·9	152·7	158·3	121·4
MINING	5·3	176·8	178·8	167·2
Coal	1·6	89·8	91·5	85·8
Metallic ores	3·0	372·3	376·0	352·8
Non-metallic minerals (except coal)	0·7	160·7	161·0	155·9
COMMUNICATIONS	1·6	99·7	97·2	89·4
Telegraphs	0·4	122·0	115·5	103·3
Telephones	1·2	93·6	92·2	85·6
TRANSPORTATION	8·3	103·7	98·6	93·7
Street railways and cartage	2·3	148·6	146·5	134·5
Steam railways	4·5	89·3	85·2	81·8
Shipping and stevedoring	1·5	106·6	94·9	93·2
CONSTRUCTION AND MAINTENANCE	12·0	149·9	*139·5	105·0
Building	4·1	148·1	*141·1	79·9
Highway	5·0	200·0	180·3	152·7
Railway	2·9	105·7	100·9	86·2
SERVICES	2·5	179·8	170·9	149·2
Hotels and restaurants	1·5	176·0	163·6	145·7
Personal (chiefly laundries)	1·0	186·4	183·6	155·3
TRADE	10·3	158·5	156·8	142·8
Retail	7·8	166·3	164·6	148·6
Wholesale	2·5	137·6	136·2	127·8
ALL INDUSTRIES	100·0	157·6	*152·9	124·7

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.
* Revised.

(2) Unemployment in Trade Unions at the Close of July, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

Reports were tabulated at the end of July from 2,076 labour organizations having an aggregate membership of 302,140 persons, of whom 10,684 or a percentage of 3·5 were idle, contrasted with percentages of 4·1 in June and 6·4 at the close of July, a year ago. The July percentage was the lowest for any corresponding month since July, 1929, and also the lowest for any month since August of that year.

The employment expansion shown in July over June was in a large measure due to substantial improvement in the manufacturing industries, appreciable advances in work afforded coal miners, particularly in Alberta, and slightly higher employment levels for building tradesmen, steam railwaymen and miscellaneous tradesmen. These gains were more than sufficient to offset rather noteworthy recessions among lumber workers and loggers. Employment in Alberta rose substantially, due mainly to pronounced seasonal improvement among coal miners. In Quebec there was a moderate employment advance, while nominal increases only, were apparent in New Brunswick, Manitoba and Saskatchewan. The situation in Nova Scotia remained identical with that reported at the close of June. In Ontario there was a fractional decline, while in British Columbia there was reduced activity although on a small scale. In comparison with July, 1940, there was decided improvement in Quebec, particularly in the manufacturing industries. In Alberta, likewise, employment rose substantially, due principally to decided employment expansion for coal miners. Heightened activity, although on a small scale, was observed in New Brunswick, Ontario and Saskatchewan. In British Columbia there was a nominal advance; fractional declines were noted in Nova Scotia and Manitoba.

A separate compilation is made each month of employment among trade union members in the largest city in each province, with the exception of Prince Edward Island. An important advance over the previous month was observed in Edmonton, while in Halifax and Montreal there was moderate employment expansion. Nominal increases only, were noted in Saint John, Toronto and Winnipeg; in Regina and Vancouver there were fractional declines in activity. In contrast with July, 1940, there was a pronounced increase in Montreal, and in Edmonton, likewise, there was considerable improvement. A moderate advance was observed in Toronto, while in Saint John and Vancouver there was heightened activity, although to a lesser degree. A nominal decline was noted in Winnipeg while in Halifax there was an appreciable recession.

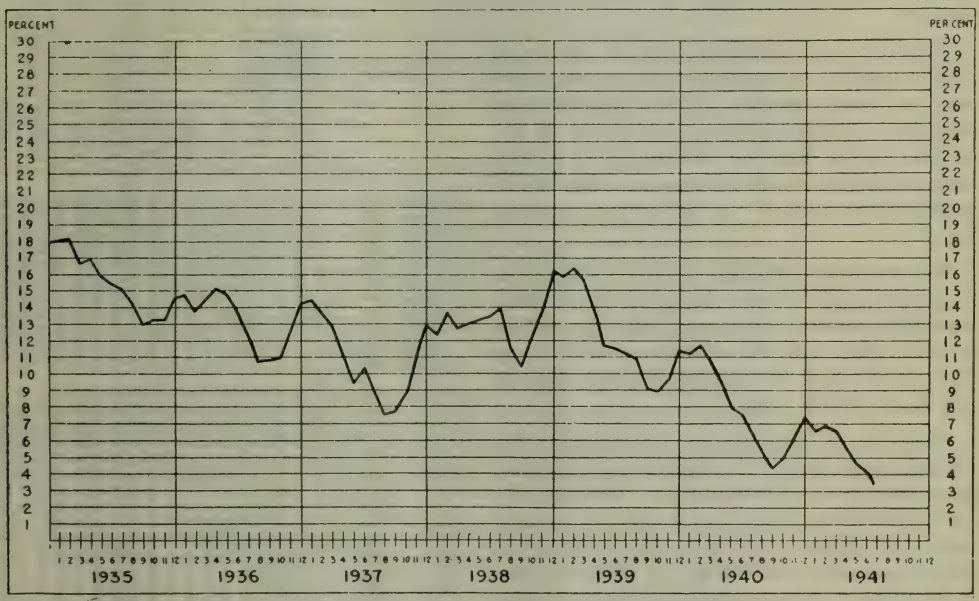
From the chart which accompanies this article and shows the trend of unemployment from January, 1935, to date, it will be seen that the curve continued in a favourable direction in July, and at the close of the month rested at a substantially lower level than at the end of July, 1940, this indicating much better conditions during the period under survey.

Reports were tabulated from 648 organizations in the manufacturing industries having a total membership of 131,956 persons, of whom, 3,272 were idle, or a percentage of 2·5, contrasted with percentages of 3·1 in June and 6·9 at the close of July, 1940. Compared with the preceding month employment levels were much higher among garment, hat, cap and glove, and leather workers. Among bakers and confectioners and general labourers there was some improvement, although the advances were small. Nominal increases only were apparent among papermakers, printing pressmen, textile and carpet, fur, and clay, glass and stone workers. Cigar and tobacco, rubber and gas workers were reported as fully engaged, while among soft drink workers, metal polishers and mine mill and smeltermen the percentage of idleness was identical with that reported at the close of June. Moderate employment contractions were reflected in reports received from woodworkers, tailors, butchers, meat and fish packers and iron and steel tradesmen. A large majority of the trades participated in the marked advance shown in the manufacturing industries over July, 1940, when 6·9 per cent of the entire group membership was idle. There were impressive gains among garment, hat, cap and glove, leather workers and general labourers; among iron and steel tradesmen, likewise, there was an appreciable advance. There were nominal contractions among papermakers, fur workers and mine mill and smeltermen, while woodworkers indicated moderate recessions.

Returns were received from 53 unions of coal miners whose combined membership was 20,373 persons, of whom 1,492, or a percentage of 7·3 were idle, in contrast with percentages of 9·3 at the end of June, and 9·3 at the close of July, a year ago. In comparison with June, New Brunswick unions were again reported as having adequate employment. In Alberta, due to seasonal influences, there was a pronounced employment expansion. On the other hand a nominal recession was observed in Nova Scotia, and in British Columbia there was a marked falling off in activity. Contrasted with the situation at the close of July, 1940, Alberta unions, as in the previous comparison, reflected pronounced employment expansion, while among Nova Scotia and New Brunswick members there were minor advances. On the other hand, in British Columbia there was a marked recession.

In the building and construction trades there were 236 reports tabulated with a combined membership of 34,893 persons, of whom, 2,552 or a percentage of 7·3 were idle, in contrast with percentages of 7·9 in June and 11·9 at the end of July, 1940. In comparison with the preceding month the employment level was much higher for granite and stonecutters, while bridge and structural ironworkers, bricklayers, masons, and plasterers, and hod carriers and building labourers were moderately better employed; there was a slight advance for steam shovel and dredgemen. Among painters, decorators and paperhangers there were nominal increases only, while among electrical workers conditions remained unchanged from those indicated at the close of June. From the percentage viewpoint, tile layers, lathers and roofers were much busier, but as their membership is small these changes involved comparatively few members and consequently had but little effect on the building group percentage as a whole. In contrast with the situation in the building trades at the end of July a year ago, when 11·9 per cent of the group membership was idle, painters, decorators and paperhangers, and hod carriers and building labourers were decidedly better employed, while from the percentage viewpoint though involving comparatively few members, steam shovel and dredgemen, bridge and structural ironworkers and tile layers, lathers and roofers attained considerably higher employment levels. Bricklayers, masons, and plasterers, were the only tradesmen to register contractions from July, 1940, and these recessions were on a small scale only.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



Returns were tabulated from 852 organizations in the transportation industries. These unions combined a total membership of 74,439 persons, of whom 1,310 or a percentage of 1·8 were idle at the close of July in comparison with percentages of 2·1 at the end of June

and 3·1 at the close of July a year ago. Minor advances over June were indicated by navigation workers, while among steam railwaymen, whose returns constitute over 77 per cent of the entire group membership, and teamsters and chauffeurs, there were nominal employment increases only. Among street and electric railway employees the percentage of idleness was identical with that reported at the end of the preceding month. Compared with returns tabulated at the close of July, 1940, employment rose substantially for navigation workers; steam railwaymen, likewise, indicated a noteworthy increase in activity. Minor advances were observed among teamsters and chauffeurs, while among street and electric railway employees there was a fractional decline.

Reports were tabulated from 8 unions of retail shop clerks combining a total membership of 3,961 persons. These organizations reported an unemployment percentage of 0·1 at the end of July, in contrast with a fully engaged situation at the close of June and a percentage of 0·2 at the end of July, a year ago.

Returns were received from 90 unions of civic employees whose aggregate membership was 9,669 persons, of whom, 5, or a percentage of 0·1 were idle, in contrast with 1·2 per cent at the end of June and 1·4 per cent at the close of July, 1940.

There were 149 returns tabulated in the miscellaneous group of trades whose combined membership was 11,975 persons. Of these, 257, or a percentage of 2·1, were idle, in contrast with percentages of 2·6 at the end of the previous month and 3·6 at the close of July, a year ago. A minor advance was apparent among hotel and restaurant employees and a nominal increase was observed among stationary engineers and firemen. Among barbers and unclassified workers the percentage of unemployment was identical with that noted at the end of June; among theatre and stage employees there was a fractional employment contraction. In comparison with July, 1940, moderate increases were noted for theatre and stage employees and stationary engineers and firemen. Among hotel and restaurant employees and barbers there was a nominal upward trend. On the other hand, unclassified workers indicated a fractional employment decline.

Reports were received from 5 unions of fishermen, combining a membership of 1,854 persons, of whom, 325, or a percentage of 17·5 were unemployed, in comparison with percentages of 16·9 in June and 3·7 at the end of July, a year ago.

Returns were tabulated from 4 unions of lumber workers and loggers, whose reports indicated a membership of 3,064 persons. Of these, 222, or a percentage of 7·2, were idle, in contrast with percentages of 3·2 at the end of June and 17·4 at the close of July, a year ago.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
July 1930.....,	5·8	2·5	11·5	8·1	8·4	8·2	12·7	8·8	9·2
July 1931.....,	7·2	7·0	17·0	16·6	14·7	14·5	25·3	16·3	16·2
July 1932.....,	8·0	13·2	26·2	24·4	19·7	13·7	25·5	20·5	21·8
July 1933.....	12·2	11·0	26·0	22·9	19·0	15·4	23·1	17·5	21·2
July 1934.....	9·9	6·2	24·1	16·3	16·1	9·3	24·1	16·2	17·9
July 1935.....	8·1	7·8	19·0	14·3	11·6	7·5	23·2	12·6	15·1
July 1936.....	6·2	6·8	19·2	9·9	8·3	7·4	14·4	9·7	12·5
July 1937.....	4·4	5·8	13·2	5·3	7·1	7·4	18·0	6·9	8·9
July 1938.....	3·5	15·0	19·8	12·8	9·7	8·4	16·6	12·5	14·0
July 1939.....	5·4	8·5	15·0	10·1	5·6	5·7	16·9	8·6	11·1
July 1940.....	1·9	2·7	10·2	4·3	4·0	3·3	11·9	5·6	6·4
Aug. 1940.....	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	5·2
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	4·4
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	6·9
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	6·6
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	5·5
May 1941.....	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	4·6
June 1941.....,	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	4·1
July 1941.....,	2·0	1·5	4·1	2·7	4·1	1·5	6·9	4·8	3·5

Table I shows by provinces the percentage of members who were on an average unemployed each year from 1930 to 1940, inclusive and also, the percentage of unemployment for July of each year from 1930 to 1939 inclusive and for each month from July, 1940, to date. Table II summarizes the returns in the various groups of industries for the same month as Table I.

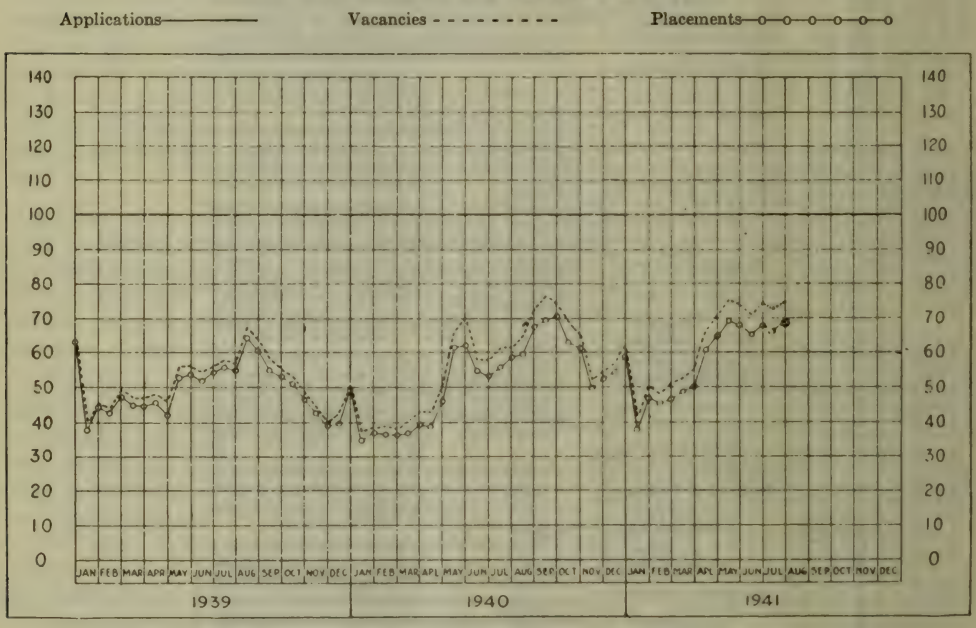
TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Government	Miscellaneous	All occupations
July, 1930	0	22.2	8.7	7.3	3.7	5.2	5.3	5.1	....	6.0	7.3	29.2	4.6	40.0	18.8	6.2	12.7	47.1	....	21.0	28.3	4.9	18.1	5.3	.6	1.1	1.1	0	5.2	.6	10.8	9.2
July, 1931	1.5	33.8	17.5	16.1	4.5	15.4	27.5	9.5	....	43.1	20.6	14.6	19.3	68.3	9.2	14.5	65.1	30.8	....	24.4	39.9	8.9	22.1	10.1	1.0	9.2	9.4	2.0	8.6	.3	19.0	16.2
July, 1932	10.6	42.0	12.6	24.1	13.3	13.7	13.4	13.8	....	45.7	39.8	33.5	36.0	73.9	21.1	25.3	33.3	18.7	....	43.8	58.6	13.0	33.6	14.7	1.1	8.8	8.9	.9	12.3	4.7	24.5	21.8
July, 1933	1.4	22.5	14.3	22.3	9.6	12.4	9.0	13.9	....	15.5	17.6	16.9	17.9	13.0	17.9	27.7	18.6	39.3	....	53.6	61.9	10.5	33.9	13.9	1.6	10.5	10.7	0	2.9	11.9	6.2	20.6	21.2
July, 1934	1.9	2.4	20.0	18.1	6.6	9.2	6.5	11.2	....	21.1	25.8	23.9	28.3	15.5	9.5	19.8	12.3	4.8	....	52.0	57.0	8.2	40.1	8.0	.8	11.4	11.6	0	5.3	8.1	3.6	17.6	17.9
July, 1935	.9	7.3	18.4	15.6	11.6	7.1	3.7	9.8	....	0	4.5	24.5	23.0	22.0	57.2	14.0	15.5	15.6	....	35.2	46.3	6.7	28.0	7.2	.7	10.4	10.6	0	3.1	6.3	3.1	12.8	15.1
July, 1936	.8	2.0	16.3	11.2	9.1	4.9	2.1	7.4	....	10.9	13.7	5.2	14.4	20.5	17.0	15.5	10.1	15.6	....	35.3	37.4	6.3	38.9	6.2	1.3	9.4	9.6	0	4.7	5.2	1.8	10.2	12.5
July, 1937	16.1	1.7	11.7	8.6	7.0	9.5	12.3	5.8	....	5.2	8.0	9.0	38.7	48.1	18.4	18.1	12.9	16.2	....	20.3	29.2	7.1	23.8	7.8	.3	7.1	7.3	0	4.2	.4	8.0	14.0
July, 1938	.3	3.1	11.0	9.6	6.7	9.1	11.5	6.3	....	24.3	24.2	9.0	38.7	48.1	18.4	18.1	12.9	16.2	....	20.3	29.2	7.1	23.8	7.8	.3	7.1	7.3	0	4.2	.3	6.3	11.1
July, 1939	1.6	14.6	15.0	12.5	4.1	6.2	4.6	8.5	....	16.0	16.0	4.0	13.5	46.4	18.3	13.0	7.4	48.8	....	26.0	21.7	5.8	37.1	6.0	1.2	6.0	6.1	0	.2	1.4	3.6	6.4
July, 1940	3.7	17.4	11.0	6.9	3.1	2.5	.3	6.0	3.1	2.9	9.3	.8	7.9	31.6	17.7	6.0	.4	2.3	.9	25.6	11.9	3.2	26.7	3.0	.3	5.3	5.4	0	.2	2.6	1.4	3.6	6.4
August, 1940	2.1	13.0	7.3	5.1	2.3	2.6	.6	6.6	....	2.6	2.5	1.0	2.9	2.6	14.0	6.3	.5	.9	1.0	18.3	7.1	3.2	20.5	3.2	.1	5.7	5.6	0	.2	2.9	.2	3.3	5.2
September, 1940	5.0	14.5	5.6	4.4	3.1	3.1	1.3	6.1	....	1.9	3.0	3.4	2.4	6.4	11.5	4.6	.2	1.0	.6	16.3	7.1	3.4	23.9	3.3	.3	5.3	5.4	0	.2	2.1	.0	3.3	4.4
October, 1940	8.2	8.4	3.9	4.6	2.3	2.7	2.7	4.9	....	0.6	4.7	3.2	4.7	7.2	11.0	3.8	2.6	1.2	....	15.6	9.9	4.5	30.6	4.5	.1	5.2	5.3	0	.1	2.3	.1	4.4	5.0
November, 1940	22.8	9.3	6.2	6.2	3.4	2.7	4.6	4.6	....	2.0	4.7	2.7	10.1	20.8	14.4	3.7	2.6	1.7	....	16.7	11.6	4.6	26.0	4.6	.3	5.4	5.5	0	.1	2.5	.1	4.2	6.2
December, 1940	22.9	28.5	7.5	6.8	5.2	3.3	2.7	4.5	....	1.8	9.7	2.5	9.7	23.9	17.6	4.2	2.8	1.2	....	6.7	20.8	15.6	5.4	19.0	6.2	5.4	5.5	0	.1	2.8	.1	3.4	7.4
January, 1941	21.0	9.4	6.7	4.8	2.7	3.1	2.2	4.7	....	8.8	3.9	4.1	2.0	14.7	17.8	3.3	1.3	.4	6.8	19.0	17.4	5.3	18.2	6.2	.2	5.3	5.4	0	.0	3.2	.1	3.9	6.6
February, 1941	21.5	9.6	8.3	4.2	2.6	2.7	2.0	4.0	13.2	14.2	3.4	3.2	1.9	12.8	11.6	2.8	1.3	.2	12.3	26.8	19.5	6.2	23.6	7.0	.2	4.3	4.4	0	.0	3.2	.2	3.8	6.9
March, 1941	35.1	2.2	10.8	3.5	2.4	2.9	2.7	3.3	....	14.4	2.9	8.8	1.1	....	9.1	2.1	1.3	.6	22.9	19.1	15.2	5.2	22.0	5.9	.0	4.7	4.8	0	.0	2.7	.1	3.8	6.6
April, 1941	14.0	7.4	13.1	2.7	1.8	1.8	1.1	3.2	0	1.1	2.1	1.0	2.7	0	9.4	2.2	1.0	.7	0	16.4	15.2	3.6	22.8	3.4	.1	4.5	4.6	0	.0	4.0	.3	4.4	6.5
May, 1941	12.5	3.8	11.5	3.1	1.1	1.3	.5	2.9	0	1.4	4.7	1.7	6.2	1.4	8.0	2.0	.1	.7	0	18.9	10.0	2.6	20.3	2.1	.1	4.3	4.4	0	.0	2.5	.6	4.1	4.6
June, 1941	16.9	3.2	11.9	3.1	1.1	1.6	.7	3.4	0	1.4	5.7	.1	7.0	2.9	10.5	1.2	.3	.8	1.4	15.5	7.9	3.6	16.6	1.7	.1	4.1	4.2	0	.1	2.0	1.2	2.6	4.1
July, 1941	17.5	7.2	10.5	2.5	.3	1.2	.4	2.8	4.2	5.1	1.8	0	2.4	1.2	3.0	3.2	.3	.8	0	11.3	7.3	1.8	14.9	1.4	.1	4.4	4.5	0	.1	1.2	.1	2.1	3.5

(3) Employment Office Reports for July, 1941

The volume of business transacted by the offices of the Employment Service of Canada during July, 1941, showed an increase in the average daily placements effected of nearly 3 per cent and one per cent, respectively, when compared with that of June, 1941, and with July a year ago. Noteworthy advances over the previous month were recorded in construction and maintenance, farming and manufacturing, followed by others of much smaller proportions in transportation, mining and trade. Services and logging registered declines, that in the former industry being quite pronounced. In comparison with the corresponding period last year, marked gains in relation to applications, dipped slightly during the first half of the month, but showed an upward trend during the latter half and at the close of July had attained levels considerably above those shown at the end of the corresponding month a year ago. The ratio of vacancies to each 100 applications was 72·2 during the first half and 73·3 during the second half of July, 1941, in contrast with a ratio of 61·7 during the corresponding month of 1940. The ratios of placements to each 100 applications during the periods under review were 65·8 and 68·9, as compared with 56·1 and 58·9 during the corresponding month of 1940.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



were shown in services and manufacturing, with fair improvement also being noted in transportation, trade and mining. A marked reduction in placements was reported in construction and maintenance and a more moderate loss in farming, while logging, too, showed a small decline.

The accompanying chart shows the trend of employment since January, 1939, as reported by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during July, 1941, was 1,900, as compared with the daily average of 1,872 during the corresponding month a year ago and with 1,864 recorded daily in June, 1941.

The average number of applications for employment received daily by the offices of the Service during the month under review was 2,611, in comparison with 3,034 in July, 1940. Applications for work during the preceding month of 1941, averaged 2,566 daily.

The average number of placements made daily by offices of the Service during July, 1941, was 1,761, of which 1,142 were in regular

employment and 619 in work of one week's duration or less, as compared with a total daily average of 1,712 during the preceding month. Placements in July a year ago averaged 1,745 daily, consisting of 1,250 in regular and 495 in casual employment.

During the month of July, 1941, the offices of the Service referred 46,699 persons to vacancies and effected a total of 45,761 placements. Of these, the placements in regular employment were 29,676, of which 23,454 were of men and 6,222 of women, while placements in casual work totalled 16,085. The number of vacancies reported by employers was 32,380 for men and 17,019 for women, a total of 49,399, while applications for work numbered 67,879, of which 46,193 were from men and 21,686 from women. Reports for June, 1941, showed 44,729 positions available, 61,580 applications made and 41,079 placements effected, while in July, 1940, there were recorded 48,658 vacancies, 78,864 applications for work and 45,352 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment Service of Canada, each year, from January, 1931, to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (7 months)	176,680	110,674	287,354

NOVA SCOTIA

Orders listed at offices in Nova Scotia during July were 20 per cent higher than in the preceding month and over 15 per cent above those of the corresponding month last year. There was an increase of nearly 22 per cent in placements when compared with June and a gain of 18 per cent over July, 1940. The improvement in placements from the corresponding month last year was due to appreciable gains in services and manufacturing, but this was largely offset by a marked decline in construction and maintenance. A moderate gain took place in trade and small losses were reported also in transportation, logging and mining. Industrial divisions in which most of the placements were effected were: construction and maintenance 949, manufacturing 336 and services 1,311, of which 971 were of household workers. During the month 1,138 men and 163 women were placed in regular employment.

NEW BRUNSWICK

Opportunities for employment, as shown by calls received at employment offices in New Brunswick during July, were 16 per cent fewer than in the preceding month and almost 26 per cent below those of the corresponding period a year ago. There was an identical loss in placements when compared with June and a decline of nearly 29 per cent in comparison with July, 1940. A substantial decrease in construction and maintenance accounted for the loss in placements for the province as a whole, though nominal reductions occurred also in logging, trade and manufacturing. Services and farming, however, recorded small gains. Industries in which employment was found for more than 100 workers included: construction and maintenance 160 and services 739, of which 500 were household workers. Regular placements numbered 201 of men and 94 of women.

QUEBEC

There was an increase of over 4 per cent in the number of vacancies offered through employment offices in Quebec during July when compared with the preceding month and a gain of 23 per cent in comparison with the corresponding month last year. Placements also were almost 10 per cent higher than in June, 1941, and nearly 26 per cent above those of July, 1940. All industrial groups reported gains, except construction and maintenance and logging, in which moderate losses occurred. The most marked improvement recorded was in services, manufacturing, transportation and trade. Placements by industrial divisions included: construction and maintenance 2,737, manufacturing 1,883, logging 1,857, transportation 1,227, farming 342, trade 199 and services 5,134. Of the latter, 4,145 were of household workers. There were 6,789 men and 2,309 women placed in regular employment.

ONTARIO

During the month of July, positions offered through employment offices in Ontario were nearly 10 per cent more numerous than in the preceding month, but over 17 per cent fewer than in the corresponding period last year. There was an increase of almost 9 per cent in placements when compared with June, but a decrease of nearly 19 per cent in comparison with July, 1940. A very marked decline in placements in construction and maintenance, augmented by a smaller decrease in farming, accounted for the loss from July a year ago for the province as a whole, although noteworthy gains were recorded in manufacturing, transportation, trade and services. Industrial

groups in which most of the placements effected were: construction and maintenance, 5,070, manufacturing 3,399, farming 1,935, transportation and trade 645 each, logging 360 and services 4,163, of which 2,403 were of household workers. Placements in regular employment numbered 8,931 of men and 2,058 of women.

MANITOBA

The demand for workers, as shown by orders listed at offices in Manitoba during July was 19 per cent higher than that of the previous month, but almost 5 per cent below that of the corresponding period a year ago. There was an increase in placements of nearly 9 per cent when compared with June, but a decline of over 8 per cent in comparison with July, 1940. The decrease in placements from July last year was due to losses in farming, construction and maintenance and logging, but these were partly offset by gains in services and manufacturing. Changes in other groups were small. Placements by industrial divisions included: farming 685, construction and maintenance 462, manufacturing 216, and services 1,192, of which 686 were of household workers. There were 1,416 men and 348 women placed in regular employment.

SASKATCHEWAN

Employment offices in Saskatchewan were notified of nearly 27 per cent more vacancies in July than in June and almost 8 per cent more than during the corresponding month of last year. Placements were nearly 28 per cent higher than in the preceding month and almost 5 per cent above those of July, 1940. The most marked change from the corresponding month a year ago was an increase shown in services. Gains were also noted in manufacturing and trade and losses in construction and maintenance, transportation, farming and logging, but all these were minor in volume. Industrial divisions in which the largest number of placements were effected were: farming 408, construction and maintenance 341, manufacturing 114 and services 1,116. Of the latter, 588 were of household workers. Regular placements numbered 880 of men and 413 of women.

ALBERTA

During July, vacancies offered through employment offices in Alberta were over 40 per cent higher than in the previous month and more than 46 per cent above those of the corresponding period last year. Placements were 42 per cent more than in June, 1941, and 45 per cent in excess of the number reported during July, 1940. All industries participated in the increased placements over July a year ago. the most pronounced gains being in services, farming and construction and maintenance. The majority of placements recorded during the month occurred in the following industries: farming 852, construction and maintenance 672, manufacturing 193, logging 160, mining 105 and services 967, of which 502 were of household workers. During the month 2,084 men and 326 women were placed in regular employment.

BRITISH COLUMBIA

Employment opportunities, as indicated by orders received at employment offices in British Columbia during July were over 8 per cent more favourable than in June, 1941, and nearly 19 per cent above those of July, 1940. Placements likewise were over 7 per cent higher than during the previous month and nearly 17 per cent more than in July a year ago. Placements in manufacturing, services and farming were higher than those of the corresponding month last year, but these gains were modified by losses in logging and construction and maintenance, minor changes being recorded in the remaining industrial divisions. Placements by industrial groups numbered: construction and maintenance 1,272, manufacturing 731, farming 347, transportation 115 and services 1,407, of which 962 were household workers. There were 2,015 men and 511 women placed in regular employment.

Movement of Labour

During the month of July, 1941, the offices of the Employment Service of Canada effected 29,676 placements in regular employment, 14,746 of which were of persons for whom the employment located was outside the immediate district of the offices at which they were registered. Of the latter, 798 were granted the Employment Service reduced transportation rate, 650 travelling to points within the same province as the despatching office and 148 to other provinces. The reduced transportation rate, which is 2·5 cents per mile, with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may desire to travel to distant employment for which no workers are available locally.

Offices in Quebec issued 76 certificates for reduced transportation, all of which were interprovincial. The workers involved were 75 bushmen and one cook—18 of the former travelling from Hull to Pembroke and 57 from Hull to Sudbury, while the cook journeyed from Rouyn to Timmins. Transfers at the reduced rate in Ontario numbered 359, all provincial. Of the offices despatching men to points within their own territory, Fort William

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF JULY, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,885**	**99**	**2,976**	**2,836**	**1,301**	**1,535**	**1,916**	**1,455**
Halifax	1,434	99	1,477	1,383	706	677	314	595
Kentville	282	0	333	282	95	187	714	186
New Glasgow	637	0	633	639	258	381	318	303
Sydney	532	0	533	532	242	290	570	371
New Brunswick	**1,099**	**33**	**1,058**	**1,048**	**295**	**753**	**950**	**594**
Chatham	110	0	104	110	63	47	147	23
Moncton	515	28	472	466	157	309	178	149
Saint John	474	5	482	472	75	397	625	422
Quebec	**14,529**	**2,613**	**22,284**	**14,340**	**9,098**	**4,365**	**12,168**	**8,095**
Chicoutimi	343	32	639	338	311	5	114	960
Hull	704	20	1,102	726	721	5	355	364
La Tuque	905	203	902	872	827	44	36	1,244
Levis	89	5	557	173	88	0	687	93
Matane	1,271	51	1,356	1,385	1,384	1	316	548
Montreal	6,022	1,645	7,418	5,287	2,397	2,415	2,883	1,430
Quebec	2,157	392	6,340	2,027	1,347	564	6,661	1,676
Rouyn	422	11	494	429	382	36	71	448
Sherbrooke	354	33	500	382	229	99	119	282
Thetford Mines	192	19	599	256	196	3	509	153
Three Rivers	2,055	177	1,919	2,140	914	1,181	279	674
Val d'Or	315	25	458	325	302	12	138	223
Ontario	**17,955**	**2,290**	**24,096**	**16,486**	**10,989**	**5,459**	**14,029**	**13,238**
Barrie	186	0	136	128	124	4	11	864
Belleville	398	0	589	372	266	106	207	246
Brantford	204	29	217	206	144	62	384	563
Chatham	361	0	422	381	133	248	267	46
Fort William	1,230	500	750	740	441	299	105	389
Galt	151	55	164	133	124	9	44	155
Guelph	166	52	239	163	106	44	277	237
Hamilton	1,574	163	2,463	1,581	849	732	1,420	1,118
Kenora	108	1	140	109	57	52	16	140
Kingston	418	19	511	416	377	39	173	349
Kitchener	428	31	578	410	306	102	157	193
Lindsay	137	0	162	133	118	15	286	311
London	710	145	910	715	434	259	520	664
New Toronto	683	449	443	199	160	39	233	222
Niagara Falls	385	48	437	310	256	54	236	238
North Bay	261	1	414	343	262	81	264	226
Oshawa	1,142	0	1,417	1,136	795	341	614	250
Ottawa	1,111	94	1,578	990	531	458	728	972
Owen Sound	151	9	179	143	99	44	114	132
Pembroke	254	0	428	279	219	60	82	601
Peterborough	246	19	323	229	186	43	386	190
Port Arthur	906	0	788	788	754	34	202	501
St. Catharines	649	107	713	561	316	245	476	342
St. Thomas	221	0	241	218	160	58	115	529
Sarnia	276	26	360	283	160	123	289	180
Sault Ste. Marie	296	89	417	274	186	88	66	133
Simcoe	354	0	354	354	151	203	0	165
Stratford	416	0	493	416	381	35	402	184
Sudbury	265	261	309	251	223	28	36	307
Timmins	419	0	727	410	304	106	422	345
Toronto	2,658	74	5,596	2,639	1,528	1,111	5,154	1,820
Welland	178	35	366	177	168	9	116	103
Windsor	782	72	924	770	499	271	993	350
Woodstock	231	11	308	229	172	57	234	173
Manitoba	**2,781**	**33**	**4,862**	**2,724**	**1,764**	**959**	**9,033**	**2,304**
Brandon	313	33	347	303	252	51	263	224
Dauphin	259	0	249	260	179	81	425	96
Portage la Prairie	131	0	143	131	91	40	461	134
Winnipeg	2,078	0	4,123	2,030	1,242	787	7,884	1,850
Saskatchewan	**2,262**	**278**	**2,298**	**2,084**	**1,293**	**788**	**1,412**	**1,326**
Estevan	30	23	22	14	13	1	59	30
Moose Jaw	484	49	446	430	268	159	104	262
North Battleford	43	11	35	33	13	20	47	31
Prince Albert	226	68	203	177	99	78	64	100
Regina	647	30	734	633	426	207	635	500
Saskatoon	399	2	442	414	216	198	411	190
Swift Current	101	40	98	84	61	23	73	67
Weyburn	144	30	133	129	88	41	4	99
Yorkton	188	25	185	170	109	61	15	47
Alberta	**3,315**	**282**	**3,788**	**3,023**	**2,410**	**613**	**1,646**	**1,606**
Calgary	1,436	163	1,779	1,281	940	341	632	627
Drumheller	25	4	23	16	15	1	25	52
Edmonton	1,112	53	1,251	1,047	836	211	806	609
Lethbridge	387	46	394	338	301	37	71	162
Medicine Hat	355	16	341	341	318	23	112	156
British Columbia	**4,273**	**151**	**6,517**	**4,158**	**2,526**	**1,613**	**6,437**	**2,066**
Kamloops	226	2	208	188	184	4	64	251
Nanaimo	153	1	265	200	195	5	339	321
Nelson	201	4	206	197	40	157	9	22
New Westminster	342	0	240	355	238	117	490	121
Penticton	195	11	269	174	82	92	114	69
Prince George	110	8	134	95	94	0	51	4
Prince Rupert	192	0	181	195	170	25	31	118
Vernon	104	102	29	0	0	0	29	.....
Vancouver	1,291	23	2,907	1,388	649	721	4,529	510
Victoria	1,459	0	2,078	1,366	874	492	781	650
Canada	**49,399**	**5,779**	**67,879**	**46,699**	**29,676**	**16,085**	**47,591**	***32,489**
Men	32,380	2,722	46,193	31,174	23,454	7,469	33,170	26,402
Women	17,019	3,057	21,686	15,525	6,222	8,616	14,421	6,087

* 1,805 placements effected by offices now closed.

sent 7 bushmen, 2 cooks, 3 truck drivers, 4 jackhammer men, 3 deckhands, 2 firemen, one bulldozer operator, one steel sharpener, one tractor driver and 10 labourers; Port Arthur: 61 bushmen, 33 carpenters, 13 cooks, 29 cookees, 6 truck drivers, 5 drillers, one teamster, one jackhammer man, one compressor operator, one foreman, one cement finisher and 119 labourers for various construction projects; Sudbury, 7 bushmen, 6 cookees, 2 miners and one clerk. The remainder of the movement which was distributed to centres other than that of the despatching office was as follows: to Port Arthur, 3 pulp cutters; to Timmins, 2 cookees, one steel sharpener, one carpenter, one motor mechanic, one blacksmith, one compressor man, and to Sudbury, one handy man—all from North Bay; to Port Arthur, 2 bushmen, and to Sault Ste. Marie, 24 railway labourers from Sudbury, and to Timmins, one gas shovel operator from Toronto. In Manitoba, 78 persons took advantage of the Employment Service reduced transportation rate, 6 of whom went to provincial points and 72 without the province. All of these travelled on certificates secured at Winnipeg. Provincially, 3 farm hands, 2 bushmen and one labourer journeyed to destinations within the Winnipeg zone. Interprovincially, 16 bushmen, 31 cookees, 10 cooks, 6 miners, 3 clerks, 3 mill labourers, one teamster and one carpenter went to Port Arthur and one farm hand to Regina. Certificates issued by Alberta offices numbered 214—all provincial. Edmonton was instrumental in the despatch of the majority of the workers, nearly all of whom were for the Edmonton zone. These consisted of 68 bushmen, 63 carpenters, 18 miners, 9 cooks, 6 cookees, 7 deckhands, 2 engineers, 2 truck drivers, 2 clerks, 2 mill hands, 2 planermen, 2 farm hands, one painter, one fireman, one teamster, one machinist, one blacksmith, one saw filer, 4 maids, 2 waitresses and 16 labourers, while Drumheller received 2 farm hands—one from Calgary and one from Edmonton, as well as one hotel porter, also from Edmonton. In British Columbia, 71 workers benefited by the reduced rate, all of whom were bound for provincial situations. With the exception of one packing house employee going from New Westminster to Penticton, the remainder proceeded from Vancouver, 5 miners, 3 bricklayers, 2 flunkeys, one engineer, one carpenter, one first aid man, one edgerman, and 38 labourers going to points within the zone covered by that office and 15 labourers, one millwright, one engineer and one edgerman to Kamloops.

Of the 798 persons who profited by the Employment Service reduced transportation rate during July, 609 journeyed over the Canadian National Railways, 182 over the Canadian Pacific Railway, and 7 over the Temiskaming and Northern Ontario Railway.

(4) Building Permits Issued in Canada during July, 1941

The July report of building permits, compiled by the Dominion Bureau of Statistics, includes returns from 171 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 161 reported detailed operations. The remaining 10 advised that no permits had been issued during the month of July while 33 municipalities had failed to report at the close of August 10.

The total value of permits reported as issued in the month of July is $12,216,493. Revised values for the month of June include returns from 200 municipalities and aggregate $11,668,324. Reports were received from 57 of the original 58 municipalities and show a value of $9,575,086 for July. The corresponding revised value for June includes 58 returns and is $8,534,554, while the July, 1940, value was $8,878,747.

The total value of permits issued by all municipalities during the seven elapsed months of the current year is $75,797,691. The value of the 58 municipalities for the same period is $58,100,152, while their corresponding value in 1940 was $43,839,545.

During the month of July new construction of all types amounted to 74·7 per cent of the total value, while the percentage of new residential construction was 48·0.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, JULY, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	12,216,493	11,400	502,123	56,117	2,383,171
New construction	9,124,111	8,300	433,520	21,500	1,937,850
Additions, alterations, repairs	3,092,382	3,100	68,603	34,617	445,321
Residential	6,672,862	9,600	344,893	24,867	1,504,438
New construction	5,864,563	6,500	302,020	5,550	1,340,595
Additions, alterations, repairs	808,299	3,100	42,873	19,317	163,843
Institutional	1,282,625	.....	34,660	.....	341,470
New construction	567,700	.....	32,500	.....	253,970
Additions, alterations, repairs	714,925	.....	2,160	.....	87,500
Commercial	1,303,795	1,800	60,670	27,250	188,170
New construction	513,461	1,800	38,000	15,950	83,700
Additions, alterations, repairs	790,334	.....	22,670	11,300	104,470
Industrial	2,853,608	.....	61,900	4,000	292,892
New construction	2,139,104	.....	61,000	.....	231,010
Additions, alterations, repairs	714,504	.....	900	4,000	61,882
Other Building	103,603	.....	.....	.....	56,201
New construction	39,283	.....	.....	.....	28,575
Additions, alterations, repairs	64,320	.....	.....	.....	27,626

Classification of Permits	Provinces *(Concluded)*				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	6,065,785	755,846	224,196	939,748	1,278,107
New construction	4,607,500	575,965	86,007	371,766	1,081,703
Additions, alterations, repairs	1,458,285	179,881	138,189	567,982	196,404
Residential	2,924,926	506,320	102,471	388,947	866,400
New construction	2,564,848	445,305	77,532	317,481	804,732
Additions, alterations, repairs	360,078	61,015	24,939	71,466	61,668
Institutional	324,311	138,916	250	423,210	19,808
New construction	149,600	110,000	250	18,380	3,000
Additions, alterations, repairs	174,711	28,916	.....	404,830	16,808
Commercial	606,622	105,350	89,950	62,169	161,814
New construction	212,755	20,600	7,700	31,000	101,956
Additions, alterations, repairs	393,867	84,750	82,250	31,169	59,858
Industrial	2,181,489	4,500	31,300	62,442	215,085
New construction	1,676,944	.....	300	2,200	167,650
Additions, alterations, repairs	504,545	4,500	31,000	60,242	47,435
Other Building	28,437	760	225	2,980	15,000
New construction	3,353	60	225	2,705	4,365
Additions, alterations, repairs	25,084	700	.....	275	10,635

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941. (1926=100).

Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials	Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials
	July	First 7 months	First 7 months	First 7 months		July	First 7 months	First 7 months	First 7 months
	$	$				$	$		
1941	12,216,493	75,797,691	59·6[1]	[2]	1933	2,180,403	12,496,302	12·7	76·5
1940	11,961,321	59,783,865	54·7[1]	95·0	1932	4,412,169	28,753,213	29·5	78·1
1939	6,584,125	33,647,625	34·5	87·5	1931	11,042,609	69,993,717	71·8	83·3
1938	6,114,843	32,067,412	32·9	90·2	1930	15,824,781	101,238,766	103·9	94·2
1937	5,529,295	33,586,237	34·5	95·9	1929	22,702,584	147,311,851	151·2	99·2
1936	5,029,802	23,352,686	24·0	84·5	1928	25,761,956	127,798,943	131·2	96·2
1935	4,396,402	29,036,913	29·8	81·8	1927	16,369,195	97,211,914	99·8	96·1
1934	3,257,470	13,668,847	14·0	82·8	1926	18,683,415	97,443,834	100·0	100·8

(1) Figures based on values reported by the original 58 municipalities. (2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN JULY, 1941, AND IN JULY, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

—	Value of Permits Issued during	
	July 1941	July 1940
	$	$
Prince Edward Island—		
Charlottetown	11,400	6,740
Nova Scotia—		
*Halifax	170,770	82,298
New Glasgow	1,900	8,910
*Sydney	67,115	114,365
New Brunswick—		
Fredericton	2,570	8,000
*Moncton	No Report	22,705
*Saint John	35,597	39,877
Quebec—		
*Montreal (*Maisonneuve)	811,661	1,035,483
*Quebec	275,528	271,475
Shawinigan Falls	105,745	17,930
*Sherbrooke	106,900	66,900
*Trois-Rivieres	51,470	76,755
*Westmount	4,820	10,700
Ontario—		
Belleville	25,630	19,725
*Brantford	32,309	16,054
Chatham	61,119	30,350
*Fort William	113,745	80,515
Galt	11,563	56,905
*Guelph	34,200	41,583
*Hamilton	462,043	247,541
*Kingston	133,846	86,408
*Kitchener	110,342	49,518
*London	110,505	117,580
Oshawa	105,570	121,805
*Ottawa	310,400	222,525
Owen Sound	86,769	9,680
*Peterborough	58,820	18,966
*Port Arthur	118,629	68,686
*St. Catharines	120,710	86,845
*St. Thomas	72,360	6,590
Sarnia	52,400	39,080
Sault Ste. Marie	186,546	68,429
*Stratford	8,421	40,427
*Toronto	582,236	1,049,520
East York Twp.	184,215	102,160
Welland	92,385	63,105
*Windsor	1,356,889	578,475
Riverside	34,785	28,310
Woodstock	23,570	26,976
York Twp.	338,250	102,100
Manitoba—		
*Brandon	9,970	14,730
St. Boniface	116,766	355,715
*Winnipeg	592,000	357,850
Saskatchewan—		
*Moose Jaw	3,759	22,050
*Regina	64,422	327,390
*Saskatoon	117,530	722,575
Alberta—		
*Calgary	183,103	788,831
*Edmonton	699,520	323,727
Lethbridge	35,645	35,160
Medicine Hat	19,780	3,980
British Columbia—		
Kamloops	No Report	
Nanaimo	965	13,565
*New Westminster	63,128	100,000
Prince Rupert	34,535	2,995
*Vancouver	872,490	544,540
North Vancouver	68,475	10,990
Vernon	19,132	12,425
*Victoria	182,573	78,803
Total 58 Municipalities	9,575,086[1]	8,878,747
Total 35 Municipalities	7,937,811[2]	7,712,787

* Indicates a municipality whose records are available back to 1910.
[1] 57 municipalities only, reporting.
[2] 34 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF AUGUST, 1941

Reports of Superintendents of Employment Service of Canada

THE employment situation at the end of August, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

Farmers in the Maritime Provinces were harvesting their crops, which were turning out quite satisfactorily. Logging was rather quiet, but all sawmills in operation were very busy, lumber being in great demand throughout the different provinces, particularly for airport construction. Fishing was good, large catches of swordfish, cod, herring and sardines being reported. Coal mines in the New Glasgow area operated 6 days per week, while one mine reporting in Cape Breton, at Inverness, also worked 6 days. Manufacturing plants were active and, with few exceptions, were running full time; no idleness was reported by the iron and steel companies. Construction was somewhat quieter than during preceding weeks, although nearly all building tradesmen were employed. Highway construction and maintenance also continued. Transportation was heavy, especially over the Labour Day week-end. Trade, both wholesale and retail, was good. The demand for charworkers in the Women's division was steady and applicants for regular domestic service increased slightly.

In the province of Quebec, harvesting was practically over, with crops, in general, good. Lumbering prospects were most favourable in all districts; camps were gradually opening and lumbermen were in great demand. Production at the mines at Rouyn, Thetford Mines and Val d'Or was well maintained. Employment in this line was in greater volume and employers seemed willing to accept some slightly substandard applicants. Nearly all industrial concerns were working full time, especially those plants in Montreal, which were making munitions and supplies for the Department of National Defence. Sash and door

factories at Rouyn, however, were quiet and the lack of raw silk was adversely affecting the manufacture of silk products at Sherbrooke. Much building construction and road work was under way, although scarcity of first class lumber and other building materials had delayed work on new contracts in Montreal. Transportation was active. Capable domestics were few and household vacancies were hard to fill.

There was little demand for farm help in Ontario, outside of the districts where tobacco priming or fruit picking was in progress; calls for the latter class of workers, which were much in excess of the supply, were often being filled by girls sent out under the Farm Placement Plan. Increased activity was registered in logging and experienced bushmen were readily placed; sawmills were operating with full crews. Mining was steady. Manufacturing concerns, with very few exceptions, were running full time with complete staffs; canning factories being particularly busy. In a few instances production was hampered through lack of materials and highly skilled workers in the iron and steel industry were very difficult to obtain. Boys and girls, who had worked in factories during the summer months, were returning to school and there was difficulty in making replacements. Some married women without children had been hired by the British Supply Board as inspectors in munitions plants. Construction progressed favourably and nearly all building tradesmen were steadily employed. Houses in the course of erection under the Wartime Housing Scheme were nearing completion; at Windsor, a few were finished and already occupied. Highway and bridge construction also went on and railroad gangs continued to be sent out, so that some localities reported unemployment at a minimum, as all readily available help had been absorbed. Transportation was active and trade favourable. Many placements were made in the Women's Section, but the tendency in this direction was industrial, rather than domestic, the remuneration being higher for the former class of work.

A very considerable reduction in requests for farm help was noted throughout the Prairie Provinces and, while unseasonable weather may have been responsible for part of the decrease, there still was a marked reluctance on the part of workers to take farm jobs. Logging was fairly active and difficulty was experienced in securing suitable men for camps and sawmills. Mining was quiet, but manufacturing recorded improvement. Running trades for railways and machine shops, also, were busy. Few skilled building tradesmen were unemployed, as a large number of permits had been issued for dwellings, repairs and alterations, besides work progressing on various government contracts. Highway construction, likewise, continued; considerable activity, too, was being shown in oil well drilling. Trade was fair. There was a constant scarcity of domestic help in the Women's division.

A continued demand existed in British Columbia for general farm hands, although much below that of the previous months. Applicants were few and wages high. Calls for fruit pickers and cannery workers, however, were numerous. Logging was active, particularly saw and shingle mills, which were working full time. Mining was fairly busy. Good loads of trolled-caught salmon continued to arrive at Prince Rupert, but owing to low water in the spawning rivers, all salmon seining was closed until further orders. Building construction steadily progressed, despite the fact that there were temporary lay-offs, caused by lack of material; the demand for carpenters and building tradesmen was good. Shipyards were busy and as it was difficult to secure highly skilled men for this line of work, a successful effort had been made to have the firms try out less skilled and older men. At Victoria it was expected, that, as keels had been laid in the local shipyards for the new program, an upward trend would be shown from now on. This would be governed by delivery of material. Longshore work was rather quiet. Trade was fairly good. In the Women's Section, some applicants had been sent to various canneries and requests also had been received for hop pickers, however unfilled orders for domestic help were increasing, as few girls were interested in household service.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

May-June Record

THE British *Ministry of Labour Gazette* for July, 1941, summarizes the May-June employment situation in Great Britain as follows:

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at June 16 was 121,562 a decrease of 20,422 as compared with May 12. Of this total, 34,763 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered

18,046, a decrease of 9,738 as compared with May 12. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 9,803, a decrease of 2,252 as compared with May 12.

The corresponding figures for women and girls on the registers at June 16 were 122,094 wholly unemployed (of whom 3,975 had been classified by interviewing panels as unsuitable for normal full-time employment), 29,687 temporarily stopped, and 747 unemployed casual workers. As compared with May 12, the numbers wholly unemployed showed a decrease of 26,234, those temporarily stopped a decrease of 8,273, and unemployed casual workers a decrease of 130.

The number of applicants for unemployment benefit or allowances on the registers at June 16 was 225,759, as compared with 276,277 at May 12, and 605,121 at June 17, 1940.

United States

Over 380,000 additional workers found employment in non-agricultural establishments in July according to a statement issued by the United States Secretary of Labor, Miss Frances Perkins. It was pointed out that an increase of 210,000 workers in manufacturing plants reflected a further acceleration of defence production.

Total civil non-agricultural employment in July represented an increase of 3,785,000 workers over July 1940. The current July figure was 2,200,000 above the level of July, 1929.

Substantial employment gains since last July were shown by all major industrial groups. The largest employment gain was in manufacturing where 2,150,000 workers have secured jobs since July, 1940. Construction employment increased by 500,000; trade showed a rise of 344,000 workers and the transportation and public utilities group reported a gain of 234,000 employees. Approximately 335,000 more civilian workers were employed by Federal, State and local Government services than at this time last year. The armed forces of the Nation increased by 117,000 in July compared to a 78,000 gain in June. There were 1,857,000 in the armed forces in July, a rise of 1,341,000 since July, 1940.

Defence employment in July continued the steady increase which began in June, 1940. During this period, 18 private defence industries which handle a major part of the defence production orders have increased their employment by 56 per cent, or approximately 910,000 wage earners while all manufacturing industries combined have increased by 27 per cent, or 2,160,000 wage earners.

Large employment gains were also shown in other manufacturing industries affected by war material orders, among them being foundry and machine-shops (14,700), blast furnaces, steel works, and rolling mills (14,200), and electrical machinery (10,900). Two important specialty industries, aluminumware and die casting, reported substantial declines in employment owing to inability to secure materials because of priority rulings. Other industries in which significant shortages of materials have been reported are silk and rayon, hardware, electrical household appliances, plumbing supplies, heating equipment, radios and parts, non-ferrous metals, and cork products. Employment in the automobile industry declined by approximately 35,000 workers in July at the close of the 1941 model year. The decline this year, however, was less than seasonal since many plants continued production on 1941 models through July.

Employment and payrolls in all manufacturing industries combined again advanced contraseasonally in July. The employment index rose to 130·5 per cent of the 1923-25 average and the payroll index to 152·8, the highest levels on record. Employment in durable goods industries was 2·0 per cent higher than in June and 40·0 per cent above July of last year. Although payrolls in the durable goods industries declined slightly from June to July, they were 77·0 per cent higher than last July. The 2·2 per cent increase in non-durable goods was largely seasonal, and employment in this group is now at a level 14·6 per cent above that of July, 1940. Payrolls in non-durable goods increased 2·0 per cent during the month and were 31·5 per cent higher than a year ago.

Employment in the private building construction industry increased 3·1 per cent from June to July and corresponding weekly payrolls rose 4·1 per cent, increases slightly higher than the average July gains. For the period from July of 1940 to July of 1941, there was an increase of 18·4 per cent in employment and 31·1 per cent in payrolls. Gains were general throughout the country except in the Middle Atlantic States, where there was virtually no change. Largest employment increases occurred in the New England States, the East and West North Central States, and the West South Central States.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924, and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and substituting higher rates therefor, (LABOUR GAZETTE, June, 1941, page 614). This action was found necessary because of the fact that the cost of living had increased 14 per cent since December, 1934, and the average wage rates of common labour in factories had increased about 20 per cent, so that the rates of 30 cents and 20 cents per hour previously established as minima for male and female workers respectively could no longer be regarded as fair and reasonable minimum rates. The new schedule provides "for any character or class of work not less than the rate, if any, set for such work pursuant to any law of the province in which this work is perfomed" and in any event for male employees over 18 years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Program, not less than 35 cents an hour; and for female employees over eighteen years of age, not less than 25 cents an hour. It is further provided that permits may be issued for the employment of beginners without previous experience in the trade at rates not less than 20 cents per hour for the first four weeks of employment; 25 cents per hour for the second; 30 cents per hour for the third and 35 cents per hour thereafter; and also for the employment of handicapped persons at such special rates as the Minister of Labour finds to be fair and reasonable, upon written application therefor in such form as the Minister may prescribe.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other persons doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of

fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here.

Schedules Prepared and Contracts Awarded During August

During the month of August the Department of Labour prepared, on request, 138 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into recently by the various Government departments (other than the Department of Munitions and Supply referred to above) appear hereunder:—

Group "A" Contracts

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

Department of Public Works

Reconstruction of portions of the east pier at Oakville, Ontario. Name of contractors, The Frid Construction Co., Ltd., Hamilton, Ontario. Date of contract, July 28, 1941. Amount of contract, approximately $15,012.20. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 60
Cement finishers	0.55
Cement and concrete mixer operators—	
Steam	0.65
Gas. or elec.	0.45
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Engineers, operating, steam:	
Single or double drums	$0 65
Three or more drums	0 75
Labourers	0 35
Motor boat operators	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters	0 55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 42
Watchmen	0 30

Reconstruction of portions of breakwater extension to the south pier, western channel, Toronto, Ont. Name of contractors, Detroit River Construction Ltd., Oakville, Ont. Date of contract, August 11, 1941. Amount of contract, approximately $10,847.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$1 00
Cement finishers	0 70
Cement and concrete mixer operators—	
Steam	0 70
Elec. or gas	0 60
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Engineers operating, steam	0 80
Enginemen, stationary	0 60
Labourers	0 50
Pile driver and derrick foreman	0 90
Pile driver and derrick engineers	0 80
Pile driver and derrick firemen	0 60
Pile driver and derrick labourers	0 55
Watchmen	0 40
Welders and burners—acetylene or elec.	0 70
Pile driver and derrick men (rigging, setting and signalling)	0 60

Construction of a pavilion annex at Lancaster Hospital, Saint John, N.B. Name of contractors, John Flood & Sons, Ltd., Saint John, N.B. Date of contract, August 11, 1941. Amount of contract, $70,969 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 70
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 65
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers on steel erection	0 75
Enginemen, stationary	0 50
Labourers	0 40
Lathers—metal	0 60
Linoleum layers	0 55
Motor truck drivers	0 45

	Per hour
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 60
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 80
Roofers, felt and gravel; patent; comp	0 45
Roofers, sheet metal	0 65
Shinglers (wood, asbestos)	0 70
Sheet metal workers	0 65
Structural steel workers	0 75
Terrazzo layers	0 70
Terrazzo finishers and helpers	0 55
Tile setters—asphalt	0 70
Tile setters' helpers (all men assigned to help tradesmen	0 45
Watchmen	0 35
Waxers and polishers (floor)	0 45
Welders and burners—on steel erection	0 75

Repairs to the Government wharf at False Bay, B.C. Name of contractors, Vancouver Pile Driving and Contracting Co., Vancouver, B.C. Date of contract, August 13, 1941. Amount of contract, approximately $4,896.18. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foreman	$1 32½
Pile driver engineers	1 20
Pile driver men (boommen, bridgemen and derrickmen)	1 07½
Pile driver fireman	0 76½
Labourers	0 45

Construction of steel superstructure for new Intercolonial Bridge over the Missaguash River near Amherst, N.S. Name of contractors, Dominion Bridge Co., Ltd., Lachine, P.Q. Date of contract, August 20, 1941. Amount of contract, approximately $31,840.65. A fair wages schedule was included in the contract as follows:—

	Per hour
Structural steel workers	$0 75
Engineers on steel erection	0 75
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70
Firemen, stationary	0 40
Labourers	0 35
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Motor truck driver	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Carpenters	0 55
Welders and burners on steel erection	0 75
Watchmen	0 30

Construction of improvements and extension to pile maze between Lawlor's Island and mainland Dartmouth shore, Halifax Harbour, N.S. Name of contractors, Hall Construction Co., Ltd., Halifax, N.S. Date of contract, August 22, 1941. Amount of contract, approximately $10,771.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Boatmen (rowboat)	$0 40
Driver	0 40
Driver (horse and cart)	0 55
Driver (team and wagon)	0 75
Labourers	0 40
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pile driver and derrick foreman	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Timbermen and cribmen (measuring, scribing, and by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Watchmen	0 35

Construction of repairs and reinforcement to the public wharf at Leamington, Ont. Name of contractors, Detroit River Construction Ltd., Oakville, Ont. Date of contract, August 11, 1941. Amount of contract, approximately $8,193. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Compressor operators (gas. or elec.)	0 45
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Drivers	0 35
Driver (team and wagon)	0 65
Engineers operating steam:	
Single or double drum	0 65
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Motor boat operator	0 40
Machinist	0 60
Pile driver foreman	0 75
Pile driver engineer	0 65
Pile driver fireman	0 45
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 42
Watchmen	0 30

Installation of steam piping for kitchen at Ste. Anne's Hospital, Ste. Anne de Bellevue, P.Q. Name of contractors, Lytle Engineering Specialists Ltd., Montreal, P.Q. Date of contract, August 14, 1941. Amount of contract, $15,972. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 75
Cement finishers	0 61
Cement and concrete mixer operators:	
Steam	0 61
Electric or gas	0 55
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 44
Machinists	0 75
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters	0 70
Plumbers and steamfitters	0 85
Watchmen	0 45

Cleaning, painting and repairing Dredge P. W. D. 305 *(King Edward)* at North Vancouver, B.C. Name of contractors, Burrard Dry Dock Co., Ltd, North Vancouver, B.C. Date of contract, August 16, 1941. Amount of contract, $8,650 and unit prices. The General Fair Wages Clause was included in the contract.

Cleaning, repairing, etc., Dredge P. W. D. 303 *(Fruhling)* at Vancouver, B.C. Name of contractors, B. C. Marine Engineers, Vancouver, B.C. Date of contract, August 13, 1941. Amount of contract, approximately $11,547. The General Fair Wages Clause was included in the contract.

Department of Transport

Development work at Innisfail, Alberta. Name of contractor, Crown Paving & Construction Co., Ltd., Edmonton, Alberta. Date of contract, July 25, 1941. Amount of contract, $169,785.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers, and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Concrete mixer operators—(gas)	0 45
Driver	0 40
Driver, team and wagon	0 65
Labourers	0 40
Motor truck driver	0 40
Motor truck driver and truck	1 40
Road grader operators—(gas)	0 50
Road roller operators—(gas and steam)	0 70
Shovel operators—(gas)	1 00
Tractor operators	0 45
Watchmen	0 40

Construction of primary power services at Dorval, P.Q. Name of contractor, Canadian Hoosier Engineering Co., Montreal, P.Q. Date of contract, July 31, 1941. Amount of contract, $17,500. A fair wages schedule was included in the contract as follows:—

	Per hour
Linemen	$0 83
Electricians	0 83
Cable splicers	0 83
Labourers	0 44
Carpenters	0 77
Motor truck drivers	0 45
Motor truck driver and truck	1 45

Primary development at Prince George, B.C. Name of contractor, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, July 25, 1941. Amount of contract, $294,452.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tamperers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or electric	0 50
Dragline operators (steam or gas.)	1 12½
Dragline firemen	0 74½
Dragline oilers	0 60
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Compressor operators (gas. or elec.)	0 50
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipelayers, caulkers and solderers	0 45
Powdermen	0 50
Pumpmen	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel:	
Engineers	1 12½
Cranemen	0 90
Firemen	0 74½
Oilers	0 60
Shovel operators (gas.)	1 12½
Tractor operators:	
Small	0 50
Letourneau, etc.	0 70
Watchmen	0 40

Development work at White Horse, Yukon Territory. Name of contractor, British Yukon Navigation Co., Ltd., Vancouver, B.C. Date of contract, July 31, 1941. Amount of con-

tract, $319,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 70
Asphalt mixer operators	0 80
Carpenters and joiners	1 00
Concrete mixer operators (gas. or elec.)	0 80
Labourers	0 70
Motor truck drivers	0 75
Motor truck driver and truck	1 75
Watchmen	0 65

Erection of a radio range station at Grande Prairie, Alta. Name of contractors, Western Construction & Lumber Co., Ltd., Edmonton, Alta. Date of contract, July 25, 1941. Amount of contract, $8,225. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 85
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters and glaziers	0 80
Road grader operators—	
Horsedrawn	0 50
Including team	0 80
Gas.	0 60
Rodmen, reinforced steel	0 65
Sheet metal workers	0 90
Shinglers (wood, asbestos)	0 90
Tractor operators:	
Small	0 67½
Letourneau, etc.	0 70
Watchmen	0 40

Application of top soil at the airport at Moncton, N.B. Name of contractor, Rayner Construction Ltd., Toronto, Ont. Date of contract, August 19, 1941. Amount of contract, $25,110. A fair wages schedule was included in the contract as follows:—

	Per hour
Drivers	$0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40

Additional development work at Dunnville, Ont. Name of contractor, Dufferin Paving and Crushed Stone Ltd., Toronto, Ont. Date of contract, July 28, 1941. Amount of contract, $28,814.70. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Cement finishers	0 55
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Engineers operating steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 45
Steam shovel:	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators:	
Letourneau, etc.	0 55
Small	0 45
Watchmen	0 30

Additional development work at Fort William, Ont. Name of contractor, Mr. E. A. Bell, Fort William, Ont. Date of contract, July 28, 1941. Amount of contract, $11,660. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 70
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50

	Per hour
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 90
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel:	
Engineers	1 10
Cranemen	0 90
Firemen	0 65
Oilers	0 55
Shovel operators (gas.)	1 10
Tractor operators:	
Small	0 50
Letourneau, etc.	0 60
Watchmen	0 35

Additional development work at Scoudouc, N.-B. Name of contractor, Dexter Construction Co., Ltd., Fairville, N.B. Date of contract, August 4, 1941. Amount of contract, $106,725. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—	
Steam	0 60
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers operating steam:	
Single or double drums	0 60
Three or more drums	0 70
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 60
Gas.	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam shovel:	
Engineers	0 90
Cranemen	0 70
Firemen	0 55
Oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators:	
Small	0 45
Letourneau, etc.	0 55
Watchmen	0 30

Additional development work at St. Eugene, Ont. Name of contractor, Bertrand & Frere, L'Orignal, Ont. Date of contract, August 11, 1941. Amount of contract, $123,229. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Cement finishers	0 55
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 65
Engineers operating steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas.	0 45
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 45
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 45
Letourneau, etc.	0 55
Watchmen	0 30

Additional development work at Blissville, N.B. Name of contractor, Canada Construction Co., Ltd., Fredericton, N.B. Date of con-

tract, August 4, 1941. Amount of contract, $80,720.30. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—	
Steam	0 60
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers, operating steam—	
Single or double drums	0 60
Three or more drums	0 70
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 60
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators—	
Horsedrawn	0 40
Including team	0 60
Gas	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam Shovel—	
Engineers	0 90
Cranemen	0 70
Firemen	0 55
Oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators—	
Small	0 45
Letourneau, etc.	0 55
Watchmen	0 30

Construction of additional development at Currie Barracks, Alberta. Name of contractor, Dutton Brothers and Company, Winnipeg, Man. Date of contract, August 15, 1941. Amount of contract, $20,064.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Engineers operating steam:	
Single drums	0 70
Double drums	0 80
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipefitters (surface—temp. work)	0 60
Pipelayers, caulkers and solderers	0 54
Powdermen	0 55
Pumpmen	0 55
Road grader operators—	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Road roller operators (steam or gas.)	0.70
Rodmen, reinforced steel	0 55
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Letourneau, etc.	0 70
Small	0 67½
Watchmen	0 40

Development of a radio range station at Fort St. John, B.C. Name of contractors, Western Construction and Lumber Co., Ltd., Edmonton, Alberta. Date of contract, August 14, 1941. Amount of contract, $7,685. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Electricians (inside wiremen)	0 85
Enginemen, stationary	0 50
Labourers	0 45
Lathers—	
Metal	0 80
Wood	0 80
Metal furring, tied on lath work and attached ceilings	0 90
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters (spray)	0 85
Painters and glaziers	0 80
Plasterers	1 05
Plasterers' helpers (mixing and tempering material)	0 55
Plumbers and steamfitters	1 05
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Poowdermen	0 55
Pumpmen	0 55

	Per hour
Road grader operators—	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Rodmen, reinforced steel	0 65
Roofers—	
Felt and gravel; patent; comp.	0 50
Sheet metal	1 00
Sheet metal workers	1 00
Shinglers (wood, asbestos)	0 90
Tractor operators—	
Small	0 67½
Letourneau, etc.	0 70
Watchmen	0 40

Development work at Fort Saint John, B.C. Name of contractors, Tomlinson Construction Co., Ltd., Winnipeg, Man. Date of contract, August 13, 1941. Amount of contract, $262,-356.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths' helpers	0 50
Blacksmiths	0 70
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Engineers, operating steam—	
Single drums	0 70
Double drums	0 90
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipefitters (surface—temp. work)	0 60
Pipelayers, caulkers and solderers	0 56
Powdermen	0 55
Pumpmen	0 55
Road grader operators—	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Road roller operators (steam or gas.)	0.70
Rodmen, reinforced steel	0 65
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 67½
Letourneau, etc.	0 70
Watchmen	0 40

Additional development work at Macleod, Alta. Contractor, Western Canada Construction Ltd., Edmonton, Alta. Date of contract, August 13, 1941. Amount of contract, $29,-387.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Engineers, operating steam—	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 40
Powdermen	0 45
Pumpmen	0 45
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 50
Letourneau, etc.	0 60
Watchmen	0 40

Development work at Bowden, Alberta. Name of contractor, Western Canada Construction Ltd., Edmonton, Alta. Date of contract, August 13, 1941. Amount of contract, $272,-176.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 95
Cement finishers	0 55
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	1 00
Engineers, operating, steam—	
Single drums	0 70
Double drums	0 80

	Per hour
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters (spray)	0 90
Painters and glaziers	0 80
Pipefitters (surface—temp. work.)	0 50
Pipelayers, caulkers and solderers	0 40
Powdermen	0 45
Pumpmen	0 45
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas.	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 50
Letourneau, etc.	0 60
Watchmen	0 40

Construction of water supply line at Mossbank, Sask. Name of contractors, R. B. McLeod & Co., Saskatoon, Sask. Date of contract, August 14, 1941. Amount of contract, $19,246. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 75
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Brick and hollow tile layers	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 50
Compresssor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 70
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 55
Plumbers and steamfitters	0 85
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 60
Letourneau, etc.	0 70
Watchmen	0 35

Additional development at High River, Alta. Name of contractors, Western Canada Construction Ltd., Edmonton, Alta. Date of contract, August 14, 1941. Amount of contract, $18,422. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Labourers	0 45
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipefitters (surface—temp. work)	0 60
Pipelayers, caulkers and solderers	0 54
Plumbers and steamfitters	0 95
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Powdermen	0 55
Pumpmen	0 55
Road grader operators—	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Road roller operators (steam or gas)	0 70
Rodmen, reinforced steel	0 55
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 67½
Letourneau, etc.	0 70
Watchmen	0 40

Construction of additional taxi strips at the aerodrome at Saskatoon, Sask. Name of contractor, Evans Gravel Surfacing Co., Ltd., Saskatoon, Sask. Date of contract, August 19, 1941. Amount of contract, $49,956. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65

	Per hour
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Drivers, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating steam—	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 70
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 55
Plumbers and steamfitters	1 00
Plumbers' and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 60
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 55
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 60
Letourneau, etc.	0 70
Watchmen	0 35

Development work at Shelburne, N.S. Name of contractors, T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S. Date of contract, August 14, 1941. Amount of contract, $157,670. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Boatmen (rowboat)	0 35
Brick and hollow tile layers	0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators—	
Steam	0 60
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14.00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00

	Per hour
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Labourers	0 35
Motor boat operators	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators—	
Horsedrawn	0 40
Including team	0 60
Gas.	0 45
Road roller operators (steam or gas.)	0 60
Steam shovel—	
Engineers	0 90
Cranemen	0 70
Firemen	0 55
Oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators—	
Small	0 45
Letourneau, etc.	0 55
Watchmen	0 30

Additional development at Moose Jaw, Sask. Name of contractor, Mr. Wm. C. Wells, Regina, Sask. Date of contract, August 22, 1941. Amount of contract, $75,636.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 80
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 55
Powdermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 55
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50

	Per hour
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 60
Letourneau, etc.	0 70
Watchmen	0 35
Welders and burners—acetylene or elec.	0 70

Additional development at Edmonton, Alberta. Name of contractor, Crown Paving & Construction Co., Ltd., Edmonton, Alta. Date of contract, August 22, 1941. Amount of contract, $10,614.40. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Gas. or elec.	0 55
Dragline—	
Operators (steam or gas)	1 00
Firemen	0 60
Oilers	0 50
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipelayers, caulkers and solderers	0 56
Road grader operators—gas.	0 60
Road roller operators—steam or gas.	0 70
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators—	
Small	0 67½
Letourneau, etc.	0 70
Watchmen	0 40

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(2) *Dredging Work*

NOTE.—The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

DEPARTMENT OF PUBLIC WORKS

Dredging work at Whitby, Ontario. Name of contractors, The C. S. Boone Dredging & Construction Co., Ltd., Toronto, Ont. Date of contract, August 21, 1941. Amount of contract, approximately $5,557.

Dredging work at Oshawa, Ont. Name of contractors, The C. S. Boone Dredging & Construction Co., Ltd., Toronto, Ont. Date of contract, August 21, 1941. Amount of contract, approximately $18,810.

Dredging work at the eastern channel, Toronto, Ont. Name of contractors, McNamara Construction Co., Ltd., Leaside, Ont. Date of contract, August 14, 1941. Amount of contract, $14,490.

Dredging work at Cobourg, Ont. Name of contractors, McNamara Construction Co., Leaside, Ont. Date of contract, August 15, 1941. Amount of contract, approximately $18,000.

Dredging work at Dingwall, N.S. Name of contractors, The C. S. Boone Dredging & Construction Co., Ltd., Toronto, Ont. Date of contract, July 31, 1941. Amount of contract, approximately $77,848.

Dredging work at Hamilton, Ont. Name of contractors, J. P. Porter & Sons, Ltd., Montreal, P.Q. Date of contract, July 29, 1941. Amount of contract, approximately $49,000.

Dredging work at Port Hope, Ont. Name of contractors, The C. S. Boone Dredging & Construction Co., Ltd., Toronto, Ont. Date of contract, July 24, 1941. Amount of contract, approximately $11,068.63.

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Woollen socks	Mercury Mills, Ltd., Hamilton, Ont.
Blue beaver cloth	Paton Mfg. Co., Ltd., Montreal, P.Q.
Scarlet serge lining	The Slingsby Mfg. Co., Ltd., Brantford, Ont.
Mechanics' overalls	Woods Mfg. Co., Ltd., Ottawa, Ont.
Sam Brown equipments	Hugh Carson Co., Ltd., Ottawa, Ont.
Field jackets and trousers	Woods Mfg. Co., Ltd., Ottawa, Ont.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter carriers' uniforms	Pollack & Dorfman, Quebec, P.Q.
Letter carriers' uniforms	Uniform Cap Mfg. Co., Ottawa, Ont.
Letter carriers' uniforms	Jay Wolfe, Inc., Montreal, P.Q.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Mail bag fittings	Mayer Sealing Devices Reg'd., Montreal, P.Q.
Letter pouches	Hugh Carson Co., Ltd., Ottawa, Ont.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the Labour Gazette from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Animal Foods

Kitchener, Ontario.—A Certain Meat Packing Company and Their Employees.

Agreement reached following report of a board under the Industrial Disputes Investigation Act (Labour Gazette, August, page 927, and the strike reported on page 1094 of this issue. Agreement to be in effect from August 14, 1941, to January 31, 1943, and thereafter from year to year, subject to notice.

No discrimination to be shown by the company against any employee on account of union membership, or by the employees because any employee is not a union member. Departmental representatives to be elected by the employees; these representatives to choose an employees' executive committee to deal with the management.

Hours: 55 per week for both day and night work. Employees on night shift to be paid 50 cents extra for each night worked.

Overtime: time and one-half for all work over 55 per week and for all work on Saturday afternoon, Sundays and seven specified holidays; except that engineers, firemen, janitors, watchmen, temperature men and livestock tenders to be paid at regular rates.

Minimum hourly wage rates: for male workers under 18 years, 25 cents to be increased to 27 cents after three months and to 30 cents after 6 months' work; male workers over 18 years and under 20 years employed in pork kill and cut, cellars, export packing, etc., 25 cents for first six months, 30 cents after two months and 35 cents after four months; those over 18 years and under 20 years employed on other work, from 24 cents to start to 30 cents after six months; for female workers, from 24 cents when hired to 28 cents after six months; for male employees 20 years of age and over, 40 cents when employed on a temporary basis and also for labourers, helpers and semi-skilled workers during their first three months of employment, after which their rate is 42 cents; for skilled male workers 20 years of age and over, 45 cents per hour.

Bonus: each employee to receive a cost of living bonus of 10 per cent of his weekly wages, with a maximum of $3 per week to any employee. When the cost of living index reaches 115·5 additional bonus to be paid in accordance with the war time wages policy of the Dominion Government.

Vacation (effective from January 1, 1942): three days' vacation with pay after one year's service, one week annually after two years' service, and two weeks after ten years' service.

Disputes which cannot be settled by the management with the employees' executive committee will be referred to the Industrial Disputes Inquiry Commission, and if no satisfactory settlement reached, application will be made for a board under the Industrial Disputes Investigation Act.

Manufacturing: Fur and Leather Products

Toronto, Ontario.—The Toronto Independent Furriers' Association and the International Fur Workers' Union, Locals 35, 40 and 65.

Agreement to be in effect from April 5, 1940 to April 4, 1942.

All employees to be union members and new employees to be employed through the union, if available.

Hours: 8 per day, Monday to Friday, a 40 hour week.

Overtime limited to 2 hours per day Monday to Friday between September 1 and November 30, and all overtime at time and one-half. Employees to be paid for the eight legal holidays, and if required to work on such days to be paid time and one-half in addition to the day's pay.

Minimum weekly wage rates: cutters—first class $45, second class $40; operators—male (first class) $35, male (second class) $30, female (first class) $30, female (second class) $24; finishers—male (first class) $35, male (second class) $30, female (first class) $30; female (second class) $24; blockers and nailers (after five years) $32; assistant finishers and tapers $22. (These are increases of $5 per week for most classes, $4 for the others.) All those receiving above the minimum rates to be paid an increase in wages of 15 per cent.

One apprentice allowed to 13 experienced workers.

No contracting or subcontracting without the union's consent. Homework is prohibited.

Employers agree to contribute one per cent of payroll and employees one per cent of their earnings into the Toronto Fur Workers' Unemployment Insurance Fund.

Disputes to be settled by a permanent joint conciliation committee.

Toronto, Ontario.—Certain Fur Trimming Manufacturers and the International Fur Workers' Union, Locals 35, 40, 65, 100 and 98.

Agreements to be in effect from April, 1940 to April, 1942.

This agreement is similar to the one summarized above for the Toronto Independent Furriers' Association, with these exceptions:

Overtime permitted on Mondays to Fridays, for a 20 week period between July 1 and December 30, and all overtime payable at time and one-quarter; employees working on legal holidays to be paid time and one-quarter in addition to regular pay for such day.

Minimum wages per week: cutters—male, (first class) $40, male (second class) $35; operators—male (first class) $30, male (second class) $25, female (first class) $25, female (second class) $20; finishers—male (first class) $30, male (second class) $25, female (first class)

$25, female (second class) $20; blockers and nailers $23 ($28 after five years); assistant finishers and tapers $18.

All workers employed to receive a minimum increase of 5 per cent if they had not already received such an increase in 1940.

OWEN SOUND, ONTARIO.—A CERTAIN TANNERY AND THE TANNING WORKERS' LOCAL UNION OF OWEN SOUND.

Agreement reached following strike reported in the LABOUR GAZETTE, July, page 787. Agreement to be in effect from June 3, 1941, to November 30, 1941, and thereafter subject to 30 days' notice.

Hours: 9 per day, a 54 hour week.

Overtime: time and one-half; work on Sundays and eight specified holidays, double time.

Minimum hourly wages: for male employees, 35 cents; all those getting 35 cents per hour who have not had at least a 2 cent per hour increase, to be paid such an increase; unskilled girls 20 cents during first six months and 25 cents thereafter.

Bonus: a cost of living bonus to be granted as provided in P.C. 7440 or any subsequent Order in Council superseding P.C. 7440.

The grievance committee to meet for the setttlement of disputes.

MILLTOWN, NEW BRUNSWICK.—CANADIAN COTTONS LTD. AND THE UNITED TEXTILE WORKERS' FEDERAL UNION NO. 10.

Agreement to be in effect from March 11, 1941, to March 11, 1942, and thereafter from year to year, subject to notice.

The Company recognizes the union as the agency representing its members and employees who are or who later become union members are expected to maintain their membership. New employees must join the union. Length of service to be considered when laying off men and, other things being equal, union members will be given the preference.

Hours for all except tour workers: 9 per day, 5 on Saturdays, a 50 hour week; in the dye house, 10 per day or night and 50 per week. Hours for tour workers: 8 per day.

Overtime over the regular working week: time and one-quarter.

Wages for inexperienced junior employees: boys from 17 cents per hour during first two months to 23 cents during last five months of first year; girls 2 cents per hour less than boys. No male employees 21 years or over to be paid less than 30 cents per hour. The payroll of the mill for the week this agreement signed and the rates of wages in such payroll are the basic wage rates of this agreement. General changes in the wage rates shall not be made unless 30 days' notice of such intention be given.

Company officials will meet the union committee regularly to discuss any grievances. No strikes or lockouts to occur without 30 days' notice being given or until all requirements of provincial and federal labour laws have been met.

CORNWALL, ONTARIO.—CANADIAN COTTONS, LTD. AND THE COTTON WORKERS' UNION FEDERAL LOCAL NO. 2 (CORNWALL).

This agreement which covers the three mills of this company at Cornwall, is to be in effect from April 1, 1941 to March 31, 1942, and thereafter from year to year, subject to notice.

This agreement is similar to the one summarized above for the same Company's mill at Milltown, N.B., with these exceptions:

Hours per day and per week to be in accordance with regulations of the Industry and Labour Board of Ontario. No mention is made in the agreement of rates of pay for overtime.

Wages: the only reference to wages is that general changes in wages may be made only after 30 days' notice.

CORNWALL, ONTARIO.—COURTAULDS (CANADA) LTD. AND THE UNITED TEXTILE WORKERS (RAYON SECTION) FEDERAL LOCAL NO. 3.

Agreement to be in effect from September 10, 1940 to September 9, 1941, and thereafter from year to year, subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, October, 1939, page 1061, November, 1938, page 1293, and October, 1937, page 1153, with these exceptions:

The reference to the 40 hour week not being considered normal and the 50 hour week being reverted to when conditions warrant, is omitted.

Wages: the classification of employees in the engineering department into tradesmen, improvers and helpers referred to in the 1939 agreement has been approved.

Male workers (except watchmen) on the two shift basis to be paid the departmental rate plus 3 cents per hour; male workers on the three shift basis to be paid the departmental day rate plus 7 cents per hour.

TORONTO, ONTARIO.—TORONTO CLOAK MANUFACTURERS' ASSOCIATION AND THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION AND THE TORONTO JOINT BOARD COMPOSED OF CLOAK OPERATORS' LOCAL NO. 14, CUTTERS' LOCALS NOS. 83, 68 AND 94 AND PRESSERS' LOCAL NO. 91.

The agreement which was summarized in the LABOUR GAZETTE, July, 1939, page 725 and May, 1937, page 575, continues in effect to December 31, 1941, except that by an arbitration award, a "special war bonus" was granted whereby wages of all workers were increased by 7 per cent from January 1, 1940.

WINNIPEG, MANITOBA.—GARMENT MANUFACTURERS ASSOCIATION OF WESTERN CANADA AND THE UNITED GARMENT WORKERS OF AMERICA, LOCAL 35.

This agreement which covers the manufacture of overalls, shirts, pants, sport wear, etc., is to be in effect from April 7, 1941 to April 6, 1942.

Only union members to be employed, if available, except learners and beginners who shall have six weeks to become union members.

Hours: 8 per day, 4 on Saturday, a 44 hour week.

Overtime: time and one-quarter, except that all work on legal holidays be paid at time and one-half. However, when the Department of Munitions and Supplies requests work on legal holidays, pay will be at time and one-quarter.

The wages for piece work shall be as in the previous agreement, that is 10 per cent below the 1934 minimum schedule of prices issued by the United Garment Workers of America, increased by 6 per cent for single needle operators,

3 per cent for special machine operators and 5 per cent for folders, cleaners and pressers. The joint price committee to adjust piece work prices, to arrange special wage scales on a time work basis where a line system is in operation and also special schedules for military clothes.

Bonus: in addition to the above rates, war bonuses of 1½ cents per hour for the first 44 hours only to single needle operators, cleaners, examiners, pressers and folders; cutters and special machine operators one cent per hour bonus for the first 44 hours only.

Disputes which cannot be settled by representatives of the two parties will be referred to a joint arbitration board.

Construction: Buildings and Structures

REGINA, SASKATCHEWAN.—REGINA BUILDERS' EXCHANGE AND THE BRICKLAYERS, MASONS' AND PLASTERERS' INTERNATIONAL UNION, LOCAL NO. 1 (SASKATCHEWAN).

Agreement to be in effect from May 1, 1941 to March 1, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime: time and one-half for first two hours; thereafter, and all work on Saturday afternoons and holidays, double time.

Hourly wage rate for journeymen bricklayers and stonemasons: $1.10 per hour (the same rate as in the previous agreement); foremen 10 cents per hour extra.

Bonus: in addition to the above minimum rate, a cost of living allowance of 10 cents per hour is added to the minimum wage rates.

REGINA, SASKATCHEWAN.—REGINA BUILDERS EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS, LOCAL 1867.

Agreement to be in effect from May 15, 1941 to May 14, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed, if available.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. On shift work, 7½ hours for night shift, with pay for 8 hours.

Overtime: time and one-half; work on Sundays and five specified holidays, double time.

Minimum wage rate for carpenters: 90 cents per hour (an increase of 15 cents per hour); foremen 10 cents per hour extra.

One apprentice allowed to five journeymen and they are to be paid from 35 cents per hour during first year to 65 cents during fourth year.

REGINA, SASKATCHEWAN.—ELECTRICAL CONTRACTORS AND THE UNION OF INSIDE ELECTRICAL WORKERS, REGINA LOCAL.

Agreement to be in effect from July 2, 1941, to February 28, 1943.

Only union members to be employed.

Hours: 8 per day, a 48 hour week except during June, July and August when hours are 4 on Saturdays, with a 44 hour week.

Overtime: time and one-half.

Minimum wage rate for journeymen electrical workers: $1 per hour, probationary journeymen 90 cents. Journeymen having charge of jobs where there are at least three journeymen and three helpers, 10 cents per hour extra.

One apprentice allowed to each journeyman. Apprentices to be paid from 30 cents per hour to start, to 65 cents during fourth year.

A joint conference board to be formed for the settlement of any disputes.

CALGARY, ALBERTA.—CALGARY GENERAL CONTRACTORS' ASSOCIATION AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1779.

Agreement to be in effect from April 1, 1941, to March 31, 1942. Negotiations for a new agreement to be entered into January, 1942.

Hours: 8 per day, 4 on Saturdays, a 44 hour week. Regular shifts worked between 5 p.m. and 8 a.m. to be paid at time and one-seventh of the regular rate.

Overtime: time and one-half for first four hours; thereafter double time; Sundays and four specified holidays, double time.

Minimum wage rate for carpenters, from June 2, 1941: 95 cents per hour (an increase of 5 cents).

Any disputes are to be referred to a joint committee.

CALGARY, ALBERTA.—CALGARY GENERAL CONTRACTORS' ASSOCIATION AND THE AMALGAMATED BUILDING WORKERS OF CANADA.

This agreement which is in effect from April 1, 1941, to March 31, 1942, is the same as the one summarized above for the United Brotherhood of Carpenters.

CALGARY, ALBERTA.—CALGARY ASSOCIATION OF SANITARY AND HEATING ENGINEERS AND THE UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 496.

Agreement to be in effect from August 8, 1941, to April 30, 1942, and thereafter from year to year, subject to notice.

Only union members to be employed.

Hours 8 per day, 40 per week. When required for jobbing work or emergency work on Saturday mornings, to be paid at single time.

Overtime: time and one-half until midnight, Mondays to Fridays and Saturday afternoon until 5 p.m.; all other overtime and work on Sundays and holidays, double time.

Minimum wage rate for journeymen plumbers and steamfitters: 95 cents per hour.

Bonus: in addition to the above minimum rate, one per cent for each point in the cost of living as prepared by the Dominion Bureau of Statistics, the increase or decrease to be measured from August, 1939 cost of living as 100·0. The wage rate to be paid on the signing of this agreement is $1.05 per hour, which shall be adjusted January 1, 1942, and every six months thereafter on the average cost of living.

One plumber's and one steamfitter's apprentice allowed to each shop and one additional apprentice to each five journeymen.

Any disputes will be referred to a joint conference board for settlement.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Men's and Boys' Clothing Industry, Province of Quebec (amendment).

Paper Box (Corrugated Paper) Industry, Province of Quebec (amendment).

Building Materials Industry, Province of Quebec (amendment).

Elevator Construction, Province of Quebec.

Building Trades, St. Hyacinthe (amendment).

Building Trades, St. Jerome (amendment).

Building Trades, Montreal.

Longshoremen (Inland and Coastal Navigation), Montreal (amendment).

Retail Stores, Coaticook.

Municipal Employees, Sherbrooke.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act Respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operation, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of seven new agreements and the amendment of eight other agreements, all of which are summarized below, except those for barbers at Montreal, barbers and hairdressers at Sherbrooke and Hull and funeral undertakers at Montreal which will be summarized in the next issue. Requests for the extension of new agreements for the building materials industry (ornamental iron and bronze industry, Montreal), Province of Quebec, for barbers and hairdressers in the Chicoutimi and Lake St. John District and for barbers and hairdressers at St. Hyacinthe were published in the *Quebec Official Gazette*, August 9, and for barbers and hairdressers in Missisquoi County in the issue of August 30. Requests for amendments to the following agreements were published in the *Quebec Official Gazette*, as follows: the leather tanning district throughout the Province, the sash, door and casket manufacturing industry in Jonquiere and Kenogami, and building trades in the Chicoutimi and Lake St. John industry, in the issue of August 2; the cloak and suit industry throughout the Province, the men's and boys' clothing industry throughout the Province, building trades

at Val d'Or and Amos, in the issue of August 16; cutters in the work glove manufacturing industry and blockers in the same industry, both throughout the Province, the fine glove industry throughout the Province, in the issue of August 23; retail stores at Quebec, bakers at Granby, longshoremen (inland and coastal navigation) at Montreal and the furniture industry throughout the Province, in the issue of August 30. In addition, Orders in Council were published in the *Quebec Official Gazette* during August approving or amending the constitution and by-laws of certain parity committees and others approving the levying of assessments by certain parity committees, as listed below.

Mining: Non-ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.—See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.—An order in council, dated August 13, and published in the *Quebec Official Gazette,* August 16, amends the previous Orders in Council for this industry.

It is provided that the schedule of wages in this agreement for infants' and children's clothing up to the age of 6 years, not exceeding size 24, and sportswear shall apply irrespective of the method of production used. However, for girls' clothing up to the age of 14 years these rates shall apply only when such clothing is manufactured by a method of production normally used in the men's and boys' clothing industry and will not apply when such clothing is made by a manufacturer, contractor or jobber who is principally engaged in the business of manufacturing women's cloaks, suits and skirts.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (CORRUGATED PAPER), PROVINCE OF QUEBEC.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette,* August 16, amends the previous Orders in Council for this industry (LABOUR GAZETTE, February, 1939, page 218, March, page 335, June, page 628, February, 1940, page 172, December, page 1310 and June, 1941, page 704).

Hours (except for maintenance men, shipping men, watchmen and boiler firemen) to be 55 per week.

Overtime and all work on Sundays and six specified holidays: time and one-quarter.

The minimum hourly wage rates for the first six months of employment are the same as in the original agreement. The minimum hourly rates after six months' experience are increased by 5 cents per hour for all classes of male employees over the rate which came into effect November 16, 1940 (LABOUR GAZETTE, December, 1940, page 1310) and the average hourly rates for male employees is again raised, this time from 35 to 38 cents.

Manufacturing: Non-metallic Minerals, Chemicals, etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette,* August 16, amends the previous Orders in Council for this industry (LABOUR GAZETTE, July, 1940, page 731, and June 1939, page 628, September, page 951 and February 1940, page 172, as follows:

Granite Industry.—The minimum wage rates for all classes except apprentices are increased by 5 cents per hour.

Piece work and labour contract work is prohibited.

Construction: Buildings and Structures

ELEVATOR CONSTRUCTORS, PROVINCE OF QUEBEC.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette,* August 16, makes obligatory the terms of an agreement between the Elevator Contractors, members of the Builders' Exchange, Inc., and the Building and Construction Trades Council of Montreal and vicinity, Le Conseil des Syndicats Catholiques nationaux des Métiers de la Construction de Montreal et de la Banlieue (The Council of National Catholic Unions of Building Trades of Montreal and District).

This agreement which covers the whole province, to be in effect from August 16, 1941 to April 30, 1942.

The province is divided into three parts: the Montreal region is that part of the province lying between 25 miles west of the city of Quebec and the town of Hawkesbury (Ontario); the Hull region is that part of the province lying west of Hawkesbury, the Quebec region is that lying east of the Montreal region.

The agreement governs the erecting, assembling and repair of all elevator machinery and accessories and contract service for the care of such apparatus.

Hours: 8 per day, 4 on Saturdays, a 44 hour week.

Overtime and all work on Sundays and legal holidays, double time except call backs on contract service on week days to be paid at time and one-half. On contract work when necessary to have two eight hour shifts, hours to be 48 per week and to be paid at the rate of 52 hours' pay for 48 hours' work.

Minimum wages per hour: in the Montreal and Hull regions, mechanic $1, helper 70 cents, mechanic on contract service and inspection 90 cents, helper 63 cents; in the Quebec Region, mechanic 90 cents, helper 63 cents, mechanic on contract service and inspection 81 cents, helper 57 cents.

One helper allowed to each mechanic, except that in wrecking old plants, hoisting material and on foundation work the proportion of helpers to mechanics is not limited, and in the case of removing old and installing cables on existing elevator installations, the employer may use two helpers to one mechanic.

BUILDING TRADES, ST. HYACINTHE.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette*, August 16, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1940, page 867, December, page 1311 and March, 1941, page 334).

Hours: 9 per day, Monday to Friday, 3 on Saturday, a 48 hour week.

Minimum wage rates are 5 cents per hour higher than the scale published in the LABOUR GAZETTE, August, 1940, page 867, with these exceptions: except for plumbers and electricians, no rates are given for contractors; for saw filer the rate in Zone I is 55 cents, in Zone II 45 cents; the rates for the construction, maintenance and repair of electrical and telephone lines and also for cement or gypsum block layers are unchanged; artificial stone layers 50 cents in Zone I, 40 cents in Zone II; millwrights 40 cents in both zones; the rate for sprinkler fitters (85 cents) is unchanged. (There is no reference to the extra hourly payment to workers providing horses.) It is, however, provided that professional employers recognized as bona fide contractors may pay for the following trades: carpenters and joiners 50 cents in Zone I, 40 cents in Zone II, painters, paperhangers and glaziers 45 cents in Zone I and 35 cents in Zone II, bricklayers, plasterers and masons 60 cents in Zone I, 50 cents in Zone II.

For the erection (or fabrication) and dismantling of structural steel, tank and other plate work and the installation of portable boilers and tanks, the rate is 87 cents, except in the case of tanks and boilers under two tons in weight for which the rate is 53 cents; painters (structural steel) 74 cents; boilermakers, erectors and steam generating mechanics 87 cents; helpers 64 cents.

BUILDING TRADES, ST. JEROME.—An Order in Council, dated July 30, and published in the *Quebec Official Gazette*, August 2, amends the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, page 499, March, 1941, page 334, and May, 1939, page 529).

The county of Terrebonne covered by this agreement is divided into two zones: Zone I, the municipalities of St. Jerome, Ste. Agathe des Monts, Terrebonne, St. Thérèse de Blainville and all contracts in the rest of the county of $10,000 or more; zone II, the rest of the county.

Minimum hourly wage rates:

Trades	Zone I	Zone II
Carpenters-joiners	$ 0 65	$0 52
Millwrights	0 65	0 52
Weatherstrippers	0 65	0 52
Roofers (asbestos, slate and tile)	0 65	0 52
Tile setters	0 70	0 56
Cement finishers	0 60	0 48
Labourers (plasterers, bricklayers and masons' helpers)	0 50	0 40
Common labourers	0 40	0 30
Painters	0 55	0 44
Decorators	0 60	0 48
Wall-paper hangers	0 55	0 44
Glaziers	0 55	0 44
Sprayers	0 60	0 48
Floor finishers (shop or job)	0 55	0 44
Plasterers	0 80	0 64
Lathers (metal)	0 65	0 52
Lathers (wood), "ten-test", gyproc or any other related trade	0 65	0 52
Electricians:		
Contractors	0 85	0 68
Journeymen	0 60	0 48
Masons (including cutters on the job)	0 75	0 60
Bricklayers	0 85	0 68
Floor finishers (hand or machine)	0 65	0 52
Roofers (composition)	0 60	0 48
Sheet metal workers (shop or job)	0 60	0 48
Tinsmith-roofers	0 55	0 44
Pipe mechanics, plumbers and steamfitters:		
Contractors	0 85	0 68
Journeymen	0 60	0 48
Junior journeymen	0 45	0 36
Blacksmiths	0 60	0 48
Blacksmiths' helpers	0 40	0 32
Drillers (Jack hammer men)	0 60	0 48
Firemen (construction)	0 55	0 44
Watermen	0 35	0 28
Steam, electric or gas mixer operators	0 60	0 48
Enginemen—steam, gas or electric shovels	0 60	0 48
Stationary or portable boiler enginemen	0 60	0 48

Foremen to be paid 10 cents per hour extra.

One apprentice allowed to each five journeymen.

For structural steel, steam generation and boiler-makers the rates are the same as those in the agreement summarized above for building trades at St. Hyacinthe.

BUILDING TRADES, MONTREAL.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette*, August 16, makes obligatory the terms of an agreement between The Builders Exchange, Inc., of Montreal and Le Conseil des Syndicats des Métiers de la construction de Montréal (The Council of Building Trades Unions of Montreal), The Building Construction Trades Council of Montreal and vicinity, L'Association des Entrepreneurs en plomberie et chauffage de la province de Québec, section de l'Association des marchands détaillants (The Plumbing and Heating Contractors' Association of the Province of Quebec, section of the Retail Merchants' Association), L'Association des entrepreneurs électriciens de la province de Québec, section de l'Association des Marchands détaillants (The Electrical Contractors' Association of the Province of Quebec, section of the Retail Merchants' Association) and L'Association des entrepreneurs en tôlerie et toiture de la Province de Québec, section de l'Associa-

tion des Marchands détaillants (The Sheet Metal and Roofing Contractors' Association of the Province of Quebec, section of the Retail Merchants' Association).

Agreement to be in effect from August 16, 1941, to April 30, 1942, and for an additional 30 days pending the adoption of a new agreement.

The territorial jurisdiction consists of the Island of Montreal and within 15 miles of it except that labourers are covered only on the Island of Montreal. Outside the Island of Montreal, only contracts of $25,000 or more are covered. For the structural steel trade, the trade of steam generating mechanics, boilermakers and re-inforcing steel erectors, the entire province of Quebec is included except in such places where a ratified collective labour agreement is in effect for these trades.

Hours: for skilled tradesmen, 8 per day, 4 on Saturday, a 44-hour week; for common labourers, 9 per day, 50 per week; for landscape workmen, shovel operators and pile driver men, team drivers, general trucking, cartage and hauling, 55 per week; for linoleum and muroleum, tile and sheet, rubber, tile and sheet, waxers and polishers and asphalt tile laying, 48 per week.

Overtime: time and one-half to midnight; after midnight and all work on Sundays and eleven specified holidays, double time.

Minimum hourly wage rates:

Trades	
Asbestos coverers (excepting pipe insulating mechanics)	$ 0 69
Boiler makers, erectors and including steam generator mechanics	0 87
Helpers	0 64
Bricklayers and cement block layers	0 92
Caulkers (construction)	0 53
Carpenters, joiners and millwrights on construction and including the following operations: concrete forms (yard and job), the erection of screens (wood or metal), sashes, windows, weatherstrips and wooden shingles, steel partitions and equipment such as counters and shelving, movable or immovable	0 81
Hardwood floor layers	0 81
Cement finishers	0 64
Concrete reinforcing steel erectors	0 64
Cork insulation setters	0 69
Electricians:	
Contractors	1 10
Jonrneymen	0 87
Enginemen (hoisting)	0 76
Enginemen (steam mixers)	0 64
Enginemen (gas mixers)	0 58
Enginemen (compressor)	0 58
Firemen (construction)	0 58
Hod carriers	0 53
Labourers (common)	0 46
Lathers (metal)	0 87
Lathers (wood and all other material)	0 64
Lathers (wood per thousand)	3 68
Linoleum and muroleum, tile and sheet, rubber, tile and sheet, waxers and polishers, and asphalt tile laying	0 60
Helpers and apprentices	0 40
Kettlemen (flooring only)	0 64
Marble setters	0 92
Masons (stone), including cutters on the job	0 92
Mastic floor layers	0 76
Mastic floor finishers	0 58
Painters, spraymen, decorators	0 74
Glaziers (shop or job)	0 74
Painters (structural steel)	0 74
Plasterers (plain or ornamental)	0 90
Riggers	0 58
Shovel operators (steam, gas, electricity) per week	46 20
When employed less than 44 hours during the week	1 04
Structural iron erectors (all categories)	0 87
Tile setters	0 81
Terrazzo layers	0 81
Terrazzo polishing machine operators (dry)	0 58
Terrazzo polishing machine operators (water polishing)	0 53
General trucking, cartage and hauling	0 35
Carters, teamdrivers	0 35
Landscape foremen	0 53
Landscape workmen (common)	0 40
Pipe-mechanics:	
Contractors	1 15
Journeymen in plumbing and heating	0 90
Sprinkler fitters	0 93½
Pipe welders	0 90
Oil burning system mechanics and blower fitters	0 90
Junior journeymen, 1st year	0 60
Apprentice, 1st year	0 25
Apprentice, 2nd, 3rd and 4th year	0 30
Insulation and asbestos:	
Insulation mechanics	0 85
Apprentice 1st year	0 35
" 2nd year	0 50
" 3rd year	0 65
Sheet metal worker and roofers:	
Sheet metal workers, slate, tile, asphalt and shingle (excepting wood shingles), roofers, including toilet steel partitions and shelving	0 82
Roofers—composition, gravel or sand	0 60
Kettlemen	0 60
Apprentice 1st year	0 30
" 2nd year	0 35
" 3rd year	0 45
" 4th year	0 55
	Per week
Material checkers and timekeepers (without daily limitation as to hours of work)	$ 20 80
Watchmen (without daily limitation as to hours of work)	17 33
Watchmen employed also as firemen requiring 4th class certificate (without daily limitations as to hours of work)	26 25
Yardmen (without daily limitation as to hours of work)	20 80

(These rates are 2 to 4 cents higher than in last year's agreement printed in the LABOUR GAZETTE, July, 1940, page 732.)

For repair work of $500 or less in one year on residences valued at $15,000 or less, the minimum wage rates may be reduced by 25 per cent.

For structural steel, tank and other plate work and the installation of portable boilers and tanks, the rate is 87 cents per hour, except for the installation of portable tanks and boilers under two tons in weight, at 53 cents.

Apprentices' wages for trades requiring four years' apprenticeship, from 30 per cent of journeymen's wages during first year to 75 per cent during fourth year for trades requiring three years' apprenticeship, from 45 per cent during first year to 75 per cent during the third year; for the structural steel industry, 50 per cent during first year and 75 per cent during second year.

Transportation and Public Utilities: Water Transportation

LONGSHOREMEN (INLAND AND COASTAL NAVIGATION), MONTREAL.—An Order in Council, dated July 23, and published in the *Quebec Official Gazette*, August 2, extends the term of this agreement (LABOUR GAZETTE, June, 1939, page 629, February, 1940, page 173, April, page 391, June, page 610, February, 1941, page 184, April, page 473, June, page 705, July, page 854 and August, page 1013) to September 30, 1941.

Trade

RETAIL STORES, COATICOOK.—An Order in Council, dated July 30, and published in the *Quebec Official Gazette*, August 2, makes obligatory the terms of an agreement between certain retail stores and Le Syndicat Catholique et national des Employes de magasins de Coaticook (The National Catholic Union of Store Employees of Coaticook).

Agreement to be in effect from August 2, 1941, to August 1, 1942, and thereafter from year to year, subject to notice, in the town of Coaticook and within two miles of it.

Hours: 60 per week for male employees, 54 for female employees except during the Christmas and New Year period.

Overtime: time and one-half.

Minimum wages: 25 per cent of employees to receive $18 per week of 60 hours, a further 25 per cent $15, another 25 per cent $12, and the remaining 25 per cent $8; extra employees to be paid 25 cents per hour; delivery employees with bicycle $6 or 12½ cents per hour; office employees 20 cents per hour; seamstresses 22½ cents per hour.

Where board or lodging is provided by the employer, not more than $3 per week may be deducted from wages for board and $1.50 for lodging.

Service: Public Administration

MUNICIPAL EMPLOYEES, SHERBROOKE.—An Order in Council, dated August 20, and published in the *Quebec Official Gazette*, August 23, makes obligatory the terms of an agreement between the Municipal Corporation of the City of Sherbrooke and Le Syndicat Catholique de la Voirie municipale de Sherbrooke (The Catholic Union of Municipal Street and Highway Employees of Sherbrooke.)

Agreement to be in effect from August 23, 1941 to August 22, 1942, and it may be renewed by mutual consent from year to year. It governs permanent employes of the city working in the roads, aqueducts, parks and hygiene departments.

Hours: 8 per day.

Overtime: time and one-quarter; all work on Sundays and holidays, time and one-half.

Wages per hour: garage chief mechanic and aqueduct foreman 62½ cents; sewers services foreman 57½ cents; other foremen 52½ cents; certain mechanics 47½ cents; specialized labourers, etc., 42½ cents; labourers, 37½ cents.

Parity Committees

The constitution and by-laws of the parity committee set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, August 23.

Hairdressers, Montreal.
Building trades, St. Jerome.
Garages and service stations, Montreal.
Building trades, Three Rivers.
Building trades, Chicoutimi and Lake St. John District.

Notices were published in the *Quebec Official Gazette*, August 2 and 23, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Longshoremen (inland), Montreal.
Mens' and boys' clothing, Province of Quebec.
Fur industry (wholesale), Montreal.
Funeral undertakers, Montreal.
Fur industry (retail), Montreal.
Building materials, Province of Quebec.
Barbers, Montreal.
Building trades, Chicoutimi and Lake St. John District.
Garages and service stations, Montreal.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every

zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Construction: Buildings and Structures

ELECTRICAL WORKERS, LONDON.—An Order in Council, dated August 12, and published in *The Ontario Gazette*, August 23, makes binding the terms of a schedule of wages and hours for the electrical repair and construction industry for the city of London and district.

The schedule to be in effect from September 2, 1941, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: to 10 p.m. Mondays to Fridays and to 6 p.m. on Saturdays, time and one-half; all other overtime and all work on Sundays or eight specified holidays, double time.

Minimum wage rate for electrical workers: $1 per hour.

Service: Business and Personal

BARBERS, ARNPRIOR AND RENFREW.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding a schedule of wages, hours and prices for the barbering industry in the towns of Arnprior and Renfrew and within one mile of them and the village of Braeside.

This schedule is to be in effect from September 2, 1941, "during pleasure."

The schedule is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July, 1938, page 802, with the wage rate for a full time barber on a straight salary at $18 per week.

The price of a haircult or trim for adults is raised from 35 to 40 cents.

BARBERS, BROCKVILLE.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding a schedule of wages, hours and prices for the barbering industry in the town of Brockville and within one mile of it.

This schedule is to be in effect from September 2, 1941, "during pleasure."

The schedule is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July, 1938, page 803, with the wage rate for a full time barber on a straight salary at $18 per week.

The price of a haircut or trim for adults is raised from 35 to 40 cents.

BARBERS, BRANTFORD.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding the terms of a schedule of wages, hours and prices for barbers in the city of Brantford, from September 2, 1941 "during pleasure."

which 45 cents is the price of a haircut or trim for adults.

Hours are those allowed by municipal by-law.

Wages: for full time employment, $20 per week or $15 per week plus 50 per cent of proceeds in excess of $20, with relatively higher rates for part-time work.

A scale of minimum prices is included of which 40 cents is the price of a haircut or trim for adults.

BARBERS, WOODSTOCK.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding the terms of a schedule for barbers in the City of Woodstock and within one mile of it.

Hours are those permitted by municipal by-law.

Minimum wages for full-time barbers $18 per week or $12.50 per week plus 60 per cent of proceeds in excess of $19 from the work of the employee. Relatively higher rates are set for part-time work.

A scale of minimum prices is included, of which 35 cents is the price of a haircut or trim for adults.

BARBERS, SAULT STE. MARIE.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding a schedule of wages, hours and prices for the barbering industry in the city of Sault Ste. Marie and within five miles of it.

Hours are those allowed by municipal by-law.

Minimum wage rate for full-time barbers: $25 per week or $18 per week plus 50 per cent of proceeds in excess of $28 from the work of the employee plus 10 per cent of such proceeds in excess of $30. Relatively higher rates are set for part-time work.

A scale of minimum prices is included, of which 45 cents is the price of a haircut or trim for adults.

BARBERS, PORT ARTHUR AND FORT WILLIAM.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding a schedule of wages, hours and prices for the barbering industry in the cities of Port Arthur and Fort William, from September 2, 1941 "during pleasure."

Hours are those allowed by municipal by-law.

Minimum wage rate for full-time barbers is $22 per week or 65 per cent of the proceeds from the work of the employee. Relatively higher rates are set for part-time work.

A scale of minimum prices is included, of which 45 cents is the price of a haircut or trim for adults.

BARBERS, KENORA AND KEEWATIN.—An Order in Council dated August 12, and published in *The Ontario Gazette*, August 23, makes binding the terms of a schedule of wages, hours and prices for barbers in the towns of Kenora and Keewatin and within two miles of them.

Hours in Kenora are those allowed by municipal by-law; hours in Keewatin are from 8 a.m. to 7 p.m. Mondays to Fridays, 8 a.m. to 10 p.m. on Saturday and the day before a holiday.

Minimum wage rate for full-time barbers, $25 per week or $15 per week plus 60 per cent of the proceeds in excess of $25 from the work of the employee. Relatively higher rates are set for part-time work.

A scale of minimum prices is included, of which 45 cents is the price of a haircut or trim for adults.

PRICES, RETAIL AND WHOLESALE, IN CANADA, AUGUST, 1941

Cost of living, prices of staple articles and index numbers

THE official index number of the cost of living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100, advanced from 111·9 at the beginning of July to 113·7 at the beginning of August, due mainly to higher prices for foods. The index for this group rose from 116·6 to 121·3 influenced in large part by higher prices for dairy products, meats and eggs which offset declines in vegetables. The clothing, home furnishings and miscellaneous groups each recorded less important increases while the rent and the fuel and light groups were unchanged. Comparative figures for the total index for certain dates are 113·7 for August; 111·9 for July; 105·9 for August, 1940; and 100·8 for August, 1939. Since August, 1939, the total index has advanced 12·8 per cent; food 22·2 per cent; clothing 15·6 per cent; home furnishings 13·3 per cent; fuel and light 11·6 per cent; rent 5·7 per cent; and miscellaneous 4·7 per cent.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.90, divided as follows: Food (31·3 per cent) $443; Shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent) $90.50; Clothing (11·7 per cent) $165.80; Home Furnishings (8·9 per cent) $125.70; Miscellaneous (22·6 per cent) $319.40, including Health (4·3 per cent) $60.80, Personal Care (1·7 per cent) $23.90, Transportation (5·6 per cent) $79·30, Recreation (5·8 per cent) $82.10, Life Insurance (5·2 per cent) $73.30. Other expenditure not directly represented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost of living index, excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7.

The index numbers of the cost of living in eight cities calculated by the Bureau to indicate regional changes are issued for alternate months only. Figures for the beginning of August by principal groups are shown in the accompanying table.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 advanced gradually week by week during August to 91·9 for the week ended August 29, as compared with 91·0 for the week ended August 1, and 90·3 for the week ended July 4. Important price changes during the month were increases in eggs, butter, cheese, live stock, raw cotton and oats.

Comparative figures for the general index are 91·9 for the week ended August 29; 91·1 for the month of July; 82·7 for August, 1940; 72·3 for August, 1939; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, which was the high point in that year. Since the outbreak of war the general index has advanced about 27 per cent. It was still about 6·5 per cent lower than in August, 1929. Since August, 1939, Canadian farm products have advanced about 24 per cent; producers' goods about 26·5 per cent and consumers' goods also about 26·5 per cent.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of August, of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition,

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND THE PERCENTAGE INCREASE IN THE TOTAL INDEX SINCE AUGUST, 1939

Prices as at the beginning of each month—Average prices in 1935-1939=100*

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total	Percentage increase since † August, 1939
1913	88·3	74·3	76·9	88·0	70·3		79·7	.....
1914	91·9	72·1	75·4	88·9	70·3		80·0	.....
1915	92·7	69·9	73·8	96·8	70·9		81·6	.....
1916	103·3	70·6	75·4	110·8	74·5		88·3	.....
1917	133·3	75·8	83·8	130·3	81·5		104·5	.....
1918	152·8	80·2	92·2	152·3	91·4		118·3	.....
1919	163·3	87·6	100·7	175·1	101·2		130·0	.....
1920	188·1	100·2	119·9	213·1	110·3		150·5	.....
1921	143·9	109·2	127·6	123·4	112·5		132·5	.....
1922	121·9	113·7	122·2	147·0	112·5		121·3	.....
1923	122·8	116·6	122·2	145·1	111·7		121·7	.....
1924	120·9	117·4	119·2	141·7	109·6		119·5	.....
1925	126·3	117·4	116·8	141·3	107·5		120·6	.....
1926	133·3	115·9	116·8	139·1	106·1		121·8	.....
1927	130·8	114·5	114·4	135·6	105·1		119·9	.....
1928	131·5	117·3	113·2	135·5	104·8		120·5	.....
1929	134·7	119·7	112·6	134·8	105·0		121·7	.....
1930	131·5	122·7	111·8	130·6	105·4		120·8	.....
1931	103·1	119·4	110·0	114·3	103·3		109·1	.....
1932	85·7	109·7	106·8	100·6	100·4		99·0	.....
1933	84·9	98·6	102·5	93·3	98·2		94·4	.....
1934	92·7	93·2	102·1	97·1	97·8		95·6	.....
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2	.....
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1	.....
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2	.....
1938	103·8	103·1	97·7	100·9	102·4	101·2	102·2	.....
1939								
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1	.....
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7	.....
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6	.....
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6	.....
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6	.....
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5	.....
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8	.....
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8	.....
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8	.....
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5	2·7
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8	3·0
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8	3·0
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5	.....
1940								
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8	3·0
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8	3·0
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6	3·8
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6	3·8
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9	4·1
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9	4·1
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6	4·8
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9	5·1
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4	5·6
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0	6·2
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8	6·9
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0	7·1
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6	.....
1941								
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3	7·4
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2	7·3
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2	7·3
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6	7·7
May	109·7	109·7	109·2	114·5	111·8	105·1	109·4	8·5
June	112·5	109·7	110·2	114·9	112·1	105·6	110·5	9·6
July	116·6	109·7	110·5	115·1	113·0	105·6	111·9	11·0
August	121·3	109·7	110·5	115·7	114·3	106·1	113·7	12·8

*For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† An Order in Council of December 16, 1940, P.C. 7440, as amended on June 27, 1941, P.C. 4643, provides for a cost of living bonus of 25 cents per week for each one per cent of increase in the official index number measured from August, 1939. For convenience the percentage increase each month as compared with August, 1939, is shown in the right hand column. These figures may be used to bring up to date the table on page 5 of the supplement to the Labour Gazette for July, 1941, entitled "Canada's Wartime Wages Policy." For August, 1941, the figure to be inserted is 112·8.

favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 1172 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of August, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extensions of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The cities of Moncton, Hamilton and Regina were added to the list effective on and after July 1, 1941. The rental figures in the table for the beginning of August, 1941, are therefore for these cities the same as at the beginning of January, 1941 (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

Retail prices of meats continued upward during the month reflecting recent advances in wholesale prices of meats and livestock. Sirloin steak averaged 34·5 cents per pound at the beginning of August as compared with 33·9 cents for July. The price in August, 1939, was 28 cents per pound. Fresh pork averaged 32·5 cents at August 1 and 30·4 cents at July 1. Sliced bacon advanced from 39 cents per pound at the beginning of July to 42·5 cents for August 1. The price for August, 1939, was 33·4 cents per pound. A further increase of one dollar per hundred weight in the price of bacon for export was reported, effective toward the end of July.

Fresh eggs were generally higher, the Dominion average price being up about 7 cents per dozen to 38·4 cents. The price at the beginning of August, 1939, was 30·3 cents per dozen. Production during July declined but stocks in storage at August 1 were greater than August, 1940. Creamery butter also advanced substantially averaging 40 cents at August 1 as compared with 35·9 cents for July, 26·7 cents for August, 1940, and 26·1 cents for August, 1939. Production for the first seven

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	101·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0
May	113·0	110·8	111·1	108·6	109·8	107·9	109·1	109·4
June	114·7	111·3	116·1	111·5	112·7	109·0	110·8	110·6
July	120·3	115·6	120·8	116·1	116·2	111·5	114·0	115·9
August	124·1	119·9	125·1	119·8	120·2	117·5	119·1	118·1

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Unit	Aug. 1914	Aug. 1915	Aug. 1916	Aug. 1918	Aug. 1920	Aug. 1922	Aug. 1926	Aug. 1929	Aug. 1933	Aug. 1937	Aug. 1939	Aug. 1940	July 1941	Aug. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·9	24·4	26·3	39·3	41·5	31·7	30·8	38·4	22·4	29·2	28·0	31·3	33·9	34·5
Beef, round steak	lb.	.....	.....	22·9	36·1	36·9	26·6	25·3	33·1	18·0	24·1	23·7	27·0	29·5	30·0
Beef, rib roast	lb.	.....	.....	21·1	32·7	32·6	23·9	22·9	30·7	16·8	21·2	20·8	23·2	28·5*a*	29·1*a*
Beef, shoulder	lb.	17·2	16·7	17·1	28·6	26·6	17·3	16·8	24·0	11·8	15·2	15·7	17·7	20·5*b*	20·9*b*
Beef, stewing	lb.	.....	.....	.....	.....	22·3	13·1	12·9	19·3	9·3	12·5	12·8	14·6	16·9	17·1
Veal, forequarter	lb.	17·6	17·6	19·1	28·3	28·2	18·7	19·3	24·6	11·8	14·3	15·4	16·8	19·2	19·3
Mutton, hindquarter	lb.	21·3	21·2	23·6	37·4	36·9	28·1	30·3	32·1	20·4	23·3	24·6	30·7*c*	34·4*c*	35·1*c*
Pork, fresh from ham	lb.	20·9	19·4	22·7	37·9	41·6	32·0	32·2	32·6	17·1	23·7	23·8	23·1	26·8	28·6
Pork, salt mess	lb.	18·6	17·8	19·4	35·1	37·1	27·2	28·7	28·2	15·5	20·6	20·9	20·6	22·0	23·1
Bacon, not sliced	lb.	25·7	25·6	29·2	51·2	57·9	42·7	45·4	41·0	21·2	30·7	29·9	29·0	34·6	37·6
Bacon, sliced	lb.	.....	.....	.....	.....	62·2	40·7	49·4	45·3	24·0	33·8	33·4	32·3	39·0	42·5
Fish, salt cod	lb.	.....	.....	.....	.....	24·4	21·3	21·3	21·3	17·4	18·2	18·7	19·2	21·0	20·7
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·5	20·3	20·5	20·1	16·5	17·2	17·3	18·5	20·2	20·0
Lard	lb.	18·8	18·0	20·2	36·8	38·0	22·2	25·0	22·0	12·8	16·9	11·3	10·7	11·1	14·0
Eggs, fresh	doz.	29·5	26·5	33·3	53·6	61·1	35·0	39·0	39·4	23·5	32·2	30·3*d*	30·2*d*	31·5*d*	38·4*d*
Eggs, cooking	doz.	24·3	25·7	29·7	51·0	57·3	32·8	34·7	34·8	19·5	26·8	24·5	24·4	27·1*f*	33·2*f*
Milk	qt.	8·7	8·4	8·5	12·0	14·7	11·5	11·4	12·0	9·1	10·7	10·7	11·0	11·5	11·5
Butter, dairy	lb.	26·5	29·0	31·3	46·7	60·9	36·2	36·8	40·2	21·5	26·7	22·5	23·6	32·6	35·4
Butter, creamery	lb.	31·9	32·2	35·6	52·3	66·8	43·3	41·0	44·9	25·1	30·8	26·1	26·7	35·9	40·0
Cheese, Canadian mild	lb.	19·7	21·6	23·5	30·8	38·9	26·7	31·3	33·1*h*	19·8*h*	23·0*h*	21·5*h*	23·7*h*	25·8	26·7
Bread, white	lb.	4·3	4·9	4·9	7·8	9·7	7·0	7·6	7·8	5·8	7·1	6·5	6·7	6·8	6·8
Flour	lb.	3·7	4·0	4·0	6·7	8·4	4·9	5·4	5·3	3·4	4·7	2·9	3·6	3·8	3·8
Rolled oats, bulk	lb.	4·8	5·1	4·8	8·0	8·9	5·6	5·8	6·4	5·0	6·0	5·0	5·3	5·3	5·3
Rice	lb.	6·0	6·0	6·7	11·9	17·0	9·4	10·9	10·3	8·0	8·2	8·2	8·9	9·7	10·0
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·4	19·2	16·3	15·6	11·7	13·4	10·5	13·3	13·9	14·0
Peas, canned, 2's	tin	.....	.....	10·8	20·2	21·3	19·0	17·4	15·9	11·8	12·3	10·4	11·8	12·3	12·4
Corn, canned, 2's	tin	.....	.....	10·7	24·5	21·3	16·9	16·3	15·8	11·5	12·4	10·3	11·3	13·7	13·9
Beans, dry	lb.	6·1	7·3	9·7	16·8	12·2	8·9	8·0	11·9	4·4	7·6	5·1	7·2	6·4	6·4
Onions	lb.	.....	.....	.....	.....	10·9	9·3	7·8	7·7	5·9	5·5	4·9	7·1	12·5	6·8
Potatoes	75 lb.	125·8	88·3	144·3	224·2	317·3	145·7	228·6	236·1	163·4	128·3	156·2	146·9	123·9	142·0
Potatoes	15 lb.	.....	.....	.....	.....	69·5	36·2	54·7	55·1	37·5	30·9	32·6	34·5	29·5	33·2
Apples, evaporated	lb.	13·5	12·0	13·1	23·3	29·5	24·6	20·1	21·4	15·3	15·9	14·6	15·2	14·7	15·0
Prunes, medium	lb.	12·9	13·1	13·1	18·1	27·9	19·9	15·9	13·9	11·7	11·8	10·9	11·7	11·9	12·0
Raisins, seedless, 16 oz.	pkg.	.....	.....	.....	.....	28·0	26·8	18·7	15·6	17·0	17·0	16·8	16·8	16·8	17·0
Currants, bulk	lb.	.....	.....	.....	.....	31·0	23·1	18·6	19·5	16·5	15·4	15·0	15·7	14·9	15·1
Peaches, canned, 2's	tin	.....	.....	.....	.....	42·0	33·8	28·8	26·4	19·9	18·9	16·2	16·2	15·7	15·7
Corn syrup, 5 lb	tin	.....	.....	.....	.....	75·3	51·4	45·4	42·3	41·1	44·1	42·9	44·2	53·8	54·8
Sugar, granulated	lb.	6·1	7·9	9·5	11·2	25·0	8·9	7·9	7·1	8·0	6·6	6·6	7·5	8·5	8·6
Sugar, yellow	lb.	5·8	7·2	8·7	10·3	23·4	8·3	7·5	6·8	7·8	6·4	6·4	7·3	8·4	8·4
Tea, black	lb.	37·2	38·5	39·3	60·8	66·8	58·0	71·8	70·4	42·1	54·3	58·3	68·2	73·8	75·5
Coffee	lb.	37·9	39·7	39·7	45·1	62·3	53·5	61·3	60·2	39·7	35·5	33·9	44·9	47·1	47·5
Cocoa, ½ lb	tin	.....	.....	.....	.....	31·6	28·5	27·2	27·5	25·4	20·0	19·3	19·8	19·5	19·4
Coal, anthracite, U.S	ton	8·54	8·37	8·80	11·99	17·60	17·26	16·87	16·03	14·58	14·07	14·10	15·62	15·96	16·08
Coal, bituminous	ton	6·02	5·86	6·17	9·53	13·01	11·10	10·15	10·02	9·18	9·31	9·35	9·98	10·24	10·32
Coke	ton	.....	.....	.....	.....	.....	.....	13·42	12·75	11·44	12·14	11·80	12·62	13·21	13·28
Wood, hard, long	cord	6·80	6·66	6·81	11·31	13·15	12·37	12·04	12·25	9·73	9·53	9·50	9·65	10·53	10·71
Wood, hard, stove	cord	.....	.....	.....	.....	14·94	14·11	14·46	14·62	11·66	11·49	11·53	11·95	12·52	12·75
Wood, soft, long	cord	5·00	4·91	4·88	8·30	10·26	9·47	8·86	8·79	7·36	7·15	7·08	7·24	7·80	7·85
Wood, soft, stove	cord	.....	.....	.....	.....	11·89	10·98	10·91	11·02	9·00	8·53	8·55	8·72	9·14	9·22

a. Rolled. *b*. Blade. *c*. Lamb. *d*. Grade A. *f*. Grade B. *h*. Kind most sold.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES AT THE BEGINNING OF AUGUST, 1941

August 1939=100

—	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous	Total
Halifax	124·6	107·2	105·9	112·8	111·2	104·0	111·6
Saint John	120·4	105·9	106·5	116·7	112·7	106·6	112·5
Montreal	125·0	108·3	114·8	119·4	114·8	104·0	115·3
Toronto	119·6	106·1	113·6	113·1	111·8	106·1	111·7
Winnipeg	119·5	104·3	105·5	110·1	110·0	105·1	110·3
Saskatoon	120·2	112·9	107·0	114·9	114·3	104·5	113·1
Edmonton	118·9	100·0	98·0	116·4	113·5	105·2	109·8
Vancouver	120·4	99·4	108·8	114·7	110·7	104·7	110·4

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless frnts, per lb.	Shoulder roast, per lb.	per lb.	Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**34·5**	**30·0**	**29·1**	**20·9**	**17·1**	**22·0**	**19·3**	**35·1**	**32·5**	**28·6**	**25·0**	**23·1**	**37·6**	**42·5**
Nova Scotia (average)	**35·2**	**29·6**	**27·7**	**21·2**	**17·1**	**19·6**	**13·5**	**36·1**	**32·2**	**32·5**	**24·7**	**21·1**	**34·5**	**41·8**
1—Sydney	36·7	29·3	28·5	24	19·3	17·5	12	39	31·3	30	26·7	21·7	32	41·1
2—New Glasgow	34·6	30·6	29	20·4	17·2	15	15	35	36	35	25	20·2	37	41·9
3—Amherst	33	29	30	21·5	15·3	25	.....	33·5	35	.....	.....	20	.....	42·6
4—Halifax	35·6	29	27·7	20·5	17·5	17·5	.....	35·1	31·5	.....	25	20·3	.....	41·7
5—Windsor	35	30	23·5	21	17·7	20	.....	37·5	26·5	.....	21	20·8	.....	41·7
6—Truro	36·5	29·7	27·5	19·7	15·5	22·3	.....	36·5	32·7	.....	26	23·3	.....	41·8
7—**P.E.I.**—Charlottetown	**33·0**	**26·8**	**27·0**	**20·4**	**17·2**	**19·0**	**15·0**	**33·3**	**35·0**	**26·0**	**20·0**	.....	**36·0**	**42·7**
New Brunswick (average)	**37·5**	**28·8**	**29·7**	**21·9**	**14·9**	**19·2**	**17·8**	**34·6**	**32·1**	**28·0**	**24·0**	**22·7**	**33·5**	**41·1**
8—Moncton	36·8	29·4	29·4	20·7	14·6	19	16·5	35	34·8	27	26·6	22·5	33·5	42·3
9—Saint John	39·5	30·2	30·7	20·4	16·5	18·4	19	36·4	32·2	29	24·2	22·9	.....	40·3
10—Fredericton	38·7	30·5	26·7	21·5	14·3	20·3	.....	35	29·3	.....	21·3	22·5	.....	42·5
11—Bathurst	35	25	32	25	14	.....	.....	32	.....	.....	.....	22·7	.....	39·8
Quebec (average)	**33·6**	**30·3**	**26·5**	**19·7**	**14·3**	**20·0**	**16·3**	**32·2**	**27·4**	**24·5**	**22·1**	**22·6**	**35·3**	**42·4**
12—Quebec	33	31·2	25·3	21·6	13·2	22	16	32·9	22·6	20	21	22·2	.....	38·9
13—Three Rivers	34·5	30·5	24·7	18·9	16·3	17·5	.....	29	26·7	.....	22·9	20·8	.....	44·7
14—Sherbrooke	37·7	33·1	29·4	21·7	16·3	21·4	18	35·1	30·9	28	22·4	22·3	30	38·9
15—Sorel	32·7	29·5	23·8	18	13·9	16·7	.....	32·4	26·8	.....	19·9	22·2	.....	45·3
16—St. Hyacinthe	28·6	26·7	24·2	17·5	13·8	21·9	.....	29·3	25·2	.....	20·9	18·8	.....	44·8
17—St. Johns	39·2	35·5	32·3	21·4	14·7	23·5	.....	.....	33	.....	25	24·1	.....	43·6
18—Thetford Mines	28	25	21·5	18	12·1	18·5	15	31	21	18	19·3	21·5	35	42
19—Montreal	36	32·1	30	19·9	15·2	18	.....	33·7	29·8	32	23·9	26	41	42·9
20—Hull	32·9	29·5	27·3	20·7	13·4	20·1	.....	34	31	.....	23·9	25·7	.....	40·5
Ontario (average)	**34·8**	**30·9**	**30·2**	**21·6**	**17·8**	**23·0**	**21·2**	**36·8**	**33·9**	**30·1**	**26·0**	**23·5**	**37·8**	**41·4**
21—Ottawa	36·5	31·6	33·1	22·5	15·9	20	20	35·3	32·1	32	24·6	24·9	40	42·8
22—Brockville	39	33·8	34·3	22·2	17·2	20·3	.....	34	29·4	.....	23·6	22	.....	40·3
23—Kingston	33·2	29·1	28·2	20·7	15·5	21	.....	34·3	33·5	30	25·6	24	35	40
24—Belleville	30·1	27·5	28·8	19·3	14·7	22·8	.....	34·2	32·5	23	25	22·8	33	40·8
25—Peterborough	36·2	31·4	32·7	24·1	18	24	.....	39·7	34·2	28	26·6	24	37	40·8
26—Oshawa	32·8	29·8	31	22·7	18·2	24·3	.....	39·8	34·4	29	25·2	21·1	38	43·4
27—Orillia	36	30	31	21	19·3	23·3	.....	41	31·7	.....	27·7	25	.....	42·7
28—Toronto	35	31·4	33·9	22·9	19·8	22·6	.....	37·5	34·3	.....	23·3	24·4	.....	42·6
29—Niagara Falls	36·3	31·5	31·2	23	15·1	22	.....	37·4	35	.....	26·3	27	.....	41·2
30—St. Catharines	35·9	31·7	31·9	23·1	16·3	22·6	22	36·7	35	29	25·9	24·3	38	38·7
31—Hamilton	35·2	31·3	31·7	21·8	20·3	23·7	23	38·5	34·9	29	27·9	26·7	38	41·4
32—Brantford	34·4	30·9	29·7	22·2	16·6	22·4	.....	34·6	35·2	30	27 6	23	37	42·5
33—Galt	32	30·3	30	21	19·9	23	.....	36	34·7	30	27·7	.....	40	42·6
34—Guelph	33·2	30·2	27·8	20·6	18·4	25	.....	39·3	34	.....	25	24	.....	40·5
35—Kitchener	33·4	31·7	28·5	21·6	18·7	22·8	.....	37·8	34·5	.....	25·1	25	.....	41·5
36—Woodstock	37	32·3	31·7	23	17·5	24·3	.....	38	35·5	.....	26·3	23·3	.....	39
37—Stratford	35·9	31·8	32·6	21	20·3	21·7	.....	36·8	34	.....	25	.....	.....	41·9
38—London	35·2	31·5	31·5	21·4	17·7	23·1	23	36·5	35·6	28	25·6	23·4	35	42·1
39—St. Thomas	34·2	30·8	31	22	17·6	24·2	23	36·7	33·8	32·5	27	.....	.....	40·7
40—Chatham	33·4	30·5	30·6	20·9	15·5	25·4	.....	38·2	34·7	.....	28·8	24	.....	41·3
41—Windsor	33·1	29·6	30·1	20·7	18·3	24·7	19	37·2	33·5	29·5	25·8	23	.....	39·5
42—Sarnia	36·8	32·7	31·8	22·5	20·2	27·7	.....	35·2	34	.....	25·5	25·3	.....	43·8
43—Owen Sound	32·5	29·3	27·8	19·9	17·4	23	.....	36·6	30·3	.....	24	24	.....	40·5
44—North Bay	36·2	32·7	32·5	22·4	21·3	23	.....	39·5	37	.....	27·3	23·3	.....	42·5
45—Sudbury	36	31·3	29·7	20·7	17·7	22·5	18	36·7	33·7	32	25·3	23	40	41
46—Cobalt	35	31	25	22	19	.....	23	.....	32	34	26·5	24·7	37	39·3
47—Timmins	31·5	28·1	27	20·4	16·7	20·3	.....	34·3	33·1	35	26·6	24·4	39	40·9
48—Sault Ste. Marie	34·3	31·1	26·9	20·4	15·2	20·7	20	35	33·1	32	23·9	21·6	40	40·3
49—Port Arthur	33·5	29·4	26·2	21·4	17·4	22·2	.....	34	33·6	29	26·5	23·7	42	44·1
50—Fort William	38·4	33·4	29·1	21·9	18·5	24·7	.....	37·4	36·4	.....	27·3	22·8	.....	42·8
Manitoba (average)	**32·1**	**27·6**	**28·7**	**20·4**	**17·5**	**20·5**	**19·5**	**34·0**	**35·1**	**29·0**	**27·1**	**22·4**	**38·5**	**45·1**
51—Winnipeg	33·1	27·8	27·9	19·7	17·9	20	19	33·6	35·2	29	28·7	22·7	38·5	45·9
52—Brandon	31·1	27·4	29·5	21	17	21	20	34·3	35	.....	25·5	22	.....	44·3
Saskatchewan (average)	**29·2**	**24·8**	**25·2**	**16·8**	**13·6**	**18·7**	**17·3**	**30·2**	**28·3**	**23·4**	**22·2**	**21·5**	**40·0**	**42·5**
53—Regina	32·9	27·4	27	18·1	15·9	19·5	19	31·2	29·6	25	20·9	23·2	43	44·4
54—Prince Albert	22	20	20	14	12	15	15	.....	20	18	.....	.....	37	41·5
55—Saskatoon	29	24·3	25·3	17·5	13·4	18·3	17	28·3	33	25·7	22·4	19·8	40	42·3
56—Moose Jaw	32·7	27·4	28·6	17·7	13·1	22	18	31·1	30·7	25	23·2	.....	40	41·9
Alberta (average)	**32·0**	**27·7**	**26 1**	**18·7**	**15·9**	**20·7**	**18·3**	**31·1**	**31·1**	**22·0**	**23·8**	**22·1**	**35·0**	**43·6**
57—Medicine Hat	35	30	27·7	21·7	17·7	22·5	.....	30·7	31·7	.....	23	23·3	.....	43·5
58—Drumheller	32·5	29·5	24·8	18·8	16·4	21	20	32·5	32·5	22	23·8	22	35	42
59—Edmonton	29·6	24·6	24·8	15·7	13·7	18·5	15	29·7	31·8	22	25·6	21·5	.....	41·6
60—Calgary	31·5	27·3	27·7	18·1	16·9	20·3	20	33·1	33·3	.....	27·5	22	.....	45·8
61—Lethbridge	31·2	27·2	25·6	19	14·6	21	.....	29·5	26·4	.....	19	21·5	.....	45·2
British Columbia (average)	**37·0**	**31·9**	**32·3**	**22·7**	**21·4**	**26·6**	**22·7**	**36·0**	**35·7**	**31·9**	**27·0**	**24·3**	**40·2**	**46·6**
62—Fernie	33·3	28·3	31·7	19·7	18·5	25	.....	31·8	34·7	.....	25·7	21	.....	43·3
63—Nelson	35·3	31·3	34	25	19·7	27·7	25	37	38	30·5	28·7	25	40	44·7
64—Trail	35·3	31	29·3	23·7	19·7	26	25	34·3	35·5	28	24·7	24·8	43	45·6
65—New Westminster	36·6	31·4	31·7	22·2	21·5	24·3	19	35	33·1	28	26·1	23·7	38	48
66—Vancouver	37·5	31·7	32·1	21·5	22·7	24·2	14	35·2	33·1	30	25·7	25·9	35	48·1
67—Victoria	41·9	35·2	36	22·8	23·5	29·3	.....	38·4	34·8	35	27·1	24·7	40	47
68—Nanaimo	38·4	33·7	31·3	23·8	22 8	27·2	28	37·2	33·8	.....	25·8	24·5	45	49·1
69—Prince Rupert	37·5	32·5	32·5	22·5	22·5	29	25	38·7	42·5	40	32·5	24·7	.....	46·9

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF AUGUST, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
64·3	**18·0**	**27·5**	**19·3**	**20·7**	**20·0**	**19·8**	**14·0**	**16·4**	**38·4**	**33·2**	**11·5**	**35·4**	**40·0**	
62·1	**13·4**	**29·8**	.....	**16·8**	**15·8**	**20·4**	**13·9**	**16·8**	**42·2**	**37·4**	**11·0**	**35·5**	**42·5**	
64·5	10	25	.....	16	14	19·1	14·5	16·5	44·5	36·3	13	36	40·9	1
57·3	13·5	30	.....	16·7	15	21·4	13	16·2	40·2	40	11	35	42·8	2
60	.....	.....	.....	16·3	16	21·5	14·3	17	38	34·3	10b	.....	41·2	3
64·2	13·7	30	.....	17·5	.....	20·4	14·2	16·6	44·4	39	12	.....	43·3	4
61·7	18	35	.....	16·8	.....	20·3	13	17	41·3	35	10	.....	43·6	5
64·8	12	29	.....	17·6	18·3	19·9	14·4	17·3	44·5	40	10	.....	43·1	6
62·1	**10·0**	.....	.....	**16·5**	**17·0**	**19·9**	**14·6**	**16·5**	**39·1**	**30·5**	**9·0–10·0**	**33·5**	**39·7**	7
62·7	**15·5**	**29·8**	.....	**17·3**	**17·3**	**21·1**	**15·0**	**16·3**	**40·1**	**34·6**	**11·0**	**35·0**	**41·0**	
62·3	15	28·3	.....	17·1	16·5	21·7	14·5	16·7	41·8	34·4	11	35	41·5	8
64·7	13·5	31·1	.....	16·8	16	21·9	14·2	15·9	43·5	36·6	12	35	40·9	9
64·8	18	30	.....	17·9	18·6	20·9	15·8	16·9	38·7	35	11	.....	42·2	10
59	.....	.....	.....	17·2	18	20	15·3	15·6	36·2	32·5	10b	.....	39·5	11
66·9	**15·8**	**30·9**	**20·8**	**19·6**	**19·0**	**20·1**	**13·9**	**16·0**	**38·4**	**33·7**	**10·5**	**36·3**	**38·9**	
56·4	12·5	28·7	18	15	19	19·5	14·3	15·9	37·6	31·9	12	36	40·1	12
68·7	15·5	32	.....	20	19·6	19·8	13·4	16·2	38	33·4	11	.....	38·7	13
68·1	19	36	.....	21	19	21·7	14	15·9	42·1	37·6	11·1a	35	39	14
68·3	.....	.....	.....	.....	.....	20·1	13·8	16·4	36·9	29·5	9b	.....	36·9	15
65·5	18	32	.....	.....	.....	19·9	13·8	16·1	37·2	34·8	9	.....	38·9	16
70·8	.....	.....	.....	.....	.....	19·3	14·2	16·3	38·2	35·4	9	.....	39·3	17
67·1	14	25	.....	.....	.....	19·7	14·1	15·7	31·3	28·2	9	36	39·4	18
70·3	**15·9**	**31·6**	**23·5**	**22·5**	**22·3**	20·3	13·9	15·7	42·6	35·9	**12–13**	38	39·3	19
66·8	.....	.....	.....	.....	15	21	13·5	15·5	41·8	36·7	12	.....	38·9	20
64·2	**17·9**	**26·3**	**21·9**	**19·9**	**19·4**	**19·9**	**14·1**	**16·2**	**39·6**	**34·5**	**12·3**	**37·7**	**39·8**	
66·3	.....	31·8	16·5	22·1	18·6	20·7	14	16	41·3	36·6	12	.....	39·3	21
64·6	.....	25	.....	19·2	21·5	19·2	14·5	16·3	39·1	34·1	12	.....	39·3	22
63·6	19	.....	.....	19·3	20	20·2	13·7	16	39·1	34·8	12	.....	39·2	23
62·7	.....	.....	.....	20	15	20·9	13·1	15·8	37·1	34·3	12	39	39·4	24
64·2	.....	.....	.....	.....	.....	19·3	15·5	16·2	38·5	34·2	12	40	39·7	25
66	.....	.....	.....	20	.....	21	14·4	17·4	39·6	34	12	.....	40·5	26
61·4	.....	.....	25	20	20	19·7	15·9	16·9	39·2	35·5	12	.....	40·4	27
66·4	17·5	31·3	23·5	23	23·5	19·3	14·2	15·9	41	35·3	13	.....	40·1	28
65·1	.....	.....	.....	18·5	18·5	19·7	14·6	15·8	41·1	36·7	12·5	.....	40·3	29
63·3	.....	.....	.....	.....	16·5	20	13·8	15·6	41·3	.....	12·5	35	40·3	30
65·4	19·5	30·1	23·9	.....	18	20·9	13·6	15·5	40·5	32·5	12·5	.....	40·6	31
64·3	15	24	21·5	.....	.....	21·3	13·6	16·3	37·7	33·7	12	.....	39·8	32
65·5	.....	.....	.....	.....	.....	19·4	14·5	16·6	37·9	34·6	12	37·5	40·3	33
64·8	.....	25	15	.....	20	19·3	13·7	16·7	38·7	35	12	.....	40·3	34
65·2	19	25·3	22	.....	24	20·5	14·2	15·9	37·9	33·3	12	.....	40·4	35
62·2	.....	.....	.....	.....	.....	19	13·7	15·7	34·4	29	12	.....	39·8	36
64·1	.....	27·5	24	18	20	19·3	14·2	15·8	35·7	31	12	.....	40	37
65·4	16·2	23	18	19·5	18	18·3	14·6	16·6	38	34·6	12	.....	39·9	38
64·9	13	25	23	.....	.....	18·7	13	15·6	36·4	31·3	12	39	40·5	39
64·3	.....	.....	.....	19	15	19·1	14·3	16·5	38·2	31	12	.....	39·5	40
64·2	16·5	25·5	22·5	18	.....	18·4	13·7	16·1	39·3	34	13	38	39·2	41
66·1	.....	25	25	20	19	20	14·7	16·1	40·1	36·5	12	.....	40·7	42
61·9	.....	.....	.....	.....	.....	21·1	12·7	15·5	36·6	34	12	.....	40	43
63·7	.....	.....	.....	20	22	20·8	13·3	16	45·4	.....	13	.....	39·7	44
63·9	.....	25	.....	.....	.....	20·5	15·2	17·2	42·8	38	13	.....	39·9	45
59·2	.....	.....	.....	20	18	20	13·5	16·3	42·3	38	12	35	38·7	46
62·1	25	26·5	28	20·7	23·5	20·6	14·6	17·1	42·3	37·5	14	.....	38·6	47
63·2	.....	.....	23·5	23	17·5	19·4	14·2	17·2	43·5	38	13	.....	39·3	48
65	.....	.....	19	20	19·5	20·1	13·3	15·6	40	35·7	12	.....	39·8	49
66	.....	25	19·5	18·2	18·3	19·5	14	16·1	42·6	33·4	12	.....	39·6	50
65·4	**18·5**	**30·1**	**21·6**	**23·0**	**19·8**	**20·1**	**14·2**	**17·3**	**34·2**	**28·5**	**10·5**	**35·8**	**39·0**	
67·1	18·5	29·7	18·1	.....	19·5	19·3	14	17·3	37	29·6	11	37·5	38·3	51
63·7	.....	30·5	25	23	20	20·8	14·4	17·3	31·3	27·4	10	34	39·6	52
61·5	**24·8**	**25·8**	**12·5**	**23·3**	**20·5**	**19·1**	**13·9**	**17·2**	**31·4**	**26·3**	**10·8**	**32·0**	**38·0**	
62·7	25·3	25·9	12	25	21·6	18·8	13·6	17·8	33·8	27·6	11	.....	37·7	53
58·7	.....	24	.....	.....	20	19·6	14·7	15·9	31·3	28·3	10	34	39·1	54
61·5	24	26·3	10·5	20	20·3	19	14	17·9	29	23·5	11	33	37·5	55
63	25	26·8	15	25	20	19·1	13·2	17·3	31·5	25·8	11	29	37·7	56
62·7	**23·8**	**27·8**	**14·5**	**24·9**	**24·0**	**18·9**	**12·9**	**17·1**	**31·4**	**25·8**	**10·8**	**28·3**	38·5	
62	25	28·5	.....	25	25	18·7	12	17·4	30·1	24·3	11	.....	37·9	57
62·5	25	27·7	.....	26·3	24	19·3	12	16·6	32·2	26·6	10	.....	39·9	58
61·3	22·7	27·8	18·2	23·3	23	18·3	14	17·7	30·9	24·9	11	26·5	37·9	59
63·5	22·8	26·9	13	.....	25	19·8	13·4	17	34·1	27·9	11	30	38·8	60
64	23·3	28	12·3	25	23·2	18·6	12·9	17	29·6	25·3	11	.....	38·2	61
66·7	**18·6**	**25·1**	**14·3**	25·3	23·7	18·5	13·8	**16·5**	**39·0**	**33·6**	**11·7**	**37·5**	**41·5**	
65·7	24·3	27·2	13	27·7	25	17·3	12·7	15·7	33·3	29	10·5a	.....	39·7	62
69	24	28·5	12	26·5	27	20	13·7	19·2	39·8	32	12·5a	35	43	63
67·3	23·5	27·1	.....	25·5	25	19·1	15·5	18·9	40·1	.....	12·5a	35	40·7	64
65·8	15·3	22	.....	25	21·3	17·5	13·9	15·6	37·7	36	10	40	40·5	65
67·5	15·5	21·9	18	22·8	22·1	16·8	12·7	14·9	37·5	35	10	40	39·6	66
65·3	14·8	24·9	.....	24·3	22	18	14	15·7	41·2	36	13	.....	41·1	67
68·3	16·5	25	.....	.....	.....	21·4	14·2	16	40·4	.....	11a	.....	42·6	68
64·4	15	24·5	.....	25	23·5	18	13·7	15·7	42·2	.....	14·3a	.....	44·8	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables				Beans, common, dry, white, per lb.	Onions, cooking, per lb.
								Tomatoes, choice 2½'s (28 oz.) per tin	Peas, choice, per 16 oz. tin	Corn, choice, per 16 oz. tin	Beans, baked, per 16 oz. tin		
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**26·7**	**6·8a**	**18·5**	**3·8**	**5·3**	**9·2**	**10·0**	**14·0**	**12·4**	**13·9**	**11·2**	**6·4**	**6·8**
Nova Scotia (average)	**27·4**	**7·1**	**19·5**	**4·0**	**5·3**	**9·9**	**9·4**	**15·1**	**12·5**	**15·0**	**11·8**	**6·3**	**6·7**
1—Sydney	26·5	6-7-7·3	19·9	3·9	5·5	9·9	9	14·5	12·3	14	11·9	5·6	6·8
2—New Glasgow	28·3	6-7-7·3	19·5	4	5·2	10	9·1	14·7	12·1	14·5	10·6	5·5	7·3
3—Amherst	25·5	7·3	20	4	5	10	10	14·7	12	15	12·1	6·3	7·4
4—Halifax	28·8	6-7-8	19·9	4·1	5·5	9·6	10·2	14·9	12·4	15·3	12·2	7·1	6·3
5—Windsor	26·6	7·3c	18·1	4	5	9·7	8·7	16	12·7	14·5	11·7	6·8	5·8
6—Truro	28·6	6·7	19·6	4	5·3	9·9	9·3	15·6	13·7	16·4	12·1	6·2	6·6
7—**P.E.I.**—Charlottetown	**27·2**	**7·3**	**19·8**	**4·0**	**5·6**	**10·0**	**9·4**	**14·8**	**14·1**	**14·5**	**11·4**	**6·2**	**10·6**
New Brunswick (average)	**26·7**	**7·5**	**18·7**	**3·9**	**5·3**	**9·7**	**9·6**	**15·0**	**12·8**	**15·1**	**11·7**	**6·2**	**6·7**
8—Moncton	26·9	8	20·4	4·1	5·5	10	10·4	15·1	13·1	15·8	11·9	6·1	5·3
9—Saint John	27·7	6-7·3	19·1	3·7	5·5	9·8	10·3	15	12·4	16·1	12	6·4	7·2
10—Fredericton	26·3	7·3	18	4	5·3	9·6	9·9	14·9	12·7	15·1	12·2	6·5	6·6
11—Bathurst	26	8c	17·4	3·9	5	9·5	7·8	14·8	12·8	13·5	10·8	5·6	7·7
Quebec (average)	**25·4**	**5·4**	**15·7**	**4·0**	**5·2**	**9·7**	**9·5**	**12·7**	**13·1**	**14·2**	**11·5**	**6·2**	**8·0**
12—Quebec	26·3	5-8b	17·1	3·9	5·3	9·4	10·2	13	12·5	14·8	11·8	6·8	7·4
13—Three Rivers	25·2	5·3	14·1	4	5·3	9·9	9·5	13·4	14·2	14·9	12·2	5·9	8·5
14—Sherbrooke	25·8	5·3	14·6	3·9	5·3	9·9	9·8	13·2	13·4	15·7	10·9	6·3	7·2
15—Sorel	25·2	4·7	15·3	3·8	4·6	9·9	8·4	12·4	12·3	14·7	10·8	6·4	7·2
16—St. Hyacinthe	24·6	4	16·5	3·9	5·4	9·9	9·9	12·1	13	12·7	11·2	5·5	9·4
17—St. Johns	25·7	5·3	16·7	4	5·5	9·5	10·1	12·1	14·7	13·5	12·4	6·4	8·8
18—Thetford Mines	25	5·3	14	4·1	5	9·7	8·2	12·6	12·5	13·1	11·4	5·3	7·2
19—Montreal	25·4	5-3-6·7	17·2	4·2	4·9	9·5	9·6	12·3	12·1	13·5	11·6	6	7·3
20—Hull	25·4	5-3-6·7	15·9	4·4	5·2	9·4	9·5	13·1	13·1	14·5	11·3	6·9	8·9
Ontario (average)	**26·7**	**6·3**	**17·2**	**3·5**	**5·1**	**9·0**	**10·3**	**13·6**	**11·7**	**13·4**	**10·8**	**6·0**	**6·1**
21—Ottawa	25·7	6·7	15·8	3·9	5·2	9·1	10·8	13·3	12·3	14·5	11·7	6·6	8·2
22—Brockville	25·4	6	14·1	3·8	4·9	8·8	10·9	13·4	13·3	13	11·5	6·4	7
23—Kingston	25·9	5-3-6·7	16·1	3·7	5·1	9·1	10·2	13·2	11·2	14·7	10·7	6·1	6·3
24—Belleville	25·7	5-3-6·7	15·2	3·4	4·9	8·8	9·8	13·1	11·4	11·4	11·5	6·2	6·8
25—Peterborough	26·6	5-3-6·7	16·7	3·4	5	8·9	10	12·9	11·2	14·3	10·9	5·4	5
26—Oshawa	26·4	5-3-6·7	18·2	3·3	4·9	8·6	10·5	13·6	11·8	14·8	10·1	6·7	5·7
27—Orillia	25·4	6·7	17·4	3·4	5	8·9	10·3	14·1	12	14·5	11·6	6·1	7
28—Toronto	26·6	6·7	18·1	3·5	4·9	8·8	10·1	13·1	11·2	13·5	11·2	6	5·5
29—Niagara Falls	27·6	6	17·4	3·7	4·9	9·3	9·9	13·4	11·3	13·1	10·4	7·2	5·3
30—St. Catharines	26·4	6·7	16·9	3·5	4·7	9·1	9·7	13	11·4	13·9	11·1	7·1	7
31—Hamilton	27·8	6-6·7	16·5	3·4	5·1	8·9	10·5	13·2	11·4	13·1	10·7	5·7	6·3
32—Brantford	28·2	6-6·7	17·5	3·3	5·1	9·1	10·6	13·5	11·2	12·1	9·9	5·9	5·4
33—Galt	27·9	6·7	17·6	3·4	4·9	8·9	10·5	13·9	12·5	13·7	11·6	4·8	5·5
34—Guelph	27·1	6	17	3·2	4·9	8·9	10	13·8	11·2	14·2	9·8	6·1	5·1
35—Kitchener	29·5	6-6·7	17·3	3·3	5	8·7	11	14	11·9	14·5	10·9	5·5	6
36—Woodstock	26	6	16	2·9	4·8	9·1	11	14·1	11·6	12·7	9·5	5·7	6·5
37—Stratford	27·2	5·3	16·2	3·1	5·2	9·3	10·3	13·4	11·5	12·9	11	5·8	4·8
38—London	27·3	6·7	18·2	3·2	5·1	8·7	10·6	13·3	10·9	13·2	10·2	5·9	5·1
39—St. Thomas	28·3	5-3-6·7	20·4	3·5	5·1	8·9	10·2	14·1	11·3	12·5	10·7	5·9	5·2
40—Chatham	27·3	5·3	17·3	3·6	5	8·9	10·4	13·5	11·3	13	9·3	5	4·7
41—Windsor	25·2	5-3-6·7	18·5	3·3	5	8·5	10·3	12·8	10·8	12·9	10·8	5·5	4·3
42—Sarnia	27·6	6	19·4	3·2	5	9·2	9·7	13·8	12·3	13·3	11·4	5·8	5
43—Owen Sound	25·9	6c	16·3	3·3	5	9·4	10	13·5	11·3	12·6	10·7	5	7·3
44—North Bay	28·8	6-6·7	17·3	4·1	5·9	9·6	10·1	14	12·7	13·8	10·6	6·4	7·7
45—Sudbury	26·8	6·7	16·4	3·9	5·7	9·1	9·5	13·4	11·8	13·9	11·3	6·1	5·6
46—Cobalt	28	6·7	16·3	4·1	5·3	9·6	11·3	15	12·4	13	11·7	5·5	5·5
47—Timmins	24·9	7·3	17·5	3·9	5·4	9·6	10·2	13·5	12	14·1	12	5·9	6·2
48—Sault Ste. Marie	24·9	6·7	18·3	3·8	5	9·1	10·4	14·2	12·2	13·7	11·2	7	7·6
49—Port Arthur	25·1	6-6·7	20·8	3·9	5·1	9·3	10·1	13	12	12·9	9·7	5·8	9·1
50—Fort William	26·1	6-6·7	16·5	3·8	5·3	8·8	9·6	13·5	11·7	12·4	10·4	5·9	7·1
Manitoba (average)	**26·1**	**7·0**	**17·6**	**3·8**	**5·4**	**9·2**	**11·0**	**15·0**	**13·0**	**13·5**	**11·5**	**7·0**	**5·3**
51—Winnipeg	26·3	6-4-8	16·9	3·8	5·3	9	11·3	14·5	12·5	13·3	11·3	7	4·9
52—Brandon	25·8	6-4-7·1	18·2	3·8	5·5	9·3	10·7	15·4	13·4	13·7	11·7	6·9	5·7
Saskatchewan (average)	**26·8**	**6·9**	**21·4**	**3·8**	**5·6**	**8·9**	**10·4**	**15·3**	**13·4**	**13·8**	**11·0**	**6·7**	**7·9**
53—Regina	26·8	6-4-7·2	19·7	3·8	6·2	8·9	9·9	15·1	13·7	14·6	11·4	7·3	9·8
54—Prince Albert	27	6·4	21·1	3·8	5·5	8·9	10·4	15·7	13·6	13·9	10·8	7·3	6·8
55—Saskatoon	26·1	7·2	21·3	3·8	5·1	9	11·1	15·3	13·1	13·6	11·1	6·4	6·6
56—Moose Jaw	27·3	7·2	23·6	3·6	5·6	8·9	10	15·2	13·3	13·2	10·7	5·7	8·3
Alberta (average)	**28·4**	**7·8**	**21·1**	**3·9**	**5·6**	**8·8**	**10·3**	**14·8**	**12·9**	**13·7**	**10·4**	**6·9**	**7·3**
57—Medicine Hat	29·2	8	22·3	3·8	5·5	8·8	10·5	14·7	13·2	12·9	9·9	6·6	8·3
58—Drumheller	28·4	7·1-8	21·4	3·9	5·7	8·7	10·5	15·1	13·3	14·7	10·8	7·5	7·9
59—Edmonton	26·9	7-2-8	19·6	3·9	5·5	8·8	9·4	14·6	12·7	14	10·6	7·1	8·3
60—Calgary	29·7	8	19·7	3·7	5·7	8·9	10·6	14·5	12·7	13·3	11·3	6·9	6·9
61—Lethbridge	27·7	8	22·5	4·1	5·5	8·9	10·7	14·9	12·6	13·4	9·4	6·3	5
British Columbia (average)	**27·9**	**9·0**	**22·6**	**4·1**	**5·7**	**9·2**	**9·4**	**14·3**	**13·2**	**14·0**	**11·8**	**8·1**	**7·3**
62—Fernie	26·9	8c	21·7	4·2	5·5	9	10·1	13·8	13·1	12·8	10·2	8·5	7·9
63—Nelson	27	9	23·7	4	6	9	9	14·7	14·3	15·5	16	9	6·7
64—Trail	27·3	9	21·6	4	5·7	9·1	9·7	13·8	13·3	14·2	10·4	8	8·6
65—New Westminster	26·6	9-9·6	22·2	4	5·5	9	7·9	13·9	12·8	14·7	12	7·2	6·1
66—Vancouver	28	9-9·6	22·2	3·9	5·5	9	9	13·8	12·1	13·8	11	6·9	7·2
67—Victoria	29·4	9	22·3	4·2	6·2	9·3	9	14·4	12·6	13·1	11·4	8·1	7·2
68—Nanaimo	29·7	9	22·6	4	5·3	9·4	10·3	14·7	13·5	14·2	11·1	8·3	7·5
69—Prince Rupert	28·4	9-10	24·8	4·4	6	9·7	10	15	13·5	13·9	11·9	8·5	7·1

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF AUGUST, 1941

Potatoes (d)		Apples													
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·420	**33·2**	**23·8**	**15·0**	**12·0**	**17·0**	**15·1**	**10·6**	**32·7**	**37·6**	†	**15·7**	†	**54·8**	
1·123	**26·0**	**21·0**	**14·0**	**13·5**	**16·7**	14·8	**10·6**	**38·0**	**40·6**	**35·1**	**16·0**	**31·7**	**58·1**	
1·174	28·9	.....	13	12·6	15·5	15	12·3	38·9	45·4	33·8	15·9	31·3	55·6	1
1·011	24·7	.....	15	15·4	16·5	16	10·3	39·2	40·3	35	15·4	32	49·7	2
.....	20·7	.....	.....	14·3	16·4	12	10	37	41·8	35	15·5	33·7	60	3
1·472	30·4	19·5	.....	13·3	18·3	16·7	10·5	35·6	37·8	34·7	16·3	31·9	58·5	4
·90	23	22·5	.....	12·5	16·7	14	9·3	38·5	41·9	36	15	30	63·8	5
1·06	28·1	.....	.....	12·9	16·7	15	11·3	38·6	36·3	36·2	18·1	31·2	60·8	6
·764	**18·5**	.....	**14·0**	**13·1**	**17·5**	**14·7**	**9·5**	**39·5**	**53·8**	**35·1**	**16·8**	**31·5**	**58·4**	7
1·113	**28·1**	**22·5**	**15·5**	**12·1**	**16·4**	**14·8**	**10·0**	**37·9**	**40·6**	**35·1**	**15·7**	**32·7**	**56·5**	
·961	23·3	.....	13	13·7	16·7	15·5	9·8	37·4	39·3	35·5	16	32·9	58·6	8
1·059	24·4	.....	18	12	15·8	14	9·9	37·3	40·6	35·8	15·5	32·4	59·4	9
1·563	40	22·5	.....	11·7	16·3	15	9·7	35·7	44·4	35	15·3	32·8	59·5	10
·867	24·8	.....	.....	11	16·7	.....	10·5	41·3	38	34·2	15·8	32·7	49	11
1·148	**26·9**	**29·9**	**13·5**	**12·2**	**17·2**	**14·7**	**9·2**	**33·3**	**37·8**	**32·8**	**15·3**	**31·3**	**54·5**	
1·123	27·6	.....	.....	13·2	17·5	15·5	9·7	34·5	38·2	31·8	16·5	30	56·7	12
1·187	27·2	28·7	.....	11·8	16·5	14·3	9·2	31·9	39·2	33·7	15·8	31·1	54·2	13
1·124	26·6	35	12	12·5	17·6	14·9	8·3	30·9	34·5	33·9	16·1	31·2	54·9	14
1·196	30·2	.....	.....	12·1	15·8	13·1	9·7	35·6	41·4	33·5	14·7	30·2	56·2	15
1·191	27·3	29	.....	11·8	17·9	13·7	8·8	37·2	39·4	32·9	15	31·4	54·5	16
1·10	23·5	.....	.....	13·1	16·8	16	9·8	34·1	36·3	33·3	14·4	32·4	53·7	17
1·178	27·4	.....	.....	12	18·8	14·3	8·8	34·3	43	31·9	15·5	33·4	51·9	18
1·036	25·7	29·3	15	11·6	17·2	14·2	9·7	31·7	33·9	31·5	14·9	30·3	54·3	19
1·199	26·2	27·5	.....	12·1	16·3	15·9	8·9	29·3	34·3	32·6	15	31·8	53·9	20
1·535	**36·3**	**22·9**	**14·0**	**11·8**	**16·9**	**15·3**	**9·7**	**31·8**	**36·5**	**32·8**	**15·1**	**29·2**	**53·5**	
1·295	30·2	28·2	.....	11·5	16·5	16·2	9·3	31	35·2	33·1	15·1	29·7	54·1	21
1·25	28·3	30	.....	11·8	18	15·1	10	31·3	39·8	33·5	14·8	27·9	51·6	22
1·646	39·1	25	12·5	11·6	16·6	14·8	9·9	30·7	35·9	32·4	15·2	27·7	53·6	23
1·808	43·7	22·2	10	11·5	16·5	14·4	9·8	30·5	36·4	33	15·4	27·4	52·7	24
1·692	38·8	26·3	.....	10·2	17·5	14·7	9·7	31·6	35	34·7	15·9	28·9	53·3	25
1·571	39·6	20	.....	12·4	17·2	15	9·4	31·8	36	32·3	14·5	28·8	53·2	26
1·70	38·4	30	.....	11·8	14·4	14·9	9·8	28	33·9	33·3	14·7	31·7	53·1	27
1·472	35	19·4	.....	10·9	16·4	14·5	9·3	30·6	33·6	31·5	14·3	28·1	53·3	28
1·63	41	20	.....	10·5	17·9	14·4	10	31·2	37·1	32·4	14·4	30·2	52·5	29
1·475	39·6	25	.....	13·2	17·6	15·2	9·7	31·9	36·2	30·8	14·8	29	54	30
1·554	34·4	21·5	.....	12·1	17·4	14·5	9·6	32·7	33·9	32·1	14·4	27·5	51	31
1·438	33·5	18·5	.....	12·5	15·8	14·9	9·1	32·9	36·4	31·8	14·4	28·9	53·1	32
1·58	37·9	17·5	.....	12·3	16·9	14·9	9·6	32·2	38	30·6	14·5	27·3	53·4	33
1·633	37·1	21·4	.....	11·7	16·3	14·8	9·5	32·1	36·1	32·1	14·8	28	53·8	34
1·487	35·5	19·6	.....	11·7	16·7	15·4	9·4	28·8	36·9	32·2	14·7	29·1	54·1	35
1·32	29	20	.....	12·8	14·7	14·8	8·9	34	37·2	30·6	14·9	28·6	55·5	36
1·335	30·2	20·7	.....	11·1	16·6	14·4	9·1	30·7	37·7	33·2	15·5	29·2	53·9	37
1·355	32	24	.....	12·5	16·9	14·5	9·2	33·1	36·3	31·9	14·8	28·5	53·6	38
1·329	30·4	20	14·3	12·2	17	15	9·1	32·7	37	31	15	28·7	53·3	39
1·225	29	20·8	.....	11·3	17	15·1	8·8	32·7	38	31·2	15·5	29	53·9	40
1·207	26·7	19·5	.....	11·2	16·3	15·1	8·3	29·3	31·6	31·7	14·9	28·2	52·6	41
1·311	30·6	19·4	.....	11·7	16·9	15·9	9·4	33·5	36·2	33·5	15·3	29·7	55	42
1·556	39·7	16·7	.....	11·9	17·3	15	9·7	31·3	37·8	32·3	15	28·7	53·3	43
1·719	43	.....	.....	13·1	17·4	16	9·8	34·5	38·8	35·3	16·5	32·9	54	44
1·458	34·8	.....	.....	11·6	15·8	17·2	10·2	28·7	36·6	33·1	15	29·4	50·7	45
1·825	45·8	.....	17	13	17·3	16	9·7	34·3	36·3	35	16·7	30·7	54·7	46
1·807	44·8	.....	15	12·2	18·6	17·6	10·7	30·5	36·9	35	16·7	30·4	55·7	47
1·591	35·4	19·5	18	12·1	17	15·5	10·7	31·3	36·9	33·6	15·3	29·4	55·7	48
1·894	41·3	29·5	12·5	11·8	18·2	17·7	10·9	35·1	38·3	35·8	14·2	31·4	52·3	49
1·881	43·1	40	.....	10·9	18·2	16·6	11·6	34·5	38·2	34·3	14·3	31·3	52·9	50
1·027	**24·9**	.....	**13·8**	**11·8**	**16·8**	**15·6**	**12·2**	**31·6**	**38·5**	**64·2**	**15·4**	**52·8**	**53·9**	
·967	24·7	.....	12·5	11·6	17·8	15·1	12	31·1	39·1	64·1	14·5	52·1	53·2	51
1·087	25	.....	15	12	15·7	16	12·3	32·1	37·8	64·2	16·3	53·5	54·6	52
1·823	**39·9**	.....	**14·7**	**12·1**	**16·3**	**15·7**	**12·1**	**31·1**	**40·0**	**67·3**	**16·8**	**54·1**	**58·2**	
1·667	40·5	.....	15	12·2	16·5	14·7	12·5	29·5	36·6	64·8	15·3	54	57·2	53
1·795	38·6	.....	15	13	16·9	16·7	11·8	33·3	44·4	69·9	18·4	55·1	60	54
1·979	38·8	.....	14·6	11·7	15·8	15·1	12·3	29·6	39·4	68·3	16·3	54·3	59·1	55
1·85	41·7	.....	14	11·4	16	16·1	11·9	32	39·7	66	17	53	56·5	56
1·560	**36·1**	.....	**17·3**	**11·2**	**17·9**	**15·4**	**14·6**	**30·4**	**34·6**	**64·5**	**17·2**	**52·8**	**57·8**	
1·31	32·5	.....	.....	11·2	17·7	15·7	14·3	31·1	33·8	64·4	17·1	57·6	57·6	57
1·69	39·8	.....	17	10·6	17·9	16	15·9	31·6	35	65·9	17·6	54·1	61·1	58
1·661	34·1	.....	15	11·5	17·7	14·8	14·6	31·7	36·9	63·4	16·4	49·4	56·1	59
1·365	35	.....	20	11	17·6	15·2	13·9	27	35·3	63·8	17·1	50·2	56·5	60
1·673	38·9	.....	.....	11·6	18·8	15·4	14·5	30·5	32·2	64·8	17·6	52·8	57·6	61
1·522	**35·5**	.....	**17·0**	**11·2**	**17·8**	**14·3**	**12·7**	**30·3**	**36·6**	**62·9**	**16·4**	**50·8**	**52·7**	
1·71	40	.....	.....	12·5	17·1	15·4	15	32·4	36	65	17·9	56·2	56·7	62
1·39	34·3	.....	.....	12·2	19	15	14	30	40	66·3	19	56·3	58·3	63
1·50	34·9	.....	.....	11·6	18·6	14·9	13·4	32·3	35·5	64·1	18	56·3	52·1	64
1·475	31·1	.....	17	9·7	17·6	13·4	11·2	27	34	60·4	14·8	47	53·2	65
1·467	31	.....	16	10·1	15·9	13·1	10·7	26·5	32·9	57·7	15	46·1	50·3	66
1·438	36·1	.....	.....	10·7	17·5	13·1	11·8	31·6	38·4	62·1	14·8	45·7	50·3	67
1·43	36	.....	15	11·3	18·2	14·1	11·9	30	38·2	63·5	15·4	47·6	48·6	68
1·766	40·4	.....	20	11·5	18·3	15·1	13·6	32·3	37·9	63·9	16·3	51·4	52	69

†Ontario and east, 32 ounce jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ¼ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ¼ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**8·6**	**8·4**	**47·5**	**75·5**	**19·4**	**16·0**	**4·3**	**12·6**	**5·1**	**16·080b**	**10·323**
Nova Scotia (average)	**8·5**	**8·2**	**56·2**	**73·5**	**19·4**	**10·0**	**4·4**	**12·6**	**5·2**	**17·003**	**8·330**
1—Sydney	8·5	8·2	53·7	73·6	20·4	10	3·8	12	5	.....	7·15- 7·50s
2—New Glasgow	8·4	8·4	59	73·5	21·5	10	4·4	13·4	5·1	.....	6·95- 7·20s
3—Amherst	8·3	8	55·2	73·5	17·3	.....	4·6	12·2	5·6	.....	7·00- 9·25
4—Halifax	8·7	8·3	54·3	73·9	21·3	.....	4·9	13·3	5·2	17·00	9·00-10·75
5—Windsor	8·6	8·4	57·5	73·7	17·3	.....	3·8	12	5	.....	.....
6—Truro	8·4	8·1	57·3	72·8	18·4	.....	4·8	12·6	5·3	.....	8·00-10·50
7—**P.E.I.**—Charlottetown	**8·7**	**8·2**	**57·8**	**73·1**	**18·6**	**15·0**	**3·9**	**13·3**	**5·1**	**17·400**	**9·650-10·150**
New Brunswick (average)	**8·6**	**8·4**	**54·3**	**73·3**	**18·1**	**10·0**	**4·3**	**12·4**	**5·2**	**16·500**	**10·563**
8—Moncton	9	8·5	57·4	73·9	19·6	10	4·5	12·7	5·3	g	10·00-10·50g
9—Saint John	8·4	8·1	52·1	76·5	18·1	10	4·7	12·4	5·1	16·50	11·50-12·50
10—Fredericton	8·5	8·4	55·7	72·1	18·2	.....	3·6	12·4	5·3	.....	10·00-11·00
11—Bathurst	8·6	8·5	52	70·8	16·5	.....	4·5	12·2	5	.....	9·50
Quebec (average)	**8·1**	**7·8**	**47·5**	**81·3**	**20·0**	**15·0**	**4·2**	**11·7**	**5·0**	***16·031**	***9·972**
*12—Quebec	8·1	7·8	46·9	83·7	20·4	15	4·2	13	5·3	15·50	10·50
*13—Three Rivers	8·4	7·9	48·3	82·9	21	.....	4·5	11·9	5·1	15·50	8·50- 8·75
*14—Sherbrooke	8	7·9	42·9	77·2	20·3	15	4·3	11·2	5·1	16·50	10·00-11·75
*15—Sorel	7·9	7·6	48·9	82	18·7	.....	3·8	10·2	4·6	15·50-15·75	9·00
*16—St. Hyacinthe	7·9	7·7	48·1	82	18·7	.....	4·8	11·3	5·1	15·25	9·25-11·75
*17—St. Johns	7·9	7·8	46·2	83·9	20·1	.....	4·3	12·1	5·1	15·00	9·50-10·50
*18—Thetford Mines	8	7·6	50·7	76·8	19·1	15	4·2	12·4	4·9	18·00	11·00
*19—Montreal	7·9	7·7	48·3	82·3	19·4	15	3·8	11·3	5	16·50	8·00- 8·50
*20—Hull	8·4	8	46·9	81	22·6	.....	4·2	12·3	5·1	16·40	11·00
Ontario (average)	**8·5**	**8·4**	**46·6**	**77·3**	**19·4**	**13·5**	**4·2**	**12·3**	**5·1**	**15·876**	**11·749**
21—Ottawa	8·3	8·1	45·1	74·5	19·4	13·5	4·4	11·3	5·1	16·40	11·00
22—Brockville	8·2	8	44·3	75·9	20·5	.....	3·9	10·6	4·9	15·00	8·50- 9·00
23—Kingston	8·1	7·9	46·9	75·3	18·5	13	4·4	12·2	5·3	15·50	8·50- 8·75
24—Belleville	8·5	8·3	47·9	76·4	18·7	10	4·3	12·3	5·4	16·00	10·50-14·00d
25—Peterborough	8·5	8·3	50·1	80·6	19·4	12	4·6	12·4	5·1	16·25	11·50-14·25d
26—Oshawa	8·5	8·3	50	76·7	18·9	12	3·7	11·7	5·2	15·50	9·50-13·50d
27—Orillia	8·6	8·6	48·6	78·1	20·6	.....	4·3	11·3	5	16·50	11·25-14 00d
28—Toronto	8·2	8	48·4	78·3	17·7	11	4·2	11·8	5	14·00	11·50
29—Niagara Falls	8·7	8·6	45·8	76·9	21·1	.....	4·2	12·7	5·1	14 00-14·75g	8·00-10·00g
30—St. Catharines	8·7	8·4	43·3	79·9	19·9	11·3	4·2	12·3	5	15·25g	8·50-13·75g
31—Hamilton	8·3	8·2	43·1	78·8	19·2	10	4·4	12·3	5·1	14·50	10·25-11·25
32—Brantford	8·3	8·2	51·4	78·3	19	13	4	11·2	5·1	15·50	9·50-13·25d
33—Galt	8·7	8·5	46·5	77·4	18·3	10	4·1	11·9	4·9	15·50	10·50-13·50d
34—Guelph	8·5	8·5	44·1	75·3	17·3	.....	3·8	11·9	5	15·50	10·50 13·00d
35—Kitchener	8·7	8·5	42	81·4	20·1	.....	3·8	12·3	5	16·00	11·00-13·50d
36—Woodstock	8·6	8·6	48·2	78·6	17·4	.....	4·2	12·6	5	15·50	10·00-13·50d
37—Stratford	8·8	8·7	46·7	77·9	19	.....	4·1	12·9	5·3	14·50	12·50d
38—London	8·4	8·2	47·6	79·7	17·3	11	3·9	11·9	5·1	16·00g	12·00-13·50d
39—St. Thomas	8·5	8·4	48·7	77·6	19·2	14·3	3·9	11·7	5·2	15·50g	12·00-13·00d
40—Chatham	8·7	8·4	46·9	76·5	16·9	.....	4·2	11·4	5	15·50g	9·50-12·50g
41—Windsor	8·4	8·2	41·1	73·5	18·5	15	3·6	11·1	4·9	16·00g	10·50-12·50g
42—Sarnia	8·7	8·5	49	81	18·1	.....	4·6	13·3	5·2	16·00	9·75-11·00
43—Owen Sound	8·2	8·1	53·1	79·5	20·1	.....	4·6	12·3	5·1	16·00	9·50-10·00
44—North Bay	8·9	8·7	55·3	79·5	22·4	.....	4·5	13·7	4·9	17·00	14·50
45—Sudbury	8·6	8·4	42·4	73·6	20·3	15	3·9	13·4	5·1	17·25	11·50-15·00
46—Cobalt	8·7	8·7	44	76·3	21·7	.....	4·5	13	5·5	18·25	13·00d
47—Timmins	8·8	8·5	43·4	76·3	22	18	4·5	14·3	5	19·00	12·50-16·50d
48—Sault Ste. Marie	8·6	8·5	46	75·6	19·7	16·3	4·1	13·5	4·9	16·00	9·50-12·25d
49—Port Arthur	8·2	8·1	45·2	74	20·4	20	4·3	13·2	5·1	16·00	12·35-14·50d
50—Fort William	8·5	8·3	41·6	74·1	19·9	18	4	11·9	5	16·00	12·35-14·50d
Manitoba (average)	**9·2**	**9·1**	**43·4**	**69·9**	**18·4**	**15·0**	**4·2**	**13·1**	**5·2**	**20 000**	**9·050**
51—Winnipeg	9·1	9·1	42·2	70·5	17·5	15	4·3	12·5	5·3	20·00	6·25-13·75h
52—Brandon	9·2	9	44·6	69·2	19·2	15	4·1	13·7	5	.....	5·00-11·20h
Saskatchewan (average)	**9·4**	**9·5**	**43·4**	**71·2**	**20·7**	**19·5a**	**4·3**	**14·2**	**5·0**	.....	**8·469**
53—Regina	9·1	9·6	41·7	72·3	19·5	15	3	13·6	5·1	.....	5·25-12·50h
54—Prince Albert	9·7	9·5	42·3	73·6	22·5	22·5	5·1	14·3	5	.....	8·75- 9·75h
55—Saskatoon	9·2	9·4	44·7	70·3	19·9	20·6	4·1	13·8	4·9	.....	7·25- 9·60h
56—Moose Jaw	9·5	9·5	45	68·5	21	20	5	15	5	.....	5·25- 9·40h
Alberta (average)	**9·2**	**9·2**	**43·9**	**71·8**	**18·7**	**18·7a**	**4·2**	**14·1**	**5·0**	.....	**5·031**
57—Medicine Hat	9·3	9·1	43·2	69·9	17·5	.....	3·9	14·4	5	g	g
58—Drumheller	9	8·9	43·1	71	22	20	4·9	14·6	5	.....	4·25- 5·25h
59—Edmonton	9·1	9·2	45·7	71·5	18·1	15	4·5	13·3	5	g	3·00- 4·50h
60—Calgary	8·9	9·3	43·7	71·2	17·9	21	3·8	13·7	5	g	6·50- 7·25h
61—Lethbridge	9·5	9·6	44	75·3	17·8	.....	4·1	14·5	5	.....	4·50- 5·00h
British Columbia (average)	**8·6**	**8·4**	**45·3**	**71·3**	**19·9**	**23·6a**	**4·7**	**13·3**	**5·2**	.....	**10·460**
62—Fernie	9·1	9	45·3	71·8	16·4	.....	4·7	14·2	5	.....	.....
63—Nelson	9·3	8·7	48·7	71·7	21	25	5	14·3	5	.....	9·50-11·00
64—Trail	8·8	8·7	44·3	69·7	20	25	5·4	14·3	5	.....	9·00-10·00
65—New Westminster	8	7·9	41·8	70	19·6	24	3·7	12·2	5·7	.....	10·00-11·50
66—Vancouver	8	7·8	41	70·8	19·3	18	4·5	11·7	5	.....	10·00 11·50
67—Victoria	8·9	8·4	48·3	69·9	22·3	20	4·1	12·5	5·6	.....	9·25-10·75
68—Nanaimo	8·3	8·1	46·6	71·1	20·5	28	5·1	13·1	5	.....	7·47- 7·97s
69—Prince Rupert	8·7	8·6	46·3	75	20·4	25	5	14	5	.....	13·00-15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated p. Six-roomed houses not extensively occupied by workingmen, but some at $35-$50, according to condition and con- month, semi-modern $10-$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax of 2 per cent

AND RENTALS IN CANADA AT THE BEGINNING OF AUGUST, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·278	10·708	12·754	7·849	9·222	7·738	28·1	9·7	25·235	18·590	
10·675	6·667	7·833	5·500	6·333	6·167	30·0	9·8	21·333	15·333	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·5	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00	30	9·9	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·7	15·00–19·00	10·00–16·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	.....	9·9	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·9	18·00–25·00	14·00–18·00	5
10·75–11·00	.....	.....	.....	.....	.....	.....	9·9	18·00–25·00	15·00–17·00	6
12·250	8·500	10·000	6·000	7·000	7·500c	19·6	9·6	19·00–25·00	12·00–16·00	7
13·125	8·000	10·750	6·000	7·000	7·500	28·8	9·7	24·125	17·375	
12·00g	8·00g	9·00–10·00g	6·00g	7·00g	g	31g	9·9	20·00–32·00	15·00–20·00	8
13·50	8·00	12·00	6·00	7·00	7·00– 8·00	26·5	9·7	18·00–27·00	16·00–20·00	9
13·00	.....	.....	.....	.....	.....	.....	9·7	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	9·5	23·00	16·00	11
*13·250	*11·659	*12·317	*8·237	*9·125	*9·650	26·3	9·1	23·556	17·250	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·5	23·00–33·00	.....	12
13·50	8·00	11·00	6·00	9·00c	7·00c	.....	8·8	23·00–31·00	17·00–23·00	13
12·75	10·00	11·00	8·00	9·00	9·00	25	9·4	23·00–30·00	18·00–25·00	14
13·50	.....	.....	.....	.....	.....	.....	8·9	15·00–19·00	10·00–15·00	15
13·50	12·66c	14·00	8·66c	10·00	10·00	.....	8·7	18·00–25·00	14·00–20·00	16
13·00	11·00	12·00	8·00	9·00	.....	.....	9·1	18·00–26·00	14·00–18·00	17
15·00	.....	8·25	.....	6·00	.....	27	9·2	16·00–22·00	12·00–15·00	18
11·50–12·50	16·00	17·33c	9·00	10·00	10·00–12·00	27	9·1	24·00–34·00	20·00–23·00	19
14·00	9·25–12·00	10·25–13·00	6·00	7·00– 9·00	.....	.....	8·9	18·00–26·00	14·00–18·00	20
13·952	11·643	13·892	9·269	11·031	9·325	26·3	9·5	26·972	20·028	
14·00	11·00–13·00	12·00–14·00	7·00	8·00	9·00–10·00	25	9·4	20·00–30·00	15·00–20·00	21
12·50	.....	.....	.....	.....	.....	.....	9·6	18·00–26·00	15·00–18·00	22
13·50	11·00	12·00	9·00	10·00	10·00–12·00	25	9·2	20·00–28·00	18·00–20·00	23
14·00	10·00	12·00	9·00	10·00	11·00	25	9·4	18·00–28·00	14·00–20·00	24
14·50–15·00	11·00	12·00	6·00	7·00	6·00	22	9·7	22·00–30·00	16·00–20·00	25
14·00	14·00	15·00	11·00	12·00	9·00	20	9·5	25·00–32·50	15·00–22·50	26
14·75	.....	.....	.....	.....	.....	.....	9·8	20·00–27·00	15·00–22·00	27
12·75	14·00	16·00	10·00	12·00	12·00	25	9·1	29·00–40·00	22·00–28·00	28
13·00g	g	g	g	g	g	.....	9·7	20·00–32·00	16·00–24·00	29
13·50g	g	16·00g	g	g	g	25g	9·6	25·00–37·00	20·00–27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	9·1	28·00–36·00	17·00–28·00	31
13·75	.....	15·00	.....	12·00	.....	28	9·2	22·00–32·00	16·00–25·00	32
14·00	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·6	20·00–27·00	15·00–20·00	33
14·00	15·00	16·00	11·00	12·00	.....	.....	9·1	24·00–30·00	18·00–24·00	34
14·00	13·00–16·00	15·00–18·00	11·00	13·00	.....	.....	9·2	22·00–33·00	18·00–23·00	35
13·50	.....	.....	.....	.....	.....	.....	9·5	20·00–28·00	16·00–20·00	36
13·50	14·00	16·00	12·00	14·00	.....	.....	9·6	20·00–26·00	15·00–20·00	37
13·50–14·00g	g	16·00g	g	14·00g	g	25g	9·7	27·00–37·00	22·00–27·00	38
14·00g	g	16·00g	g	11·00–14·00g	8·00–12·00g	25g	9·5	24·00–30·00	18·00–24·00	39
14·00g	g	g	g	g	g	g	9·5	20·00–28·00	15·00–20·00	40
14·00–14·50d	g	16·00–18·00g	g	12·00–14·00g	7·00–10·00g	23g	9·3	25·00–37·00	20·00–27·00	41
13·25–14·25	.....	.....	.....	.....	.....	.....	9·6	20·00–30·00	15·00–22·00	42
13·00	.....	.....	.....	.....	.....	.....	8·8	21·00–26·00	15·00–21·00	43
14·50	.....	.....	.....	.....	.....	.....	9·9	.....	.....	44
15·50–16·50	.....	15·00–15·75c	.....	10·50c	9·75c	30	9·8	30·00–40·00	25·00–30·00	45
.....	.....	10·50	.....	9·00– 9·75	.....	30	10	.....	.....	46
18·50	9·50	10·50	8·50	9·50	.....	35	9·6	p	p	47
11·00	6·50	9·00	.....	.....	6·50	26	9·6	22·00–32·00	16·00–22·00	48
15·50	8·50	9·75	7·50	8·75	.....	30	9·9	23·00–33·00	17·00–23·00	49
15·35	8·00	9·00	7·00	8·00	.....	30	9·6	23·00–33·00	17·00–23·00	50
14·813	.....	.....	8·313	9·038	7·250	31·5	9·7	26·750	19·500	
14·00–15·75	.....	.....	7·00– 9·75	8·00–10·75	7·00– 8·00	35	9·7	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	7·00– 9·50	7·50–10·00	7·00	28	9·7	18·00–26·00	14·00–20·00	52
15·667	.....	.....	6·917	8·763	9·617	28·5	9·9	27·250	20·125	
14·00	.....	.....	7·50– 9·50	8·00– 9·50	9·50	27	10	28·00–37·00	20·00–28·00	53
19·00	.....	.....	4·25– 4·75	5·75– 6·25	.....	30	9·8	22·00–27·00	15·00–22·00	54
.....	.....	.....	6·50– 9·00	7·00–11·00	7·75	29	9·9	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60	11·60	28	9·9	22·00–28·00	17·00–20·00	56
11·500	.....	.....	5·500	6·500	4·167	28·7	10·1	26·125	18·625	
g	g	g	g	g	g	g	10·3	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·4	r	r	58
g	g	g	5·00g	6·00g	g	30g	9·8	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	9·8	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	.....	10·3	22·00–32·00	15·00–22·00	61
10·000	.....	.....	7·344	7·446	4·007	34·2	10·4	23·313	17·688	
.....	.....	.....	.....	.....	.....	.....	10	16·00	14·00	62
10·50	.....	.....	8·00– 8·75	9·50–10·00	.....	40	10·9	20·00–30·00	18·00–20·00	63
.....	.....	.....	7·50– 8·50	8·50– 9·75	.....	40	10·4	27·00–32·00	22·00–25·00	64
10·75	.....	.....	.....	5·00	3·50	30	9·9	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	3·75	30	10·2	22·00–27·00	16·00–22·00	66
8·00	.....	.....	4·50– 5·50	6·20– 7·30c	4·77c	30	10·7	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	.....	.....	10·5	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00	8·00–12·00	.....	35	10·8	20·00–30·00	15·00–20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite
veniences. r. Few six-roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses, $25–$35 per
and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Aug. 1926	Aug. 1929	Aug. 1930	Aug. 1933	Aug. 1937	Aug. 1938	Aug. 1939	Aug. 1940	July 1941	‡Aug 1941
•All commodities	567	64·0	127·4	155·9	97·3	99·1	98·4	83·7	69·5	85·6	76·0	72·3	82·7	91·1	91·9
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	98·6	100·1	75·1	65·9	87·7	66·8	58·7	70·3	78·5	77·9
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	97·8	109·9	92·1	59·7	81·0	76·2	69·7	77·0	93·4	96·8
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	99·7	91·1	79·9	71·2	73·7	67·1	66·5	83·6	92·5	94·6
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·1	94·0	86·6	63·2	77·9	77·3	78·4	91·0	96·5	97·4
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·3	93·8	90·7	85·4	104·5	98·0	97·1	105·7	111·9	111·9
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	100·7	98·5	74·4	68·0	86·3	70·0	69·9	77·0	78·2	78·2
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·2	93·6	90·5	83·3	87·2	86·5	84·1	90·2	96·3	97·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·7	95·3	92·2	81·6	81·8	79·4	77·6	91·0	100·0	100·7
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	98·9	96·3	86·3	72·1	80·6	76·3	72·7	83·7	92·0	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	97·8	103·7	87·2	66·6	82·8	75·5	69·6	78·2	91·6	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	99·5	91·3	85·7	75·9	79·2	76·8	74·7	87·3	92·3	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	99·6	100·2	79·9	66·8	86·8	71·7	66·7	78·0	84·5	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·1	94·9	91·2	84·9	94·6	95·5	94·9	102·0	106·7	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	99·9	100·8	78·6	64·8	85·9	69·1	63·6	75·3	82·0	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·0	99·2	87·8	80·7	95·4	88·5	90·2	97·4	109·0	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	99·9	101·2	76·6	62·1	84·3	65·8	59·1	71·5	77·4	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	98·3	97·0	73·9	65·1	82·7	64·4	57·3	68·7	77·5	.....
B. Animal	105	70·1	129·0	146·0	95·9	97·2	105·4	88·7	61·8	80·4	75·7	71·1	79·4	92·5	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	97·3	109·2	75·7	57·2	84·9	64·1	58·4	62·7	71·7	72·6
II. Marine	16	65·9	111·7	114·1	91·7	100·2	103·0	88·3	65·4	74·2	68·6	66·3	79·1	92·1	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·1	93·8	86·3	63·5	77·6	76·5	78·0	90·8	96·1	.....
IV. Mineral	203	67·9	115·2	134·6	106 4	99·8	93·0	87·3	80·4	90·1	85·8	84·1	91·7	96·2	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	97·6	102·3	77·1	60·9	83·6	67·5	62·8	73·9	82·4	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	99·3	94·5	85·4	71·7	81·9	76·8	72·6	81·6	90·2	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:— weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended August 29, 1941; monthly figures not yet available.

• Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

months of 1941 was about 8 per cent greater than for the same period in 1940. Stocks in storage at August 1 were about 51 millions of pounds, only slightly more than on August 1, 1940. Cheese averaged 26·7 cents per pound at August 1, 25·8 cents for July and 21·5 cents per pound for August, 1939. The price of onions declined in all localities, the average being down from 12·5 cents per pound to 6·8 cents. Potatoes advanced from 29·5 cents for 15 pounds to 33·2 cents. Anthracite coal averaged slightly higher at $16.08 per ton.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of August, 1941: Halifax $18.25; Charlottetown $17.40; Moncton $17; Saint John $16.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; St. Hyacinthe $17; Montreal $17.50; Ottawa $18.50; Kingston $17.50; Peterborough $19.25; Oshawa $17.50; Toronto $16; Hamilton $16.50; Brantford $17.50; Galt $17.50; Cobalt $21.50; Timmins $21.50.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost-of-living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the August issue of the Labour Gazette. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the Labour Gazette. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

Cost of Living.—The *Ministry of Labour Gazette* index number, on the base July, 1914=100, was 199 at July 1, a decrease of ½ of one per cent for the month. Food was 2 per cent lower than at the end of May, due to reductions in the retail prices of eggs and some kinds of fish, although potatoes were slightly higher in price. There were small increases in clothing and in fuel and light prices, while rent and miscellaneous commodities were unchanged.

New Zealand

Wholesale Prices.—The index number of the Census and Statistics Department, on the base 1926-1930=1000, was 1,303 for May, an increase of 0·8 per cent for the month, due to increases in prices of textile manufactures, wood and wood products, animal products, metals and their products and chemicals and manures; there was no change in the "foods, etc. of vegetable origin" group, while there was a slight decline in non-metallic minerals and their products.

Cost of Living.—The index number of the Census and Statistics Department, on the base 1926-1930=1000 was 1,066 for May, an increase of 0·5 per cent for the month. All groups showed a slight increase, except rent which was not calculated for this month.

United States

Wholesale Prices.—The index number of the Bureau of Labour Statistics, on the base 1926=100, was 88·8 for July, an advance of 2 per cent over the June level. This advance was general, extending to all of the ten main groups, of which farm products showed the greatest increase, one of 4·6 per cent.

Cost of Living.—The Bureau of Labour Statistics index number of the cost-of-living of wage earners and lower salaried workers in large cities, on the base 1935-1939=100, was 105·2 at July 15, an increase of 0·6 per cent for the month. Food prices rose 0·8 per cent, clothing 0·9 per cent, rent 0·3 per cent, fuel, electricity and ice, 0·9 per cent, house furnishings 1·8 per cent and miscellaneous commodities 0·4 per cent.

The index number of the National Industrial Conference Board, on the base 1923=100, was 88·9 for July, an increase of 0·6 per cent for the month, and of 3·7 per cent since July, 1940, during which year, food prices have increased 9·9 per cent, housing costs 1·8 per cent, coal 6·2 per cent, men's clothing 1·5 per cent, women's clothing 0·2 per cent.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Ontario Appeal Court Upholds Order Adding Employer as Third Party in Claim for Damages for Death of Workman

With Mr. Justice Masten dissenting, the Ontario Court of Appeal on May 17 dismissed with costs against the Bell Telephone Company its appeal from an order of Mr. Justice Kelly adding it as a party with another company the negligence of whose employee resulted in an accident which caused the death of a telephone lineman and resulted in the claim for damages. The motion had been brought pursuant to the Negligence Act by the defendant Runnymede Iron and Steel Company in an action brought against the latter company by the widow of an employee of the Bell Telephone Company. The workman had been killed by a truck owned by the company coming into contact with a telephone line being erected by the workman.

The Negligence Act, as amended in 1939, provides that

wherever it appears that any person not already a party to an action is or may be wholly or partly responsible for the damages claimed, such person may be added as a party defendant or

may be made a third party to the action upon such terms as may be deemed just.

The liability of the added party can only be determined at the trial and, in the opinion of the Appeal Court, Mr. Justice Kelly was right in not deciding that question of law in Chambers. To justify the addition of the Bell Telephone Company as a party it is necessary to show only that it "is or may be wholly or partly responsible."

Mr. Justice Masten, who would have allowed the appeal, expressed the opinion that as acceptance of compensation under the Workmen's Compensation Act by the plaintiffs precludes the Court from making any finding concerning the liability of his employer, the Bell Telephone Company, there could be no question of apportioning the damages between that company and the Runnymede Iron and Steel Company. If judgment should go against the defendant company, it could still claim contribution from the Bell Telephone Company under the Workmen's Compensation Act provided it could be shown to be also at fault. *Healy v. Runnymede Iron and Steel Company, et al.*, (1941) 3 Dominion Law Reports 325.

Manufacture of Cotton Dresses Subject to Agreement for Dress Industry under Quebec Collective Agreement Act

On July 12, Mr. Justice Savard in the Montreal Superior Court dismissed a writ of prohibition by the two operators of the Ideal Dress Company against the jurisdiction of the Court of Sessions, before which they had been brought by the joint committee for the dress industry in Quebec on charges of (1) failing to post on their factory premises copies of the orders in council setting out the collective agreement governing the industry, and (2) refusing to grant duly authorized representatives of the joint committee access to their premises and pay list. The action also served as a test case for thirteen other companies which had filed identical writs of prohibition.

The plaintiffs contended that their factory could not be included in the dress industry. The term "dresses," they alleged, was commonly accepted to refer to silk articles for street and evening wear. These were not manufactured in their establishment, but rather "Women's Service Apparel": house dresses, smocks, hoovers, aprons, kimonos and nurses' and waitresses' uniforms, all of which were made of cotton or other cheap material and sold at low prices. The manufacture of such articles differed from that of dresses in that different machinery, material and patterns were used, less skilled workers were employed and lower wages paid, and sales were non-seasonal. They did not compete with dresses properly so-called, and the dress manufacturers had never invited the plaintiffs to join their association. The rate of profit was lower, and the plaintiffs could not afford to pay the wage rate established in the dress industry.

Therefore, it was submitted, the orders in council legalizing the collective agreement for the dress industry either did not apply to the plaintiffs' establishment or were *ultra vires* of the Lieutenant-Governor in Council, on whom the Collective Agreement Act bestowed authority to extend the application of agreements throughout a single industry and not to more than one distinct industry.

The Court held, however, that no reasonable distinction could be made between the plaintiffs' products and other dresses. The evidence showed that many establishments produced both types of article, and that machinery, as well as workers, were interchangeable between the two processes. Very few dresses were now made of silk and cotton dresses were commonly used for street wear. Though dresses were of many styles, materials and prices, they were nevertheless all dresses, and could not be classified as different commodities. It was undesirable to multiply industries and so complicate the administration of the Collective Agreement Act.

It was true that the rate of profit was lower on the cheaper dresses, but higher volume compensated for this. If the plaintiffs could not make a profit at the higher wage scale, it was due to mismanagement, since other firms paying the required wages had made profits on the type of article manufactured by the plaintiff. In any case, human rights must be respected, and the Collective Agreement Act was designed to protect the workman from exploitation by assuring him a wage proportional to his effort.

Finally, the Court noted that the Minister of Labour for Quebec had appointed an arbitration committee to consider the extension of the agreement throughout the dress industry, that the plaintiffs had been invited to send representatives, and that they had accepted but had later withdrawn. The orders in council had been issued only after a thorough study had been made by the committee. *Samuel Lupovich et al v. La Cour des Sessions de la Paix, et al.* Montreal Superior Court, July 12, 1941.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] OCTOBER, 1941 [NUMBER 10

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

INDUSTRIAL employment in Canada at the beginning of August continued to show important improvement, according to statements tabulated by the Dominion Bureau of Statistics from 12,577 firms in all lines of industry except agriculture, fishing, hunting and highly specialized business. They employed 1,605,580 workers, a number greater by two p.c. than their July 1 staff of 1,573,490. The index, based on the 1926 average as 100, rose from 157·4 (revised) in the preceding month, to a new all-time high of 160·6 at August 1.

The experience of the years since 1920 indicates that employment usually, though not invariably, gains at midsummer, there being, on the average, a slight increase in the index; the expansion at the beginning of August of the present year was substantially larger than the average gain from July to August in the period, 1921-1940. Accordingly, the seasonally-adjusted index also advanced, standing at 156·3, compared with 154·4 (revised) in the preceding month.

Heightened activity was recorded at the beginning of August in manufacturing, and in many of the non-manufacturing industries; the exceptions were logging and trade, which showed seasonal curtailment, though on a moderate scale.

As already stated, the unadjusted index (based on the average in the calendar year 1926 as 100) stood at 160·6 at August 1, 1941, compared with 157·4 (revised) at July 1, while at August 1 of recent years, the index has been as follows:—1940, 127·9; 1939, 117·5; 1938, 112·1; 1937, 120·0;; 1936, 105·6; 1935, 101·1; 1934, 99·9; 1933, 87·1; 1932. 86·3; 1931, 105·2; 1930, 118·8; 1929, 127·8; 1928, 119·3 and 1927, 110·5.

Unemployment in Trade Unions.—At the beginning of September, 1941, the percentage of unemployment among local trade unions stood at 2·4, in contrast with percentages of 3·5 at the beginning of August and 5·2 at the beginning of September, 1940. The percentage for September was based on returns compiled from 2,095 labour organizations, with a total membership of 312,043.

Employment Office Reports.—Reports received by the Department of Labour from the offices of the Employment Service of Canada during August, 1941, showed that the volume of business, as indicated by the average daily placements effected, was higher than that of the preceding month, but below that of the corresponding period a year ago, farming and logging being the two industries chiefly responsible for the gain under the first comparison and farming and construction and maintenance for the decline under the second. Vacancies in August, 1941, numbered 49,884; applications, 66,494 and placements in regular and casual employment, 46,740.

Prices.—In retail prices the official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 114·7 at the beginning of September, 1941, as compared with 113·7 at the beginning of August, 1941; 106·4 at the beginning of September, 1940; and 100·8 at the beginning of August and September, 1939. The advance between August, 1939 and September, 1941, was 13·8 per cent. The index for September was 5·7 per cent below the average for 1929. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 continued upward, advancing gradually week by week during September. For the week ended September 26 the index was 92·8 as compared with 91·9 for the week ended August 29, and 91·0 for the week ended August 1. Comparative figures on a monthly basis for certain previous dates are 91·8 for August, 1941; 83·1 for September, 1940; and 72·3 for August, 1939. The increase between the month of August, 1939, and the week ending September 26, 1941, was 28·4 per cent.

Business Statistics.—The latest statistics available reflecting industrial conditions in Canada are shown in the table on page 1178. The index of the physical volume of business,

35772—1½

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

		1941			1940		
		September	August	July	September	August	July
Trade, external, aggregate..(1)	$	.....	288,409,726	298,608,198	189,065,024	208,195,431	190,959,406
Imports, merchandise, for consumption.....(1)	$	139,970,168	137,913,470	127,707,343	86,286,828	96,835,858	89,496,233
Exports, Canadian produce..(1)	$	.....	147,939,357	169,684,572	101,439,603	110,548,017	100,782,062
Customs duty collected.....	$	.....	13,253,244	12,871,778	11,090,139	11,197,148	10,491,348
Bank debits to individual accounts.....	$	.....	3,149,790,606	3,241,706,647	2,571,235,762	2,457,706,218	2,622,547,471
Bank notes in circulation....(2)	$	.....	422,014,387	393,207,827	337,844,271	325,938,870	302,763,707
Bank deposits savings.....	$	.....	1,522,186,431	1,488,737,875	1,654,968,286	1,634,403,137	1,612,549,076
Bank loans, commercial, etc...	$	.....	1,152,996,270	1,177,430,527	983,041,761	939,819,822	925,197,994
Railway—							
Car loadings, revenue freight cars.....(3)....		271,552	257,598	246,121	241,829	229,315	220,925
Canadian National Railways, gross earnings.....	$	27,132,153	25,808,928	25,655,442	21,119,220	21,220,188	22,395,032
Operating expenses.....	$	.....	.....	18,179,223	15,048,733	15,350,097	15,984,772
Canadian Pacific Railway, gross earnings.....	$	19,268,000	19,990,000	19,359,000	15,646,000	15,513,000	15,303,000
Canadian Pacific Railway, operating expenses,all lines	$	.....	16,843,505	16,164,034	12,661,299	13,249,285	12,898,586
Steam railways, freight in ton-miles.....		.....	.....	4,256,647,000	3,385,090,000	2,987,351,000	3,259,595,000
Building permits.....	$	12,246,613	12,849,441	12,904,437	10,014,340	11,555,102	11,961,321
Contracts awarded.....(4)	$	30,363,800	36,123,900	31,954,800	52,260,000	40,747,900	29,305,600
Mineral Production—							
Pig iron.....tons		.....	105,795	102,005	105,020	88,885	95,924
Steel ingots and castings.....tons		.....	202,746	197,316	164,575	172,210	169,577
Ferro-alloys.....tons		.....	16,251	17,599	13,147	9,697	9,257
Gold.....ounces		.....	.....	456,600	440,450	466,946	457,330
Coal.....tons		.....	1,356,917	1,186,694	1,342,751	1,398,145	1,253,247
Timber scaled in British Columbia.....bd. ft.		.....	322,543,027	244,098,271	339,400,901	293,937,063	274,705,684
Flour production.....bbls.		.....	1,852,139	2,116,896	1,635,849	1,291,451	1,222,975
Sugar, manufactured.....(5)	lbs.	99,232,363	91,531,291	109,736,695	71,339,245	65,603,276	99,553,443
Footwear production.....pairs		.....	2,965,637	2,883,741	2,484,668	2,382,680	1,861,028
Output of central electric stations, ...k.w.h.		.....	2,640,084,000	2,661,145,000	2,399,678,000	2,500,179,000	2,615,232,000
Sales of insurance.....	$	.....	29,135,000	32,199,000	25,681,000	24,113,000	27,963,000
Newsprint production.....	tons	.....	293,500	293,480	282,320	316,610	332,690
Automobile prod., cars, trucks, etc.		14,496	17,192	24,654	15,495	13,993	14,469
Unemployment percentage (trade union members).....(6)		2·4	3·5	4·1	5·2	6·4	7·6
Employment index.....(11)		.....	**160·6**	**157·4**	**131·6**	**127·9**	**124·7**
Prices, wholesale, index.....(11)		†92·8	**91·8**	**91·1**	**83·1**	**82·7**	**82·4**
Cost of living index.....(12)		**114·7**	**113·7**	**111·9**	**106·4**	**105·9**	**105·6**
Retail sales unadjusted index....(12)		.....	134·0	122·3	113·9	113·2	103·2
Retail sales adjusted index...(5) (12)		.....	146·4	134·7	116·5	119·8	114·5
Wholesale sales.....		.....	156·3	146·6	133·2	123·4	112·8
Common stocks index.....(12)		§70·1	67·8	67·5	75·8	69·3	66·1
Preferred stocks index.....(12)		.....	101·5	98·5	99·1	93·9	89·0
Bond yields Dominion index.....(12)		§95·0	95·4	95·8	98·9	100·0	101·1
National income index.....(9) (12)		.....	**131·2**	**133·2**	**116·7**	**120·2**	**124·9**
Physical Volume of Business Index.....(10) (12)		.....	**141·2**	**138·5**	**130·1**	**128·6**	**120·9**
INDUSTRIAL PRODUCTION.....(12)		.....	156·1	150·2	148·6	143·9	131·9
Mineral production.....(12)		.....	140·9	146·3	124·4	142·3	126·5
Manufacturing.....(12)		.....	163·7	155·1	148·6	143·9	133·8
Construction.....(12)		.....	147·0	133·2	223·0	169·3	130·2
Electric power.....(12)		.....	126·1	130·8	114·0	119·4	128·6
DISTRIBUTION .....(12)		.....	115·6	118·4	98·2	102·3	102·1
Trade employment.....(12)		.....	.....	.....	112·3	110·6	109·9
Carloadings.....(12)		.....	130·6	141·7	107·2	120·0	126·8
Imports.....(12)		.....	182·6	167·3	128·3	141·4	130·6
Exports, excluding gold.....(12)		.....	189·7	212·7	135·5	153·4	139·3

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† For the week ended September 26, 1941.

(1) Excluding gold. (2) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered banks. (3) Figures for four weeks ending September 27, 1941, and corresponding periods. (4) MacLean's Building Review. (5) Sugar production given in periods of four weeks ending September 6, August 9, and July 12, 1941; September 7, August 10, and July 13, 1940. (6) Figures for end of previous month. (8) Adjusted for number of business days and seasonal variations. (9) Tentative computation. (10) Adjusted where necessary for seasonal variation. (11) Base 1926=100. (12) Base 1935-1939=100. § Week ended September 25.

reflecting conditions in mining, manufacturing, construction, electric power, and in distribution of goods advanced about two per cent during August and was at the highest point in the record. The increase as compared with August, 1940, was 9·8 per cent and as compared with the pre-war month of August, 1939, was 29 per cent. The average for the first eight months of 1941 was 12·6 per cent greater than for the corresponding period in 1940.

While the index indicating the volume of mineral production was somewhat lower in August than in July it was higher than any other month during the year.

The index of the volume of manufacturing continued upward in August being about five per cent higher than in July and 14 per cent higher than in August, 1940. For the first eight months of 1941 this index averaged 12·1 per cent higher than in the similar period of 1940. In the last comparison, important increases were, flour production 38 per cent, hog slaughterings 23·7 per cent, leather footwear 20·3 per cent, steel ingots 18·2 per cent, automobiles and trucks 39·7 per cent.

In construction, the figures for contracts awarded and building permits both indicated somewhat greater activity for the industry than in the preceding month. Cumulative figures for the first eight months of 1941 showed the value of contracts awarded at about 284 millions of dollars as compared with 196 millions for the eight months' period in 1940 and 131 millions in 1939.

The output of electric power declined somewhat from that of the previous month but the eight months' production figures were about five per cent higher in 1941 than in 1940.

In the distribution of goods the index of car loadings was considerably lower in August than in July but about eight per cent higher than in August, 1940. For the first eight months of the current year the number of cars of revenue freight was 2,050,224 as compared with 1,803,441 for the similar period in 1940, and 1,535,837 for eight months in 1939. The figures for external trade showed imports higher in August than in July while exports were lower. The eight months' figures showed imports 33·5 per cent higher and exports 35·9 per cent higher in 1941 than in 1940.

Information available for September shows the indexes of wholesale prices, and of the cost of living at higher levels than for the preceding month and substantially higher also than for September, 1940. The number of cars of revenue freight and the earnings of the railroads also showed advances in the same comparisons. The value of contracts awarded was greater in September than in August but smaller than in September, 1940.

Strikes and Lockouts.—The number of disputes recorded for September was 27, involving 10,495 workers, with time loss of 79,896 man working days, as compared with 15 disputes involving 3,057 workers with time loss of 6,476 days in September, 1940.

The more important disputes during September of this year involved automobile parts factory workers at St. Catharines, Ont., metal products workers, beverage dispensers and canning factory workers at Toronto, Ont., woodworkers at Lake Megantic, Que., coal miners at Florence, N.S., and bolt factory workers at Vancouver, B.C.

In September, 1940, the only disputes which caused considerable time loss were those involving artificial silk factory workers at Cornwall, Ont., and embroiderers in dress factories at Montreal, Que.

In August, 1941, there were 33 disputes involving 12,348 workers with time loss of 32,042 days. The most important strikes were those of cotton factory workers at Hamilton, Ont., metal workers at Toronto, Ont., meat packing workers at Kitchener, Ont., and steel workers at Trenton, N.S.

Of the 27 disputes during September, 1941, twenty-three were terminated, four in favour of the employers, six in favour of the workers, and eight by compromise settlements, while five were indefinite in result. Four disputes, involving 711 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Compulsory control of wages and prices in Canada

With the object of halting inflationary tendencies in Canada, the Prime Minister, Right Honourable W. L. Mackenzie King, in a radio address over a national network on October 18, announced the Government's plan of wage and price stabilization to be applied in a compulsory system of economic controls.

In effect, the plan which is embodied in orders in council passed under authority of the War Measures Act provides:

A ceiling on all prices and charges for a wide range of goods and services, effective November 17 at the maximum levels reached in the four-week period from September 15 to October 11 last;

A ban on increases in basic wage rates in industry and commerce and an order to all employers to pay a cost-of-living bonus in accordance with the established Government formula;

Extra acreage payments to Prairie farmers and, for Eastern farmers, free transportation for feed grain and other feeds from the West.

The Prime Minister announced that:

"Henceforward no employer in Canadian industry or commerce may, without permission, increase his present basic wage rates.

"After November 15 every employer will be obliged to pay a bonus in accordance with the terms specified by Government order and to adjust the bonus regularly every three months in accordance with a definite formula."

The control of prices has been vested in the Wartime Prices and Trade Board, while the stabilization of wages has been placed under the authority of a National War Labour Board.

As this extended plan of economic control was announced just as this issue of the LABOUR GAZETTE was going to press, further detailed reference is not possible. However an extended article in the November issue will give full particulars of all orders and regulations issued in connection with the plan.

Industrial Disputes Investigation Act

Ten applications for the establishment of Boards of Conciliation and Investigation were received during the month of September and four boards were established. Three boards submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 1185.

Further extension of Canada's Fair Wages Policy

Canada's Fair Wages Policy has again been amended making the Dominion Government's minimum wage rates applicable to all employees of government contractors and sub-contractors, and not only, as previously, to such employees as are actually engaged on government work.

Effective October 15, this strengthening and extension of the government's minimum wage policy is contained in the provisions of Order in Council (P.C. 7679) and revokes a previous Order issued a few months ago. (LABOUR GAZETTE, July, 1941, pp. 792-93, June, 1941, page 614.)

The new Order, the full text of which is given elsewhere in this issue in the article entitled "Amendment to Canada's Fair Wages Policy," provides that every employee of a government contractor or sub-contractor must receive the minimum wage rates established as follows: 35 cents per hour for male workers aged 18 years or over; 25 cents per hour for female workers aged 18 years or over; and 20 cents per hour for male or female workers under 18 years of age.

Special rates are provided, ranging from 20 cents to 35 cents per hour (after twelve weeks of employment) for male beginners; and from 20 cents to 25 cents per hour (after four weeks of employment) for female beginners.

No permits are required to employ beginners at these rates, unless the quota of beginners exceeds by more than 20 per cent the total number of employees in any establishment, in which case special permits of employment must be obtained from the Minister of Labour.

The prescribed minimum rates are not applicable to workers being trained under an approved plan of apprenticeship, nor to handicapped workers employed by permit at substandard rates of pay.

The Order was passed following consultation with provincial Ministers of Labour, and complaints concerning violations are to be dealt with by the Provincial Departments of Labour Heavy penalties are provided for failure to pay the prescribed minimum wage rates.

Order curtailing production of certain consumer goods in Canada

Acting under the provisions of the Munitions and Supply Act, an order, effective October 1, reduced the domestic production of radios, refrigerators, stoves, vacuum cleaners, and electric washing machines, to 75 per cent of the 1940 output. The curtailment order was issued to the industries concerned by Allan H. Williamson, Controller of Supplies, with the approval of R. C. Berkinshaw, chairman of the Wartime Industries Control Board.

The Controller of Supplies plans to set up advisory committees in each of the industries affected. Thus the industries themselves will cooperate with the controller in the diversion of their output from civilian to war needs. It was emphasized by the Hon. C. D. Howe, Minister of Munitions and Supply that this action is but a part of further studies and steps which will be taken to harness Canadian industry to the ever expanding demands of war.

"A sweeping order of this kind must inevitably result in some disclocation of both labour and industry," the Minister said, "but we are taking all possible steps to reduce it to a minimum. Many industries engaged in manufacturing these non-essential consumer goods already are working on war orders for which additional capacity must immediately be provided. Much of the labour employed is of a highly skilled type which will quickly be absorbed into essential war work.

"It is our hope," Mr. Howe added, "to develop a working basis which will be fair to

all branches of the industries concerned and one which will assure that the burden is distributed equitably."

While the order is aimed at conserving steel, metals, and other materials urgently required for war purposes, it also curtails the trend towards increasing consumer purchasing in Canada, which cannot be allowed to interfere with war production.

Estimates of the types and quantities of material to be conserved under the new regulations are not yet complete, but it is stated that savings of important quantities of steel, copper, brass, aluminum, tinfoil, bakelite, hardwood veneers, and other raw materials will be effected. Since substantial quantities of some of these are imported, a further saving of foreign exchange will result.

The preliminary reduction to 75 per cent of 1940 output will result in the following estimated decreases in the production of consumer goods affected by the new order: Radios, 123,000; electric washing machines, 25,000; electric refrigerators, 13,000; electric stoves, 7,700; gas stoves, 7,700; vacuum cleaners, 10,000.

Curtailment of instalment buying in Canada

Of interest to all consumers in Canada is the recent order of the Wartime Prices and Trade Board, placing drastic restrictions on instalment sales by retail stores and on the operations of lending institutions in respect of instalment credit transactions.

The order, which became effective October 14, is designed to assist in curbing price increases by checking the increasing demand for consumer goods. Details of, and information concerning the operation of this order will be found in the article entitled "Curtailment of Instalment Buying in Canada" commencing on page 1232.

A. W. Crawford, Director General, Labour Relations, Department of Munitions and Supply

Mr. A. W. Crawford has recently been appointed Director General of Labour Relations, Department of Munitions and Supply, following the appointment of Mr. H. B. Chase as Controller of the National Steel Car Corporation (Labour Gazette, September, 1941, page 1035).

Immediately prior to his new appointment Mr. Crawford was loaned by the Ontario Department of Labour to the Federal Department of Labour to assist the Inter-departmental Committee on Labour Co-ordination in matters pertaining to technical education. He is a graduate of the Faculty of Applied Science and Engineering, University of Toronto and served overseas for three years in the first Great War, serving with the Second Division, Signal Corps.

He joined the Department of Soldiers Civil Re-establishment in 1918 and served with that Department until 1920, when he became Director of Technical Education in the Dominion Department of Labour. He held this office for eight years and then transferred to the Labour Department of the Ontario Government as Director of Apprenticeship in November, 1928, and was Provincial Deputy Minister of Labour from 1930 until 1934. Prior to being loaned to the Federal Department of Labour, Mr. Crawford was Chief Enforcement Officer of the Labour Department of the Province of Ontario.

Hon. J. D. Hyndman appointed Rentals Administrator

The Wartime Prices and Trade Board recently announced the appointment of the Hon. J. D. Hyndman as Rentals Administrator, succeeding the Hon. W. M. Martin, K.C., who was appointed to that post in September, 1940, when rents were pegged in certain designated areas at the levels of January 2, 1940. (Labour Gazette, October, 1940, pages 995-96). Hon. Mr. Martin has been appointed Chief Justice of the Supreme Court of the Province of Saskatchewan.

Mr. Justice Hyndman is a former judge of the Appelate Division of the Supreme Court of the Province of Alberta and more recently served as President of the Pension Appeal Court at Ottawa.

As at the end of September, 1941, there were sixty-three rent controlled areas, while during the first nine months of 1941 over 7,500 rentals had been fixed by the local rental committees operating under the Rentals Administration.

Census of research scientists

A complete census of all persons skilled in any field of scientific research in Canada is currently being made by the Wartime Bureau of Technical Personnel. The Bureau was established (Labour Gazette, May, 1941, page 495) under the directorship of E. M. Little to organize the placement of engineers and chemists in war industries and to co-ordinate the training programs of large industrial groups.

Directing the census of research scientists is Dr. David A. Keys, Professor of Physics, McGill University, who will head this new division of the Bureau. The decision to make this survey was taken after consultation with Sir Lawrence Bragg, Liaison Officer between the British Research Council and the National Research Council, and Dr. C. J. Mackenzie,

Acting President of the National Research Council. According to Sir Lawrence Bragg a similar plan carried out in Great Britain has given the authorities and those in charge of war research much assistance.

It is considered that the number of research chemists, physicists, mathematicians and research scientists in Canada, including those associated with universities, government research departments and laboratories, together with persons in industry devoting their time to research, will not be large. This latest survey of manpower will be restricted mainly to university graduates with post-graduate training. Wartime research has given physicists special opportunities and instances could be quoted where, by bringing together research investigators of different types, problems have been solved that otherwise might have proved very difficult.

The Wartime Bureau of Technical Personnel has completed recently a survey of all classes of professional engineers and chemists. In most classifications the demand has exceeded the supply, but the fact that the present occupation of every engineer is known, has made it possible to formulate plans for a further transfer of engineers from less essential to more vital employment.

Conventions of Canadian labour organizations

In this issue of the LABOUR GAZETTE, summaries are given of the proceedings of the conventions of three Canadian labour organizations — the Trades and Labour Congress of Canada, the Canadian Congress of Labour and the Confederation of Catholic Workers of Canada.

The resolutions presented to and adopted by these conventions and the addresses by officials of the organizations, delegates and guests, all reflect the increasing effect of the war on the national economy.

Wartime conference of I.L.O.—Canadian delegation and agenda

The Canadian delegation to the International Labour Conference opening in New York on October 27 was announced by the Minister of Labour, Hon. Norman A. McLarty, to be as follows:

Delegates representing the Government of Canada: Hon. Norman A. McLarty, Minister of Labour, Ottawa; Hon. Leighton McCarthy, His Majesty's Minister for Canada at Washington, D.C.

Alternate Government Delegates: Hon. Peter Heenan, Minister of Labour for Ontario, Toronto; Hon. Edgar Rochette, Minister of Labour for Quebec, Quebec. P.Q.; Dr. Bryce M. Stewart, Ottawa, Deputy Minister of Labour and Canadian Government Member of the Governing Body of the I.L.O.

Delegate representing the Employers of Canada: W. C. Coulter, Toronto, Ontario, President of the Coulter-Copper and Brass Co. Ltd.

Delegate representing the Workers of Canada: Tom Moore, Ottawa, Ontario, President of the Trades and Labour Congress of Canada.

Technical advisers to the Government Delegates: A. R. Mosher, Ottawa, President of the Canadian Congress of Labour; Alfred Charpentier, Montreal, President of the Confederation of Catholic Workers of Canada; Dr. Alfred Rive, First Secretary, Department of External Affairs.

Technical Advisers to the Employers' Delegate: A. R. Goldie, Galt, Ontario, Vice-Chairman, Babcock-Wilcox Company and Goldie-McCulloch, Ltd.; H. W. Macdonnell, Toronto, Ontario, Legal Secretary and Secretary of the Industrial Relations Committee, Canadian Manufacturers Association.

Technical Advisers to the Workers' Delegate: Arthur D'Aoust, Ottawa, Ontario, Secretary-Treasurer of the Trades and Labour Congress of Canada; John W. Bruce, Richmond Hill, Ontario, Canadian Organizer of the United Association of Plumbers and Steamfitters of the United States and Canada.

Observers: Louis Fine, Conciliation Officer, Department of Labour for Ontario, Toronto; James O'Connell Maher, Quebec, P.Q.

Secretary of Delegation: Dr. W. J. Couper, Special Assistant, Department of Labour, Ottawa.

This is the first conference of the International Labour Organization since the war. Before the outbreak of hostilities the Governing Body of the Office unanimously agreed that even in the event of war the Organization should maintain its activities to the fullest extent possible. This policy was received with general approval at the session of the International Labour Conference held in June, 1939, and later expressly endorsed by a large majority of the Governments of Members.

The agenda of the Conference, as decided by the Governing Body, include:

(1) Report of the Acting Director of the International Labour Office. (Summarized elsewhere in this issue.)

(2) Methods of collaboration between the public authorities, workers' organizations and employers' organizations.

Industrial Relations Conference held in Kingston

The Sixth Industrial Relations Conference of the Industrial Relations Section of Queen's University, held September 18-20 at Kingston, brought the largest attendance the Conference has every had. After a welcome by Principal R. C. Wallace, the program consisted of round table discus-

sions started by the following introductory papers:

Labour Supply and National Defence, Pierre Wielbroech, International Labour Organization.

The Nature, Meaning and Consequences of Inflation, F. A. Knox, Queen's University.

The Prevention of Inflation, W. J. Couper, Department of Labour.

The Employer's Responsibilities under the Unemployment Insurance Act, Allon Peebles, Executive Director, Unemployment Insurance Commission.

Dealing with Organized Labour, J. C. Cameron, Queen's University.

Labour Policy, Bryce M. Stewart, Deputy Minister of Labour.

The Proceedings of the Conference are to be published shortly.

Court of Inquiry in Britain on dispute concerning Union Recognition

A dispute between Trent Guns and Cartridges, Limited, and the National Union of General and Municipal Workers over the question of recognition of the Union was referred by the Minister of Labour, after a strike in March last, to a Court of Inquiry under the Industrial Courts Act, 1919. A Court of Inquiry is an *ad hoc* body with full powers of investigation but its recommendations are not legally binding. The chairman of the court was Sir Charles Doughty, K.C., who has been a member of several wages boards in Britain and was frequently called on as a conciliator in industrial disputes during and since the last war. The two other members of the court represented employers and workers.

The female workers of the company were organized following complaints concerning wages and other working conditions. The request of the union for a conference with company representatives was refused and a shop steward dismissed. Intervention by the Minister of Labour failed to bring about a meeting between the parties and on March 27, a second member of the union was dismissed. A strike followed. When the Ministry of Labour was again unable to bring about a joint conference, a Court of Inquiry was appointed, the conclusions of which are published in the *British Ministry of Labour Gazette* for August.

The immediate cause of the dispute was found to be the dismissal of the first union member and the court considered—

that so long as the firm refused to recognize the union it was difficult to see how the girls could have shown their sympathy with the dismissed worker without some form of demonstration such as had occurred. The fundamental cause of the dispute was the stubborn refusal of the Managing Director to have any dealing with any trade unions, and the active steps which he took to prevent, if possible, his workpeople joining the National Union of General and Municipal Workers. The Court strongly regretted the attitude of the Managing Director. The union did, in fact acquire a membership of the overwhelming majority of the workers and the attitude of the Managing Director was bound to lead to a trade dispute with great possibilities of a stoppage of work, just as actually did happen in fact. The almost universal practice and well tried method of recognizing and negotiating with the trade union or unions fairly representing the workers should be adopted in these works, and unless it were adopted the court feared other troubles would arise.

The court appreciated that the Managing Director was quite sincere in his belief that he was entitled to refuse to have any dealings with a trade union, and he claimed that if he liked he was entitled to run his works on non-union lines. The report added that in peace time, if he chose to try to exercise this right and a trade dispute occurred in consequence, the national interest might not be gravely involved. In war time, however strongly individuals might desire to run their works in their own way, it was their duty to their country to fall into line with the vast majority of other good employers and to assist the government in the accepted methods of conciliation.

Measures to alleviate "priorities unemployment" in U.S.A.

Early in September, the United States government took several steps toward spreading defence production work among the small factories of the country in order to prevent or alleviate unemployment arising out of priorities and material shortages, which it has been estimated might reach 2,000,000 by next winter.

According to "Current News" issued weekly by Industrial Relations Counsellors Inc., New York, President Roosevelt by Executive Order, established within the Office of Production Management a contract Distribution Division with broad powers to break up army and navy orders into smaller units, develop programs for converting non-defence factories to the manufacture of arms and to stimulate sub-contracting by holders of large prime contracts.

Another step taken in this program was the release by the War Department of a memorandum to the Army's 815 purchasing offices throughout the country directing them to adopt new procedures designed to rush "relief" defence orders to communities threatened with priorities unemployment; and to set every suitable machine in the country in motion to stock "the arsenal of democracy."

It was also announced that the O.P.M. Labour Division would greatly expand its program for the retraining of civilian goods workers for jobs in defence production factories.

"Priorities Unemployment" in U.S.A. automobile industry

Contemplating the problems of "priorities unemployment" in the automobile industry particularly in Detroit, as a result of the recent order of the United States Office of Production Management curtailing the automobile production by 48·4 per cent in December, following the 26 per cent reduction ordered for the period of July to November, the representatives of management and labour in the industry have collaborated with the O.P.M. in an effort to provide an orderly method of transferring workers from non-defence to defence work. (Labour Gazette, September, 1941, page 1038.)

As a result of this collaboration, it has been agreed that strict seniority will govern the selection of defence workers and that those laid off by their own plants who take defence jobs elsewhere will retain their seniority rights as long as they remain on defence jobs. Workers are not to be hired from outside as long as there are workers in a plant qualified to perform defence work. When it is necessary to employ new men, preference is to be given persons from the locality who have the longest seniority records. Employees loaned or laid off must report back to the companies with which they hold their original seniority if they are called for defence work.

The Michigan Unemployment Compensation Commission is also preparing for the disorganization and mass unemployment that are expected in the automobile industry before the end of January. The commission reports that despite a probable gain of 255 per cent in defence employment by the five big automobile companies between May, 1941, and January, 1942, their total employment in the state is expected to be off as much as 26 per cent, and that a considerable proportion of the workers unemployed in January will still be unemployed in June.

Governor Van Wagoner of Michigan, appearing on September 23 before the House committee investigating defence migratory labour, commented graphically on the dangers of the situation. He prophesied "economic chaos within three months unless drastic action is taken to grant civilian labour and materials priorities in areas which cannot participate in national defence business." Other witnesses urged that the awarding of new defence contracts be speeded up and delivery dates advanced so that the big manufacturers would keep their full forces busy and be forced to "farm out" subsections of contracts to small concerns.

Canada Year Book, 1941

The 1941 edition of the *Canada Year Book*, official statistical annual of the Dominion, has just been issued by the Dominion Bureau of Statistics, Department of Trade and Commerce, under the authorization of the Hon. James A. MacKinnon, Minister of Trade and Commerce.

The *Canada Year Book* contains a thoroughly up-to-date account of the natural resources of the Dominion and their development, the history of the country, its institutions, its demography, the different branches of production, trade, transportation, finance, education, etc.—in brief, a comprehensive study within the limits of a single volume of the social and economic conditions of the Dominion. This new edition has been thoroughly revised throughout and includes in all its chapters the latest available information.

This year, the introduction to the *Canada Year Book* gives a detailed account of Canada's war effort and a review of economic conditions at the time of going to press.

Persons requiring the *Canada Year Book* may obtain it from the King's Printer, Ottawa, as long as the supply lasts, at the price of $1.50 per copy; this covers merely the cost of paper, printing and binding. By a special concession, a limited number of paper-bound copies have been set aside for ministers of religion, bona-fide students and school teachers, who may obtain such copies at the nominal price of 50 cents each but application for these special copies should be directed to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa.

Avoiding Strikes is the title of a pamphlet published by the Bureau of National Affairs, Inc., Washington, D.C. Reprinted from the *Labour Relations Reporter*, the bulletin reports on a study of clauses in 25 collective bargaining agreements designed to prevent stoppages of work and providing for arbitration; methods of selecting arbitrators, types of questions to be arbitrated and penalties for violation.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Dufferin Shipbuilding Company, Limited, Toronto, Ontario, and four groups of its employees, members of the International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (Local 128), the United Brotherhood of Carpenters and Joiners of America (Local 279), the International Brotherhood of Electrical Workers, and the International Union of Operating Engineers (Local 793)

2. Between the Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, Ontario, and its employees, members of Local 2451, Steel Workers Organizing Committee; and

3. Between Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, P.Q., and Fairchild Aircraft, Limited, Longueuil, P.Q., and their employees, members of Montreail Aircraft Lodge 712, International Association of Machinists.

Information concerning the aforementioned reports will be found at the end of this statement.

Applications Received

In the month of September ten applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From production employees of the Aluminum Company of Canada, Limited, Kingston, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute, which arose out of the employees' request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions and also for the reinstatement of an employee alleged to have been dismissed because of his union activities, was said to affect 900 workers directly and an equal number indirectly. As it was not clear that the application was supported by a majority of the employees concerned, a vote was taken under the supervision of officials of the Department of Labour to determine the wishes of the employees with respect to representation for purposes of collective bargaining. The vote revealed that a substantial majority favoured representation by a committee elected by the employees with authority to set up a works council if desired. Accordingly the applicants were notified that in the circumstances a board could not be established.

2. From the Campbell Soup Company, Limited, New Toronto, Ont., employees of the company went on strike on September 6 to obtain increased wages, changes in working conditions and recognition of the Packinghouse Workers Organizing Committee as their representative for purposes of collective bargaining. A settlement was reached with the assistance of the provincial authorities and the strike terminated on September 13. Subsequently the employer's application for the establishment of a board was withdrawn. For further details regarding the strike and settlement reached see the article entitled "Strikes and Lockouts in Canada during September, 1941," appearing elsewhere in this issue.

3. From 400 employees of the Coulter Copper and Brass Company, Limited, Toronto, Ont., members of the United Electrical, Radio and Machine Workers of America. The dispute, which arose out of the employees' request for a union agreement embodying increased rates of pay, wartime cost-of-living bonuses and changes in hours of labour and working conditions, has been referred to the Industrial Disputes Inquiry Commission.

4. From moulders, coremakers, helpers and apprentices in the employ of Manitoba Steel Foundries, Limited, Selkirk, Man., members of Local 174, International Moulders' Union of North America. The dispute, which arose out of the employees' request for wage adjustments and union recognition, was said to affect 43 workers directly and 70 indirectly. With the assistance of an official of the Department of Labour, however, the parties negotiated a settlement of the dispute without recourse to board procedure, and subsequently the application was withdrawn.

5. From certain employees of Mueller, Limited, Sarnia, Ont., members of Local 1091, International Association of Machinists, and Local 84, Metal Polishers, Buffers, Platers and Helpers' International Union. The dispute, which arose out of the employees' request for a union agreement respecting wages and working conditions and also for the reinstatement of a number of employees who had been laid off, was said to affect 350 workers directly and 75 indirectly. Prior to the receipt of the application the dispute had come to the attention of the Department of

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Labour and a departmental official had succeeded in arranging conferences between the parties. As a result of these conferences settlement was reached with respect to all matters in dispute except rates of pay. The latter question has been referred to the Industrial Disputes Inquiry Commission.

6. From approximately 250 checkers, coopers, etc., employed on the Montreal Wharf by various ocean steamship companies. The employees are members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the employers are members of the Shipping Federation of Canada. The dispute, which arose out of the employees' request for the payment of wartime cost-of-living bonuses, has been referred to the Industrial Disputes Inquiry Commission.

7. From linemen, operators and metermen in the employ of the Town of Glace Bay, N.S., members of Local "B" 1089, International Brotherhood of Electrical Workers. Thirteen employees were said to be directly affected by the dispute, which arose out of their request for wage increases and wartime cost-of-living bonuses. As the dispute did not come within the scope of the Industrial Disputes Investigation Act, a board was not established.

8. From approximately 200 asbestos workers, members of Local 95, International Association of Heat and Frost Insulators and Asbestos Workers, in the employ of the Atlas Asbestos Company, Limited, the Canadian Johns-Manville Company, Limited, Robert T. Purves, Limited, and A. C. Wild and Company, all of Toronto, Ont. The dispute, which arose out of the employees' request for union agreements respecting wages, hours of labour and working conditions, has been referred to the Industrial Disputes Inquiry Commission.

9. From telephone workers in the employ of the City of Fort William, Ont., members of Local 339, International Brotherhood of Electrical Workers. The dispute, which arose out of the employees' request for an agreement respecting wages and working conditions and providing for the payment of wartime cost-of-living bonuses, was said to affect 20 workers directly and 60 indirectly. As the dispute did not come within the scope of the Industrial Disputes Investigation Act, a board was not established.

10. From employees of the Canadian Car and Foundry Company, Limited, Turcot works, Montreal, P.Q., members of Montreal Aircraft Lodge 712, International Association of Machinists. Between 400 and 500 workers were said to be directly affected by the dispute, which arose out of their request for a union agreement respecting wages and working conditions. The dispute was referred to the Industrial Disputes Inquiry Commission (see page 1213).

Boards Established

On September 13 a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Pacific Railway Company's British Columbia Coast Steamship Service, and employees in its Steward's Department, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. There being some doubt as to whether the majority of the employees in the Deck and Engineroom Department supported the application for the establishment of a board which was made in March, 1941 (Labour Gazette, April, 1941, page 370), a vote was taken under the supervision of the Department of Labour to determine the wishes of these employees in this matter. The vote showed a substantial majority to be in support of the application made by the union in their behalf, and accordingly the scope of the board's inquiry was subsequently widened to include these groups of employees. The personnel of the board is as follows: the Honourable Mr. Justice Sidney A. Smith, of the Supreme Court of British Columbia, Vancouver, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. A. J. Wickens, K.C., Moose Jaw, Sask., appointed on the nomination of the employees; and Col. R. D. Williams, Vancouver, appointed on the nomination of the employer.

On September 17 a board was established to deal with a dispute between the Dominion Pedding Company, Montreal, P.Q., and its employees, members of Local 302, Upholsterers' International Union (Labour Gazette, July, 1941, pages 737-738, and September, 1941, page 1088) and on the nomination of the employees Mr. Raoul Trepanier, Montreal, was appointed a member of the board. The constitution of the board had not been completed at the end of the month.

On September 29, on the joint request of the parties concerned, a board was established to deal with a dispute between the Speirs Parnell Baking Company, Limited, and the Canada Bread Company, Limited, Winnipeg, Man., and their employees, members of the Legislative Council of Bakery Salesmen and Inside Bakery Employees' Unit, One Big Union (Labour Gazette, September, 1941, page 1042). The personnel of the board is as

follows: the Honourable Mr. Justice W. J. Major, chairman, appointed on the joint recommendation of the other two members; Mr. Edward Armstrong, appointed on the nomination of the employees; and Mr. G. S. Halter, appointed on the nomination of the employers. All three reside in Winnipeg.

On September 29 a board was also established to deal with a dispute between the Canadian Westinghouse Company, Limited, Hamilton, Ont., and its employees, members of Local 504, United Electrical, Radio and Machine Workers of America (Labour Gazette, September, 1941, page 1042, and this issue, page 1212). The personnel of the board is as follows: Mr. H. E. Fuller, K.C., Sarnia, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. David Goldstick, Toronto, Ont., appointed on the nomination of the employees; and Mr. V. A. Sinclair, K.C., also of Toronto, appointed on the nomination of the employer.

Extension of Scope of Board

During the month of August a Board of Conciliation and Investigation was established to deal with a dispute between the Morton Engineering and Dry Dock Company, Limited, Quebec, P.Q., and certain of its employees, members of Local 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (Labour Gazette, September, 1941, page 1042). On September 22 the scope of the board's inquiry was extended to cover a dispute between the company and another group of its employees, members of Local 511, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada.

Board Reconvened

In June, 1941, a unanimous report was received from the Board of Conciliation and Investigation established to deal with a dispute between Martin Transport, Limited, Toronto, Ont., and its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers (Labour Gazette, July, 1941, pages 761-762). In its report the board suggested that if the parties had not reached agreement by October 1, 1941, the board could be reconvened to deal with matters still outstanding. On September 25, having been advised that a settlement had not been effected, the Minister of Labour requested the chairman to reconvene the board. Mr. J. L. Cohen, K.C., finding himself unable to continue to act as a member of the board, resigned on September 29. On the nomination of the employees, Mr. J. D. McNish, K.C., Toronto, was appointed a member of the board in substitution for Mr. Cohen.

Strike after Award

Employees of McKinnon Industries, Limited, St. Catharines, Ont., members of Local 199, United Automobile Workers of America, went on strike September 11 as a result of the breakdown of negotiations following receipt of the report of a Board of Conciliation and Investigation (Labour Gazette, September, 1941, pages 1055-1062). The strike terminated September 27 following mediation by an official of the Department of Labour and it was agreed that negotiations would be resumed.

Other Settlements

An agreement has been reached by National Cartage and Storage, Limited, Winnipeg, Man., and its employees, members of Division 253, Canadian Brotherhood of Railway Employees and Other Transport workers, as a result of negotiations following receipt of the report of a Board of Conciliation and Investigation which dealt with differences between the parties (Labour Gazette, September, 1941, pages 1043-1048. The agreement incorporates the board's recommendations respecting wage increases and the payment of wartime cost-of-living bonuses.

Mediation by officials of the Department of Labour resulted in the termination on September 6 of a strike of employees of Canadian Acme Screw and Gears, Limited, Toronto, Ont., which followed receipt of the report of a Board of Conciliation and Investigation (Labour Gazette, September, 1941, page 1043). It was arranged that the matters in dispute should be the subject of immediate negotiation and, failing a settlement, should be referred to arbitration.

A Board of Conciliation and Investigation was established in August to deal with a dispute between Canadian Potteries, Limited, St. Johns, P.Q., and its employees, members of Local 78, National Brotherhood of Operative Potters (Labour Gazette, September, 1941, page 1042). Subsequently an agreement was reached as a result of further direct negotiations between the parties to the dispute and it was accordingly unnecessary to complete the constitution of the board.

Details of other settlements will be found immediately below in the review of the reports of various Boards of Conciliation and Investigation and in the summary (beginning on page 1210) of the work of the Industrial Disputes Inquiry Commission.

Reports of Board in Disputes between Dufferin Shipbuilding Company, Limited, and Four Groups of Its Employees

The Minister of Labour has received the reports of a Board of Conciliation and Investigation which dealt with disputes between the Dufferin Shipbuilding Company, Limited, Toronto, Ont., and four groups of its employees. In each case the board was unanimous in its findings and the disputes have all been settled as a result of negotiations following receipt of the board's recommendations.

The board was established on May 31 to deal with a dispute between the company and one group of its employees, members of Local 128, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (Labour Gazette, June, 1941, page 620). Subsequently the scope of the board's inquiry was enlarged to cover disputes between the company and three other groups of its employees, members of (1) Local 279, United Brotherhood of Carpenters and Joiners of America, (2) the International Brotherhood of Electrical Workers and (3) Local 793, International Union of Operating Engineers.

The personnel of the board was as follows: His Honour Judge James Parker, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. E. W. Sinfield, appointed on the nomination of the employees; and Mr. D. L. McCarthy, K.C., appointed on the nomination of the employer. All three reside in Toronto.

In each case the principal matter in dispute was the wage scale. The board found that from 1922 until the outbreak of the present war the shipbuilding industry on the Great Lakes was at a standstill and practically ceased to exist as such. For this reason the board was unable to make a satisfactory comparison of present wage rates with those in effect from 1926 to 1940, and therefore, in accordance with the provisions of Order in Council P.C. 7440, it remained for the board to recommend such rates of pay as it might consider to be fair and reasonable. In arriving at its conclusions the board gave careful consideration to the wages paid in comparable trades in the Toronto zone and elsewhere and to the prices of the necessaries of life in Toronto as compared with other localities. The board also studied the nature of the work performed by the employees concerned.

The minimum hourly rates of pay recommended by the board were as follows: 82½ cents for riveters, platers, fitters, caulkers, chippers and welders, 77½ cents for drillers, 72½ cents for burners, 70 cents for holders-on and punch and shear operators, 67½ cents for rivet heaters, 60 cents for bolters-up and reamers and countersinkers, and 50 to 57 cents for helpers, according to experience; 85 cents for carpenters, shipwrights and joiners; 90 cents for electricians, 70 cents for electrical improvers, and 50 cents for electrical helpers; and 82½ cents for operating engineers. The board recommended that these basic rates be effective for the duration of the war from June 1, 1941, and be supplemented by the payment of wartime cost-of-living bonuses. It was further recommended that the parties execute agreements incorporating the board's recommendations.

In addition to the question of wages, the board dealt with several other matters in dispute between the company and the carpenters' group, namely, hours of work and compensation for overtime. The board expressed the opinion that it would be impracticable to establish for any one trade hours of work at variance with those of the other trades in the company's employ, and therefore recommended against reduction of the standard working week for carpenters from 48 to 44 hours. It was also recommended that work should be done on New Year's Day, Labour Day and Christmas Day only in cases of absolute necessity and when done should be paid for at double the regular rate. For work on other public holidays the board recommended payment of the overtime rate of time and one-half.

The board also recommended that the long-range objectives of technical training and apprenticeship be kept constantly in mind, even when expanding labour supply during the emergency period. In this connection the board suggested (1) that apprenticeship and other methods of giving thorough and well-rounded training to young people be maintained so far as possible and re-established as early as possible in cases where they have had to be curtailed for urgent reasons of defence, and (2) that workers who have been rapidly prepared for specialized employment in essential industry be given all possible opportunity to extend their technical training in such a way as to ensure greater future occupational adaptability.

Report of Board in Dispute between Chromium Mining and Smelting Corporation, Limited, and Its Employees

THE Board of Conciliation and Investigation established to deal with a dispute between the Chromium Mining and Smelting Corporation, Limited, Sault Ste. Marie, Ont., and its employees, members of Local 2451, Steel Workers Organizing Committee, has presented its findings to the Minister of Labour.

The personnel of the board was as follows: Mr. H. E. Fuller, K.C., Sarnia, Ont., chairman, appointed in the absence of a joint recommendation from the other two members; Professor G. M. A. Grube, of the University of Toronto, appointed on the nomination of the employees; and Mr. R. L. Kellock, K.C., Toronto, appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Kellock. A minority report was submitted by Professor Grube.

The texts of these reports are printed below.

Report of Board

In the matter of The Industrial Disputes Investigation Act, and in the matter of the Chromium Mining & Smelting Corporation, Limited.

Hearings in this matter were held by the board at Toronto on July 31 and at Sault Ste. Marie on August 13, 14 and 15, 1941. In addition, the board held informal discussions with representatives of the company and the union in an attempt to bring the parties hereto together, but no agreement was arrived at.

From the material submitted to the board it appears that the Chromium Mining & Smelting Corporation, Limited, is a comparatively new corporation, having been incorporated in 1935. Since its incorporation the company has been engaged in the production of Chrome-X, said to be an entirely new product and process not only in Canada but in Europe, as a result of which the operation of the company during the last few years has been largely of an experimental nature. The company has been operating a small plant at Sault Ste. Marie and since the outbreak of the war the whole product of the company is being used directly for war purposes and is shipped entirely in accordance with the directions of the War Priorities Board. In addition to its original production the company at the present time, at the request of the authorities, is manufacturing and shipping direct to the British Government ferro-silicon. The company has to date operated at an extensive loss. It is at the present time engaged in building a new and modern plant at Sault Ste. Marie, which plant is expected to be completed and put in operation shortly. The company employs something over 300 men. Prior to December, 1940, there was in the plant a union, A.F. of L. No. 22200, and in December of 1940 an arrangement was entered into between the company and this union with regard to rates of pay and other working conditions. In or about the first part of June, 1941, the Steel Workers Organizing Committee commenced the formation of a union in this plant with the result that on or about the 10th day of June, 1941, an application was made for the appointment of a Board of Conciliation.

In the application for the establishment of the board made by certain employees of the above company on June 10, 1941, "the nature and cause of dispute, including any claims or demands by either party upon the other to which exception is taken" is set forth in certain clauses numbered (*a*) to (*j*) as follows:

(*a*) Recognition of the Steel Workers Organizing Committee as the sole bargaining agency on behalf of the employees.

(*b*) Revision of wage scale to equal that paid in like industries in the province.

(*c*) Payment of overtime at rate of time and one-half for all time worked in excess of 8 hours in any one day (24 hours).

(*d*) Payment of overtime at rate of time and one-half to all six-day men who may be required to work Sundays.

(*e*) A system of seniority based on efficiency and years of service.

(*f*) Leave of absence for war service, retaining all seniority rights.

(*g*) No employee to be laid off to balance overtime worked.

(*h*) Investigation by the board into silicosis conditions existing in the plant.

(*i*) Proper and adequate welfare rooms, lockers, proper facilities for washing and a report from factory inspector on present layout.

(*j*) That a dust count be taken by a competent person in such matters and a report be made to the board of the dangers to health of such dust. (Requested agreement hereto attached.)

At the first hearing of the board in Toronto, Mr. Ivan J. Campbell appeared as representative of the Steel Workers Organizing Committee, and Mr. Norman W. Byrne, Secretary-treasurer of the company, appeared for the company. Mr. Campbell on behalf of the union filed a brief in support of the union's position on the matters said to be in dispute. The brief filed contained a history of the formation of Local Union No. 2451, and stated

that the cause of the dispute in the plant of the company was due largely to the company not carrying out certain promises made to its employees, represented by A.F. of L. Union Local 22200, in December of 1940, but no details of any of the above matters said to be in dispute were given in the brief nor did it deal in any way with the majority of the items said to be in dispute and appearing in the application by the union for a Board of Conciliation. Mr. Campbell was asked by the board to give in detail all matters in dispute, and he was not prepared at the time to give these details. The hearing was adjourned to be held in Sault Ste. Marie on the 13th of August. At the adjourned hearings held at the Court House in Sault Ste. Marie commencing August 13 the union was represented by Mr. Ivan J. Campbell, District Representative of the S.W.O.C., Mr. William R. Ross, District Representative of the S.W.O.C., and Mr. C. A. Burns, President of Local Union 2451. The company was represented by Mr. Norman W. Byrne, Secretary-Treasurer of the company, Mr. Leo Timmins, President, and Mr. R. O. Denman, Managing Director of the company. During the course of the hearings both parties presented further briefs and evidence of a number of witnesses produced by both parties was taken under oath.

At the hearings before the board items (B) to (J) inclusive were presented first, and it may be convenient to deal with them as they were presented.

Clause (B) of the application reads as follows:—

> "(B) Revision of wage scale to equal that paid in like industries in the province."

The original brief filed with the Board on July 31 by Mr. Campbell contained the following:—

> "The cause of the dispute and of the present labour unrest in the Chromium Mining & Smelting Corporation, Limited, was due largely to the company not carrying out certain promises made to their employees at the time of an application for a Board of Conciliation and Investigation by the members of A.F. of L. Union Local 22200. Although no agreement was entered into between the Chromium Mining & Smelting Corporation, Limited, and the A.F. of L. Local 22200, certain agreements were drawn up by Mr. Compton, representative of Department of Labour and Mr. Noble, representative of A.F. of L., to which it is alleged the company agreed orally. This agreement was not lived up to by the company."

The evidence showed, and this evidence was not disputed in any way, that the agreement referred to was a verbal one made in December, 1940, and provided that the company would pay its employees at a rate of pay comparable to those being paid at Sault Ste. Marie by the Algoma Steel Corporation, which is the largest industry in Sault Ste. Marie and carries on a type of work which to some extent at least is comparable to that carried on by the Chromium Mining & Smelting Corporation, Limited, in so far as the demands made on the workers are concerned. It was stated that the A.F. of L. Local 22200 was not now active at the company's plant, and while this statement was disputed no one appeared before the board acting on behalf of this union. Mr. Campbell was asked to indicate to the board in what respect the promises made in December of 1940 by the company had not been carried out, and eventually Mr. Campbell produced a schedule of rates said to be the rates paid by the Algoma Steel Corporation and stated that the Chromium Mining & Smelting Corporation was not paying these rates and that the basic cause of the complaint of the union was the differences in the wage scale of the Algoma Steel Corporation and the Chromium Company. On being pressed for a statement of the differences complained of as the basic cause of the complaint, Mr. Campbell stated that the union did not know what rates of wages were being paid by the Chromium Mining & Smelting Corporation, except in one or two instances, and that before he could give any statement he would have to have from the company its schedule of wages. On being further questioned, Mr. Campbell admitted that at the time of the application for the board, when it was sworn to that one of the causes of dispute between the employees and the company in this case was a revision of the wage scale, the union did not have information before it to show what the actual wage scale of the company was or what differences there were between the wage scale of the Chromium Mining & Smelting Corporation and that of the Algoma Steel Corporation. The board adjourned to enable Mr. Campbell to prepare a considered statement in detail of the matters which he claimed to be in dispute in so far as they related to Clause (B) of the application for the establishment of the board, and following the adjournment Mr. Campbell filed a statement as follows:—

> "To the Board of Conciliation and Investigation:
>
> Replying to your request for a definite statement on clause (B) of our application, we hereby request a general increase in wages of ten per cent so as to bring the wages paid at the Chromium Mining & Smelting Corporation, Limited, to a reason-

able level with rates paid at the International Nickel Company, a similar industry.

We are hereby submitting a number of occupations and a comparison of the rates paid in these occupations at the Chromium Mining & Smelting Corporation, Limited, and at the International Nickel Company."

To this was appended the list referred to. It was later admitted by Mr. Campbell that the list could not be taken to be accurate with respect to rates paid by the International Nickel Company, and that these rates were based on hearsay. Further evidence heard by the board confirmed the unreliability of these rates.

In filing this statement Mr. Campbell then said that he desired to eliminate the rates paid by the Algoma Steel Corporation from the discussion as that company operated a steel plant whereas the Chromium Company operated a smelter.

Mr. Campbell also stated that it was this difference between the rates paid by the International Nickel and the rates the Chromium Corporation paid which was one of the reassons for the strike vote of the Chromium employees prior to the application for the establishment of the board, and that an increase in wages to the amount of this difference was the minimum demand with which the members of the union would be satisfied at the time of the vote.

Inasmuch as this was the first occasion on which there had been any indication by Mr. Campbell, either in his brief filed on the 31st of July or during the discussion of Clause (B) before the board, that the union was demanding a ten per cent increase in wages or that the wages paid by the International Nickel Company were to be considered, Mr. Campbell was questioned by the Board as to when the decision to demand a ten per cent increase in wages had been arrived at by the union. Mr. Campbell stated that this decision had been arrived at at a duly constituted meeting of the members of the union held at Sault Ste. Marie on the 3rd of June, 1941. When asked if he desired to produce in evidence the minutes, Mr. Campbell first stated that the minutes would be made available to the board if required. When the board indicated its desire to see the minutes Mr. Campbell then stated that he did not have them with him, that they were locked up in the possession of one of the local officers of the union, and that he did not know where he could get in touch with this officer but that he would endeavour to produce the minutes the following morning. The officer of the union referred to by Mr. Campbell was in the Court Room at the time, and when this was pointed out to Mr. Campbell he then stated that the minutes could not be produced without authority from Mr. C. H. Millard, who was stated to be the Regional Director of the C. I. O. in Canada and the Executive Director of the S. W. O. C. As a result, no minute books were produced at this hearing but some time later during the evening, at the request of Mr. Campbell, the board met in a private session and a book was produced which was said to be the minute book of the union. The minutes as produced not only did not bear out Mr. Campbell's statement to the board but indicated that a motion to demand a ten per cent increase in wages was defeated. When this was pointed out to Mr. Campbell his explanation was that during the meeting there were further discussions, the result of which did not appear in the minutes, but during which Mr. Campbell said the representatives of the union were authorized to demand a ten per cent increase in wages. If Mr. Campbell's statement is correct, one would expect that such an important matter as this would have appeared in any minutes of the meeting. A good deal of time was spent by the board in going over in detail the wage schedules of the Chromium Mining & Smelting Corporation, the Algoma Steel Corporation and the International Nickel Company, and carefully considering all the representations made on behalf of the union. The board is of the opinion that the present wage schedule of the Chromium Mining & Smelting Corporation is fair and reasonable and so finds. The board further finds that in December of 1940, the wage schedule of the Chromium Mining & Smelting Corporation was increased and at that date, with the exception of a few minor adjustments made since, was the highest wage schedule of the company since its incorporation. It further finds that the said wage scale is equal to or higher than wages paid in comparable industries during the period 1926 to 1929 or thereafter. The board therefore recommends that subject to the provisions of Order in Council 7440 relating to cost of living bonus there be no increase in wages. The board further finds on the evidence submitted that the agreement referred to in the brief of Mr. Campbell filed on the 31st July as hereinbefore set out between the company and the A. F. of L. Local 22200, and all promises made to its employees by the company in December, 1940, have been carried out by the company.

Clause (*c*) is as follows:—

"(*c*) Payment of over-time at rates of time and one-half for all time worked in excess of 8 hours in any one day (24 hours)."

With regard to this paragraph, Mr. Campbell said that this was usual in smelters and in the

steel industry as a whole and that labour men think this a proper basis of remuneration.

It appears that since December, 1940, this has been in force in the company's plant where employees are on continuous eight-hour shifts. Normal hours of employment are nine hours per day for employees working one day operation, and time and one-half is being paid for time worked in any day in excess of normal hours. It appears that the employees at the time of the agreement in December, 1940, had stipulated for a nine-hour day for day workers. Mr. Campbell did not appear to be aware of this. Mr. Byrne stated that the company is quite willing to pay all employees on an eight-hour day basis but he was satisfied that this was not the wish of the employees. Mr. Campbell did not further refer to this matter and no employee came forward to request the change. In view of this situation the board does not see fit to make any recommendation, and it appears clear that this was not an element in any dispute between the company and its employees at the time of the application for the board.

Clause (*d*) is as follows:—

"(*d*) Payment of over-time at rate of time and one-half to all six-day men who may be required to work Sundays."

The company is engaged in the manufacture of material required in the war effort and is a large supplier of the British Government. Large shipments are made by water and at times the company is required by the Government on short notice to prepare shipments for certain boats arriving at Sault Ste Marie at definite times.

Sometimes it is necessary to fill these orders on Sunday. In such cases it appears from the evidence that the practice has been that the men may volunteer to work on Sunday but such men are not obligated to report for work and are not penalized if they do not come. Sunday work is also called for the purpose of making repairs and in these cases also there is no obligation on the men to come. It was stated, and not contradicted, that the men liked the opportunity of earning the extra money. Under these circumstances the board finds that there was in fact no dispute between the company and the employees with regard to this item, and the board recommends that there be no change from the existing practice in this regard.

Clause (*e*) is as follows:—

"(*e*) A system of seniority based on efficiency and years of service."

The evidence indicated, and it was not contradicted, that the company has a system of seniority based on efficiency and years of service in force and the only suggestion put forward by the union was that contained in the requested agreement attached to the application for the board for the establishment of seniority lists. It was pointed out by the company, and concurred in by the union, that owing to the nature of the company's operations and the comparatively short time it had been in existence, and particularly in view of the changes there will be in the operation of the new plant now under construction, there would be at the present time at least considerable difficulty in the establishing of satisfactory seniority lists. Inasmuch as there was no dispute as to the principles involved, and as the company appeared to be now, as it has in the past, anxious to establish a definite system, the board makes no recommendation on this point.

Clause (*f*) is as follows:—

"(*f*) Leave of absence for war service, retaining all seniority rights."

This matter is governed by P.C. 4758, and no cause of dispute exists under this head.

Clause (*g*) is as follows:—

"(*g*) No employee to be laid off to balance over-time worked."

This has been a regulation of the company for some time and there was no suggestion that it was not being lived up to.

Clause (*h*) reads:—

"(*h*) Investigation by the board into silicosis conditions existing in the plant."

It was not shown that there was any case of silicosis in the plant. Mr. Campbell stated that all he wanted was to be assured that a proper medical examination would be made so as to detect silicosis. It was stated by Mr. Byrne that the company was already doing this. There appears, therefore, to be no dispute under this head.

Clauses (*i*) and (*j*) read as follows:—

"(*i*) Proper and adequate welfare rooms, lockers, proper facilities for washing and a report from factory inspector on present layout.

(*j*) That a dust count be taken by a competent person in such matters and a report be made to the Board of the dangers to health of such dust."

With regard to this, all Mr. Campbell had to say was that if proper facilities did not exist changes should be made.

In the designing of the new plant on which the company is spending some $600,000 it has consulted and taken advantage of suggestions of the Factory Inspector and of the Ontario Department of Health. The new plant is designed to reduce dust to a minimum and

the company, in addition to seeking the suggestions of the departments referred to, has had the assistance of the most expert advice in this field. The new plant includes new locker and wash rooms, a blue print of which was placed before the board and examined by Mr. Campbell. Mr. Campbell filed with the board a written statement dated August 4, 1941, in which the following occurs:—

> "We would like to take this opportunity to commend the company on the plans for their proposed locker room, as in our opinion they are exceptionally good."

While the new plant is under construction the present plant is, of course, subject to inspection by the Factory Inspector who investigates monthly. All these facts were known to the employees at the time of the application for the establishment of this board, and there appears to have been no complaint or dispute between the company and any of its employees under these heads.

The remaining paragraph in the application for the establishment of the board is (*a*), reading as follows:—

> "(*a*) Recognition of the Steel Workers Organizing Committee as the sole bargaining agency on behalf of the employees."

Mr. Campbell stated that the union membership was in the neighbourhood of 240 of the company's employees. The company had 332 men working in the month of July, 1941.

The company does not object and has never objected to membership on the part of its employees in any union. Until recently a considerable number of its employees were members of A.F. of L. Local 22200. On May 7, 1941, there were 126 employees members of this union and on June 4, 98 employees paid their dues to this union through the company. The S.W.O.C. became active in May or the early part of June and the A.F. of L. union appears to have become inactive.

In 1938 the company began the preparation of a code of relations providing for a Works Council whereby employees and the company could discuss and work out mutual problems. This code has been revised from time to time and is about to be submitted to the employees for their consideration, and is said to be an improvement in the existing system of dealing with employees' grievances.

While Mr. Campbell states that the membership of the local union is in the neighbourhood of 240, it was stated that 140 employees have recently signed a written statement to the effect that they did not authorize the calling of a strike nor the application for a Board of Conciliation, and they desired to protest the action taken by the S.W.O.C. in applying for the board. It was also stated that since July 9 last, some 200 employees have signified their desire to have a Works Council established under the ægis of the company. Further, the company took the view that to grant this demand would be to exclude non-union employees from an opportunity of negotiating directly with the company, and the company did not think it should place its non-union employees in such a position. Accordingly, the sole matter in actual dispute at the time of the application for the board was the question of the recognition of this particular union.

The company's position with regard to paragraph (*a*) was as follows:—

1. The company recognizes the right of any employee to join the union of his choice but says that for it to accede to paragraph (*a*) of the application would enable the union to exert pressure upon its non-union employees to become members of the union.

2. The granting of the demand in paragraph (*a*) would be in conflict with the provisions of paragraph 7 of P.C. 2685, as by granting sole bargaining rights to one union having a partial list of members among the employees of a company would interfere with the free right to negotiate of non-union employees or employees who might be members of some other union.

3. The company has no confidence in this particular union, particularly in view of its affiliation with the C.I.O. and the record of the C.I.O. unions both in Canada and in the United States of America, and by reason of the record of this union as shown in the proceedings before the board.

4. The Company has prepared and has in existence a plan for a Works Council which, if put into operation in the plant, would ensure adequate representation on the council of all classes of employees of the company, and also departmental representation.

The company points out that the committee appointed by the union to deal with disputes which might in future arise between the company and its employee is at present, at least, composed of five members, four of whom are employees of the company working in one department, whereas the company has twelve departments.

On the other hand, the union submitted that regardless of the general reputation of either the C.I.O. or the S.W.O.C. in other places, their record in Sault Ste. Marie was such that they were entitled to have confidence imposed in them and they presented evidence from an official of another large industry in Sault Ste. Marie to substantiate this statement. They also took the position that in practice a Grievance Committee of the union

was more satisfactory to the employees than a Works Council, which might be, to some extent at least, controlled or influenced by the company management. They further submitted that inasmuch as the majority of the employees of the company were members of the union, on a proper interpretation of section 7 of P.C. 2685 they were entitled to have an agreement and to be the sole bargaining agency on behalf of all the employees.

The board has carefully considered all the representations made to it and has carefully considered the provisions of Order in Council P.C. 2685. This company undoubtedly is one which comes squarely within the type of industry referred to in the Order in Council. It is an essential industry in wartime engaged entirely in the production of necessary materials for war contracts. Reading the Order in Council in its entirety it is obvious that one of the purposes of the Order in Council is to ensure the continued production of necessary materials for war, at the same time protecting the rights of both employees and employers. In arriving at a construction to be placed on any of the provisions of the Order in Council one cannot lose sight of its main object, and it is certainly apparent that neither the Order in Council nor the Industrial Disputes Investigation Act was passed for the purpose of coercing either the employees or employer. In this case the company obviously has for some time recognized the right of its employees to organize into a trade union, and the company did in fact enter into at least an arrangement with a trade union representing its employees as late as December of 1940. Having entered into that agreement the company had a right to expect that it would be required to live up to the agreement, and it had an equal right to expect that the employees would live up to that agreement. The company did in fact live up to the agreement but in spite of that, in a few short months, an application setting out the complaints hereinbefore listed was made for a Board of Conciliation. According to the evidence submitted to this board, while there were some preliminary negotiations between some employees and the District Representative of the S.W.O.C., the first organization meeting of this particular union was held on the 3rd of June, 1941. There is no evidence as to how many members of the union were present at that meeting, but it is very obvious that at that meeting, without any real knowledge of the facts or without any investigation or demands on the company or communications with the company, the union decided to go on strike unless they received a ten per cent increase in wages. On the 4th of June a letter was written to the company by the District Representative of the S.W.O.C. requesting an interview, and when that letter failed to produce results six days following the writing of the letter an affidavit was sworn to by the President and Financial Secretary of the local union in connection with an application for a Board of Conciliation which states that in the opinion of these gentlemen, failing an adjustment of the dispute referred to in the application, a strike will be declared.

It is to be noted that in the letter to the company of June 4, the District Representative of the S.W.O.C. states that he has been appointed by the majority of the employees as their representative, and further states that on Saturday, May 31, a clear majority of the employees had become members of the Steel Workers Organizing Committee. The minute book produced by Mr. Campbell shows that the first meeting which is designated in the minute book as a provisional meeting of the S.W.O.C. was not held until the 3rd day of June, 1941, and the minutes further show that the membership at that time was in the neighbourhood of 135. The number of men working at the plant at May, 1941, was 333, so that obviously even the first communication from the union to the company evidences a disregard by the union of the existing facts.

In the application are listed the ten causes of dispute or claims hereinbefore referred to. In no case could it be said there was a dispute at the time of the filing of the application. If they are to be referred to as claims or demands there was no justification for any one of them. The question, therefore, for this board to decide is whether or not when certain of the employees of a company have formed themselves into a union, are they entitled to set up in an application for a board a number of matters which are not in dispute with the company, or claims or demands to which they are not entitled according to the merits and substantial justice of the matter, and in that way take advantage of the provisions of the Industrial Disputes Investigation Act and the Orders in Council hereinbefore referred to to require an agreement with the company which would give them the sole bargaining rights on behalf of the employees.

It is the opinion of this board that the steps taken by the union in this case have been a misuse of the provisions of the Industrial Disputes Investigation Act, and the application for a Board of Conciliation was contrary to the spirit and object of the act and was made for one purpose and for one purpose only, that is, an endeavour by such method to further the interests of the union as such.

In the circumstances the board recommends that the demand in Clause "A," that the Steel Workers Organizing Committee be recognized as the sole bargaining agency on behalf of the employees of this company, be not granted. Trade unions have a proper function and properly conducted they may be, in many cases, of great benefit both to employees and to employers, and the board is of the opinion, if this particular union were to perform its function properly, there would in future be no interference with the production of this company, but rather it should promote fuller co-operation between the employers and employees and tend to remove any prejudice that may now exist, but the board does not believe that it is the function of this union to attempt to stir up trouble in this plant or to manufacture claims or disputes for the sole purpose of furthering the interests of the Steel Workers Organizing Committee.

In the obtaining of members for the union, while there was some suggestion that pressure had been employed on some employees to join the union, Mr. Campbell denied this and stated that the union would not, and did not, attempt to obtain members in this way. This is, of course, a very proper attitude.

Certain other matters should be referred to. In Mr. Campbell's original brief the statement is made that the company had made certain changes with regard to wages contrary to section 58 of the Industrial Disputes Investigation Act, and that certain employees had been discharged and changes in working conditions made effective since the application for the board. Subsection 2 of that section provides that neither the employer nor employees shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do, or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute or anything arising out of the dispute.

Dealing with these matters in the order in which they are raised in Mr. Campbell's brief, the first matter is the charge that George Brown was discharged since the application for the board without sufficient reason. Mr. Campbell orally stated his belief that the real reason for the dismissal of Brown was his membership in the S.W.O.C., and he pointed out that the man who dismissed Brown was an officer of the A.F. of L. Union.

The facts with regard to Brown are that he was employed as an electrical helper and was discharged, according to the company's records, for gross negligence on June 20. On that day Brown had been told by the foreman to place a tag on a switch and disconnect a motor. In the meantime the electrician, one F. Lapish, had arrived at the motor which required service, and was disconnecting it. Brown saw Lapish at work and then, by his own admission, walked over to the switch and turned it on. These facts were furnished to the board in a signed statement of the foreman and verified by six other employees. The company's action appears to have been quite justified, and on the above facts Mr. Campbell agreed. It appears that when the complaint was made it was made without any investigation by the union to discover the facts.

The next matter in Mr. Campbell's brief is with regard to one Hector St. Jules, who is one of the signers of the application for the appointment of the board. Mr. Campbell's brief states that this employee was discharged for failing to report on July 1, 1941. Mr. Campbell supplemented this orally by saying that this was the second offence, and according to the company's regulations St. Jules should have received a week's lay-off and not have been discharged.

With regard to St. Jules, the facts appear to be that he was employed on the twelve to eight shift and failed to report on July 1, an unsuccessful attempt having been made to locate him. Due to his failure to report the crew with which he worked had to work one man short until July 3. St. Jules did not report to the plant until July 4, at which time he asked for his time in full, which was granted. It would therefore appear he was not discharged but left the company's employ voluntarily, and on these facts Mr. Campbell agreed there was no ground for complaint. This again appears to be a case where a complaint was made without any investigation by the union to discover the facts.

The next matter complained of is the sending of a notice by the company to the employees to the effect that a grievance form is available to be filled out by an employee having a grievance. In the opinion of the board this does not constitute an alteration of the conditions of employment with respect to wages or hours, and there appears to be nothing in the statute to prevent the company sending out this notice.

The next matter is a complaint with regard to a letter dated July 9, 1941, written by the company's President to the employees. This letter has been produced, and in our opinion contains nothing contrary to section 58 or which the company was not entitled to put before its employees. In fact, Mr. Campbell's brief, while complaining of the letter, does not

take the position that it was contrary to section 58.

Respectfully submitted.

(Sgd.) Harold E. Fuller,
(Sgd.) R. L. Kellock.

To—
The Hon. Norman A. McLarty, K.C.,
Minister of Labour,
Parliament Buildings,
Ottawa, Ontario.

Minority Report

Regarding the dispute between the Chromium Mining and Smelting Corporation, Limited, and its employees, members of the Steel Workers Organizing Committee.

The Hon. Norman A. McLarty,
Minister of Labour, Ottawa.

1. Finding myself in almost complete disagreement with my colleagues on the conciliation board which investigated the dispute at the Chromium Mining and Smelting Corporation plant at Sault Ste. Marie, I beg to submit herewith for your consideration, in the form of a minority report, both my own findings and my reasons for disagreement. In order to do so, it will be best for me to review the proceedings and the matters in dispute as I see them.

2. At the first sitting in Toronto, on July 31, Mr. I. J. Campbell, on behalf of the employees, presented a brief. To this brief was appended a draft of agreement referred to in the brief itself as containing the main requests of the union. The brief itself discusses the nature of the desired grievance committee (pp. 4, 5), which is an integral part of the union recognition, and the draft agreement goes at some detail into this question of recognition (section three), the demands regarding hours and overtime (section four), and the question of seniority, including lists (section five). It also deals with a number of other matters, such as regulations regarding apprenticeship and holidays with pay, etc. The brief as submitted, therefore, deals in some detail with at least five out of the ten demands listed A to J in the original application, namely A. C, D, E, G, and mentions others—some of which were in any case quite clear. When, therefore, the majority report describes the brief submitted as giving no details of any of the matters in dispute, and not attempting to deal in any way with the majority of them, that description is at least inaccurate. The brief was then supplemented orally by the union representative.

3. At this same sitting, on July 31, Mr. Byrne, who appeared on behalf of the company, made no written submission, but confined himself to oral observations. In the course of the discussion, Mr. Campbell was asked to furnish further details of the complaints regarding wages, and he suggested he would be in a better position to deal with this matter in a complete way, if the company submitted its wage schedules. The chairman of the board, with the concurrence of both of the other members, suggested to Mr. Byrne that the company provide Mr. Campbell with the wage schedules of the company between then and August 13, and further that, without prejudice to the question of labour negotiations, the management meet with the union representatives in an attempt to eliminate as many as possible of the causes of complaint listed B to J in the original application—i.e., all except the question of recognition which was to be left for further consideration.

4. The company did not comply with these suggestions, and, when the board met at Sault Ste. Marie on August 13, no progress had been made. The discussions before the Board then proceeded in an attempt to see if any of the items listed B to J could be dealt with by mutual explanations, and agreement reached upon them. In this we made some progress. Specifically, the company promised an investigation into the possibilities of Silicosis and a similar undertaking was given in regard to dust conditions; the company showed the board plans for lockers and washrooms in the new building, which were welcomed by the union representatives; the company was agreeable to the principle that no men should be laid off to balance overtime worked; on leave of absence for war service there was complete agreement, and indeed the point is covered by government regulations; the company also agreed in principle to a system of seniority based on years of service and efficiency, and the possibility of seniority lists being established was left for further consideration.

5. The company's position on most of these matters had been put forward in a letter to their employees following upon the application for a board and dated July 9 (Exhibit 4 to the union's brief). The comparative ease with which some of these matters were disposed of shows the necessity for frequent consultation and co-operation between the management and the workers.

6. It seems clear that the intentions of the company concerning most of these items were not known to most of the employees, before the letter of July 9. The union representatives throughout this discussion showed a complete willingness to reduce the items in disagreement, and the company showed the same reasonable spirit. At this stage there

seemed real hope of a settlement by negotiations.

7. My colleagues, in their majority report, have come to the conclusion that "in no case could it be said that there was a dispute at the time of filing the application." Even concerning the above mentioned items which were cleared up by mutual explanations, such a conclusion seems to me unjustified, and the onus for any misunderstandings there may have been regarding them lies squarely upon the management who persistently refused, not only before the application but even during the sittings of the board, and at the suggestion of the board, to meet with the men's representatives to clear up these matters.

8. In any case, the conclusion that "there was no dispute at the time of the filing of the application" seems completely unjustified in the case of the remaining items on the original list (A to D)—namely union recognition, wages, hours and overtime.

9. *Wages.*—As mentioned in the majority report, the union contended that a verbal agreement made last December in the presence of a representative of the Department of Labour and Mr. Noble, representing the union then active in the plant, namely A. F. of L. local 22200, was not lived up to by the company, particularly in regard to the promise to follow the standards of wages paid at the neighbouring Algoma Steel plant.

10. It should be noted that this agreement or "arrangement" can scarcely be said to have been made "with a trade union". It was never reduced in writing by either of the parties, and the management was apparently unable to produce any written memorandum concerning it. However, it admittedly included the general principle that the wages of Algoma Steel should be followed. This principle, and any other that may have been included, was left to the management to be worked out in practice without further consultation between the parties.

11. Under the circumstances, it was inevitable that this agreement, and the details that were worked out under it, led to further disputes, since nothing that was done, or not done, could be checked with the agreement itself. It is surely clear that, if continued disputes are to be avoided, such an agreement should be made in writing, and that the working out of its general principles should be done in consultation between the parties and set down in writing, so that both parties are fully aware of its terms and their application.

12. Regarding the comparison with Algoma Steel wages the company submitted considerable evidence to show that they had in fact followed the Algoma rates of wages. As far as basic rates are concerned that evidence is convincing. But in certain operating departments the Algoma rates were either higher or the men in the Algoma Steel plant worked on a tonnage basis, but not in the Chromium plant. There was a good deal of discussion on some of these rates, the representatives of the company giving various reasons for the differences, such as less responsibility, differences in actual operations and the like. It is clear that these precise details could not be settled by the board without an exhaustive study of each operation on the spot in both plants, which would have taken much time and an unwarranted expenditure of public money.

13. The matters in dispute here (that there is matter for dispute was clearly established) were obviously of such a nature that they could easily be settled by negotiations between the parties, if such could once be initiated, especially as both sides took a very reasonable attitude. The differences were due in part to the fact that the application of the general principle accepted in the oral agreement had been applied without further consultation. Under all these circumstances, there is here a good case for adjustments in particular categories of work, and the adjustments should be arrived at in consultation between the parties.

14. In discussing the matter, the majority report states "Mr. Campbell stated that the union did not know what rates of wages were being paid by the Chromium Mining and Smelting Corporation, except in one or two instances, and that before he could give any statement he would have to have from the company its schedules of wages", and further that "the union did not have information before it to show what the actual wage scale of the company was, or what differences there were between the wage scale of the Chromium Mining Corporation and that of the Algoma Steel Corporation". I do not think Mr. Campbell made these statements, though his answers to certain questions may have given that impression, and it is at this point that an unfortunate misunderstanding seems to have arisen betwen Mr. Campbell and the majority of the board. The position which I understood him to take was that he had not the complete wage scale of the Chromium plant and that he could present his complaints more precisely after he had received it. As for the "one or two instances", that referred to himself at that moment, I believe. The misunderstanding seems to have arisen from the fact that Mr. Campbell had been led to believe that he would be provided with the wage scale of the Chromium plant when this was made available to the board—indeed the chairman had said as much at the Toronto session —and that he preferred to delay the pres-

entations of his evidence until then. But, when the company presented these figures its representatives asked that this information be kept as confidential, and this request was acceded to by the majority of the board for the time being. Later, the schedules were made available to the union representatives and discussion proceeded on that basis.

15. As the majority report states, the union also brought forward the wage scales of the International Nickel Company at Sudbury. The first mention of International Nickel, however, occurred in discussion in the morning session of August 13, not in the afternoon as stated in the majority report. The demand for a 10 per cent raise was included in an explanatory memorandum submitted by the union that afternoon at the request of the board.

16. Mr. Campbell stated that the 10 per cent demand had been made at a union meeting on June 3. The union representatives voluntarily produced the minutes of that meeting later in the evening. The minutes did confirm that the 10 per cent raise had been discussed at that meeting, though not passed. It appears that this was done at a later meeting. The majority report discusses this at some length.

17. In this connection it may be worth while to point out that when, at a later session of the board, a question came up as to the time when the company's plan for a Workers' Council took definite form, reference was made to certain meetings of the executive and board of directors of the company. It appeared in evidence that no regular minutes were kept of those meetings and therefore they could not be submitted to the board. It is, in my opinion, somewhat perverse to lay so much emphasis on the imperfections of the minutes of the union's meetings and the fact that they kept no minutes of their executive meetings, when no regular minutes are apparently kept by the company of either its executive or board of directors meetings.

18. Furthermore, if the board was of the opinion that what happened at the meeting of June 3 was of vital importance, then the board should have called for further evidence on this point, and established the facts. There were scores of witnesses who could have been called, but the board did not call any. However, the minutes do establish that the question of International Nickel wages and the 10 per cent rates were certainly discussed at the meeting of June 3, and one would naturally expect the subject to be discussed again at executive and other meetings. The subject was, therefore, not suddenly thought of at a later date. And, as mentioned, International Nickel was brought up in discussion in the morning session of August 13.

19. The majority report in commenting upon the union's submission of the International Nickel figures, states "it was later admitted by Mr. Campbell that the list could not be taken to be accurate with respect to rates paid by the International Nickel Company, and that these rates were based on hearsay." While this may be strictly correct, it should be stated in fairness that Mr. Campbell, when submitting this list, made it clear that the rates might not be absolutely accurate in every particular as they were gathered from scattered sources, but that they were substantially correct. On the other hand, while some of the figures were challenged as too high, it was freely admitted that the International Nickel rates were substantially higher than those at the Chromium plant.

20. As for the merits of the demand for a 10 per cent increase, this demand is not in itself unreasonable in view of the nature of the work, and also in view of the fact that a basic labour rate of 46½ cents an hour gives, in a full week, less than the $25 wage recognized as necessary to purchase the necessities of life in calculations of the cost-of-living bonus. Nevertheless, in so far as the recommendations of the board are bound to follow the principles of Order in Council P.C. 7440, it cannot be said that an increase of this amount would be in accordance with its provisions, as the order now stands.

21. One admitted difficulty is that the company is developing new processes, entailing new operations, and that no comparison with any single plant, or indeed with any plants, is completely satisfactory. In a letter sent to each of his employees on July 9, Mr. Leo H. Timmins, the President of the company, stated that "the management is endeavouring to work out some system of pay based on tonnage. This will take some time to work out, particularly in view of the change in operation that will follow completion of construction now in progress."

22. Clearly, in such a fluid state of operation, no final wage schedule could be worked out. It follows that the best way to ensure industrial peace is that these rates be established in consultation between the chosen representatives of both parties, and a procedure established for continued consultation as new problems arise. This the management admits in principle, for the president's letter continues: "These changes will not be adopted, however, until they are approved by representatives of the employees." When such new rates of earnings are being established, the wages paid at the International Nickel plant, as well as those at Algoma Steel, should be used as bases for comparison.

23. *Cost-of-Living Bonus.*—The last increase in wages at the Chromium plant was in December, 1940, when the cost-of-living index stood at 108. The index for August, 1941, calculated on the same basis, stands at 113·7, an increase of 5·7 per cent. All employees are therefore now entitled to a cost-of-living bonus of $1.42 (one dollar and forty two cents) per week.

24. *Overtime.*—The union demands in this respect were two: (*a*) payment of overtime at time and one-half to all six-day men who may be required to work on Sunday; and (*b*) payment of overtime at the rate of time and one-half for all time worked in excess of eight hours in any one day (this latter not applying to recognized shift employees who work two shifts in a twenty-four hour period if eight hours intervene between the shifts worked).

25. As regards Sunday work for six-day men, section 7 of Order in Council P.C. 7440 seems relevant here:—

> "In industries which must operate continuously or which cannot successfully be operated on a three shift basis, arrangements should be made *in any event to allow the workers at least one day's rest in seven,* and such additional days of rest as may be necessary to ensure that a proper proportion of rest hours to work are maintained.
>
> *"Wherever such arrangements are made, payment of overtime rates of pay should be adjusted to meet the conditions in a manner reasonable to both the employers and the employees."*

Section 6 of the same order states:—

> "Under war circumstances the urgent need for increased volume and speed of production is a justification for special provisions covering shifts and hours of work. *This should be brought about by mutual agreement* and should be understood as applying only for the duration of the emergency. The health and safety of the workers to be safeguarded."

26. The present practice at the Chrome plant, according to the evidence, is that when a shipment has to be made in a hurry men are approached individually by the management or foremen and asked whether they will volunteer for work on Sunday. Under these circumstances they are not paid overtime. This system seems unsatisfactory for several reasons. In the first place, the same men may volunteer for Sunday work too often for "health and safety." In the second place, the extent to which the work is "voluntary" is difficult to gauge, even though the management may have no intention of using any form of influence or compulsion. In the third place, such work should be arranged "by mutual agreement," and this can scarcely mean by agreement between the management on one side, and the individual worker who is asked to work, on the other.

27. For all these reasons the union claim to time and one-half seems justified, and should be allowed, for six-day men working on Sunday. Where exceptions are made, due to exceptional circumstances, they should be made by mutual agreement between the parties, and the work should in any case be arranged for in a more systematic and efficient manner, for it came out in evidence also that the present system is not always satisfactory to either party.

28. As for overtime pay on week days, except for employees on continuous eight hour shifts who are now paid time and one-half for all time worked in excess of the eight hours, normal hours of employment are nine hours per day, and overtime is then paid for work in excess of the nine hours. This matter seems to come specifically under section (6) of P.C. 7440, quoted above, and would therefore best be settled by mutual agreement. There seems, however, a strong prima facie case for the union's demand, and, except where agreement is reached owing to special circumstances, time and one-half should be paid for all work over eight hours in any one day.

29. I may here note that the majority report, in coming to contrary conclusions regarding overtime, states that "Mr. Campbell did not further refer to this matter" (i.e., eight as against nine hour day) and that "no employee came forward to request the change." Since the representatives before the board were speaking for the employees, it is difficult to see why any other employee should have come forward on this or any other matter before the board as long as he agreed with them, and, the difference being perfectly clear, there seems to have been no need for any further reference to the matter.

30. Then, on Sunday work, the majority report finds that "there was in fact no dispute between the company and its employees with regard to this item." I know of no evidence on which such a conclusion can be based, since the matter in dispute was certainly not resolved in any submission or discussion before the board.

31. Before dealing with the remaining item, recognition of the union, it may be convenient to deal with some other matters, most of which were mentioned in the original brief submitted by the union at the first sitting of the board on July 31, particularly actions

taken by the management after the application for a conciliation board on June 10 which were represented to be contrary to section 58 of the I.D.I. Act.

32. These matters included two cases of wrongful dismissal. After discussion and explanations before the board, however, the union representatives dropped their complaint in this regard.

33. Another matter referred to was that a new grievance form had been made available to individual employees. This, it was submitted, affected employer-employee relationship. The union representatives took this opportunity to point out that such individual grievance forms were not in any way as effective or just as their own suggestions or a grievance committee. The management have since then virtually admitted this, as they have now proposed a grievance committee of a more collective nature as part of their employee representative plan, discussed below.

34. Other actions of the management were the posting of blueprints for new locker and washroom facilities and physical examination of new employees. In themselves, both these changes were welcomed by the union.

35. It is not denied that some changes in wages had taken place in individual cases since the application for the board. The company, however, argued that these had been made in accordance with previously established policy, or on a merit basis, and constituted no change in wage rates.

36. Whether the actions of the management enumerated above (sections 31-34) were in fact in contravention of Section 58 of the Act is doubtful, but the union took a reasonable attitude in this regard in all further proceedings. They evidently preferred to look to the future rather than the past, and did not press these matters.

37. One conclusion, however, does emerge from a consideration of these various steps taken by the management since the application for a board, namely, whatever consideration the management had given to some of these matters in the past, that consideration was definitely quickened after the board was applied for, and only then did the company take steps to inform its employees of their intentions, of which the majority of their employees at least must have been previously unaware.

38. Several individual complaints were brought before the board specifically in a memorandum submitted by the union representatives on August 14. The management took a reasonable view of these and promised to investigate them. These matters could no doubt be settled by negotiations between the parties, but as negotiations are not recommended by the majority report it should be pointed out that the board took no evidence on these cases and that they receive no mention in the majority report.

39. Before I turn to the question of union recognition, one other point may be cleared up first. After referring to a letter from Mr. Campbell to Mr. Denman, which states that he had been appointed by a "majority of the employees," and also that "on Saturday, May 31, a clear majority of your employees had become members of the Steel Workers Organizing Committee," the majority report goes on to state that "the minute book produced by Mr. Campbell shows that the first meeting which is designated in the minute book as a provisional meeting of S.W.O.C. was not held until the 3rd day of June, 1941, and the minutes further show that the membership at that time was in the neighbourhood of 135. The number of men working at the plant in May, 1941, was 333, so that obviously even the first communication from the union to the company evidences a disregard by the union of the existing facts."

40. The majority report here makes two accusations, namely:—

(*a*) that the meeting of June 3 was a "provisional" meeting, and

(*b*) that the statement of membership in the minutes contradicts Mr. Campbell's statement that a majority of the employees had joined the union by May 31.

41. On the first point, Mr. Campbell, in the letter referred to, himself stated that the purpose of the meeting of June 3 had been to elect a provisional committee. In any case, this is not inconsistent with any number of men having already joined the Steel Workers Organizing Committee, so that I can see no contradiction here.

42. As to the number of members. The statement made in the minutes was admittedly a rough estimate in answer to some question from the floor, and it may well have been a conservative one. On the other hand, the number 333 given in the report as "the men working at the plant in May, 1941," is somewhat misleading. According to a memorandum submitted to the board by Mr. Denman, the General Manager, the number on the payroll of May 7 was 325, and deducting office workers and others not qualified to join the union, 295. The discrepancy then, supposing it to exist, is not such as to deserve such severe censure. The exact number of employees of course varies all the time.

43. If there was a discrepancy, however, it should have been established in fact. Not only did the board make no attempt to find out the actual membership of the union as

of May 31, but the question of this number, 135, was never mentioned during the proceedings of the board. If such great importance was to attach to it, then some attempt should have been made to clear it up. The union had, in another connection, offered its books for inspection by the board, but this evidence was not consulted. It is surely the function of a Board of Conciliation and Investigation to establish the facts on the spot, rather than merely to note an apparent contradiction in the evidence of one individual.

44. The union now claims a membership of well over 200, and although that claim was disputed by the company, there is no doubt—and this is not denied by the majority report—that the union does now represent a considerable majority of the eligible workers at the plant.

45. *Union Recognition*: About all other matters both parties showed a disposition to seek common ground which gave real hope that a settlement might be achieved by negotiations, if such could once take place. But on the point of recognizing the union representatives as negotiators on behalf of their employees, the management remained adamant in spite of the union's willingness to meet them part of the way. The union did not ask for a closed shop; when the management insisted that those workers who did not wish to join the union should retain the right to bring their individual complaints before the management, the union representatives suggested ways and means by which this could be secured, even though the union should be recognized as the only organized bargaining agency, but all this was of no avail.

46. Instead, the management proposed to their employees an Employees' Representation Plan, and also suggested this to the board as an alternative form of organization. Some evidence was brought forward to show that they had been thinking along those lines ever since December, 1938, but it is clear that a quite new impetus was given to these plans by the application for a board, that the plan was evolved in definite shape after that date, and indeed after the board had begun its sessions, since the plan was approved by the Board of Directors only on August 4 last. The Works' Council therein suggested is not in existence. It seems therefore that the main purpose of the plan, and certainly of its publication at this time, was to impede the development of the S.W.O.C. local in the plant. This plant is of some importance when we consider the relation of this plan to Order in Council P.C. 2685.

47. The company gave evidence that they had 140 signatures from among their employees in favour of the plan. However, the manner in which these signatures were collected, at the personal solicitation of the General Manager and the foremen, makes their value as a gauge of opinion more than doubtful. Wherever an employer himself thus approaches his employees, he may have no intention of unduly influencing them, but he inevitably does so. This is true everywhere, even in the freer professions. How far more true it is where the powers of the employer far more directly affect the worker, is quite obvious.

48. At the end of Order in Council P.C. 7440, it is stated: "His Excellency in Council. . . is pleased to order and it is hereby ordered that all agreements negotiated during the war period shall conform to the principles enunciated herein and in the said Order in Council of 19th of June, 1940,—P.C. 2685." The relevant sections seem to be:—

(*a*) the preamble of P.C. 7440, which speaks of (subsection *b*) ". . . the institutions and practices of collective bargaining to which it is the declared policy of the Government to assure freedom."

(*b*) P.C. 2685, section 6: "that the employees should be free to organize in trade unions, free from any control by employers or their agents."

(*c*) Section 7 of the same order also states: "That employees, *through the officers of their trade union or through other representatives chosen by them*, should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions, with a view to the conclusion of a collective agreement."

49. The Employee Representation Plan, upon which the majority report expresses no explicit opinion, clearly fails to qualify as "free from any control by employers or their agents." It was not only introduced by the management, framed by the Executive, and endorsed by the Board of Directors, but the Works Council is to be provided with "a secretary, or substitute secretary, who shall be named by the management and approved by the Works Council." This secretary is to prepare the agenda for the meetings. Finally, the elaborate plan could only be amended with the approval of the management. "This approval is necessary"—the president's memorandum goes on to explain—"because the plan as proposed has the sanction and endorsement of the Board of Directors."

50. The conclusion seems inescapable that this plan is completely contrary to both the letter and the spirit of Orders in Council P.C. 7440 and P.C. 2685, and that any settlement based upon it would conflict with the principles set forth therein.

51. Throughout their submission and discussions before the board, the management in-

sisted that they were quite willing to let their employees join the union, but that they would not negotiate with the union representatives. Yet they also express their willingness to meet with "the elected representatives of their employees." There is not only a contradiction here, but, taken together with their violent and abusive attacks upon the Steel Workers Organizing Committee, both in their brief and the communications to their employees, they seem to be definitely interfering with "the institutions and practices of collective bargaining which it is the declared policy of the Government to assure freedom" and to have made a very deliberate attempt to "control" their employees' "freedom to organize."

52. I disagree with the opinion expressed in the majority report that the union has attempted to misuse the provisions of the Industrial Disputes Investigation Act. Further, this opinion seems based on premises which are not in accordance with the evidence. Nor do I agree that the union attempted "to stir up trouble." On the contrary, the methods used to secure membership were restrained and moderate. The evidence submitted to the contrary by the company is admittedly worthless.

53. Furthermore, incontrovertible evidence was brought to the board, by a witness whose testimony was never challenged by anyone, and indeed could not be challenged, that at the much larger Algoma Steel plant in the same community, the same union, through the same district representative, has concluded a collective agreement which has worked out in a manner highly satisfactory to both parties.

54. The members of the chromium plant, members of the S.W.O.C. local, have exercised the right to organize freely into a trade union of their own choice, which is guaranteed to them by Orders in Council P.C. 2685 and P.C. 7440, and they should therefore be free to negotiate a collective agreement with their employer. I therefore recommend that the company enter into negotiations with the union concerning all matters in dispute, with a view to a written collective agreement with the S.W.O.C. local union as the bargaining agency chosen by the majority of their employees.

55. Such an agreement should deal with these matters in accordance with the suggestions made in this minority report. It should also provide machinery for the settlement of disputes arising out of the agreement, namely, a grievance committee on the lines suggested by the union. The company has apparently suggested to the chairman, in discussions after the board adjourned at Sault Ste. Marie, that members of this committee should be more than five, and, as far as possible, representative of the different departments. This suggestion might well be taken into consideration when the composition of this committee is fixed in the course of negotiations.

56. In conclusion, may I add that I am quite convinced, from the discussions on all other points that took place before the board and from the success of agreements with this union in other plants in the locality, that if once negotiations were begun in good faith, agreement would be within sight.

Respectfully submitted,

(Sgd.) G. M. A. Grube.

Report of Board in Dispute between Noorduyn Aviation, Limited, Canadian Vickers, Limited, and Fairchild Aircraft, Limited, and their Employees

The Board of Conciliation and Investigation established to deal with a dispute between Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, P.Q., and Fairchild Aircraft, Limited, Longueuil, P.Q., and their employees, members of Montreal Aircraft Lodge 712, International Association of Machinists, has presented its findings to the Minister of Labour.

The personnel of the board was as follows: The Honourable Mr. Justice H. A. Fortier, Hull, P.Q., chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. A. McClelland, Valois, P.Q., appointed on the nomination of the employees; and Mr. D. A. Paterson, Montreal, appointed on the nomination of the employers.

The report of the board is signed by the chairman and Mr. Paterson. A minority report was submitted by Mr. McClelland, who dissents in certain particulars from the board's recommendations.

The texts of the board's report and Mr. McClelland's minority report are printed below.

Report of Board

The Honourable Norman McLarty, K.C.,
Minister of Labour,
Ottawa.

In the matter of the Industrial Disputes Investigation Act and a dispute between Noorduyn Aviation, Ltd., Canadian Vickers (Aircraft), and Fairchild Aircraft, Ltd., employers; and their employees being members of Montreal Aircraft Lodge 712, International Association of Machinists, employees.

The Board of Conciliation established by you to investigate this dispute has the honour to submit its report.

Application for the creation of a Board of Conciliation under the above mentioned Act was made on June 27, 1941, by Montreal Aircraft Lodge, 712, International Association of Machinists.

Mr. J. A. McClelland, 9 Belmont Avenue, Valois, Que., was nominated by the union as its representative, and Mr. D. A. Paterson, 620 Cathcart Street, Montreal, Que., was nominated by the companies as their representative.

On July 21, 1941, the Honourable Mr. Justice H. A. Fortier, Judge of the Superior Court for the District of Les Trois Rivières, was appointed Chairman of the Board by the Honourable the Minister of Labour.

The Board met in the Court House, in Montreal, Que., on the 22nd day of July, 1941, and public meetings were held on the following dates: July 31, August 1, 2, 5, 6, 7, 12, 13 and 14, and September 5, 8, 9, 10, 22, 23, 24, 25 and 26.

The companies were represented by R. B. C. Noorduyn President of the Noorduyn Aviation, Limited, Mr. N. Vanderlipp, President of the Fairchild Aircraft, Limited, and T. R. McLagan, Manager of The Canadian Vickers, Limited, and Mr. B. Franklin, Manager of the Aircraft Division of the latter company.

The union was represented by Mr. H. L. Livingstone, Chairman of the Committee, James H. Colquhoun, President of Lodge 712, and Adrien Villeneuve, Secretary of said Lodge.

At the meeting of July 31, 1941, Mr. H. L. Livingstone read and presented a brief of the union asking for higher wages—approximately five cents (5c) per hour, closed shop, 44-hour-week, holidays with pay, and other minor improvements in classification and in matters concerning internal relations in the shop.

Subsequently, Mr. R. B. C. Noorduyn read and presented a brief on behalf of the companies.

A very extensive discussion took place on the differences which had previously existed in many important clauses of each party's proposed draft agreement, and evidence was adduced from the employees.

At the opening session, we were informed that the parties had already adjusted differences. We were happy to reach an agreement in several important matters of the dispute, and the private conferences between the representatives of both parties have also contributed to adjust many others. At the end of this discussion, which had been inspired by the best spirit of conciliation, a new proposed agreement covering all the matters agreed upon by the parties and pointing out the divergence on certain others, was furnished to the members of the board for their ultimate decision.

The matters not agreed upon and remaining for the Board's decision, were in substance the following:

(*a*) *Standard Working Hours per Week:* the employees asking for a 44-hour week, and the employers insisting on a 48-hour week already existing.

(*b*) *Overtime:* the employees requesting, among other things, that overtime count after regular working hours in any one shift and the employers, that overtime should be confined to time worked in excess of the Standard Working Week.

(*c*) *Minimum Wage Rate.*

(*d*) *Holidays with Pay.*

(*e*) *Closed Shop.*

On the whole, we are pleased to state that we arrived at a decision in the following manner:

(*a*) We agreed unanimously to retain the standard working week of forty-eight hours.

(*b*) We also agreed unanimously that over time as it existed in the previous Agreement should be time in excess of Standard Working Hours in any one shift, payable at the rate of time and a half until twelve hours, and thereafter, until the end of twenty-four hours' period, at double time.

(*c*) As to Minimum Wage Rate, Mr. Justice H. A. Fortier and Mr. D. A. Paterson are of the the opinion that the schedule of wages of the attached Agreement is a fair and reasonable adjustment having regard to existing circumstances.

(*d*) Such provision as *Holidays with Pay,* while desirable for the employees, cannot be considered for the present time, and should be delayed or adjourned to a further date when more favourable conditions might prevail.

(*e*) Concerning the question of *Closed shop,* the recommendation of the Honourable Mr. Justice H. A. Fortier, chairman, and of the representative of the employers, Mr. D. A. Paterson, is that the Agreement should not contain a clause to the effect that membership in the Union should be obligatory; on the contrary, Mr. John A. McClelland, representative of the employees, insists that such condition of closed shop must be part of the Agreement.

We also recommend the payment of a cost-of-living bonus in accordance with the terms of Order in Council P.C. 7440 and amendment P.C. 4693.

We are pleased to add that we have tried to the utmost to reach a satisfactory com-

promise and we trust that all differences have been adjusted in a fair and reasonable manner.

The delay incurred by the Board was unavoidable on account of the importance of the matters in dispute, of the numerous joint sittings of the Board and the parties, and of further conferences between the parties with a desire of reaching a complete agreement between all concerned. Nothing was spared to arrive at a speedy and satisfactory result.

The Board wishes to express its appreciation of the friendly co-operative assistance rendered by the parties and their representatives.

For convenience, a draft Agreement of the Board is hereto attached, as Schedule A.

All of which is respectfully submitted.

(Sgd.) H. A. Fortier,
Chairman.

(Sgd.) D. A. Paterson,
Member.

Montreal, P.Q.
September 26, 1941.

SCHEDULE "A"

Agreement between Canadian Vickers, Limited, Aircraft Department, Fairchild Aircraft, Limited, Noorduyn Aviation, Limited, and Local Lodge No. 712, International Association of Machinists.

1. *Parties to this Agreement.*
Parties to this agreement shall be:—
Canadian Vickers, Limited (in respect of its Aircraft Department only); Fairchild Aircraft, Limited; Noorduyn Aviation, Limited; each hereinafter severally referred to as the "Company", of the first part, and Local Lodge Number 712, of the International Association of Machinists, hereinafter referred to as the "Local Lodge", represented by the duly elected Shop Committee of Employees of each said Company, each hereinafter referred to as the "Shop Committee", of the second part.

2. *Standard Working Hours.*
(*a*) The Standard Working Week shall be one of forty-eight (48) hours. The Standard Working Day and starting and stopping times shall be arranged between the Company and the Shop Committee.
(*b*) A schedule shall be arranged by the Company to allow employees to return tools to the tool-crib before the end of each shift.
(*c*) Late starting shall be penalized to the amount of fifteen (15) minutes for lateness in excess of three (3) minutes of each quarter of the hour, i.e. for lateness from four (4) to eighteen (18) minutes the penalty will be fifteen (15) minutes; from nineteen to thirty-three (33) minutes, one half hour, etc.

3. *Overtime.*
(*a*) Time worked in excess of Standard Working Hours in any one shift shall be considered as overtime.
(*b*) Overtime shall be paid for at the rate of time and one-half until twelve (12) hours have been worked on any one shift, and at the rate of double time thereafter, until the end of the twenty-four (24) hour period.
(*c*) Any time worked on the following days shall be paid for at the rate of double time:—New Year's Day, Good Friday, Empire Day, St. Jean Baptiste Day, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day, and all Sundays. The period during which the double time rate applies, on the holidays mentioned in clause 3 (*c*) and Sundays, will be from midnight to midnight.
(*d*) Any day declared by Statute or Decree to be observed as one of the holidays mentioned in clause 3 (*c*), because such holiday would fall on a Sunday, shall be paid for at the rate of double time.
(*e*) Work on Sundays and holidays will not be paid at an overtime rate if the employee takes another day off or part of a day off in the same pay week without obtaining permission, not necessarily obtained in advance.
(*f*) If it is found necessary, owing to shortage of equipment in any department, to place certain processes on a 7-day week basis, then workers on such work or process shall be assigned one day off per week and, if required to work on such assigned day off, will be paid at the rate of double time.

4. *Classification of Shop Employees.*
(*a*) All employees of the Company paid on an hourly basis are covered by this agreement except foremen, assistant foremen, draftsmen, clerical employees in the shop or general offices, other than those mentioned in 4 (*h*), stationary engineers, firemen, guards and watchmen.
(*b*) Journeymen: A Journeyman is one who shall be competent to work directly from drawings and carry out any operation in his trade without direction from others, in the following skilled trades:—

Tool and Die Maker—to be specifically named by the management of the company: Pattern maker, machinist, electrician, pipe and tube bender, fitter, joiner, sheet metal worker, welder, painter, moulder, cable splicer. The above shall include any machinist, fitter or tool-maker employed on the construction of jigs. If a man is qualified as a journeyman in one of the above trades in another industry, he shall be entitled to the journeyman's rate, after three (3) months' probation on aircraft work in his trade.

(*c*) Production Workers, Class 'A"

Class "A" Production Workers are those engaged under supervision in repetitive machine, assembly, bench or finishing work, after instruction therein, and able to read detailed drawings where necessary. These shall include:—

Hand gun riveters with at least 3 months' experience as Class "B" Production Workers on riveting, upholsterers, sandblasters, heat treat operators, platers, dopers, fabric workers.

(*d*) Production Workers, Class "B"

Class "B" Production Workers are those engaged in repetitive machine, assembly, bench or finishing work, which requires less training, experience or skill than the work done by Class "A" Production Workers. These shall include Rivet Buckers.

(*e*) Learners

A learner shall be an employee who has completed three (3) months' employment as a beginner as defined in clause 4 (*f*). He shall be so classified for a period of three months from the date of his transfer from the classification of beginner, and at the end of that time shall

either be classified as a Production Worker, Class "B," or discharged. The Company may, at its discretion, promote or discharge a learner at any time prior to the expiration of the said period of three (3) months.

(*f*) Beginners

A beginner shall be an employee who has no previous workshop experience in the kind of work on which he is engaged. An employee hired as a beginner shall be so classified for a period of three (3) months from the date of his employment and at the end of that time shall either be classified as a learner or shall be discharged. The Company may, at its discretion, promote or discharge a beginner at any time prior to the expiration of the said period of three months.

(*g*) Labourers, Sweepers and Material Truckers

Those men commonly understood as such and performing no manufacturing or clerical operations nor the operation of any other trade listed in this Agreement. Men employed pushing trucks of material supply will be included in this classification.

(*h*) Storemen, Stock Chasers and Floor Clerks

(*i*) Miscellaneous Non-Productive Light Labour

This classification covers messenger boys, rivet sorters, etc.

(*j*) Inspectors

Class "A" Inspectors—shall be those having previous experience in aircraft, and competent to carry out and approve any inspection operation on any part of the aircraft concerned, except for the signing over of the aircraft after manufacture or complete overhaul.

Class "B" Inspectors—shall be those who do or at any time whilst in the employ of the company have signed out to the A.I.D. by chit, or approved by stamping, any major component or assembly requiring the approval of the A.I.D. or the W.I.D., or any structural assembly or component which has in the past required such approval.

Class "C" Inspectors—shall be those who pass minor assemblies or jigs or bending blocks or templates not requiring the approval of the A.I.D.

Class "D" Inspectors—shall be those competent to examine unassembled parts from the blue prints and without direction from a superior. They shall have had, at least, six months' experience as examiners.

Examiners—shall be those with less skill and experience than is required for a Class "D" Inspector, and who work under the direction of an Inspector.

Note: Any Inspector, Class A, B, C, or D, may be required to supervise or instruct an examiner without being classed as a Leading Hand.

(*k*) Apprentices: (indentured between the ages of 16 and 21 years) may be employed in the proportion of one apprentice to five (5) journeymen, in any department where journeymen are employed. They shall be apprenticed to the following trades only: Fitter, Machinist, Joiner, Sheetmetal and Toolmaking.

Apprenticeship shall be for a period of Twelve Thousand (12,000) hours.

(l) Maintenance:—

Under this heading shall come:—Oilers, millwrights, steam fitters, electricians, carpenters, plumbers, pneumatic tool repair men, painters, riggers, helpers to the above trades.

5. *Wages.*

(*a*) Minimum Rates of Pay:—

	Per hour
(1) Journeymen:—	
Tool and Die Makers	$ 0 90
Pattern Makers	0 90
Machinists	0 80
Electricians	0 80
Pipe and Tube Benders	0 80
Fitters	0 80
Joiners	0 80
Sheet Metal Workers	0 80
Welders	0 80
Painters	0 80
Moulders	0 80
Cable Splicers	0 80
Planishing Hammer Operators	0 80
(2) Production Workers Class A	0 65½
(3) Production Workers Class B	0 52
(4) Learners	0 45
(5) Beginners	0 40
(6) Labourers, Sweepers and Material Truckers and Guards	0 45
(7) Storemen, Stock Chasers and Floor Clerks	0 45
(8) Miscellaneous Non-productive Light Labour	0 40
(9) Class A Inspectors	0 80
Class B Inspectors	0 70
Class C Inspectors	0 60
Class D Inspectors	0 50
Examiners	0 40
(10) Apprentices—	
1st 2,400 hours	0 30
2nd 2,400 hours	0 40
3rd 2,400 hours	0 50
4th 2,400 hours	0 60
5th 2,400 hours	0 70
(11) Maintenance—	
Oilers	0 50
Millwrights (Journeymen)	0 80
Steam Fitters (Journeymen)	0 85
Electricians (Journeymen)	0 85
Carpenters	0 65
Plumbers (Journeymen)	0 80
Pneumatic Tool Repair Men	0 65
Painters	0 65

(*b*) The Company may, at its discretion, pay any employee at a rate higher than his classification calls for.

(*c*) All employees working on shifts other than the regular Day shift shall be entitled to a rate of 5 cents higher than the regular Day-shift rate.

(*d*) A Leading Hand, meaning any employee in charge of a group of four or more other workers and responsible for their work shall be paid at a rate five cents (5 cents) higher than his classification calls for.

(*e*) The application of the terms of this Agreement shall not have the effect of reducing any employee's wage rate in force at the time of its execution.

6. *Wage Adjustments.*

All adjustments in wages during the life of this Agreement shall be made by means of a cost-of-living bonus, established in accordance with Order in Council P.C. 7440, June 1, 1941, to be the date from which the cost-of-living bonus should be calculated except for machinists and electricians for whom the date should be November 1, 1940.

7. *Names.*

Names of Foremen, Sub- or Assistant-Foremen and Leading Hands will be posted on Department Notice Boards, so that there can be no question as to responsibility for all operations.

8. *Deductions.*

Deductions from wages, except those required by law, shall be made only on written authority of the employee.

9. *Disputes.*

(*a*) Any disputes arising out of this Agreement or otherwise shall be dealt with by the Management of the Company and the Grievance Committee or employees of the Company representing the Local Lodge. When the Management and the Shop Committee agree that it is desirable the Business Agent shall be called in on such disputes.

(*b*) Grievances may be discussed with the Management by the Grievance Committee during working hours, but lengthy negotiations for settlement of disputes shall be conducted outside working hours.

(*c*) In addition, the Sub-committee of the Shop Committee appointed to deal with grievances shall have the right of meeting the appointed representative of the Management of the Company on a set day and at a set time once every two weeks after regular working hours.

(*d*) All decisions arrived at by agreement between the Management of the Company and the Shop Committee or the Grievance Committee of employees of the Company shall be final and binding upon the Company and its employees.

10. *Rating.*

(*a*) The rating of the employees in accordance with the classification of this Agreement shall be done by the Company, and where there is a difference of opinion, in collaboration with the Shop Committee. In case of a disagreement over any rating, the employee concerned will be given an opportunity to show whether or not he can qualify for the classification which he believes he deserves.

(*b*) No request for re-classification of an employee covered by this Agreement as a result of the coming into force of this agreement shall be entertained by the Company, unless presented to the Management within thirty (30) days of the execution of this Agreement.

11. *Seniority.*

(*a*) Seniority of each employee covered by this Agreement shall be established after a period of probation of three (3) months and shall count from date of employment.

(*b*) Members of the Shop Committee shall have special consideration as to seniority in the event of layoff due to lack of work. In any case, layoff or discharge of a Shop Committee member may be effected only by the plant manager.

(*c*) Seniority shall be taken into consideration by the Company, in the case of equally qualified employees, on all occasions when a layoff is necessary due to lack of work, except after any department is reduced to ten (10) men or less.

(*d*) The Company agrees to discuss with the Shop Committee any case of hardship or alleged injustice arising out of any layoff provided in clause 11 (*c*) hereof.

12. *Discharge.*

The Management of the Company agrees to promptly notify the Grievance Committee of the reason for discharge of any employee covered by this Agreement and such discharge shall be a discussable grievance as provided for in Article 10 (*b*) hereof.

13. *Retroactive Wage Increases.*

Any change in wage rates resulting from the coming into force of this Agreement shall be retroactive to June 1, 1941.

14. *Shop Committee Personnel.*

The Local Lodge agrees to notify promptly the Management of the Company of the names of the members and officers of the Shop and Grievance Committee elected or appointed by the employees of the Company and also of any changes which take place from time to time.

15. *Recognition.*

(*a*) The Company agrees that the duly elected Shop Committee of Lodge No. 712 of the International Association of Machinists, provided that they are employees of the Company, covered by this Agreement, shall be the sole bargaining agency in respect of its employees covered by this Agreement, so long as this Lodge represents a majority of the said Employees.

(*b*) Nothing in this Agreement shall be construed as obliging the Company to operate a closed shop.

(*c*) Any delegate of the Local Lodge not exceeding three (3) in number, shall be given leave of absence without pay, for the transaction of Union business.

16. *Discrimination.*

No employee shall be discriminated against, or jeopardized in seniority standing, or suffer any loss of employment because of membership or activity in the Local Lodge, so long as such activities are not carried on during working hours, except as specifically permitted in this Agreement.

17. *Co-operation.*

All parties to this Agreement hereby commit themselves to the fullest co-operation with the object of maintaining efficient and uninterrupted production in the plants of the Companies.

18. *Arbitration.*

Should the Company and the Shop Committee fail to reach agreement upon any matter dealt with by them under paragraph 10 hereof, the matter shall be referred to an Arbitration Committee consisting of an equal number of representatives (but not exceeding two each) of the Company and the Shop Committee and a Chairman chosen by agreement of such representatives. Should the representatives fail within five (5) days to agree on a Chairman, the Minister of Labour of the Dominion of Canada will be requested by the above representatives of either party to name a member of the Arbitration Committee who shall act as Chairman. After an Arbitration Committee has been formed by the foregoing procedure, it shall meet and hear the evidence of both sides, and render a decision within seven (7) days of the completion of the taking of evidence, and its decision shall be final and binding on all parties to the matter referred to the Arbitration Committee.

19. *Responsibility.*

Nothing herein contained shall be deemed to create any responsibility on the part of any Company for the acts or omissions of any other Company Party to this Agreement.

20. *Renewal and Termination.*

(*a*) This Agreement shall become effective on the first day of July, 1941, and shall remain in full force and effect until the last day of June, 1942, unless changed by

mutual consent of the parties signatory thereto. It shall remain binding for a further period of one year unless either party shall, on or before the last day of May, 1942, have given the other written notice of termination of the Agreement on the last day of June, 1942.

(*b*) In the event of written notice of termination having been given by either party as provided for in Clause 20 (*a*), negotiations shall be carried on during the period of notice of termination, with a view to arranging another agreement.

Dated at.....this.....
day of.....1941.
Witnesses:

Recommended by
H. A. Fortier, Chairman.
D. A. Paterson, Member.

Montreal, September 26, 1941.

Minority Report

Montreal, September 29, 1941.

The Honourable Norman McLarty, K.C.,
Minister of Labour,
Ottawa, Ont.

Dear Sir:

I have the honour to submit my report on the proceedings of the Board appointed by you under the Industrial Disputes Investigation Act, in the case of the Noorduyn Aviation Limited, the Fairchild Aircraft Limited, the Canadian Vickers Limited, and their employees, members of Local Lodge No. 712, International Association of Machinists.

The Board, consisting of The Honourable Justice H. A. Fortier, Judge of the Superior Court for the District of Les Trois Rivières, Mr. D. A. Patterson, 620 Cathcart Street, Montreal, and Mr. J. A. McClelland, 9 Belmont Avenue, Valois, Que., held its first public hearing in the Court House at Montreal, on July 31, and at frequent intervals thereafter until the final sitting of the Board on September 26. During the hearings before the Board it was evident that the parties, notwithstanding sincere effort on both sides, would be unable to reach an agreement. They did, however, respond freely to the efforts of the Chairman of the Board and reduced their differences to a comparatively few points, which were left for decision by the Board.

Among the questions remaining for the Board's decision were the following:—

A. *The Standard Working Hours per Week:*

The employees asking a basic work-week of 44 hours, and the employers insisting that the work-week remain as at present, that of 48 hours.

B. *Overtime:*

The employees requesting that the overtime regulations continue as at present; that time worked in excess of the regular working hours in any one shift be considered and paid for as overtime. The employers contending that overtime should not be paid until 48 hours had been worked.

C. *The Minimum Wage Rate:*

The employees asking increases in all classifications; the employers being unwilling to grant any increases unless authorized to do so by the Department of Munitions and Supply.

D. *Holidays with Pay:*

The employees presenting a graduated schedule of from one day to one week, dependent upon length of service.

E. *The Closed Shop:*

The employees requesting that the workers in the firms represented before the Board all be members of the local organization of machinists; the employers refusing to agree.

The foregoing questions were disposed of as follows:—

A. There was unanimous agreement by the Board that the Standard Working Hours should consist of 48 hours as at present.

B. It was unanimously agreed that the Overtime regulations which are at present in operation should continue, viz, "all time worked in excess of standard working hours in any one shift shall be considered as overtime; payable at the rate of time and one-half until 12 hours have been worked and at the rate of double time thereafter until the end of the 24-hour period."

C. The Minimum Wage Rate proved to be the question upon which the Board could not reach a unanimous agreement, although for a long time it appeared that we could reach an understanding that would be acceptable. However, a visit to Ottawa by two members of the Board put an end to such hopes. When they returned it was found that the machinists and the electricians were not to be included in a wage increase, except through an extension of the cost-of-living bonus, and that the Class "B" Production Workers would not receive the same rate of increase as other classes of workers.

These instructions could not be accepted by me because, in my opinion, they were not either "fair or reasonable." Therefore, I am compelled to dissent from what otherwise would have been a unanimous award.

D. Regarding Holidays With Pay, while being very sympathetic towards the proposal under peace-time conditions, I feel that the introduction of such policy during these times would tend to disorganize war industry. I, therefore, agree with the other members of the Board that consideration of this question should be delayed until a later date.

E. In the matter of the Closed Shop, I was much impressed by the arguments presented by the employees. They expressed the sincere desire on the part of the employees that nothing should be allowed to detract from the importance of the work in which they are engaged, but when men over whom the union cannot exercise any disciplinary powers are free to practise disruptive tactics, bickerings must ensue, and as a consequence, production must suffer.

I would have been glad, in the interests of harmony and complete co-operation in the shops and the maintenance of the highest point of production, to have had the Board's unanimous opinion in favour of this proposal in an agreement signed for the duration of the war. However, since that was not found favourable, I would have been glad to have signed a unanimous recommendation, even without the Closed Shop provision, had the wage rate proposal as submitted herewith been accepted by the other members of the Board.

The Board was unanimous in recommending the payment of the cost-of-living bonus as provided by and in accordance with the terms of Order in Council P.C. 7440 and amendment P.C. 4693.

I also recommended that no time be lost between the employers and employees in accepting and signing the attached agreement embodying wage rates referred to herein, "Schedule A, Paragraph C", and thus insuring a continuation of the friendly relationship that now exists.

I wish to thank the other members of the Board for the courtesies extended to me during the hearings and private sittings.

I have the honour to remain,

Yours truly,

(Sgd.) J. A. McClelland,
Member of Board.

Draft Agreement

The draft agreement attached to Mr. McClelland's minority report is identical with that attached to the report of the board, with the following exceptions:—

(1) Mr. McClelland includes the following sentence at the end of Subsection 3 (*f*): "The seven-day week shall in no case be put into effect save by mutual agreement between management and the Shop Committee."

(2) In Section 5 Mr. McClelland recommends minimum rates of 85 cents per hour for machinists and electricians, 65 cents per hour for production workers Class "A", and 55 cents per hour for production workers Class "B".

(3) Section 6 of Mr. McClelland's draft agreement reads as follows: "All adjustments in wages during the life of this Agreement shall be made by means of a cost-of-living bonus established in accordance with Order in Council P.C. 7440."

Consumers' Co-operatives in the U.S.A.

It is indicated in an estimate made by the United States Bureau of Labour Statistics that the aggregate wholesale and retail business in 1940 of consumers' co-operatives providing goods and services in the United States, amounted to over $319,000,000. Of this amount, $249,000,000 was retail and some $70,000,000 wholesale.

At the end of 1940, there were some 4,650 retail distributive associations, with 990,000 members, operating stores, buying clubs, and gasoline stations. There were 1,340 associations, with 682,000 members, providing various kinds of services such as rooms, meals, medical care, burial, housing and electricity. These local retail associations have established a number of wholesale co-operatives through which purchases of supplies are made.

In addition to these co-operatives there were 9,510 credit unions in existence at the end of 1940, with an estimated membership of 2,816,-653; these made loans during the year totalling $302,340,000.

The Control of the Lead Hazard in the Storage Battery Industry is the title of Public Health Bulletin No. 262 published by the United States Public Health Service, Washington, D.C. As a result of a study of plumbism among more than 700 men employed in six lead storage battery factories, the conclusion was reached that this disease could be prevented by a continuously maintained engineering control which should be established after a medical study of the employees has been made under the supervision of a physician. The report states that periodic medical examinations are necessary to make certain that control equipment and practices are operating efficiently. A hematological test would be a useful part of the periodic examination, and it is also suggested that workers found to have early stages of plumbism should be transferred to non-lead-using departments there to recover under the care of a physician without interruption of wages. Equipment and practices found to be effective in reducing lead are discussed in the report, copies (30 cents each) of which may be obtained from the United States Superintendent of Documents, Washington, D.C.

RESTRICTION OF RIGHT TO STRIKE IN CANADIAN WAR INDUSTRIES

Order in Council Establishes Procedure Prior to Strike Action

THE right to strike in Canadian War industries was restricted by an Order in Council (P.C. 7307) passed on September 17, establishing certain regulations governing strike procedure. In announcing the issuance of this Order, the Minister of Labour Hon. Norman A. McLarty, said that this action was being taken "to prevent the calling of strikes by snap decisions of minority groups and to ensure minimum interference with war production."

Under the provisions of the Order any strike in a war industry is illegal until:

(1) A Board of Conciliation has investigated the dispute, and its findings have been delivered to both parties.

(2) The employees have notified the Minister of Labour that they contemplate a strike.

(3) Thereafter a vote has been taken under the supervision of the Department of Labour, subject to such provisions and restrictions as the Minister may impose.

(4) A majority of the employees concerned have voted in favour of a strike.

The Minister further pointed out that too often a strike has been precipitated by a snap vote in the heat of discussion when the opponents of a strike have not been given an opportunity of registering their objection to interference with the war effort.

The Order also provided that any employee who now goes on strike contrary to the new regulations, or who encourages or incites others so to strike, is liable to a fine of $500, or not more than twelve months' imprisonment, or both.

The text of the Order in Council follows:

Whereas it is provided in the Industrial Disputes Investigation Act that the relations of the parties to a dispute shall remain unchanged pending proceedings before a board and until a copy of the Board's report has been delivered through the Registrar to both of the parties affected;

And whereas by Order in Council P.C. 3495, of November 7, 1939, as amended by Order in Council P.C. 1708, of March 10, 1941, the provisions of the aforesaid Act were extended to disputes between employers and employed engaged in the production of munitions of war and supplies and the execution of defence projects;

Therefore, with a view to the avoidance of industrial strife and to the end that the industrial capacity of Canada requisite to the successful prosecution of the war may be utilized to the fullest possible extent, the Deputy of His Excellency the Governor General in Council, on the recommendation of the Minister of Labour and under and by virtue of the powers conferred by the War Measures Act, Chapter 206, R.S.C., 1927, is pleased to make the following regulations and they are hereby made and established accordingly:—

1. In any case in which a Board of Conciliation and Investigation has submitted its findings to the Minister of Labour and certified copies of the same have been delivered to both parties to the dispute, no strike shall take place except subject to and in accordance with the provisions of these regulations.

2. If it be the desire of the employees to strike or to take a strike vote, they shall before going on strike or taking a strike vote notify the Minister that such is their desire, and upon receipt of any such notice if the Minister is of opinion that a cessation of work would interfere with the efficient prosecution of the war, he may order or direct that a strike vote be taken under the supervision of the Department of Labour upon and subject to such provisions, conditions, restrictions or stipulations as he may make or impose.

3. In any case in which the Minister makes an order or direction as aforesaid, all employees who in his opinion are affected by the dispute or whose employment might be affected by the proposed strike shall be entitled to vote and the voting shall take place within five days from the day upon which the Minister received notice that the employees desired to take a strike vote.

4. Unless a majority of the ballots of those entitled to vote are cast in favour of a strike, it shall be unlawful for any employee to go on strike.

5. Any employee who goes on strike contrary to the provisions of these regulations and any person who contravenes or fails to comply with any of these regulations or any order or direction made or given by the Minister thereunder, or who incites, encourages or aids in any manner any employee to go or continue on strike, or any person to contravene or fail to comply with any of these regulations or any order or direction of the Minister thereunder, shall be guilty of an offence and liable on summary conviction to a fine not exceeding five hundred dollars or to imprisonment for a term not exceeding twelve months, or to both fine and imprisonment.

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INDUSTRIAL DISPUTES INQUIRY COMMISSION EMPOWERED TO INVESTIGATE ALLEGED DISCRIMINATION

Text of Consolidated Order in Council

IN July, 1941, the Order in Council establishing the Industrial Disputes Inquiry Commission (LABOUR GAZETTE, June, page 613) was amended to extend its functions to the investigation of cases of alleged discharge or discrimination for trade union activity; and also cases of alleged improper coercion to form a union.

In September the Order in Council was again slightly amended to clarify certain points of interpretation. The consolidated text of the Order (P.C. 4020) as amended by P. C. 4844 of July 2 and P.C. 7068 of September 10, is as follows:

Whereas the Minister of Labour reports that the extension of the Industrial Disputes Investigation Act to war industries has necessarily resulted in a marked increase in the number of applications for Boards of Conciliation and Investigation; and

That a number of such applications may have reference to disputes of a nature *prima facie* as not to warrant the appointment of a Board of Conciliation and Investigation;

Therefore, His Excellency the Governor General in Council on the recommendation of the Minister of Labour, and under the authority of the War Measures Act (Chap. 206, R. S. C., 1927) is pleased to order and it is hereby ordered as follows:

1. When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigations Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation.

2. An Industrial Disputes Inquiry Commission shall consist of one or more members appointed by the Minister of Labour and each member thereof shall have the full powers of a commissioner under the provisions of the Inquiries Act (Chapter 99, R. S. C., 1927), and may in the above circumstances inquire into any such dispute, lockout or strike or into any matters or circumstances connected therewith referred to such Commission by the Minister.

3. The members of an Industrial Disputes Inquiry Commission shall be remunerated for their services in accordance with the provisions of Section 52 of the Industrial Disputes Investigation Act.

4. All charges and expenses incurred by the Government in connection with the administration of these provisions shall be defrayed out of the appropriations provided by Parliament for the administration of the Industrial Disputes Investigation Act.

5. An Industrial Disputes Inquiry Commission shall, upon direction of the Minister of Labour, examine into any allegation that any person has been discharged or discriminated against for the reason that he is a member of or is working on behalf of a trade union or that any person has been improperly coerced or has been intimidated to induce him to join a trade union and, failing settlement of the matters at issue, shall forthwith report its findings and recommendations to the Minister of Labour. The Minister shall issue whatever order he deems necessary to effect such recommendations and such order shall be final and binding upon the employer and employees and any other person concerned.

6. Nothing in the foregoing shall be construed to give employees the right to work for or to attempt to organize a union in their working hours at the place of their employment.

7. The provisions of Sections 57 and 59 of the Industrial Disputes Investigation Act shall apply with respect to any strike or lockout pending investigation by an Industrial Disputes Inquiry Commission.

PROCEEDINGS UNDER INDUSTRIAL DISPUTES INQUIRY COMMISSION

Results of Preliminary Investigations Reviewed

OPERATING under authorization of Orders in Council P.C. 4020 of June 6 and P.C. 4844 of July 2 (LABOUR GAZETTE, July, 1941, page 797) the Industrial Disputes Inquiry Commission—established to deal speedily with industrial disputes in war industries and to decide upon the necessity of subsequent procedure before a Board of Conciliation and Investigation—had, up to October 9, investigated 40 cases. The first 18 of these cases in the period June 19 to August 12 were reviewed in the August issue of the LABOUR GAZETTE; cases 19 to 31 inclusive, dealt with by the Commission in the period August 12 to 31, were reviewed in the September issue, pages 1085-1090; and cases numbering 32 to 40 inclusive are reviewed in this article.

As provided in the consolidated Order in Council (4020 and 4844), an Industrial Disputes Inquiry Commission consists of one or more members appointed by the Minister of Labour, and each member has the full powers of a Commissioner under the provisions of the Inquiries Act.

The establishment of the Commission resulted from the fact that the extension of the Industrial Disputes Investigation Act to war industries greatly increased the number of applications for Boards of Conciliation and Investigation. Since these of necessity required prompt conciliation action, and since a considerable number of such applications have reference to disputes of a nature *prima facie* as not to warrant the appointment of conciliation boards, it was decided to have preliminary investigation made by a body possessing the authority of commissioners to require the production of evidence. If this body does not succeed in effecting a speedy settlement, it can advise the Minister of Labour whether there are good grounds for establishing a Board of Conciliation and Investigation.

Accordingly, the Minister of Labour is empowered by Order in Council whereby in any industry (to which the Industrial Disputes Investigation Act and its extension now applies) in which a strike or lockout appears imminent or has occurred, he may refer the dispute to a tribunal known as an Industrial Disputes Inquiry Commission. This section of the Order is as follows:—

"When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation."

The Industrial Disputes Inquiry Commission is composed of the following members: Messrs. Humphrey Mitchell, secretary of the National Labour Supply Council, Ottawa, chairman; Gilbert Jackson, banker and economist, Toronto; George Hodge, manager, Department of Personnel, Canadian Pacific Railway, Montreal.

Case No. 32—His Majesty's Canadian Dockyard; Halifax Shipyards Limited; and Certain of the Employees.

In this case, the Commission investigated wages, hours, and working conditions in the plants of the Halifax Shipyards Limited and H.M.C. Dockyard, Halifax. A Board of Conciliation and Investigation had dealt with a dispute between the Halifax Shipyards Limited and their employees (Labour Gazette, September, 1941, page 1062), and the Commission made certain recommendations in regard to H.M.C. Dockyard.

Case No. 33—Terminal Grain Elevator Companies, Fort William and Port Arthur, and Certain of Their Employees.

The employees—numbering 1,000 directly and 1,500 indirectly involved—had applied for a Board of Conciliation (Labour Gazette, June 1941, page 618). The Commission, after conferences with both parties, succeeded in securing a signed undertaking, and the application for a Board was withdrawn. The undertaking provides for a revised agreement, embodying, *inter alia* a wartime cost of living bonus in accordance with P.C. 7440.

Case No. 34—Canadian Cottons Limited and its Mill Employees at Hamilton.

This case is an aftermath of Cases No. 12 and 13 which were reviewed in the August issue of the Labour Gazette pp. 935-6). A second application for a Board was received from the employees—numbering approximately 700—of the company's Hamilton mill (Labour Gazette, September, 1941, pp. 1041-2).

In its first investigation the Commission reported that an undertaking was approved between the company and its Cornwall and Hamilton employees. In the interlude between the two applications, the employees changed their union affiliation.

In considering the second Board application, the Commission reported that in view of the original undertaking it did not regard the establishment of a Board as justified by the mere transfer of union affiliation on the part of the employees concerned.

Case No. 35.—William Kennedy and Sons Limited, Owen Sound, and Certain of Their Employees.

The cause of this dispute which involved 320 employees was the uncertainty regarding the application of the wartime cost of living bonus under the provisions of P.C. 7440. The employees had applied for a Board of Conciliation (Labour Gazette, September, 1941, page 1041) but as a result of conferences between the Commission and representatives of both parties an undertaking was concluded whereupon the Board application was withdrawn. The agreement embodies a cost of living bonus as provided by P.C. 7440.

Case No. 36.—Babcock-Wilcox and Goldie-McCulloch Limited, Galt, and Certain of Their Employees.

This dispute, involving 110 employees in one department, developed over matters concerning rates of pay and the application of the wartime cost of living bonus under P.C. 7440. Following conferences which the Commission had with all parties concerned it was agreed in an undertaking that the cost of living bonus would be applied in accordance with P.C. 7440.

Case No. 37—Canadian Westinghouse Company, Hamilton, and Certain of its Employees.

This dispute arose out of the employees request for a union agreement embodying increased rates of pay and changes in hours of labour and working conditions. The employees had applied for a Board of Conciliation (Labour Gazette, September, 1941, page 1042) and stated there were approximately 3,000 workers directly affected and an equal number indirectly. However, the company stated there were 3,221 employees in its East plant and 1,364 in its West plant, making a total working force of 4,585.

The Commission in reporting on its investigation stated: The representatives of the Company were not disposed to consider the negotiations of a collective agreement on any basis that was suggested, nor were the representatives of the employees inclined to withdraw from their position of claiming the right to negotiate on behalf of the Company's employees in the East plant.

The Commission also further reported that the evidence submitted did not indicate that the organization, on whose behalf the application for the establishment of a Board of Conciliation and Investigation was made, has authority to speak for the majority of the employees of Canadian Westinghouse Company Limited, even in the Company's East plant.

However under the existing circumstances the Commission considered that the matters at issue might be best disposed of by the establishment of a Board of Conciliation and Investigation. This Board has now been established (see Proceedings under the Industrial Disputes Investigation Act on page 1187).

Case No. 38.—Fairchild Aircraft Limited, Longueuil, Que., and Certain of its Employees.

This dispute developed over a matter of lay-offs. At the first meeting before the Commission, the employees claimed that in addition to the matter of recent lay-offs and the Company's insistence that employees, both present and prospective, complete an "Application for Employment", form M. & S. 408, there were a number of other questions in respect to which it was alleged that the Company had failed to comply with the terms of the agreement between Fairchild Aircraft Limited and Lodge 712, International Association of Machinists, effective December 2, 1940. The employees further contended that notwithstanding service of notice for termination or revision of the agreement, nevertheless under the provisions of Section 58 of the Industrial Disputes Investigation Act, the agreement continues in effect pending the report of the Board of Conciliation and Investigation established to deal with a dispute which had developed as the result of the employees' request for revision of the agreement.

The position of the representatives of the Company was that a staff reduction had been made entirely in accordance with the terms of the agreement with the Machinists Association; that the signing of form M. & S. 408 by all employees was required on instructions by the Department of Munitions and Supply; and that the constant agitation, as the Company believed without justification, of many matters by the Grievance Committee of the employees' organization, had developed conditions in the shop which were difficult, if not impossible, and which prevented efficient operation of the plant. On the other hand, members of the Grievance Committee stated that from time to time violations of the agreement on the part of the Company had been made, some of them in a very high-handed manner, and that they had found it difficult, if not impossible, to secure redress.

Following separate discussions with the representatives of the Employees and the Company, the Commission reached the conclusion that practically all of the difficulties experienced in the Fairchild plant were due to a lack of co-operation between the representatives of the parties in carrying out the terms of the agreement, possibly due on the part of some representatives of one or other of the parties to misunderstanding or inexperience in the tech-

nique of meeting the requirements of an employer-employee agreement covering wages and working conditions.

As a result of frank free discussions which settled the points at issue the Commission was assured that "a new approach would be made in an effort to develop relationships which would secure mutual good will in the application of agreed rules governing their collective agreement."

In conclusion, the Commission further recorded:

"It was agreed by all that in the national interest, under existing conditions, nothing should be left undone to bring about such relationships as would make for maximum production in the aircraft industry. . . .

"The Commission records its impression that at the close of these discussions, the officers of the Machinists Association and the representatives of the Company showed a most reasonable disposition towards the problems in hand."

The report of the Board of Conciliation is published elsewhere in this issue commencing on page 1202.

Case No. 39—Renfrew Woollen Mills and Certain of Their Employees.

Approximately 240 employees were involved in this dispute, and an application for a Board had been received (Labour Gazette September, 1941, page 1042). As a result of conferences between the Commission and representatives of both parties, an undertaking was concluded wherein it was agreed that not only would the company restore its war bonus, but would also provide for a wartime cost of living bonus based on the provisions of P.C. 7440.

Following this undertaking the employees withdrew their application for a Board.

Case No. 40—Canadian Car and Foundry Company, Turcot Works, Montreal and Certain of its Employees.

This case involving approximately 415 employees was apparently complicated by overlapping jurisdiction in the matter of Dominion and provincial legislation. This feature is evidenced by the Commission's report as follows:

"The claim, submitted on behalf of the International Association of Machinists to cover employees of the Turcot Works of the Company, appears to involve a question of jurisdiction between the Federal Government, in the application of the Industrial Disputes Investigation Act, and the Quebec Government, in the application of its Collective Labour Agreements' Act.

"There is a further complication in the fact that the existing collective agreement covers all the employees of the Dominion and Turcot plants of the Canadian Car & Foundry Company."

Upon such a question of jurisdiction the Commission did not feel justified to express an opinion.

An application for the establishment of a Board of Conciliation and Investigation under the I.D.I. Act has now been received (see proceeding under I.D.I. Act on page 1186).

CONCILIATION WORK OF THE DEPARTMENT OF LABOUR FROM JULY 1, 1941, TO SEPTEMBER 30, 1941

CONCILIATION proceedings are carried on by the Department of Labour for the most part under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned. In some disputes occurring in industries coming directly under the Industrial Disputes Investigation Act, namely, mines and public utilities, preliminary inquiries and mediation by officers of the Department result in the settlement of the matters in dispute without the necessity of the establishment of Boards of Conciliation and Investigation.

The Department of Labour has on its staff conciliators and mediators who are stationed at Vancouver, Toronto, Ottawa, and Montreal. The territory of the officer resident in Vancouver comprises the four western provinces. The conciliation officer resident in Toronto confines his activities to Ontario, while the officer in Montreal covers the province of Quebec and the Maritime Provinces. The headquarters of the Chief Conciliation Officer are at Ottawa.

The following statement covers the more important conciliation matters dealt with during the period July 1, 1941, to September 30, 1941. (An article covering the period April 1, 1941, to June 30, 1941, appeared in the Labour Gazette, July, 1941, page 775).

Packing House Workers, Kitchener, Ontario.—The July issue of the Labour Gazette at page 783 referred to a dispute between Dumart's Limited, and Local 139, United Packing House Workers of America. Representatives of the federal Department of Labour had conferred with both parties and

when a settlement was not possible, a Board of Conciliation and Investigation was immediately established. The report of this Board was made public in July and differences of opinion arose as to the interpretation of certain clauses of this report regarding the constitution of the bargaining committee. This resulted in a strike of approximately 300 employees in the plant on July 30. A large shipment of bacon for overseas was delayed as a consequence of the stoppage of work. An officer of the Department conferred in Kitchener with representatives of each of the parties and with a City Industrial Disputes Committee which had been set up. Following lengthy discussions, a settlement was reached on August 7 and the plant reopened on the 11th. A committee was elected to negotiate with the company pending a plant election to be held within a period of 90 days to determine the constitution of the permanent bargaining committee. However, the negotiations arranged for under this settlement again broke down on August 9 and the Department was advised that a further stoppage of work was imminent. On August 19, through the efforts of the Industrial Disputes Committee, mentioned above, and the Departmental conciliator, an agreement was concluded between the company and a committee of the employees effective to January 31, 1943.

Automobile Factory Workers, Brantford, Ontario.—In the July issue of the Labour Gazette at page 783, reference was made to a dispute between the Brantford Coach and Body Company, Limited, Brantford, Ontario, and its employees, which was then receiving the attention of the Department. Allegations had been made that the management was taking action to promote a "Company" union in opposition to the local union of the United Automobile Workers of America. and subsequently an application was made for the establishment of a Board of Conciliation and Investigation to deal with the question of wages, union recognition, etc. On August 20, the Department was informed that an agreement had been signed between Local 397, United Automobile Workers of America, and the Company covering employees in the Pearl Street Plant only. The application for the establishment of a Board of Conciliation and Investigation was accordingly withdrawn.

Metal Workers, Beauharnois, P.Q.—At page 782 of the July issue of the Labour Gazette a report appeared regarding a dispute in the plant of the St. Lawrence Alloys and Metals Company, Limited, Beauharnois, P.Q. At the end of June it appeared that a direct settlement would be reached as a result of concessions offered by the company but this did not prove to be the case and the employees pressed for the establishment of a Board of Conciliation and Investigation as applied for on May 7. The matter was referred to the Industrial Disputes Inquiry Commission and at the end of July the Department was informed that the dispute had been terminated and the Board application withdrawn. The report of the Commission appears on page 934 of the August issue of the Labour Gazette.

Foundry Workers, Whitby, Ontario.—The July issue of the Labour Gazette at page 785 referred to a dispute between the Whitby Malleable Iron and Brass Company, Limited, Whitby, Ontario, and its employees, members of Local 1817, Steel Workers' Organizing Committee, which remained unsettled at the close of the period then under review. This dispute was later referred to the Industrial Disputes Inquiry Commission. Subsequently, a settlement was reached and the application for a Board of Conciliation and Investigation which had been made was withdrawn. The report of the Commission appears in the August issue of the Labour Gazette at page 934.

Machinists, Shearers and Press Hands, Waterloo, Ontario.—The July issue of the Labour Gazette at page 780 referred to a dispute affecting employees of the Sunshine Waterloo Company, Limited, which had arisen over the demand of the Steel Workers' Organizing Committee for a collective agreement with the company. At the end of June the matter was still before the Department. It later developed that the union in question was unable to secure an agreement with the company and, as the application for a Board of Conciliation and Investigation which had been made was not within terms of the governing statute, there was no further action the Department could take in the matter.

Trainmen, Motormen, Conductors, etc., Quebec, P.Q.:—Early in July the attention of the Department of Labour was directed to differences existing between the Quebec Railway, Light, Heat & Power Company, Quebec, P.Q., and its employees regarding an agreement to cover all employees engaged in the railway service exclusive of those on the street railway. One group, the Brotherhood of Railroad Trainmen, contended that it had the majority of the employees and therefore any agreement should be with that organization. The company, on the other hand, wished to conclude contracts with minority groups. This dispute was referred to the Industrial Disputes Inquiry Commission for investigation and the report of the Commission appears in the September issue of the Labour Gazette at page 1088.

Foundry Workers, Belleville, Ontario:—During July, a minor dispute in the plant of the Belleville Foundries, Belleville, Ontario, was adjusted through the Conciliation Service of the Department of Labour. The employees had requested a cost-of-living bonus and on July 10, when the demand had not been granted, 5 of the moulders ceased work but returned to their jobs the following morning. An officer of the Department visited Belleville on the 13th at which time he found that a bonus had been given to the workers on the 11th. The management further agreed to take steps towards improving certain working conditions and the employees expressed themselves as being satisfied with the adjustment made. There are about 20 employees in the plant comprising moulders, grinders, coremakers, welders, furnace men and labourers.

Cotton Factory Workers, St. Gregoire de Montmorency, P.Q.:—Through the intervention of a conciliator of the Department of Labour, a strike of 110 employees of the Dominion Textile Company, Limited, in their plant at St. Gregoire de Montmorency, which had occurred on July 5, was terminated and work resumed at midnight of July 13. The company had instituted a new work system and the dispute arose when the employees were asked to accept the new conditions. The departmental officer succeeded in having the employees give the new system a trial for a period of three weeks, previous earnings of the employees being guaranteed in the meantime. At the end of July, however, the employees were still dissatisfied and application was made for the establishment of a Board of Conciliation and Investigation. The employees, said to number 136, were members of the National Catholic Union of Textile Workers at St. Gregoire de Montmorency, P.Q.

Steel Plant Workers, Trenton, Nova Scotia:—On July 10, employees in the shell department of the Trenton Steel Works, Limited, ceased work but on the advice of the local representative of the Steel Workers Organizing Committee returned to their jobs the following morning pending the arrival of a conciliation officer of the Department of Labour. Negotiations regarding the establishment of a rate for shell forgers had been under way for a period, but the conferences had been suspended pending efforts on the part of the company to obtain information as to rates being paid for similar operations in other plants. On this occasion the officer succeeded in securing an agreement for a trial period of two months. Subsequently on August 11, employees in the nut and bolt department ceased work when the company refused to grant wage increases over the rates specified by contract. This was followed by a strike of employees in the shell finishing department and later in the mills and shipping department. The officer of the department again visited Trenton on the 12th. The strike was terminated on August 14 but a further stoppage occurred again on August 21 with operations being resumed on the 22nd. Early in September it was announced that the wage negotiations had ended satisfactorily. Approximately 1,500 workers were involved in the dispute. Details of the strike will be found in the article on strikes and lockouts appearing on page 1093 of the September issue of the Labour Gazette.

Rubber Factory Workers, Welland, Ontario:—A dispute in regard to wages and cost-of-living bonus resulted in a strike on July 21 of 8 employees of the Joseph Stokes Rubber Company, Welland, Ontario. A Conciliation Officer visited that point and following conferences with the parties concerned, the men agreed to resume work at once, the Company undertaking to pay a bonus. There are about 300 employees in the plant.

Pulp and Paper Mill Workers, New Westminster, B.C.:—In the latter part of July an officer of the Department of Labour participated in conferences between the New Westminster Paper Company, Limited, New Westminster, B.C., and its employees, members of the New Westminster Paper Workers' Association, regarding the revision of the existing wage agreement. The employees, having been unable to reach a settlement through direct negotiation, had made application for the establishment of a Board under the Provincial Industrial Conciliation and Arbitration Act, but as the pulp and paper industry had been declared an essential war industry, the dispute was one coming within federal jurisdiction and the employees were so informed. Through the efforts of the Dominion officer, an agreement effective July 1, 1941, was concluded. One hundred and seventy-five employees were stated to be involved.

Aircraft Workers, Malton, Ontario:—On July 29, representatives of Aeronautical Lodge 717, International Association of Machinists, representing employees in the plant of the National Steel Car Corporation, Limited, at Malton, Ontario, notified the Department that the employees had unanimously rejected a recent majority report of a Board of Conciliation and Investigation in favour of the minority report and that failing a conference within 48 hours with officials of the Company empowered to settle the dispute, a strike would be called. The minority report of the Board referred to recommended much higher wages than had the majority report. The following day, a conciliator of the Department had a lengthy conference with representatives of each

of the parties during which the demands of the employees were discussed. The main problem, however, appeared to be the union's objection to the provisions which required them to work 48 hours per week before overtime was paid. No settlement was reached and the matter continued to receive the close attention of the Department and a delegation visited Ottawa on several occasions. On August 16, word was received that a compromise settlement had been agreed upon.

Gold Miners, Dawson, Y.T.:—On July 30 the intervention of the Department of Labour was requested in connection with a strike of approximately 500 placer miners employed by the Yukon Consolidated Gold Corporation, Limited, Dawson, Y.T. Work had ceased at noon on July 28 when the company refused to grant a wage increase of $1 per day. Following cessation of work the company offered a cost-of-living bonus of 50 cents a day which was not acceptable to the miners. Arrangements were made for a conciliator of the Department of Labour to leave for Dawson as early as possible and this officer left Vancouver by 'plane on August 2, arriving at Dawson on the 3rd. He succeeded in having the miners resume work on the morning of the 6th and negotiations followed immediately. On August 8, an agreement was concluded with the company undertaking to pay a cost-of-living bonus and adjusting certain other matters in dispute.

Foundry Workers, St. Catharines, Ontario:—The dismissal by the St. Catharines Brass Works, Limited, of one workman, allegedly for inefficiency, precipitated a general strike of the employees in the plant on August 2, 1941. The men, for a time, refused to work until the management agreed to the reinstatement of the dismissed employee and to negotiate a collective agreement with the United Automobile Workers of America. Subsequently, on the assurance that an officer of the Department of Labour would investigate all the circumstances surrounding the dispute, the men returned to their jobs on August 11 and a Conciliation Officer at once proceeded to St. Catharines where conferences were opened. An agreement was reached when the Union waived their demand for union recognition, and also their demand for the reinstatement of the discharged employee when a written release from the company was obtained. Certain wage increases were also granted.

Steel Car Factory Workers, Hamilton, Ontario:—On August 5, a Conciliation officer of the Department of Labour, accompanied by the Director General of Labour Relations, Department of Munitions and Supply, conferred in Hamilton with the Controller of the National Steel Car Corporation, Limited, at that point and a committee representing the employees who were members of the Steel Workers Organizing Committee, regarding the demand of the union for a signed agreement with the company covering wages and working conditions. Following conferences in Ottawa between the Prime Minister and the Minister of Labour and a delegation representing the union, approximately 1,500 employees, who had been on strike since July 28, resumed work on August 1, on the understanding that an official of the Department of Labour would visit Hamilton and discuss with the Plant Controller and representatives of the employees the various points in dispute. Particulars of the strike appear in the August issue of the Labour Gazette at page 946. As a result of this mediation, a settlement was reached providing for the election of committees to deal with grievances, each employee to choose which committee should represent him, or being free to deal directly with the management. Regulations to govern procedure relating to grievances were to be posted at once.

Pulp and Paper Mill Workers, Portneuf, P.Q.:—On August 13 the Department of Labour was advised that difficulties had arisen as to the interpretation of an agreement concluded during June between Bishop & Sons, Limited, and its employees, being members of the National Catholic Pulp and Paper Employees Union. The Departmental official again visited Portneuf, at which time an agreement was signed between the Company and a committee of the employees, providing for a wage increase and a cost-of-living bonus. In this agreement it was provided that a negotiating committee was to be elected by secret ballot to be held on September 25 under the control of both company and the employees. It was stated that at this time there were 142 employees on the pay-rolls of the company.

Marine Engineers, Great Lakes:—A dispute between the Lakehead Transportation Company, Limited, Fort William, Ontario, and marine engineers in its employ, members of the National Association of Marine Engineers, was adjusted through the intervention of the Department of Labour during the period under review. The employees had requested wage increases and a union agreement. The company conceded union recognition but wage increases were the subject of lengthy negotiations. Early in August, the company offered the engineers employed on small tugs a monthly increase of $10, retroactive to the beginning of the current navigation season, which was the maximum adjustment possible under the provisions of P.C. 7440. At the close of September the dispute had not been terminated. Ten employees were said to be directly affected by the dispute.

Athelstan, P.Q.:—Strike action on the part of 14 employees of the International Cooperage Company of Canada, Limited, Athelstan, P.Q., was averted when a conciliation officer of the Department of Labour visited that point on August 15 and 16. The employees had asked for a cost-of-living bonus and some misunderstanding had arisen as to the application of Order in Council P.C. 7440. Through the efforts of the departmental officer, an agreement for the duration of the present war was concluded. The plant was engaged on war orders.

Can Factory Employees, Vancouver, B.C.:—Late in the afternoon of August 22, the Department of Labour was advised that the employees of the American Can Company, Limited, Vancouver, B.C., had ceased work at midnight of the 21st to enforce their demands for increased wages and union recognition. In addition to the complete stoppage of can production, truck drivers ordinarily moving cans from the plant refused to remove such completed production as was on hand. A board established under the Provincial Industrial Conciliation and Arbitration Act had been dealing with the two-month old dispute but hearings terminated abruptly on the 20th over the question of union recognition, the union involved being the Vancouver Metal Workers' Union, Local No. 1. The firm was engaged in can production for the current season's canned salmon pack and also for potential requirements of the coming canned herring production. It was also alleged that immense quantities of peaches, pears and tomatoes throughout the province would be lost if the production of cans was delayed. The western representative of the Department of Labour was immediately instructed to act in co-operation with provincial authorities to bring about a speedy termination of the strike, and the employees were advised that their action constituted a violation of the Industrial Disputes Investigation Act as extended to war industries and that large shipments of canned salmon for Britain were being delayed as a consequence of the strike. On the evening of August 25, an agreement was reached between the parties which provided for increased wages and union recognition. Work was resumed on the morning of the 26th. Three hundred and thirty-five workers were involved.

Metal Factory Workers, Hamilton, Ontario:—On August 27 the Department of Labour was informed that the Otis-Fensom Elevator Company, Limited, Hamilton, was practising discrimination against employees who were members of the United Electrical Radio and Machine Workers of America and that one man had been discharged. The matter was taken up with the employing company who contended that the dismissal had been for violation of shop rules but they agreed to reinstate the man in question on the understanding that in future he would strictly comply with all shop regulations.

Machine Shop Workers, Toronto, Ontario:—Negotiations between the Canadian Acme Screw and Gear Limited, Toronto, and representatives of the Steel Workers' Organizing Committee, relative to a collective agreement respecting wages, union recognition, and other working conditions as recommended by a Board of Conciliation and Investigation which had been made public on August 19 having failed, a strike of approximately 1,700 workers occurred in this plant on August 28. It was stated that about 800 continued work. Following lengthy mediation by officials of the Department of Labour the strike was terminated on September 6. It was agreed that negotiations were to be opened immediately with a union committee on the questions of wages, cost-of-living bonus, hours and overtime, holidays, seniority, sanitation and safety, discharge and suspension cases, the number composing the negotiating committee and grievance procedure. It was further agreed that should an agreement not be reached on any of the above points within fifteen days, such matter or matters would be referred to arbitration. At the close of September all matters except wages had been agreed upon. (*See* Labour Gazette September, page 1095.)

Metal Workers, Vancouver, B.C.:—The refusal of the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., to concede sole bargaining rights to the Vancouver Metal Workers Union, Local No. 1, resulted in a strike of 60 employees in this firm on August 30. No differences as to wages or working conditions existed. A Board of Conciliation and Investigation had dealt with a dispute in this plant and the report had been made public late in August, details of which will be found on page 1067 of the September issue of the Labour Gazette. Officials of the Department of Labour immediately contacted both parties but each side refused to recede from the stand it had taken and at the close of September the strike had not been terminated.

Shipyard Workers, New Westminster, B.C.:—Late in August and the early part of September officials of the Department of Labour participated in conferences between the Star Shipyards (Mercer's) Limited, New Westminster, B.C., and a committee of employees regarding an agreement covering increased wages. Recognition of Unit No. 3, Amalgamated Building Workers of Canada, was also asked. It became apparent, however, that while an agreement could be reached on

an employer-employee basis, a settlement on the question of wages within provisions of Order in Council P.C. 7440 could not be had. The firm, which is engaged on the construction of wooden ships for the Government, employs approximately 40 men.

Plumbers and Steamfitters, Vancouver, B.C.:—The signing of an agreement, effective September 1, 1941, and providing an hourly rate of $1.12½ for plumbers and 62½ cents for helpers, between Local Union 170, United Association of Journeymen Plumbers and Steamfitters, Vancouver, B.C., and the Master Plumbers' Association of that city, marked the conclusion of prolonged negotiations between these parties, which were participated in by officers of the Department of Labour. The application which had been made for the establishment of a Board of Conciliation and Investigation to deal with this matter was accordingly withdrawn. Approximately 120 employees were said to be affected by the settlement.

Ferry Boat Employees, North Vancouver, B.C.:—A dispute as to wages and working conditions, between the Corporation of the City of North Vancouver, B.C., and the Canadian Merchant Service Guild, Inc., representing the masters and mates employed in the North Vancouver Ferry Service, which received the attention of the Department for several weeks, was finally adjusted early in September when an agreement was concluded between the parties concerned. A few days later, as a result of intervention by Departmental officers, a similar agreement was signed between the Corporation of the City of North Vancouver and Council No. 7, National Association of Marine Engineers of Canada, which brought to a conclusion a dispute which had existed for some time in respect to engineer officers in the Service.

Sawmill and Box Factory Workers, Rimouski, P.Q.:—The refusal of Price Brothers and Company, Limited, Quebec City, P.Q., to grant a wage increase of 10 cents per hour to employees in their mills at Rimouski, P.Q., precipitated a strike of approximately 600 employees on the morning of September 6. As the Company was engaged on war contracts, a cessation of work was illegal. As soon as this information was given to the men they agreed to resume work and have the dispute dealt with through the Conciliation Service of the federal Department of Labour. An officer of the Department reached Rimouski on the 9th and as a result of his mediation an agreement was concluded which provided for wage increases and a cost-of-living bonus. Following this settlement, the Departmental officer negotiated similar agreements in the sawmills of the same Company located at Matane and Priceville.

Factory Workers, Montreal, P.Q.—A strike of 49 employees of the Rutherford Sash & Door Company, Montreal, P.Q., occurred on the morning of September 8, but work was resumed the following day when the employees were informed that the strike was illegal, the company being engaged on war work. An investigation of the pay-rolls of the firm indicated that the labour conditions of the contract were being observed, and this was made known to the men after they had returned to their jobs.

Foundry Workers, Sarnia, Ontario.—On September 10 a conciliator of the Department of Labour visited Sarnia in connection with a complaint that Mueller, Limited, at that point had refused to meet a committee representing Lodge 1091, International Association of Machinists, and Local 84, International Union of Polishers, Buffers, Platers and Helpers, to discuss a proposed agreement covering wages and working conditions in the brass polishing and plating department. In the latter part of August a Commissioner had investigated an allegation of this union that the firm had discharged 49 experienced workers in an attempt to break up the newly organized local. Some misunderstanding as to the undertaking given relating to the re-employment of certain of the discharged workers arose and the matter was brought to the attention of the departmental officer. Informal discussions were had with the parties concerned, and conferences between the management and the union followed. An application for the establishment of a Board of Conciliation and Investigation was made on September 12, but this was allowed to remain in abeyance pending direct negotiations. At the close of September it appeared probable that a settlement would be reached. It was stated that 350 employees were directly affected.

Automobile Parts Workers, St. Catharines, Ontario.—On the morning of September 11 a strike occurred of employees of McKinnon Industries, Limited, St. Catharines, Ontario, members of Local 199, United Automobile Workers of America, in an attempt to enforce a demand for wage increases of 10 cents per hour to hourly paid workers and 15 per cent to piece workers. The majority report of a Board of Conciliation and Investigation made public on August 25, recommended against an increase in the present basic rates but a unanimous recommendation was made that a cost-of-living bonus should be paid. The company agreed to pay the bonus and contended that in view of the provisions of P.C. 7440

this was the maximum that could be granted. On September 24 discussions were opened between representatives of the company and the union participated in by a Departmental officer. The agreement under which work was resumed provided that all workers were to be re-employed under the conditions existing at the time of the strike, and that any differences arising out of individual wage claims were to be the subject of discussion between the company and the union, the parties to be assisted by the Chief Conciliation Officer of the Ontario Department of Labour. Thirty-seven hundred employees were involved in this dispute.

Unlicensed Personnel, B.C. Coast Steamship Service, (C.P.R.), Vancouver, B.C.—During the period under review, a dispute between the B. C. Coast Steamship Service and the employees in its Stewards, Deck and Engine Room Departments, over the employees' request for changes in rules and rates of pay, received the attention of the Department. Several weeks earlier, an application had been made for a Board of Conciliation and Investigation on behalf of the employees, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, but this had been allowed to remain in abeyance pending the findings of a Board which had been established to deal with differences respecting wages between the Canadian National Railways and the Canadian Pacific Railway Company and the standard railway labour organizations, it being suggested that the recommendations of this Board might provide a basis of settlement of the dispute in the B.C. Coast Steamship Service. Early in July, representations were made by a committee of five that the majority of the employees in the Deck and Engine Room Departments did not wish to be represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. A conciliation officer of the Department dealt with this whole matter, and when it became apparent that a settlement could not be reached through negotiations between the management of the company and representatives of the Stewards, a Board of Conciliation and Investigation was established to deal with the dispute affecting these employees only. At the close of September a vote was being conducted under the auspices of the Department of Labour to ascertain if the employees in the Deck and Engine Room Departments desired to be represented on the Board by the nominee of the Brotherhood mentioned. The application stated that 975 employees were directly affected.

Lord Soulbury, Chairman of the Assistance Board of Great Britain (formerly Mr. Herwald Ramsbotham, President of the Board of Education) in a recent address reported in the Manchester Guardian expressed the opinion that children who ended their schooling at fourteen were improperly equipped for the workaday world.

"An experienced investigator has reported that the hard core of unemployment is composed mainly of those who having left school at fourteen, or earlier, had taken any available job to bring additional money into the home, and who in many cases were physically and mentally unfit for work because when young they did not have enough nourishing food.

"By far the largest single cause of unemployment was that "blind alley." So many boys and girls on leaving school wanted to help the family budget as soon as possible and took jobs in which they had no opportunity to acquire skill or aptitude of lasting value, and at eighteen they find themselves stranded."

The Making and Using of Index Numbers by Wesley C. Mitchell, is the title of a bulletin (No. 656) published by the Bureau of Labor Statistics United States Department of Labor. In a preface to the bulletin Mr. Isador Lubin, Commissioner of Labor Statistics states:

"This study of the making and using of index numbers, by Wesley C. Mitchell, was originally published in 1915 as part of Bulletin 173 of the Bureau of Labor Statistics, dealing with wholesale-price index numbers in the United States and foreign countries. A revision of this bulletin, including a revision of Dr. Mitchell's section, was issued as Bulletin 284 in 1921, following the world-wide revolution in prices caused by the war.

"In so far as these bulletins dealt with current price-reporting methods they are, of course, long since obsolete. However, the section by Dr. Mitchell on the making and use of index numbers has been in continuing demand, particularly in colleges and universities, and, to meet this demand, is now being reprinted, without change, from the original plates."

Copies of this bulletin, price 20 cents, may be obtained from the United States Superintendent of Documents, Washington, D.C.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1941

THE following table shows the number of disputes, workers involved and time loss for September, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*September, 1941.....	27	10,495	79,896
*August, 1941.....	33	12,348	32,042
September 1940.....	15	3,057	6,476

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While the number of disputes and the number of workers involved were somewhat lower in September than in August there was a considerable increase in time loss, due chiefly to a strike of nearly four thousand workers in an automobile parts plant at St. Catharines, Ont., which lasted over two weeks, but there was also considerable time loss due to strikes of metal workers at Toronto, Ont., wood workers at Lake Megantic, P.Q., coal miners at Florence, N.S., beverage dispensers and canning factory workers at Toronto, Ont., and bolt factory workers at Vancouver, B.C. Of the less important disputes, five lasted one day or less and five from two to three days. Eleven involved less than one hundred workers each.

In August, 1941, there was no dispute which caused great time loss, but there were 10 which resulted in time loss of over one thousand days in each case.

In September, 1940, the only strikes which caused considerable time loss were those of artificial silk factory workers at Cornwall, Ont., and embroiderers in dress factories at Montreal, P.Q.

Five disputes, involving 2,687 employees, were carried over from August and 22 commenced during September. Among those carried over, one dispute was reported too late for inclusion in the tabular statement for August given in the September Labour Gazette. Of these 27 disputes, 23 were terminated during the month. Four resulted in favour of the employers involved, six in favour of the workers, eight in compromise settlements, while five were indefinite. At the end of the month, therefore, there were four strikes or lockouts recorded as in progress, namely: Bolt factory workers, Vancouver, B.C.; beverage room employees and hotel employees, Toronto, Ont., and coal miners, Aerial, Alta.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to two disputes of this nature, namely: packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940; dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940.

The dispute involving taxicab drivers, Toronto, Ont., one employer, September 23, 1940, to November 30, 1940, which hitherto has been included in the above list, was reported by the union to have been called off on September 2, 1941.

A minor dispute involved 29 workers in a metal products factory at Chatham, Ont., for three hours on September 3, demanding increases in wages. It was explained to the employees that under the Order in Council of December 16, 1940, P.C. 7440, amended on June 27, 1941, increases could not be granted and the cost-of-living bonus would be adjusted from time to time. Work was then resumed by most of the employees.

A minor dispute involved 27 employees in a paper processing establishment at Toronto, on September 10 for two hours. An increase in wages was sought. A cost-of-living bonus was put into effect and work was resumed.

A minor dispute at Welland, Ont., in a metal manufacturing plant, involved 14 workers who walked out during a shift when an increase in wages was refused on September 12. They were replaced in a short time.

A minor dispute involved about 30 workers in a cotton factory at Cornwall, Ont., for two hours on September 19. Two men who had finished their own work before the end of the shift refused to do other work as had been the custom on the advice of the union shop steward

and were laid off for the balance of the shift. The others in the department then ceased work for the balance of the shift. The dispute was dealt with by the union, it being decided that the steward had made a mistake and that work should be performed as had been the practice.

A cessation of work by highway construction labourers at St. Nicholas, Que., occurred on September 26 to obtain an increase in wages, but work was resumed in a short time without a change in wages.

A strike of 55 employees in a metal products factory at Toronto, Ont., began on September 17 to obtain recognition of the Steel Workers' Organizing Committee. Work was resumed after an hour when the management agreed to meet a committee. Another stoppage later has been reported but particulars have not been received.

A minor dispute involving 9 workers in a factory producing bandages, dusters, etc., at Brantford, Ont., for one half day on August 28 was not reported in time for inclusion in the September issue of the Labour Gazette. Work was resumed pending further proceedings.

Disputes between salmon fishermen and cannery operators on the British Columbia coast as to prices for fish were reported in the press as having caused some delay in fishing operations. The reports received were that no strikes were called and that the fish were not yet running in volume before agreements were reached.

The "slow down" policy adopted by a number of coal miners in Nova Scotia since the spring in protest against the agreement on wages, etc., was called off at the end of September. Strikes had occurred on April 14 and July 15 (Labour Gazette, August, p. 944). In August the operators suspended numbers of the miners reducing output and others refusing to take their places, so that several collieries were operated on only one shift per day for some weeks. Following the full resumption of work the cost-of-living bonus was increased from 90 cents per week to $3.45 as outlined elsewhere in this issue.

Mining

Coal miners in the colliery at Aerial, Alberta, ceased work on September 30, demanding that boys working on the tipple should receive men's pay at $4.62 per day instead of $2.62 to $3.63. As these rates were in accordance with the union agreement this was refused. The Department of Labour reported the strike to the district president of the union and he ordered the miners back to work as any dispute should be dealt with under the terms of the agreement which provides for arbitration if not settled by negotiations. Work was resumed on October 3.

Manufacturing

Vegetable Foods, Etc.—The strike of canning factory workers at New Toronto on September 6 involved 300 out of 500 employees, members of the Packing House Workers' Organizing Committee who demanded increases in wages, and certain changes in working conditions. The management negotiated with a committee of employees and discussed their proposals at a general meeting of the employees on September 7. A resumption of work on the next day was expected. Only 200 reported for work and a committee refused to negotiate unless accompanied by a union organizer, to which the management would not agree. The provincial government arranged for the transportation of over 100 farmers and farm help from the vegetable growing districts to assist in canning their produce, also for their accommodation. As a result of conciliation by the provincial authorities a settlement was reached providing for a general increase in wages of three cents per hour bringing the minimum scale for women to 33·5 cents per hour, boys 35 cents, and men 48 cents, and a grievance committee, the Ontario Department of Labour to assist in settling any disputes.

Miscellaneous Wood Products.—The strike of sawmill workers at Fort William was for an incrase in wages of 10 cents per hour and the eight-hour day. The establishment was operated one shift per day instead of two, throughout the strike as only about half of the employees ceased work. As a result of conciliation by an official of the Ontario Department of Labour work was resumed on September 8. Some minor concessions were reported to have been made. A number of members of a picket were convicted on charges of watching and besetting and were fined $5 each and costs.

Metal Products.—The strike of metal workers at Toronto on August 28 to obtain an agreement with a local of the Steel Workers' Organizing Committee, affiliated with the Canadian Congress of Labour, on wages and working conditions followed the report of a Board under the Industrial Disputes Investigation Act on July 30, (Labour Gazette, September, pp. 1070-1073). The Board had taken a ballot of the employees and out of 2,766 entitled to vote it was found that 1,524 were in favour of representation by the Union, and 160 were against, the remainder not voting. The Board recommended that the management should negotiate with the union. As the negotiations did not result in an agree-

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to September, 1941				
MINING, ETC.—				
Coal miners, Sydney Mines, N.S.	1	25	75	Commenced August 27, 1941; for increased wages; terminated Sept. 4; return of workers pending further negotiations; indefinite.
MANUFACTURING—				
Misc. Wood Products—				
Sawmill workers, Fort William, Ont.	1	154	770	Commenced August 19, 1941; for union recognition, increased wages and eight-hour day; terminated Sept. 6; conciliation (provincial); in favour of employer.
Metal Products—				
Metal products factory workers, Toronto, Ont.	1	2,125	10,625	Commenced August 28, 1941; for union agreement, wage increases, etc.; terminated Sept. 6; conciliation (federal), work resumed pending further negotiations; compromise.
Bolt factory workers, Vancouver, B.C.	1	53	1,325	Commenced August 30, 1941; for union recognition; unterminated.
SERVICE—				
Business and Personal—				
Beverage room employees, Toronto, Ont.	66	330	3,000	Commenced August 19, Sept. 1, etc., 1941; for new union agreement covering additional classes of workers; unterminated.
(b) Strikes and Lockouts commencing during September, 1941				
MINING, ETC.—				
Clay and silica miners, St. Remi d'Amherst, P.Q.	1	30	30	Commenced Sept. 2; against working with man of alien enemy origin; terminated Sept. 2; negotiations; in favour of workers (man dismissed).
Coal miners, Sydney Mines, N.S.	1	25	375	Commenced Sept. 8; for increased wages; terminated Sept. 24; negotiations; compromise (some increase granted).
Coal miners, Florence, N.S.	1	700	3,500	Commenced Sept. 16; *re* erection of booms in mine; terminated Sept. 20; work resumed pending negotiations; indefinite.
Coal miners (wheelers), Minto, N.B.	1	*(a)* 29	116	Commenced Sept. 17; for increased wages; terminated Sept. 20; work resumed pending negotiations; in favour of employer.
Coal miners, Aerial, Alta...	1	142	142	Commenced Sept. 30; for increased wages for tipple boys; unterminated.
MANUFACTURING—				
Vegetable Foods, etc.—				
Canning factory workers, New Toronto, Ont.	1	300	2,100	Commenced Sept. 6; for increased wages, union recognition, etc.; terminated Sept. 13; conciliation (provincial), compromise;
Flour mill workers, Toronto, Ont.	1	120	360	Commenced Sept. 8; for increased wages terminated Sept. 11; negotiations; compromise (some increase granted).
Textiles, Clothing, etc.—				
Women's clothing workers (dresses), Montreal, P.Q.	18	300	900	Commenced Sept. 4; for supplementary increase in cost of living bonus; terminated Sept. 6; arbitration (impartial chairman for industry); in favour of workers.
Children's garment pressers, Montreal, P.Q.	1	20	20	Commenced Sept. 12; for increased wages; terminated Sept. 12; negotiations; in favour of workers.
Hosiery knitters, London, Ont.	1	76	190	Commenced Sept. 18; against operating other machines at lower wages; terminated Sept. 20; conciliation (provincial); work resumed pending settlement; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during September, 1941—*Conc.*				
MANUFACTURING—*Conc.*				
Misc. Wood Products—				
Wood products factory workers, Lake Megantic, P.Q.	1	450	3,600	Commenced Sept. 1; for 10% wage increase; terminated Sept. 10; conciliation (provincial); in favour of workers.
Barrel factory workers, Waterloo, Ont.	1	133	400	Commenced Sept. 4; against dismissal of worker (*re* seniority); terminated Sept. 6; negotiations; in favour of workers.
Sawmill and box factory workers, Rimouski, P.Q.	1	400	800	Commenced Sept. 6; for increased wages; terminated Sept. 8; conciliation (federal), work resumed pending settlement; compromise (some increase granted).
Sash, box, etc., factory workers, Montreal, P.Q.	1	49	140	Commenced Sept. 8; for increased wages; terminated Sept. 10; conciliation (federal); in favour of employer.
Metal Products—				
Automobile parts factory workers, St. Catharines, Ont.	1	3,700	50,000	Commenced Sept. 11; for increased wages; terminated Sept. 27; conciliation (federal), work resumed pending negotiations; indefinite.
Metal pipe factory workers, Crowland, Ont.	1	31	35	Commenced Sept. 29; for increased wages; terminated Sept. 30; negotiations; compromise (adjustment in bonus and hours).
CONSTRUCTION—				
Miscellaneous—				
Airport construction workers, Moncton, N.B.	1	150	75	Commenced Sept. 11; for increased wages; terminated Sept. 11; negotiations, work resumed pending settlement; indefinite.
Airport construction workers, Moncton, N.B.	1	750	750	Commenced Sept. 16; for increased wages; terminated Sept. 17; conciliation (federal); compromise (some increases granted).
TRANSPORTATION—				
Steam Railways—				
Track labourers, Moncton, N.B.	1	160	240	Commenced Sept. 22; for increased wages; terminated Sept. 23; negotiations; compromise (some increase granted).
SERVICE—				
Public Administration—				
Civic labourers, Perth, Ont.	1	7	35	Commenced Sept. 11; for increased wages; terminated Sept. 16; return of workers; in favour of employer (cost of living bonus offer accepted).
Business and Personal—				
Hotel employees, Niagara Falls, Ont.	1	50	200	Commenced Sept. 12; against discharge of workers; terminated Sept. 16; conciliation (provincial), work resumed pending arbitration; in favour of workers.
Hotal employees, Toronto Ont.	1	186	93	Commenced Sept. 30; for increased wages and closed shop; unterminated.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 190 indirectly affected.

ment a strike was called. As a result of conciliation by the Department of Labour work was resumed when the employing company agreed to continue negotiations for an agreement with a union committee, any points not agreed upon to be arbitrated.

The strike of automobile parts factory workers at St. Catharines on September 11 followed the report of a Board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, September, pp. 1055-1062). The workers desired wages raised to the scales in the automoble plants in Oshawa and Windsor but the Board held that the plant could not be considered as engaged in that industry and that as wage rates were already higher than in 1929 or any later year no further increase could be recommended in accordance with the provisions of the Order in Council of December 16, 1940, P.C. 7440, as amended on June 27, 1941, P.C. 4643 (LABOUR GAZETTE, July, 1941, supplement, pp. 3-4). A cost-of-living bonus of $1.50 per week was recommended and this was paid by the company. The settlement as a result of conciliation by the Department of Labour is outlined elsewhere in this issue.

The strike of bolt factory workers at Vancouver followed the report of a Board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, September, pp. 1067-1070). The Board recommended a wage scale which provided for increases in wages of 5 cents per hour and other terms of employment, all of which were accepted by both parties. The Board recommended against holidays with pay at present and a majority of the Board recommended negotiations for a union agreement, the representative of the company dissenting. The company refused to sign a union agreement and the strike commenced on August 30. The plant was producing rivets for shipbuilding but it was reported that large stocks were on hand. Shipyard workers adopted resolutions in support of the strike and it was reported that a sympathetic strike was possible. Conciliation by the western representative of the Department of Labour did not result in a settlement by the end of the month. Early in October the Minister of Labour, being in Vancouver, arranged for a resumption of work, the dispute to be again referred to the Board and its decision to be made binding.

Service.—The strike of beverage dispensers in 9 hotels in Toronto which commenced on August 19 for renewal of agreements with the international union, with clauses as to other classes of hotel employees, extended to 58 other hotels on September 1 when the agreements with these had expired, increasing the number of employees involved to 330. Several of the hotels had signed agreements with the union without being involved in the strike and others signed from time to time. At the end of the month it was reported that 45 hotels were still involved in the dispute, employing 195 workers. A number of these hotels were reported to have recognized the Tapmen and Waiters' Protective Union, a new organization formed by their employees who did not strike. The new agreement desired by the international union provided for an increase in wages of $2 per week bringing the rate for waiters to $26 and for tapmen to $28 and this was not objected to by the hotel proprietors and all were reported to be paying this scale. On the ground that none of their employees were on strike, several of the hotel proprietors obtained injunctions against picketing with signs stating that employees were on strike.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1941, issue, in the review of "Strikes and Lockouts in Canada and other Countries, 1940." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years, and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in July was 60 and 5 were still in progress from the previous month, making a total of 65 disputes in progress during the month; 16,500 workers were involved in the disputes in progress during the month, and the time loss was 25,000 working days.

Of the 60 disputes which began during July, 12 arose out of demands for increased wages and 28 were over other wage questions, one over working hours, 9 were over questions regarding employment of particular classes or persons, 10 arose cut of questions respecting working conditions. During July, final settlements were reached in the case of 45 disputes, of which 5 were settled in favour of workers, 31 in favour of employers and 9 resulted in compromise settlements. In 15 other disputes, work was resumed pending negotiations.

A strike of 1,600 employees of a stocking manufacturing establishment in Middlesex occurred July 23. Work was resumed the next day and the strikers' demand for a week's vacation with pay was subsequently granted.

At Leeds, 2,000 women employees of an engineering firm were on strike from September 25 to 29, over a demand of some of their number for a weekly bonus. Work was resumed pending negotiations.

United States

Preliminary figures show the number of strikes beginning in August as 460, involving 190,000 workers in the new strikes. The time loss for all disputes in progress during the month was 1,825,000 working days.

A strike of 4,000 anthracite coal miners began September 9, at Hazelton, Pennsylvania, and spread to other mines in the district, making 20,000 idle by September 12, and a total of about 22,000 by September 29. The strikers demanded that recent increases in union dues and assessments, which are by agreement deducted from their wages, be rescinded. Work was resumed early in October.

Bituminous coal miners, numbering about 44,000 and employed in "captive mines", that is mines whose output is entirely for the use of large steel companies, were on strike from September 15 to September 19. Work was resumed for 30 days or longer while further negotiations were taking place as to the union's demand for a closed shop. These mines are located in Pennsylvania, West Virginia and Kentucky.

Bituminous coal miners in Alabama were on strike from September 2, protesting against the alleged unreasonable delay in negotiations for a permanent agreement in which the union was demanding an increase in the basic wage and paid vacations. About 20,000 miners were involved. On September 5, the union committee decided to ask the local unions to accept the offer of the National Mediation Board to hear the case, and that work be resumed September 8.

A strike of 4,000 steel mill employees at Ensley, Alabama, on September 26, over a number of grievances spread to other mills of the company, involving in all 17,000 workers, in protest against the sending of state guardsmen to the plant to preserve order. The strike was settled September 29, when the guards were withdrawn under certain conditions, and the grievances were to be negotiated.

Two automobile plants in Detroit, Michigan, were closed September 30, following strikes of a few hundred men in each case, and a third establishment was closed due to lack of parts from one of them. In all about 30,000 workers were idle for two days.

A strike of seamen, chiefly at Atlantic and Gulf Coast ports, began September 13, with three merchant ships, and by September 23, there were 25 ships involved. The demand was for increased war bonus payments on voyages to war zones and that the West Indies be considered a war zone. The strike was settled September 24, when it was agreed that work be resumed and the dispute referred to the National Defence Mediation Board.

Injured Workmens' Rehabilitation Clinic in Ontario

The Ontario Workmen's Compensation Board has opened the first curative workshop to be established by any compensation board or fund in Canada or the United States. For some years the Board has maintained a physiotherapy clinic and the latest development combines physio-therapy and the "passive" treatments for lame muscles and stiff joints, a curative workshop and recreation with group exercises under qualified professional direction. This curative workshop furnishes the needed "half-way station" between a worker's convalescence and his ability to take a full-time job, especially in cases where the occupation has been a heavy one and the employer is not willing or is unable to provide the injured man with a change of work. During training the workers are guests of the compensation fund, in supervised boarding houses or on maintenance allowance if living with relatives or friends. In the curative workshop the injured person is given interesting things to do and a cheerful atmosphere to work in. He makes what he wants to make, paying for materials and keeping the product. He is helped to forget his pains and troubles by thinking about the article he is making or the tasks he is doing; also knowing that the compensation officers have a plan for his future and will do everything possible to speed his new start in life.

AMENDMENT TO CANADA'S FAIR WAGES POLICY

All Employees of Government Contractors and Sub-contractors now included under Minimum Rates—Text of New Order in Council

CANADA'S Fair Wages Policy, adopted originally by Resolution of Parliament in 1900, and subsequently expressed in Orders in Council, requires government contractors to pay on government work wage rates not less than those generally accepted as current for competent workmen in the district in which the work is performed.

In 1935 the Fair Wages and Hours of Labour Act gave the policy the further sanction of an Act of Parliament so far as it applied to the building trades and construction work. Under this Act schedules of specific current rates are furnished all contractors.

For contracts for the manufacture and supply of goods, i.e., for practically all government contracts except in the field of construction, the provisions of Orders in Council requiring the payment of current rates remain in force.

In 1934 these were supplemented by prescribing minimum wage rates as follows:

1. Not less than the rates prescribed under any provincial law, and, in all cases,
2. Not less than 30 cents an hour for males 18 years of age or over, and
3. Not less than 20 cents an hour for females 18 years of age or over.
4. Not less than the minimum wage rates of Nova Scotia for males and females under 18 years of age in certain Maritime provinces where no minimum wage legislation was in effect.

On May 30, 1941, these conditions were amended by Order in Council P.C. 3884 which increased the minimum wage rates to 35 cents and 25 cents respectively for males and females over eighteen years of age, made provision for a system of permits to employ beginners and handicapped workers at sub-standard rates, and provided penalties for non-compliance.

On October 4, 1941, P.C. 3884 was revoked and rates were prescribed for *all* employees of government contractors and sub-contractors. These are set forth in Section 2 of the Order which is reprinted below.

The three major changes made by the new Order are: (1) The application of the minimum rates to *all* employees of government contractors and sub-contractors and not only, as previously, to those employees actually engaged on government work; (2) The addition of a new minimum wage rate of 20 cents per hour for employees under 18 years of age whose rates previously had been set by provincial regulation; (3) The authorization of special beginners' rates without permits unless the number of beginners exceeds a quota of 20 per cent of the total number of employees in any establishment.

Text of Order in Council P.C. 7679

The following is the text of the new Order in Council:

Whereas the Minister of Labour reports that it is necessary in the interests of industrial peace and the furtherance of the war effort to make more effective provision for the payment of minimum wage rates by contractors and subcontractors engaged in the manufacture of supplies for the Government of Canada;

And whereas the Minister of Labour, after consultation with the provincial Ministers of Labour and with the concurrence of the Minister of Munitions and Supply and the Labour Co-ordination Committee, recommends that Order in Council dated 30th May, 1941 (P.C. 3884), be rescinded and a new Order made, as hereinafter set forth;

Now therefore, His Excellency the Governor General in Council is pleased to revoke Order in Council P.C. 3884 of 30th May, 1941, and it is hereby revoked, effective October 15, 1941.

His Excellency in Council, under and by virtue of the War Measures Act (Chapter 206, R.S.C. 1927), is further pleased to order and doth hereby order as follows:

1. As used in this order, unless the context otherwise requires,

(*a*) "Minister" means the Minister of Labour or his duly authorized representative.

(*b*) "Contractor" means any person, firm, or corporation manufacturing munitions of war or products of any nature under any contract, including contracts entered into prior to and still in force on the effective date of this order, with the Government of Canada, or any agency thereof, whether in its own behalf or on behalf of any other Government or agency thereof.

(*c*) "Subcontractor" means any person, firm, or corporation to whom any part of the work of any such contract is sublet directly or indirectly.

(*d*) "Establishment" means any premises in which any part of the work of any such contract is performed.

2. No contractor or subcontractor shall employ any person, other than an apprentice being trained under an approved long term indenture or other formal written agreement or a handicapped worker employed under special permit issued by the Minister, in any establishment at less than the following minimum wage rates:

(*a*) For male employees eighteen years of age or over, except with respect to beginners as hereinafter provided, and for any employee regardless of sex or age who holds a certificate of graduation from a recognized pre-employment school

under Canada's War Emergency Training Programme and is employed in the work for which trained, 35 cents an hour;

(*b*) For female employees eighteen years of age or over, except with respect to beginners as hereinafter provided, 25 cents an hour;

(*c*) For male or female employees less than eighteen years of age, 20 cents an hour;

(*d*) For male beginners without previous experience in the trade or industry
20 cents an hour for the first 4 weeks of employment,
25 cents an hour for the second 4 weeks of employment,
30 cents an hour for the third 4 weeks of employment, and
35 cents an hour thereafter;

(*e*) For female beginners without previous experience in the trade or industry
20 cents an hour for the first 4 weeks of employment, and
25 cents an hour thereafter.

3. No contractor or subcontractor shall at any time, except by written permission of the Minister, employ more than twenty per cent of the total number of employees in any establishment at the beginners' rates provided in subsections 2 (*d*) and 2 (*e*) hereof.

4. For the purpose of determining the minimum wage rate of any beginner pursuant to subsections 2 (*d*) and 2 (*e*) hereof, any period of training which such beginner attended of less than eight weeks under Canada's War Emergency Training Programme certified by the director of the school or training centre shall be counted as an equivalent period of employment.

5. If the Minister finds that any contractor or subcontractor has employed any person at less than the applicable minimum wage rate herein prescribed or has otherwise failed to pay all wages properly payable, he shall determine the amount of wages payable but unpaid and, unless the contractor or subcontractor on demand delivers a cheque payable to the Receiver General of Canada for the full amount so determined, shall notify the department or agency of the government concerned with the contract, which shall withhold payment of such amount from the contractor and shall deliver a cheque for the required amount to the Deputy Minister of Labour for the settlement of claims for such wages in the same manner as provided by the Regulations made by Order in Council dated 25th November, 1940 (P.C. 6801).

6. (*a*) Every contractor and subcontractor shall keep in his establishment a true and correct record of the wages paid to and the hours worked each day by each of his employees, together with a register of the names, addresses and ages, if under twenty-one years, of all his employees.

(*b*) Every contractor and subcontractor shall furnish such returns showing the number of employees, wage rates, hours of labour and related matters as the Minister may prescribe.

(*c*) Every contractor and subcontractor shall post and keep posted conspicuously in his establishment such placards about wage rates and related matters as the Minister may prescribe.

7. Any contractor or subcontractor, or officer or agent thereof, who fails to comply with any regulation so made or with any provision of this order shall be guilty of an offence and liable on summary conviction to a fine of not more than $200 for the first offence, and not less than $500 or more than $1,000 for the second offence, and not less than $1,000 for any subsequent offence.

8. This order shall come into force and have effect on, from and after the fifteenth day of October, one thousand nine hundred and forty-one.

Lumber Workers and Military Training

With the approach of the logging season, the Department of National War Services issued the following notice to young men about to undertake employment in forestry and allied lumbering operations:

"The Department of National War Services wishes to remind every single man or widower without children who was 21, 22, 23 or 24 years of age on July 1, 1940 or who since that date has attained or will attain the age of 21 years, and therefore subject to call for military training under National War Services Regulations, that he may not change his stated place of residence without notifying his Divisional Registrar. He must advise his Divisional Registrar of his new address where mail will reach him.

"It is pointed out that while National War Services Regulations provide that a man engaged in lumbering may apply in writing to his Divisional Registrar for the postponement of the period of his military training, he must keep in touch with his Divisional Registrar at all time."

In issuing this notice it was explained "that a farmer who had obtained a postponement to engage in farming during the Spring and Summer, could not expect to be granted a further postponement for the Fall and Winter on the grounds that he would be engaged in lumbering operations. Such a continued postponement would effectively constitute an exemption of military training not permissible under the Regulations. A man should not apply for a postponement at different times in the year on the grounds of being engaged in different seasonal occupations."

Absence from work, on account of sickness is expected this year to average 8 days per worker, according to the Industrial Hygiene Foundation. In the United States this sickness absenteeism will result in the loss of a billion man-hours of work. The Foundation urges employers to reduce the health hazards which increase with greater production, pointing out that the cutting of the average sick absenteeism by one day in the United States would be equivalent to adding 60,000 workers on full time.

STATISTICS RELATING TO LABOUR SUPPLY IN CANADA UNDER WAR CONDITIONS

A bulletin entitled "Statistics Relating to Labour Supply Under War Conditions" has recently been published by the Dominion Bureau of Statistics (Social Analysis Branch).

This report (which was prepared by A. L. Neal and N. Keyfitz, chief and statistician, respectively, of the Social Analysis Branch) is intended to assemble in a single place the main existing information on the subject of labour supply in Canada. The sources mainly drawn on are the Census of 1931, the National Registration of August, 1940, the Dominion Bureau of Statistics Monthly Employment Indexes, and the Census of Industry.

The report anticipates scarcity in the labour market and finds two main courses for its alleviation:

(1) Persons not gainfully occupied, such as married women, must enter industry at an even greater rate than in the past. These will take the place of men in work requiring less physical strength, while the men are scaled upward into work making greater demands upon them.

(2) There must be a shifting of personnel from peacetime to war activities; this means a curtailment of demand upon industry for production not directly connected with the war. With increasing personnel at work, it must be noted, even to keep aggregate consumption constant (and à fortiori to reduce aggregate consumption) it will be necessary to reduce individual purchasing for persons already at work.

The gainfully occupied population of Canada 10 years of age and over numbered 3,927,000 persons in 1931. The National Registration of August, 1940, showed the number of persons 16 years of age and over gainfully occupied as 4,564,000. Deducting persons 10 to 15 years of age from the Census total leaves 3,875,000 in 1931, making an increase of 18 per cent. Males numbered 3,606,000, against 3,217,000, and females 958,000 against 657,000, increases of 12 per cent and 46 per cent respectively.

Statistics of non-agricultural employment as published each month by the Dominion Bureau of Statistics indicate a similar trend, rising some 28 per cent between August, 1931, and August, 1940. The largest expansion is shown in Quebec, Ontario and British Columbia, but significant rises in the Maritimes and Prairies are also shown. The percentage increases in the indexes between April, 1940 and April, 1941 were almost equal to the increases over the whole decade, and are given below:—

	Per cent increase
Canada	+26·3
Maritime Provinces	21·3
Quebec	27·5
Ontario	27·9
Prairie Provinces	20·7
British Columbia	25·9

These gains overshadow all the changes of the entire period from 1926. Manufacturing industry has risen from 111 in April, 1938, to 158 in April, 1941, an increase of 47 points, of which 35 were in the year April, 1940, to April, 1941. The percentage increases for the eight main industrial groups show considerable differences:—

	Indexes of employment		
	April, 1940	April, 1941	Per cent increase
Manufacturing	123·4	158·2	28·2
Logging	90·0	166·2	84·7
Mining	164·4	174·1	5·9
Communication	83·2	93·4	12·3
Transportation	82·8	94·3	13·9
Construction and maintenance	59·6	100·2	68·1
Services	133·4	158·3	18·7
Trade	137·6	149·1	8·4

Sources of Increased Labour Supply

The report discusses the available sources from which additional labour may be drawn under six convenient headings provided by the International Labour Office publication "Labour Supply and National Defence".

1. The New Generation

The number of persons of age 17 in Canada in 1931 was just over 210,000. Allowing a 12 per cent growth since 1931, and taking 98 and 42 for the percentages of males and females, respectively, who are gainfully occupied, i.e., normally in the labour market (these were the highest percentages gainfully occupied at any age in 1931) a crude estimate of the boys and girls entering the labour market in a year is 115,000 and 50,000, respectively, for the present time. This amounts to 14,000 per month. About 60,000 (mostly girls) apparently reach working age each year but do not take jobs.

A reserve of young persons who had never worked was built up during the depression years. Such persons numbered 32,000 males and 459,000 females, as recorded in the Registration of August, 1940. These represent only the residue of the number available at the beginning of the war, for the calculation below indicates that the never-worked, along with the unemployed, had been drawn on heavily since the start of the war.

2. The Unemployed

The Dominion Bureau of Statistics estimate of unemployed workers dropped from 364,000 in December, 1939, to 186,000 in December, 1940. The estimate does not allow for those members of the unemployed who have gone into the armed forces.

The number of wage-earners employed, as shown in Table 5, is estimated directly from the monthly index of employment, using as a base the 1931 Census figure. The two other columns of Table 5 are computed by less direct means. They must take account of the fact that for Census purposes a person is not unemployed if he or she has never worked, or if he or she has a status other than wage-earner. The estimate, as developed by the late M. C. MacLean, assumes that the gainfully occupied (*) increase with the total population, and then makes an attempt to allocate increases in the wage-earners at work to the unemployed and to the other gainfully occupied.

3. Dilution

As industry has speeded up and orders have increased, employers presumably have taken on untrained staff and re-distributed their skilled workers so as at all times to make the most of that element of the labour supply which is least available. This has been done in conjunction with the introduction of job analyses, which have simplified manufacturing processes and enabled skilled workers to supervise semi-skilled or unskilled hands (job dilution). It is impossible, however, with present data to estimate the extent of dilution or the skilled manpower conserved thereby.

4. Restriction of Civilian Production

The degree of curtailment of industries producing for the peacetime market in Canada is an involved subject, on which a separate study is contemplated. It may, however, be noted that statistics of employment do not show declines in any major industry.

5. *Married Women, Retired Persons, etc.*

Married women, pensioners, and persons living on income, represent perhaps the largest section of the labour reserve. The registration showed 298,000 persons as retired in August, 1940. While some of these might be open to offers of employment they must, as a group, be considered either beyond the age of working, or, for other reasons, unable or unwilling to work. To them must be added 16,000 persons recorded as in institutions. The great bulk of the potential supply of labour seems to be among those who have never worked, amounting to 491,000 in August, 1940, and home-makers numbering nearly 2,300,000. The second of these two categories is entirely female, and of the first, 459,000 are females. It may be taken for granted that some of the 491,000 have responsibilities which will not permit them to take positions in industry, but the great bulk are not encumbered. These groups are, of course, smaller to-day than in August, 1940, by the amount of their contribution to the 30,000 industrial and military recruits per month mentioned below.

Information as to the distribution of married women, according to the number of their children, is not directly available. For data of this kind it is appropriate to refer to the statistics of families. Families are classified in the census according to employment status of the head (i.e., families in which the head is a wage-earner, an employer, on "own account." etc.). The published tabulations are presented in detail only for families in which the head of the family is a wage-earner living with his wife. Such families numbered 1,034,000 in 1931. In only 31,000 of these families was the wife at work in 1931, i.e., 1,003,000 women of this group were staying at home. This may be increased by some part of the group of families with own account or employer heads, but it would not be sound to multiply simply by the ratio of gainfully occupied to wage-earners because the wives of farmers are in a very different category of availability. The non-agricultural households with own account or employer heads would add about 10 per cent to the 1,003,000, making it about 1,100,000.

The distribution of the number of children per 10,000 census families is as follows:—

Total	10,000
0 Children	2,396
1 Child	2,106
2 Children	1,811
3 Children	1,267
4 or more Children	2,420

If it is assumed that all of the 31,000 women working have no children there are left approximately 216,000 women with no children, and 218,000 women with one child, who were not gainfully occupied in 1931.

6. *Foreign Workers.*

In the war of 1914-18 there had been a heavy previous immigration into Canada, with its consequence of a large number of more or less unattached workers at the best working ages. Table 7 shows 1,108,000 immigrants in the three years 1911-13, against 44,000 in the period 1936-38.

In addition to the above six groups the withdrawal of persons from "own account" occupations, and their entry into the wage-earning class, which is a feature of most periods of industrial expansion, has undobutedly taken place, and will continue.

* The Census definition of the gainfully occupied includes persons on own account, employers, unpaid family workers, and wage-earners (employed or unemployed).

Industrial and Military Personnel

A calculation is outlined using available data (and making some approximations) of the monthly accretions to Canada's industrial and military personnel, and sources from whence these are derived.

(1) Recruitments to the armed forces of Canada since the beginning of the war have been stated to be in the neighbourhood of 300,000. Divided by the 22 months over which they have taken place they represent 14,000 enlistments per month.

(2) The average of the four-months period, September-December, 1939, of wage-earners employed (Table 5.) was 2,492,000, and for the same period of 1940 it was 2,825,000. Over the period of the twelve months, therefore, an increase of 333,000 persons is shown—an average of about 28,000 per month.

Thus, industry and the armed forces have expanded at the rate of over 40,000 persons per month since the beginning of the war. How have these been supplied?

(3) Canadian schools release over 200,000 boys and girls each year (as already explained). Taking 98 per cent of the boys as entering the labour market and 42 per cent of the girls, an estimated 14,000 per month is contributed by new entrants. From these should be deducted the retirements, deaths, etc. of older members, which may be roughly taken at 5,000 per month (x). The "natural increase" in the Canadian labour supply is, therefore, under 10,000 per month, leaving over 30,000 to be filled from the ranks of the unemployed, persons who have never worked, housewives, etc. At 30,000 (xx) per month, 660,000 have been recruited from among these in 22 months of war. It may be assumed this has included the majority of the unemployed, although it is a well-known fact that plentiful jobs attract housewives, "own account" workers, and others into the labour market long before the last unemployment is mopped up.

Additional to paragraphs (1) and (2) above are the considerable drain on Canada's working force represented by labour turnover (with its waste in constant re-training of workers to different jobs) and the necessities of compulsory military service. The number of men that will be taken up, in addition to enlistments to the active service force counted in (1) will be increased by draftees, and even more by the retention of draftees beyond the four-month period of training.

Tabular Classifications

The following tabular classifications are taken directly from the report and for purposes of conformity with the text are given the numbers designated in the bulletin even though Tables No. 1, No. 3, No. 4A, No. 4B, No. 6 and No. 7 have been omitted from this review:

(x) Deaths in Canada 20 years of age and over amounted in 1937 to 46,000 males and 39,000 females. No estimate can be made of marriages of women which result in retirement but it is believed that withdrawals from the labour market through retirement or marriage or old age are reduced to a minimum in wartime.

(xx) This rate has, however, probably not been in effect from the very first month of war.

TABLE 2.—THE REGISTERED POPULATION CLASSIFIED BY ECONOMIC STATUS AND SEX, FOR CANADA AND THE PROVINCES

SOURCE: National Registration, August, 1940

Economic Status	Canada	Maritimes	Quebec	Ontario	Prairies	British Columbia
MALES						
Total	3,975,930	367,560	1,068,500	1,353,490	869,580	316,800
Employer	268,050	19,510	54,340	97,410	77,250	19,540
Own account	820,750	90,770	194,920	216,840	274,350	43,870
Employees	2,517,430	219,790	719,020	917,220	447,200	214,200
Employed	2,295,580	197,800	648,540	844,770	413,690	190,780
Unemployed	221,850	21,990	70,480	72,450	33,510	23,420
Retired	237,780	23,970	59,960	82,560	41,980	29,310
Students	91,600	7,860	26,260	27,420	22,430	7,630
Never worked	31,710	4,880	11,360	8,210	5,300	1,960
Inmates of institutions	8,610	780	2,640	3,830	1,070	290
Homemakers						
FEMALES						
Total	3,881,240	374,100	1,088,740	1,375,030	759,230	284,140
Employer	14,310	1,160	3,370	5,740	2,660	1,380
Own account	53,430	4,720	18,230	16,910	8,630	4,940
Employees	890,350	79,360	271,260	339,120	140,470	60,140
Employed	805,970	70,330	248,980	307,120	126,600	52,940
Unemployed	84,380	9,030	22,280	32,000	13,870	7,200
Retired	61,460	7,110	10,910	37,100	4,390	1,950
Students	110,460	11,380	20,190	37,240	31,500	10,150
Never worked	458,990	56,950	186,510	91,950	94,160	29,420
Inmates of institutions	7,620	790	3,250	2,680	880	20
Homemakers	2,284,620	212,630	575,020	844,290	476,540	176,140

TABLE 5.—ESTIMATES OF WAGE-EARNERS AND UNEMPLOYED WAGE-EARNERS, JANUARY, 1938–DECEMBER, 1940

Source: Dominion Bureau of Statistics, Social Analysis Branch

Month	Number of Wage-earners	Number of Wage-earners at work	Number of Wage-earners Unemployed	Month	Number of Wage-earners	Number of Wage-earners at work	Number of Wage-earners Unemployed
	(000's omitted)				(000's omitted)		
January, 1938	2,703	2,300	403	September, 1939	2,806	2,506	300
February	2,661	2,225	436	October	2,828	2,545	283
March	2,619	2,163	456	November	2,821	2,525	296
April	2,649	2,212	437	December	2,757	2,393	364
May	2,704	2,304	400	January, 1940	2,732	2,355	377
June	2,725	2,338	387	February	2,725	2,338	387
July	2,715	2,308	407	March	2,695	2,304	391
August	2,746	2,378	368	April	2,720	2,353	367
September	2,748	2,402	346	May	2,794	2,489	305
October	2,737	2,359	378	June	2,843	2,568	275
November	2,744	2,346	398	July	2,872	2,634	238
December	2,697	2,225	472	August	2,910	2,709	201
January, 1939	2,678	2,193	485	September	2,962	2,805	157
February	2,684	2,193	491	October	2,986	2,867	119
March	2,655	2,161	494	November	2,994	2,865	129
April	2,659	2,186	473	December	2,948	2,762	186
May	2,724	2,329	395	January, 1941	.....	2,784	.....
June	2,754	2,385	369	February	.....	2,786	.....
July	2,771	2,419	352	March	.....	2,909	.....
August	2,793	2,461	332	April	.....	2,995	.....

Mechanics of Reporting Priority Unemployment in U.S.A.

Defense, the official weekly of the United States Office of Emergency Management in the issue of October 14, outlines the new system of quick reporting on priority unemployment in the United States. The system provides a check on all serious cases of priorities unemployment and has been set up by the Labor Division of the Office of Production Management and the United States Employment Service.

The 1,500 public employment offices of the Federal-State Employment Service system have been directed to make immediate reports of lay-offs or shortening of average weekly hours of work, caused by shortages of materials or parts or because of a Government curtailment order. A separate report will be made for each plant so affected.

Copies of a new report form, have been sent to all the local employment offices, with instructions for prompt handling.

Each report made will be sent to the Washington office of the United States Employment Service for the information of the OPM Labor Division, with copies to the OPM Regional Labor Supply Committee, the nearest office of the OPM Division of Contract Distribution, and the State Employment Service headquarters.

Where the reports indicate the possibility of serious unemployment in the community, more detailed surveys will be made as the basis of possible certification of the affected community for special preference in the awarding of defence contracts and subcontracts. (For other references to priorities unemployment in the United States see this issue pages 1183 and 1184.)

The new report form is to be filled out and sent in by local employment offices, whenever either of the two following situations has arisen because of shortages of material or parts or because of a Government curtailment order.

(1) A total of 50 or more workers are scheduled for lay-off or have been laid off (and not rehired or replaced) during the preceding 3 months.

(2) The average weekly hours of work of 200 or more workers are scheduled to be reduced 10 hours or more, or have been reduced that amount (and not restored) during the preceding 3 months.

Subsequent reports on the same form are to be made for any establishment if further curtailments are made in workers or workweeks.

CURTAILMENT OF INSTALMENT BUYING IN CANADA

Order of Wartime Prices and Trade Board Restricts Instalment Sales and Operations of Lending Institutions to Check Increasing Demand for Consumers' Goods.

DRASTIC restrictions on instalment sales by retail stores, and on the operations of lending institutions in respect of instalment credit transactions were announced on October 11 by the Wartime Prices and Trade Board.

The order respecting consumer credit became effective Tuesday, October 14, and is designed to assist in curbing price increases by checking the steadily accelerating demand for consumer goods.

Under its terms, which apply to a wide range of both new and used goods, it is provided that:

1. The down payment on any goods affected by the order, which are bought on the instalment plan, other than private passenger automobiles, must henceforth be a minimum of one-third of the total cash price and in no case less than $10 at the time of delivery. The balance must be paid in full within twelve months, with minimum monthly payments of $5 each.

2. The minimum down payment on private passenger automobiles is fifty per cent of the cash purchase price. On cars costing less than $500, the balance must be paid within twelve months, and on cars costing over $500, within eighteen months.

3. Every instalment sale contract must be in writing and must include an itemized statement setting out the cash price, the down payment, the cash balance, the interest, finance, or credit charges, the time balance, and the terms of payment. A copy of the contract must be furnished the buyer within five days following delivery of the purchased article.

4. All loans for business or farming purposes, or loans secured by real estate, are exempt from the regulations, but small instalment loans may not be made for a period of more than twelve months unless the borrower certifies that the loan will not be used for the purchase of an article affected by this order, or to replace money already used for this purpose.

5. All persons and firms selling or lending on the instalment plan are automatically licensed by the Board until further notice, and must apply for a renewal of their licence when so directed.

6. To prevent the common practice of leaving the largest payment until the last, with the hope of refinancing the so-called "balloon," the Board has provided that all instalment payments must be approximately equal in amount and payable at equal intervals not exceeding one month, and that the period of credit may not be extended without an affidavit or statutory declaration that unforeseen circumstances have arisen which would involve undue hardship if the extension were not granted.

7. Every person selling on the instalment plan must, if a buyer so requests, quote the cash price for any of the listed articles.

8. None of the listed articles can be purchased on a charge account if the account is more than a certain time in arrears.

9. A person may not, by borrowing money from a bank or other loan corporation upon the security of a listed article purchased during the previous 45 days, obtain more credit, or credit for a longer period of time than if he had originally bought the article under the instalment terms now prescribed.

10. The original credit period may not be extended by renewal or by borrowing the money from another source without an affidavit or statutory declaration of necessity.

11. Instalment loan contracts must be in writing and must show the terms of payment. If the loan is made on the security of an article named in the order which has been purchased during the previous 45 days, the contract must also set forth the actual purchase price of the article and the amount of the minimum down payment prescribed by the Board's order.

12. No instalment contracts now in force for articles affected by the order, may be renewed, extended or altered except in accordance with the terms prescribed by the Board's order, and no additional listed articles may be added to existing contracts. The provision of the order requiring a declaration of necessity does not, however, apply to the renewal, revision, or re-financing of any instalment contract now outstanding, but any subsequent renewal, revision, or re-financing must be in accordance with the order.

List of Articles

The following is a list of the articles, new or used, which are subject to the provisions of the order:

Automobiles, new or used, adapted or adaptable for passenger use with seating capacity for not more than ten persons each; accessories, automobile; air conditioners, room unit; air conditioning systems, home; appliances, electric, gas or oil, for household use; bedding; bicycles; boats, pleasure boats, power driven, except when sold for commercial use or use in the fisheries; boots and shoes; chinaware, porcelain and semi-

porcelain; cleaners; vacuums; clocks; clothing; cutlery; draperies; dryers, hair, electric; fans, electric; floor coverings; furniture; furs and fur wearing apparel; glassware of all kinds; handbags, purses and vanity cases; heaters, portable electric; heaters, water, for household use; ironers, electric, for household use; irons, electric, for household use; jewellery of all kinds; kettles, electric, for household use; lamps, for household use; linens; luggage; mattresses and bed springs; mirrors; mixers, food, electric, for household use; motor bicycles; motorcycles; motors, designed for use in power driven boats, except when sold for commercial use or use in the fisheries; motors, outboard, except when sold for commercial use or use in the fisheries; pads, heating, electric; pencils, mechanical; pens, fountain; percolators, electric, for household use; phonographs, including record playing devices; photographic equipment, including cameras and projection equipment; radios, phonographs and combinations, including record playing devices; razors; refrigerators, for household use; roasters, electric, for household use; sewing machines, for household use; silverware, solid or plated; of all kinds; sports and games equipment; stoves, electric, gas or oil, for household use; telescopes and binoculars; tires and tubes, automobile; toasters, electric, for household use; toiletware of all kinds; waffle irons, electric, for household use; wall coverings; washing machines, electric or gasoline, for household use; watches; waxers and polishers.

Credit and Cash Terms

The Board's order provides that instalment sellers must clearly differentiate between the cash and credit price of articles affected and the cash price must be less than the credit price. The cash price is defined as "the purchase price of any article if paid in full on delivery, whether in money or goods or both, including any taxes and installation, transportation, or service charges payable by the purchaser, but excluding any cost of insurance, interest, finance, or other credit charges." The credit price, on the other hand, is defined as "the total price of any article sold under a contract of sale, including any finance, service, and installation charges, taxes, insurance premiums, and legal and other fees payable by the purchaser under the terms of the contract."

The down payment is defined as "any payment or payments, whether in money or goods or both, made on or before delivery of any article under a contract of sale." It will thus be noted that the minimum down payment includes the value of any "trade-in."

An exception from the regular credit terms is made in the case of seasonal purchases, such as those of farmers or fishermen, where the buyer's income is of a seasonal nature, or where it is desired to stimulate the off-seasonal purchase of seasonal goods. In such cases the instalment contract may provide for the deferment of any part of the down payment or of any instalment until delivery of the goods, or for the reduction or complete omission of instalment payments over a period not exceeding four months, but only if the terms of payment provide for an increase in the other instalments so as to require the payment of the outstanding balance within the prescribed twelve month period. In no case, however, may the amount of any instalment be greater than twice the average of all the instalments payable under the contract, and, in every instance, the buyer may at any time repay the whole or any part of the credit price.

A charge account, under the Board's order, is defined as "an agreement or arrangement between buyer and seller under which the buyer has the privilege of obtaining goods without paying the price thereof in full on delivery, on condition that such price shall be paid in full not later than the last day of the month following the month in which the goods are purchased," which day is known as the due date. This definition sets forth the standard by which charge accounts may be judged to be in arrears in the light of the restriction which provides that if any of the articles named in the order are bought on a charge account and not fully paid within ten days after the due date, they become subject to the same terms as instalment sales.

The privilege of allocation of payments, now given to a buyer under provincial law unless there is a contractual provision to the contrary, is reiterated in the instalment order. If a buyer is indebted for more than one of the listed articles, he is entitled to allocate his payments among them in any manner he desires. If a buyer fails to allocate any one payment, the seller is obligated to apply the payment among the various articles in proportion to the balances outstanding on each.

The order also makes it an offence for a lending institution knowingly to purchase, discount, or make a loan on the security of an instalment contract for any of the affected articles if that contract is not in accordance with the terms now prescribed.

Further, no person is permitted to pay any seller from whom he purchases, or for whom he discounts, an instalment contract for any listed articles, or to credit the seller with any sum in excess of the cash price less the down payment. This provision outlaws the trade practice known as "the kick back" by which some finance companies were accustomed to compete for the credit business of retailers selling on the instalment plan.

The affidavit or statutory declaration of necessity which, in case of urgent need, authorizes a seller or lender, if he so desires, to extend the credit period of an instalment contract, is clearly defined in the Board's order. The declaration, which must be sworn before a commissioner for taking oaths, must set forth the specified circumstances "beyond his control

and not foreseen by him at the time of making such contract or receiving such loan" which have caused him to seek the extension. Moreover, the applicant making the declaration of necessity must affirm that the requested extension of the original period of credit is not part of any preconceived arrangement. The credit term, in any case, may not be extended for more than an additional twelve months, and the person granting the credit must keep the certificate of necessity on file for inspection by the Wartime Prices and Trade Board or its agent.

The Board's order also provides that no person selling any of the articles named in the order may accept as down payment "any sum which the seller knows or has reason to believe has been borrowed from a lending institution."

Orders for any of the affected articles which have been postmarked before October 14 are not subject to the provisions of the order.

Violations of this consumer credit order are punishable under the general regulations of the Wartime Prices and Trade Board which provide for a fine up to $5,000 and a maximum of two years in jail.

Copies of the full text of the order have been mailed to trade associations, banks, finance companies, and other institutions which are known to extend credit on the instalment plan.

Statement of Minister of Finance

Coincident with the announcement of the Wartime Prices and Trade Board Order in respect of consumer credit, Hon. J. L. Ilsley, Minister of Finance, issued the following statement:

"The restriction on instalment buying and borrowing is one of a series of steps to combat the inflationary tendencies arising from the competition between civilian demands and war requirements for available supplies of materials.

"The terms and details of the regulations are set forth in the announcement by the Board, and the order itself will be published within a day or two. Very briefly it provides that for a wide range of goods normally sold on credit, the down payment must now be at least one-third of the total cash price, in any case not less than ten dollars, and the balance must be paid in full within twelve months. For passenger automobiles a down payment of fifty per cent is required, and the balance is to be paid within twelve or eighteen months depending on the cash value of the sale. It will be noted that the provisions of this order go much further in restricting consumer credit than the regulations of the United Sates Federal Reserve Board.

"The volume of instalment sales in the first seven months of this year was twenty-five per cent greater than in the same period of 1940, a year which itself shows a major increase in instalment buying. This expansion of instalment credit, natural in a time of rising national income, is an important inflationary influence under present circumstances.

"In days of peace, a person with a few dollars to spend may be able to get immediate possession of several hundred dollars worth of merchandise by making a small down payment on each purchase. The increased purchasing power which he appears to have gained is, however, a mirage, the instalment plan has not increased his ability to buy. It has merely made it easier for him to go into debt.

"Whenever people buy on the instalment plan, they are going into debt. They are mortgaging their future income; income which in a war period is, at its best, uncertain.

"Now, when people are receiving more money, they should be reducing their debts, not incurring new ones. We are asking all Canadians to save out of their current incomes and to lend their savings to the government for war purposes. Any system of buying which not only hinders saving but encourages people actually to spend more than their current income must be carefully regulated if we are to ensure enough saving for war purposes and check the inflationary effects of excessive consumer buying. Canadian factories cannot fill our war requirements and at the same time meet all the demands of Canadian consumers.

"War is demanding a rapidly increasing share of the materials from which our consumer goods are made. If the purchasing power of the Canadian public is allowed to bid without restriction for the supplies of consumer goods that remain, a strong upward push on prices will be the inevitable result.

"By these restrictions on instalment buying, civilian purchases are postponed rather than prevented. A brake is placed on rising prices. Materials are conserved for war industries. A reserve of buying power is dammed up for release after the national emergency is over, buying power which will create employment in those industries whose civilian output has now been arbitrarily reduced. Money, materials, and manpower must be marshalled in the common cause."

According to a recent press despatch, the number of wage earners in Australia has increased from 2,100,000 to 2,500,000 during the first two years of the war, with approximately 420,000 skilled and semi-skilled workers engaged exclusively on wartime production and service. It is declared by production experts in Australia, that full industrial output will require the mobilization of an additional 230,000 workers.

CANADA'S POST-DISCHARGE PLAN OF REHABILITATION

Review of Order in Council Providing for Re-establishment of Members of Armed Forces Into Civilian Life

A Post-Discharge Plan of rehabilitation for members of the armed forces discharged during the war and for those returning to civil life at the time of demobilization has recently been approved by the government. The new program, embodied in an Order in Council (P.C. 7633 of October 1) is the result of the work of the Advisory Committee under the direction of the Cabinet Committee on Demobilization and Rehabilitation (Labour Gazette, May, 1941, page 496).

The main features of the Plan were outlined at a recent press conference called by the Hon. Ian Mackenzie, Minister of Pensions and National Health and Chairman of the Cabinet Committee on Demobilization and Rehabilitation, under whom the Plan will be administered. The following information is extracted from the Minister's official statement released at that press conference:

The main purpose of the Post-Discharge Plan is to promote the orderly re-establishment in civil life of those serving in the present war who may hereafter be discharged. It is the opinion of those who have given intense study to this whole question that the war service gratuities granted after the last war were uneconomic both to the individual and to the state. The prevailing opinion is that any program must be directly related to employment and security. The new plan enables living allowances to be paid to ex-servicemen discharged subsequent to July 1, 1941, in the following circumstances:

(*a*) While receiving vocational training;
(*b*) While completing interrupted educational courses;
(*c*) While awaiting returns from independent enterprises engaged in by the ex-serviceman,—such as farming;
(*d*) While receiving remedial treatment from the Department of Pensions and National Health designed to recondition the man for work;
(*e*) While awaiting employment opportunity.

In addition, members of the Forces who return to insurable employment under the Unemployment Insurance Act will be given parity under the Act with civilian workers, as from July 1, 1941, the date on which the Unemployment Insurance Act became operative. Discharged men entering insurable employment will, after fifteen weeks in such employment, be credited with the time of their Active Service, as if it were insured employment. The Government will pay into the Insurance Fund the contributions required to achieve this result.

Basis of Plan

In order that the men serving in the Armed Forces could not be discriminated against in comparison with civilian workers at home under the Unemployment Insurance Act, but should have equal benefits, the allowances payable under the Post-Discharge Plan are based approximately on the rates of Unemployment Insurance benefits. The rates under the Post-Discharge Plan are $9 a week for single men, and $13 a week for men with dependents.

Payments may be made for a maximum of 52 weeks within the first 18 months after discharge, if the man was on Active Service for a year or more. If the man's service was less than one year, the benefits may be paid for a number of weeks equal to his service time.

As a result of the adoption of the Plan—

(1) Young men whose academic or professional education has been interrupted by service in the Armed Forces may secure assistance, if needed, to enable them to complete their education.

(2) Discharged men who can be assisted in obtaining employment by means of vocational training courses will be provided with subsistence while receiving the appropriate training.

(3) Discharged men experiencing ill health not directly attributable to military service, but hampering them in obtaining employment, may be given financial aid while undergoing remedial treatment (already made available under the Order in Council of May 10, 1941.)

(4) Discharged men who return to, or take up, private enterprise, such as farming, may be assisted during the period in which they are awaiting returns.

(5) All ex-servicemen who, through no fault of their own, experience delay in obtaining civil employment will receive unemployment protection at least equal to that available for civilians already under the Unemployment Insurance Act, and under similar conditions.

(6) After the discharged person has been in insurable employment for 15 weeks within any period of 12 months after discharge, his military service subsequent to July 1, 1941, will be counted as insured employment under the Unemployment Insurance Act. In any period of unemployment prior to completion of the 15 weeks, he will have the protection of out-of-

work benefits under the Post-Discharge Plan. The ex-serviceman is, therefore, fully covered until he has been re-established on a parity with civilian workers under the Unemployment Insurance Act.

Program in Effect

The new Plan must be considered along with all the other phases of the Government's re-establishment and reconstruction policy which are under continuous study by the Cabinet and inter-Departmental Committees. Already in effect are:

(1) Clothing allowance;

(2) Transportation to point of enlistment or home;

(3) Rehabilitation grant (one month's pay and dependents' allowance);

(4) Remedial medical treatment;

(5) Vocational Training facilities (at present through Youth Training Plan and War Emergency Training Program):

(6) Reinstatement in former employment, or preference in employment;

(7) Placement (through Government Employment Offices);

(8) Guidance service of the Veterans' Welfare Division of the Department of Pensions and National Health;

(9) Pension for disabilities, with ancillary hospital treatment.

In addition, the Government is giving consideration to an employment program during the post-war transition period, when war-time industry will have ceased and preparations for resumption of normal peace-time production and trade are proceeding. The primary task is to reinstate in and secure employment for men discharged during the war and later upon general demobilization. A job is the essential basis of rehabilitation, but emergencies must be provided for to avoid any loss of morale, through idleness.

The aim of the Government is to stimulate sufficient direct employment opportunity that the out-of-work benefits provided in the Plan will not be required to a great extent.

Features of Plan

The three outstanding features in this Plan are:

(1) Insuring that young men who willingly interrupted their education shall be enabled to complete their courses and enrich the professional services of Canada by an influx of men whose war service has proved the high quality of their citizenship.

(2) Affording to a large number the opportunity to improve their earning and productive capacity by appropriate vocational training.

(3) Providing, at the Nation's expense, that all ex-servicemen entering insurable employment shall have the full benefits of the Unemployment Insurance Act, on the same terms as those now in civil employment.

There are other detailed benefits:

Those who return to interrupted educational courses may have their college fees paid, in addition to receiving the subsistence rate. Students who are deemed worthy on the strength of their standing in classes may have the benefits of the plan extended beyond the ordinary period, in order that they may complete post-graduate or professional studies for which they are deemed to have shown marked ability.

Numbers of discharged men in poor health (not attributable to service and hence not pensionable) are at present entitled to remedial treatment which will help them to become fit for work. The new Order in Council will enable the Department of Pensions and National Health to pay to men who come within the order and who can really be made fit for work, and their dependents, a subsistence allowance during the reconditioning process. That is a feature of the Plan which can be used to good advantage even before general demobilization.

The weekly rates of $9 and $13 are higher than the present rates for men receiving instruction under the War Emergency Training Plan, and are roughly equivalent to Unemployment Insurance benefits payable to those in the upper wage scale.

There are also the same provisions as in the Unemployment Insurance Act, that applicants must be genuinely seeking work, or, if training is indicated, shall not refuse to accept it. In calculating benefits accrued under the Unemployment Insurance Act deduction will be made for the amount of any benefits received under the Post-Discharge Plan.

The benefits do not begin until after the expiry of the period covered by the rehabilitation grant, (i.e., one month's military pay on discharge).

The Plan (which is to be administered by the Minister of Pensions and National Health) does not represent the whole of the Government's demobilization and reconstruction policy, but is regarded as a basic measure of far-reaching importance in connection with the future welfare of hundreds of thousands of young sailors, soldiers and airmen.

AMENDMENTS TO NATIONAL WAR SERVICES REGULATIONS

Order in Council Broadens Powers to Make Most Effective Use of Manpower

AMENDMENTS to the National War Services Regulations, 1940 (Recruits) (Consolidation 1941) were announced by the Department of War Services in releasing a summary of an Order in Council (P.C. 7680) effective on October 7. The purpose of the amended regulations is to "broaden powers governing the effective use of manpower for the successful prosecution of the war in the national interest and the economy of the nation."

The official press release on the effect of the amendments in permitting regional Boards to advance or postpone military training is as follows:—

When ruling on applications for postponement made by any man engaged in a war industry, a seasonal or essential occupation, the Boards are now to take into account the supply of available labour and the importance of the individual man called out for military training to war industry or to the national economy and always in the national interest. The Minister of National War Services may declare an occupation to be a seasonal one or one essential to the successful prosecution of the war or in the national interest. The Boards have the power to grant an advancement or postponement order when they are of the opinion that it is in the national interest to do so.

Under these powers, local Boards may rule that a man engaged in farming, under specific circumstances, is doing work essential to the national ecomony and therefore entitled to a postponement of the period of his military training. No postponement may be made for more than six months, but upon reviewing the application, the local Board may grant one or more extensions. There is the safeguarding provision that at any time the Board may cancel the postponement for military reasons or for cause. The amendments specifically state that there shall be no exemption and no indefinite postponement of military training.

The new manpower clause of the Regulations reads as follows:—

"When considering any application made in accordance with Section 10 hereof, the Board before which the application is made shall have power to grant an advancement or postponement order when it is of the opinion that it is in the national interest to do so and, in granting such order, the Board shall state the reasons for such opinion. No postponement order may be made for more than six months but, upon reviewing the application, the Board may grant one or more extensions: Provided that the Board may cancel the order at any time for military reasons or for cause. Provided further that there shall be no exemption and no indefinite postponement of military training or service.

"When considering an application for postponement order by a man engaged in farming, fishing, lumbering, trapping, mining, placer mining, gold prospecting, seafaring, railroad transportation, public utility, or engaged in an occupation which the Minister has declared to be a seasonal occupation or one essential to the successful prosecution of the war or in the national interest, the Board shall take into account the supply of labour available and the importance of the particular applicant's occupation to the national economy."

There are a number of other changes in the Regulations designed largely to simplify the procedure. The Board's powers in granting postponements to university students are more closely defined, yet provision is made to facilitate higher learning which is so very necessary in this war, particularly in medicine, engineering and the sciences. If in the national interest and for good reason, the Boards may now permit a student to continue his studies in a United States university, provided there is assurance that the student will return to Canada when notified to do so. This arrangement is subject to cancellation at any time.

Men called up under the National Mobilization Act are given the same employment protection now as was extended to men on active service by Order in Council 4758 last June (Labour Gazette, July, 1941, pages 803-804).

Regulations similar to those long in effect in the army governing malingerers or those who wilfully unfit themselves for training by maiming themselves or producing diseases, are now made applicable to all persons coming under the National War Services Regulations.

Penalties are provided for any person concerned in the administration of the Regulations who accepts bribes or gifts to grant a postponement of military training or issues a certificate of physical or medical unfitness. The penalty is a fine not exceeding five thousand dollars and not less than one hundred, or imprisonment for a term not exceeding five years and not less than six months, or to both the fine and imprisonment, and in default of payment of fine to a further imprisonment.

For convenience, it may now be ruled that the age class of any man will be the year in which he was born. To avoid delays the Minister has power to appoint a member to a Board to fill in during the absence of any other member.

Under the previous Regulations, it was necessary to notify a man selected for military service by registered mail. This is now broadened to make personal service legal.

The right of employers or dependents of men called up to support an application for postponement, is now definitely established. The application must be filed within eight clear days of the notice to appear for medical examination.

To speed re-examination of persons found temporarily unfit previously, it is now provided that the Divisional Registrar may designate any examining physician. This is considered quicker and cheaper than the practice of having all such men re-examined by a medical revision board which will continue to be used, however, in cases where a doubt may arise as to the accuracy of the first medical examinations.

Hospitalization Plan of Chrysler Corporation

The Chrysler Corporation of Canada, Limited, Windsor, Ontario, recently adopted a group hospitalization plan for its employees and their dependents.

The plan, which becomes effective as soon as 75 per cent of the elegible employees make application for participation, is avaible to all present employees actively working regardless of age or physical condition. Employees hired after the plan becomes effective may make application when employed and the insurance will become effective upon the completion of one month of continuous active service.

If application is made promptly, no medical examination is required to obtain the insurance. If application is not made within thirty-one days after the date an employee becomes eligible to participate, evidence of insurability satisfactory to the insuring company will be required.

Contributions.—For the purpose of contributions the employees are divided into three groups. The first group, those employees with no dependents contribute 80 cents per month or 19 cents per week; those with one dependent contribute $1.50 per month or 34 cents per week; while the third group of employees, those with two or more dependents pay $1.90 per month or 44 cents per week. Provision is made for the deduction of contributions from each pay cheque.

Employee's Benefits.—The plan pays for the charge made by the hospital for board and room up to $3.50 for each day for which a participant is confined in the hospital as a result of disease or accidental bodily injury for which benefits are not payable under the Workmen's Compensation Law. This benefit is payable for a maximum period of thirty-one days for all hospital confinements occurring during any one period of disability. In the case of pregnancy the maximum period of confinement is limited to fourteen days.

In addition, the plan also pays for all charges made by the hospital for such items as use of operating room, laboratory fees, X-rays, anaesthetics, drugs and dressings, etc., incurred while the participant is actually confined in the hospital, up to a total of $17.50 for any one disability.

The plan also provides for the payment of the cost of a surgical operation up to a maximum of $150. In the event that several surgical operations are required, payment will be made for each, but not more than $150. will be paid for all operations during any one disability. Surgical benefits are payable whether the operation is performed in the hospital, the doctor's office, or elsewhere. If confined to the hospital, these benefits are payable in addition to any hospital benefits to which you may be entitled.

Employees' Dependents Benefits.—For the purpose of the plan dependents are defined as follows: For male employees, dependents include the wife and the unmarried children between the ages of one month and nineteen years. For female employees, dependents include only the unmarried children between the ages of one month and nineteen years.

Hospitalization charges are payable to dependents on the same scale as those for the employee, however this surgical benefit only applies to surgical costs incurred by the employee when a patient.

Maternity Benefits.—The plan provides that when an employee's wife has been insured under the plan for at least nine months, all charges, including board and room, made by the hospital up to $5.00 for each day the employee's wife is confined in the hospital as a result of pregnancy, child-birth or miscarriage will be paid. The maximum amount so payable is $50.00 for all hospital confinements due to any one pregnancy.

All insurance under the plan ceases automatically upon termination of employment except in the case of temporary lay-off or absence due to disability. If temporarily laid off the insured employee may maintain his participation in the plan during the lay-off by the payment of contributions in advance, for a period not exceeding nine months.

CONVENTIONS OF CANADIAN LABOUR ORGANIZATIONS

Government Wartime Policy Discussed at Annual Meeting of Trades and Labour Congress, Canadian Congress of Labour and Confederation of Catholic Workers

DURING September the three major Canadian labour organizations — Trades and Labour Congress of Canada, Canadian Congress of Labour, and Confederation of Catholic Workers of Canada—held their annual conventions which were featured by discussions of the Government wartime policy. There were many resolutions reflecting the impact of the war on the national economy, and particularly on measures affecting Labour.

The following are summaries of the proceedings of the three conventions:—

Trades and Labour Congress of Canada

The fifty-seventh annual convention of the Trades and Labour Congress of Canada was held in Calgary, Alberta, September 22-27, 1941. There were 334 credentials received, including 54 representatives of national and international organizations, which had the whole of their Canadian memberships in affiliation with the Congress, 6 representatives of provincial federations, 35 representatives of trades and labour councils, 12 representatives of system divisions of railroad telegraphers and provincial associations, 225 representatives of local branch unions, and 2 fraternal delegates, one representing the British Trades Union Congress and the other the American Federation of Labor.

The acting chairman Mr. H. C. Simpson, president of Calgary Trades and Labour Council, after welcoming the delegates on behalf of the local trade unionists, called on Alderman Mrs. Rose Wilkinson, acting in place of the Mayor to address the convention. In extending a civic welcome she noted the number of lady delegates present and stressed the increasing importance of women in the labour movement.

The Lieutenant-Governor the Hon. J. C. Bowen, of Alberta, expressed his pleasure in visiting "a great parliament of labour while in session." He hoped that by their deliberations the delegates would arrive at successful conclusions which will help Canada, Great Britain and the other members of the British Commonwealth of Nations. The Lieutenant-Governor then observed that "the labour movement had behind it a marvellous achievement in securing a higher standard of living for its members," and he hoped "that the success of the meeting would result in Canada's war production being stepped up to the peak of efficiency, that there will be fewer misunderstandings, fewer interruptions in war production so that greater aid may be given to our fighting forces overseas, to Great Britain and to our great allies, the Russians." In conclusion, he urged the labouring men in Canada to match the effort of the British labouring men, which "was the greatest epic of human endeavour ever known in the history of the world."

Message of Minister of Labour

In a message read to the convention by Mr. R. J. Tallon, Unemployment Insurance Commissioner, Hon. Norman A. McLarty, Federal Minister of Labour expressed regret that he was unable to attend the convention. The Minister expressed his appreciation of the co-operative assistance and valued counsel which he had received from representatives of the Congress in matters vitally affecting the welfare of labour. "The highest purpose of Government," stated Mr. McLarty "is to promote the health, happiness and general well-being of the community." The delegates were invited to comment, offer recommendations or criticize the Government's labour policy. The Minister briefly outlined what the Government had done, so far as war conditions would permit, in safeguarding the interests of labour, as follows: (1) Established a Wartime Prices and Trade Board for the purpose of controlling the prices of commodities and articles in common use or required for war requirements; (2) Appointed a rent controller; (3) Established a wartime wages policy which stabilized wages at the rate that prevailed between 1926-29 or any higher levels which might have been established subsequent to this period but prior to December 16, 1940 (This also provided for wartime cost of living bonus); (4) Provided a basis for harmonious relations between employers and employees; (5) Established a National Labour Supply Council; (6) Extended the scope of the Industrial Disputes Investigation Act and created the Industrial Disputes Inquiry Commission; (7) Passed the Unemployment Insurance Act and set up a commission to administer the same; (8) Provided protection for workers employed under Government contracts; (9) Established a National Joint Conference Board of the Construction Industry; (10) Provided for an extensive war train-

ing program; (11) Guaranteed reinstatement in their pre-enlisted employment those joining His Majesty's armed forces.

Address of Premier Aberhart

After welcoming the delegates to the Province of Alberta, Premier Aberhart said: "We want economic security and economic freedom for the common people, for decent liberties and a decent standard of living for all the people. We are opposed to centralization of power and riches in the hands of the few, believing that Canada's great resources are for all and not for the few. We are opposed to oppression and regimentation of our people in whatever form it may appear." He urged not only the delegates, but the Canadian people, to allow nothing to hinder or interfere with an all-out war effort and plans for post-war rehabilitation. He claimed that "the present financial system is failing to function properly, adequately or satisfactorily and that what is physically possible should be financially possible." The premier contended that "we shall never solve our problems and banish proverty from the land of plenty by redistributing purchasing power by means of taxes and unemployment insurance, so long as the present available amount of purchasing power is not sufficient to exchange the total production offered on the market."

Address of President Moore

After thanking the speakers for their addresses, President Moore referred to the representative character of the convention and emphasized that "our movement is wide enough to take in all classes and there is no need of other movements." He recognized the fact that there were other organizations which claimed to voice the opinion of labour and was convinced that throughout all these movements there was a common purpose to assist the working class. Continuing Mr. Moore stated: "the Congress has never sought to supersede the function of Government and the Government must and will govern, and if challenged will use its power to see that edicts are carried out. The strike is no substitute for the ballot, even in wartime."

The president contended that where trade unions have been recognized there have been no strikes and that strikes occur, "where the employers will not meet their employees." He claimed that "the workers have gone more than half-way but co-operation is not a one-way street." He further asserted that "one strike is too many in wartime but that more time had been lost in essential industry through 'avoidable accidents' than through strikes. Workers and union officers," Mr. Moore declared "abhorred strikes as they bring hardship. We are willing to bend over backwards if necessary to avoid stoppage of work," he declared, and considered that the remedy for the present difficulties is not the supression of trade unions but more trade unions. Reiterating the past policy of the organization that there should be "equal pay for equal work." Mr. Moore concluded, the Congress had pledged its wholehearted support to the war effort and that support is being continued.

The president then read a cable which had been sent to Sir Walter Citrine, secretary of the British Trades Union Congress, assuring British workers of the whole-hearted support of Canadian labour. Sir Walter's reply to this message was also read in which he said in part, "British workers offer their sincere appreciation of the great contribution already made by Canada in sending contingents of armed forces and increasing production of munitions and food supplies."

Report of Executive Council

The executive council reported that to maintain all that has been achieved while engaged in a life and death struggle with a ruthless enemy, it was a "primary duty to exert every effort to assure victory and that it is better to accept, as may be from time to time, the temporary setting aside of such rights and privileges as we have previously enjoyed than to risk losing all." At the same time they were warned to be constantly on guard in order that "our willingness to make such sacrifices as the requirements of war demand is not exploited and conditions imposed for which there is no real justification."

The report contained a review of the legislative policies presented to the government and also a summary of the major matters of concern to labour dealt with by the Federal Parliament. Other subjects discussed in the report were: Defence of Canada Regulations, Unemployment Insurance and National Health; unemployment relief; government policy in development of war effort; United States of America-Canada relations; transportation for armed forces; military pensions and rehabilitation; post-war reconstruction; monetary policies; taxation; housing; national war services; Industrial Disputes Investigation Act; Labour Department Act; Shipping on Great Lakes and the League of Nations and International Labour Office.

Under the heading "Government Policy in Development of War Effort," it was pointed out that on several occasions a discussion arose over the "widespread dissatisfaction among the workers engaged in war production and the number of disputes arising therefrom."

It was further stated that "in the debates on these matters, the Government was severely criticized for its failure to accept the proffered co-operation of organized labour, attention being directed to the almost complete absence of labour representatives on either the directorates of Government-financed corporations or on boards or commissions established to deal with matters in which labour was vitally interested." Reference was made to the "strong protest voiced against the decision of the Government that it could not follow the principles set out in Order in Council P.C. 2685 in the operation of the Canadian Broadcasting Corporation, Government-financed corporations, or other emanations of the Crown." Dealing with Industrial Disputes Investigation Act, reference was made to Bill No. 96 which amended Section 12 of the Act. The Minister of Labour was quoted as explaining "that the amendment did not debar anyone from appearing before a board already entitled to do so under the Act but was designed to debar those sitting as members of boards who may prejudicially affect the impartiality of the board by virtue of the fact that they were acting in the capacity of solicitor, legal adviser, counsel or paid agent of the parties to the dispute."

There was a brief summary of the provisions of the various Orders in Council enacted by the Federal Parliament which affected to a lesser or greater extent labour supply or conditions of employment, and an explanation was given of the amendments to the Defence of Canada Regulations relating to persons interned and the provisions for the prompt hearing of all cases.

In regard to the Unemployment Insurance Act which came into operation on July 1, 1941, the report expressed the desire of the Commission "that members of the trade union movement co-operate with the Commission in bringing to their attention cases of violation or failure to comply with the terms of the Act." (With reference to the administration of the Unemployment Insurance Act. Mr. R. J. Tallon, one of the commissioners, was present and reviewed at considerable length the set-up of the Commission and the progress made since the Act became effective July 1, 1941.)

Addresses of Fraternal Delegates and I.L.O. Representative

Mr. Harry Stevenson, president of the International Moulders and Foundry Workers' Union and fraternal delegate from the American Federation of Labor in addressing the convention, referred to labour legislation sponsored and enacted by President Roosevelt, mentioning especially the "Wagner Act." He praised the war effort of Great Britain and Canada and said the "spirit of Britain has gone through every country in the world." Speaking of aid from the United States, the fraternal delegate declared that "war production had been speeded up and in a short time we will surprise the world in the production of war material. We will build ships and more ships, planes and more planes until freedom is again brought to this earth." Replying to criticism regarding the sending to headquarters in the United States of moneys collected for dues from Canadian members, Mr. Stevenson stated that "in the past fifteen years $50,000 more was returned to the Canadian members than was sent to the head office in Cincinnati by the Canadian local unions."

Mr. George W. Thomson, fraternal delegate from the British Trades Union Congress expressed thanks to the Canadian people for the aid they were giving to the people of Great Britain. Referring to the war, he said "we must be prepared to win the war ourselves but the aid we receive from the United States of America and the British colonies will bring victory earlier."

He spoke of the many committees which had been set up from the ranks of labour in Great Britain to advise in the formulation of Government policies having to do with the working people. The active collaboration of labour in the formulation of Government policies in Britain had not only safeguarded the rights of organized labour, Mr. Thomson said, but it had also saved millions of "man-days" in avoiding stoppage of work through labour disputes. Working conditions, he stated, were greatly improved, especially in the matter of lighting, canteens, etc. The British delegate declared that the chief thing that had been given up was the right to strike but added that "the trade union movement is stronger to-day than it had ever been."

Representing the acting director of the International Labour Office, Mr. Adolphe Staal affirmed that without the collaboration of the organized workers and the organized employers, the I.L.O. would lose its essential characteristic and its whole structure would collapse. He stressed the value of personal contact with the trade union leaders and wherever possible directly with the rank and file and stated that "the removal of our office from Geneva to Canada has greatly facilitated this personal contact with the Canadian movement." He considered that the I.L.O. has offered organized labour an international platform from which they could make their propaganda for reforms and from which they could defend their demands but "it is for the trade unions in the various countries to see to it that these inter-

national standards are implemented nationally." A short extract from a report issued recently by the I.L.O. referring to ratification of international labour conventions was read. It stated:—

"To give effect to their provisions (the provisions of the Conventions), which are designed to establish uniform labour standards throughout the world, requires legislation which it is not within the competence of the Parliament of Canada to enact, and which the provinces are under no legal obligation to enact. It might have been supposed that on joining an international organization a State would at once alter its constitution to conform to the new relationship so that it could play its part effectively in the activities which it recognized as desirable. But no such action was taken by Canada. This situation is entirely unsatisfactory and we recommend that the Dominion and the provinces together should decide how international labour conventions can be implemented."

Report of Secretary-Treasurer

The report of the secretary-treasurer, Mr. Arthur D'Aoust, showed total receipts from all sources for the fiscal year ending July 31, 1941, including balance brought forward from last year, amounting to $57,961.58, with expenditures totalling $22,544.84, leaving a balance of $35,416.74. The total membership upon which per capita tax had been paid was 144,592, a gain of 11,890 as compared with that reported for 1940. The secretary-treasurer explained that the membership reported did not include those who, while still active members of affiliated organizations, were relieved because of unemployment, or other cause, from payment of their regular contributions.

The report further showed that there were 59 international and 7 Canadian central bodies in affiliation with the Congress.

Committee on Legislative Activity

Satisfaction was expressed by the Committee on Legislative Activity on the manner in which the legislative policies of the Congress were presented to the Dominion Cabinet and the officers were commended for scrutinizing the actions of the members of the Cabinet, and it was recommended that this policy be followed in future.

The delegates were urged to read and study carefully the subject matter contained in the executive council's report dealing with the various Orders in Council, especially those having to do with the Government's labour policy.

Committee on Officers' Reports

The Committee commended the officers for the work accomplished and for the pressure exerted on the Federal Government for the enactment of measures aimed to improve the economic and social conditions of the workers.

Dealing with the section on Unemployment Insurance which was the subject of twenty-four resolutions, the committee strongly urged that early action be taken to reduce the numerous exemptions provided in the measure, particularly of shipbuilders, marine engineers and all divisions of the pulp and paper industry, including pulp-wood-cutters; and that the clause exempting workers earning over $2,000 per year be immediately amended raising the amount to $3,000, and the scope of the Act enlarged to include such phases of social security as health insurance, old age pensions, etc. The committee asked that in appointments to positions in the Unemployment Insurance Commission, consideration should be given to applications of men and women of the trade union movement. The committee also concurred in the Executive Council's opinion that there was nothing to prevent the Government owned or operated industries from negotiating collective agreements through the chosen officers of the unions to which their employees belong.

Defence of Canada Regulations

Under this heading twenty-six resolutions from various organizations were submitted, requesting:—

(*a*) The immediate release of all officers or members of trade unions as well as all anti-Fascists now interned under the Defence of Canada Regulations.

(*b*) That before internment they should be granted a fair trial before the courts of justice of our country, or a special court of review.

(*c*) That a protest be made against the release of reputed Fascists.

(*d*) The repeal of the Defence of Canada Regulations (1939 Edition), Sections 21 and 39 in particular, or their modification to bring them more in accord with the British Defence Regulations.

Commenting on some phases of the situation as indicated in the resolutions submitted, the Resolutions committee dealt with the above sections as follows:

(*a*) Canada is at war. During such abnormal times the safety of the State becomes of primary importance, individual civil rights are necessarily curtailed and even sacrificed.

(*b*) We beg to remind the convention that internment is not a punishment for an offence committed, or something already done, but a preventative measure, and therefore the evidence rests generally on presumptions that cannot be divulged publicly for the safety of the State.

(*c*) We are of the opinion that to have released Fascists might have been a mistake, but two wrongs do not make a right.

(*d*) We cannot concur in that request. We believe it could be amended to make it more acceptable.

Accordingly, the Committee reported non-concurrence in the resolutions and recommended that the Executive Council be guided by the action of the Vancouver convention, which was "that every effort be made to safeguard against the Defence of Canada Regulations being administered in such a way—whether by design or error of judgment—as to interfere with lawful trade union activities."

Canada's Wartime Wages Policy

Of the twelve resolutions submitted dealing with P.C. 7440, Canada's Wartime Wages Policy, some commended the Order and requested its extension, while others were condemnatory and asked its abolition.

The Resolutions committee, after a careful survey of the application of the Order in Council reported as follows:—

Your committee are aware that considerable benefits have accrued to large numbers of the members of our organizations and to thousands of unorganized workers by way of increases in their earnings that might not have been secured otherwise and that its extension to other industries is being sought by those who are favourably disposed to accept its provisions.

The Minister of Labour and the officers of his department have in our judgment erred in the enforcement of the legislation and interfered with the free operation of the Boards of Conciliation by the use of their interpretations and instructions to these Boards foreign to the declared intention of the Federal Government in their price control and wage policy and further by bringing within the scope of the Order in Council industries that cannot be considered war-time industries, thereby creating unnecessary discontent and distrust.

Your committee are further of the opinion that there is considerable merit in the Order in Council P.C. 7440 properly applied, regulated and enforced in conjunction with the planned war-time economy of the Government and to request its abolition when thousands of workers have secured agreements under its provisions for the duration of the war might have serious repercussions.

Those requests that are before us seeking its abolition without submitting concrete proposals to meet existing conditions should cause us to be exceedingly careful in urging its abrogation.

We therefore recommend that the Executive Council, together with our representatives on the National Labour Supply Council be instructed to seek the enforcement of the Order in Council in accord with its original intention and that Boards of Conciliation should operate without any interpretations, instructions or interference from any members of the Crown or departments of Government and that the approval of the National Labour Supply Council shall be secured before any amendments are made or its extension to any other branch of industry.

After a lengthy discussion the recommendation of the committee was adopted.

Other Resolutions Adopted

Among the recommendations contained in other adopted resolutions were:

Mobilization of the machinery of production and the wealth of the nation "to serve the country's interests instead of those of individuals and corporations, so that there will be an equitable contribution on the part of capital comparable to that of the sacrifice of human life."

Appointment of a direct representative of organized labour to the Wartime Industries Control Board.

That before any Orders in Council affecting labour are passed the representatives of labour be consulted and such legislation submitted for their approval or advice.

"Condemning the Government of Canada for its apparent indifference to the wishes and desires of the workers and their refusal to take the working people of Canada into their confidence, which must be considered an expression of lack of confidence in the workers."

Widening the scope of provincial compensation laws, so that workers who are incapacitated through having to work under inclement weather conditions will be compensated by law.

Reiterating the Congress stand regarding Old Age Pensions—(1) That the age limit be reduced to 65 years; (2) that the amount of the pension be increased; (3) that a contributory retirement scheme be incorporated in the Old Age Pensions Act; and (4) where the practice of combining the Parents Maintenance Act with the Old Age Pensions Act prevails, it be discontinued.

Enactment of pension legislation similar to that of the Railroad Retirement Act now in force in the United States.

Allowing civil servants now under the Retirement Act to transfer to the Civil Service Superannuation Act.

Changing the Mothers' Allowance Act so that all widows shall receive a pension.

That on the termination of present conflict members of the armed forces be retained on the Government payroll until they can secure, or are provided with steady employment.

The payment of rates more in keeping with the prevailing rates in the various territories to civilian skilled maintenance men.

Protesting against "the apparent failure of the Dominion Government to satisfactorily protect the right of collective bargaining and the workers right to organize freely into unions of their own choosing."

That it be made compulsory for employers to recognize and deal with a trade union if there is one organized of his employees.

"Condemning the Government in supporting employers of labour opposed to collective bargaining."

Enactment of Dominion legislation similar to that contained in the Wagner Act of the United States and instructing the Executive Council of the Congress to prepare a specimen Act applicable under Provincial legislation, and containing the desirable features of the Wagner Labour Act to be used as a guide for Provincial Legislative Committees and Provincial Federations of Labour.

"Restraining the Department of Munitions and Supply from interfering in labour disputes and to immediately abolish the office of Labour Relations Director of the same Department."

Appointment of a Board of Conciliation without first having to take a strike vote.

Restoration of the Industrial Disputes Investigation Act "to its former usefulness."

Opposition to the use of troops in labour disputes and reaffirming the right of labour to organize, bargain collectively and strike if necessary.

Equal pay for equal work in all war industries and requiring employers under war contracts to conform to union wage standards and conditions.

Payment of overtime at the rate of time and one-half in the Post Office Department. Amending the Dominion Fair Wage Regulations making it compulsory for inspectors to report all violations to the official of the Department of Labour having the proper and full enforcement of the regulations.

Holidays with pay for all workers.

Opposition to the fingerprinting of workers.

Enactment of a maximum six-hour day and a maximum five-day week with proportionate increase in wages as a post-war measure.

Adequate supervision for the carrying out of the provisions of the Lord's Day Act.

That P.C. 2385 be so administered "so as not to interfere with legitimate organization activities."

Payment of the same benefits to dependents of merchant seamen attached to the Merchant Marine for the duration of the war as are paid to dependents of those in His Majesty's forces.

Implementing Recommendation No. 48 concerning the promotion of seamen's welfare in ports as adopted by the International Labour Conference in 1936.

That the cost of living bonus be extended to all workmen throughout the Dominion, and that the cost of living index be not measured by the Dominion as a whole but by provinces or zones.

That the Wartime Prices and Trade Board adopt a more vigorous attitude in the protection of consumers of Canada by controlling more effectively the rising cost of food and clothing and prohibit war profiteering.

Inauguration of constructive reforestation, to preserve Canada's natural resources.

Establishment of diplomatic relations between the Federal Government and the U.S.S.R. and that a trade agreement be negotiated enabling the Russian people to get the necessary equipment to destroy the common enemy.

Reconvening of the Dominion-Provincial Conference on the Sirois Report.

Requesting the Federal Government to grant free transportation to members of the Armed Forces while on furlough and embarkation leave.

Support for the farmers to secure adequate debt protection and parity of farm prices.

That labour unions and trade councils take an active interest in the selection and election of suitable candidates for Provincial and Dominion Governments who will actively support organized labour's policies.

Election of Officers

The election of officers resulted as follows: President, Tom Moore, 172 MacLaren St., Ottawa; Vice-Presidents, P. R. Bengough, Vancouver, J. A. Whitebone, Saint John, E. W. Sinfield, Toronto; Secretary-Treasurer, Arthur D'Aoust, 172 MacLaren St., Ottawa.

Provincial Executive Committees:

Nova Scotia—Members to be selected at a later date.

Ontario—R. J. Heslop (chairman), Toronto; J. Gavin, Toronto; D. McLaughlin, Ottawa; J. F. Cauley, Hamilton.

Manitoba—Fred. Keeley (chairman), Winnipeg; R. G. Anderson, Winnipeg; J. B. Graham, Winnipeg; Murdo Campbell, Winnipeg.

Saskatchewan—A. Mose (chairman), Moose Jaw; W. J. Smith, Saskatoon; P. Haffner, Regina; H. D. Davis, Prince Albert.

British Columbia—F. E. Griffin (chairman), Vancouver; Alex. Simms, Victoria; R. J. Thompson, Powell River; W. D. Wilson, Vancouver.

(The provinces of Alberta, New Brunswick and Quebec having provincial federations chartered by the Congress, the executive officers carry on the legislative work of these provinces.)

Fraternal delegate to the American Federation of Labor, H. C. Simpson, president, Calgary Trades and Labour Council.

The selection of a fraternal delegate to the British Trades Union Congress was left in the hands of the executive.

Winnipeg was chosen convention city for 1942.

Canadian Congress of Labour

With approximately five hundred delegates in attendance, representing sixteen central organizations, five labour councils and a large number of directly chartered local unions, the second regular convention of the Canadian Congress of Labour was held in Hamilton on September 8-12, 1941.

In the absence of the Mayor, Controller Sam Lawrence welcomed the delegates and endorsed the unionization of all workers toward a unified trade movement on the continent.

Regretting his inability to attend the convention, the Minister of Labour, Hon. Norman A. McLarty, sent the following message: "On the occasion of your national convention I would like to extend best wishes and express the hope that your deliberations will be helpful in promoting industrial peace and speeding up the production in our vital war industries. The week commencing September 10, marking as it does our third year of war, has been set aside as a reconsecration week. Your convention coming at this time will afford a unique and splendid opportunity to adopt such policies as may make our war effort even more effective and will make it possible to supply our fighting forces on the land and sea and in the air with the implements of war. If you do so your convention will have a heartening effect and will be of inestimable value at this critical time in our history."

Representing the Minister, Mr. Gerald H. Brown, Assistant Deputy Minister of Labour, addressed the delegates. He referred to the action taken at the commencement of the war to prevent exploitation by any form of profiteering and to the controls which were established to keep the cost of the necessities

of life from being unduly enhanced with consequent hardship to the working population. This, he said, was later followed by the control of rents to prevent unscrupulous landlords from taking advantage of wartime necessities for their own profit. A comparison was made between conditions during the first Great War and that existing during the present conflict. Mention was made by the speaker to the extension of the Industrial Disputes Investigation Act to apply to all war work and providing through conciliation and inquiry, the means to secure the peaceful settlement of disputes between employers and employees which might otherwise have resulted in strikes and the curtailment of essential production. A brief reference was made to the war training program which was fostered by the government. Mention was also made of unemployment insurance and of the benefits to be derived by those coming under the scheme.

Referring to the wages stabilization policy of the Government as set out in Order in Council P.C. 7440, Mr. Brown declared that the main purpose of this order is to control and limit inflation by setting a ceiling on wages and yet to protect the worker's basic standard of living by the provision of a cost of living bonus. He hoped that it would be possible to maintain this policy to the end of the war.

Hon. Peter Heenan, Provincial Minister of Labour, in reviewing the results of the efforts of the organized workers to improve their standard of living declared that this meeting was the best evidence that labour is free. Emphasizing the menace to democracy, Mr. Heenan asserted that Hitler would not have to invade this country to destroy the democratic way of life. "If he conquered the rest of Europe or the rest of the world, can anyone then imagine competing against the enslaved people whom he would force to work for him. This is something that had escaped the American isolationists. They did not realize that the standard of living would not survive if Americans had to compete in trade against countries where workers were slaves. To safeguard the standard of living, he said, the wheels of industry must be kept turning and Hitler must be wiped from the face of the earth."

Featuring the early proceedings was a discussion of a labour dispute at the plant of the Canadian Acme Screw and Gear Company.

As a result of which telegrams were forwarded to the Prime Minister and the Minister of Labour. Later in the Convention it was announced that satisfactory arrangements had been concluded, and all employees were returning to work.

President's Address

The convention address of President A. R. Mosher was carried from coast to coast over the national network of the Canadian Broadcasting Corporation. Reviewing the formation of the Canadian Congress of Labour the president stated he "was glad to be able to say that we have greatly strengthened the foundations of unity in the Canadian Labour movement which were laid in September, 1940, and that we can look forward to a rapid and steady increase in the scope and influence of our Congress". Mr. Mosher declared that "the Canadian Congress of Labour is a wholly autonomous and independent body; it is not controlled, in theory or in practice, by any union or combination of unions outside of Canada; its policies are determined solely by the Canadian workers who belong to its affiliated and chartered unions, and who are represented by their delegates at Congress conventions".

Claiming that the first essential to settling industrial differences by voluntary collective bargaining is that the employers should recognize the unions, the president further stated that "a large number of Canadian employers, however, refuse to recognize the right of their workers to organize, and the government is unwilling to compel them to do so, in spite of having endorsed by Order in Council P.C. 2685 in June, 1941, a labour policy which states that employees should be free to organize in trade unions, free from any control by employers or their agents and that employees, through the officers of their trade union or through other representatives chosen by them, should be free to negotiate with employers with a view to the conclusion of a collective agreement". He claimed that if this policy was made mandatory and penalties provided for non-observance one of the chief causes of labour disputes would be eliminated.

He also claimed that there was a lack of labour representation on boards controlling the various aspects of the war effort. Drawing attention to alleged delays in the appointment of conciliation boards, he stated that "the procedure which is being followed by the Industrial Disputes Inquiry Commission is causing still further delay".

Referring to the desirability of developing a favourable public opinion, Mr. Mosher said that the Congress' policies must be given careful consideration and followed without the slightest deviation. In outlining what he considered should be the labour policy of the Congress during wartime, the president said, "I have no hesitation in stating the necessity of an all-out war effort to defeat Hitler, demands that the labour movement use its

power with due consideration for this vital objective: It is more important to defeat Hitler and his gangsters than to bring the most tyrannical and reactionary employer in Canada to his knees. Action against him can wait, but Hitler won't wait, and there can be no peace or hope for anyone in the world until Hitler is beaten and Germany is disarmed". The speaker believed "the great majority of the workers of Canada shared his views in respect to the war effort and that it is only by following this course of action that we shall obtain the public support which is essential to the attainment of our objectives. If we show that we have the broadmindedness, the fortitude, the courage, the loyalty to place the national interests above every other consideration; if we show that we are willing to sacrifice even our legitimate rights for the cause of democracy and freedom, we shall be in a position to insist upon receiving, after victory has been won, everything that we may reasonably demand, and upon having full opportunity to play our part in the reconstruction of the social order along lines which will provide security and happiness for everyone".

Having thus appealed to Canadian workers for an all-out war effort, Mr. Mosher then asked employers: "What will you do? You cannot agree with men you won't see". He contended that as long as management and labour "do not get together", the production of the tools of victory is slowed up. Unless this is accomplished the fruits of victory will be lost.

Concluding his address, Mr. Mosher declared: "It is not favouritism or paternalism that will get us together. We don't like them! A man wants to be a man, free to live as he likes, free to join what he likes, free to consult whom he likes . . . .

"Surely, if ever there was a time for the responsible leaders of industry to co-operate with the responsible representatives of Labour, that time is now! *Let's get together*, and hand in hand go down the line, producing the tools of victory!"

Report of Secretary-Treasurer

Mr. N. S. Dowd, the secretary-treasurer of the Congress, presented the financial statement for the nineteen-month period ending July 31, 1941, which, with the balance brought forward, showed total receipts of $48,830.73, with expenditures amounting to $37,281.10, leaving a balance of $11,549.63.

Report of Executive Council

The report of the Executive Council reviewed the business transacted since the last convention and actions arising therefrom. Reference was made in particular to Order in Council P.C. 7440, which it was contended was the most important labour legislation of the past year. The provisions of the Order were reviewed and instances cited where its application was, in the opinion of the executive, too narrowly applied. The Executive criticized the amendment to the Industrial Disputes Investigation Act by which it was claimed the right of the workers to choose representatives on conciliation boards was restricted. The Congress was urged to continue its protests against this amendment until it was repealed. The report referred to the strong protest sent to the Prime Minister and the other members of the Government against the use of the armed forces in labour disputes. The report referred to a memorandum prepared by legal counsel for the Congress in which was advocated the establishment of a Labour Policy Enforcement Board to investigate any situation in which an employer interfered with or obstructed the rights of employees, as set forth in Section 7 of Order in Council P.C. 2685, or dismissed or discriminated against workers for union membership activity. This memorandum also proposed penalties for violation of the Order in Council, including fines to be imposed on employers, and compensation to employees found to be wrongfully dismissed or discriminated against. The delegates were informed that the Congress had protested in the strongest possible manner to the Minister of Justice regarding the alleged practice of interning trade union leaders while disputes in which they are immediately concerned are in progress of being dealt with by the Department of Labour or by conciliation boards.

The following strike policy was endorsed by the executive council of the Congress: "The Canadian Congress of Labour believes in the observance of contracts, and is therefore opposed to any strike where it is clearly and definitely established that such a strike is unjustified. The Congress desires to point out, however, that the refusal of employers to accept the labour policy of the Government with regard to the right to bargain collectively often creates situations beyond the control of the Congress, but for which the Government has the remedy through the enforcement of its stated policy."

The report of the Executive was adopted by the Convention.

Convention Addresses

At one session the delegates were addressed by Mr. A. A. Heaps of the Unemployment Insurance Commission who outlined some of the more important features of the Unemployment Insurance Act. After his address

the delegates asked many questions on the interpretation, scope, etc., of the Act.

At another session Mrs. Dorise Nielson, M.P., addressed the convention.

Coal Production in Nova Scotia

A number of resolutions dealing with the curtailment of coal production in Nova Scotia were submitted to the convention. As some were opposed and others favoured this policy of the coal miners, the resolution committee to which they were referred, brought in a recommendation of non-concurrence in them all owing to the divergency of opinion expressed. After considerable discussion in which the position of each group within the organization of the United Mine Workers of America concerned in the controversy was thoroughly explained, a motion was adopted to refer the resolution back to the committee to consider a recommendation that the Congress Executive Council do everything in its power and authority to bring about a settlement of the dispute, including an increase in wages.

In submitting a further report on the subject, the committee made the following observation and recommendation:

The committee has given consideration to the dispute in Nova Scotia and is of the belief that before any proper and reasonable basis of settlement can be reached, a process of order should be followed by all parties to the dispute. These are:

(1) The Government.
(2) The Coal Company.
(3) The Mine Workers involved.
(4) The Union.

On the above order of relationship it is the considered opinion that the initial steps of settlement might be approached on the following basis:

(*a*) The president of the Congress shall request the Dominion Government to use its power and influence with the coal company to have re-instated forthwith to their places of work all workmen presently dismissed or suspended from employment by the coal company or coal companies.

(*b*) That upon such conditions being accepted by the coal company or companies and enforced by the Dominion Government, all workmen now practising curtailment of coal production in Nova Scotia coal mines shall immediately increase coal production to the normal level prevailing before the policy of curtailment went into effect.

(*c*) That upon the foregoing conditions being complied with by the respective parties, the president of the Canadian Congress of Labour shall pursue the following course:

(1) Communicate to the International union the desires of the membership of the Congress for a conclusion of the dispute in Nova Scotia.

(2) That the Congress is willing to co-operate with the international union to this end. Should the international union accept the offer of co-operation, the president of the Congress shall suggest to the international union that he shall designate two members of affiliated or chartered unions of the Congress for the purpose of acting as members of a joint committee to act in conjunction with one or more representatives of the international union.

(3) That the above named joint committee shall immediately proceed to investigate the situation in Nova Scotia and bring to an early conclusion the dispute now existing, on a basis that will assist in improving wages and working conditions for the mine workers.

A prolonged discussion took place on the committee's recommendation and although drafted along the lines suggested in the resolution, another motion was submitted to have the question again referred back to the committee. In the course of the discussion it was pointed out that as this question was primarily a matter of concern to an affiliated union of the Congress, the latter body could only offer its assistance in solving the difficulty and that if any further action was taken by the Congress, it might result in the Canadian members of the United Mine Workers of America withdrawing from the Congress. On a roll call vote the motion to refer back the committee's recommendation was defeated and the original motion carried.

Government's Wartime Wages Policy

Many phases of the Government's War Time Wages Policy were discussed in a number of resolutions submitted by various affiliated organizations of the Canadian Congress of Labour. In order to consolidate the views expressed in these resolutions, the committee on resolutions reported as follows:

The committee has considered the short comings of the effect of Order in Council P.C. 7440 and recommends the following as a substitute wage policy to be enacted by the Federal Government.

(*a*) that workmen or/and unions be allowed to freely negotiate with employers on the basis of securing a fair wage in each industry, without being restricted to any period such as the 1926-29 period referred to in P.C. 7440.

(*b*) That twenty-five dollars per week be considered a minimum wage level in each industry.

(*c*) That once proper wage levels have been established in each industry by negotiations, increases in the cost-of-living be met by increases in wage rates based upon a minimum of twenty-five dollars per week, in accordance with the Federal cost-of-living index at quarterly intervals, applicable both to male and female labour.

(*d*) That the Federal index of commodities be extended to cover staples now excluded and that the territory be extended by the statistical bureau to bring in high-price areas.

(*e*) That the Government be requested to speed up collection and compilation of data on which the cost-of-living index is based.

The committee's recommendation was adopted.

Collective Bargaining and Union Recognition

The committee on resolutions submitted the following substitute for a number of resolutions presented on the question of collective bargaining and union recognition and their recommendation was adopted:

Resolved that the Federal Government enact permanent legislation as a substitute for the present unsatisfactory statutes and Orders in Council, covering the right to organize, collective bargaining, and protection against discrimination, and that such permanent legislation be enacted on the folowing basis, as affirmed by the Executive Council of the Congress:

(*a*) That the right to organize be firmly established and that an Enforcement Board be set up, with power to levy penalties on employers for violation of such legislation;

(*b*) That union recognition, collective bargaining and the signing of wage-contracts—where unions have a majority—be made compulsory upon private employers and in government—owned or operated establishments, plants or industries guaranteed by appropriate penalties;

(*c*) That arbitration in war-industries be made optional for the workers;

(*d*) That union shop and check-off be ensured;

(*e*) That the right of workers to strike—after following established processes of negotiation and conciliation—be not interfered with but secured as a charter right for the workers.

Unemployment Insurance

Twelve resolutions were presented to the convention dealing with the Unemployment Insurance Act. After considering these resolutions the committee recommended the following substitute, which was adopted:

(*a*) The Unemployment Insurance Act be extended to cover all workers benefits by contributing to the fund.

(*b*) That administration facilities of the Unemployment Insurance Commission be made more efficient for the purpose of covering more seasonal workers.

(*c*) That persons earning more than $2,000 be brought within the scope of the Act and that the $2,000 limit be extended to $3,000.

(*d*) That where it is shown that employers are responsible for a labour dispute, workers will be eligible for benefits.

(*e*) Contributions now being made by workers be lowered.

(*f*) That payments to beneficiaries be raised, providing for a minimum payment that will meet a level recognized as a living standard.

(*g*) That Section 44 of the Act be amended to specify that a workman will not be deprived of benefits because of refusal to accept a job where labour trouble exists.

(*h*) That the share now being paid by the Government of one-fifth on the cost of administration be increased to one-third as paid by the Government of Great Britain.

(*i*) That provision be made for increased benefits to be paid to beneficiaries with families.

Committee on Education and Publicity

In its report this committee recommended the following:

(1) Establishment of study groups.

(2) Arranging for the publication of booklets and pamphlets on labour questions.

(3) Issuing of a journal in newspaper form which will eventually become a weekly publication.

(4) An extension of the use of radio for publicity purposes. The report was adopted.

Committee on Organization

The convention adopted the following recommendations of the committee on organization:

Extend organization among the unorganized.

One union for each industry.

Co-operation between the national officers of the Congress, representatives of national unions and the Canadian representatives of international affiliates in promoting organizational and jurisdictional harmony.

Extend the policy of appointing organizers and every effort made to concentrate on basic industries.

As soon as possible the officers of the Congress shall call a conference of representatives of the units in each industry so affiliated for the purpose of establishing central organizations. In order to achieve this, such national conferences should be set or organizing committees for each industry so affected.

Other Resolutions

The recommendations contained in other resolutions adopted were:

That the Government arrange for proper consultation with representatives of the central labour bodies of Canada before proceeding with the enactment of any measure having to do with any form of labour relations throughout the country and expressing disapproval of the principle of passing Orders in Council to govern labour relations.

That members of affiliated unions establish closer contact with members of the armed forces. And further that (*a*) payment be made for each child of married men in uniform; (*b*) parents to be paid the same allowance as wives; (*c*) cost-of-living bonus for all dependents; and (*d*) all soldiers on home leave be granted free transportation.

Opposition to the use of troops as strike breakers against Canadian workers seeking a higher standard of living.

Setting up of a fully representative body to study post war rehabilitation and that the Canadian Congress of Labour and veterans' organizations be given adequate voice on such body.

Exemption of lower paid workers from wage and war taxes.

Equal pay for equal work in all war industries.

Amending the Defence of Canada Regulations to safeguard the rights of free speech and association and requesting a fair and just trial at the earliest date possible for those members of the trade union movement, who are now interned.

A speeding-up and co-ordination of all forms of production necessary for the supplying and strengthening of Britain and her Allies and that such increased production be governed by collective bargaining and trade union rates.

Amending the Compensation Act to provide that all building trades be paid on a weekly basis.

Enactment of legislation providing for adequate social security in all its forms, and that old age pensions be increased to $40 and the age limit reduced to 60 years.

Enactment of legislation making illegal "labour only" and piece work systems in the building industry.

Registration of all bona-fide contractors.

Re-establishment of the Dominion Housing Act and that its provisions apply to all wage earners and for organized groups of wage earners.

Demanding that the Industrial Disputes Investigation Act "be so administered to provide immediate action in disputes."

Asking the Government to make holidays with pay compulsory.

Removal of all existing restrictions that prevent legitimate representation on boards of conciliation and investigation.

Entering into immediate relationship with the British Trades Union Congress "for co-ordinated action not only on the war against Fascism but on all leading working class problems."

That Canada join with Great Britain in the establishment and co-ordination of all forms of relationships with Russia, to the end that a more efficient prosecution of the war against Hitler be conducted.

Instructing the executive to work on the basis of its established policy and procedure for the release of C. S. Jackson and other interned trade unionists.

Concurring in the principle of fair rents and that rent control be extended.

Re-establishment of the League of Nations upon an international collective security basis.

Outlawing all company unions.

Demanding that firms engaged in government projects give local labour the preference if union labour used.

Asking the Government to restrict exports to Japan until that country breaks with Axis powers.

That the Government take over the entire banking system and operate it in the interests of the people.

Urging the Government to formulate a policy which will ensure Canadian mine workers the maximum production from Canadian mines for the Canadian market and that such policy be governed by an industrial council for the coal industry so that Canadian production may be increased to the limit of production facilities and wages and working conditions in the industry be stabilized.

Election of Officers

The officers elected were:

President, A. R. Mosher (Canadian Brotherhood of Railway Employees and Other Transport Workers), Ottawa; vice-president, Alex. McAuslane (Vancouver Metal Workers' Union), Vancouver; secretary-treasurer, P. Conroy (United Mine Workers of America), 230 Laurier Ave. W., Ottawa; executive secretary, Norman S. Dowd (Canadian Brotherhood of Railway Employees and Other Transport Workers), Ottawa.

Executive committee members: Silby Barrett (Steel Workers' Organizing Committee), Glace Bay; M. M. MacLean (Canadian Brotherhood of Railway Employees and Other Transport Workers), Ottawa; S. Spivak (Amalgamated Clothing Workers of America), Toronto; C. H. Millard (Steel Workers' Organizing Committee), Toronto, Ont.

Ottawa was selected as the convention city for 1942.

Confederation of Catholic Workers of Canada

THE twentieth annual convention of the Confederation of Catholic Workers of Canada was held in Hull, September 16-19, 1941. Some 200 delegates attended. The report of the Confederal Bureau showed over 46,032 members organized in 227 syndicates on May 31 last. There has been a considerable increase since then. Over 37,600 of the members reported were in syndicates forming part of one of the eleven federations: building, textiles, pulp and paper, leather and shoes, asbestos, barbers, printing, commerce, clothing, gloves and furniture. During the year about 50 syndicates were struck off the list as no longer functioning or as not having furnished any returns. The number of study circles increased during the year from 18 to 40.

The following officers were elected for 1941-2: President, A. Charpentier, Montreal; 1st vice-president, E. Tellier, Three Rivers; 2nd vice-president, O. Filion, Montreal; treasurer, A. Bourdon, Montreal; general secretary, G. Picard, Quebec; directors, Ovila Cyr, Asbestos; P. E. Cabana, Montreal; G. A. Gagnon, Montreal; P. Hamel, Victoriaville; P. Lessard, Port Alfred; Honoré D'Amour, Montmorency; Irenée Rousseau, Victoriaville; J. A. Anzalone, Quebec; L. P. Boyer, Chicoutimi; J. M. Lavigne, Hull; J. B. Delisle, Montreal; R. Gosselin, Quebec; O. Bell, St. Hyacinthe; M. E. Cadieux, Sherbrooke; R. Lemire, Three Rivers; L. Morency, Quebec.

An interesting feature of the meeting was an address by Mr. A. Staal, Chief of the Workers Organizations Relations Service, of the International Labour Office, now functioning in Montreal. Mr. Staal spoke of countries where there are Christian (Protestant and Catholic) trade unions or Catholic trade unions as well as unions organized on a secular basis and of the relations between the Office and these countries.

President's Address

In his presidental address, Mr. Alfred Charpentier declared the Confederation gave wholehearted support to the war against Hitlerism.

Dominion Wage Policy

In discussing the Dominion's Wage Policy as laid down in P.C. 7440, Mr. Charpentier expressed approval of the principle of the order in council in so far as it tended to stabilize wage rates that are fair and reasonable and to compensate by a uniform bonus for increases in the cost of living. He deprecated, however, the tendency of some employers to interpret the policy as a ground for refusing wage increases and giving only bonuses to low-paid workers.

He approved the raising by the Dominion Government of the minimum hourly rates payable on Dominion Government contract work from 30 cents and 20 cents to 35 cents and 25 cents for male and female workers, respectively, with provision for learners' rates under permit beginning at 20 cents and rising at fixed intervals to 35 cents regardless of sex. Mr. Charpentier emphasized the difficulty confronting the federal Government in enforcing the minimum rates in the numerous war plants and the necessity of co-operation between the Dominion and provincial authorities in the matter. He pointed out that the new rates superseded rates fixed by collective agreement in several Quebec industries and that several minimum wage orders were suspended. This led employers to refuse to renew agreements with the federal rates incorporated in them. He urged the Quebec Government to authorize the joint committees under the Quebec Collective Agreement Act and the Quebec Minimum Wage Commission to require observance of the federal rates. Another consideration arising from the Dominion's Wage Policy is that in industries which are not classed as war industries it is more difficult to obtain wage increases, particularly where labour is not organized, and in these industries there is real hardship from the increased cost of living.

As the aim of the federal policy purports to be the prevention of increases in prices on account of wage increases, Mr. Charpentier pointed out that there were, of course, many other factors making for higher prices, which it was important that the Government, through the Wartime Prices and Trade Board, should try to control.

Industrial Relations

As regards relations between employers and employees, the President stated that after two years of war, a number of employers in war industries still refuse to negotiate with trade unions. In his opinion, the declaration that strikes are illegal in war industries has encouraged employers to refuse recognition. They prefer to force their workmen to have disputes referred to a board of conciliation so that they will not be obliged to deal with a union. He felt it not too much to say that an employer whose workers are organized in a responsible and moderate union and who refuses to deal with the union, is sabotaging the war effort. He pointed out, however, that the number of collective agreements in Quebec has been increasing due, in large part, to the operation of the Collective Agreement Act.

As regards its approval of the Unemployment Insurance Act, Mr. Charpentier defended the Confederation from the criticism that it had always contemplated and urged the setting up of occupational corporations, each of which would have its own unemployment insurance fund assisted by the State. Since the degree of organization in industry is quite insufficient to permit corporations to be set up, the Confederation felt justified in urging the enactment of the legislation in view of the extent of unemployment in Canada during the last decade and the unemployment which is likely to appear after the war. The provinces were themselves financially unable to undertake such a task which is a particularly urgent one in Quebec. One result that Mr. Charpentier stated can be expected from the operation of the Unemployment Insurance Act is a definite tendency towards the establishment of national standards in minimum wages and maximum hours of labour in industries within the scope of the statute and particularly in industries subject to interprovincial competition. Such standards would give no occasion for fear that the federal power would trench on the provincial legislative field in so far as the labour contract is concerned. Provincial legislation would have plenty of scope in determining a fair wage or a family wage. The family wage considered desirable by the Church will only be possible in any case if it is superimposed on national standards. Mr. Charpentier emphasized also the benefits from the National Employment Service which was provided by the Unemployment Insurance Act. That workmen will become accustomed to saving and will not have to accept direct relief or work relief from public authorities are beneficial consequences to be expected from the Act. Undoubtedly, the statute has many weaknesses, Mr. Charpentier stated, among them the low scale of benefits, but it should not be impossible to amend it on this point, as well as on others.

Regarding the report of the Royal Commission on Dominion-Provincial Relations, Mr. Charpentier reaffirmed the opinion of the Confederation that in matters relating to education and the labour contract there should be provincial autonomy. However, the Confederation approved the recommendation of

the Commission for the establishment of national standards in hours of labour, minimum wages, and a minimum age for employment. The Confederation has stated at times that if Federal-Provincial conferences had been held regularly since the Treaty of Peace in 1919, improvements in the social and economic condition of the people would have been attained. So the Confederation urges that such Federal-Provincial conferences be held to bring about a greater co-ordination in social legislation and a better balance between economic conditions in different parts of the country.

Appreciation was expressed of the Quebec Legislature's action in putting through amendments in the Collective Agreement Act, Professional Syndicates Act, Workmen's Compensation Act and in enacting the Needy Mothers' Assistance Act. The statutes providing for a Superior Council of Labour and a Superior Council for Technical Education were also approved and the Government was urged to appoint these bodies at an early date.

On the question of family allowances, Mr. Charpentier stated that the Confederation adheres to the position taken by the Pope, that wages should be sufficient to support a family and he felt that this should certainly apply in a young country such as Canada. Moreover, the C.T.C.C. considered that to pay family allowances to workers in low wage industries would make it impossible for the workers to get fair wages on a family basis in the future. Therefore, the C.T.C.C. favours the payment of allowances only in those industries where the wages amply provide for the normal needs of an average household.

Resolutions

Motions adopted by the delegates concerned better credit facilities, occupational diseases and workmen's compensation, the Collective Agreement Act, the building trades, technical education and other matters.

Three resolutions submitted by the Confederal Bureau were approved. These recommended support of a scheme of credit which would enable workers to acquire their own homes, study of a credit system to encourage the establishment of more industries, and also of the problem of instalment buying.

Workmen's Compensation

Several motions adopted by the Confederation had to do with the Workmen's Compensation Act. These included a proposal to extend the Act to all undertakings and, in particular, to hospital employees and newsdealers and to amend it to provide compensation for asbestosis when occurring by itself and also when complicated by tuberculosis. Another change suggested in this section of the Act is to reduce from three to two years the period of exposure in the province to silica and asbestos dust necessary before compensation is payable. Another resolution calls for the inclusion, within the scope of the Act, of additional occupational diseases, those caused by dust, acid, dyes and dampness, particularly in the cotton textile industry.

Occupational Hygiene

Several resolutions related to industrial hygiene. One sought the stricter regulation, from the point of view of hygiene, of all establishments in which painting is carried on. Another would have the Confederation request the Provincial Health Department to establish a medical board with a modern laboratory under competent men to study diseases in the asbestos industry and their prevention. Once a year asbestos workers should be examined by this bureau which should be independent of the employers and free from political influence. A report on the examination should be given only to the workman and the reports of the board should be purely statistical.

Protection of garage mechanics was the subject of another resolution which would require a suitable system of ventilation to be installed in any place employing more than three workers where motor repair work is carried on, whether in the mechanical department or in the paint shop. Health conditions in newspaper publishing offices gave occasion for another resolution urging that the regulations of the Provincial Board of Health be observed or amended as required in order that proper artificial lighting be provided where necessary; that adequate systems of ventilation be installed; that noxious gases and dust be removed and better sanitary facilities be provided. It was also agreed by the Confederation that provincial regulations should require printing shops using linotype or monotype machines to instal exhaust fans to remove carbon dioxide. It was also urged that for fear of accidents, one man should not be permitted to work alone at night operating printing presses.

Collective Agreement Act

Three resolutions approved by the Confederation proposed amendments to the Collective Agreement Act. One would confer on a joint committee enforcing an agreement the right to exercise any power conferred on it by the order in council making the agreement binding or by the by-laws of the committee. Another of these resolutions asked that inspectors acting for the joint committees should be given the same powers as inspectors under the Industrial and Commer-

cial Establishments Act. The third motion advocated the provision of a penalty for an employer or workman who violates the provisions of an agreement as to the classification of operations.

Two other resolutions having to do with the Collective Agreement Act were referred to the Confederal bureau for consideration. Of these one suggested that the Act be amended to give the joint committee of barbers and hairdressers exclusive control over apprenticeship so as to prevent the sellers of hairdressing machines taking advantage of apprentices. The other proposed that the Act be amended to permit the fixing of a closing hour for hairdressers' and barbers' establishments. Another motion that was adopted requested the Confederation to draft as soon as possible an apprenticeship law for barbers.

Company Unions

A motion was adopted to draw the attention of the Quebec Minister of Labour to the activities of the Retail Merchants' Association of Canada in encouraging the formation of a company union among undertakers' employees in Montreal where there is already a regularly constituted union.

Another resolution would urge the provincial government to amend the Professional Syndicates Act so as to enable the Minister of Labour to pass on all requests for incorporation of syndicates before referring them to the Provincial Secretary so as to eliminate as far as possible the incorporation of company unions.

Building Trades

Resolutions were adopted concerning pipe fitters, electricians and inspectors of scaffolding. It was urged that the clause in the building trades agreement be repealed which exempts municipal corporations from the application of the order in council. The extension of the Pipe Fitters Act to all places of at least 5,000 persons was advocated. More stringent examinations for electricians were urged, regard to be given to whether they were to be in industrial establishments or on construction jobs, and it was also recommended that not more than one apprentice should be employed for every journeyman electrician. The Confederation favoured the appointment by the provincial government of a larger number of inspectors of scaffolding to ensure safe conditions of work.

Technical Education

The establishment of a technical school as soon as possible was urged and it was suggested that it should be built at Granby because of the different textile industries in that district. The provincial government would be asked in accordance with other resolutions to take prompt action to provide a trades manual and also a handbook for pupils of the fifth, sixth and seventh grades so that they might be induced to enter technical schools.

Other Resolutions

In connection with the Minimum Wage Act, a resolution urged its amendment to permit official representation of the professional syndicates on the conciliation committees formed to assist in the drafting of orders for particular industries.

The provincial government is to be asked to undertake without delay an inquiry into the employment of women in industrial and commercial establishments having regard to hours of work, health and the pressure put on them, particularly in the dress and men's and women's garment industry.

In the Needy Mothers' Assistance Act, a change recommended would make eligible for benefits a mother who is the wife of a man incapacitated for work and living at home.

Labour courts are again to be urged on the provincial government.

Provision for houses for the workers was advocated and a resolution indicated that prefabricated houses did not appear suitable to the Canadian climate.

Other resolutions requested consideration by the Confederation of the question of family allowances, the establishment of a provincial statistical office to determine the cost of living in the Province of Quebec; the abolition of Sunday work in bakeries wherever possible; the establishment of a commission to fix a standard weight and selling price for bread in order to remove the unfair competition between the employers in the industry which prevents the workers being paid fair wages; and the establishment by the federal government of a military college in Quebec so that French Canadians may be trained to become officers in the army.

Two other resolutions related to matters of organization, one requesting the Confederation to study the possibility of having a uniform system of books for all the affiliated unions and another urging all bodies affiliated with the Confederation to adopt a fiscal year ending May 31. Systems of trade union insurance are to be studied with a view to adopting some scheme for the Confederation. The possibility of setting up a study circle in each union is also to be studied.

Several resolutions concerning the Unemployment Insurance Act were brought before the meeting and referred to the Confederal Bureau for further consideration.

UNEMPLOYMENT INSURANCE IN CANADA

General Organization and Structure—National Employment Advisory Committee—Insurance Registration—Unemployment Insurance Fund—Special Orders—Regional Staff Training School.

IN the latter part of 1940, the Dominion Government appointed an Unemployment Insurance Commission to be responsible for the administration of the Unemployment Insurance Act. There are three Commissioners, appointed by the Canadian Government; a neutral chairman and two other appointees selected in consultation with employers and employees.

Arthur MacNamara, formerly Deputy Minister of Public Works and Labour in the Province of Manitoba, is serving as Acting Chief Commissioner. R. J. Tallon, former Secretary-Treasurer of the Canadian Trades and Labour Congress, is the representative of Canadian workers. A well-known Canadian employer, A. M. Mitchell, was selected in consultation with employer organizations.

Direction of staff and the carrying out of the Commission's policies are under Dr. Allon Peebles, Executive Director. Immediately responsible to the Executive Director is the Chief Insurance Officer—R. G. Barclay, and the Chief Employment Officer—V. C. Phelan.

The two main officials under the Chief Insurance Officer, are the Chief Inspector of Insurance Revenue, E. Stangroom and the Chief Insurance Reviewing Officer, Major H. S. Relph.

Responsible to the Chief Employment Officer are two assistants, the Supervising Inspector of Employment Offices, and the Supervisor of Placement Operations, H. C. Hudson.

For the purpose of administration, five divisions have been set up in Canada—British Columbia, Prairie, Ontario, Quebec and Maritime regions. At the head of each of these main divisions is a Regional Superintendent who is responsible to the Executive Director. Regional Offices have been established at Vancouver, Winnipeg, Toronto, Montreal and Moncton to act as clearing houses for the Employment and Claims Offices.

The Employment and Claims Offices are the local units through which the Employment Service and Unemployment Insurance are operated. There will be over ninety of these full-time Offices in principal cities and a large number of part-time Offices in smaller communities and outlying districts.

National Employment Committee

The appointment of the Chairman and members of the National Employment Committee, as provided in the Unemployment Insurance Act, was announced in Ottawa on September 24th by the Unemployment Insurance Commission. The Committee comprises representatives of labour, industry, veterans, women's organizations and the retail trade as follows:

Tom Moore, President of the Trades and Labour Congress of Canada—Chairman;

A. R. Mosher, President of the Canadian Congress of Labour, Ottawa;

Carl Berg, Edmonton, formerly President of the Edmonton Trades and Labour Council and President of the Alberta Federation of Labour;

E. R. Complin, Manager of Industrial Relations, Canadian Industries Limited;

J. J. Vaughan, Vice President of the T. Eaton Company Limited;

J. C. G. Herwig, Assistant General Secretary of the Canadian Legion;

Mrs. Florence F. Martel of Montreal, an official of the League of Women's Rights;

George S. Hougham, Dominion Secretary, Retail Merchants' Association of Canada.

Part three of the Unemployment Insurance Act, which deals with organization and maintenance of an employment service for Canada, requires the Unemployment Insurance Commission to establish such a Committee "for the purpose of advising and assisting the Commission in carrying out the purposes of the employment service". This Committee, the Act stipulates, shall include members chosen after consultation with organizations representative of workers and an equal number after consultation with organizations representative of employers.

Registration of Employers

Reports received from the various District Offices of the Unemployment Insurance Commission show that on October 4, 138,839 employers have registered throughout Canada and that they have requisitioned 2,692,169 insurance books for their employees.

Unemployment Insurance Fund

On September 29, the Unemployment Insurance Fund had a total of $8,984,343.79 from contributions made in July, August, and part of September.

The reserves which are not immediately required for the payment of benefits to

eligible unemployed workers will be invested in obligations of or guaranteed by the Government of Canada. The investments recommended by the Unemployment Insurance Commission were made on the authorization of the Investment Committee. Any interest accruing to the Fund will be available for the payment of benefits.

The Unemployment Insurance Commission announced on October 6 that contributions to the Unemployment Insurance Fund up to September 29 last had been used for the purchase of Dominion of Canada Bonds to the total par value of $7,865,000. The amount paid for these securities was $8,025,485.92.

The Commission gave out the following statement of bonds purchased:

Security	Par Value	Amount Paid
Dominion of Canada 2%, due Mar. 1/45	$1,650,000.00	$1,672,331.51
Dominion of Canada 4½%, due Feb. 1/46	1,625,000.00	1,785,373.63
Dominion of Canada 2%, due Dec. 15/46	4,590,000.00	4,567,780.78
	$7,865,000.00	$8,025,485.92

Special Orders

The Commission has passed the following Special Orders:—

Seasonal employment in canning and food processing—temporary election officers and census enumerators—temporary employees at circuses, exhibitions, etc.

Employments hereinafter described are hereby specified pursuant to the provisions of item (*p*) of Part 2 of the First Schedule to the Unemployment Insurance Act, 1940, and hereby declared to apply for the purposes of the said Act, as being of such a nature that are ordinarily adopted as subsidiary employments only and not as the principal means of livelihood. Persons in such employment are therefore not insurable.

(*a*) Seasonal employment of persons who are not in possession of an insurance book, in factories for canning or processing food products, when it is known that the employment of the said persons will be for a period not exceeding fifteen weeks in the twelve-month period ending March 31 in any year.

(*b*) Temporary employees engaged in connection with Federal, Provincial and Municipal elections, such as enumerators, poll clerks, returning officers, and those engaged in compiling Voters' Lists, and census enumerators.

(*c*) Temporary employees engaged in connection with circuses, carnivals, exhibitions, fairs or race meetings, when it is known that employment will not be for a period in excess of fifteen weeks within the twelve-month period ending March 31 in any year, provided that this exception shall not apply to persons who are already in possession of an insurance book.

Municipal Employment

Pursuant to the provisions of paragraph (*b*) of Part 1 of the First Schedule to the Unemployment Insurance Act, 1940, the Unemployment Insurance Commission by this Special Order hereby excludes the following employments:

(*a*) Employment by a *rural municipality*, of persons who are ordinarily engaged in agriculture, or other non-insurable employment, when it is known that the employment of the said persons will be for a period not exceeding eight weeks in the twelve month period ending March 31, in any year, provided that this order shall not apply in the case of persons who have been engaged in some other insurable employment during the year which is evidenced by the fact that they are in possession of insurance books.

(*b*) Employment by *any municipality*—

(i) when the remuneration is solely by credit on relief or taxes; or

(ii) when the work done for a municipality is done as a condition precedent to the grant of cash or voucher relief; or

(iii) when the services rendered to a municipality are rendered pursuant to a duty imposed by a statute of the province.

provided, however, that this exception shall not apply to employment of persons on public works or undertakings arranged for the purpose of removing persons from the relief rolls when the rates of remuneration and conditions of employment on such public works or undertakings are similar to the rates of remuneration and conditions of employment on regular employment by such municipality.

Regional Staff Training School

The Ontario Regional Staff Training School of the Unemployment Insurance Commission was held from September 29 to October 4 at Toronto. The Training School was in charge of B. G. Sullivan, Regional Superintendent for Ontario, who was assisted by J. Angus, Assistant Regional Superintendent, and J. H. Mulholland, Regional Insurance Officer.

About forty-five Managers and Employment and Claims Officers from various centres in Ontario were in attendance. A large number of those present were former employees of the Provincial Employment Offices of the Employment Service of Canada.

of the Provincial Employment Offices of the Employment Service of Canada.

Commissioners A. M. Mitchell and R. J. Tallon welcomed the members of the school to the staff of the Unemployment Insurance Commission.

A number of the Head Office staff at Ottawa were present to give papers. Dr. Allon Peebles, Executive Director, outlined the "General Structures of the Organization." R. G. Barclay, Chief Insurance Officer, and V. C. Phelan, Chief Employment Officer, spoke at a number of the sessions. H. C. Hudson, Supervisor of Placement Operations, E. Stangroom, Chief Inspector of Insurance Revenue, H. S. Relph, Chief Reviewing Officer, V. A. Minnes, Personnel and Supply Officer, G. T. Jackson of the Civil Service Commission and W. I. Hetherington, Regional Insurance Inspector, were also lecturers and discussion leaders at the Training School.

The purpose of the school was to acquaint the newly appointed officers with their duties in the Employment and Claims Offices. The Employment and Claims Offices are the local units through which the Employment Service and Unemployment Insurance are operated. The school centred its study around the interviewing and placing of workers, and the administration of unemployment insurance. The employment policy of the Unemployment Insurance Commission, the functions, organization and layout of Local Employment and Claims Offices were explained in detail. Office administration and local staff training had an important place in the discussions of the school. In the field of unemployment insurance, the coverage of the Act, registration of employers and employees, contributions, benefits and payment of claims, were all outlined.

The Unemployment Insurance Commission has five regions; British Columbia, the Prairies, Ontario, Quebec and the Maritimes. The Ontario School was the first of the Regional Schools to be held across Canada.

Credit Unions in Canada

Credit Unions in Canada is the title of a booklet prepared by A. H. Turner and printed and published by the Marketing Service, Economics Division, Department of Agriculture, Ottawa.

"Credit union means a co-operative credit society incorporated for the two-fold purpose of promoting thrift by systematic saving among its members and of creating a source of credit for its members, at legitimate rates of interest, exclusively for provident and productive purposes.

"Membership in a credit union is limited to groups with a common bond of occupation or association, or, to groups within a well-defined neighbourhood, community, rural, or urban district. All members apply for and are elected to membership. They may also be expelled, usually a two-thirds vote of a meeting duly called for that purpose is required before expulsion becomes effective. A member may withdraw from an association at any time but credit unions reserve the right to demand 90 days' notice with respect to the withdrawal of shares and 30 days' notice with respect to the withdrawal of deposits."

Under the heading "Legislation", Part I of the booklet discusses credit union legislation in the various provinces, while other features are portrayed by means of a tabular summary.

"The development of credit unions in Canada may be divided into two periods", it is stated in Part II of the booklet. The first period covers the years of pioneer work up to 1932, and the development of the study club program in the Maritimes marks the beginning of the second period.

Statistical Summary.—There are now more than eleven hundred credit unions operating in Canada with a membership of close to two hundred thousand and a total asset valuation in excess of twenty-two million dollars.

More than one hundred million dollars has been loaned for "provident and productive" purposes to the members of the various credit unions in Canada during their period of operation. Loans for other purposes are also an important part of credit union activities. This investment feature is most important in Quebec where substantial reserves have been built up with the result that the individual credit unions have such investments to a value of six and one-half million dollars as compared with nine million dollars outstanding in member loans.

Loans have been made and are being made for a great variety of purposes. A few of the more important uses made by the members of the credit granted by their credit union are as follows: the consolidation of debts, the financing of medical and dental care, home improvements, general household needs, harvest expenditures, educational programs, the purchase of automobiles, live stock and general farm supplies. The majority of these loans are not over one hundred dollars but there are a considerable number of larger loans. The usual practice is to encourage repayment of the loan within a year but this may vary with the nature of the loan. Systematic repayment is the most important feature and it is usually considered that the repayment of the loan should not interfere with the program of thrift encouraged by instalment payments on shares or to deposit accounts.

THE I.L.O. AND RECONSTRUCTION

Report of Director of International Labour Office on Survey of Economic and Social Trends Since Outbreak of War

THE Acting Director of the International Labour Office, Mr. Edward J. Phelan, has recently made public under the title of *The I.L.O. and Reconstruction* a report which will constitute the main object of discussion at the forthcoming Conference of the International Labour Organization, convened in New York for October 27, 1941. At least thirty Member States of the Organization will be represented at this gathering and a sign of its importance is indicated by the fact that no less than ten Cabinet Ministers will be included in the delegations from all parts of the world. (The Canadian representation is given in this issue on page 1182.)

Mr. Phelan assumed directorship of the I.L.O. in February, 1941 after the resignation of Mr. John G. Winant on the occasion of his appointment as United States Ambassador to London.

The Report describes the life of the International Labour Organization since June, 1939 against the background of changing political, economic and social forces. The I.L.O. Chief warns that:

"The scale of the conflict dwarfs all previous human experience. Its developments no man can foresee. Wide as is the area of the struggle, the issues are wider still. Its results will determine nothing less than the future of the Spirit of Man."

Economic and Social Changes

Prefacing the Report with a broad review of economic and social trends throughout the world, Mr. Phelan analyses in some detail the changes which the war has brought in economic controls, international finance, wages, hours of work, employment, and a variety of other labour questions.

"The new character and implications of war as we know it," he says, "have made social policy a central preoccupation both because of its immediate relevance to defence and because it is ultimately at the core of the issues which the war will decide."

Noting the growing extension of social security in the world Mr. Phelan writes: "We now recognize that social security is, like political security, indivisible and that the two are inseparable."

Increase of Public Control of Industry

"The outstanding conclusion suggested by the foregoing survey", writes Mr. Phelan, "is that throughout the world there has been a great increase in organized public control of industry, including wages and conditions of work. The nature of this control has, however, varied widely. In the totalitarian countries and the countries influenced by them, the State has absorbed the functions of the industrial organizations, and the parties concerned no longer have a decisive voice in the determination of their conditions of work and standard of life. The democracies have preferred to enlist the free co-operation of the organized forces of management and labour in making the necessary social and economic adjustments without the sacrifice of fundamental liberties and without prejudice to the rights which the workers have so hardly earned. . . .The delays involved in the democratic process involve an undeniable element of danger in the present world situation, but those delays can be reduced to a minimum by determined co-operation between the interested parties, and it is the development of such co-operation which affords the brightest hope for the future government of industry on democratic lines."

The I.L.O. in the Crisis

The report then depicts the life and activities of the I.L.O. during the crisis. Of the transfer of a working centre of the I.L.O. from Geneva to Montreal in the summer of 1940, Mr. Phelan stresses that it has created for the organization a lasting debt of gratitude to the Canadian authorities.

"Not only did Mr. Mackenzie King, the Prime Minister of Canada, Mr. Norman McLarty, the Canadian Minister of Labour, and the late Dr. O. D. Skelton, for so many years Under-Secretary of State for External Affairs, take a deep personal interest in facilitating the establishment of the Office in Canada, but the Canadian Government, in the midst of all its urgent preoccupations concerning the war, was ready to take all the measures necessary to ensure that the Office should be given its full status and independence as an international institution. The officials of the Departments of External Affairs and of Labour who have assisted in the solution of innumerable detailed problems which arise in this connection have rendered a notable service to the Organization and, through it, to the world community. The Office thus enjoys in Canada the same independence from the control of any one country which is ensured to it in Switzerland by the terms of the Modus Vivendi with the Swiss Govern-

ment. For its material arrangements in Canada the Office owes a special debt of gratitude to Principal Cyril James and the other officers and authorities of McGill University for the generosity with which they provided premises for the Office and placed the resources of the Redpath Library at its disposal. And last, but not least, the welcome and hospitality extended to the Office by the Canadian people as a whole, by Premier Godbout of Quebec and Mr. Rochette, the Quebec Minister of Labour, and by the citizens of Montreal, should not go unrecorded."

The Future

After discussing the present state of affairs Mr. Phelan turns to the future. Noting "the Emergence of the Social Objective" as the most striking difference in to-day's situation as compared with that of 1917 or 1918, he states:

"The conclusion which has steadily emerged from nearly twenty years' experience is that labour legislation is not enough, that labour legislation in the old narrow sense 'is only a very partial remedy for the social evils which the International Labour Organization was created to combat'. . . What the governments of the members of the Organization are determined to seek is economic security for all citizens, achieved in a manner which respects individual dignity and liberty. . . The principle of political equality which lies at the basis of the democratic system loses its value and efficacy if it is not translated economically into the life of the individual citizen."

But "much will depend on the spirit in which the task is approached," warns Mr. Phelan. "There is a danger that an undue emphasis on the destruction wrought by the war may inspire a spirit of pessimism as to the possibilities of effective action. . . The task needs to be approached in a robust spirit of optimism, and that such a spirit does not lack the support of authoritative economic thinking is instanced by the hope of Mr. Keynes that 'we shall have learnt some things about the conduct of currency and foreign trade, about central controls, and about the capacity of the country to produce, which will prevent us from ever relapsing into our pre-war economic morass. There is no reason why most people should not look forward to higher standards of life after the war than they have ever enjoyed yet'."

The I.L.O's Part in Reconstruction

In future reconstruction the I.L.O. is prepared to play an important part. Its equipment of technical knowledge and experience will be available.

"The International Labour Organization exists as an official body with its constitutional provision for workers' representation, and with detailed knowledge of the international aspects of social questions at its command. It would seem natural, in the interest of both efficiency and simplicity that any reconstruction conference should turn to the International Labour Organization in connection with the consideration of social questions and should use the Organization as part of its machinery."

But Mr. Phelan is not content with general suggestions. He calls for a concrete program of action.

"It would seem appropriate that at a turning point in the world's history when the general social objective of economic security based on social justice is to be the mainspring of concerted political effort, the I.L.O. should be solemnly charged with its share of the task and that thereby men and women throughout the world should be given the guarantee that their governments will vigorously pursue the effective realization of such a policy through its instrumentality."

Such a mandate would cover: "The elimination of unemployment; the establishment of machinery for placing, vocational training, and retraining; the improvement of social insurance in all its fields and in particular its extension to all classes of workers; the institution of a wage policy aimed at securing a just share of the fruits of progress for the worker; a minimum living wage for those too weak to secure it for themselves; measures to promote better nutrition, and to provide adequate housing and facilities for recreation and culture; greater equality of occupational opportunity; improved conditions of work; an international public works policy for the development of the world's resources; the organization of migration for employment and settlement under adequate guarantees for all concerned; the collaboration of employers and workers in the initiation and application of economic and social measures."

Closer International Co-operation

Yet, notes Mr. Phelan, "if a serious attempt is to be made to organize and run a better post-war world 'which will afford the assurance that all the men in all the lands may live out their lives in freedom from fear and want,' both governments and public opinion must be prepared for far more international co-operation than in the past and for the corresponding expenditure of time, energy and money."

The I.L.O. Will Not Fail

Mr. Phelan concludes his report with a strong reaffirmation of the I.L.O's determination to meet the challenge of this time.

"The war," he writes, "has brought destruction and horror of an intensity and extent beyond any experience in history. But it has

brought together the common people of the world: it has brought a keen realization of their interdependence and of the interdependence of the four great freedoms. They know that so long as nations must arm against the menace of attack, the illimitable resources of the earth's bounty and the vast possibilities of science and invention must be turned from their true purpose. They are aware that as fear is removed from the lives of nations, the wealth of the world can be made available for the lives of men. They are conscious of the difficulties to be overcome, but they are equally conscious that though the challenge is formidable the opportunity is great. They are determined that when aggression and oppression have been driven from the earth, men must build better than men have built before. Already the social objectives have been set by countless authoritative pronouncements. Overwhelming opinion declares that they can and must be achieved. If that unity of aim and purpose is maintained and if it is inspired by a devotion and earnestness equal to those which the challenge of war has evoked, these objectives can be pursued with confident hope of ultimate success. The International Labour Organization is, as Mr. Winant pointed out in his Resignation Report, the 'instrument for orderly social change' of 'the Governments, employers, and workers of the free democratic countries of the world,' and is thus peculiarly fitted to initiate and guide the international action which is required. If the Organization takes its responsibilities courageously, if it acts with faith and with energy, then, in the concluding words of Mr. Winant's message, 'with God's will and a just cause' it will not fail."

Other Points in Report

"International action to secure the social objective will of course have to be pursued concurrently with action to deal with other problems, some of which may no doubt have to take precedence. But in settling the whole series of political problems, frontiers, disarmament, security, and the rest, and still more in the measures taken to set working again the world's economic and financial machinery, the general social objective will need to be kept constantly in view."

"If a real and determined attack is to be made on the social problem, if 'poverty and the social evils that arise from it' are to be eliminated, if mass unemployment is to be made impossible, and if a higher standard of life is to be sought and secured for men and women workers throughout the world, international action on the scale greater than that of the inter-war period will be necessary and greater financial resources to equip and extend international machinery must be forthcoming."

"The full exercise of the old theoretical national sovereignty is possible only in isolation, it is no more possible in the modern world for the individual State than is unrestricted individual liberty. Restrictions on the individual's liberty, such as the obligation to obey traffic regulations, do not interfere with his liberty to drive to the destination which he chooses—they secure, on the contrary, that he shall reach it more rapidly and certainly than if they did not exist, while allowing his fellow drivers to do likewise. In the same way, international organization properly understood is indispensable to the creation of conditions in which national freedom can be effectively and safely exercised."

"The better world to which millions everywhere look forward can only come as the result of a free co-operative effort. That effort must be planned, prepared, and even begun now. As Prime Minister Mackenzie King has said, if the new world order 'is not already on its way before the war is over we may look for it in vain'."

Grievance Procedures is the title of the ninth pamphlet in the Industrial Relations Digest series published by the Industrial Relations section, Department of Economics and Social Institutions Princeton University, Princeton N.J. The digest of current practice in industrial relations has been prepared for use in companies facing rapid expansion due to defence orders, and is based on material received currently from a large number of representative companies. *Grievance Procedures,* the latest section of the digest issued, states that: "The experience of numerous companies has proved that the only way to be sure that employee complaints are given consideration as they arise is to establish a definite procedure for handling such grievances. Assuring the employee a just hearing on any matter in which he feels aggrieved has been found to be an important factor in maintaining friendly relationships between management and workers." The pamphlet is divided into three main sections under the following headings: Representative Grievance Procedures; Instruction as to Handling Grievances; and Informing Employees of Procedure.

It was also intimated that the Department of National War Services intends to enforce more strictly Section 26 (1) of the Regulations which places upon men liable to be called for military training the obligation of notifying forthwith any change of address or matrimonial status to the Divisional Registrar.

Posters showing the names and addresses of National War Services Divisional Registrars are affixed in all Post Offices.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for September, 1941

SEPTEMBER reports indicate that at the first of that month the number in Canada's War Emergency Training classes was 10,238; of these 4,042 were receiving industrial training, 2,855 were in classes for young men desiring to enlist in the R.C.A.F. and 3,341 were in the trade training classes for enlisted men of the Army and Navy. During the month 4,425 new trainees were enrolled, of whom 2,140 entered the industrial classes, 1,002 joined the R.C.A.F. classes and 1,283 were enlisted men referred to the schools by the Army and Navy for trade training.

From the industrial classes 2,168 were placed in employment in September, 423 graduates of the R.C.A.F. classes enlisted in the Air Force while 20 from industrial classes enlisted in other units. Army and Navy personnel who completed their training in September numbered 1,929.

At the end of September there were 9,422 in training; of these 3,537 were in the industrial classes, 3,296 in the R.C.A.F. classes and 2,589 in the Army and Navy classes.

Explanation of Tables

Table 1 shows for the Dominion and for each province the numbers in training and the numbers placed in employment, enlisted, etc., in September, and also from April 1, 1941, to September 30, 1941, a separation being made of those in the industrial, R.C.A.F. and Army and Navy classes. The placements, enlistments and withdrawals are, as indicated, applicable only to the industrial and R.C.A.F. classes, the numbers who completed training in the Army and Navy classes being shown in a separate column.

In Table 2 the numbers in training in each province and in each school or training centre at the end of September are shown. The main trade categories in which training was afforded are shown for each school with the numbers in training at September 30 under each category. The table also shows for each school the numbers placed in employment, enlisted, completed training but not immediately placed and the numbers who left, either voluntarily, for medical reasons, or who were discharged.

Table 3 is a classification by age groups of new trainees enrolled since April 1, 1941, and in the month of September. Veterans of the 1914-18 war and discharged soldiers of the present war, who are given preference in the selection of trainees, are included in Table 3 but these are also shown separately in Table 4. In respect to the lower age groups in Table 3 it may be stated that a large proportion of the numbers shown are young men who have been rejected for enlistment. Selection officers have been instructed to avoid admitting to the classes men of military age except those who have been rejected for enlistment.

Summary of Training Since January 1, 1941

From January 1, 1941, when Canada's War Emergency Program was revised and expanded, to September 30, 1941, the total number provided training was 46,660; of these 26,994 were in industrial classes, 8,548 in R.C.A.F. classes and 11,118 in Army and Navy Trade Training classes. Graduates placed in employment in this period numbered 13,708 and 4,762 graduates were enlisted, 4,202 from the R.C.A.F. classes having joined the Air Force and 560 from the industrial classes having enlisted in various units of the fighting forces. The number of enlisted men who completed training in the Army and Navy classes was 7,343. The numbers in training and placed in employment, enlisted, and the numbers who completed training in the Army and Navy classes in each province were as follows:

WAR EMERGENCY TRAINING—TOTALS FROM JANUARY 1, 1941, TO SEPTEMBER 30, 1941

—	Numbers Provided Training				Numbers placed in Employment and Enlisted from Industrial and R.C.A.F. Classes		Numbers who Completed Training in Army and Navy Classes
	Industrial Classes	R.C.A.F. Classes	Army and Navy Classes	Total	Placed in Employment	Enlisted	
Nova Scotia	627	.....	575	1,202	299	6	344
New Brunswick	604	614	417	1,635	384	301	263
Quebec	4,427	566	788	5,781	1,525	190	390
Ontario	16,216	2,313	4,680	23,209	9,323	1,494	3,842
Manitoba	733	764	1,000	2,497	302	614	556
Saskatchewan	580	1,793	548	2,921	308	978	216
Alberta	1,964	1,347	1,330	4,641	899	714	925
British Columbia	1,843	1,151	1,780	4,774	668	465	807
Total	26,994	8,548	11,118	46,660	13,708	4,762	7,343

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO SEPTEMBER 30th, 1941, AND IN SEPTEMBER, 1941
(SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Industrial and R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not Reported Placed(2)		Left before Training Completed(4)			
	From Apr. 1/41 to Sep. 30/41	At First of Sept.	Enrolled in September	At end of Sept.	From Apr. 1/41 to Sept. 30/41	In Sept.	From Apr. 1/41 to Sept. 30/41	In Sept.	From Apr. 1/41 to Sept. 30/41	In Sept.	From Apr. 1/41 to Sept. 30/41	In Sept.	From Apr. 1/41 to Sept. 30/41	In Sept.
DOMINION SUMMARY														
Industrial Classes	19,859	4,042	2,140	3,537	10,575	2,150	350	20	1,573	681	2,717	354	.....	.....
R.C.A.F. Classes (1)	6,884	2,855	1,002	3,296	92	18	2,846	423	269	4	409	90	.....	.....
Army and Navy Classes (3)	10,650	3,341	1,283	2,589	.....	.....	.....	.....	.....	.....	.....	.....	7,354	1,929
Total	37,393	10,238	4,425	9,422	10,667	2,168	3,196	443	1,842	685	3,126	444	7,354	1,929
NOVA SCOTIA														
Industrial Classes	540	148	39	153	263	33	6	.....	.....	1	23	.....	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	547	251	42	195	.....	.....	.....	.....	.....	.....	.....	.....	326	95
Total	1,087	399	81	348	263	33	6	.....	.....	1	23	.....	326	95
NEW BRUNSWICK														
Industrial Classes	407	146	44	86	325	95	2	.....	2	2	31	5	.....	.....
R.C.A.F. Classes	496	194	55	178	.....	.....	117	44	26	.....	72	11	.....	.....
Army Classes	392	88	73	92	.....	.....	.....	.....	.....	.....	.....	.....	263	58
Total	1,295	428	172	356	325	95	119	44	28	2	103	16	263	58
QUEBEC														
Industrial Classes	3,587	1,456	309	913	1,275	324	18	.....	(5) 847	538	512	95	.....	.....
R.C.A.F. Classes	452	190	48	210	.....	.....	149	20	58	.....	66	8	.....	.....
Army Classes	770	396	132	331	.....	.....	.....	.....	.....	.....	.....	.....	388	179
Total	4,809	2,042	489	1,454	1,275	324	167	20	905	538	578	103	388	179
ONTARIO														
Industrial Classes	11,137	1,664	1,322	1,764	7,105	1,124	175	14	185	85	1,593	193	.....	.....
R.C.A.F. Classes	1,919	954	375	1,245	12	12	690	54	3	3	39	15	.....	.....
Army and Navy Classes	4,502	1,348	436	599	.....	.....	.....	.....	.....	.....	.....	.....	3,803	1,179
Total	17,558	3,966	2,133	3,608	7,117	1,136	865	68	188	88	1,632	208	3,803	1,179

MANITOBA														
Industrial Classes	578	57	44	52	210	46	8	1	115	10	173	7	.....	.....
R.C.A.F. Classes	599	132	77	178	.....	.....	344	29	28	1	49	1	.....	.....
Army Classes	909	301	96	256	.....	.....	.....	.....	.....	.....	.....	.....	546	139
Total	2,086	490	217	486	210	46	352	30	143	11	222	8	546	139
SASKATCHEWAN														
Industrial Classes	452	111	56	98	213	49	18	3	102	14	41	3	.....	.....
R.C.A.F. Classes	1,423	603	171	612	13	2	678	138	58	.....	62	22	.....	.....
Army Classes	545	219	23	225	.....	.....	.....	.....	.....	.....	.....	.....	312	15
Total	2,420	933	250	935	226	51	696	141	160	14	103	25	312	15
ALBERTA														
Industrial Classes	1,452	283	130	271	548	113	106	1	232	2	243	26	.....	.....
R.C.A.F. Classes	1,120	394	119	434	67	4	445	43	92	.....	85	23	.....	.....
Army Classes	1,272	360	144	364	.....	.....	.....	.....	.....	.....	.....	.....	909	140
Total	3,844	1,037	393	1,069	615	117	551	44	324	2	328	49	909	140
BRITISH COLUMBIA														
Industrial Classes	1,706	177	196	200	636	366	17	1	90	29	101	25	.....	.....
R.C.A.F. Classes	875	388	157	439	.....	.....	423	95	4	.....	36	10	.....	.....
Army Classes	1,713	378	337	527	.....	.....	.....	.....	.....	.....	.....	.....	807	124
Total	4,294	943	690	1,166	636	366	440	96	94	29	137	35	807	124

(1) Young men desiring to enlist in the R.C.A.F. who are given training prior to enlistment. (2) Enlisted men referred to schools by the Army and Navy for training as tradesmen. (3) Including those who after completion of training obtained employment themselves without reporting to Placement Officers. (4) Including those who left voluntarily or for medical reasons or were discharged. (5) Placement Officers report that a considerable number of these are now placed but exact figures not yet available.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF SEPTEMBER, 1941

(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT SEPTEMBER 30TH										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN SEPTEMBER			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at Sept. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
DOMINION SUMMARY														
Nova Scotia	.....	.....	67	84	.....	2	153	.....	195	348	33	.....	1	.....
New Brunswick	24	.....	43	19	.....	.....	86	178	92	356	95	44	2	16
Quebec	279	.....	617	3	2	12	913	210	331	1,454	324	20	538	103
Ontario	141	83	1,218	54	61	207	1,764	1,245	599	3,608	1,136	68	88	208
Manitoba	.....	.....	29	4	19	.....	52	178	256	486	46	30	11	8
Saskatchewan	27	.....	71	.....	.....	.....	98	612	225	935	51	141	14	25
Alberta	48	.....	147	29	15	32	271	434	364	1,069	117	44	2	49
British Columbia	63	.....	80	.....	36	21	200	439	527	1,166	366	96	29	35
TOTAL	582	83	2,272	193	133	274	3,537	3,296	2,589	9,422	2,168	443	685	444
CENTRES AND SCHOOLS														
Nova Scotia—														
Halifax—N.S. Technical College	.....	.....	38	.....	.....	2	40	.....	134	174	12	.....	.....	.....
New Glasgow—Training Centre	.....	.....	.....	84	.....	.....	84	.....	30	114	20	.....	1	.....
Trenton—Training Centre	.....	.....	29	.....	.....	.....	29	.....	.....	29	1	.....	.....	.....
Sydney River Army Trade School	.....	.....	.....	.....	.....	.....	.....	.....	16	16	.....	.....	.....	.....
Yarmouth Army Trade School	.....	.....	.....	.....	.....	.....	.....	.....	15	15	.....	.....	.....	.....
TOTAL	.....	.....	67	84	.....	2	153	.....	195	348	33	.....	1	.....
New Brunswick—														
Campbellton High School	.....	.....	23	19	.....	.....	42	.....	18	60	35	.....	.....	3
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	56	.....	56	.....	.....	.....	2
Fredericton High School	24	.....	.....	.....	.....	.....	24	.....	19	43	.....	.....	.....	.....
Moncton High School	.....	.....	.....	.....	.....	.....	.....	.....	36	36	42	.....	2	2
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	43	.....	43	.....	23	.....	3
Saint John Vocational	.....	.....	20	.....	.....	.....	20	.....	11	31	18	.....	.....	.....
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	79	.....	79	.....	21	.....	6
Woodstock Vocational School	.....	.....	.....	.....	.....	.....	.....	.....	8	8	.....	.....	.....	.....
TOTAL	24	.....	43	19	.....	.....	86	178	92	356	95	44	2	16
Quebec—														
Cartierville Aircraft & R.C.A.F. School	259	.....	.....	.....	.....	.....	259	210	.....	469	89	20	54	71
Chicoutimi Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	16	.....	6	.....
Grand'Mère Arts and Trades	.....	.....	39	.....	.....	.....	39	.....	.....	39	3	.....	.....	.....
Hull Technical	.....	.....	13	.....	.....	.....	13	.....	11	24	6	.....	.....	.....
Lachine Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	15	.....
La Tuque Arts and Trades	.....	.....	15	.....	.....	.....	15	.....	.....	15	2	.....	.....	.....
Lauzon Arts and Trades	.....	.....	.....	.....	.....	.....	.....	.....	27	27	4	.....	36	2

Maisonneuve Arts and Trades			36			36			36				
Montreal Sherbrooke St. Tech. School	20		60			80		141	221	38		135	
Montreal High School of Commerce								26	26				
Montreal—Octave Cassegrain			215			215			215	30		55	11
Montreal—William Lunn			73	3		76		17	93	16			1
Port Alfred Arts and Trade			11			11			11				6
Quebec Technical			28		2	12	42		28	70	32	109	4
Rimouski Arts and Trades			19				19		62	81	1		
Shawinigan Technical Institute			47				47			47	23		
Sherbrooke Arts and Trades											17	16	
Thetford Mines Arts and Trades			10				10			10	21	11	1
Three Rivers Technical			51				51		19	70	17	72	5
Verdun Arts and Trades											6	29	2
TOTAL	270		617	3	2	12	913	210	331	1,454	324	20	538	103
Ontario—													
Belleville Vocational			57		10		67			67	47			4
Brantford Collegiate and Vocational									19	19				
Chatham Vocational			20				20		57	77		8	2
Cornwall Vocational			76				76		21	97	49	1	5	1
Fort William Vocational	32						32			32	82			6
Galt Aircraft School								891	126	1,017	23	1		3
Guelph Voc. Institute														
Hamilton Technical Institute			151		18		169			169	76		20	30
Hamilton Westdale Technical		83	32				115	51	16	182	24	15		11
Kingston Coll. and Voc. Institute									69	69				
Kirkland Lake Coll. and Voc. Inst			43				43			43	20		2	3
Kitchener-Waterloo Vocational			52				52		50	102	8			3
London Technical and Comm. High Sch	31		80	27			138		58	196	103		8	43
Oshawa Coll. and Voc. Inst			50		15		65			65	55			2
Ottawa Technical High			76			17	93	61	19	173	80	11		3
Owen Sound Vocational			45				45			45	23	2	2	3
Peterborough Vocational			42				42			42	30	1		2
Port Arthur Technical and Comm. H. S														
Sarnia Coll. Inst. and Tech			20				20			20	9			
St. Catharines Coll. and Voc			48				48			48	22	1	10	
St. Thomas Vocational														
Toronto Central Technical	44		239			190	473	242	18	733	148	36	3	34
Toronto Danforth Technical			92				92		35	127	112		27	9
Toronto Northern Vocational									65	65				
Toronto Western Tech. Commerce	20				18		38			38	152		1	6
Welland Vocational			13				13			13	14			
Weston Vocational	14		28	27			69			69	30		2	43
Windsor-Walkerville Vocational			54				54		46	100	29			
Woodstock Coll. and Vocational														
TOTAL	141	83	1,218	54	61	207	1,764	1,245	599	3,608	1,135	68	88	208
Manitoba—														
St. Boniface—Vocational School			19		12		31		52	83	9	1	7	2
Winnipeg—Dom. Prov. Vocational Sch			10	4	7		21		173	194	37		3	5
Winnipeg—Kelvin Tech. School														
Winnipeg—St. John's Tech. School									31	31				
Winnipeg—R.C.A.F. Classes								178		178		29	1	1
TOTAL			29	4	19		52	178	256	486	46	30	11	8

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF SEPTEMBER, 1941
(SUBJECT TO REVISION)

—	NUMBERS IN TRAINING AT SEPTEMBER 30TH										PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM INDUSTRIAL AND R.C.A.F. CLASSES IN SEPTEMBER			
	Industrial Classes							R.C.A.F. Classes	Army Classes	Total in Training at Sept. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes							
CENTRES AND SCHOOLS—Con.														
Saskatchewan—														
Moose Jaw Technical School			16				16			16	15	2	9	
Prince Albert Youth Training Sch	20		32				52			52	15			1
Regina Balfour Tech	7		14				21		99	120	16	1	5	2
Saskatoon Technical Collegiate			9				9		126	135	3			
Saskatoon—R.C.A.F. Classes								246		246		60		3
Moose Jaw R.C.A.F. Classes								190		190				5
Regina R.C.A.F. Classes								176		176	2	78		14
TOTAL	27		71				98	612	225	935	51	141	14	25
Alberta—														
Calgary Inst. of Technology								166	56	222		1		3
Calgary—D2H Airport			31	8	3	3	45	51		96	18	2	2	9
Calgary—Exhibits Building	15		49		7	5	76	62	105	243	35	5		25
Calgary—Western Canada High									87	87				
Calgary—Mount Royal College									3	3				
Edmonton—Oliver Building	14		23	21		21	79			79	19	1		4
Edmonton—10104-114 Street	17		37		3		57	89	82	228	34	35		7
Lethbridge Technical School									31	31				
Medicine Hat—Badminton Club Bldg	2		7		2	3	14	66		80	11			1
TOTAL	48		147	29	15	32	271	434	364	1,069	117	44	2	49
British Columbia—														
Nanaimo—Thos. Hodgson Voc														
New Westminster—Technical									66	66				
Penticton—High														
Vancouver—John Oliver High			20				20			20	2		1	2
Vancouver—King Edward High			25				25			25				2
Vancouver—81 Robson Street	63						63			63	74			7
Vancouver Technical			21		36	21	78		244	322	8	1	24	14
Vancouver—MacDonald Annex									51	51				
Vancouver—R.C.A.F. Classes								439		439		95		10
Vancouver—576 Seymour St									9	9				
Victoria—High			14				14		30	44	15		4	
Victoria—Central Junior High									87	87				
Victoria—Kings Road									40	40				
Vancouver & District—Placements from Previous Classes											267			
TOTAL	63		80		36	21	200	439	527	1,166	366	96	29	35

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO SEPTEMBER 30, 1941, AND IN THE MONTH OF SEPTEMBER, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.
Nova Scotia	170	17	124	13	30	7	6	2	7	5	337	44
New Brunswick	76	18	126	16	47	9	13	.....	1	.....	263	43
Quebec	1,027	24	879	31	272	9	136	10	46	8	2,393*	82
Ontario	2,641	474	2,472	414	1,241	242	700	90	258	23	7,312	1,243
Manitoba	39	14	97	12	54	10	43	6	16	2	249	44
Saskatchewan	54	17	128	22	38	8	30	10	1	.....	251	57
Alberta	108	18	224	30	111	25	125	24	64	24	632	121
British Columbia	190	13	532	68	327	68	112	30	53	17	1,244	196
TOTAL	4,305	595	4,612	606	2,120	378	1,165	172	446	79	12,681*	1,830

* Includes 33 trainees for whom specific ages are to be submitted.

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY INDUSTRIAL CLASSES FROM APRIL 1, 1941 TO SEPTEMBER 30, 1941, AND IN THE MONTH OF SEPTEMBER, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.	From April 1 to Sept. 30 1941	In Sept.
Nova Scotia												
New Brunswick	2	1	2	1	1	.....	4	1	2	.....	11	3
Quebec	6	1	28	4	6	2	6	.....	.....	.....	46	7
Ontario	3	.....	8	2	3	.....	3	2	2	.....	52*	4
Manitoba	20	2	173	24	87	8	233	19	77	4	590	57
Saskatchewan	4	.....	47	4	20	.....	27	.....	13	.....	111	4
Alberta	8	.....	48	1	7	.....	23	7	.....	.....	86	8
British Columbia	9	1	34	6	24	5	88	7	33	8	188	27
TOTAL	3	1	42	13	25	10	28	8	15	4	112	36
	54	6	382	55	173	25	412	44	142	16	1,196*	146

* Includes 33 trainees for whom specific ages are to be submitted.

TABLE 5—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT SEPTEMBER 30, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	69	.....	.....	.....	30	19	32	25	.....	.....	20	.....	195
New Brunswick	25	19	8	11	.....	.....	.....	29	.....	.....	.....	.....	92
Quebec	156	.....	20	12	26	.....	16	87	.....	.....	14	.....	331
Ontario	142	107	.....	15	77	.....	21	237	.....	.....	.....	.....	599
Manitoba	94	77	.....	18	31	6	30	.....	.....	.....	.....	.....	256
Saskatchewan	79	58	.....	18	10	.....	25	35	.....	.....	.....	.....	225
Alberta	123	.....	15	19	3	1	72	77	42	.....	12	.....	364
British Columbia	128	28	9	48	57	.....	61	135	16	16	.....	(1) 29	527
TOTAL	816	289	52	141	234	26	257	625	58	16	46	29	2,589

(1) Concretors 11, Instrument Makers 18.

DEMOCRACY AND INDUSTRIAL COLLABORATION

Report by the I.L.O. for the New York Conference

"On the successful development of collaboration between the organized representatives of the employers and workers among themselves and with the institutions of the modern State depends in very large measure the future of democracy," it is stated in a Report recently issued by the International Labour Office in Montreal.

The Report will be submitted to the Conference of the International Labour Organization which is meeting in New York on October 27, 1941, and in which employers' and workers' delegates from all parts of the world will participate on an equal footing with representatives of at least thirty Governments. It will be one of the principal subjects of discussion, and give the Conference an opportunity to draw definite conclusions from the experience gained in a number of countries.

The other main item before the Conference will be based on a Report by Mr. E. J. Phelan, Acting Director of the I.L.O. on *The I.L.O. and Reconstruction,* which was also made public recently.

The new I.L.O. document, which is entitled *Wartime Developments in Government—Employer-Worker Collaboration,* describes the institutions and procedures which have been set up and developed during the war for the furtherance of the war effort and national defence, in the field of collaboration by the public authorities with employers' and workers' organizations. It contains a series of chapters covering the experience of some of the democracies, which are bearing the brunt of the war effort in varying degree:—the countries of the British Commonwealth of Nations, and the United States. Reviewing events in continental Europe the Report shows "the development in countries which have preserved their free institutions, occupied countries which have maintained something of the methods of free co-operation that existed before the war, and countries in which the institutions of free collaboration have been destroyed or reduced to impotence."

"An examination of wartime developments in the field of collaboration," it is stressed in the Report, "is of special interest at the present moment, whether in countries far distant from or actually involved in hostilities. Comparisons of national practices and procedures, supplemented by tripartite international discussion, may help to clarify the purposes and indicate the use that may be made of employer and worker collaboration with Governments. For this reason it is particularly appropriate as the subject for discussion at the first general international meeting held since the outbreak of war."

This survey shows that "the methods of democratic collaboration in the war effort have marked perhaps more than any other single factor the contrast between the free nations and those brought under the control of the totalitarian forces." It also notes that "the justification of the democratic procedures and methods has been demonstrated in the nationwide growth of morale and the willing acceptance of privations and hardships in furtherance of the common rights and privileges of freedom." War developments will, however, have special significance for the future. "There is little likelihood that the post-war period will be one of normal peace-time development. It will probably be a continuation of some of the economic and social changes that are accompanying the war."

The concluding note of the Report is that, according to wartime experience, "it is essential to examine what parts of the wartime machinery should be made permanent and adapted to the problems of rebuilding the democratic world. Economic and social security is being stressed in every nation as a necessary aim of national and international policy. Under democratic systems of government and through the use of democratic methods and procedures, it is proving possible to secure constantly increasing output and full use of national, material and human capacity in the war effort. The aim should be to make full use of national resources in time of peace as in time of war, and to provide the commodities and services necessary for raising general standards of livelihood. In order to make this aim a reality, the full co-operation of employers and workers must be enlisted at every stage from the initiation of a policy to its application and enforcement. The tripartite methods of collaboration that have been built up during the war and which are being tried under the greatest strains, will be at hand and ready for continued use when the war ends. The wartime machinery, therefore, cannot be scrapped unthinkingly. Its adaptation to reconstruction and to peace-time operation will be the challenge before the employers, the workers and the governments who will determine the future of world organization."

COST-OF-LIVING BONUSES FOR COAL MINERS IN CANADA

PROVISION for the payment of a cost-of-living bonus to coal miners in Alberta and British Columbia was made in May, 1940, as a result of discussions of the officers of District 18, United Mine Workers of America with the operators in January, 1940. A Commission consisting of one representative each for the operators and miners and the chairman selected by the Dominion Government was appointed by Order in Council to ascertain the changes in the cost of living and determine the amount of the bonus from time to time. This procedure had been adopted during the last war from 1916 to 1918. A similar commission was appointed for the miners in Vancouver Island toward the close of 1918 and functioned until 1924. In Nova Scotia wages were adjusted from time to time by agreement, for some time by percentage increases, later by a percentage bonus, including in some instances a bonus for "steady work." In 1918 a flat bonus for all employees was agreed upon. As in Alberta this was absorbed in the wage scale in 1919 and 1920.

In practically all the coal mining areas in Canada a cost-of-living bonus has now been provided for in accordance with the principles of the Order in Council of December 16, 1940, P.C. 7440 amended, June 27, 1941, P.C. 4643, (Labour Gazette, July, 1941, supplement) on "Canada's Wartime Wages Policy".

Alberta and British Columbia

In accordance with the supplementary agreements between coal mining operators in Alberta and British Columbia and the United Mine Workers of America, entered into in the early part of 1940 to provide that the wage rates established by agreement in 1938 should be continued for the duration of the War and one year thereafter plus a cost-of-living bonus. A Commission was appointed by Order in Council on May 4, 1940, and made its fifth report to the Coal Administrator under the Wartime Prices and Trade Board, August 29, 1941, on the changes in prices from April 1, to August 1, 1941. The Commission found that the bonus payable should be increased from 18 cents to 36 cents per day for the period from September 1, to December 31, 1941. The agreements provided that the Commission should draw up a budget for a reasonable minimum standard of living for an average family, excluding rent, fuel, light, and water since these are normally supplied by the coal mine operators, and that increases in costs due to war taxation should be deducted. The Commission reported that the average number of shifts or days per week worked was five. The bonus per shift was therefore fixed at one-fifth of the amount of the increase per week in the budget, no worker to be paid a bonus for more than six shifts per week. The first and second reports of the Commission, with the budget in detail, were printed in the Labour Gazette for September, 1940, on pages 918 to 925.

In the first and second reports, the increase in the budget of foods, clothing and certain house furnishings, adopted by the Commission, from March, 1938, to August 1, 1940, did not amount to five per cent so that no bonus was found to be payable. In the third report, for the four months ending December 2, 1940 it was found that the increase in these costs over March, 1938, had amounted to 90 cents per week, or 7·5 per cent. A bonus of 18 cents per day was therefore found to be payable. (Labour Gazette, February, 1941, p. 133). The fourth report for the four months ending April 30, 1941, was that no change in the bonus was due as the changes in costs were less than five per cent. (Labour Gazette, July, 1941, p. 730).

The Commission's budget of food, clothing and furnishings cost $12 per week in terms of the average prices collected in the mining localities in Alberta and British Columbia in March, 1938; $12.46 on March 31, 1940; $12.54 on August 1, 1940; $12.90 on December 2, 1940; $12.95 on April 1, 1941; and $13.78 on August 1, 1941; increases over costs on March 31, 1938 of 3·9%, 4·5%, 7·5%, 7·9% and 14·8% respectively.

In August, 1941, however, the coal operators and the United Mine Workers of America, District 18, Alberta and British Columbia, amended their agreements to cancel the provisions for the determination of the cost-of-living bonus by the Commission in the supplementary agreements of 1940, and to substitute the cost-of-living bonus as under P.C. 7440.

In accordance with these amendments the revision of the bonus is to be made according to the percentage changes in the cost-of-living index number for Canada of the Dominion Bureau of Statistics, over the figure for August, 1939. The weekly bonus of 25 cents for each one per cent of increase in the index is to be paid in proportion to the hours worked on the basis of a full working week as six days of eight hours per day.

The Federal Coal Administrator is to determine the amount of bonus payable on the basis of the index number and notify the parties two weeks prior to each revision date. The first revision being due on September 1, 1941, the index for July was the latest available figure, 111·9 as compared with 100·8 for August, 1939,

on the basis of prices in 1935-1939 as 100. This being eleven per cent above the figure for August, 1939, the bonus at 25 cents per point of increase was $2.75 per week or 46 cents per day. This bonus, therefore, became payable instead of 36 cents per day as it would have been under the award of the Commission. The increase of 28 cents per day in wage costs is to be added to the price under the authority of the Wartime Prices and Trade Board.

Saskatchewan

The coal mining operators in the Estevan-Bienfait district in the province of Saskatchewan having signed an agreement with the Mine Workers Central Union of Estevan and District, which provided for a cost of living bonus, a Commission was appointed by Order in Council under The Inquiries Act to ascertain the changes in the cost of living since December 1, 1939, and report to the Coal Administrator under the Wartime Prices and Trade Board. The members of the Commission are Professor G. E. Britnell of the University of Saskatchewan (chairman of the Cost of Living Commission for the Coal Mining Industry in District 18, Alberta and British Columbia), H. L. Johnson, representing the miners and V. E. Clark, representing the mine operators.

The first report of the Commission dated September 16, 1941, was on the bonus to be paid in accordance with the changes in prices from December 1, 1939 to August 1, 1941. The Commission decided that the principles of the Wartime Wages Policy under P.C. 7440, December 16, 1940, as amended on June 27, 1941, should be followed with full and proper recognition of local conditions and the terms of the miners' agreement. It was ascertained that data as to prices in December, 1939, could not be obtained to a sufficient extent from the local merchants on meat or clothing prices and that housing and fuel costs had not changed perceptibly and were substantially lower than those in most of the industrial areas in the Dominion, also that most of the miners had gardens and kept cows, so that the cost of living for miners was lower than in most industrial areas. It was, therefore, decided that the bonus should be calculated on a base as at December 1, 1939, of $20 per week.

It was also decided to use the index numbers of the Dominion Bureau of Statistics for the Food, Clothing, Home Furnishings and Miscellaneous groups and to use local figures for Rent and Fuel and Light. The Bureau's group weights were used to obtain the average change in all items. The calculation thus made showed an increase between December 1, 1939 and August 1, 1941, of 9·8 per cent, or on the basis of $20 per week, of $1.96 per week or 33 cents per day. This bonus is payable from September 22, 1941 to February 28, 1942.

New Brunswick

The majority of the coal mining operators in New Brunswick having agreed to pay a cost of living bonus to employees, the Coal Administrator under the Wartime Prices and Trade Board was requested by the Deputy Minister of Labour to ascertain the amount of the bonus. The increase in the cost of living in the coal areas was found to be 8·1 per cent, $2·025 per week, or 34 cents per day. This was calculated to be equal to 26 cents per net ton for shaft operations (underground mining) and 11 cents per ton for stripping operations (steam shovel open-pit mining). These increases per ton are to be passed on by the operators to their customers, under the authority of the Wartime Prices and Trade Board, such amounts being shown separately in the invoices and not confused with other mine costs.

Nova Scotia

A cost of living bonus for miners in the principal coal mines of Nova Scotia of 15 cents per day was recommended in the report of the Tribunal appointed to deal with disputes between the operators and the United Mine Workers of America, District 26, as to the renewal of their agreements from February 1, 1941. The appointment of a tribunal had been recommended by a Board under the Industrial Disputes Investigation Act in 1940 which had recommended certain increases in wages to be effective from February 1, 1940 (Labour Gazette, April, 1940, pp. 321-323). The operators and miners agreed that the members of the Board should constitute the Tribunal and its report was printed in the Labour Gazette for March, 1941, pp. 231-236. Certain adjustments in wage rates were also awarded for certain classes of miners. The tribunal reported that the increase in the cost of living in Canada as shown by the Dominion Bureau of Statistics index number since August, 1939, was 7·2 per cent but that a cost of living bonus on this basis in accordance with P.C. 7440 would be greater than the finances of the coal mining companies would warrant. It was therefore recommended that the bonus should be 15 cents per day for all miners, to be revised at intervals of not less than three months in accordance with all the circumstances. Early in October, at a conference of representatives of the operators, miners, Department of Labour, and the Coal Administrator under the Wartime Prices and Trade Board, it was arranged that the bonus would be increased to $3.45 per week as from September 1, in accordance with P.C. 7440 and that 22 cents per ton would be added to the price of coal at the mines, this amount to be shown separately in each invoice.

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Minimum Wages in British Columbia, New Brunswick, Nova Scotia, Quebec and Saskatchewan—Alberta Hours of Work—British Columbia Weekly Half Holidays—Saskatchewan Cinematograph Operators—Saskatchewan Workmen's Compensation

THE following minimum wage regulations have been issued: in British Columbia, a new order governing resort hotels for the winter season; in New Brunswick, a new wage scale for winter operations in the forests; in Nova Scotia, an order governing laundries and dry cleaning establishments; in Quebec, an amendment to the order governing the silk textile industry and the renewal of several other orders; and in Saskatchewan, new orders governing hotels and restaurants, barber shops and beauty parlours, and dance halls and theatres, as well as an amendment to the orders relating to towns. In Alberta, the ban on night work for women is lifted for the duration of the war. Special provisions have been made regarding the half holidays to be observed by motor dealers in Vancouver and New Westminster. The regulations dealing with cinematograph apprentices in Saskatchewan have been amended. Finally, provision has been made to bring certain industries under the collective liability section of the Saskatchewan Workmen's Compensation Act.

Alberta Hours of Work Act

In view of the absorption of women into many new occupations and the difficulty of obtaining both male and female workers in many industries, Order 20 (Labour Gazette, May, 1941, p. 555) has been rescinded for the duration of the war. This order prohibited the employment of females between midnight and 6 a.m. except for farm workers, domestic servants, hospital employees, telephone operatotrs, and any others whom the Board might specifically exempt.

British Columbia Female Minimum Wage Act

The provisions of Order 52 (Labour Gazette, 1938, p. 291) are varied with regard to resort hotels by Order 52J, gazetted September 25 and effective from September 29, 1941, to June 13, 1942. Resort hotels are establishments in unorganized territory where meals or lodging are furnished to the general public for a charge.

The terms of this order are identical with those of Order 52G (Labour Gazette, 1940, p. 1146), which governed these establishments during the winter season of last year. The hours and overtime provisions of Order 52 do not apply to resort hotels, but, instead, maximum hours are fixed at 10 per day and 54 per week, with overtime being payable at the rate of 37½ cents per hour for hours in excess of eight per day or 48 per week. In exceptional cases, relaxation of these provisions may be granted on application to the Board. With the approval of the Board, an "alternative arrangement" may be made whereby the employer may pay his employees $25 per month plus board and lodging rather than the weekly rates imposed by Order 52.

British Columbia Weekly Half Holiday Act

Regulations applying to Vancouver (effective from July 21) and to New Westminster (effective from September 22) were gazetted September 25. The following shops are exempt from the provisions of the Act as to the weekly half-holiday: those in Vancouver and New Westminster which are engaged in repairing motor vehicles or in selling motor car parts at wholesale, and those in Vancouver which sell new motor vehicles, by which is meant all vehicles which have not been operated on the highways of British Columbia and licensed under the Motor-vehicle Act. Such shops must, however, observe a weekly half-holiday every Saturday between 1 p.m. and midnight and no worker is to be required or permitted to remain on the premises after 1.30 p.m. In shops carrying on repair work, however, one person, either an employer or an employee, may remain after this hour.

By a regulation of November 12, 1931 (Labour Gazette, 1931, p. 1285), service stations were exempted from the provisions of the Act. This regulation is now amended by the exclusion of shops in Vancouver mentioned in the above paragraph from the meaning of the term 'service station.'

New Brunswick Forest Operations Commission Act

A new wage scale, gazetted August 27 and effective from September 1, has been established for workmen engaged in cutting, peeling, yarding and hauling. Both average and minimum rates are now $2 per month higher than last year, the rate below which the average may not fall being fixed at $52 per month (plus board), and the minimum for individuals at $47 per month (plus board). Other provisions remain unchanged: if board is not furnished, wages must be increased by 50 cents per day; wages of cooks, tractor

operators, truck drivers, foremen, bookkeepers, clerks and employees engaged on piece-work are not to be included when the average rate is determined; and employers must keep a time-book and must submit their payrolls to the Commission.

Nova Scotia Minimum Wage for Women Act

A new Order 1, effective September 1, governing laundries, dry cleaning establishments, pressing parlours and dye works in cities and incorporated towns, was gazetted September 24, superseding former Orders 1, 1a and 1b, which governed these establishments in Halifax, Sydney and Glace Bay, and other incorporated towns (LABOUR GAZETTE, 1931, pp. 34-35).

Workers are divided, on a geographic basis, into two groups; those in cities and towns of over 17,000 population (i.e., in Halifax, Sydney and Glace Bay), and those in towns of smaller population. In accordance with Order 10 of August 18 (LABOUR GAZETTE, September, 1941, p. 1110), weekly rates for experienced workers in both groups are raised by $1, the rate for the first group now being $12 and for the second $11.

The minimum for inexperienced workers is also affected by changes in the learning period. Formerly, the rates for inexperienced adults over 18 for two successive six-month periods were $9 and $10 in Halifax, Sydney and Glace Bay, and $8 and $9 in other towns, and for those under 18 the rates for three successive six-month periods were $7, $8.50 and $10 in the three largest cities and $6, $7.50 and $9 elsewhere. The distinction between workers over and under 18 is now abandoned, and rates for all inexperienced employees become, for three successive periods of three months each, $9, $10 and $11 in the three cities, and $8, $9 and $10 in the towns.

As before, the total number of inexperienced workers in any establishment is limited to 25 per cent of the total female working force. A new provision stipulates that where piece-work rates are paid, all inexperienced employees must receive not less than the rates fixed by this order during the first three months, though thereafter the piece-work rates will be acceptable if at least 80 per cent of those engaged in any separate type of work receive not less than the rates established by the order. Another new provision requires that any employee who is transferred from one branch of work to another or is re-employed after having been engaged in other work for a number of years, is to be paid as an experienced worker. It is provided, however, that lower rates may, with the permission of the Board, be paid during a brief period of readjustment.

In accordance with Order 10, the maximum hours for which the specified weekly rates may be paid are reduced from 50 to 48. Hours in excess of 48 must be paid at an hourly rate calculated on the basis of a 48-hour week. As before, workers employed less than 44 hours per week, or less than the customary weekly work-period in the establishment if that falls short of 44 hours, may be paid at an hourly rate calculated on the normal work-week of the establishment.

The clause permitting deductions for board is omitted. Other provisions remain unchanged: employees are to be paid for the time they are required to wait on the premises; deductions for absence may not exceed the value of the time lost reckoned at the rate as determined for part-time work; and permits may be issued by the Board allowing payment of less than the established rate to handicapped workers.

Quebec Minimum Wage Act

An amendment to Order 5, governing the silk textile industry, was gazetted September 13. It brings cotton textile establishments within the scope of the order.

The following orders have been renewed, for the periods stated, by orders gazetted September 13: general Order 4, for three months from September 30; Orders 28 and 29 governing dyeworks and laundries in Quebec and Quebec West and taxicabs in Qubec and Levis, for one year from September 16; Order 30 governing the manufacture of wooden boxes, wooden containers and other wooden objects, for one year from September 30; and Order 37 governing establishments manufacturing glass containers, until August 1, 1942.

Saskatchewan Minimum Wage Act

Orders 4, 5 and 6 (LABOUR GAZETTE, 1939, p. 1114) have been replaced by new orders gazetted September 15 and effective from October 1.

Order 4, governing hotels, restaurants and refreshment rooms, is unchanged except for the provisions relating to inexperienced employees. The learning period is reduced from 12 to nine months, and the rates, which were formerly $8 and $10 per week for the first and second six-month periods, are now $9 per week for the first three months and $10 for the following six months. The maximum number of inexperienced workers permitted is raised from 25 to 33⅓ per cent of the total number of employees.

It was noted previously (Labour Gazette, August, 1941, p. 960) that Order G authorized the extension of the Act to beauty and barber schools and to establishments operating games of skill. Orders 5 and 6 are therefore amended so that the former now covers beauty and barber schools as well as beauty parlours and barber shops, and the latter covers not merely dance halls and theatres, but also all establishments operating games of skill, including specifically, bowling alleys, billiard halls, skating and curling rinks, and shooting galleries. The provisions in Order 5 governing inexperienced employees are also amended. The learning period is reduced from 18 to 12 months, and the rates of $7, $9 and $12 per week, which were formerly applicable to three successive periods of six months, are now to be paid during two periods of three months and a third of six months.

Order F (Labour Gazette, August, 1941, p. 960) authorized the extension of the Act to the town of Humboldt, and Order H, gazetted September 15 and effective from October 1, now amends Orders 7 and 8, which govern the various trades in towns to which the Act applies, by adding Humboldt to these towns.

Saskatchewan Theatres and Cinematographs Act

New regulations under this Act were issued in 1931 (Labour Gazette, 1931, p. 658), and these have been amended from time to time. Further amendments were gazetted on September 30, two of which relate to the licensing of cinematograph operators. The provision fixing a minimum age limit of 18 years for applicants for apprentice licences is amended to permit the Minister, if he is satisfied that this provision cannot be met without creating a real hardship to the owner or manager of the theatre, to issue apprentice licences to applicants under 18 but not under 16. The requirement that operators' assistants must be licensed is relaxed to permit an apprentice to act as an assistant in all theatres in towns of less than 1,500 population and in theatres in all towns and villages where second and third class equipment is used.

Saskatchewan Workmens Compensation (Accident Fund) Act

The general regulations under this Act wase revised and consolidated on January 9 (Labour Gazette, February, 1941, p. 139). Regulations 64 and 65, gazetted September 30 and effective from January 1, 1942, are now added. Section 4 (2) of the Act provides that industries not otherwise within Part I (collective liability) may be admitted at the discretion of the Board on the application of the employer. Regulation 64 now provides that co-operative purchasing associations and wholesale distributors of gasoline and petroleum products may be admitted on these terms, while Regulation 65 makes the same provision for hospitals. Such co-operatives and bulk oil stations as are admitted are to be placed in a new group for which the initial assessment for 1942 is $1.25 per $100 of payroll with a minimum annual assessment of $10. Employers and executive officers in this group may elect for compensation coverage under section 13 of the Act which grants coverage to any such official whose annual salary is between $400 and $2,000. Hospitals are also placed in a special group with an initial assessment for 1942 of 50 cents per $100 of payroll.

Health Insurance Program for U.S. Men's Clothing Workers

According to *Daily Press Digest* for October 22 published by United States Social Security Board, an industry-wide health insurance program covering 140,000 workers engaged in the manufacture of men's clothing has been agreed upon by the representatives of the Amalgamated Clothing Workers of America and the U.S. Clothing Manufacturers Association, it was announced October 16. Details of the plan remain to be worked out. It was reported however that the employers had offered to pay 2 per cent of their weekly pay-rolls into a fund intended to yield $5,000,000 a year for insurance purposes. The program is tentatively scheduled to become operative next May 15. Hospitalization and sick benefits would be provided up to 15 weeks and $500 payments would go to the families of deceased union members. The program will be modeled in many respects after one in operation among Chicago clothing workers. A similar program was instituted among Philadelphia dressmakers under a contract signed last August. Spokesmen for the plan just announced, said that it represented the first ever devised by an industry on a national scale.

On October 11 President Roosevelt announced that the United States Government would undertake immediately a program for rehabilitation of 200,000 registrants who have been rejected for military service under the Draft Act.

ORGANIZED LABOUR AND THE DEFENCE OF DEMOCRACY

Address of Mr. R. R. R. Brooks, Special Labour Consultant to Mr. Sydney Hillman of the Office of Production Management, United States.

FEATURING one of the sessions of the annual conference of the Canadian Institute of Public Affairs was the address of Mr. Robert R. R. Brooks, Special Labour Consultant to Mr. Sydney Hillman, of the Office of Production Management (the special Bureau established by President Roosevelt to co-ordinate the defence production program of the United States).

Mr. Brooks' subject was "Organized Labour and the Defence of Democracy," and since the labour factors he dealt with are to be found in varying degree in Canadian war production, his address is considered of timely importance, and is accordingly reproduced herewith.

The United States and her sister Canada are moving irresistibly toward the joint and total defence of our lands, our institutions and our people! Forces have been set in motion which cannot be turned back. Back of the political and diplomatic front lie basic economic developments which guarantee the final victory of democracy over its enemies. An enormous diversion of materials, equipment and manpower from civilian to military uses has already made itself felt to millions of our people. This diversion first became apparent in machine tools—the tools that make the machines that make the instruments of war on a mass-production basis. Then—as the mass production machines began to come into operation, the tremendous appetite of the defence program for raw materials began to eat into the supplies available for civilian use. Accompanying this transfer of materials from civilian to military purposes has been the transfer of manpower from normal pursuits into the armed forces and into defence industries. And back of everything else, sustaining the whole process, has been the steadily increasing disposition of our giant resources of power and far-flung transportation facilities to the service of hemispheric defence.

Test of Democracy

In a program as vast and intricate as this, democracy meets an acid test. Can a democracy plan and execute so great an effort? Can the concepts of individual freedom and group formulation of policy survive *in fact* when the need for quick decisions, strong discipline and intricate controls is so obvious and so pressing?

Underlying the whole defence program in the United States is the assumption that democracy *can* and must survive the test. Less explicit, but nevertheless present in the thinking of millions of Americans is the conviction that not only can democracy survive the test but that if the effort is to be successful the basic principles and practice of democracy must be extended, broadened and deepened as never before.

Never before in the history of the world's great military struggles have industrial resources and civilian morale played so decisive a role. The heroic defence of the British Isles has drilled this lesson into the American mind. The efficient operation of a huge and complex industrial machine requires the voluntary informed, and enthusiastic co-operation of millions of trained men and women. Fear, fraud, and force will not produce this co-operation among the people who live either on the North or the South of the Canadian boundary line. No industrial program as great and as intricate as that which we are undertaking has the slightest hope of success which is not guided by judgment based on information and advice from those who execute these judgments or are affected by them. A civilian morale which can endure reversals, delays, defeat—and still fight on to victory can only be based on the wide dispersal of accurate information, equitable distribution of the costs of the struggle, and complete participation by everyone, in the national effort.

These are the commonplaces—the truisms—of democracy. But these truisms have never been more important than they are at this moment when the existence of democracy is threatened by a temporary superiority of military might. If we abandon these commonplaces we shall have thrown aside not only the objective which we seek to defend, but the actual tools and weapons which give our effort the hope of victory.

If these principles are to be applied in a highly industrialized society, democracy must be organized along industrial as well as along territorial lines. This means that the associations of management and the organizations of labour in each industry must play a vital role in the planning and carrying out of the defence effort. Government officials operating in a vacuum in Washington would be well nigh helpless. They must have the advice, criticisms and the administrative machinery of organized management and organized labour if their decisions are to be intelligent and enforceable.

These principles can be illustrated endlessly from the story of the first year of the defence

effort. Since this gathering this evening is primarily interested in the labour aspects of the defence program, I shall take my illustrations chiefly from the field of labour relations, labour supply labour displacements, and labour morale.

Unionism in Modern Industry

When a man bites his wife, it's news. But when he brings home the groceries regularly, not even the neighbors know it. Strikes make headlines. What lies back of them rarely does. And industrial peace goes on month after month without benefit of printer's ink. Every student of labor relations takes this for granted. And so do most union leaders—although with occasional traces of asperity.

But to the average newspaper reader, it rarely occurs that the primary function of a union is to establish conditions under which it is possible to maintain industrial peace by the application to industry of democratic processes. These processes are generally dull and uninteresting. They consist of giving to workers a voice in determining the conditions under which they work and providing them with a right to appeal from the decisions of their immediate economic superiors.

Essentially, trade unionism in modern industry is the substitution of the ballot box for revolt, and judicial appeal for trial by ordeal. Collective bargaining rests upon the ballot box, and standard trade union grievance adjustment procedure boils down to the right of appeal. Both of them are substitutes for violence. When they break down, resort is had to economic or physical forces. Consequently, the answer to strikes in defence industries is not the abolition of trade unionism but more and better trade unionism.

Decent and law-abiding workers rarely go on strike for whimsical reasons. Back of most strikes lie grievances which are either real or *seem* very real to those who experience them. The problem is to adjust these complaints quickly or to show, by investigation, that they are imaginary. To suppress the overt evidence of unrest does not and will not solve the problem. The unrest will inevitably make itself felt in forms other than strike. Slowdowns on the job, excessive rates of labour turn-over, difficulties in securing adequate supplies of labour are the familiar results of accumulated and unrelieved unrest. Every one of these sources of inefficiency can be illustrated by reference to the past year of the defence effort in areas in which unionism is still fighting for recognition, or in which for various reasons it is not effectively operating. These losses in production do not get into the headlines. Yet they are quite as important as the losses which result from strikes. The answer in both cases is to extend and improve the machinery for investigation, adjustment, appeal, compromise, and the enforcement of agreements reached.

Basis of Industrial Peace

The function of trade unions in enforcing agreements is, I think, not generally understood. Few agreements are universally acceptable to everyone throughout the entire period in which the agreement applies. But unless an agreement can be enforced it has little meaning. Trade union officers spend a large part of their time, energy and prestige in persuading their constituencies to abide by agreement which they have ratified. No sober citizen, concerned with the defence of his country, should permit that fact to be dislodged from his mind by scare headlines about strikes, racketeering or Communism.

In summary of this point, I think it may be said that in countries, like those embraced in the British Commonwealth of Nations and in the United States, in which the traditions of individual freedom are generations or centuries old, the enthusiastic and efficient co-operation of their millions of workers can be achieved only by permitting them a voice in determining the conditions under which they work. This means not merely that legislative efforts to repress or restrict the growth and operation of the labour movement must be opposed, nor merely that the existence of organized labour must be tolerated, but that its growth and the development of its democratic procedure must be encouraged by every means available to the government.

This has, I believe, been the general attitude and the policy of the Roosevelt administration and the National Defence Commission. It has been effectuated through the National Labor Relations Board, the Conciliation Service of the Department of Labor, the Labor Relations Section of the Office of Production Management and the remarkable record of the National Defense Mediation Board.

The results have been the addition of hundreds of thousands of new members to trade union rolls; the extension of trade unionism into areas and companies in which it has never before been recognized, and the laying of a basis for industrial peace and real industrial efficiency far more substantial than that with which the United States entered the First World War.

This development has, of course, not been all beer and skittles. There have been strikes for recognition which to many observers appeared avoidable. There have been major differences of policy as between some labour leaders and government officers. There have been examples of ineptitude on the part of government officials. Industrial democracy

has suffered from the defects common to all forms of democracy. But these are the cases of man-biting-wife. Back of the headlines, organized labour is bringing home the groceries more bountifully each day.

Stabilization of Standards

Thus far, I have spoken chiefly of the function of the labour movement in preserving industrial peace. Its function in helping to provide adequate supplies of labour at the points needed in the defence program is of equal, perhaps greater, importance. One of the primary and normal tasks of trade unionism is to standardize minimum wage rates and differential rates based on skill throughout areas or industries. This function, necessary in normal times, becomes very important when maximum national efficiency must be reached. Unless wages are stabilized at rates sufficiently high to bring forth adequate labour supplies, first of all, the labour supplies will not be readily forthcoming, and second, an almost endless movement of workers from job to job in search of higher rates of pay is to be expected. Excessive labour turnover of this character was one of the important sources of industrial in efficiency during the last war. If, for example, the wages of aircraft or shipbuilding workers are lower, for comparable skills, than those paid in nearby automobile plants, vital defence industries will be undermanned. Normal competitive demand for labour does not necessarily bring about a smooth equalization of wage rates. Here, the bargaining machinery of trade unionism is important. Or, if there is either suspicion or actuality that wage rates are lower at the present point of employment than elsewhere, workers will shift from job to job in search of real or imaginary increases in wages. The result of this process is serious loss of production because of the time wasted in moving from job to job and in continual readjustment to new working conditions. The answer to the problem is to negotiate pay rates as nearly uniform as possible and to give wide publicity and application to the results of the negotiations.

In this process, the government can only guide and suggest. The agreements must rest with organized management and organized workers. Unless these agreements are reached by democratic means, they have scant hope of success. The consent of the government must be fully given if industry-wide or regional agreements are to be enforceable. This frequently requires extension of the area covered by trade unions and insistence that those who are to be affected by agreements be adequately consulted.

The Office of Production Management has made important application of these principles in encouraging the adoption of wage stabilization standards in the construction industry and in the shipbuilding industry on the Great Lakes, Pacific, Gulf, and Atlantic coasts. Organized labour is thus playing an important part in securing a sufficient and stable labour supply in these industries.

Expanded Production and Labour Supply

Any effort to transform a civilian economy into a military workshop involves a tremendous expansion in certain types of production. The metal and metal working industries are those which are most important in this connection. Such expansion is bound to raise doubts and fears in the minds of those who are engaged in producing or working upon these materials. They cannot be expected to disregard the post-war consequences to prices and wages of great surpluses of productive capacity and labour skills built up during the war period. If the expansion is to be carried out successfully, these doubts and fears must be set as nearly at rest as possible.

Referring specifically to the trade union attitude toward this expansion, it must be emphasized that the continued existence and effective functioning of trade unionism on the North American continent depends upon the extermination of Naziism and all that it stands for. Consequently, such dilution of skills as trade unions may suffer during this period is to be judged against the danger that the sheer survival of trade unionism would be imperilled by a Nazi Victory. This view has been widely accepted by American trade union leaders.

Coupled with the need for the confidence of trade unions in labour training programs is the need for their assistance. Whether such training programs involve apprenticeship, training-within-industry, or what is called "upgrading" of skills, the advice, experience and organizational machinery of trade unionism is important, perhaps indispensible, to their success.

The Office of Production Management has fully recognized this fact in the present organization of its Labor Supply Branch. Both the Washington and the several regional offices of the Labor Supply Branch, in which a variety of governmental agencies are co-ordinated, are making full use of the personnel and experience of the labour movement in coping with the vastly expanded need for trained workers in the metal-working occupations.

I have spoken thus far of the close and necessary relationship between organized labour, the maintenance of industrial peace, and the securing of adequate supplies of labour. There is a third relationship in which, as a member of what is called the Priorities Branch of the Labor Division of the Office

of Production Management, I am personally very much interested.

Divergence of Civilian Commodities

The Priorities Branch was set up early in June of this year to deal with a problem that is constantly becoming more serious. It is a problem which England had to face in aggravated form and which, I presume, Canada has already experienced. As an armament program gets under way, violent dislocations resulting in severe unemployment are almost sure to follow. These dislocations are chiefly the consequence either of a diminution in the supplies of materials normally imported, or the consequence of a diversion of materials from civilian to military uses.

Sik imports to the United States have been completely shut off as a result of the current unpleasantness *vis-a-vis Japan*. All silk stocks in the country have been commandeered by the Army for parachutes, powder bags and surgical sutures. The result is a violent shock to the hosiery, silk throwing, and silk weaving industries as well as to the industries using rayon and nylon which must now face the competing demands of industries formerly using silk.

The processing of cork, rubber, tin and other strategic commodities has been sharply curtailed in order to accumulate stockpiles within the country which might be used in the event of a similar curtailment of imports of these materials. The immediate result of this necessary policy is unemployment among the workers affected.

Equally serious, however, in its effects upon particular communities, plants, and labour forces has been the diversion of basic materials from civilian to military uses. Modern war or modern military defence makes veritably insatiable demands upon these basic materials. It is impossible to satisfy both civilian and military needs at once. The inevitable result, under any system of military priorities, is that civilian uses suffer at the expense of military requirements. Aluminum, magnesium, nickel, steel alloys, copper, carbon steel, chemicals, pig iron, scrap iron and a score of lesser known materials are bled away from civilian arteries into the sinews of war.

As usual in human affairs, things present are never missed until they are absent. As laymen, we have little conception of the manner in which these essential materials permeate the capillaries of our economic organism—until they are denied to us. It is easy to say that aluminum is needed for aeroplanes; nickel steel for warships and tanks; copper, brass and armour-piercing steel for shells; rubber for tank treads; and chemicals for explosives. But there is no genius—living, dead, or about to emerge on this war-torn world—who can predict the consequences to civilian life of denying to it the materials upon which it depends. The most that can be done in allocating materials among military and various competing civilian uses is to base decisions upon the best available information and then try to head off the troubles that are sure to follow.

Consequences of Materials Allocation

And troubles *will* surely follow. But whether the allocating authority learns of them depends upon the adequacy of the reporting system which he has established between himself and the living communities over which he holds the sovereign power of economic death.

Unemployment is an almost unfailing symptom of community decline. The most accurate means of judging the consequences of allocations of materials is to watch closely the unemployment figures of every community in the country. This is an enormous task. Neither the Bureau of Labour Statistics nor the Federal Security Agency is equipped to perform it on a weekly or even monthly basis. The speediest means, therefore, of learning the results of materials allocations is to provide channels through which the representatives of displaced workers may register quick and vigorous complaint, and then check these complaints through government agencies.

For this purpose, the Priorities Branch of the Labour Division of the Office of Production Management was created. In this Branch are consultants from various government fact-finding agencies, and representatives of the two great wings of organized labour. From millions of members, through thousands of local unions, into more than a hundred nationals, and finally, into the Priorities Branch, the complaints of the victims of materials allocations are channeled. Here, after being checked by government agencies, the complaints become evidence upon which the Priorities authority may temper his judgment to the shorn community.

But the functions of organized labour, in this connection do not stop at mere fact-finding. The rehabilitation of a plant, community, or industry injured by shortages of materials is not a simple task. There are hundreds of possible courses of action—none of them a certain remedy. Substitution of materials, changes in products, transformation of equipment, retraining of workers, the placement of defence contracts, the erection of new plants, transport of workers to other employment centres—these are some of the possibilities and some of the problems which have to be faced.

Nothing less than the united brains, imagination, and knowledge of government officials, the representatives of industry, and the repre-

sentatives of labour is adequate to the task. In performing this task, the representatives of labour have the peculiar natural advantage that they are accustomed to an industry-wide point-of-view, in contrast to the necessarily competitive view of the individual businessman. Again, therefore, the organizations of labour fill a necessary place in the councils of national defence. They have been invited, along with the representatives of management, to form committees for each important industry and to work in a close advisory relationship with government chairmen in the formulation of policy and its application to allocations, purchases, production and labour relations.

Components of Morale

This is a war not only of metals but of morale. The greatest secret weapon in the Nazi arsenal is the undeclared war—the undeclared war which suspends a nation in a cobweb of indecision where it may be devoured at the spider's leisure. All of Hitler's intended victims have been paralyzed at one time or another by this weapon. The fight to preserve national morale against this enveloping paralysis is one which can never be relaxed. What are the components of national morale?

The first component is a clear conception of the objective toward which we strive. As a nation we are struggling for national self-preservation and a post-war world in which international peace shall have guarantees. Within this broad national objective, however, the labour movements of our countries have a special interest in the defeat of Nazism. Nazism does not tolerate the existence of an independent labour movement. In the eight dreary years since May 1, 1933, Hitler has ruthlessly destroyed the labour movement in one European country after another. The lessons of these eight dreary years should have penetrated the minds and the hearts of every trade union leader in the remaining democratic world.

Given a clear objective, the second component of civilian morale is the provision of accurate and continuous information as to the means employed to reach the objective; opportunity to criticize these means; and both the sense and the reality of participation in the effort. Organized labour can be a vitally important institution in performing these functions.

The leaders of labour have a clear obligation to master the intricacies of defence planning; interpret them to their membership; muster the necessary criticism and complaints; and devise means by which they and their constituencies may consciously participate in the national effort. Federal governments have an equally clear obligation to permit and encourage the performance of these tasks by organized labour, as well as by other socio-economic institutions.

The third component of a nation's morale is widespread assurance that the sacrifices which are necessary are equitably distributed. Again and again, the representatives of labour forces, plants or communities come into our offices and say "We are for defence, and we know that sacrifice will have to be made, but we don't see why we are being hit twice as hard as plant B or community C." or, in the case of policies affecting the distribution of income, representatives of special economic groups often assert that they are wililng to have their prices or wages fixed, or their taxes increased or their profits limited, but they'll be hog-tied or keel-hauled if they want to see some other economic interest getting away with murder.

Frequently, these views are based on misinformation. The leaders of trade unions and other economic groups have an obligation to check these complaints and inform their constituencies as to actual facts. In the present critical state of world affairs it is a form of group and national suicide consciously to permit plausible inaccuracies to circulate.

But not infrequently, group beliefs that sacrifices are not being equitably distributed are factually well-founded. By intent or by oversight or as a result of political timidity some groups may be permitted to profit at the expense of national sacrifice. Such situations are intolerable. They will be played upon by enemy agents, harmonized with old-wives tales and rearranged with whispered over-tones until a symphony of demoralization has been composed. The Nazi secret weapon operates at its best under these circumstances.

Both the obligation and the opportunity of our labour movements in this connection are fully apparent. By using their full social and political influence to effectuate legislative and executive changes they may strike at the source of the demoralization. In the interest of national survival it is imperative that organized labour perform and be permitted to perform this social and political function.

I have returned, Mr. Chairman, to the point from which I began, we have, in the remaining democratic countries of the world, enormous economic and military resources. The dedication of these resources to the defence of democracy has been made and cannot be prosyletized. If these resources are organized and directed by democratic means we shall not only preserve that which we had, but we shall have expanded and enriched the heritage which we have received from the founders of our democratic culture.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Employment Offices

THE accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

(1) The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting August 1, was 12,577, the employees on their payrolls numbering 1,605,480.

(2) The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for August was 2,095 having an aggregate membership of 312,043 persons, 5·2 per cent of whom were without employment on September 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

(3) The Department of Labour receives reports from 70 centres in which the Employment Service of Canada is situated, showing the number of applications for work, the existing vacancies and the number of workpeople placed in positions.

(4) The Dominion Bureau of Statistics receives each month detailed statistics from 58 cities throughout Canada showing the value of permits granted during the period for various classes of building construction, these figures indicating the degree of activity prevailing in the building trades.

(1) The Employment Situation at the Beginning of August, 1941, as Reported by Employers

Industrial employment at the beginning of August showed a further important gain, partly seasonal in character, but substantially exceeding the average at August 1 in the experience of the last twenty years. The increase was the seventh recorded in as many months, in each of which the expansion was above normal for the time of year. The latest gain was smaller than that in any of the preceding four months; however, it exceeded the usual mid-summer advance by about the same proportion as was indicated in the reports for May, June and July.

The Dominion Bureau of Statistics tabulated returns for August 1 from 12,577 establishments employing 1,605,580 persons, an increase of 32,090, or two p.c., over the number reported at the first of July. The index number advanced from 157·4 (revised) in the preceding month to 160·6 at the latest date. The latter figure constituted a new all-time high, being 25·6 p.c. above that of 127·9 at August 1, 1940, the previous maximum for mid-summer.

Since the number of employees added to the staffs at the beginning of August exceeded the average, there was a further increase in the seasonally adjusted index, which rose from 154·4 at July 1, to 156·3 at the beginning of August. These two figures are the highest on record in the period of more than twenty years during which the current surveys have been made.

The expansion in manufactures contributed materially to the general gain recorded at August 1, when the number of workers absorbed by such establishments was decidedly above average, and constituted an unusually large proportion of the increase in all industries. Thus, in the experience of past years, the gain in employment in manufacturing at August 1 has averaged roughly one-seventh of the total, while at the latest date it was over 70 per cent.

Distribution of Industrial Workers

The distribution of the workers included in the current surveys as between the manufacturing and the non-manufacturing divisions have shown considerable differences in recent months. The following table illustrates these variations as indicated by the data for the beginning of August in 1941 and immediately preceding years:—

	P.C. Distribution of Workers at August 1		Indexes of Employment at August 1 (1926=100)		
	Manufacturing	Non-Manufacturing	Manufacturing	Non-Manufacturing	All Industries
1937	52·5	47·5	118·1	122·2	120·0
1938	52·2	47·8	110·0	114·3	112·1
1939	50·5	49·5	112·8	117·7	117·5
1940	55·2	44·8	134·4	120·7	127·9
1941	57·3	42·7	176·9	143·0	160·6

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at July 1 and at Aug. 1, 1941, by Establishments furnishing Statistics, and Earnings of these Employees in One Week in June and One Week in July.

(The payroll figures are preliminary and are subject to revision).

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings reported for One Week in		Average Per Capita Earnings in One Week in	
	July 1	August 1	June	July	June	July
			$	$	$	$
(a) *Provinces*						
Maritime Provinces	**122,669**	**122,789**	**2,622,207**	**2,723,605**	**21·38**	**22·18**
Prince Edward Island	2,114	2,614	45,120	54,394	21·34	20·81
Nova Scotia	73,918	74,405	1,591,588	1,674,617	21·53	22·51
New Brunswick	46,637	45,770	985,499	994,594	21·13	21·73
Quebec	**471,518**	**488,670**	**11,172,005**	**11,676 198**	**23·69**	**23·89**
Ontario	**671,207**	**675,166**	**18,146,550**	**18,331,106**	**27·04**	**27·16**
Prairie Provinces	**179,410**	**183,498**	**4,659,071**	**4,876,032**	**25·97**	**26·57**
Manitoba	84,506	85,839	2,223,275	2,329,931	26·31	27·14
Saskatchewan	37,175	37,203	915,945	937,244	24·63	25·19
Alberta	57,719	60,456	1,519,851	1,608,857	26·33	26·61
British Columbia	**128,686**	**135,457**	**3,509,963**	**3,723,683**	**27·28**	**27·49**
Canada	**1,573,490**	**1,605,580**	**40,109,796**	**41,330,624**	**25·49**	**25·74**
(b) *Cities*						
Montreal	221,486	224,990	5,478,162	5,640,787	24·73	25·07
Quebec City	23,717	24,835	487,181	515,870	20·54	20·77
Toronto	198,790	200,750	5,349,858	5,369,238	26·91	26·75
Ottawa	20,246	20,677	476,092	485,251	23·52	23·47
Hamilton	54,247	54,819	1,501,664	1,520,867	27·68	27·74
Windsor	32,251	31,393	1,232,784	1,187,507	38·22	37·83
Winnipeg	52,070	53,612	1,300,788	1,370,976	24·26	26·33
Vancouver	51,978	54,847	1,333,481	1,456,821	25·65	26·56
(c) *Industries*						
Manufacturing	896,752	919,689	23,148,603	23,959,995	25·81	26·05
Durable goods	439,680	451,863	12,378,144	12,867,660	28·15	28·48
Non-Durable goods	437,681	448,151	10,159,280	10,476,031	23·21	23·38
Logging	45,304	39,410	878,346*	783,859	19·39	19·89
Mining	82,986	83,566	2,618,473	2,631,867	31·55	31·49
Communications	26,647	27,149	708,344	719,452	26·58	26·50
Transportation	130,911	132,305	4,176,220	4,317,203	31·90	32·63
Construction and Maintenance	188,330	201,790	4,196,595	4,582,293	22·28	22·71
Services	40,077	40,997	635,708	641,242	15·86	15·64
Trade	162,483	160,674	3,747,507	3,694,713	23·06	23·00
Eight Leading Industries	**1,573,490**	**1,605,580**	**40,109,796**	**41,330,624**	**25·49**	**25·74**

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,

(AVERAGE CALENDAR YEAR 1926=100).

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1927	110·5	113·2	.....	.....	.....	109·8	109·2	114·0	.....	.....	.....	110·0
Aug. 1, 1928	119·3	117·0	.....	.....	.....	114·1	118·9	132·5	.....	.....	.....	116·4
Aug. 1, 1929	127·8	127·5	.....	.....	.....	121·3	128·0	144·8	.....	.....	.....	122·7
Aug. 1, 1930	118·8	140·9	.....	.....	.....	114·7	115·7	126·2	.....	.....	.....	115·8
Aug. 1, 1931	105·2	106·8	.....	.....	.....	102·4	100·7	129·1	.....	.....	.....	98·0
Aug. 1, 1932	86·3	90·1	.....	.....	.....	84·4	86·9	90·1	.....	.....	.....	81·4
Aug. 1, 1933	87·1	93·0	.....	.....	.....	84·8	86·6	90·5	.....	.....	.....	87·3
Aug. 1, 1934	99·9	101·3	.....	.....	.....	94·9	106·0	93·0	.....	.....	.....	97·6
Aug. 1, 1935	101·1	106·7	.....	.....	.....	97·2	102·4	98·7	.....	.....	.....	106·8
Aug. 1, 1936	105·6	113·9	.....	.....	.....	101·3	107·1	103·9	.....	.....	.....	107·9
Aug. 1, 1937	120·0	134·3	82·5	131·5	140·8	120·8	122·2	105·6	99·0	118·8	107·1	116·9
Aug. 1, 1938	112·1	112·6	99·2	118·3	106·6	117·8	111·2	104·9	97·3	116·1	109·2	107·1
Aug. 1, 1939	117·5	115·6	111·0	124·2	105·4	126·4	114·2	109·4	99·4	123·5	115·6	117·0
Aug. 1, 1940	127·9	124·5	110·6	135·5	111·9	130·6	132·8	114·9	106·9	119·7	123·9	119·0
Jan. 1, 1941	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
Apr. 1	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1	145·5	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
June 1	152·9	152·4	107·1	167·9	134·9	157·3	161·9	128·3	124·7	127·4	134·5	134·9
July 1	157·4*	163·9	108·5	183·2	143·3	161·8	165·5*	132·5	128·9	133·7	137·3	139·2
Aug. 1	160·6	164·2	134·6	184·5	140·7	167·6	166·5	135·6	130·9	134·2	143·8	146·6
Relative weight of Employment by Provinces and Economic Areas as at Aug. 1, 1941.	100·0	7·6	0·2	4·6	2·8	30·4	42·2	11·4	5·3	2·3	3·8	8·4

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review. * Revised.

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

Industries	[1]Relative Weight	Aug. 1, 1941	July 1, 1941	Aug. 1, 1940
Manufacturing	**57·3**	**176·9**	**172·5***	**134·4**
Animal products—edible	2·4	192·6	175·1	156·6
Fur and products	0·2	121·7	124·4	119·0
Leather and products	1·8	140·1	137·4	116·3
Boots and shoes	1·1	133·5	131·6	116·6
Lumber and products	4·3	128·3	124·1	106·3
Rough and dressed lumber	2·7	123·5	118·3	103·2
Furniture	0·6	114·3	113·9	94·5
Other lumber products	1·0	158·8	155·2	127·2
Musical instruments	0·2	93·2	95·6	64·3
Plant products—edible	3·0	150·5	147·8	134·7
Pulp and paper products	5·1	132·7	131·3	120·5
Pulp and paper	2·4	125·8	124·7	116·5
Paper products	0·8	176·1	172·2	144·7
Printing and publishing	1·9	126·8	126·0	117·6
Rubber products	1·1	135·3	133·4	110·9
Textile products	8·7	160·7	160·1	142·1
Thread, yarn and cloth	3·3	175·0	173·5	158·1
Cotton yarn and cloth	1·6	131·3	130·7	123·3
Woollen yarn and cloth	0·7	189·4	188·2	173·5
Artificial silk and silk goods	0·7	592·5	582·9	490·5
Hosiery and knit goods	1·5	144·3	142·8	135·1
Garments and personal furnishings	2·9	155·0	154·9	134·7
Other textile products	1·0	161·5	163·2	127·2
Tobacco	0·6	109·9	107·8	103·3
Beverages	0·7	220·8	216·9	182·6
Chemicals and allied products	2·8	365·0	341·6	203·5
Clay, glass and stone products	1·0	137·5	135·2	112·8
Electric light and power	1·2	154·5	152·3	144·2
Electrical apparatus	1·9	218·0	211·3	156·1
Iron and steel products	18·1	215·3	209·1*	132·2
Crude, rolled and forged products	1·8	222·1	219·6	169·2
Machinery (other than vehicles)	1·4	212·8	205·6*	145·4
Agricultural implements	0·5	106·8	107·8	82·4
Land vehicles	7·3	186·8	183·3	110·8
Automobiles and parts	2·2	245·6	258·2	139·5
Steel shipbuilding and repairing	1·3	472·4	446·8	277·2
Heating appliances	0·3	165·4	161·9	125·5
Iron and steel fabrication (n.e.s.)	1·0	243·4	231·7	159·4
Foundry and machine shop products	0·8	237·6	236·8	141·9
Other iron and steel products	3·7	280·0	265·0	147·3
Non-ferrous metal products	2·7	292·0	288·3	199·4
Non-metallic mineral products	0·9	189·5	184·5	176·5
Miscellaneous	0·6	220·5	212·2	151·0
Logging	**2·5**	**132·8**	**152·7**	**112·2**
Mining	**5·2**	**178·1**	**176·8**	**168·1**
Coal	1·5	89·6	89·8	87·3
Metallic ores	3·0	377·7	372·3	351·6
Non-metallic minerals (except coal)	0·7	160·1	160·7	158·0
Communications	**1·7**	**101·6**	**99·7**	**90·9**
Telegraphs	0·4	125·7	122·0	108·6
Telephones	1·3	95·1	93·6	86·1
Transportation	**8·2**	**105·9**	**103·7**	**94·8**
Street railways and cartage	2·3	151·6	148·6	135·7
Steam railways	4·4	89·7	89·3	82·7
Shipping and stevedoring	1·5	109·1	106·6	95·7
Construction and maintenance	**12·6**	**160·7**	**149·9**	**114·3**
Building	4·2	155·9	148·1	97·8
Highway	5·5	224·9	200·0	162·5
Railway	2·9	106·9	105·7	85·7
Services	**2·5**	**184·0**	**179·8**	**155·4**
Hotels and restaurants	1·6	182·3	176·0	154·6
Personal (chiefly laundries)	0·9	187·0	186·4	156·8
Trade	**10·0**	**156·8**	**158·5**	**141·4**
Retail	7·6	163·4	166·3	145·9
Wholesale	2·4	139·2	137·6	129·8
All Industries	**100·0**	**160·6**	**157·4***	**127·9**

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

* Revised.

Effect of Wartime Conditions

The effect of wartime conditions upon the industrial pattern is further shown in the distribution of the workers added to the staffs of manufacturing establishments at August 1 in 1940 and 1941, as compared with the changes indicated at that date in the three preceding years. Incidentally, the number added to the working forces in manufacturing at midsummer in 1941 was rather larger than in any other year of the record, although the percentage gain was lower than at August 1, 1940.

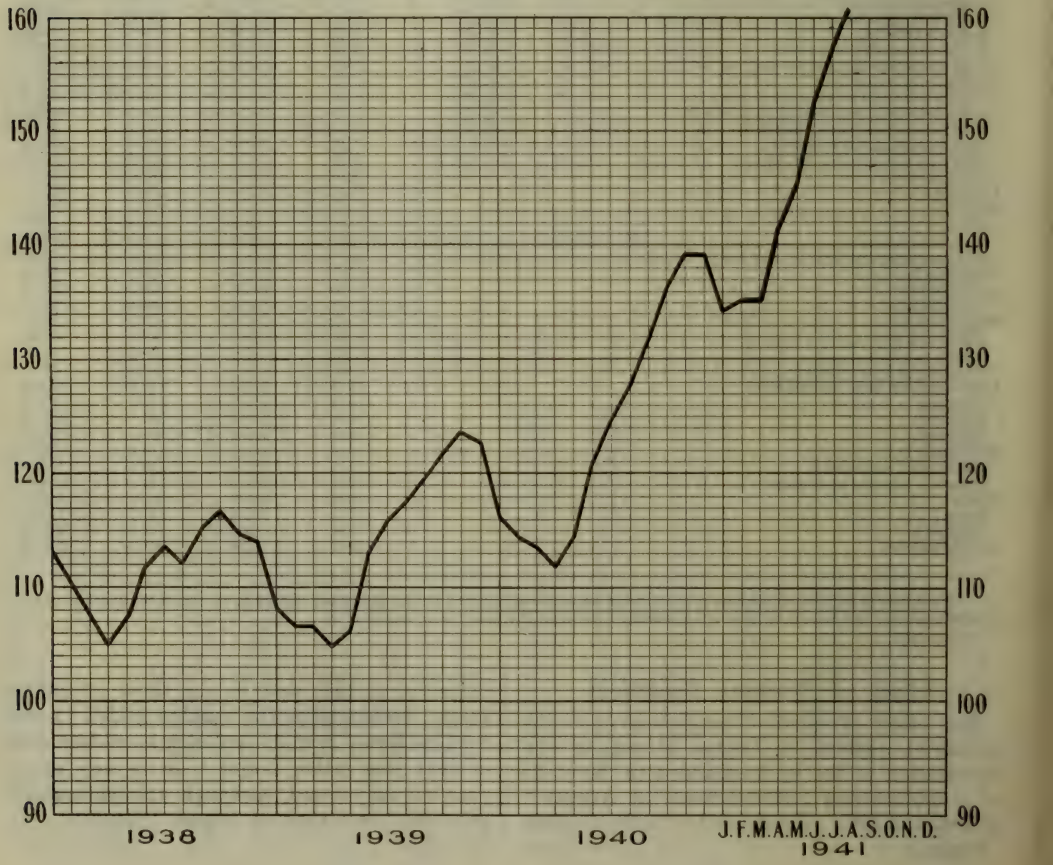
Percentage Change in Number of Employees reported at August 1 as compared with July 1 in:—

	Durable Goods Manufacturing	Non-Durable Goods Manufacturing	All Manufactures
	(decrease indicated by the minus sign)		
1937	−2·7	2·4	−0·8
1938	−5·1	2·6	−1·6
1939	−0·4	2·5	1·3
1940	3·8	2·6	3·1
1941	2·8	2·4	2·6

Prior to 1940, employment in the durable class[1] had almost invariably declined at midsummer. The number of additional employees reported at August 1, 1940 was smaller than that of 12,300 indicated at the date under review, the lower percentage gain at the latter being due to the expansion in employment in the durable goods industries. Where these had accounted for just over 40 p.c. of the number employed by the manufacturers co-operating at August 1, 1939, and 44 p.c. at August 1, 1940, they employed more than half of the much greater number of factory operatives reported at midsummer of the present year. No doubt a large proportion of the nearly 452,000 men and women reported in the durable goods class at the date under review is employed, directly or indirectly, in connection with wartime production. The index for this division at August 1, 1941, was 194·9, compared with 130·4 in 1940, 99·2 in 1939, 97·7 in 1938 and 109·9 in 1937. Thus in the last two years there has been an increase of 96·5 p.c. in those employed in the durable goods group;

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

Note.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



this percentage gain substantially exceeds that of 32·4 p.c. reported in the non-durable goods class, being also much larger than that of 56·8 p.c. indicated in all manufactures in the 24 months.

The insignificant variation in the percentage gains in employment shown in the production of non-durable goods between July 1 and August 1 in the last five years has been accompanied by a substantial growth in the number employed in these industries; the index at midsummer of the present year was 162·9, compared with 137·3 at August 1, 1940, 123·0 in 1939, 119·3 in 1938 and 124·5 in 1937. The increase during the war period has been 32·4 p.c. reflecting partly a growing demand for consumers' goods in Canada arising from generally greater civilian purchasing power, but also due in part to the production of goods for personal use in the armed forces at home and abroad. The noteworthy expansion in the chemical industries in response to wartime needs has also had an important effect upon the situation in the non-durable goods class.

A further brief analysis of the data shows growth in each of the economic areas in the proportion of workers in the durable goods division, the index numbers in all cases having shown important advances since the outbreak of war. These gains have been as follows: Maritime Provinces, 53·5 p.c.; Quebec, 132·9 p.c.; Ontario, 100·1 p.c.; Prairie Provinces, 40·3 p.c.; and British Columbia, 67 p.c. Over 53 p.c. of those employed in the durable goods group at August 1, 1941, were situated in Ontario, while Quebec reported 27·4 p.c. of the total number employed in those industries.

The expansion in the production of non-durable goods in the same period of 24 months has in each of the economic areas been on a much smaller scale, and the range has been much narrower, from 19 p.c. in British Columbia, to 36·4 p.c. in Quebec. Firms in the latter province reported 40·3 p.c. of all those engaged in manufacturing consumers' goods at August 1; this fact, closely associated with an unusually high proportion of female labour, is probably largely responsible for the lower-than-average per capita earnings indicated in Quebec.

Returning to the comparison of employment at August 1 and July 1, the statistics show further expansion in manufacturing, a continuation of the upward movement shown in 22 of the last 24 months; this has resulted in the establishments of successive new all-time highs in the last six months. The latest figure, at 176·9, was 31·6 p.c. higher than that of 134·4 indicated at August 1, 1940, until now the midsummer maximum. Very general improvement was shown at the latest date in employment in factories, that in iron and steel, food, lumber and chemical plants being most extensive.

Among the non-manufacturing industries, mining, communications, transportation, construction and maintenance and services reported increased activity. The gains in construction were greatest. Seasonal declines were recorded in trade and logging; these slightly exceeded the average losses at August 1 in the years since 1920.

An analysis by industries is given in greater detail following the text dealing with the employment situation in the provinces and the leading cities.

As already stated, the unadjusted index of employment in all industries, calculated on the 1926 average as 100, stood at 160·6 at the beginning of August, 1941, compared with the revised figure of 157·4 at July 1, while at August 1 in recent years, the crude indexes have been as follows: 1940, 127·9; 1939, 117·5; 1938, 112·1; 1937, 120·0; 1936, 105·6; 1935, 101·1; 1934, 99·9; 1933, 87·1; 1932, 86·3; 1931, 105·2; 1930, 118·8; 1929, 127·8; 1928, 119·3 and 1927, 110·5:

For August 1, 1940, 12,214 firms had reported an aggregate payroll of 1,252,934 persons, compared with 1,221,316 in the preceding month. Improvement had then been noted in manufacturing, and in many non-manufacturing industries.

Employment in Financial Institutions

Statistics of employment collected from banks, trust companies and stock market operators, show that at August 1, 883 firms and branches in these lines of business reported staffs aggregating 60,028 persons, compared with 59,700 in the preceding month. On the 1926 base as 100, the index stood at 116·3 at the beginning of August. The addition of these figures to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, service and trade industries brings the total number of employees included in the August 1 survey of employment to 1,665,608 in 13,460 establishments, and slightly lowers the index of 160·6 in the industries above enumerated, to 158·5; when the statistics of the co-operating financial organizations were included in the general figures for July 1, the index was lowered from 157·4 to 155·4. The August 1, 1940 index had stood at 127·9 without the figures from financial institutions, and at 127·2 when they were included.

Statistics of Earnings

The data on earnings given in the present report result from the fifth tabulation of weekly earnings. As in the case of the statistics

35772—8½

previously published, they must be regarded as preliminary.

The 12,577 establishments furnishing statistics reported that their employees, numbering 1,605,580 at August 1, were paid $41,330,624 for services rendered in the last week in July. This was an increase of $1,220,828 over the sum of $40,109,796 earned by the 1,573,490 persons employed by these establishments at July 1. An increase of two p.c. in the number of workers was accompanied by a gain of three p.c. in the aggregate payrolls, so that the per capita earnings gained slightly, rising from $25.49 in the last week in June, to $25.74 in the last week in July.

In the last bulletin on employment and earnings, it was stated that 1,574,866 workers employed at July 1 had been paid $40,246,036 in the last week in June, a per capita average of $25.56. There were some revisions in practically all provinces, cities and industries, due to the detection of errors made possible only when the figures for the succeeding month became available.

A summary of the data is given in Table I, statistics being given for the provinces, the eight leading cities and the main industrial groups.

Manufacturing.—A brief analysis of the information for the leading industries, shows that the 919,689 persons employed at August 1 by the co-operating manufacturers received $23,959,995 for their services in the preceding week; at July, the same estabilshments had employed 896,752 men and women, whose payrolls in the last week in June had totalled $23,148,603. The increase of 2·6 per cent in the number of workers was accompanied by a rise of 3·5 per cent in the aggregate earnings. The per capita average rose from $25.81 in the period of observation in June to $26.05 in July. Both these figures slightly exceeded the all-industries per capita averages of $25.49 and $25.74 in June and July, respectively.

The earnings of the 451,863 persons reported in the manufacture of durable goods amounted to $12,287,660, in July, a gain of four per cent over the figure for the same period in June. The importance of the part played by the heavy industries in the national economy is indicated by the fact that in July, some 31 per cent of the total earnings disbursed by the 12,577 establishments furnishing data was paid to those employed in such industries, who constituted approximately 28 per cent of the total employees included in the survey for August 1.

The per capita earnings in the durable goods divisions at $28.48, considerably exceeded the figure of $23.38 reported in the non-durable goods group. The difference in these averages is partly due to the sex distribution of the employees in the two classes, there being a much larger proportion of female workers in the latter. Another factor is the greater prevalence of overtime work, while the generally high degree of training and skill required of many of those employed in the durable goods group probably accounts to an even greater extent for the relatively high earnings.

Logging.—Logging camps continued to release men, there being a seasonal decline of 13 per cent in the number employed, together with a reduction of 10·8 per cent in the aggregate earnings, which were reported as $783,859 in the last week in July. The per capita earnings, however, were rather larger, at $19.89, compared with $19.39 in the final week in June. These figures do not make any allowance for board and lodging, frequently a part of the remuneration of those employed in logging camps.

Mining.—There was a small gain in the number of employees, and in the payrolls distributed in mining; the 83,566 workers for whom data are available were paid $2,631,867. This was an increase of 0·5 per cent over the total earnings reported in the period of observation in June, but as the number of employees had grown by 0·7 per cent, there was a slight falling-off in the per capita earnings. These stood at $31.49 in the last week in July, six cents lower than in the same period in the preceding month.

Communication.—In communications also the increase in employment was rather greater than that shown in earnings, these newly added to the staffs usually being taken at the lower rates. The 27,149 men and women reported by communications companies were paid $719,452 in one week in July. The per capita figure of $26.50 was lower by eight cents than that paid in June.

Transportation.—Employment and earnings in transportation showed further increases, there being a gain of 1·1 per cent in the former and 3·4 per cent in the latter; the 132,305 persons on the working forces of the co-operating firms at August 1 were reported to have earned $4,317,203 for services rendered in the preceding week. The per capita figure was $32.63, compared with $31.90 in the last week in June.

Construction and Maintenance.—The number of persons employed in construction and mainatnance at the beginning of August was 201,790, while their earnings were given at $4,582,293 in the period of observation. These figures were respectively 7·1 per cent and 9·2 per cent higher than these reported by the

same firms in their last return. The average weekly earnings per employee rose from $22.28 in June, to $22.71 in July.

Services.—In the services division, the 40,997 men and women on the staffs of the establishments furnishing data were paid $641,242. This was almost one per cent higher than the payrolls disbursed by these employers in the last week in June, but as the number of employees rose by 2·3 per cent, there was a decline in the per capita earnings. These fell from $15.86 in the last week in June, to $15.64 in the same period in July. As in the case of logging camps, the figures of earnings in the service group appear somewhat lower than they would if they included the value of the board and lodging, furnished as part of their remuneration to many employees in hotels and restaurants. This industry employs a majority of those in the service group.

Trade.—Trading establishments were seasonally slacker, a condition which was reflected in the number of persons working therein, and also in their earnings. These decreased by 1·4 per cent, while the personnel was reduced by 1·1 per cent. The 160,674 employees on the working force of the co-operating firms were paid $3,694,713 in the last week in July. The per capita figure was $23, compared with $23.06 in the same period in June.

Provincially and by Economic Areas.—The aggregate salaries and wages disbursed by the establishments furnishing returns for the last week in July were higher in all provinces than in the same period in June. The gains ranged from less than one per cent in New Brunswick (where there was a falling-off in employment), to 6·1 per cent in British Columbia. In Quebec, the recorded payrolls aggregated $11,676,198, a figure which was higher by $504,193, or 4·5 per cent, than that distributed in the last week in June. The total reported by firms in Ontario for the last week in July was $18,331,106, being one per cent greater than in the same period in the preceding month.

The per capita average weekly earnings indicated in July in New Brunswick, Quebec, Ontario and the four western provinces exceeded those recorded in June. The gains varied from that of 11 cents in Ontario to 83 cents in Manitoba. In Nova Scotia, there was a slight loss in the per capita figure, while in Prince Edward Island, the average showed a greater decline. This was mainly due to the employment of a considerable number of employees in construction, taken on at the lower rates of pay.

The differences in the per capita figures for the various provinces reflect to a considerable extent the industrial, sex and age distributions of the persons employed therein. Thus in Ontario and British Columbia, where the highest averages are found, the proportion of workers in the heavy manufacturing industries is unusually large, involving the employment of many highly skilled and experienced workers. On the other hand, the greater proportion of workers in the consumers' goods industries in Quebec, implies a higher ratio of female workers, and consequently of workers tending to belong in the younger age groups; this combination produces a figure of per capita weekly earnings in Quebec that is lower than the Ontario or the Dominion average.

Eight Leading Cities.—The statistics of earnings tabulated for the eight leading cities shows increases in seven of these centres, the exception being Windsor, where employment and earnings both declined. The percentage loss in the latter exceeded that in the former, so that the per capita figure in Windsor was also lower in the last week in July than in the same period in June. In Montreal, Quebec City, Toronto, Ottawa, Hamilton, Winnipeg and Vancouver there were increases in the aggregate earnings disbursed, ranging from a gain of 0·4 per cent in Toronto, to 9·2 per cent in Vancouver, where there was a 5½ per cent increase in employment. In each of these cities, the number of persons employed was also greater, in some cases by a proportion which exceeded the advance in the payrolls. This was the case in Toronto and Ottawa, resulting in a rather lower figure of per capita earnings in those centres. In Quebec City, Hamilton, and Winnipeg, on the other hand, the average earnings per employee showed increases.

The variations in the per capita earnings, which are particularly noteworthy in the cities, are mainly due to the industrial and sex distribution of the workers therein. The highest figures are in Windsor, reflecting a concentration of the heavy industries, with a consequently large proportion of male workers. In Hamilton, the same conditions prevail, though to a rather less extent.

Employment by Economic Areas

Improvement was reported in all provinces except New Brunswick, where seasonal curtailment in logging reduced employment in the province as a whole. The largest numbers added to the payrolls were in Quebec and British Columbia. Activity generally was greater than at August 1, 1940. In the Maritime Provinces, Quebec, Ontario and British Columbia, the index numbers were the highest on record; in the Prairie Area, the favourable comparison goes back to the summer of 1929.

Maritime Provinces.—Statements were tabulated from 894 firms in the Maritime Prov-

inces employing 122,789 persons, 120 more than in the preceding month; the trend was upward in Prince Edward Island and Nova Scotia, but was unfavourable in New Brunswick. In the Maritime Provinces as a whole, manufacturing, transportation, services and construction reported increased activity, while mining and logging were slacker, the losses in the latter being extensive. Within the manufacturing group, the greatest gains were in the iron and steel division, in which, however, the increase was not so marked as in preceding months. Animal food factories, on the other hand, afforded less employment. The general index, at 164·2, was almost forty points higher than at the same date in 1940, when improvement had also been indicated.

The 863 employers in this area whose returns were included in the survey for August 1, 1940, had reported 92,527 workers, as compared with 92,184 in the preceding month.

Quebec.—Further marked improvement was shown in Quebec, according to returns from 3,149 establishments 488,670 employees, as against 471,518 at July 1. Industrial activity generally reached a new high level, greatly surpassing that of August 1, 1940, when gains on a smaller scale had been noted; the index then stood at 130·6, as compared with 167·8 at the latest date.

Logging, retail trade and transportation recorded lowered employment at the beginning of August, the losses in the first two being partly seasonal in character. On the other hand, manufacturing generally gained, the advances in leather, lumber, food, pulp and paper, textile, chemical and iron and steel plants being most extensive; those in iron and steel were particularly large. Mining, communications and construction and maintenance also afforded more employment; the increase in work on the highways was greatest.

For August 1 of last year, 3,062 employers had reported 374,294 workers, as compared with 362,825 in the preceding month.

Ontario.—The buoyant movement in industrial employment in Ontario continued in evidence, the 5,439 co-operating firms having enlarged their personnel by 3,959 men and women, to 675,166 at August 1. The average change at midsummer in the years since 1920 has been a slight decline, so that the advance at the latest date was contra-seasonal; it was, however, on a smaller scale than any recently recorded increase, and was also less than that indicated at August 1, 1940. Employment in manufacturing continued to expand, mainly in the heavy industries; lumber, rubber, chemical and other lines also showed moderate improvement. Fruit and vegetable canneries, on the other hand, were not so busy.

Among the non-manufactuirng divisions, logging and retail trade were seasonally slacker, while mining, communications, transportation, construction and services reported greater activity.

Employment at August 1, 1940, had shown a large gain from the preceding month, but the index number then was many points lower, standing at 132·8, as compared with 165·5 at the latest date. The returns tabulated for the beginning of August of last year numbered 5,286, and the reported staffs had aggregated 530,341.

Prairie Provinces.—Further improvement was indicated in this area; the 1,773 establishments furnishing data had 183,498 workers, as compared with 179,410 at the beginning of July. Alberta recorded the greatest expansion. There were gains in the Prairie Provinces in services, trade, mining, transportation, construction and manufacturing. Within the last named group, which showed exceptionally pronounced gains, the largest increases were in lumber, food, iron and steel and chemicals. The general index of employment, at 135·6, was several points above that of 114·9 at Aug. 1 of last year, when a total of 1,718 firms had reported 150,325 persons in their employ, compared with 147,125 at July 1, 1940. The latest index was also higher than in any other month since Oct. 1, 1929.

British Columbia.—The tendency in British Columbia at Aug. 1 was decidedly favourable, continuing the upward movement in evidence since March 1. Manufacturing showed considerably heightened activity, particularly in the food, lumber and iron and steel groups. There were also gains in transportation, construction and services. Logging was seasonally quieter, but the losses were much smaller than usual in the experience of the last few years. Mining also released some employees. Trade and communications showed little change, on the whole. Returns were compiled from 1,319 firms employing 135,457 men and women, 6,771 more than in the preceding month.

A larger increase had been indicated at the beginning of August of last year, when the index stood at 119·0, compared with the all-time maximum of 146·6 at the latest date. The 1,285 employers co-operating at Aug. 1, 1940, had reported 105,454 workers on their payrolls.

Index numbers by economic areas are given in Table II.

Employment by Cities

Employment increased in seven of the eight cities for which statistics are segregated: the situation in Montreal, Quebec City, Toronto, Ottawa, Hamilton, Winnipeg and Vancouver showed a further betterment, while there was a slackening in Windsor. The gains ranged

from one per cent in Toronto, to 5·5 per cent in Vancouver, while the largest numbers of persons taken on by the co-operating firms were in Montreal, Vancouver and Toronto. Industrial activity generally in the eight centres was at a higher level than at the beginning of August in 1940, or in any other year in the period for which information is available. In most cases, new highs were established at the latest date; in Windsor, as already mentioned, the figure was slightly lower than in the preceding month, but with that exception, was the highest on record.

Montreal.—Employment in Montreal experienced its seventh successive increase, the 1,828 co-operating firms reporting a combined payroll of 224,990 men and women at Aug. 1, as compared with 221,486 at July 1. Construction and maintenance, transportation and trade showed contractions, while manufacturing was brisker. Within the former, iron and steel works reported substantial advances, and there were gains on a smaller scale in leather, beverage, tobacco, electrical apparatus, non-ferrous metal and other plants. An increase had also been indicated at Aug. 1, 1940, by the 1,787 establishments furnishing data, whose employees had aggregated 178,933; the index was then nearly 34 points lower than that of 148·5 at the date under review, when it was higher than in any other month of the record.

Quebec.—Large additions to staffs were reported in Quebec City, mainly in construction and manufacturing. In the last-named, there was general improvement, that in chemicals being outstanding. Statements were received from 218 concerns having 24,835 persons on their payrolls, compared with 23,717 in the preceding month. Information received for Aug. 1 of last summer from 216 employers of 18,749 workers had indicated a moderate falling-off in employment from the preceding month; the index was then many points lower than at the latest date, when a new maximum was reached.

Toronto.—There was a further expansion in industrial activity in Toronto, according to data from 1,886 firms employing 200,750 persons, or 1,960 more than at the beginning of July. The gain was largely contra-seasonal, curtailment having been noted at Aug. 1 in fifteen of the nineteen preceding years for which statistics for that city are available. As a result of the recent important increases in staffs, employment at the beginning of August was at its peak for any month in the period of observation.

Manufacturing showed substantial improvement as compared with July 1, 1941, most divisions contributing to the gain, which, however, was especially pronounced in iron and steel plants. Construction was quieter; transportation gained moderately, while there was little general change in other lines. For August 1, 1940, 1,811 concerns had indicated a combined working force of 161,156 men and women, or 3,809 more than at July 1 of last summer. The index then, at 124·4, was many points lower than that of 156·7 at the beginning of August in the present year.

Ottawa—Employment in Ottawa advanced, 431 persons being added to the staffs of the 240 co-operating employers, who had 20,677 workers at August 1. There was a favourable movement in manufacturing, particularly in lumber and iron and steel, and in construction, while trade was quieter. Improvement had also been noted at the beginning of August, 1940, but a generally lower level of employment had then been reflected in the information furnished by 236 establishments, whose payrolls had included 17,111 employees.

Hamilton—Further expansion was shown in Hamilton, where 339 firms reported 54,819 men and women on their pay lists, as against 54,247 in their last return. Manufacturing operations considerably increased, mainly in the iron and steel division, while textile factories were somewhat slacker. Employment was brisker than in any other month in the record of nearly twenty years. An advance had also been indicated by the 333 employers co-operating at August 1, 1940, whose staffs had aggregated 41,389, the index was then 126·8, compared with 148·9 at the date under review.

Windsor.—The trend of employment in Windsor was seasonally downward, the loss being the first recorded in 13 months. Statistics were received from 197 firms employing 31,393 workers, or 858 fewer than at July 1. Beverage, vegetable food and iron and steel plants released some employees; trade was also quieter, while services and construction afforded more employment. An increase over the preceding month had been noted at August 1, 1940, but the index then was considerably lower than at the date under review; a payroll of 20,631 men and women was reported by the 195 employers furnishing information at midsummer of last year.

Winnipeg.—There was further improvement in Winnipeg, according to 553 firms who had 53,612 employees, as compared with 52,070 at the beginning of July. The movement in manufacturing was decidedly upward, particularly so in the chemical division. Trade and building were rather quieter, while other industries showed little general change. A smaller gain had been indicated at the same date of last year, when 538 establishments had reported 45,005 workers. Activity was then much lower than at the date under review, when a new maximum was reached.

Vancouver—In Vancouver, manufacturing, transportation, construction and services afforded more employment; the largest increases were in manufacturing, and within that group, in food, lumber and iron and steel products. Returns were compiled from 580 employers with 54,847 persons on their staffs, as compared with 51,978 in the preceding month. A rather smaller gain had been indicated at August 1, 1940, by the 557 co-operating firms, whose payrolls aggregated 43,175; the index number then, at 127·3, was decidedly below that of 155·6 at the latest date. This was the highest figure recorded in any month in the period for which statistics are available.

Employment by Industries

Manufacturing—Heightened activity was again indicated in manufacturing establishments, 6,934 of which reported 919,689[1] operatives on their payrolls, as compared with 896,752 at July 1; this was an increase of 22,937 employees, or 2·6 per cent. Based on the 1926 average as 100, the crude index of employment advances to a new, all-time maximum of 176·9 at Aug. 1; the revised figure for the preceding month was 172·5. These two are the highest to date. The previous maximum for August 1 had been 134·4 last summer; there was thus an increase of 31·6 per cent in the index for manufacturing in the last twelve months.

On the average, employment in manufacturing in the period, 1921-1940, has shown at August 1 only a slight gain over July 1, declines in eight of these years just about offsetting the increases recorded in the remaining twelve Augusts. After correction for seasonal movement, the index at the latest date therefore advanced, rising from 169·0 at July 1, 1941, to 173·0 at the beginning of August. These two figures, like the corresponding crude indexes, are the highest on record.

The following shows the unadjusted index numbers at August 1 in recent years; 1941, 176·9; 1940, 134·4; 1939, 112·8; 1938, 110·0; 1937, 118·1; 1936, 104·9; 1935, 99·8; 1934, 94·2; 1933, 85·2; 1932, 82·6; 1931, 94·7; 1930, 110·2; 1929, 121·6; 1928, 115·2 and 1927, 107·0. The 1926 average is taken as 100 in calculating these indexes.

Improvement was indicated at the date under review in a great majority of industrial groups, the expansion in the food, lumber, chemical and iron and steel industries being particularly noteworthy. However, there were also large increases in leather, pulp and paper, rubber, textile, clay, glass and stone, electrical apparatus, non-ferrous metal and petroleum divisions. Central electric stations were also decidedly busier.

The gain in iron and steel, which was contra-seasonal, provided work for some 8,300 additional workers, and continuing the series of increases reported since the opening of the year, resulted in a new all-time high index of 215·3. The figure for August 1, 1940, had been 132·2, while in the pre-war period, the peak index in iron and steel had been 137·6, at May 1, 1929. The upward movement in Textiles was also contrary to the usual trend at midsummer in the years since 1920.

For August 1, 1940, returns had been compiled from 6,724 manufacturers with 691,231 employees; in the preceding month, they had 670,172 persons on their payrolls.

Logging.—Seasonal dullness affected employment in logging, in the Martime Provinces, Quebec and Ontario, while the fire hazard in British Columbia, caused the closing of some camps, as is usual at the time of year. The percentage reduction approximated the average for August 1 in the experience of the years since 1920. Statements for the date under review were tabulated from 408 firms employing 39,410 men, or 5,894 fewer than in the preceding month. The index stood at 132·8, compared with 112·2 at the beginning of August of last year; the latest figure is the highest for midsummer in the years since 1926.

Mining.—A moderate increase was indicated in the extraction of metallic ores, while the coal and other non-metallic mineral groups showed little general change. An aggregate working force of 83,566 persons was reported by the 409 co-operating mine operators, who had 82,986 employees at July 1. A smaller gain, on the whole, had been noted in mining at the same date last year. The index, then standing at 168·1, was several points below the August 1, 1941, figure of 178·1.

Communications.—There was further improvement in communications at August 1, when the companies and branches whose statistics were received had 27,149 workers in their employ, as against 26,647 in the preceding month. Both telegraphs and telephones showed greater activity. The number engaged in this group was considerably larger than at the beginning of August of last year, when a rather smaller increase had been indicated.

Transportation.—Employment in all branches of transportation advanced moderately, there being heightened activity in the local and steam railway divisions, and in shipping and stevedoring. Returns were tabulated from 549 employers, whose payrolls were enlarged from 130,911 men and women at July 1, to 132,305 at the date under review. This gain was

[1]Including 19,675 employees reported by central electric stations; the index in manufacturing without this group stood at 177·5, compared with 175·0 at July 1, 1941.

seasonal in character, but was larger than usual in the experience of other years of the record. The index was considerably higher than at August 1, 1940, when a similar improvement had been noted in the transportation division. Employment at the latest date was in fact, in greater volume than in any other month since November, 1930.

Construction and Maintenance.—Further important expansion was indicated in this group, building, highway and railway construction and maintenance affording greater employment; the gain in work on the roads was most pronounced. The general improvement in construction exceeded the average advance recorded at midsummer in the last twenty years, but was not equal to that noted at August 1, in 1939 and several other years. A combined working force of 201,790 was employed at August 1, 1941, by the 1,414 contractors furnishing data, who had a personnel of 188,330 at July 1. Employment in this group as a whole was in greater volume than at the beginning of August in 1940, or any other year since 1931. The new questionnaire, in calling for statistics of earnings, requires a statement of the number employed in any part of the pay period, rather than of the number at work on a given day; this difference in the data furnished by employers, particularly by those having a considerable proportion of casual labour, tends to an unknown extent to exaggerate the recorded increases in employment, and, in corresponding degree, to reduce the comparability of the present statistics with those compiled on the former basis.

Services.—The staffs of hotels and restaurants were enlarged as the tourist season progressed, and laundries and dry-cleaning works were also rather busier; 613 firms in the service classification employed 40,997 men and women, or 920 more than at the beginning of July. Although a greater gain had been noted at August 1 of last year, the index then was below its level at the date under review.

Trade.—Employment in wholesale houses increased, but there was a seasonal falling-off in retail trade; the 2,189 trading establishments reporting 160,674 persons on their staffs, as compared with 162,483 in the preceding month. A seasonal decrease had also been recorded in the trade group at the beginning of August of last summer, when the index was several points below that of 156·8 at August 1, 1941.

Index numbers by industries are given in Table III.

(2) Unemployment in Trade Unions at the close of August, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

At the close of August returns were received from 2,095 labour organizations whose combined membership was 312,043 persons of whom 7,428, or a percentage of 2·4 were idle in contrast with percentages of 3·5 at the end of the previous month and 5·2 at the close of August, a year ago. The August percentage was the lowest for any corresponding month since August, 1928, and also the lowest for any month since September of that year.

The noteworthy employment expansion shown in August over July was due principally to substantial increases in work afforded coal miners, especially in Alberta and British Columbia, and to the appreciable improvement in the manufacturing industries particularly among iron and steel tradesmen. The marked expansion in Alberta was traced mainly to important seasonal betterment for coal miners. Moderate advances were noted in British Columbia, while in Ontario and Manitoba there was also heightened activity, although to a lesser degree. Nominal increases were observed in Nova Scotia and Quebec, while fractional employment contractions were apparent in New Brunswick and Saskatchewan. In contrast with August, 1940, conditions in Alberta were decidedly improved; this was, in a large measure, due to marked employment advances for coal miners. An appreciable increase in work afforded was observed, likewise, in Quebec, while gains of somewhat lesser degree were manifested in New Brunswick, Ontario, Manitoba, Saskatchewan and British Columbia; a fractional advance only occurred in Nova Scotia.

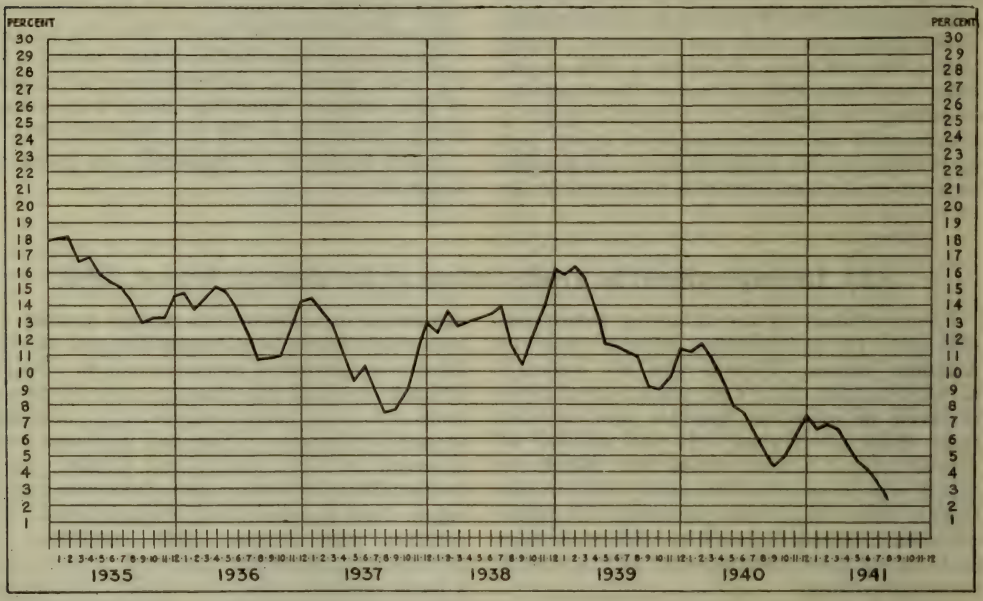
A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. Rather noteworthy advances over July were observed in Winnipeg and Vancouver, while in Regina there was an increase of somewhat lesser degree; nominal gains only, occurred in Halifax, Toronto and Edmonton. In comparison with August, 1940, pronounced expansion was

apparent in Montreal and Edmonton. Moderately higher employment levels were observed in Winnipeg, Regina and Vancouver, while in Halifax, Saint John and Toronto there were minor advances in work afforded.

From the chart which accompanies this article and shows the trend of unemployment from January, 1935, to date, it will be seen that the curve continued in a favourable direction in August, and at the close of the month rested at a substantially lower level than at the close of August, 1940, thus indicating much better conditions during the period under review.

Reports were received from 653 organizations in the manufacturing industries having a combined membership of 139,655 persons, of whom, 1,997 were idle, a percentage of 1·4, in comparison with percentages of 2·5 at the end of July and 5·1 at the close of August, a year ago. Viewed from the percentage standpoint, although involving comparatively few members, tailors were much more active during August than in the previous month. Employment levels were likewise considerably higher for iron and steel tradesmen, garment and woodworkers, while increases of somewhat lesser degree were observed among hat, cap, and glove workers. Nominal advances only were indicated by printing pressmen, butchers, meat and fish packers, fur workers, metal polishers, mine, mill and smeltermen, textile and clay, glass and stone workers. The percentage of idleness among soft drink workers remained unchanged, while, as in the preceding month, cigar and tobacco, rubber, jewellery and gas workers were reported as fully engaged. A noteworthy employment contraction occurred for leather workers, and fractional declines were apparent among bakers and confectioners, papermakers, electric current employees and general labourers. A large majority of the trades participated in the marked expansion over August, 1940. Impressive advances were noted for iron and steel tradesmen and leather workers, and appreciable increases likewise occurred among garment workers, printing pressmen and general labourers. On the other hand, slightly lower levels were indicated by butchers, meat and fish packers and mine, mill and smeltermen.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



Reports were tabulated from 53 unions of coal miners comprising a total membership of 20,599 persons, of whom 486, or a percentage of 2·4 were idle, in contrast with percentages of 7·3 at the close of July and 6·4 at the end of August, 1940. In comparison with the previous month, New Brunswick unions were again reported as having adequate work. In Alberta and British Columbia employment rose substantially due mainly to seasonal influences. In Nova Scotia there was a fractional advance only. Contrasted with the situation at the close of August, a year ago, Alberta unions, as in the previous comparison, disclosed marked employment expansion, while in Nova Scotia there was a minor gain. The situation in New Brunswick remained un-

changed, adequate work being reported in both months under review. On the other hand, an appreciable employment recession was reflected by British Columbia returns.

In the building and construction trades there were 244 reports tabulated comprising a total membership of 35,804 persons, of whom, 2,484 or a percentage of 6·9 were idle, in contrast with 7·3 per cent at the close of July and 11·1 per cent at the end of August, a year ago. In comparison with July, a moderate advance was observed among bricklayers, masons and plasterers and fractional increases were apparent among steam shovel and dredge men, carpenters and joiners, painters, decorators and paperhangers, plumbers and steamfitters and hod carriers and building labourers. As in the preceding month, tile layers, lathers and roofers were reported as fully engaged. A nominal contraction was noted for electrical workers and there was also a tendency toward reduced activity for bridge and structural iron workers; appreciable declines in activity were indicated by granite and stone cutters. A large majority of the trades participated in the noteworthy employment expansion indicated in August over the corresponding month, a year ago. Much better conditions prevailed for bricklayers, masons and plasterers, painters, decorators and paperhangers and hod carriers and building labourers. Among granite and stone cutters, the only trade to reflect contractions, there was an appreciable recession in activity.

Returns were received from 853 unions in the transportation industries, combining a membership of 75,245 persons. Of these, 1,325, or a percentage of 1·8 were idle, which was the same percentage of idleness as that shown at the close of July. The percentage of unemployed members at the end of August, a year ago, was 3·2. A minor advance over the preceding month was noted for navigation workers while a fractional increase only, was manifested by street and electric railway employees. Among steam railway employees, whose returns constitute over 77 per cent of the entire group membership, and teamsters and chauffeurs, there were nominal recessions in activity. In contrast with returns tabulated in the transportation industries at the end of August, 1940, navigation workers were decidedly better employed, while heightened activity on a moderate scale was indicated by steam railway employees. Among street and electric railway employees the situation remained unchanged; a fractional increase only occurred for teamsters and chauffeurs.

Returns were received from 7 unions of retail shop clerks, combining a total membership of 3,574 persons. These members were reported as having adequate work at the close of August, in contrast with 0·1 per cent of idleness at the end of July and a fully engaged situation at the close of the corresponding month of 1940.

Reports tabulated from 97 unions of civic employees showed an aggregate membership of 9,957 persons, of whom, 10, or 0·1 per cent were idle. This percentage was identical with that shown at the end of July. The unemployment percentage at the close of August a year ago, stood at 0·2.

There were 146 reports tabulated in the miscellaneous groups of trades, whose total membership was 10,966 persons. Of these, 221, or a percentage of 2·0 were idle, in comparison with 2·1 per cent at the close of July and 3·3 per cent at the end of August, 1940. A minor increase over July occurred for theatre and stage employees and fractional gains were observed among barbers and unclassified workers; among hotel and restaurant employees and stationary engineers and firemen there were nominal recessions. In contrast with August, 1940, there were slight increases for theatre and stage employees and stationary engineers and firemen, while among barbers and unclassified workers there were fractional

TABLE I.—PERCENTAGE OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	**11·1**
Average 1931	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	**16·8**
Average 1932	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	**22·0**
Average 1933	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939	7·1	9·0	16·0	·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
August 1930	5·2	1·6	12·3	8·5	7·2	6·7	11·6	8·9	**9·3**
August 1931	9·3	7·7	16·9	15·2	15·7	11·8	24·4	16·4	**15·8**
August 1932	8·9	13·7	25·0	23·9	18·2	13·0	24·0	19·9	**21·4**
August 1933	12·6	11·1	22·6	21·7	17·9	14·3	22·0	19·9	**19·9**
August 1934	7·8	6·1	18·8	17·0	16·2	9·6	18·5	20·5	**16·5**
August 1935	8·3	8·1	18·3	13·3	10·7	7·9	18·4	13·1	**14·2**
August 1936	6·8	7·7	16·7	8·4	7·8	7·1	10·7	8·3	**10·8**
August 1937	5·9	5·5	11·1	4·3	6·5	7·2	12·5	6·2	**7·6**
August 1938	5·3	12·0	16·7	9·4	8·3	5·7	13·3	11·3	**11·6**
August 1939	4·2	8·2	15·2	10·0	4·2	4·2	13·1	10·5	**10·9**
August 1940	2·2	3·5	7·6	3·7	4·9	3·7	7·9	4·8	**5·2**
Sept. 1940	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	**4·4**
Oct. 1940	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	**5·0**
Nov. 1940	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	**6·2**
Dec. 1940	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	**7·4**
Jan. 1941	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	**6·6**
Feb. 1941	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	**6·9**
Mar. 1941	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	**6·6**
April 1941	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	**5·5**
May 1941	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	**4·6**
June 1941	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	**4·1**
July 1941	2·0	1·5	4·1	2·7	4·1	1·5	6·9	4·8	**3·5**
August 1941	1·8	1·7	3·7	1·6	2·3	2·1	2·1	1·9	**2·4**

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
August, 1930	1·2	18·8	6·5	8·0	6·0	6·7	5·7	7·1	....	18·3	7·5	37·5	5·3	3·8	17·2	6·1	16·1	42·3	0	35·3	28·8	5·0	26·9	4·9	·7	·8	·8	0	0	5·9	·5	12·4	9·3
August, 1931	7·7	37·8	17·5	14·0	7·2	15·3	25·6	10·5	....	47·1	17·6	20·9	17·8	10·0	6·7	11·8	25·5	23·0	0	24·4	41·5	9·5	25·0	10·5	1·3	6·3	6·4	0	2·5	8·4	·1	18·9	15·8
August, 1932	5·7	45·4	11·8	22·5	11·9	15·3	15·8	15·1	0	40·2	23·1	37·5	17·9	70·6	10·1	26·6	26·7	38·4	....	51·9	61·2	12·3	41·2	13·6	1·3	10·9	11·1	0	·7	12·1	5·3	23·1	21·4
August, 1933	21·3	20·5	13·1	20·1	7·6	13·4	10·5	14·6	6·5	31·2	11·1	17·1	10·6	11·5	16·0	24·1	18·6	34·4	0	53·1	63·6	11·4	35·0	12·5	·9	10·8	11·1	0	1·1	10·6	4·8	19·7	19·9
August, 1934	66·7	37·0	14·1	13·6	6·9	10·8	11·1	10·5	0	29·2	5·2	21·9	4·3	5·6	8·7	18·0	3·0	36·6	0	53·2	57·3	9·2	44·9	8·6	·8	11·4	11·6	0	8·2	7·7	3·4	16·8	16·5
August, 1935	·0	7·2	14·3	14·0	13·0	7·1	3·1	10·4	0	19·4	13·3	25·8	13·3	8·8	13·0	17·9	12·6	49·3	0	26·1	44·1	6·9	31·9	7·4	·8	10·0	10·3	0	12·3	9·8	3·0	22·0	14·2
August, 1936	4·2	1·5	12·1	10·8	8·9	6·5	3·2	9·3	0	6·8	12·6	5·9	13·5	14·5	14·7	9·8	14·2	37·0	0	41·3	29·9	5·3	37·1	5·4	·9	9·5	9·7	0	4·7	6·5	3·7	10·2	10·8
August, 1937	16·3	1·4	11·4	8·2	5·7	9·3	12·6	5·2	0	4·4	3·7	·4	4·2	16·9	11·6	8·6	1·8	5·1	0	31·6	15·6	4·4	23·1	4·5	·2	7·5	7·7	0	0	3·2	·6	6·2	7·6
August, 1938	5·0	23·3	9·7	14·0	7·1	5·8	4·6	7·3	....	9·1	16·6	20·4	17·2	6·1	15·9	18·1	9·1	41·0	0	24·2	30·3	5·5	20·4	6·1	·4	6·8	7·0	0	0	3·7	·4	6·8	11·6
August, 1939	3·3	23·0	11·5	11·9	3·6	9·2	9·9	8·3	0	21·2	8·8	1·4	7·0	28·2	20·0	14·2	6·6	24·2	0	25·7	28·1	4·8	37·3	4·7	1·5	5·6	5·7	0	0	4·9	1·1	8·1	10·9
August, 1940	2·1	13·0	7·3	5·1	2·3	2·9	·6	6·6	....	2·6	2·5	1·0	2·9	2·6	14·0	6·3	·5	·9	0	18·3	11·1	3·2	20·5	3·2	·1	5·7	5·8	0	0	2·9	·2	3·3	5·2
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·8	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·9	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5
May, 1941	12·5	3·8	11·5	3·1	1·1	1·3	·5	2·9	0	1·4	4·7	1·7	6·2	1·4	8·0	2·0	·1	·7	0	18·9	10·0	2·6	20·3	2·1	·1	4·3	4·4	0	0	2·5	·6	4·1	4·6
June, 1941	16·9	3·2	11·9	3·1	1·1	1·6	·7	3·4	0	·7	5·7	·1	7·0	12·9	10·5	1·2	·3	1·4	0	15·5	7·9	2·1	16·6	1·7	·1	4·1	4·2	0	0	2·0	1·2	2·6	4·1
July, 1941	17·5	7·2	10·5	2·5	·3	1·2	·4	2·8	4·2	5·1	1·8	·0	2·4	1·2	3·0	3·2	·3	·8	0	11·3	7·3	1·8	14·9	1·4	·1	4·4	4·5	0	·1	1·2	·1	2·1	3·5
August, 1941	1·5	·6	4·4	1·4	·5	1·1	·5	2·6	4·3	1·1	·4	0	·5	0	5·9	1·4	·2	·4	0	11·5	6·9	1·8	13·2	1·5	·0	3·8	3·9	0	0	1·1	·1	2·0	2·4

gains only. A nominal contraction in work afforded was indicated by hotel and restaurant employees.

There were reports tabulated from 5 unions of fishermen, whose total membership was 2,365, of whom 35, or a percentage of 1·5 were idle, in comparison with percentages of 17·5 at the end of the previous month and 2·1 at the close of August, a year ago.

Returns were tabulated from 4 unions of lumber workers and loggers, whose reports indicated a membership of 3,046 persons. Of these, 18, or a percentage of 0·6 were unemployed, in contrast with 7·2 per cent at the end of July and 13 per cent at the close of August, 1940.

Table I shows by provinces the percentage of members, who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for August of each year from 1930 to 1939, inclusive, and for each month from August, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

(3) Employment Office Reports for August, 1941

During the month of August, 1941, reports received from the offices of the Employment Service of Canada showed a gain of 2 per cent in the average daily placements effected when compared with those of the preceding month, but a loss of nearly 6 per cent in comparison with those of August last year. All industrial groups, except construction and maintenance, manufacturing and services, recorded increases over July, the most noteworthy being in farming and logging, followed by others of lesser importance in mining and trade, with only a nominal advance reported in transportation. A substantial decline was registered in construction and maintenance, but that in manufacturing was moderate and in services very small. When compared with August, 1940, although nearly all groups recorded improvement, the very heavy losses registered in construction and maintenance and farming much more than offset the gains recorded in all remaining industries, those in manufacturing and services being quite pronounced, with much smaller additions shown in transportation, trade, mining and logging.

The accompanying chart shows the trend of employment since January, 1939, as reported by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curves of vacancies and placements in relation to applications showed only a slight upward tendency during the first half of the month, followed by a more marked upward trend during the latter half and at the close of August had attained levels about 4 points higher than those shown at the end of the corresponding month a year ago. The ratio of vacancies to each 100 applications was 73·4 during the first half and 76·7 during the second half of August, 1941, in contrast with the ratios of 65·3 and 73·1 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the periods under review were 69·4 and 71·2, as compared with 59·8 and 67·6 during the corresponding month of 1940.

The average number of vacancies reported daily by employers to the offices of the Service throughout Canada during August, 1941, was 1,919, as compared with 1,900 during the preceding month and with 2,065 in August a year ago.

The average number of applications for employment received daily by the offices of the Service during the month under review was 2,558, in comparison with 2,611 in July, 1941, and with 2,969 during August last year.

The average number of placements made daily by the offices of the Service during August, 1941, was 1,798, of which 1,142 were in regular employment and 656 in work of one week's duration or less, as compared with a total daily average of 1,761 during the preceding month. Placements in August a year ago averaged 1,903 daily, consisting of 1,414 in regular and 489 in casual employment.

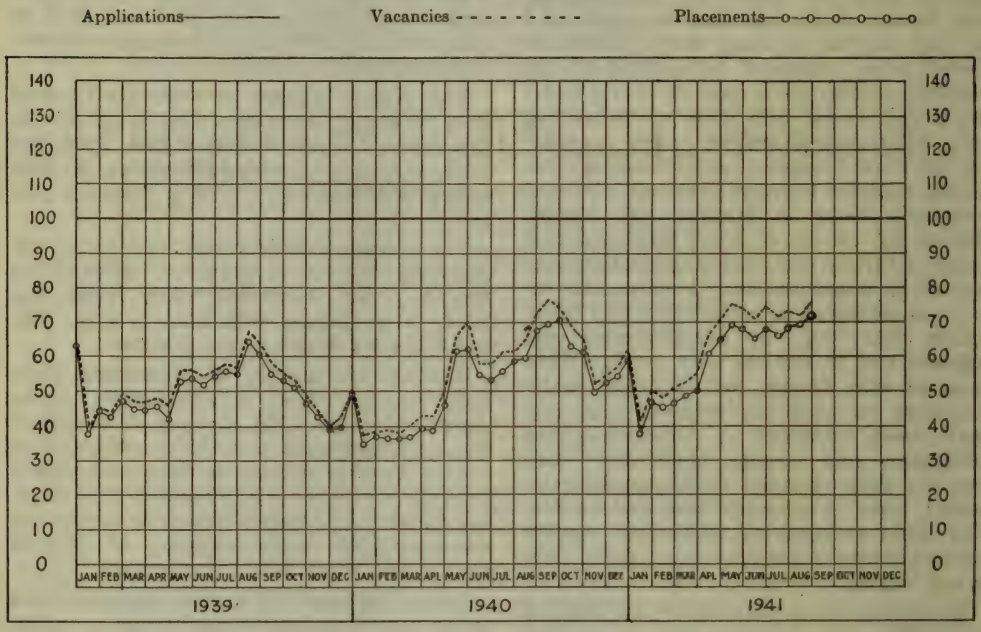
During the month of August, 1941, the offices of the Service referred 47,693 persons to vacancies and effected a total of 46,740 placements. Of these, the placements in regular employment were 29,698, of which 24,343 were of men and 5,355 of women, while placements in casual work totalled 17,042. The number of vacancies reported by employers was 32,888 for men and 16,996 for women, a total of 49,884, while applications for work numbered 66,494, of which 46,144 were from men and 20,350 from women. Reports for July, 1941, showed 49,399 positions available, 67,879 applications made and 45,761 placements effected, while in August, 1940, there were recorded 55,747 vacancies, 80,147 applications for work and 51,368 placements in regular and casual employment.

The following table gives the placements effected by the offices of the Employment

Service of Canada, each year, from January, 1931 to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (8 months)	206,378	127,716	334,094

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



Nova Scotia

Opportunities for employment, as shown by calls received at Employment Offices in Nova Scotia during August, were over 7 per cent higher than in the previous month, but nearly 26 per cent below those of the corresponding month last year. There was an increase over July of more than 6 per cent in placements, but a decline of almost 25 per cent in comparison with August, 1940. The decrease in placements from August last year was mainly due to a decline in construction and maintenance, although smaller reductions, also, were reported in logging and mining. There were gains recorded in services, manufacturing, transportation and trade, but none of these was large. Industrial divisions in which most of the placements were effected were: construction and maintenance 1,121, manufacturing 247, trade 128, transportation 126 and services 1,323, of which 1,015 were of household workers. During the month 1,313 men and 117 women were placed in regular employment.

New Brunswick

There was a decrease of almost 6 per cent in the number of positions offered through Employment Offices in New Brunswick during August, when compared with the preceding month and over 17 per cent in comparison with the corresponding month of last year. Placements were nearly 2 per cent fewer than in July and 18 per cent below those of August, 1940. The loss in placements from August a year ago was chiefly attributable to a decline in construction and maintenance. This, however, was partly offset by a moderate gain in manufacturing. Changes in other groups were nominal only. Industries in which employment was found for over 100 workers included: construction and maintenance 127, manufacturing 123 and services 661, of which 472 were of household workers. Placements in regular employment numbered 193 of men and 59 of women.

Quebec

During the month of August, positions offered through Employment Offices in Quebec were nearly 3 per cent below those of the

REPORT OF THE EMPLOYMENT OFFICES FOR THE MONTH OF AUGUST, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**3,092**	**94**	**3,211**	**3,015**	**1,430**	**1,585**	**1,920**	**3,059**
Halifax	1,633	53	1,719	1,604	847	757	367	574
Kentville	233	0	319	233	59	174	678	342
New Glasgow	735	41	682	687	303	384	310	1,810
Sydney	491	0	491	491	221	270	565	333
New Brunswick	**1,038**	**32**	**1,053**	**1,029**	**252**	**777**	**869**	**411**
Chatham	121	0	122	121	29	92	148	47
Moncton	442	27	434	434	123	311	92	180
Saint John	475	5	497	474	100	374	629	184
Quebec	**14,419**	**3,107**	**21,090**	**13,400**	**7,732**	**4,802**	**11,592**	**7,770**
Chicoutimi	405	37	597	388	345	23	118	730
Gaspe	4	1	68	4	3	0	65	.....
Hull	707	19	1,196	791	772	17	354	575
La Tuque	1,079	165	1,438	1,097	1,015	82	294	872
Levis	29	8	355	26	22	0	176	446
Matane	1,160	242	998	960	835	125	351	510
Montreal	5,960	1,995	6,742	5,105	1,836	2,699	2,586	2,194
Quebec	1,723	417	5,587	1,492	787	606	6,758	642
Rouyn	502	5	564	508	488	19	63	384
Sherbrooke	282	36	404	304	194	71	122	409
Thetford Mines	195	29	414	239	181	3	282	130
Three Rivers	1,945	121	2,213	2,073	853	1,148	307	696
Val d'Or	428	32	514	413	401	9	116	182
Ontario	**15,826**	**2,362**	**21,394**	**15,184**	**9,771**	**5,358**	**13,178**	**13,453**
Barrie	180	24	185	177	168	9	15	291
Belleville	258	0	306	263	181	81	130	223
Brantford	195	29	268	189	128	61	336	326
Chatham	345	0	369	349	161	188	239	568
Fort William	759	479	1,108	1,108	727	381	105	344
Galt	150	35	186	157	156	1	73	131
Guelph	146	56	267	151	94	32	288	253
Hamilton	1,280	160	2,073	1,265	593	672	1,210	677
Kenora	84	1	156	94	50	44	48	55
Kingston	163	23	238	150	115	35	201	1,110
Kitchener	505	28	587	502	370	132	92	463
Lindsay	103	0	172	103	88	15	265	131
London	507	90	657	526	275	227	463	335
New Toronto	210	365	321	202	164	38	126	256
Niagara Falls	354	58	268	283	229	48	104	265
North Bay	294	25	391	339	285	55	246	334
Oshawa	578	0	867	572	329	243	909	155
Ottawa	956	146	1,354	820	291	528	1,093	1,236
Owen Sound	83	9	136	105	57	48	103	91
Pembroke	503	10	649	446	390	56	106	417
Peterborough	265	14	217	248	217	31	249	500
Port Arthur	1,205	0	1,112	1,112	1,039	73	202	703
St. Catharines	682	140	726	567	296	271	471	442
St. Thomas	203	10	227	197	137	60	88	212
Sarnia	183	9	228	181	68	113	304	160
Sault Ste. Marie	348	131	417	294	208	86	85	64
Simcoe	710	0	715	711	459	256	0	432
Stratford	62	0	207	62	39	23	472	123
Sudbury	493	107	323	230	172	58	36	213
Timmins	472	145	529	328	244	84	236	326
Toronto	2,325	74	4,338	2,326	1,195	1,128	3,297	1,542
Welland	289	105	381	217	217	0	92	128
Windsor	680	78	1,063	656	421	235	1,194	377
Woodstock	256	11	353	254	208	46	300	570
Manitoba	**4,474**	**56**	**6,252**	**4,568**	**3,049**	**1,514**	**7,826**	**4,417**
Brandon	551	53	561	542	514	26	238	591
Dauphin	253	1	224	252	247	5	395	149
Portage la Prairie	571	0	565	571	318	253	455	475
Winnipeg	3,099	2	4,902	3,203	1,970	1,230	6,738	3,202
Saskatchewan	**3,411**	**221**	**3,494**	**3,301**	**2,591**	**708**	**1,298**	**3,584**
Estevan	146	17	139	82	63	19	113	40
Moose Jaw	843	22	830	849	701	146	66	936
North Battleford	101	1	100	99	38	61	23	186
Prince Albert	222	36	217	191	128	63	58	133
Regina	950	71	988	931	705	226	548	737
Saskatoon	462	26	503	438	359	79	407	664
Swift Current	179	18	204	206	186	20	71	305
Weyburn	343	19	331	328	286	42	7	337
Yorkton	165	11	182	177	125	52	5	246
Alberta	**3,795**	**284**	**4,196**	**3,513**	**2,851**	**662**	**1,234**	**3,191**
Calgary	1,827	154	2,112	1,670	1,270	400	539	1,286
Drumheller	58	1	54	55	55	0	6	55
Edmonton	1,095	82	1,210	1,014	853	161	521	1,126
Lethbridge	430	38	439	409	328	81	79	287
Medicine Hat	385	9	381	365	345	20	89	437
British Columbia	**3,829**	**251**	**5,804**	**3,683**	**2,022**	**1,636**	**5,736**	**1,842**
Kamloops	151	0	140	127	122	5	33	130
Nanaimo	76	1	169	68	47	21	316	285
Nelson	179	0	183	183	33	150	4	10
New Westminster	301	8	181	294	158	136	311	114
Penticton	164	18	233	145	76	69	73	42
Prince George	69	28	60	38	36	2	25	16
Prince Rupert	244	0	245	244	228	16	19	194
Vernon	76	155	55	15	10	1	22	.....
Vancouver	1,329	30	2,726	1,344	571	752	4,251	487
Victoria	1,240	11	1,812	1,225	741	484	682	564
Canada	**49,884**	**6,407**	**66,494**	**47,693**	**29,698**	**17,042**	**43,653**	***38,161**
Men	32,888	2,891	46,144	32,246	24,343	7,737	29,704	32,490
Women	16,996	3,516	20,350	15,447	5,355	9,305	13,949	5,671

* 434 placements effected by offices now closed.

previous month, but over 7 per cent better than during the corresponding period a year ago. Placements were 7 per cent fewer than in July, but almost 18 per cent above those of August, 1940. Placements under services were considerably more numerous than during August a year ago, while more moderate gains, also, were registered in manufacturing, logging and transportation. Advances shown in trade, farming and mining were small. Construction and maintenance was the only group to record a decline of importance. Industrial divisions in which most of the placements were effected were: construction and maintenance 2,262, logging, 1,973, manufacturing 1,420, transportation 1,195 and services 5,314. Of these last named, 4,441 were household workers. There were 5,809 men and 1,923 women placed in regular employment.

Ontario

The demand for workers, as shown by orders listed at offices in Ontario during August, was almost 12 per cent less than in the preceding month and 19 per cent below that of the corresponding month last year. There was a loss also in placements of 8 per cent when compared with July, 1941, and of nearly 20 per cent in comparison with the corresponding period a year ago. A large reduction in placements in construction and maintenance and in farming, augmented by a smaller decline in services, accounted for the loss from August last year for the province as a whole. Gains, however, were recorded in manufacturing, mining, transportation, logging and trade, the highest being in the first-named group. Placements by industrial divisions included: construction and maintenance 3,388, manufacturing 3,359, farming 1,683, logging 1,011, trade 640, transportation 511, mining 498 and services 4,018, of which 2,369 were of household workers. During the month 8,047 men and 1,724 women were placed in regular employment.

Manitoba

Employment offices in Manitoba were notified in August of nearly 61 per cent more vacancies than in July, but almost 11 per cent fewer than in the corresponding period a year ago. Placements were nearly 68 per cent higher than during the previous month, but over 9 per cent below those of August last year. When comparing placements with those of August, 1940, a large decline was shown in farming. This loss was partly offset by gains in all other groups, of which that in services was the most substantial. Industrial divisions in which the majority of placements was effected were: farming 2,119, construction and maintenance 528, manufacturing 243, trade 137 and services 1,438. Of these, 862 were of household workers. There were 2,699 men and 350 women placed in regular employment.

Saskatchewan

During August, vacancies offered through Employment Offices in Saskatchewan were almost 51 per cent more numerous than in July, but over 24 per cent fewer than in August a year ago. Placements also were nearly 59 per cent above those of the previous month, but almost 23 per cent below those of the corresponding period last year. The large decline from August, 1940, was almost entirely due to reduced placements in farming, changes in other groups being very small. Placements by industrial divisions included: farming 1,673, construction and maintenance 431 and services 971, of which 585 were of household workers. Placements in regular employment numbered 2,204 of men and 387 of women.

Alberta

Employment opportunities, as indicated by orders received at Employment Offices in Alberta during August, were nearly 15 per cent above those of the previous month, but almost 5 per cent lower than in August a year ago. Placements were over 16 per cent more numerous than in July, but more than 3 per cent fewer than during the corresponding month of 1940. A fairly heavy decline in placements from August last year took place in farming, but this was largely counteracted by moderate gains in services, manufacturing and construction and maintenance. The largest number of placements recorded during the month occurred in the following industries: farming 1,209, construction and maintenance 904, manufacturing 245, logging 133 and services 877. Of the last named, 554 were of household workers. Placements in regular employment included 2,454 of men and 397 of women.

British Columbia

Orders listed at offices in British Columbia during August called for over 10 per cent fewer workers than in the preceding month, but showed a small gain of a little over one per cent in comparison with August, 1940. Placements were nearly 12 per cent below those of July and almost 2 per cent fewer than in the corresponding period a year ago. Reduced placements in construction and maintenance were largely responsible for the decline from August last year. Moderate gains were shown in manufacturing and services, small changes only being reported in all other groups. Placements by industries numbered: construction and maintenance 923, manufacturing 749, farming 186, trade 151, transportation 136 and

services 1,388, of which 987 were of household workers. During the month 1,624 men and 398 women were placed in regular employment.

Movement of Labour

During the month of August, 1941, the offices of the Employment Service of Canada made 29,698 placements in regular employment, 15,999 of which were of persons of whom the employment found was outside the immediate vicinity of the offices at which they were registered. Of the latter, 1,439 were granted the Employment Service reduced transportation rate, 1,179 going to centres within the same province as the despatching office and 260 to other provinces. The reduced transportation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may wish to travel to distant employment for which no workers are available locally.

In Quebec, during August, Hull was the despatching office for all men travelling on reduced transportation certificates; all of whom were bushmen destined for logging districts in Ontario—75 going to Pembroke; 12 to Port Arthur and 32 to Sudbury. At Ontario centres, 1,056 persons journeying within the province secured the reduced transportation rate. From Fort William to points within its own zone went 67 bushmen, 8 cookees, 5 truck drivers, one blacksmith, one jackhammer man, one cook, one carpenter, one clerk, one labourer, while from the same office to Sudbury were transferred 234 miners, 119 smelter men, 23 mine labourers and 3 carpenters. Sudbury also received from Port Arthur 7 miners, and 5 smelter men. From Port Arthur to territory covered by that office there travelled 261 bushmen, 58 carpenters, 19 cookees, 11 cooks, 5 truck drivers, 4 riverdrivers, 6 foremen, 4 clerks, 3 bulldozer operators, 2 jackhammer men, one electrician, one plumber, one engineer, one teamster, one laundress, one steel sharpener, and 142 labourers, the majority of these being for highway construction. Sudbury despatched to localities covered by its own office, 4 cooks, 3 cookees, 2 miners, one blacksmith and 29 labourers for logging and to Port Arthur 2 cookees. From North Bay to Timmins proceeded 6 bushmen, 2 truck drivers, 2 cooks and to Sudbury 5 mill hands and one cook. Pembroke also sent to North Bay one engineer. In Manitoba, the Winnipeg office effected all transfers at the reduced rate. These numbered 125, of which 7 were provincial and 118 interprovincial. The former consisted of 4 farm hands, one miner, one hotel employee and one saw mill labourer going to points within the Winnipeg zone. The interprovincial movement was to Port Arthur and consisted of 39 cookees, 5 bushmen, 5 miners, 3 road machine operators, one cook, one clerk, one hotel domestic, one typist and 62 labourers for hydro and road construction. The greater part of the labour movement in Alberta, which consisted of 114 transfers, 91 provincial and 23 interprovincial, originated at Edmonton. This office sent to points within its own territory 46 bushmen, 9 carpenters, 8 cookees, 5 cooks, 5 hotel employees, 3 farm hands, 2 blacksmiths, 2 miners, one stillman for an oil refinery, one truck driver and 8 mine labourers—to Kamloops, 9 bushmen, one teamster, one saw mill hand, one truck driver, one edgerman and to Prince George 4 sawyers, 4 bushmen and 2 lumber handlers. The remaining certificate issued was for one building labourer sent from Calgary to Medicine Hat. Vouchers for transportation were issued in British Columbia to 25 persons, all bound for provincial points. From New Westminster, one fruit packer went to Penticton; from Prince George, one foreman and 2 teamsters for a saw mill were sent to Prince Rupert; from Vancouver to Kamloops travelled 13 cannery workers and 6 saw mill labourers and from Vancouver to points within its own zone journeyed one waitress and one stationary engineer.

Of the 1,439 workers who travelled at the Employment Service reduced transportation rate during August, 796 were conveyed by the Canadian National Railways, 633 by the Canadian Pacific Railway, 9 by the Temiskaming and Northern Ontario Railway and one by the Northern Alberta Railway.

In order to facilitate the movement of harvest labour within the Prairie Provinces there was, in addition to the 2·5 cent rate referred to in the above, a special harvest rate allowed by the railway companies, effective from August 1 to September 30 of this year for Manitoba and from August 16 to October 15 for Alberta. Under this arrangement the railway companies granted a special rate of 1·5 cents per mile to all applicants upon presentation of a certificate supplied by the offices of the Employment Service in Manitoba and Alberta, the movement of labour being confined entirely to regions within their respective provinces. Transferred under this plan, during August, were 134 harvest workers in Manitoba and 26 in Alberta, a total of 160 of whom 54 travelled over the Canadian National Railways and 106 over the Canadian Pacific Railway.

(4) Building Permits Issued in Canada During August, 1941

The August report of building permits, compiled by the Dominion Bureau of Statistics, includes returns from 174 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 169 reported detailed operations. The remaining 5 advised that no permits had been issued during the month of August while 30 municipalities had failed to report at the close of September 10.

The total value of permits reported as issued in the month of August is $12,134,018. Revised values for the month of July include returns from 200 municipalities and aggregate $12,904,437. Reports were received from 56 of the original 58 municipalities and show a value of $9,394,353 for August. The corresponding revised value for July includes 58 returns and is $9,610,473, while the August value was $7,705,592.

The total value of permits issued by all municipalities during the eight elapsed months of the current year is $88,695,678. The value of the 58 municipalities for the same period is $67,466,152, while their corresponding value in 1940 was $51,545,137.

During the month of August new construction of all types amounted to 79 per cent of the total value, while the percentage of new residential construction was 44·3.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, AUGUST, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	12,134,018	20,250	311,612	2,106,166	2,183,767
New construction	9,583,770	10,950	236,710	2,045,855	1,620,412
Additions, alterations, repairs	2,550,248	9,300	74,902	60,311	563,355
Residential	6,217,424	5,800	225,792	42,441	1,151,525
New construction	5,377,062	1,000	187,310	10,450	981,760
Additions, alterations, repairs	840,362	4,800	38,482	31,991	169,765
Institutional	2,858,805	.....	28,770	2,020,400	530,100
New construction	2,636,300	.....	27,300	2,020,400	411,000
Additions, alterations, repairs	222,505	.....	1,470	.....	119,100
Commercial	1,905,737	14,450	38,550	30,325	383,432
New construction	1,148,488	9,950	11,600	7,005	188,687
Additions, alterations, repairs	757,249	4,500	26,950	23,320	194,745
Industrial	1,076,395	.....	18,500	13,000	83,760
New construction	395,980	.....	10,500	8,000	28,800
Additions, alterations, repairs	680,415	.....	8,000	5,000	54,960
Other Building	75,657	.....	.....	.....	34,950
New construction	25,940	.....	.....	.....	10,165
Additions, alterations, repairs	49,717	.....	.....	.....	24,785

Classification of Permits	Provinces *(Concluded)*				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	4,901,049	597,415	406,207	575,346	1,032,260
New construction	3,811,580	443,245	333,620	213,233	868,165
Additions, alterations, repairs	1,089,469	154,170	72,587	362,113	164,041
Residential	3,159,781	442,985	111,252	273,887	803,961
New construction	2,793,309	388,245	93,195	188,968	732,825
Additions, alterations, repairs	366,472	54,740	18,057	84,919	71,136
Institutional	55,635	43,450	159,100	7,300	14,050
New construction	3,500	20,000	154,100	.....	.....
Additions, alterations, repairs	52,135	23,450	5,000	7,300	14,050
Commercial	939,636	110,780	132,450	120,754	135,360
New construction	690,626	35,000	84,050	21,295	100,275
Additions, alterations, repairs	249,010	75,780	48,400	99,459	35,085
Industrial	729,350	200	1,400	170,500	59,685
New construction	321,950	.....	1,400	330	25,000
Additions, alterations, repairs	407,400	200	.....	170,170	34,685
Other Building	16,647	.....	2,005	2,905	19,150
New construction	2,195	.....	875	2,640	10,065
Additions, alterations, repairs	14,452	.....	1,130	265	9,085

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941. (1926=100).

Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials	Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials
	August	First 8 months	First 8 months	First 8 months		August	First 8 months	First 8 months	First 8 months
	$	$				$	$		
1941.....	12,134,018	88,695,678	(1) 61·8	(2)	1933.....	1,910,809	14,407,111	13·2	77·0
1940.....	11,634,407	71,418,272	(1) 47·0	95·3	1932.....	3,823,251	32,576,464	29·8	77·7
1939.....	6,178,212	39,807,093	36·4	88·1	1931.....	8,201,879	78,194,996	71·6	83·0
1938.....	5,829,984	37,897,396	34·7	90·2	1930.....	14,029,564	115,268,330	105·5	93·4
1937.....	4,262,966	37,849,203	34·7	95·4	1929.....	21,582,221	168,894,072	154·6	99·2
1936.....	3,673,455	27,026,141	24·7	84·6	1928.....	17,448,542	145,247,485	133·0	96·4
1935.....	4,311,968	33,348,881	30·5	81·2	1927.....	29,478,378	126,690,292	116·0	96·2
1934.....	3,764,425	17,433,272	16·0	82·8	1926.....	11,672,599	109,211,942	100·0	100·7

(1) Figures based on values reported by the original 58 municipalities. (2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN AUGUST, 1941, AND IN AUGUST, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

	Value of Permits Issued during			Value of Permits Issued during	
	August 1941	August 1940		August 1941	August 1940
	$	$		$	$
Prince Edward Island—			Sarnia	10,769	17,238
Charlottetown	20,250	7,100	Sault Ste. Marie	148,211	49,212
Nova Scotia—			*Stratford	15,117	34,968
*Halifax	153,065	162,042	*Toronto	369,184	1,608,792
New Glasgow	8,725	1,926	East York Twp.	162,811	85,954
*Sydney	45,900	26,390	Welland	29,400	26,202
New Brunswick—			*Windsor	283,495	397,001
Fredericton	3,300	5,875	Riverside	34,785	28,310
*Moncton	2,060,290	362,122	Woodstock	14,741	51,367
*Saint John	30,401	22,868	York Twp.	126,455	70,750
Quebec—			**Manitoba—**		
*Montreal (*Maisonneuve)	742,497	883,205	*Brandon	35,190	11,860
*Quebec	181,265	248,855	St. Boniface	184,945	80,730
Shawinigan Falls	No Report	16,075	*Winnipeg	356,450	263,550
*Sherbrooke	184,100	72,300	**Saskatchewan—**		
*Trois-Rivieres	21,445	28,090	*Moose Jaw	10,212	33,300
*Westmount	9,400	5,560	*Regina	257,495	116,411
Ontario—			*Saskatoon	No Report	18,495
Belleville	7,800	10,215	**Alberta—**		
*Brantford	23,160	19,861	*Calgary	323,493	482,624
Chatham	14,490	22,607	*Edmonton	209,558	252,943
*Fort William	274,985	83,465	Lethbridge	27,980	18,750
Galt	74,013	34,535	Medicine Hat	13,415	6,540
*Guelph	46,205	45,100	**British Columbia—**		
*Hamilton	424,111	216,465	Kamloops	8,805	10,935
*Kingston	112,031	200,091	Nanaimo	2,665	3,670
*Kitchener	77,471	81,976	*New Westminster	43,195	67,475
*London	62,545	60,565	Prince Rupert	9,025	N.P.I.
Oshawa	48,085	99,445	*Vancouver	767,345	632,610
*Ottawa	585,200	92,500	North Vancouver	42,200	12,485
Owen Sound	55,792	14,932	Vernon	4,800	11,208
*Peterborough	70,425	54,980	*Victoria	105,557	155,546
*Port Arthur	117,019	225,960			
*St. Catharines	183,555	47,710	Total 58 Municipalities	9,394,353(1)	7,705,592
*St. Thomas	152,065	18,449	Total 35 Municipalities	8,333,426(2)	7,034,129

* Indicates a municipality whose records are available back to 1910.
1 56 municipalities only, reporting.
2 34 municipalities only, reporting.

EMPLOYMENT CONDITIONS IN CANADA AT THE END OF SEPTEMBER, 1941

Reports of the Superintendents of the Employment Service

THE employment situation at the end of September, 1941, was reported by the superintendents of the Employment Service of Canada to be as follows:—

With ideal weather, farmers in the Maritimes had progressed favourably with harvesting, and fall ploughing has commenced. Potates were fair, but apples were a lighter crop. Logging was rather quiet. Oyster fishermen were busy and catches were good. Heavy losses, owing to high tides, which carried off boats and lobster traps, hampered the industry at Chatham, but at Saint John the season's catch was much greater than last year's. Coal mines in the New Glasgow area operated 6 days per week, while those in Cape Breton and vicinity worked from 2½ to 6 days. All manufacturing plants were operating full time, the iron and steel group being exceptionally busy. Building construction was active, numerous men finding employment on National Defence projects; maintenance work on highways also progressed. Transportation was heavy and trade good. There was the usual demand for household domestics and charwomen, and placements were made accordingly.

Logging in Quebec was very active, all available men being engaged upon application, mines, too, were operating at full capacity. Manufacturing centres reported as follows:—Chicoutimi and Hull—mills were active; Quebec, Levis and Val d'Or—situation normal; Matane—sawmills and local plants were employing numerous men; Montreal—steel plants, and textile, clothing and shoe establishments very busy; Sherbrooke—changes introduced into the rayon industry had slowed down production in silk factories, but steel and iron concerns were very active; Thetford Mines—sash and door concerns operating steadily, with foundries working 24 hours a day. In building construction all important works were advancing and few skilled tradesmen were idle. Extensive highway construction was underway and this absorbed much general labour. Transportation was excellent. Although wages for domestic service were high and offers of employment numerous, good domestics were scarce, for women and girls preferred work in munition plants.

There was a lighter demand for general farm help in Ontario, although numerous requests were being received for men to aid in silo filling. Owing to a violent storm in the Niagara Peninsula, considerable damage was done to the late fruit crops of apples, pears and grapes and this somewhat curtailed requirements for fruit pickers. It was becoming increasingly difficult to secure experienced bush men and many lumber jobbers were short handed. Mining was active, particularly in the Sudbury district. Nearly all branches of the manufacturing industry were exceedingly busy and there was the usual heavy demand for skilled mechanics. Several graduates from War Training Classes also had been placed locally and with outside firms. Wineries were occupied with their seasonal program, but activity at canneries had slackened in a few districts, thus releasing some workers for other employment. Building construction was brisk, with nearly all skilled tradesmen at work and it was growing increasingly difficult to secure casual labour, either in the construction line, or for trade, or personal service. Work on the Wartime Housing project was progressing in the various centres, thus increasing the call for men. Heavy rains in some districts had caused considerable damage to roads, and gangs worked continuously to keep traffic going, both by rail and motor. Trade was favourable. No improvement took place in the domestic section of household service, as few applicants were interested in that type of work. All charwomen were well employed and some girls were placed as clerical or factory help.

Adverse weather conditions affected the movement of farm labour in the Prairie Provinces, holding up threshing operations and the beet harvesting. A very considerable loss took place in the grain left lying on the ground, which had become saturated and in many cases had sprouted, while wheat which remained standing, waiting for the combine, was reported to have been badly shelled out and to have graded tough. Market roads about Winnipeg were nearly impassible and in many districts, both there and at Edmonton, where acreage had been cleared, the land was too wet for fall cultivation. Beet digging had started at Lethbridge and shortly, train loads of this commodity were expected to arrive at the factories. Logging had been checked in some centres by flood conditions, but the demand for labour was still good; however, there would be little movement of men until conditions improved. Experienced bushmen were lacking. Mining recorded much improvement and heavy shipments of coal were being made daily from Lethbridge to both Canadian and American markets. As suitable men for the mines were scarce, evidence was forth-

coming that operating companies were prepared to train inexperienced hands to meet their requirements. Manufacturing plants were running steadily, although a decided shortage of skilled mechanics and lathe hands existed. Trainees in good standing also were being placed. Building construction was not quite so active, as several major contracts neared completion. Maintenance work on highways continued and some extra railroad gangs had been sent out, however, there was some difficulty in filling such orders, owing to the higher scale of wages paid to construction labourers. Two large oil wells were brought into production in the Turner Valley. The Steveville field was still being tested, but the water intrusion in some of the wells had been discouraging. Trade was fair. In the women's section capable domestic help was still difficult to secure.

A scarcity of farm help prevailed in British Columbia, for, while wages were high, the number of men willing to accept such work was becoming smaller. Rain, too, had slowed down apple picking in some districts. Nearly all sawmills and camps were operating on full time, some orders for men being filled by transfers from outside points. Mining showed some improvement and experienced miners were still being sought. Nanaimo reported that fishing was being resumed at Alert Bay and Johnson Strait after a strike there. Unfavourable weather had caused a temporary lay-off of men on some building projects and on highways, but otherwise, construction in general was steady, although Vancouver reported a considerable number of capable tradesmen available. Lack of steel was delaying operations at the shipyards at Vancouver, while, at Victoria, the local expansion in that line was chiefly among iron workers, a number of angle furnacemen being hired. Good machinists were in demand and could be readily placed. Longshoreing was active and trade was fair. There was an ever-increasing call for domestics in the women's division and new registrations for casual house work remained on file only a very short time, for these applicants soon secured regular employment, if they were at all reliable.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

June-July Record

THE British *Ministry of Labour Gazette* for August, 1941, summarizes the June-July employment situation in Great Britain as follows:

The number of men and boys registered at employment exchanges in Great Britain as wholly unemployed at July 14, was 113,662, a decrease of 7,900 as compared with June 16. Of this total, 33,048 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 20,862, an increase of 2,816 as compared with June 16. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 11,005, an increase of 1,202 as compared with June 16.

The corresponding figures for women and girls on the registers at July 14 were 105,915 wholly unemployed (of whom 3,814 had been classified by interviewing panels as unsuitable for normal full-time employment, and 4,658 had been classified as unable for good cause to transfer to another area although employment was not likely to be available locally), 25,165 temporarily stopped, and 671 unemployed casual workers. As compared with June 16, the numbers wholly unemployed showed a decrease of 16,179, those temporarily stopped a decrease of 4,522 and unemployed casual workers a decrease of 76.

The number of applicants for unemployment benefit or allowances on the registers at July 14 was 207,311, as compared with 225,759 at June 16, and 653,949 at July 15, 1940.

United States

According to a statement issued on September 30 by the United States Secretary of Labour, Miss Frances Perkins, total civil non-agricultural employment in August amounted to 39,542,000, which was 1,166,000 above the August, 1929 level and an increase of 3,640,000 workers since August, 1940.

From July to August employment increased by 261,000, this being the fifth consecutive month in which employment has exceeded all previous levels. Further expansion in defense production, together with a greater-than-usual rise in the canning industry resulting from Army and Navy and Lend-Lease purchases, more than offset seasonal lay-offs in automobile plants and employment decreases in industries affected by shortages of materials. Automobile employment in August was 24 per cent above that in August, 1940.

"The increase of employment in the first year of the defense program has been of record breaking proportions." Miss Perkins declared, "only once before has there been an equally large increase in the number of wage and salaried workers engaged in non-agricultural industries in a period of twelve months. Between the spring of 1933 and the spring of 1934 the increase was about the same as that which we have experienced this last year. To achieve this record this year, however, we have had to build and equip new plants, train hundreds of thousands of workers to new skills, and learn to make things which have never before been in mass production in this country. By contrast, in 1933-34 our problem was merely that of putting unused resources back to work. This achievement is all the more remarkable because we have withdrawn also nearly a million and a half men for the armed forces.

"Unemployment which totalled nearly 9 million persons at the beginning of the defense program dropped to about 5,300,000 in August, 1941, according to the monthly sample enumeration of the labour force made by the W.P.A. The withdrawal of possibly as many as a million and a half workers from the labour force in September, which may be expected largely because of the return to school of young summer workers, means that there has been a further sharp decrease in unemployment."

Over the year, employment expanded in all major branches of non-agricultural industry. The largest increase was in manufacturing where 1,983,000 more workers were employed this August than a year ago.

Construction employment increased 478,000, reflecting gains not only in defense construction but also in private building. Trade employment rose 375,000 over the year, as a result of the substantially larger pay-roll disbursements and increased consumer expenditures. Sizable advances also took place in transportation and public utilities, and in the Federal, State, and local government services. The armed forces of the nation, which are not included in the above non-agricultural employment totals, reached a total of 1,944,000 in August, a rise of 1,395,000 since August, 1940.

Employment in the strategic industries handling a greater part of the defense production orders continued to expand in August. The aggregate gain in 18 private defence industries since the inauguration of the defense program in June, 1940, was 975,000 wage earners, or a gain of 60 per cent, while all manufacturing industries combined increased employment by more than 2,320,000 wage earners, or 29 per cent.

The aircraft industry continued to expand its labour force at an increasing rate. Shipbuilding employment also increased, the August gain however being considerably smaller than in preceding months due to the temporary closing of one large establishment because of labour difficulties. The canning and preserving industry reported an increase of 79,500 wage earners from July to August, an advance of greater than the usual seasonal proportions. Employment in this industry was 15·7 per cent higher than in August, 1940.

The advance in employment and pay rolls for all manufacturing industries combined carried the indexes to new record high levels. The employment index reached 132·5 per cent of the 1923-25 average, and the pay roll index rose to 157. The increase over the past year has been twice as great in pay rolls as in employment, reflecting substantial increases in working hours, overtime payments, and wage rates. Although employment in most of the separate durable goods industries showed gains, the combined group total remained unchanged between July and August largely because of the offsetting decline in automobile plants due to the production change-over. Pay rolls in the durable-goods group, however, showed a slight rise. Non-durable goods industries reported a 3 per cent increase in employment over the month and a rise of 4·1 per cent in pay rolls.

Among the non-manufacturing industries employment and pay-roll gains from July to August were general in the mining industries. In wholesale trade gains were of greater-than-seasonal proportions. Employment and pay rolls in retail trade were lower in August than in July. Automobile dealers reported declines over the month but substantial gains over the year.

Private building construction employment and pay rolls increased by less than the usual amount between July and August. The current levels of employment and pay rolls in this industry, however, are respectively 15 per cent and 27 per cent higher than in August, 1940.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wages Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924 and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for buliding construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and substituting higher rates therefor. (Labour Gazette, June, 1941, page 614.) This action was found necessary because of the fact that the cost of living had increased 14 per cent since December 1934, and the average wage rates of common labour in factories had increased about 20 per cent, so that the rates of 30 cents and 20 cents per hour previously established as minima for male and female workers respectively could no longer be regarded as fair and reasonable minimum rates. The new schedule provides "for any character or class of work not less than the rate, if any, set for such work pursuant to any law of the province in which this work is performed" and in any event for male employees over 18 years of age and for any employee who holds a certificate of graduation from a recognized pre-employment school under Canada's War Emergency Training Program, not less than 35 cents an hour; and for female employees over eighteen years of age, not less than 25 cents an hour. It is further provided that permits may be issued for the employment of beginners without previous experience in the trade at rates not less than 20 cents per hour for the first four weeks of employment; 25 cents per hour for the second; 30 cents per hour for the third and 35 cents per hour thereafter; and also for the employment of handicapped persons at such special rates as the Minister of Labour finds to be fair and reasonable, upon written application therefor in such form as the Minister may prescribe.

Respecting contracts for buliding and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

> "All persons in the employ of the contractor, subcontractor, or any other person doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:
>
> The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work, and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions

which may arise as to wages rates for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council, it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of

the Director of Public Information, and are being published in the press, this information will not be duplicated here.

Schedules Prepared and Contracts Awarded During September

During the month of September the Department of Labour prepared, on request, 125 fair wage schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into recently by the various Government departments (other than the Department of Munitions and Supply referred to above) appear hereunder:—

Group "A" Contracts

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

Department of Transport

Additional construction at the airport at Windsor, Ont. Name of contractor, Colas Roads, Ltd., Toronto, Ont. Date of contract, August 30, 1941. Amount of contract, $23,382.80. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders.	0 55
Blacksmiths	0 70
Blacksmiths' helpers	0 55
Carpenters and joiners	1 00
Cement finishers	0 65
Cement and concrete mixer operators—	
Steam	0 80
Gas. or elec.	0 60
Compressor operators (gas. or elec.)	0 60
Drivers	0 55
Driver, horse and cart	0 65
Driver, team and wagon	0 90
Drill runners	0 60
Engineers, operating, steam—	
Single or double drums	0 80
Three or more drums	0 80
Enginemen, stationary	0 65
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 55
Machinists	0 70
Machinists' helpers	0 55
Motor truck drivers	0 55
Motor truck driver and truck	1 55
Painters (spray)	0 75
Painters and glaziers	0 65
Pipefitters (surface—temp. work)	0 65
Pipelayers, caulkers and solderers	0 60
Powdermen	0 60
Pumpmen	0 60
Road grader operators—	
Horsedrawn	0 55
Including team	0 95
Gas	0 60
Road roller operators (steam or gas.)	0 80
Rodmen, reinforced steel	0 60
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 55
Shovel operators (gas.)	1 00
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 70
Truss assemblers and erectors (wood)	0 70
Watchmen	0 40

Additional development work at aerodrome at Edmonton, Alta. Name of contractor, Crown Paving & Construction Co., Ltd., Edmonton, Alta. Date of contract, September 5, 1941. Amount of contract, $22,161. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 60
Asphalt tampers, smoothers and spreaders.	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Gas. or elec.	0 55
Dragline operators—(steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Pipelayers, caulkers and solderers	0 56
Road grader operators—gas	0 60
Road roller operators—steam or gas.	0 70
Steam shovel engineers	1 00
Steam shovel firemen	0 60
Steam shovel cranemen	0 75
Steam shovel oilers	0 50
Shovel operators—gas	1 00
Tractor operators (small)	0 67½
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40

Construction of dwelling and fog alarm building at Cape North, Nova Scotia. Name of contractor, Mr. James P. Kelly, Halifax, N.S. Date of contract, September 10, 1941. Amount of contract, $11,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Brick and hollow tile layers	0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40

	Per hour
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators (steam)	0 60
Cement and concrete mixer operators (gas. or elec.)	0 45
Compressor operators (gasoline or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Labourers	0 35
Lathers—metal	0 55
Lathers—wood	0 50
Machinists	0 60
Machinists' helpers	0 40
Millwrights	0 60
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Plasterers	0 75
Plasterers' helpers (mixing and tempering material)	0 40
Plumbers and steamfitters	0 60
Sheet metal workers	0 60
Shinglers (wood, asbestos)	0 55
Watchmen	0 30

Additional development work at aerodrome at Burtch, Ont. Name of contractors, Geo. W. Porter Construction Co., Ltd., Toronto, Ont. Date of contract, September 13, 1941. Amount of contract, $145,942. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 70
Engineers, operating, steam—	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 70
Painters and glaziers	0 60
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Erection of a radio range station at Prince George, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, September 8, 1941. Amount of contract, $7,400. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Engineers on steel erection	1 12½
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 40
Lathers—metal	0 70
Lathers—wood	0 65
Linoleum layers	0 60
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Roofers, felt and gravel; patent; comp.	0 45
Roofers, sheet metal	0 65
Sheet metal workers	0 65
Shinglers (wood, asbestos)	0 75
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74½
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Structural steel workers	1 12½
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40
Waxers and polishers (floor)	0 45
Welders and burners—acetylene or elec.	0 65
Welders and burners—on steel erection	1 12½

Construction of additional development at the airport at Malton, Ont. Name of contractors, Godson Contracting Co., Ltd., Toronto, Ont. Date of contract, September 30, 1941. Amount of contract, $98,558.25. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 65
Asphalt tampers, smoothers and spreaders	0 55
Blacksmiths	0 70
Blacksmiths' helpers	0 55
Carpenters and joiners	1 00
Cement finishers	0 70
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 60
Compressor operators (gas. or elec.)	0 80
Drivers	0 50
Driver, horse and cart	0 65
Driver, team and wagon	1 00
Drill runners	0 60
Engineers, operating, steam—	
Single or double drums	0 80
Three or more drums	0 80
Enginemen, stationary	0 60
Hoist operators—tower (gas. or elec.)	0 80
Labourers	0 50
Machinists	0 80
Machinists' helpers	0 55
Motor truck drivers	0 55
Motor truck driver and truck	1 55
Painters (spray)—up to Aug. 31/41	0 92½
On and after Sept. 1/41	0 95
Painters and glaziers—up to Aug. 31/41	0 82½
On and after Sept. 1/41	0 85
Pipefitters (surface—temp. work)	0 65
Pipelayers, caulkers and solderers	0 60
Powdermen	0 60
Pumpmen	0 60
Road grader operators—	
Horsedrawn	0 55
Including team	1 05
Gas	0 60
Road roller operators (steam or gas.)	0 80
Rodmen, reinforced steel	0 60
Steam shovel engineers	1 10
Steam shovel cranemen	0 90
Steam shovel firemen	0 65
Steam shovel oilers	0 55
Shovel operators (gas.)	1 10
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40

Additional development work at Brantford, Ont. Name of contractors, Standard Paving Ltd., Toronto, Ont. Date of contract, September 17, 1941. Amount of contract, $29,041.55. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Drivers, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating, steam:—	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (Letourneau, etc.)	0 60
Tractor operators (small)	0 50
Watchmen	0 35

Additional development at Virden, Man. Name of contractor, The Tomlinson Construction Co. Ltd., Winnipeg. Date of contract, September 20, 1941. Amount of contract, $14,991. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 54
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 80
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 85
Drill runners	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 50
Pumpmen	0 45
Road grader operators—	
Horsedrawn	0 45
Including team	0 90
Gas	0 60
Road roller operators (steam or gas.)	0 70
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction of new cribwork protection work, necessary repairs, etc., at Maugers Beach, Halifax, N.S. Name of contractor, Mr. James P. Kelly, Halifax, N.S. Date of contract, September 20, 1941. Amount of contract, $23,000. A fair wages schedule was included in the contract as follows:—

	Per hour
Boatmen (rowboat)	$0 40
Carpenters and joiners—up to June 30/41	0 77
On and after July, 1/41	0 80
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 75
Painters and glaziers	0 65
Pile driver and derrick foremen	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driving and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Powdermen	0 50
Pumpmen	0 50
Rodmen, reinforced steel	0 50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze etc., cutting and fitting timber)	0 50
Watchmen	0 35

Additional development at London, Ont. Name of contractor, Canadian Bitumula Co., Ltd., Leaside, Toronto, Ont. Date of contract, September 24, 1941. Amount of contract, $13,463.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam—	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 70
Painters and glaziers	0 60
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 50
Pumpmen	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (LeTourneau, etc.)	0 60
Watchmen	0 35

Erection of buildings at Prince George, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, September 12, 1941. Amount of contract, $64,630. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Blacksmiths	0 75
Blacksmiths' helpers	0 45
Boilermakers on construction or erection	0 95
Brick and hollow tile layers	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 90
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam	0 90
Engineers on steel erection	1 22½
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 40
Lathers—metal	1 00
Lathers—wood	0 75
Linoleum layers	0 60
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 80
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Riggers (general)	0 50
Rodmen, reinforced steel	0 50
Roofers, felt and gravel: patent: comp	0 45
Roofers, sheet metal	1 00
Sheet metal workers	1 00
Shinglers (wood, asbestos)	0 90
Structural steel workers	1 22½
Watchmen	0 40
Waxers and polishers (floor)	0 45
Welders and burners—on steel erection	1 22½

Construction of a monitoring station at Ottawa, Ont. Name of contractors, Patterson Construction Co., Ottawa, Ont. Date of contract, September 29, 1941. Amount of contract, $12,372.20. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers—	
Up to Sept., 29/41	$1 05
On and after Sept., 30/41	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners—	
Up to July, 30/41	0 85
On and after July, 31/41	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Drill runners	0 55
Electricians (inside wiremen)	0 80
Engineers, operating, steam—	
Single or double drums	0 70
Three or more drums	0 80
Engineers, crane (steam, gas. or elec.)	0 75
Engineers on steel erection	0 90
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Lathers—metal	0 70
Lathers—wood	0 65
Linoleum layers	0 60
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Painters (spray)	0 85
Painters and glaziers	0 70
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Riggers (general)	0 60
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent: comp	0 50
Roofers, sheet metal—	
Up to Sept., 29/41	0 92
On and after Sept., 30/41	0 95
Sheet metal workers—	
Up to Sept., 29/41	0 92
On and after Sept., 30/41	0 95
Shinglers (wood, asbestos)—	
Up to July, 30/41	0 85
On and after July, 31/41	0 90
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 90
Tractor operators (small)	0 55
Tractor operators (Letourneau, etc.)	0 65
Truss assemblers and erectors (wood)	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50
Welders and burners—on steel erection	0 90

Development work at Clear Creek, Ont. Name of contractor, Mr. R. N. Southen, London, Ont. Date of contract, September 29, 1941. Amount of contract, $35,184.46. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 80
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 60
Cement finishers	0 55
Cement and concrete mixer operators—steam	0 65
Cement and concrete mixer operators (gas. or elec.)	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electrician (inside wiremen)	0 65
Engineers, operating, steam—	
Single or double drums	0 65
Three or more drums	0 75
Engineers on steel erection	0 85
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Lathers—metal	0 60
Lathers—wood	0 55
Linoleum layers	0 60
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters (spray)	0 65
Painters and glaziers	0 55
Plasterers	0 75
Plasterers' helpers (mixing and tempering material)	0 40
Plumbers and steamfitters	0 65
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 45
Roofers, felt and gravel: patent: comp	0 40
Roofers, sheet metal	0 65
Sheet metal workers	0 65
Shinglers (wood, asbestos)	0 60
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 85
Tractor operators (small)	0 45
Tractor operators (LeTourneau, etc.)	0 55
Watchmen	0 30
Waxers and polishers (floor)	0 40
Welders and burners—acetylene or elec	0 60
Welders and burners—on steel erection	0 85

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

Note.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

Royal Canadian Mounted Police

Nature of Contract	Contractor
Brown leather gloves	Acme Glove Works Ltd., Ottawa, Ont.

ROYAL CANADIAN MOUNTED POLICE—*Conc.*

Nature of Contract	Contractor
Bath towels	Dominion Textile Co., Ltd., Montreal, P.Q.
Tooth brushes	Canadian Industries Ltd., Montreal, P.Q.
Cardigan jackets	Bates and Innes Ltd., Carleton Place, Ont.
Bed blankets	Bates and Innes Ltd., Carleton Place, Ont.
Hand towels	Caldwell Linen Mills Ltd., Iroquois, Ont.
Blue ties	Tooke Bros., Ltd., Montreal, P.Q.
Canvas sheets	Hugh Carson Co., Ltd., Ottawa, Ont.
Blue poplin ties	Aristo Cravat Inc., Montreal, P.Q.
Blue riding breeches	Firth Bros., Ltd., Hamilton, Ont.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal Dating Stamps and Type Canceller, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter Carriers' Uniforms	Pollack & Dorfman, Quebec, P.Q.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Mail bag fittings	Meyer Sealing Devices Reg'd, Montreal, P.Q.
Mail bag fittings	Bell Thread Co., Ltd., Hamilton, Ont.
Mail bag fittings	Hamilton Cotton Co., Ltd., Hamilton, Ont.
Letter pouches and mail bags	Hugh Carson Co., Ltd., Ottawa, Ont.
Mail bagging	J. Spencer Turner Co., Ltd., Hamilton, Ont.
Mail bagging	W. Robinson & Son Converters Ltd., Toronto, Ont.

DEPARTMENT OF PUBLIC WORKS

New flooring in the Winch Building, Vancouver, B.C. Name of contractors, H. D. Layfield & Co., Vancouver, B.C. Date of contract, September 18, 1941. Amount of contract, $4,408. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 97½
Cement finishers	0 90
Cement and concrete mixer operators (gas. or electric)	0 60
Drivers	0 50
Drivers, horse and cart	0 60
Drivers, team and wagon	1 00
Labourers	0 50
Motor truck drivers	0 50
Motor truck drivers and truck	1 50
Tile setters (asphalt)	0 75
Waxers and polishers (floor)	0 50

Construction of repairs, alterations, etc. to various buildings at the Quarantine Station, William Head, B.C. Name of contractor, Mr. L. G. Scott, Victoria, B.C. Date of contract, September 18, 1941. Amount of contract, $3,506. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 12½
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators, (gas. or electric)	0 55
Drivers	0 45
Drivers, horse and cart	0 60
Drivers, team and wagon	0 85
Electricians (inside wiremen)	1 00
Labourers	0 45
Motor truck drivers	0 50
Motor truck drivers and truck	1 50
Painters and glaziers	0 75
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers, all men assigned to help tradesmen)	0 50
Roofers—felt and gravel: Patent	0 50
Sheet metal workers	0 90
Tile setters (asphalt)	0 75

Construction of Temporary Office Building No. 4, Ottawa, Ont. Name of contractor, Mr. Alex. I. Garvock. Date of contract, September 22, 1941. Amount of contract, $292,000 and unit prices. A fair wages schedule was included in the contract as follows:

	Per hour
Asbestos insulation workers	$0 70
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Boilermakers on construction or erection	0 85
Brick and hollow tile layers—	
Up to Sept. 30/41	1 05
On and after Oct., 1/41	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Drill runners	0 55
Electricians (inside wiremen)	0 80
Engineers, operating, steam—	
Single or double drums	0 70
Three or more drums	0 80
Engineers, on steel erection	0 90
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Lathers—metal	0 70
Lathers—wood	0 65
Linoleum layers	0 60
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50

	Per hour
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters (spray)	0 85
Painters and glaziers	0 70
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Riggers (general)	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent: comp.	0 50
Roofers, sheet metal—	
Up to Sept. 30/41	0 92
On and after Oct., 1/41	0 95
Sheet metal workers—	
Up to Sept., 30/41	0 92
On and after Oct., 1/41	0 95
Shinglers (wood, asbestos)	0 90
Sprinkler installers	0 93½
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 90
Tile setters—asphalt	0 70
Tile setters' helpers (all men assigned to help tradesmen)	0 50
Tractor operators (small)	0 55
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50
Welders and burners—acetylene or elec	0 70
Welders and burners—on steel erection	0 90

Construction of a new pier at Partridge Island, Saint John Harbour, N.B. Name of contractor, Mr. John S. Parker, Saint John, N.B. Date of contract, September 29, 1941. Amount of contract, approximately $13,692.70. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Boatmen (rowboat)	0 40
Driver	0 40
Drivers, horse and cart	0 55
Driver, team and wagon	0 75
Engineers, operating, steam—	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Timbermen and cribmen (measuring, scribing, and by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Watchmen	0 35
Carpenters and joiners	0 70
Pile driver and derrick foremen	0 70
Pile driver and derrick engineers	0 60
Pile driver and derrick men (rigging, setting and signalling)	0 50
Pile driver and derrick firemen	0 45
Pile driver and derrick labourers	0 40

Construction of an addition to the National Research Building, Ottawa, Ont. Name of contractors, Messrs. G. A. Crain and Sons, Ottawa, Ont. Date of contract, September 12, 1941. Amount of contract, $9,187. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 85
Cement finishers	0 60
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Labourers	0 45
Lathers (metal)	0 70
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Painters and glaziers	0 70
Painters (spray)	0 85
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Roofers, felt and gravel: patent: comp.	0 50
Sheet metal workers	0 92

Construction of building No. 5 (boathouse) at H. M. C. Dockyard, Halifax, N.S. Name of contractors, Standard Construction Co., Halifax, N.S. Date of contract, September 15, 1941. Amount of contract, $104,121 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 60
Blacksmiths	0 70
Blackmiths' helpers	0 45
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators	0 50
Drill runners	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 95
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers on steel erection	0 75
Firemen, stationary	0 45
Hoist operators, tower (gas. or elec.)	0 50
Labourers	0 40
Lathers—metal	0 60
Machinists	0 70
Machinists' helpers	0 45
Motor truck driver	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 65
Painters (spray)	0 75
Plasterers	0 85
Plasterers' helpers	0 45
Plumbers and steamfitters	0 95
Powdermen	0 50
Rodmen, reinforced steel	0 50
Roofers, felt and gravel; patent; comp.	0 45
Roofers, shingles (wood, asbestos)	0 50
Sheet metal workers	0 70
Structural steel workers	0 75
Watchmen	0 35
Welders and burners on steel erection	0 75
Riggers (general)	0 55

Construction of parade grounds and recreational fields at Colwood, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Vancouver, B.C. Date of contract, September 8, 1941. Amount of contract, $19,717 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 90
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas or elec	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Watchmen	0 45

(2) *Dredging Work*

Note.—The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages, and hours of labour and also empowers the Minister of Labour to deal with any disputes which may arise thereon.

Department of Public Works

Dredging work at Chambly Basin, P.Q. Name of contractors, Southern Working Ltd., Montreal, P.Q. Date of contract, September 29, 1941. Amount of contract, approximately $9,518.78.

Dredging work in the harbour of Saint John, N.B. Name of contractors, Canadian Dredge & Dock Co., Ltd., Toronto, Ont. Date of contract, September 29, 1941. Amount of contract, approximately $553,122.

Dredging work at Lloyd's Cove, N.S. Name of contractors, Beacon Dredging Co., Ltd., Halifax, N.S. Date of contract, August 23, 1941. Amount of contract approximately $12,516.

Dredging work at Hamilton, Ont. Name of contractors, J. P. Porter & Sons, Ltd., Montreal, P.Q. Date of contract, September 30, 1941. Amount of contract, approximately $14,204.

Dredging work at Point Sapin, Kent Co., N.B. Name of contractors, Messrs. Denis LeBlanc and Philip M. Leger, of Buctouche and Mount Carmel, N.B. Date of contract, September 8, 1941. Amount of contract, approximately $4,500.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL Agreements and schedules of wages and working conditions received in the Department are outlined in the Labour Gazette from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Construction: Shipbuilding

Halifax and Dartmouth, N.S.—Halifax Shipyards Ltd. and the Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 1.

Agreement reached as the result of a Board under the Industrial Disputes Investigation Act (Labour Gazette, September, 1941, page 1062). Agreement which covers both the Halifax and Dartmouth plants, is to be in effect from August 2, 1941, to August 1, 1942, and thereafter from year to year, subject to notice.

The Company recognizes the union as the collective bargaining agency for the employees, and will not interfere with the right of its employees to become members of the union, or discriminate against employees because of union membership.

Hours for day work: 8 per day, 4 on Saturdays, 44 per week. Hours for night work: 11 per night, but the number of such employees not to exceed 100, and shall be paid at time and one eighth.

Overtime: time and one-half; all work on Sundays and nine specified holidays, double time.

Wages to be increased as follows: all rates of 70 cents or over by 5 cents per hour; under 70 cents, by 6 cents. Temporary charge hands to be paid 10 cents per hour extra; for work recognized as "dirty work" 10 cents extra.

Bonus: a cost of living bonus of $1.80 per week, effective from January 1, 1941, to May 1, 1941, and of $2.10 per week from May 1, 1941, to August 2, 1941, for full time and proportionately for less; thereafter in accordance with P.C. 7440.

Ability being equal, seniority to be the governing factor in lay-off, rehiring, promotion and demotion.

Grievance committees to be formed for the settlement of disputes with the company. If they are unsuccessful the dispute will be referred to a joint adjustment board, whose chairman if not mutually agreed on will be selected by the federal Minister of Labour. The decision of this board to be final and binding.

Saint John, N.B.—Saint John Dry Dock Company Limited and the United Brotherhood of Carpenters and Joiners, Local 840.

Agreement reached as a result of a board under the Industrial Disputes Investigation Act (Labour Gazette, August, page 898). Agreement to be in effect from July 1, 1941 to

March 1, 1942, and thereafter from year to year subject to notice.

Hours: 8 per day, 4 on Saturdays, a 44-hour week. When 3 shifts are worked, 30 minutes to be allowed for lunch in the fifth hour. Time and one eighth to be paid men working on second and third shifts.

Overtime: time and one half to midnight; thereafter, double time; overtime on night shifts, time and one half for first six hours Monday to Friday inclusive and time and one half for first four hours (after the four hours at straight time) on Saturday, with double time thereafter. All work on Sundays and nine specified holidays, double time.

Minimum hourly wage rates: journeymen carpenters 75 cents, improvers 50 cents.

Apprentices to serve four years and to be paid 22 cents per hour during first six months, with half yearly increases of 5 cents.

Bonus: a cost of living bonus to be paid journeymen, improvers and apprentices to compensate for increases in the cost of living subsequent to July 1, 1941, and bonus to be as provided for in section 5 of P.C. 7440.

Seniority and merit to be rule of employment.

Any employee who feels he has been unjustly dealt with, shall take the matter up with his foreman, and later, if necessary, the committee may take the matter up with company officials. If adjustment is not reached, both parties agree to arbitrate as provided for by the Industrial Disputes Investigation Act.

Kingston, Ontario.—Kingston Shipbuilding Co. Ltd. and its Employees.

This agreement which was made March 24, 1941, following a report of a Board under the Industrial Disputes Investigation Act (Labour Gazette, March, 1941, page 216) is to be in effect from October 31, 1940, to November 30, 1941, and thereafter from year to year, subject to notice.

The agreement is similar to that published in full in the Labour Gazette, March, 1941, pages 218 and 219, with the exception of the dates effective, which are noted above and with this change:

To clause 13, is added: "Provided however, that when the plant is working 9 hours per day, and particularly effective from Monday, March 24, 1941, to November 30, 1941, time and one-half shall be paid for any work after 5 p.m. on Mondays to Fridays, both inclusive and after 12 noon on Saturdays."

Clause 18 reads: "Notwithstanding Clauses 13 and 14 above, so long as Daylight Saving Time is in effect, the regular working hours from the Monday nearest November 30 to the Monday nearest March 24, shall be 48 hours per week, 8 hours per day."

At the end of the agreement the following is added:

"Provided further and as protection to the employees against increases in the cost of living, there shall be paid a bonus in the manner following:

"Changes in the cost of living should be measured by the new Cost of Living Index prepared by the Dominion Bureau of Statistics in co-operation with the Department of Labour and the Wartime Prices and Trade Board; the bonus to be a sum of three (3) cents per hour worked by each man regardless of his regular wage rate and to be determined at quarterly intervals, commencing on January 31, 1941, and paid in the first instance only if the cost of living has risen by as much as five per cent (5%) since October 31, 1940, and thereafter to be adjusted only if the cost of living has risen by five per cent (5%) or more since the last previous determination of a bonus payment, and to be decreased only in case the cost of living has increased by five per cent or more since the last previous determination of a bonus."

Collingwood, Ontario.—Collingwood Shipyards Ltd., and Its Employees.

This agreement, which was made November 5, 1940, following a report of a Board under the Industrial Disputes Investigation Act (Labour Gazette, October, 1940, page 1009) is to be in effect from October 23, 1940 to November 30, 1941, and thereafter from year to year, subject to notice.

The agreement provides that the working conditions be in accordance with "Schedule A—Working Conditions" which was incorporated into the report of the Board and published in the Labour Gazette, October, 1940, pages 1011 and 1012, with these changes:

"(*a*) Clause 1 shall be amended by deleting the last five words 'or to any similar organization.'

"(*b*) Clauses 13 and 14 shall be subject to the following:

"(*aa*) The regular working hours in the 'Company's operations from the Monday nearest to November 20 of each year to and including the Saturday nearest the next April 20, shall be fifty hours per week (nine hours daily except Saturday, on which day five hours only may be worked).

"(*bb*) Holidays by name New Year's Day, Labour Day and Christmas Day shall not be worked unless absolutely necessary and if worked, the work shall be paid for at double the regular wage rates."

For "Schedule B—Basic Wage Scale," is substituted the following basic wage scale—Hourly rates: anglesmith, blacksmith, boilermaker, chipper and caulker, plater, 70 cents (helpers to these trades 46 cents); burner 65 cents (helper 45 cents); riveter 70 cents, riveter holder-on 55 cents, riveter heater 50 cents, riveter passer 30 cents, slabman 70 cents (helper 46 cents); welder 55 cents with over six months' experience, 60 cents with over one year's, 65 cents with over 18 months' and 70 cents with over 2 years' experience; driller 70 cents (helper 45 cents), punch and shear operator 55 cents (helper 46 cents), reamer and countersinker 52½ cents (helpers 45 cents), bolter-up 47½ cents, rigger 55½ cents (helper 46 cents) crane operator 58½ cents, tester-rivet 70 cents; machinist and machine fitter, millwright, coppersmith, steam and pipe fitter, electrician, moulder, pattern-maker, joiner, template maker, shipwright, 70 cents (helpers to these trades 46 cents); painter 65 cents, red-leader 46 cents, stage builder 47½ cents, sheet metal worker 70 cents (helper 46 cents) labourer 42 cents, liner man 55 cents, slinger (hooker-on) 50 cents.

The company may designate employees, who shall be termed "improved helpers" and be paid 2½ cents over the minimum helpers' rate for the first six months and an additional 2½ cents per hour for each succeeding six months until the end of the fourth year, after which they will receive the mechanics' minimum rate of pay.

Toronto, Ontario.—Dufferin Shipbuilding Co. Ltd., and Their Employees (Members of The International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers, Local 128, and the United Brotherhood of Carpenters, Local 279.

Agreement reached as the result of a board under the Industrial Disputes Investigation Act, reported on page 1188 of this issue. Agreement to be in effect from June 1, 1941, until ten days after the cessation of hostilities.

No discrimination against any employee by reason of his belonging to a union. It is the desire of all parties that all employees covered by this agreement be members of one of the two unions and the company will co-operate with the unions to try to secure these.

Hours: 48 per week without limitation of daily hours. Present arrangement whereby the day shift gets Saturday afternoon off and the night shift works only five nights per week to be continued unless urgency of war demands make other arrangements necessary.

Overtime: time and one-half for all time worked in excess of 48 hours per week or any time worked on any day in excess of the regular working hours as established in the company shipyard; time and one-half for all work on Sundays and five specified holidays; double time for three holidays.

Minimum hourly wage rates: anglesmiths 82½ cents, burners 72½ cents, bolters-up 60 cents, crane operators (electric) 67½ cents, caulkers and chippers 82½ cents, drillers 77½ cents, holders-on 70 cents, liner fitters 67½ cents, loftsmen 82½ cents, machinists and engine fitters 82½ cents, machine operators (minor machines) 62½ cents, plater and fitter 82½ cents, rigger 72½ cents, reamer and countersinker 60 cents, rolls and press operator 82½ cents, riveter 82½ cents, rivet heater 67½ cents, rivet catcher (under 18 years) 30 cents, rivet catcher (over 18 years) 45 cents, rivet tester 82½ cents, slinger 62½ cents, stage builder and maintenance carpenters 72½ cents, welders (electric and acetylene) 82½ cents, frame bender 82½ cents, punch and shear operator 70 cents, helpers 50 cents, helpers after 2 months 55 cents, helpers after a further 2 months 57 cents, ships carpenters 85 cents, joiners 85 cents, shipwrights 85 cents, carpenters 85 cents.

Charge hands to be paid 5 cents per hour extra.

Time and one-quarter to be paid for all "dirty work."

Bonus: a cost-of-living bonus will be paid in accordance with the principles enunciated in Order in Council P.C. 7440 and amendments thereto as interpreted by the federal Department of Labour, with the understanding that June 1, 1941, shall be the base from which increase in the cost of living shall be computed.

Apprentices to serve four years and are limited to one to every five journeymen mechanics and one apprentice for the shop. Apprentices to be paid from 25 cents per hour during the first six months, with a 5-cents per hour increase each six months during the four-year period, after which they will be paid the journeymen's rate.

The company may designate employees as helper apprentices and shall pay them 2½ cents per hour over the helpers' rate of 57 cents, for the first six months and 2½ cents each succeeding six months; after two years helper apprentices to receive the mechanics' rate.

Seniority, subject to ability, to govern layoffs and rehiring of men.

Any dispute which cannot be settled between the company and the shop committee will be referred to the Minister of Labour whose decision will be final and binding.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article:—

Tanning Industry, Province of Quebec (amendment).
Fine Glove Manufacturing Industry, Province of Quebec (amendment).
Work Glove Cutters, Province of Quebec (amendment).
Work Glove Operators and Blockers, Province of Quebec (amendment).
Women's Cloak and Suit Industry, Province of Quebec (amendment).
Men's and Boys' Hat and Cap Industry, Province of Quebec (amendment).
Paper Box (Uncorrugated Paper) Manufacturing Industry, Province of Quebec (amendment).
Sash and Door, Wrought Wood and Casket Manufacturing Industry, Jonquière and Kenogami (amendment).
Building Trades, Montreal (correction).
Building Trades, Val d'Or and Amos (amendment).
Barbers, Sherbrooke.
Barbers, Montreal.
Funeral Undertakers, Montreal (amendment).
Barbers and Hairdressers, Hull.

Industrial Standards Act

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below:—

Ontario

Carpenters, Ottawa.
Electrical Workers, Ottawa.
Plasterers, Ottawa.
Barbers, Brockville.
Barbers, Essex County.

Saskatchewan

Taxi Drivers, Prince Albert.
Coal and Wood Industry, Regina.
Beauty Culture Industry, Humboldt.

Alberta

Carpenters, Lethbridge.
Carpenters, Red Deer and Sylvan Lake.
Garages and Service Stations, Edmonton.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the Labour Gazette, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the Labour Gazette, from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent Proceedings under the Act include the amendment of nine agreements and the correction of another, all of which are summarized below, together with summaries of the agreements for barbers in Montreal and barbers and hairdressers in Sherbrooke and Hull and the amendment to the agreement for funeral undertakers at Montreal, which agreements and amendment were mentioned in the Labour Gazette for September. A request for the extension of a new agreement for barbers and hairdressers at Joliette was published in the *Quebec Official Gazette* September 6, and one for barbers and hairdressers at Rouyn and Noranda in the issue of September 13. Requests for amendments to the following agreements were published in the *Quebec Official Gazette*, as follows: barbers and hairdressers at Hull, building trades in Chicoutimi and the Lake St. John district, printing trades in the Montreal district, building trades in St. Jerome (Terrebonne County), building trades at Val d'Or and Amos, the fur industry at Quebec, in the September 13 issue; building trades at Montreal, elevator constructors throughout the province, barbers at Montreal, building trades in Chicoutimi in the Lake St. John district and building trades at Montreal, in the issue of September 27. In addition, Orders in Council were published in the *Quebec Official Gazette* during September, approving or amending the constitution and bylaws of certain parity committees and others approving the levying of assessments by certain parity committees.

Manufacturing: Fur and Leather Products

Tanning Industry, Province of Quebec.—An Order in Council, dated September 6, and published in the *Quebec Official Gazette*, September 13, amends the previous Orders in Council for this industry (Labour Gazette, March, 1940, page 282, February, 1941, page 183 and August, page 1008). The last amendment (Labour Gazette, August, page 1008) increasing minimum wage rates by 2 cents per

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hour is repealed. Minimum hourly wage rates are increased by 10 per cent, which increase is given as a war bonus and applies also to all employees governed by the agreement computed on wages in force June 1, 1941.

Fine Glove Manufacturing Industry, Province of Quebec.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, September 27, amends the previous Orders in Council for this industry (Labour Gazette, April, 1941, page 472, and July, page 854.)

Wages: the following is added to the wage scales for both the operators, examiners and blockers and the cutters: "An increase of 10 per cent shall be in force from October 1, 1941, and shall be added to the wages now paid, after the increases in force have been calculated."

Work Glove Cutters, Province of Quebec.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, September 27, amends the previous Orders in Council for this industry (Labour Gazette, March, 1940, page 282, and March, 1941, page 333).

Wages: the following is added: "An increase of 10 per cent shall be in force from October 1, 1941, to December 31, 1942, and shall be added to the wages now paid, after the increases in force have been calculated."

Work Glove Operators and Blockers, Province of Quebec.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, September 27, amends the previous Orders in Council. (Labour Gazette, September, 1940, page 971, and March, 1941, page 333.)

Wages: the following is added: "A new increase of 10 per cent shall be in force from October 1, 1941, and shall be added to the wages now paid, after the increases in force have been calculated."

Manufacturing: Textiles and Clothing

Women's Cloak and Suit Industry, Province of Quebec.—An Order in Council, dated September 22, and published in the *Quebec Official Gazette*, September 27, amends the previous Orders in Council for this industry (Labour Gazette, October, 1937, page 1157, May, 1940, page 496, August, page 866 and November, page 1202).

Wages: a general increase of 12½ per cent by way of war bonus to cover the increased cost of living is made effective. This increase applies to the minimum rates and also to all employees actually receiving wages in excess of the minimum rates, whether on a time or piece work basis. Minimum hourly wage rates (with increase added): full skilled cutters 90 cents, semi-skilled cutters, 62 cents, trimmers 67½ cents, fur tailors 73 cents, assistant fur tailors 49½ cents, button sewers, general hands and examiners 38 cents. Minimum hourly rates for crafts who may work on a piece or week work basis: skilled operators (male) 90 cents, skilled operators (female) 72 cents, section operators (male or female) 90 cents, top pressers 90 cents, machine pressers 90 cents, under pressers 84 cents, piece pressers 51 cents, lining makers 47 cents, finisher 47 cents, shirt makers 47 cents, machine basters, hand basters and special machine operators 49½ cents, semi-skilled operators (male) 62 cents, semi-skilled operators (female) 56 cents.

Apprentices are limited to 5 per cent of the skilled workers employed in any establishment. Apprentice operators, pressers and cutters, trimmers and fur tailors to be paid from $7.88 per week to start to $24.75 after three years; apprentice skirt makers, lining makers, finishers, button sewers, examiners and general hands, machine basters, hand basters and special machine operators to complete apprenticeship in two years and to be paid from $7.88 to start to $14.63 after 18 months.

Men's and Boy's Hat and Cap Manufacturing Industry, Province of Quebec.—An Order in Council, dated September 22, and published in the *Quebec Official Gazette*, September 27, amends the previous Order in Council for this industry (Labour Gazette, April, 1940, page 389).

The agreement is to continue in effect until January 1, 1942, and thereafter from year to year, subject to notice.

Wages: the wages of all workers employed as cutters, operators, blockers and lining makers to be increased by 10 per cent over the wages received by them as of June 30, 1941, the first 5 per cent until September 30, 1941, and the additional 5 per cent from October 1, 1941. The minimum weekly wage rates for skilled workers, from October 1, 1941, for a 44-hour week are: cutters $26.40; operators $24.20; blockers $19.14 and lining makers $15.95. In establishments where the piece work system is in force, there shall be an increase of 5 per cent over and above the prices paid before July 1, 1941, this increase to be effective until September 30, 1941, and a further increase of 5 per cent from October 1, 1941.

Manufacturing: Pulp, Paper and Paper Products

Paper Box (Uncorrugated Paper) Manufacturing Industry, Province of Quebec.—An Order in Council, dated September 6, and published in the *Quebec Official Gazette*, September 13, amends the previous Orders in Council for this industry (Labour Gazette, April, 1939, page 528, September, page 950, May, 1940, page 496, December, page 1310, April, 1941 page 473 and June, page 704).

Hours: for the night shifts, hours are between the quitting and starting time of the day shift, on Monday to Friday inclusive.

Wages: employees on night shift to be paid 20 per cent higher than the day rate and overtime to be computed on the 20 per cent higher rate.

Printing Department

Special conditions are now stipulated for this department.

Hours in the Montreal district are 48 per week; in the Quebec district 48 per week and 45 for night work.

Overtime in both districts: time and one-half for first three hours; thereafter, double time, except in rural districts in the Quebec district,

where overtime is payable at time and one-quarter; all work on Saturday afternoons, Sundays and holidays, double time.

Minimum hourly wage rates in Montreal district; journeymen compositors, machine keyboard operators and castermen, also pressmen on certain types of presses, 82 cents in the Island of Montreal and within 10 miles of it, (zone 1), 70 cents in eleven other cities and large towns (zone 11) and 66 cents in the rest of the district (zone 111); pressemen on other types of presses 68 cents and 87 cents in zone 1, 58 and 74 cents in zone 11 and 55 and 70 cents in zone 111; assistant pressmen 68 cents in zone 1, 58 cents in zone 11 and 55 cents in zone 111; press feeders from 40 to 68 cents in zone 1, 34 to 58 cents in zone 11 and 32 to 55 cents in zone 111.

Apprentices in the Montreal district limited to one to each three journeymen; apprenticeship is 6 years. Apprentice compositors to be paid from 18 cents to 74 cents in zone 1, from 15 to 63 cents in zone 11 and from 14 to 59 cents in zone 111. Apprentice pressmen from 18 to 61 cents in zone 1, 15 to 52 cents in zone 11 and 14 to 49 cents in zone 111.

Minimum wage rates in the Quebec district (judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé and those parts of the districts of St. François and Arthabaska not in the Montreal district): journeymen typographers, linotypists and monotypists $29.50 per week or 62 cents per hour; all other journeymen $28 per week or 59 cents per hour. In the rural judicial districts, however, these wage rates may be 20 per cent lower. Journeymen on night shifts $2 per week extra, apprentices $1 per week extra. Employees on night shift to be paid 20 per cent extra.

Appentices in the Quebec district to be paid from $5 per week in first year to $18 during second half of fifth year.

Manufacturing: Miscellaneous Wood Products

Sash and Door, Wrought Wood and Casket Manufacturing, Jonquiere and Kenogami.—An Order in Council, dated September 11, and published in the *Quebec Official Gazette*, September 13, amends the previous Orders in Council for this industry (Labour Gazette, November, 1940, page 1202, July, 1939, page 728, November, 1939, page 1183 and April, 1941, page 473).

Wages: wage rates for operators (that is an employee in the box industry, working on machines and repeating similar work each day, but not employees having practical knowledge of the trade) to be paid 10 cents per hour during first year, to 27 cents during fourth year; employee piling up wood 25 cents.

Construction: Buildings and Structures

Building Trades, Montreal.—A correction to the Order in Council which was summarized in the Labour Gazette, September, page 1160, was published in the *Quebec Official Gazette*, September 27, but does not affect the summary.

Building Trades, Val D'Or and Amos.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette*, September 27, amends the previous Order in Council for these trades (Labour Gazette, June, 1941, page 704).

Wages: all hourly wage rates are increased by 5 cents per hour: weekly rates by $2.40 per week. The additional remuneration for carters supplying horses is no longer mentioned.

Service: Business and Personal

Barbers, Sherbrooke.—An Order in Council, dated August 20, and published in the *Quebec Official Gazette*, August 23, makes obligatory the terms of an agreement between Le Syndicat des Maîtres-Barbiers du District de St. François, Inc., (The Union of Master Barbers of the District of St. Francis, Inc.) and Le Syndicat des Employés-Barbiers du District de St. François (The Union of Employed Barbers of the District of St. Francis).

The agreement, which is to be in effect from August 23, 1941 to August 22, 1942, and thereafter from year to year, subject to notice, covers the city of Sherbrooke, and Lennoxville, Magog, Windsor Mills, Bromptonville and Richmond and within 5 miles of them.

Hours during which barber shop may be open are specified for each municipality, but every employee to have six consecutive hours off each week.

Minimum wages for barbers: $13 per week plus 70 per cent of receipts over $20; extra employees, $2 per day plus 70 per cent of receipts over $3 made by the employee.

Minimum prices for services to be charged customers in each municipality are included.

Apprentices limited to one in a shop, and to serve three years, and be paid from $5 per week after six months to $9 during third year.

Barbers, Montreal.—An Order in Council, dated August 13, and published in the *Quebec Official Gazette*, August 23, extends the terms of the Agreement (Labour Gazette, September, 1938, page 1045, November, page 1301, December, page 1424, April, 1939, page 435, and September, page 951) to September 8, 1941.

Another Order in Council, dated August 20, and published in the *Quebec Official Gazette*, August 23, makes obligatory the terms of an agreement between Le Syndicat Professionnel des Maîtres Barbiers de Montreal, Inc. (The Professional Union of Master Barbers of Montreal, Inc.), L'Association des Maîtres Barbiers et Coiffeurs de Montréal, et District, Inc. (The Association of Master Barbers and Hairdressers of Montreal and District, Inc.), L'Association corporative indépendante des Maîtres Barbiers de l'Ile de Montréal, Inc. (The Corporative Independent Association of Master Barbers of the Island of Montreal, Inc. The Master Barbers and Men's Hairdressers of Montreal, and La Corporation des Coiffeurs, section des Maîtres. The Corporation of Hairdressers, Masters' Section), on the one part; and La Corporation des Coiffeurs, section des Compagnons (The Corporation of Hairdressers, Journeymen's Section), L'Association Protectrice des Employés-Barbiers de Montréal, Inc. (The Protective Association of Employed Barbers of Montreal, Inc. and L'Union Internationale des Employés-Barbiers d'Amérique, Local 455 (The International Union of Barbers of America, Local 455).

The agreement, which is to be in effect from August 23, 1941, to August 22, 1942, and thereafter from year to year, subject to notice, covers the Island of Montreal, the city of St. Lambert and the municipality of St. Antoine de Longueuil.

Hours: 55 per week for barbers, 48 per week for manicurist.

Minimum wage rates for journeymen barbers: $17 per week plus a commission of 50 per cent of all receipts in excess of $25 made by the barber in the week; extra journeymen 30 cents per hour plus 10 per cent of receipts on all gross receipts up to $25 inclusively made by him in the week, but if receipts exceed $25 he shall receive the regular journeymen's rate; manicurists to be paid $7 per week plus a commission of 50 per cent of receipts over $12.

A scale of minimum charges for services to customers is included in the agreement, with a minimum charge of 35 cents for a haircut for adults, Mondays to Fridays, 40 cents on Saturday.

Apprenticeship to be for three years, with one apprentice allowed to two journeymen; apprentices to be paid from $5 per week during second six months to $13 during sixth six months.

Funeral Undertakers, Montreal.—An Order in Council, dated July 30, and published in the *Quebec Official Gazette*, August 2, extends the term of this agreement (Labour Gazette, June, 1940, page 610 and May, 1941, page 593) to October 4, 1941.

Barbers and Hairdressers, Hull.—An Order in Council dated August 27, and published in the *Quebec Official Gazette*, August 30, makes obligatory the terms of an agreement between L'Association des Maîtres Barbiers du district de Hull (The Association of Master Barbers of the District of Hull) and Le Syndicat Interprofesionnel (The Interprofessional Union).

The agreement, which is to be in effect from August 30, 1941, to August 29, 1942, and thereafter from year to year, subject to notice, applies to the city of Hull, the town of Buckingham and within 10 miles of them.

Hours: 56 per week; all employees entitled to six consecutive hours off per week except in week when there is a holiday: in Hull, barber shops closed at 1 p.m. Wednesdays except in week in which there is a holiday.

Minimum wages: in Hull and within 10 miles of it, $16 per week plus 60 per cent of all receipts in excess of $25 made by the emloyee; in Buckingham and within 10 miles of it, $13 per week plus 50 per cent of receipts in excess of $20 made by the employee.

A scale of minimum charges to customers is included with haircuts for adults 35 cents (40 cents on Saturday).

One apprentice allowed to each shop; apprentices to serve 2½ years, and to be paid from $4 per week during second six months to $11 during fifth six months.

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, September 13, 20 and 27.

Barbers, Sherbrooke.
Barbers and Hairdressers, Quebec.
Barbers, Montreal.
Hairdressers, Montreal (amendment).
Building trades, Montreal.
Retail stores, Coaticook.

Notices were published in the *Quebec Official Gazette*, September 6, 13, 20, and 27, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Barbers and Hairdressers, Chicoutimi and Lake St. John District (amendment).
Barbers and Hairdressers, St. Hyacinthe, (amendment).
Retail stores, Quebec.
Shoe manufacturing industry, Province of Quebec.
Building trades, Chicoutimi and Lake St. John District.
Furniture industry, Province of Quebec.
Barbers, Sherbrooke.
Barbers, Montreal.
Barbers and Hairdressers, Quebec.
Building trades, Montreal.
Bakers, Granby.
Building trades, Sorel.
Retail stores, Coaticook.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees,

may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the Labour Gazette, October, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Construction: Buildings and Structures

Carpenters, Ottawa.—An Order in Council, dated September 12, and published in *The Ontario Gazette,* September 20, makes binding the terms of a schedule of wages and hours for the carpentry industry in the city of Ottawa and adjacent suburban area, to be in effect from September 30, 1941, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44 hour week on shift work; those on night shifts to receive 8 hours' pay for 7 hours' work.

Overtime: time an one half for first four hours; thereafter, and all work on Sundays and five specified holidays, double time.

Minimum wage rates for carpenters: 90 cents per hour. The Advisory Committee may fix a special minimum rate for a handicapped worker.

Apprentices are governed by the Apprenticeship Act.

Electrical Workers, Ottawa.—An Order in Council, dated September 12, and published in *The Ontario Gazette,* September 20, makes binding the terms of a schedule of wages and hours for the electrical repair and construction industry, in the city of Ottawa and adjacent suburban area, from September 30, 1941, "during pleasure."

Hours: 8 per day, Mondays to Fridays inclusive, a 40-hour week. However, overtime may be worked for 4 hours Saturday morning at straight time. On shift work, those on night shifts to receive 8 hours' pay for 7 hours' work.

Overtime: time an one half; work on Sundays and six specified holidays, double time.

Minimum hourly wage rates: journeymen electrical workers 85 cents until January 1, 1942, and 90 cents thereafter; helpers 50 cents. A special minimum rate may be established by the Advisory Board for any handicapped workers.

The number of helpers and apprentices shall not exceed one to the first one or two journeymen, two if three or four journeymen employed, three if five journeymen employed and 4 if six or more journeymen on any job.

Apprentices are governed by the Apprenticeship Act.

Plasterers, Ottawa.—An Order in Council, dated September 12, and published in *The Ontario Gazette,* September 20, makes binding the terms of a schedule of wages and hours in the plastering industry in the city of Ottawa and adjacent suburban area, to be in effect from September 30, 1941, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44-hour week. On shift work, those on night shifts to receive 8 hours' pay for 7 hours' work.

Overtime: time and one half until midnight Mondays to Fridays, and to 5 p.m. on Saturdays; all other overtime and all work on Sundays and five specified holidays, double time.

Minimum wage rate for plasterers: $1 per hour. The Advisory Committee may fix a special minimum rate for a handicapped worker.

Apprentices are governed by The Apprenticeship Act.

Service: Business and Personal

Barbers, Brockville.—A correction was published in *The Ontario Gazette,* September 6, to the schedule for this trade (Labour Gazette, September, page 1163), making the rate for full-time barbers on a commission basis, $12.50 per week plus 60 per cent of proceeds in excess of $19 from the work of the employee.

Barbers, Essex County.—An Order in Council, dated September 5, and published in *The Ontario Gazette,* September 13, makes binding the terms of a schedule of wages and hours for the barbering industry in the County of Essex except the city Windsor and that part of Wheatley lying in the county of Kent, to be in effect from September 23, 1941, "during pleasure."

Hours are those during which barber shops are permitted to be open by municipal bylaw.

Minimum wages for full time barber: $18 per week or $13 per week plus 50 per cent of the proceeds in excess of $19 from the work of the employee, plus an extra 10 per cent of the proceeds in excess of $30 from the work of the employee.

A scale of minimum prices is included, of which 40 cents is the price of a haircut or trim for adults.

Saskatchewan

Transportation and Public Utilities: Local Transportation

Taxi Drivers, Prince Albert.—An Order in Council, approved August 25, and published in *The Saskatchewan Gazette,* September 15, makes binding the terms of a schedule of wages and hours for the taxi industry in the city of Prince Albert and within five miles of it.

Hours: 10 per day, divided into two shifts, with an interval of one hour between shifts, 6 days per week, a 60-hour week.

Overtime: 25 cents per hour; no employee to be required to work more than 15 hours in any day.

Minimum wage rates: full time employee, 25 per cent of gross earnings of the car driven by him, with a guarantee of $12 per week; part-time employees, 25 cents per hour, with at least 75 cents in any one day.

A scale of minimum charges to customers is included.

Trade

Coal and Wood Industry, Regina.—An order in Council, dated September 22, and published in *The Saskatchewan Gazette,* September 30, amends the previous Order in Council for this industry (Labour Gazette, November, 1940, page 1204) by the following addition:

Hours: the 54-hour week is in effect from October to March inclusive and the 49-hour week from April to September inclusive.

Bonus: from October 1, 1941, all employees shall receive a cost of living bonus of not less than 13 per cent of the wages in the schedule in addition to the minimum wage rates.

Service: Business and Personal

Beauty Culture Industry, Humboldt.—An Order in Council approved September 22, and published in *The Saskatchewan Gazette,* September 30, makes binding the terms of a schedule of wages and hours for the beauty culture industry in the town of Humboldt and within five miles of it.

Hours: 48 per week

Overtime: 30 cents per hour for experienced employees, 25 cents for inexperienced employees.

Minimum weekly wage rates: for full time experienced employees, $13; for inexperienced employees from $7.50 per week during first four months to $11.50 during third four months; part-time employees, 30 cents per hour for experienced employees and 25 cents for inexperienced.

A scale of minimum charges to customers is included.

Alberta

Construction: Buildings and Structures

Carpenters, Lethbridge.—An Order in Council, dated August 26, and published in *The Alberta Gazette,* August 30, makes binding the terms of a schedule of wages and hours for the carpentering industry, in the city of Lethbridge and within ten miles of its main post office, from September 9, 1941 to September 8, 1942, or thereafter during pleasure.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one half for first four hours; thereafter, and all work on Sundays and five specified holidays, double time. Extra shifts where not for three consecutive nights to be paid at overtime rates; if worked for three consecutive nights or more, 8 hours' pay for 7 hours' work.

Minimum hourly wage rates: journeymen carpenters, 90 cents, a carpenter in charge of work $1.

Apprentices to serve four years and to be paid from 40 cents per hour during first year to 70 cents during fourth year. One apprentice allowed to three journeymen.

Carpenters, Red Deer and Sylvan Lake.—An Order in Council, dated September 9, and published in *The Alberta Gazette,* September 15, makes binding the terms of a schedule of wages and hours for the carpentering industry in the Red Deer and Sylvan Lake area, to be in effect from September 25, 1941, to September 24, 1942, or thereafter "during pleasure."

Hours: 8 per day, 4 on Saturday, a 44-hour week. On night shift, 8 hours' pay for 7½ hours' work.

Overtime: time and one-half; work on Sundays and four specified holidays, double time.

Minimum hourly wage rate for carpenters: 90 cents.

Trade

Garages and Service Stations, Edmonton.—See below under "Service: Custom and Repair."

Service: Custom and Repair

Garages and Service Stations, Edmonton.—An Order in Council, dated August 26, and published in *The Alberta Gazette,* August 30, makes binding the terms of a schedule of wages and hours for the automotive repair and gasoline service station industry, in the city of Edmonton.

Hours: 9 per day, 6 days per week, a 54-hour week. The regular shift of 9 hours to be performed between 8 a.m. and 11 p.m. and the hours to be continuous, less one hour for meals. All mechanics to be allowed one-half day off each week.

Vacation: mechanics and salaried employees, that is, partsmen, gas-pump attendants, front-end men and service salesmen directly connected with automotive construction and repair work (not automobile salesmen or office employees) to receive one week's vacation, with pay each year.

Overtime: time and one-half; mechanical work done on Sundays and on six specified holidays, time and one-half. (This does not apply to front-end men or gas-service men.)

Minimum wage rates: first class mechanics, 80 cents per hour; second class mechanics, 70 cents; non-mechanical service station employees, $15 per week, watchmen and greasemen, 50 cents per hour or 40 per cent of the labour price quoted, night watchmen, 33⅓ cents.

Apprentices to be paid from $7.50 per week during first three months to 45 and 50 cents during fourth year.

PRICES, RETAIL AND WHOLESALE, IN CANADA, SEPTEMBER, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE official index number of the cost of living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100, advanced from 113·7 for the beginning of August to 114·7 for the beginning of September due to a large extent to higher prices for foods. Appreciable advances were recorded in the clothing and home furnishings groups and smaller advances in the fuel and light as well as in the miscellaneous group. The rent group was unchanged. In foods the largest increases were recorded in dairy products and eggs but all sub-groups were higher with the exception of vegetables and cereals. Comparative figures for the total index for certain dates are 114·7 for the beginning of September: 113·7 for August; 106·4 for September, 1940; and 100·8 for August, 1939. The increase between August, 1939 and September, 1941 was 13·8 per cent; foods being up in the same comparison 24·2 per cent, clothing 17·3 per cent, home furnishings and services 14·8 per cent, fuel and light 12·0 per cent, rent 5·7 per cent, and miscellaneous 5·0 per cent. The total index for the beginning of September was 5·8 per cent lower than the average for 1929.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.90 divided as follows Food (31·3 per cent), $443; Shelter (19·1 per cent) $269.50; Fuel and Light (6·4 per cent), $90.50; Clothing (11·7 per cent), $165.80; Home Furnishings (8·9 per cent), $125.70; Miscellaneous (22·6 per cent), $319.40.

The last named group includes Health (4·3 per cent), $60.80, Personal Care (1·7 per cent), $23.90, Transportation (5·6 per cent), $79.30, Recreation (5·8 per cent), $82.10, Life Insurance (5·2 per cent), $73.30. Other expenditure not directly represented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4 February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4.

The table of cost of living index numbers in eight cities, calculated by the Bureau to indicate regional changes is not included in this issue, no figures for September being available. The figures are published by the Bureau for alternate months only.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 continued upward during September, advancing gradually week by week. For the week ended September 26 the index was 92·8 as compared with 91·9 for the week ended August 29, and 91·0 for that ended August 1. Of the eight main groups in the weekly index six showed advances and two were unchanged. The textiles and textile products group advanced 1·6 points due mainly to higher prices for raw cotton, cotton fabrics and knit goods; the vegetable products group 1·1 points due largely to increases for vegetable oils and tea; the animal products group 1·3 points due to higher prices for raw furs, oils and fats: and the chemical products group due mainly to higher prices for soap.

Comparative figures for the general index are 92·8 for the week ended September 26; 91·8 for the month of August; 83·1 for September, 1940; 72·3 for August, 1939, prewar; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, the high point during that year. Since the outbreak of war the general index has advanced about 28 per cent; and Canadian farm products about 25 per cent down to the end of September. Producers' goods advanced about 27 per cent and consumers' goods about 28 per cent between August, 1939, and August, 1941, the latest date for which this information is available.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of September of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The

prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and bread is obtained by the correspondents of the Labour Gazette. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the Labour Gazette.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

Localities in the list of cities on page 1328 affected by the "standstill" rental order (Labour Gazette, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (Labour Gazette, December, 1940, page 1227). The rental figures in the table for the beginning of September, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (Labour Gazette, February, 1940, page 183.)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The cities of Moncton, Hamilton and Regina were added to the list effective on and after July 1, 1941 and effective on and after September 1, 1941, Brockville was included. The rental figures in the table for the beginning of September, 1941, are therefore for these cities the same as at the beginning of January, 1941. (Labour Gazette, February, 1941, page 192).

Retail Prices

Retail prices of meats at the beginning of September continued upward with the exception of lamb for which a seasonal decline was recorded. It was reported by the Department of Agriculture that consumption of pork declined sharply in August, as requested, in order that more bacon and ham might be available for export to the United Kingdom. This resulted in an increased demand for beef not usual at that season. Retail prices of beef have advanced in the average month by month since the end of 1940, sirloin steak averaging 34·6 cents per pound at the beginning of September, 34·5 cents at August 1, and 29·9 cents for December, 1940, as compared with 27·7 cents at September 1, 1939. Rib roast averaged 29·3 cents at September 1, 29·1 cents at August 1 and 25 cents at December 1, 1940. Lamb averaged 1·7 cents per pound lower at September 1, than one month previously which was the high point during the year. Fresh loin of pork averaged 32·8 cents per pound at September 1, 32·5 cents at August 1, as compared with the low price for 1941 of 24·5 cents per pound reached in February. Sliced bacon averaged 43·1 cents per pound at September 1, 42·5 cents at August 1, and 32·1 cents at the beginning of the year as compared with 33·1 cents at September 1, 1939. Prices of fresh meats tended to be higher in Ontario and British Columbia than in other provinces while bacon was higher than the average in most localities in the western provinces. The price of lard has advanced about five cents per pound in the last two months averaging 16·2 cents for September 1, and 11·1 cents for July 1.

The price of fresh eggs was substantially higher averaging 42·1 cents per dozen for September 1, as compared with 38·4 the previous month and 34·4 cents for September, 1940. The price for September 1, 1939 was 32·8 cents. Stocks of eggs in cold storage at the beginning of September, 1941, were about 11 million dozen as compared with 8·6 million at the same date in 1940. Increases of one cent per quart in the price of milk were reported from a number of cities in Saskatchewan and Alberta and the Dominion average price advanced from 11·5 cents to 11·7 cents per quart as compared with 10·8 cents at September 1, 1939. The production of creamery butter in August was about 10 per cent less than in July but about five per cent greater than in August, 1940. The total for the first eight months of the current year was 7·2 per cent greater than for the corresponding period in 1940. Stocks in storage at September 1, 1941 were about 61·9 million pounds or 7 per cent greater than at September

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND THE PERCENTAGE INCREASE IN THE TOTAL INDEX SINCE AUGUST, 1939

Prices as at the beginning of each month—Average prices in 1935-1939=100*

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Total	Percentage increase since † August, 1939
1913	88·3	74·3	76·9	88·0	70·3		79·7	.....
1914	91·9	72·1	75·4	88·9	70·3		80·0	.....
1915	92·7	69·9	73·8	96·8	70·9		81·6	.....
1916	103·3	70·6	75·4	110·8	74·5		88·3	.....
1917	133·3	75·8	83·8	130·3	81·5		104·5	.....
1918	152·8	80·2	92·2	152·3	91·4		118·3	.....
1919	163·3	87·6	100·7	175·1	101·2		130·0	.....
1920	188·1	100·2	119·9	213·1	110·3		150·5	.....
1921	143·9	109·2	127·6	123·4	112·5		132·5	.....
1922	121·9	113·7	122·2	147·0	112·5		121·3	.....
1923	122·8	116·6	122·2	145·1	111·7		121·7	.....
1924	120·9	117·4	119·2	141·7	109·6		119·5	.....
1925	126·3	117·4	116·8	141·3	107·5		120·6	.....
1926	133·3	115·9	116·8	139·1	106·1		121·8	.....
1927	130·8	114·5	114·4	135·6	105·1		119·9	.....
1928	131·5	117·3	113·2	135·5	104·8		120·5	.....
1929	134·7	119·7	112·6	134·8	105·0		121·7	.....
1930	131·5	122·7	111·8	130·6	105·4		120·8	.....
1931	103·1	119·4	110·0	114·3	103·3		109·1	.....
1932	85·7	109·7	106·8	100·6	100·4		99·0	.....
1933	84·9	98·6	102·5	93·3	98·2		94·4	.....
1934	92·7	93·2	102·1	97·1	97·8		95·6	.....
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2	.....
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1	.....
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2	.....
1938	103·8	103·1	97·7	100·9	102·4	101·2	102·2	.....
1939								
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1	.....
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7	.....
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6	.....
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6	.....
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6	.....
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5	.....
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8	.....
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8	.....
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8	.....
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5	2·7
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8	3·0
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8	3·0
Year	100·6	103·8	101·2	100·7	101·4	101·4	101·5	.....
1940								
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8	3·0
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8	3·0
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6	3·8
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6	3·8
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9	4·1
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9	4·1
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6	4·8
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9	5·1
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4	5·6
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0	6·2
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8	6·9
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0	7·1
Year	105·6	106·3	107·1	109·2	107·2	102·3	105·6	.....
1941								
January	109·7	107·7	108·6	113·7	110·8	103·1	108·3	7·4
February	108·8	107·7	108·7	114·1	111·5	103·1	108·2	7·3
March	109·0	107·7	108·9	114·2	111·6	102·9	108·2	7·3
April	110·1	107·7	108·9	114·3	111·7	102·9	108·6	7·7
May	109·7	109·7	109·2	114·5	111·8	105·1	109·4	8·5
June	112·5	109·7	110·2	114·9	112·1	105·6	110·5	9·6
July	116·6	109·7	110·5	115·1	113·0	105·6	111·9	11·0
August	121·3	109·7	110·5	115·7	114·3	106·1	113·7	12·8
September	123·3	109·7	110·9	117·4	115·8	106·4	114·7	13·8

*For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† An Order in Council of December 16, 1940, P.C. 7440, as amended on June 27, 1941, P.C. 4643, provides for a cost of living bonus of 25 cents per week for each one per cent of increase in the official index number measured from August, 1939. For convenience the percentage increase each month as compared with August, 1939, is shown in the right hand column. These figures may be used to bring up to date the table on page 5 of the supplement to the Labour Gazette for July 1941, entitled "Canada's Wartime Wages Policy." For September, 1941, the figure to be inserted is 113·8.

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Unit	Sept. 1914	Sept. 1915	Sept. 1916	Sept. 1918	Sept. 1920	Sept. 1922	Sept. 1926	Sept. 1929	Sept. 1933	Sept. 1937	Sept. 1939	Sept. 1940	Aug. 1941	Sept. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	25·3	24·2	26·2	38·7	40·6	30·2	30·1	37·6	22·0	27·9	27·7	30·7	34·5	34·6
Beef, round steak	lb.	.....	.....	22·9	36·1	35·8	25·1	24·5	32·4	17·6	23·1	23·2	26·6	30·0	30·2
Beef, rib roast	lb.	.....	.....	20·9	33·8	31·7	22·6	22·1	29·6	16·5	20·3	20·4	23·0	29·1*a*	29·3*a*
Beef, shoulder	lb.	17·5	16·6	17·5	27·7	25·6	16·2	16·1	23·3	11·5	14·8	15·3	17·5	20·9*b*	20·9*b*
Beef, stewing	lb.	.....	.....	.....	.....	26·2	12·3	12·6	19·2	9·0	12·0	12·5	14·4	17·1	17·3
Veal, forequarter	lb.	18·0	17·6	19·8	27·6	28·7	18·4	19·4	24·6	11·8	14·7	15·6	17·0	19·3	21·6
Mutton, hindquarter	lb.	21·4	20·9	23·5	36·8	35·6	27·3	30·2	31·6	18·8	23·1	22·6	29·0*c*	35·1*c*	33·4*c*
Pork, fresh, from ham	lb.	20·8	19·6	22·8	39·3	41·5	31·1	32·9	32·6	17·2	24·6	23·5	23·4	28·6	29·1
Pork, salt mess	lb.	18·7	17·9	19·6	35·0	37·0	26·6	28·5	28·5	15·6	20·9	20·9	20·5	23·1	23·5
Bacon, not sliced	lb.	26·7	26·8	29·9	51·1	58·8	42·5	45·3	41·3	21·0	31·9	29·6	29·3	37·6	39·8
Bacon, sliced	lb.	.....	.....	.....	.....	63·3	41·4	49·3	45·6	24·1	35·3	33·1	32·6	42·5	43·1
Fish, salt cod	lb.	.....	.....	.....	.....	24·5	21·6	21·1	21·0	17·9	18·4	18·6	19·5	20·7	20·9
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·8	20·5	20·6	20·7	16·2	16·9	17·5	18·2	20·0	20·1
Lard	lb.	18·7	17·9	20·5	37·0	36·9	22·5	24·9	21·9	12·8	17·1	11·2	10·6	14·0	16·2
Eggs, fresh	doz.	31·7	29·8	37·2	55·7	68·6	35·8	41·4	47·4	24·4	34·5	32·8*d*	34·4*d*	38·4*d*	42·1*d*
Eggs, cooking	doz.	30·1	27·7	33·7	50·8	63·0	32·4	37·1	41·5	19·5	28·8	25·9	27·3	33·2*f*	36·8*f*
Milk	qt.	8·4	8·4	8·7	12·4	15·1	11·5	11·5	12·1	9·3	10·7	10·8	11·0	11·5	11·7
Butter, dairy	lb.	29·0	29·0	34·2	47·9	62·0	36·7	37·3	41·8	21·0	27·4	22·8	23·6	35·4	38·7
Butter, creamery	lb.	33·8	33·3	38·9	52·8	68·4	42·8	40·9	46·0	24·3	31·4	26·2	26·5	40·0	41·3
Cheese, Canadian, mild	lb.	20·1	21·1	23·0	31·0	38·8	26·6	31·2*h*	33·2*h*	19·6*h*	23·3*h*	21·5*h*	23·8*h*	26·7	28·8
Bread, white	lb.	4·4	4·6	5·2	7·8	9·7	6·9	7·6	7·9	5·9	7·2	6·5	6·7	6·8	6·8
Flour	lb.	3·8	3·6	4·3	6·8	8·3	4·8	5·4	5·4	3·3	4·6	2·9	3·6	3·8	3·6
Rolled oats, bulk	lb.	4·9	4·9	4·9	8·0	8·8	5·6	5·8	6·4	5·0	6·0	5·0	5·3	5·3	5·3
Rice	lb.	6·6	6·1	6·8	11·9	16·7	9·3	10·9	10·4	8·0	8·2	8·2	9·0	10·0	10·2
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·1	19·1	16·0	15·8	11·8	13·1	10·6	13·2	14·0	13·9
Peas, canned, 2's	tin	.....	.....	.....	20·0	21·2	18·7	17·3	16·1	11·9	11·9	10·6	11·6	12·4	12·4
Corn, canned, 2's	tin	.....	.....	.....	24·4	21·1	16·9	16·2	16·0	11·6	12·1	10·5	11·3	13·9	13·9
Beans, dry	lb.	6·7	7·4	9·9	10·9	11·8	8·9	7·8	11·9	4·4	7·5	5·1	6·9	6·4	6·4
Onions	lb.	.....	.....	.....	.....	8·8	6·8	6·2	7·0	4·6	4·7	4·1	4·6	6·8	5·2
Potatoes	75 lb.	102·0	83·0	158·3	176·7	203·0	120·6	186·1	187·4	119·4	92·2	113·4	113·9	142·0	134·1
Potatoes	15 lb.	.....	.....	.....	.....	45·1	29·4	43·2	44·3	28·4	22·7	27·0	26·9	33·2	31·1
Apples, evaporated	lb.	13·7	12·0	13·4	23·2	29·5	25·0	19·8	21·5	15·5	15·5	15·3	14·8	15·0	15·2
Prunes, medium	lb.	13·2	13·1	13·1	18·3	27·2	20·1	15·8	14·2	12·0	12·1	10·9	11·5	12·0	12·2
Raisins seedless, 16 oz.	pkg.	.....	.....	.....	.....	29·1	26·1	18·7	15·9	16·8	16·9	16·7	16·7	17·0	17·1
Currants, bulk	lb.	.....	.....	.....	.....	31·8	23·3	18·6	19·4	16·3	15·4	14·9	15·6	15·1	15·2
Peaches, canned 2's	tin	.....	.....	.....	.....	42·6	34·7	28·8	26·4	20·2	18·5	16·4	16·0	15·7	15·7
Corn syrup, 5 lb	tin	.....	.....	.....	.....	75·0	51·1	45·5	43·0	41·2	44·2	42·6	44·5	54·8	56·6
Sugar, granulated	lb.	7·4	7·9	9·1	11·8	23·1	9·0	7·9	7·1	8·0	6·6	6·6	7·5	8·6	8·6
Sugar, yellow	lb.	6·8	7·2	8·5	10·9	21·9	8·5	7·5	6·8	7·8	6·4	6·4	7·4	8·4	8·4
Tea, black	lb.	39·6	38·6	39·7	60·7	60·0	54·9	71·8	70·5	42·5	54·8	58·3	68·5	75·5	77·2
Coffee	lb.	40·3	39·6	39·7	45·5	62·4	53·0	61·3	60·2	40·0	36·0	34·0	45·3	47·5	47·7
Cocoa, ½ lb	tin	.....	.....	.....	.....	33·0	28·5	27·1	27·3	24·9	19·8	19·3	19·5	19·4	19·5
Coal, anthracite, U.S.	ton	8·56	8·41	9·15	12·46	18·93	18·82	16·82	16·05	14·80	14·07	14·08	15·72	16·08	16·28
Coal, bituminous	ton	5·95	5·98	6·26	9·72	13·69	12·01	10·11	10·04	9·22	9·32	9·36	9·98	10·32	10·40
Coke	ton	.....	.....	.....	.....	.....	.....	13·46	12·78	11·50	12·13	11·77	12·65	13·28	13·36
Wood, hard, long	cord	6·85	6·62	6·90	11·54	13·30	12·58	12·11	12·17	9·65	9·55	9·50	9·71	10·71	10·80
Wood, hard, stove	cord	.....	.....	.....	.....	15·19	14·66	14·46	14·59	11·56	11·51	11·54	11·97	12·75	12·86
Wood, soft, long	cord	5·03	4·87	4·97	8·66	10·59	9·53	8·93	8·71	7·34	7·18	7·08	7·24	7·85	7·86
Wood, soft, stove	cord	.....	.....	.....	.....	12·08	11·13	10·95	10·93	8·94	8·55	8·54	8·73	9·22	9·28

a Rolled. *b* Blade. *c* Lamb. *d* Grade A. *f* Grade B. *h* Kind most sold.

1, 1940. The Dominion average retail price was 41·3 cents per pound for September 1, 40 cents for August 1, 26·5 cents for September 1, 1940 and 26·2 cents for August 1, 1939. The price of cheese averaging 28·8 cents per pound at the beginning of September was 2 cents per pound higher than for August and four cents higher than in June. The price of bread has averaged 6·8 cents per pound for the last three months as compared with 6·5 cents at the outbreak of war. Flour was slightly lower than in the previous month at an average price of 3·6 cents per pound. Onions declined from 12·5 cents per pound at the beginning of July to 6·8 cents for August and 5·2 cents for September. A slight seasonal decline was recorded during the month in potatoes the price per peck being down from 33·2 cents to 31·1 cents.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of September, 1941: Halifax, $18.25; Charlottetown, $17.40; Moncton, $17; Saint John, $17.50; Quebec, $16; Three Rivers, $16.50; Sherbrooke, $17.50; St. Hyacinthe, $17; Montreal, $17.50; Ottawa, $18.50; Kingston, $18.50; Belleville, $18.50; Peterborough, $19.25; Oshawa, $17.50; Toronto, $16; Hamilton, $16.50; Brantford, $17.75; Galt, $17.50; Cobalt, $22; Timmins, $21.50.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL PRICES OF FOODS FOR EIGHT CITIES IN CANADA

(Average prices in the period: 1935 to 1939=100)

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935	97·3	94·0	93·1	94·9	94·9	93·7	96·3	93·5
1936	98·2	99·0	97·2	98·2	96·6	95·1	96·9	97·2
1937	101·7	101·7	100·8	102·6	102·1	104·3	101·3	105·3
1938	103·2	103·7	105·8	103·1	103·3	105·5	103·3	104·4
1939	100·1	101·5	103·3	101·1	102·8	101·0	101·8	99·1
1940	109·8	108·0	107·8	105·0	107·3	105·8	106·7	104·0
1939								
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
1940								
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
June	106·1	103·1	106·0	103·7	105·2	103·3	106·6	102·5
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
1941								
January	115·9	112·0	112·7	107·7	111·8	111·5	109·2	107·2
February	113·9	111·0	111·7	108·2	109·6	109·1	108·4	108·8
March	112·2	110·0	111·9	108·6	109·5	109·5	107·8	109·0
April	114·0	111·2	112·0	108·8	109·9	112·5	108·1	112·0
May	113·0	110·8	111·1	108·6	109·8	107·9	109·1	109·4
June	114·7	111·3	116·1	111·5	112·7	109·0	110·8	110·6
July	120·3	115·6	120·8	116·1	116·2	111·5	114·0	115·9
August	124·1	119·9	125·1	119·8	120·2	117·5	119·1	118·1
September	125·5	120·1	126·4	122·7	122·2	122·6	122·5	122·2

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal			Pork				Bacon	
	Sirloin steak, per lb	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.	Lamb, leg roast, per lb.	Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**34·6**	**30·2**	**29·3**	**20·9**	**17·3**	**22·8**	**21·6**	**33·4**	**32·8**	**29·1**	**25·4**	**23·5**	**39·8**	**43·1**
Nova Scotia (average)	**35·7**	**29·9**	**27·7**	**20·6**	**17·1**	**21·0**	.....	**35·0**	**31·9**	**31·5**	**25·9**	**21·4**	**37·0**	**42·5**
1—Sydney	38·8	31·2	28·7	24·3	19·5	19	.....	34	33	31·5	29	22·4	.....	41
2—New Glasgow	36·1	30·9	32	20·2	17	19	.....	34	34·4	35	27	21	37	41·4
3—Amherst	31·5	28	25	20	15·7	25	.....	35	27·5	.....	23·5	20	.....	44·2
4—Halifax	35	28·7	25·9	19·4	17·3	18	.....	34·1	32·2	28	24·5	20	.....	41·1
5—Windsor	35	30	25	20	17·5	.....	.....	38	30	.....	25	22·3	.....	42·8
6—Truro	37·7	30·3	29·3	19·5	15·3	24	.....	35	34	.....	26·3	22·7	.....	44·2
7—**P.E.I.**—Charlottetown	**33·0**	**28·3**	**26·0**	**20·0**	**17·3**	**21·0**	**16·0**	**33·3**	**35·0**	**31·0**	**25·0**	**22·4**	**40·0**	**43·8**
New Brunswick (average)	**36·5**	**28·1**	**29·4**	**20·9**	**15·6**	**19·6**	**16·8**	**32·5**	**30·9**	**29·5**	**23·3**	**22·9**	.....	**41·5**
8—Moncton	35·3	28·9	31·1	19·3	15·1	20	16·5	33·5	32·7	30	26·9	22·8	.....	43·7
9—Saint John	37·7	29·6	29·1	20·5	17·1	19	17	31·9	30·5	29	23	22·3	.....	40·6
10—Fredericton	38·1	28·9	29·3	18·7	15·3	19·8	.....	34·6	29·5	.....	21·8	23·6	.....	42·3
11—Bathurst	35	25	28	25	15	.....	.....	30	.....	.....	21·3	.....	.....	39·3
Quebec (average)	**33·4**	**30·0**	**26·2**	**19·7**	**14·0**	**21·0**	**19·8**	**32·5**	**28·0**	**25·8**	**22·3**	**23·2**	**40·0**	**42·0**
12—Quebec	32·3	29	24·2	20·3	12·7	20·2	18	30·6	22·4	20	20·8	22·7	.....	37·5
13—Three Rivers	34·4	30·6	24·4	18·4	15	20	.....	30·9	27·1	.....	22·7	22·1	.....	46·5
14—Sherbrooke	37·5	33·1	27·6	23	15	20·6	20	33·4	29·2	28	22	23·3	.....	39·6
15—Sorel	33·1	29·7	26	17·5	13·5	17·5	.....	31	29	.....	20·6	22·6	.....	42·9
16—St. Hyacinthe	28·3	26·5	23·8	17·9	14·4	24·9	.....	32·2	25·4	.....	20·7	19·3	.....	45·6
17—St. Johns	38·3	34·3	32·3	21·7	14·5	25	.....	36·7	33·7	.....	25	24·8	.....	41·4
18—Thetford Mines	28	24	21·5	17·3	12·3	20	17	30	25	22	20·7	21·7	38	41·5
19—Montreal	35·9	32	29	20·1	15·2	19·7	24	31·7	29·5	33	23·5	26·6	42	42·7
20—Hull	33	30·4	27·1	21	13·3	20·8	.....	35·6	31·1	.....	25·1	25·4	.....	40·7
Ontario (average)	**35·0**	**31·2**	**30·4**	**21·8**	**17·9**	**24·1**	**22·9**	**34·3**	**34·5**	**30·5**	**26·4**	**24·2**	**38·7**	**42·2**
21—Ottawa	37·5	32·9	32·9	22·8	17·3	22·3	21·5	32·9	32·7	30	25·3	25·9	40	43·4
22—Brockville	39·3	34	34	22·7	18·4	19·7	.....	34·3	31·7	.....	24·5	24·3	.....	40·1
23—Kingston	34	29	29	20·9	15·3	22	.....	32·2	33·2	25	25·1	23·4	.....	40·7
24—Belleville	29·4	27·8	28	19	14·6	24	.....	33	31·3	.....	25·5	21·8	.....	41·8
25—Peterborough	33	29·8	29·5	20·5	17·9	21·7	25	35	35·2	30	28·7	24·5	37	43·4
26—Oshawa	33·6	29·8	29·3	21·7	18·2	24·7	25	34·5	33·2	29	25·6	22·7	38	43·6
27—Orillia	36	30·3	31·7	21	19·7	23·3	.....	37	37·7	.....	31·5	25·7	.....	43
28—Toronto	36·7	32·4	34·7	24	20·4	24·4	20	34·3	35·8	30	24·5	25·4	38	43·9
29—Niagara Falls	36·7	31·9	32·2	22·8	16·1	23·3	.....	33	36	.....	26·8	21·7	.....	42·9
30—St. Catharines	36·8	32·3	33·2	24·2	16·2	23·6	22	33·3	35·7	29	28·2	25·7	38	40·4
31—Hamilton	35·1	31·2	31·3	22·2	20·6	25	23	34·3	35·1	29	28·8	26·5	39	41·8
32—Brantford	35·1	31·1	29·1	22·8	17·1	24·5	26	34·1	35·7	30	29·9	25·5	39	43·7
33—Galt	34·4	32·4	32·5	24	20·1	29	25	34·4	35·3	33	27·5	.....	40	43·8
34—Guelph	33·7	30·9	27	21·3	19·1	24·3	.....	33·3	34·6	.....	25	25	.....	40·9
35—Kitchener	33·7	31·5	30	21·5	19·9	24·4	.....	37	35	.....	25·8	.....	.....	42·6
36—Woodstock	37·7	32·7	31	22·5	17·4	25	.....	36	36·5	.....	25·3	25	.....	41·1
37—Stratford	35·4	31·7	32·2	21·8	20·9	22·7	.....	34·7	33·3	.....	25·5	22	.....	43·1
38—London	35·3	31·9	31·3	21·3	18·2	24·7	24	34·3	35·1	29	25·7	24	35	42·8
39—St. Thomas	34·4	30·6	31·6	21·3	17·8	23·4	25	34·8	34·5	32·5	26·1	.....	40	42·4
40—Chatham	33·7	30·9	30·8	21·7	15·7	25	.....	35·1	35·1	.....	28·1	23·9	.....	41·8
41—Windsor	34·5	30·7	31·5	21·1	17·9	25·7	20	34	34·4	29·5	26·4	23·5	.....	40
42—Sarnia	35·9	32	31·4	22·9	19·8	27	.....	33·2	34·4	.....	25·6	24·7	.....	41·2
43—Owen Sound	33·2	29·6	28·3	20·1	17·2	23·7	.....	33	30·8	.....	24·8	24	.....	41·3
44—North Bay	34·2	30·8	33·3	21·6	18	23	.....	35·3	35·6	.....	26·7	24·4	.....	42·7
45—Sudbury	34·3	31	30·5	21·6	17·5	25	18	33·7	35	32	26·8	24·2	40	40·5
46—Cobalt	38	32·5	28	24	20·5	.....	22	34	34	30	24	25	39	42·3
47—Timmins	29·4	27·2	26·6	19	15·8	21	23	34	32·2	35	26	24·8	39	41·1
48—Sault Ste. Marie	35·2	31·6	26·2	21·6	16·7	22·3	22	34·9	35·7	30	24·3	22·7	40	40·6
49—Port Arthur	35·3	31·8	28	21·2	17·3	28	.....	33	35	.....	25·6	23·7	.....	46·7
50—Fort William	37	33·5	27·7	21·9	16·8	25·4	25	36	36·4	35	28·6	23·8	.....	43·1
Manitoba (average)	**32·3**	**27·5**	**28·9**	**20·1**	**17·3**	**20·3**	**23·5**	**31·0**	**34·1**	**28·5**	**25·9**	**22·5**	**43·5**	**44·8**
51—Winnipeg	34·1	28·6	28·8	20·4	18·5	20·6	27	31·3	35·5	32	29·1	22·5	43·5	44·8
52—Brandon	30·4	26·4	29	19·8	16	20	20	30·6	32·6	25	22·6	.....	.....	44·8
Saskatchewan (average)	**29·1**	**21·9**	**25·2**	**17·2**	**14·1**	**18·1**	**17·5**	**29·1**	**28·1**	**21·7**	**21·6**	**23·6**	**40·0**	**43·5**
53—Regina	31·8	27	26·6	18·6	16·5	19·8	20	30·6	29·6	27	20·9	24	43	44·2
54—Prince Albert	22	20	20	14	12	17	15	.....	20	18	.....	.....	37	45
55—Saskatoon	30	25·1	25·6	17·9	13·6	18·9	17	28·1	32·1	28·7	21·8	21·8	40	42
56—Moose Jaw	32·7	27·4	28·7	18·3	14·3	16·5	18	28·7	30·7	25	22	25	40	42·9
Alberta (average)	**33·0**	**28·6**	**28·2**	**19·3**	**16·2**	**20·2**	**18·3**	**30·5**	**32·1**	**25·0**	**21·4**	**21·7**	.....	**44·1**
57—Medicine Hat	36·3	31·3	30·5	21·7	18·3	23·3	.....	30	32·5	.....	23·5	22·5	.....	44·4
58—Drumheller	32·7	30	28	19·3	16	18	20	32·5	31·7	25	23	22·5	.....	41·3
59—Edmonton	29·5	25	25·6	15·9	14·6	18·7	15	27	33·7	.....	27·3	22·3	.....	42·6
60—Calgary	34·5	29·5	30·5	20·3	18·8	22·9	20	33·4	34·9	.....	27·3	21·3	.....	45·5
61—Lethbridge	32·2	27·4	26·2	19·2	13·4	18	.....	29·5	27·8	.....	21	20	.....	46·5
British Columbia (average)	**37·6**	**32·5**	**32·6**	**22·5**	**21·7**	**27·0**	**25·5**	**34·2**	**35·0**	**29·4**	**27·3**	**24·9**	**43·7**	**47·6**
62—Fernie	32·5	27·5	31·5	19·5	18	25	.....	31·5	32	.....	25	21	.....	43·6
63—Nelson	36·7	32·7	34·7	25·7	21·3	27·7	25	36·7	41	30·5	33·3	26·6	.....	47
64—Trail	37·5	32·7	31·4	22·5	21·9	27	25	33·5	36·4	28	27·3	25·2	43	46·2
65—New Westminster	37·6	32·3	32·5	22·1	22·3	24·8	20	32	32·7	28	25·7	23·7	.....	47·5
66—Vancouver	38·3	32·7	32·7	22·2	23·4	24·6	.....	32·6	33·6	29	26·3	25·7	.....	48·9
67—Victoria	43·3	37·3	37·2	24·3	24·6	29·1	28	34·5	34·8	33	26·8	27	43	48·5
68—Nanaimo	38·5	33·5	33·3	23·8	23·7	28	30	35·5	34·5	28	25·8	25·4	45	51·6
69—Prince Rupert	36	31·5	27·5	20	18·5	30	25	37·5	35	.....	28·5	24·5	.....	47·8

a. Price per single quart highter. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF SEPTEMBER, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc., per lb.	Creamery, prints, per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
64·5	**18·3**	**28·2**	**19·9**	**20·9**	**20·1**	**19·9**	**16·2**	**18·1**	**42·1**	**36·8**	**11·7**	**38·7**	**41·5**	
63·8	**13·3**	**31·0**	.....	**17·9**	**16·4**	**20·7**	**16·9**	**18·2**	**46·7**	**39·7**	**11·0**	**38·5**	**44·3**	
65	11·7	27·1	.....	17	16	19	16·4	17·8	49·2	39·5	13	37	43·1	1
61·5	15	32·5	.....	19·1	15	21·4	15·7	17·9	47·1	40·1	11	40	44·6	2
61·8	.....	28·5	.....	17	16·7	21	17	18·5	44	39	10b	.....	43·9	3
63·7	14·5	35·7	.....	17·6	.....	20·4	17·5	18·3	47·3	38	12	.....	44·6	4
65	.....	.....	.....	18	.....	21·4	17·4	18·2	44·3	.....	10	.....	44·8	5
65·8	12	.....	.....	18·6	18	21	17·1	18·4	48	42	10	.....	44·8	6
64·7	**10·0**	**28·0**	.....	**18·4**	**17**	**20·5**	**17·3**	**18·6**	**41·7**	**35·8**	**9·0–10·0**	**34·0**	**41·7**	7
61·7	**16·1**	**32·1**	.....	**17·9**	**18·1**	**21·2**	**16·5**	**17·9**	**44·2**	**38·5**	**11·0**	**40·0**	**43·1**	
62·7	14·7	31·7	.....	18·1	16·8	21·8	17·4	18·8	47·7	40·2	11	40	43·8	8
64·3	16	30·8	.....	17·3	16	21·9	15·7	17·2	46	38·9	12	40	42·9	9
64·8	17·5	33·7	.....	18·6	19·4	20·9	18·1	19·3	43·2	39·5	11	.....	44·2	10
55	.....	.....	.....	17·4	20	20·2	14·7	16·2	40	35·5	10b	.....	41·6	11
66·4	**17·1**	**32·1**	**22·4**	**20·7**	**18·7**	**20·4**	**16·2**	**17·9**	**41·6**	**36·9**	**10·5**	**38·3**	**40·0**	
56	13·7	29	20	15	16·7	20	16·7	17·9	40·3	33·5	12	38	40·6	12
68·9	14	32	.....	20	19	19·6	16·1	18	41·5	38	11	.....	39·7	13
68·1	23	35	.....	25	20·5	22·5	16·1	18	43·1	38·7	11·1a	37	39·9	14
67·1	.....	.....	.....	.....	15	19·1	16·6	18·5	41	37·6	9	.....	40·2	15
64·9	18	32	.....	.....	20	19·9	15·3	17·7	41	36·2	9	.....	39·8	16
69·2	.....	.....	.....	.....	.....	20·9	16·2	18·1	42·4	39·1	9	.....	40·1	17
66·8	.....	.....	.....	.....	.....	19·3	16·4	17·7	37	34	9	39	40·2	18
70·5	16·8	32·3	24·7	22·7	21·7	21·1	16·4	17·6	45·4	36·8	12–13	39	40·1	19
65·7	.....	32·5	.....	.....	17·7	21·6	15·6	17·3	43·1	38	12	.....	39·5	20
64·4	**16·1**	**26·8**	**22·4**	**19·5**	**19·0**	**20·2**	**16·4**	**17·8**	**42·4**	**37·9**	**12·3**	**38·9**	**41·1**	
67·6	.....	32·1	.....	21·7	19·7	21·7	16·7	17·5	44·4	41·3	12	.....	40·7	21
64·3	.....	25	.....	19	20	19·6	16·4	17·7	40·8	37	12	.....	40·3	22
63·5	15	26	20	18·5	20	21	16·3	17·6	41·5	37·9	12	.....	39·9	23
62·3	.....	.....	.....	.....	15	19·9	15·9	17·2	39·7	35	12	.....	40·1	24
63·4	.....	.....	.....	.....	.....	19·6	16·9	17·8	40·5	36·7	12	38	40·5	25
65·5	.....	.....	.....	20	.....	20·3	16·3	18·5	44·3	38·5	12	.....	41·2	26
60·7	.....	.....	25	20	20	20·4	17·1	18·5	40·4	36·9	12	.....	41·9	27
66·6	18·2	33·4	24·9	23	22	20·3	16·4	17·9	44·7	37·6	13	41	41·4	28
64·9	.....	.....	.....	19	15	19	17·1	18·3	44·6	43	12·5a	.....	42·1	29
63·8	.....	.....	.....	19	17	20·5	16·2	17·5	43·1	42	12·5a	35	41·7	30
64·7	20·3	33·1	24·9	.....	.....	20·4	16·1	17·7	43·5	35·5	12·5a	40	41·9	31
65	15	25	21·5	.....	.....	21·1	16·2	17·9	40·9	38·6	12	.....	40·9	32
67·1	.....	.....	.....	.....	.....	20·1	16·8	17·9	41·3	35·4	12	40	41·2	33
65·1	.....	29·5	18·5	18	.....	21·3	16·7	18·1	41·2	36·7	12	.....	41·2	34
65·6	.....	26	24	19	.....	19·7	16·4	17·6	40·2	36·1	12	.....	41·5	35
64·2	.....	.....	.....	.....	17	19·8	17·5	18	37·9	36·3	12	.....	40 8	36
64	.....	27·5	25·5	18	20	20·2	16·3	17·7	37·3	36	12	.....	41·1	37
66·2	13·7	22·5	18·3	19·7	18	19	16·2	18·1	41·1	37·4	12	.....	40·8	38
66	13	25	23	20	.....	18·7	16·4	17·3	29·9	34·7	12	.....	41·9	39
64·9	.....	.....	.....	19	.....	19·6	16·7	17·8	38·7	34	12	.....	40·3	40
64·3	17·5	24·2	21·7	17	.....	18·4	15·8	17·8	41·2	36·5	13	40	40·3	41
65·1	.....	.....	.....	.....	.....	21	17·2	18·4	42·7	38	12	.....	41·6	42
62·1	.....	.....	.....	.....	.....	20	15	17·6	39·3	31·7	12	.....	41·8	43
64·7	.....	22	.....	20	22	22·3	16·5	17·7	47·4	41·6	13	.....	41·6	44
63·5	.....	25·5	.....	.....	18	20·8	16·7	18	46·2	40	13	.....	41·3	45
60	.....	.....	.....	.....	.....	21·8	15·3	17	46·1	40	12	38·5	40	46
61·4	.....	26·9	26·5	20·6	23·5	19·9	16·4	18·4	45·2	38·7	14	.....	39·9	47
63·9	.....	.....	24·7	.....	.....	20·1	15·8	18·5	45·5	43	13	.....	41·2	48
66·7	.....	.....	19	20	18·7	20·1	15·1	17·1	47·1	42·5	12	.....	41·5	49
66	.....	25	18·9	18·3	18·7	19·6	16·1	17·8	44·7	38·6	12	.....	41·4	50
64·9	**13·0**	**31·4**	**21·1**	**23·0**	**19·2**	**20·0**	**16·5**	**19·3**	**37·7**	**30·6**	**10·5**	**37·5**	**40 0**	
66·3	13	31·4	17·2	23	20·1	19·2	16·1	18·8	40·4	32·6	11	39	39 3	51
63·5	.....	31·3	25	23	18·3	20·7	16·8	19·7	35	28·6	10	36	40·6	52
61·7	**25·1**	**26·4**	**12·5**	**23·6**	**22·2**	**18·7**	**15·0**	**18·6**	**34·5**	**29·2**	**12·8**	**37·0**	**40·0**	
63·4	25·4	27·3	12	24·4	21·6	19·2	14·7	18·9	36	29·7	13	.....	40·5	53
57·5	.....	25	.....	.....	.....	18·8	15·1	16·7	.....	29	12	38	40·5	54
62 3	25	26·8	12	21·5	23	18·2	16·1	19·8	33·9	28·8	13	36	39·6	55
63·6	25	26·5	13·5	25	22	18·5	14	19	33·5	29·2	13	.....	39·5	56
63·3	**23·9**	**27·3**	**14·4**	**24·7**	**23·6**	18·7	**15·2**	**19·0**	**37·0**	**29·4**	**11·6**	.....	**40·3**	
62·5	25	28·3	.....	25	25	18·1	15·7	19·3	37·1	30	12	.....	40	57
64·4	25	27·5	.....	26·3	23·3	18·9	14·3	19·1	36·8	28·7	10	.....	41·5	58
60·9	22	25	16·2	22·5	22·3	19	15·5	18·9	35·7	28·7	12	.....	39·7	59
64	24·5	27·6	14·1	24·9	24·6	19	15·6	19·1	38·6	31·6	12	.....	40·4	60
64·9	23·2	28·2	12·8	25	23	18·3	14·9	18·4	36·8	28·2	12	.....	39·7	61
66·8	**20·1**	**26·1**	**13·0**	**25·5**	**24·4**	**18·6**	**16·0**	**18·3**	**44·1**	**40·3**	**11·8**	**41·3**	**43·5**	
66	24·3	29·5	13	26·5	25	16	15·7	18·3	38·2	32	11b	.....	42·2	62
70	26·5	31	.....	26·5	26·5	19·6	17·4	21·1	48·3	35	12·5a	.....	45·1	63
68	25	27·6	.....	27·3	26·5	20·3	17·4	20·5	47·3	.....	12·5a	.....	42·7	64
65·4	16·4	23·2	.....	25	22	17·3	15·3	17·4	44·3	43	10	42	42·3	65
67·4	16·3	21·8	.....	24·2	22·1	18·9	14·9	17·2	44·7	42	10	42	42·1	66
66	16	25·7	.....	23·2	23·8	18·1	15·7	17·5	45·8	42·8	13	40	42·6	67
68·8	16·5	25	.....	.....	.....	21	15·9	17·3	46·5	45	11a	.....	44·5	68
63·1	.....	25	.....	.....	25	17·5	16	17·4	47·4	42·5	14·3a	.....	46·4	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**28·8**	**6·8a**	**18·6**	**3·6**	**5·3**	**9·3**	**10·2**	**13·9**	**12·4**	**13·9**	**11·2**	**6·4**	**5·2**
Nova Scotia (average)	**28·5**	**7·1**	**19·6**	**3·9**	**5·3**	**9·8**	**9·5**	**15·0**	**12·7**	**15·2**	**12·0**	**6·1**	**5·2**
1—Sydney	28·3	6·7-7·3	19·9	3·7	5·4	9·9	9·3	14·7	12·1	14·1	12·2	6	5·1
2—New Glasgow	29·3	6·7-7·3	19·6	4	5·3	9·9	8·8	14·7	11·8	15	12·1	5·5	5
3—Amherst	26	7·3	20	3·8	5	10	10	15	12·4	15·6	10·9	5·5	5·4
4—Halifax	29	6·7-8	19·7	3·9	5·5	9·5	10·5	15·2	12·6	16·4	12	6·9	5·4
5—Windsor	28·5	7·3c	18·7	3·9	5·3	9·7	8·3	15	13·3	13·5	13	5·6	5
6—Truro	30	6·7c	19·6	3·9	5·4	9·9	9·9	15·3	13·9	16·4	11·8	6·1	5·3
7—**P.E.I.**—Charlottetown	**29·3**	**7·3**	**19·9**	**3·8**	**5·7**	**9·8**	**9·3**	**15·1**	**13·9**	**14**	**11·2**	**6·7**	**6·9**
New Brunswick (average)	**28·4**	**7·5**	**19·0**	**3·7**	**5·4**	**9·7**	**10·0**	**14·8**	**12·9**	**15·4**	**11·7**	**6·1**	**5·6**
8—Moncton	28·1	8	20·1	3·9	5·4	10	10·2	15·1	13·3	16	11·9	6·1	5·1
9—Saint John	28·1	6·7-8	19·2	3·5	5·5	9·8	10·5	14·8	12·2	16·3	12	6·3	5·5
10—Fredericton	28·9	7·3	18·7	3·7	5·5	9·5	10·6	14·5	12·8	15·2	11·7	6·4	5·9
11—Bathurst	28·3	8c	17·9	3·6	5	9·5	8·7	14·6	13·3	14	11·3	5·7	5·7
Quebec (average)	**27·2**	**5·4**	**15·6**	**3·9**	**5·2**	**9·7**	**9·9**	**12·7**	**12·9**	**14·6**	**11·6**	**6·1**	**6·5**
12—Quebec	28·4	5-8b	17·7	3·8	5·5	9·7	10·9	13·1	12·4	15·2	12	6·7	6·8
13—Three Rivers	25·3	5·3	14·5	4	5·2	9·9	9·9	13·1	14	15·9	12·5	5·4	7·2
14—Sherbrooke	26·7	5·3	14·9	3·8	5·1	9·6	10·5	13·3	13·3	15·6	10·8	6·4	6·3
15—Sorel	26·2	4·7	14	3·7	4·5	9·5	8·9	12·6	12·3	15	11·3	6·7	7·2
16—St. Hyacinthe	27·4	4	16·3	3·8	5·5	9·9	10·1	12·2	13·8	12·8	11·4	5·4	5·6
17—St. Johns	27·9	5·3	15·7	3·9	5·6	9·7	10·4	11·8	14·4	13·7	12·1	6·1	6·2
18—Thetford Mines	25	5·3	13·4	3·9	5	9·8	8·3	12·6	11·9	14	11·5	5·3	6·3
19—Montreal	28·4	5·3-6·7	18	4·2	5·1	9·5	10·2	12·5	11·8	14·3	11·5	6·2	5·9
20—Hull	29·5	5·3-6·7	16	3·8	5·2	9·6	9·8	12·8	12·6	14·5	11·2	7·1	6·6
Ontario (average)	**29·2**	**6·3**	**17·2**	**3·5**	**5·2**	**9·1**	**10·6**	**13·6**	**11·7**	**13·4**	**10·9**	**6·0**	**5·0**
21—Ottawa	28·1	6·7	15·6	3·9	5·3	9·2	11	13·3	12·5	14·1	11·4	6·5	6
22—Brockville	28·9	6	14·1	3·8	5·1	8·9	11·2	13·8	12·7	14·4	11	6·4	6
23—Kingston	27·6	5·3-6·7	16·2	3·7	4·9	9·3	10·1	13	11·5	12·9	10·8	6·1	4·9
24—Belleville	27·3	5·3-6·7	15·4	3·3	5	9·3	10·4	13·3	11	11·7	10·6	6·1	5·1
25—Peterborough	27·4	5·3-6·7	18	3·4	5	8·9	10·7	13·1	11·9	14·2	10·8	5·9	5·2
26—Oshawa	30·4	5·3-6·7	17·4	3·2	4·9	9·3	10·7	13·5	12	15·2	10·1	5·5	5·3
27—Orillia	27·2	6·7	18·1	3·2	5·1	8·9	10·4	14·2	12·1	13·8	10·7	6·7	4·5
28—Toronto	30·5	6·7	17·6	3·5	5	8·7	10·5	13·1	11·1	13·4	11·1	6	5·2
29—Niagara Falls	31·4	6	18·5	3·5	5·1	9	10·5	12·8	11·1	12·7	9·9	7·2	4·6
30—St. Catharines	29·4	6·7	17·7	3·4	4·8	9·1	10·1	13	12	14·2	11	7·1	5·2
31—Hamilton	31·4	6-6·7	16·6	3·3	5·1	9	10·3	13	11·4	13·1	10·9	5·5	5·5
32—Brantford	29·7	6-6·7	17·1	3·3	5·1	9·1	10·7	13·7	11·3	12·3	10·4	5·9	4·9
33—Galt	30·7	6·7	17·7	3·3	5·1	8·9	10·8	13·4	12	12·8	10·6	5·1	4·9
34—Guelph	32·2	6	16·6	3·2	4·9	8·7	10·6	14	11·4	14·3	10·1	5·4	5·1
35—Kitchener	31·1	6·7	17·3	3·2	5·3	9·1	11·3	13·9	11·5	13·3	11·1	5·9	5·2
36—Woodstock	31·7	6	15·8	2·9	4·9	8·9	10·8	13·9	11·3	12·6	10·3	5·8	4·8
37—Stratford	27	5·3	16·5	3·1	5·1	9	11·2	13·4	11·2	12·8	10·7	5·3	5
38—London	30·1	6·7	18·8	3·2	5·1	8·9	10·6	13·5	11·3	13·2	10·2	5·9	4·7
39—St. Thomas	32·7	5·3-6·7	20·3	3·7	5·1	9·4	11·4	13·6	11·9	13	11·4	6·3	5
40—Chatham	30	5·3	17·7	3·4	5	8·9	10·5	13·5	11·4	12·6	9·6	5·1	4·3
41—Windsor	28·8	5·3-6·7	15·5	3·3	5	8·4	10·3	12·8	10·8	12·4	10·8	5·2	3·9
42—Sarnia	30·1	6	17·6	3·2	5	9·1	10·1	14·1	12·3	13·1	10·7	6·9	4·6
43—Owen Sound	29·1	6c	17·3	3·2	5·3	9·5	10·4	13·9	11·1	13	12·2	6	5·4
44—North Bay	29·1	6-6·7	17·2	4	5·8	9·7	11·2	13·9	12·1	15	11·4	6·2	5
45—Sudbury	28	6·7	15·6	3·9	5·5	8·9	10·5	13·4	11·9	13·3	11·7	6	5·3
46—Cobalt	28·1	6·7	16	4·1	5·3	9·3	11·6	15	11·9	15·3	13·2	5·7	5
47—Timmins	26·3	7·3	18·2	3·9	5·7	9·6	10·3	13·7	12·4	15·2	11·8	5·5	4·8
48—Sault Ste. Marie	27·4	6·7	16·3	3·6	5	9·5	10·5	14·1	12·5	13·4	11·9	6·5	5·3
49—Port Arthur	27·4	6-6·7	22·5	3·7	5·5	9·3	10·1	13	11·8	12·4	9·4	6·1	4·9
50—Fort William	27·1	6-6·7	16·3	3·6	5·6	8·7	9·5	13·6	11·7	12·3	10·2	6·2	4·8
Manitoba (average)	**28·1**	**7·0**	**17·9**	**3·6**	**5·5**	**9·0**	**10·7**	**14·9**	**12·7**	**12·9**	**11·3**	**7·0**	**3·2**
51—Winnipeg	28·3	6·4-8	16·9	3·5	5·3	8·8	10·5	14·5	12·4	13	11·5	7·1	2·9
52—Brandon	27·9	6·4-7·1	18·9	3·6	5·6	9·1	10·9	15·2	13	12·8	11	6·9	3·4
Saskatchewan (average)	**27·8**	**6·9**	**21·0**	**3·5**	**5·5**	**8·9**	**10·4**	**15·2**	**13·4**	**14·0**	**10·9**	**6·4**	**5·2**
53—Regina	27·8	6·4-7·2	21·1	3·5	6	9	10·1	15·2	13·4	14·4	12·1	6·4	5·2
54—Prince Albert	28	6·4	19·2	3·3	5·3	8·8	10·3	15·4	13·7	13·9	10	6·9	5
55—Saskatoon	27	7·2	21·7	3·5	5·1	9	11·5	15·2	13·3	13·5	11·4	6·4	5·1
56—Moose Jaw	28·3	7·2	21·8	3·4	5·4	8·9	9·8	15·1	13·3	14·1	10·1	6	5·3
Alberta (average)	**29·0**	**7·8**	**21·6**	**3·5**	**5·4**	**9·0**	**10·5**	**14·5**	**12·5**	**13·3**	**10·5**	**6·7**	**4·8**
57—Medicine Hat	31·1	8	23·2	3·6	5·5	9·1	10·9	14·9	12·8	13	10·4	6·2	4·5
58—Drumheller	30·3	7·1-8	22·3	3·5	5·5	9·1	11·4	14·7	12·7	14·5	9·9	7·3	4·4
59—Edmonton	28·7	7·2-8	20·4	3·5	5·9	8·9	9·5	14·1	12·4	13·4	10·9	7·1	5
60—Calgary	27·8	8	19·9	3·4	5·3	8·8	10·3	14·3	12·2	13·1	11·7	6·6	4·9
61—Lethbridge	27·3	8	22·2	3·6	4·7	8·9	10·5	14·3	12·2	12·3	9·7	6·2	5
British Columbia (average)	**29·9**	**9·0**	**23·1**	**3·9**	**5·9**	**9·3**	**9·4**	**14·3**	**13·2**	**14·0**	**11·4**	**7·9**	**4·9**
62—Fernie	29·8	8	22·3	3·9	5·9	9	10·4	14	13·2	13·1	11·2	8·3	4·6
63—Nelson	28·8	9	24·2	3·9	6	9·4	10·4	14·7	14·1	15	14·8	9·2	5·2
64—Trail	29	9	21·7	4	6·1	9·1	9·6	14	13·1	14·1	9·8	8·3	5
65—New Westminster	29·6	9-9·6	23·2	3·8	5·7	9·1	8·6	13·9	13·5	14·6	11	7·2	4·8
66—Vancouver	29·9	9-9·6	22·2	3·6	5·2	9	9	13·5	12·5	13·8	10·7	6·6	4·5
67—Victoria	29·9	9	22·7	3·9	5·9	9·4	9·2	14·5	12·3	13·6	11·2	8	4·9
68—Nanaimo	32·3	9	23·2	3·9	5·5	9·5	8·7	14·8	13	13·5	11·1	7·4	4·7
69—Prince Rupert	29·5	9-10	25	4·1	6·6	9·7	9·1	15·1	13·5	14·4	11·4	8	5·3

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF SEPTEMBER, 1941

Potatoes (d)		Apples													
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless, per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemons, medium size, per doz.	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·341	**31·1**	**22 3**	**15 2**	**12 2**	**17 1**	**15 2**	**10·6**	**36·5**	**38·6**	†	**15·7**	†	**56 6**	
1·466	**34·6**	**20·5**	**13·5**	**13·7**	**16·6**	**14·9**	**10·8**	**41·1**	**42·9**	**35·7**	**15·8**	**32·1**	**61·7**	
1·649	39·3	25	13	13·3	15·5	15	12·6	44·9	46·7	33·7	15·9	31·5	55	1
1·414	35·9	20	15	15·5	16·3	15	11·3	42·9	41·9	35·8	15·7	32·1	60·2	2
1·55	32·9	25	.....	14	17·4	13·5	10	41·8	43·6	34·5	15·4	32·8	67·5	3
1·479	35·8	18·3	12·5	12·7	17	15·7	10·1	36·8	40	35·6	16	32·3	61·7	4
1·275	29	15	.....	13·5	17·3	15	10·1	38·5	43·7	37·7	15	33	64·5	5
1·43	34·8	19·5	.....	13·3	16	15	10·7	41·9	41·4	36·7	16·9	31	61·3	6
1·230	**30·0**	**19·3**	**15·0**	**13·5**	**17·7**	**15·3**	**10·1**	**45·3**	**55·5**	**34·9**	**17·3**	**31·7**	**58·9**	7
1·341	**31·3**	**18·7**	**15·5**	**12·7**	**16·3**	**14·5**	**9·8**	**39·6**	**42·2**	**35·6**	**15·9**	**32·8**	**59·8**	
1·43	31·7	21·9	13	13·5	16·9	15	9·6	37·8	43·5	36·3	16·2	33	65·4	8
1·189	28·5	19·4	18	12	15·4	14	9·8	39·6	40·5	36·5	15·4	32·3	58·1	9
1·245	31·9	18·5	.....	12·7	16·8	14·5	10	39·3	44·7	35·4	15·3	32·9	61·5	10
1·50	33	15	.....	12·5	16·2	.....	9·9	41·8	40	34	16·6	33	54·3	11
1·136	**26·5**	**26·9**	**14·5**	**12·4**	**16·9**	**14·2**	**8·6**	**35·6**	**37·3**	**34·3**	**15·5**	**33·1**	**56·4**	
1·108	27·9	22·5	.....	12·9	17·9	14·7	8·7	38·8	39·4	33·8	15·8	32·3	59·9	12
1·231	28·7	27·2	.....	12·5	17·1	14·3	8·9	35·7	39·2	35·1	16·2	33·6	57·1	13
1·144	26·2	40·3	12	13	17·1	14·4	8·2	32·7	35·7	35·1	16·4	33·6	56·6	14
1·30	29·5	.....	.....	11	15	13·4	9	33·9	38·6	34·7	14·8	35	55·2	15
1·02	23·6	27	.....	12·3	17·7	14	8·4	37·8	37·6	33·7	15·2	32·3	56·8	16
1·032	23·1	22	.....	12·9	16·4	14·6	9·5	37·4	37·4	34·7	15·1	33·7	56·1	17
1·125	27·7	30	.....	12·3	18·4	13·7	8·3	38·2	40	33·8	16·2	34·5	54·3	18
1·067	25·8	21·8	17	12·4	17·2	13·8	8·2	34·1	32·4	33·6	14·9	32	56·1	19
1·196	26·1	24·3	.....	12·2	15·7	15·5	8·4	34·2	35·1	34·3	15·1	31·2	55·8	20
1·409	**33·1**	**22·0**	**15·0**	**12·1**	**16·9**	**15·5**	**9·6**	**36·0**	**37·6**	**34·3**	**15·2**	**30·0**	**55·1**	
1·256	29·8	25·8	.....	12·3	16·1	16·4	9·1	34·5	35·2	34·7	15·4	30·5	56·3	21
1·386	33·2	24	.....	13·3	18·1	15·3	9·7	36·7	41·8	34·7	15	29·8	56·9	22
1·623	36·6	20·5	12·5	11·9	16·4	14·9	9·7	35·8	36·6	35·1	15·7	29·7	54·3	23
1·544	38·6	18·8	.....	12·1	16·8	14·4	9·8	36·3	38·7	34·3	15·3	28·7	54·4	24
1·446	34·3	20	.....	12·1	18	15	9·6	34·3	38·3	34·7	15·8	29·9	53·8	25
1·461	35·7	19·3	.....	12·5	16·3	14·9	9·5	39·7	38·4	34·1	15·5	28·4	55·3	26
1·379	31·6	22·8	.....	10·5	15·7	14·8	9	36·2	39	33·9	14·7	30·4	55	27
1·435	33·6	23·8	.....	10·8	16·3	14·6	9·1	35·5	34·1	32·7	14·3	28·7	53·5	28
1·499	36·4	17·5	.....	12·7	19	16·2	9·5	34·5	36·6	35·1	14·7	31·3	54·1	29
1·683	38·3	26·7	.....	12·3	18·2	15	10·3	34·5	37	33·4	14·3	29·5	55	30
1·366	32·2	20·6	.....	11·6	16·4	14·4	9	37·4	38·1	32·7	14·3	28·8	54	31
1·327	30·4	18·3	.....	12·9	15·6	14·9	8·9	36·1	36·1	32·5	14·6	29·5	55·9	32
1·409	34·5	17·9	.....	12·5	17·9	14·9	9·6	37·4	39·6	32·7	14·7	28·3	55·3	33
1·325	32·7	19·5	.....	12·8	15·9	14·6	9·1	35·8	38·4	33·1	14·9	29·9	54	34
1·331	31·9	17·9	.....	12·5	16·7	15·7	9·4	35·1	36·7	33·1	15·2	29·7	54·7	35
1·269	29	18·1	.....	12·4	15·2	14·9	8·7	34·6	36·1	33·6	15·2	29	56·3	36
1·262	29·7	17·3	.....	10·8	16·3	15·4	8·8	35·4	39·7	34·8	15·5	30·6	55·3	37
1·23	28·8	19	.....	12·3	16·8	14·9	9	35·4	37·2	33·3	15	28·8	53·8	38
1·27	29·5	18·7	.....	12·7	17·5	15	9·3	39·4	38·3	34·3	15·3	30·4	57·1	39
1·156	25·8	21·4	.....	11·5	16·8	14·9	8·7	34·5	35·7	33·5	15·3	28·7	54·4	40
1·164	25	19·5	.....	10·7	16	14·9	7·9	29·8	30·3	32·2	15·1	29·5	53·5	41
1·20	26·8	16·7	.....	12·2	16·9	15·4	9	36·1	33·5	34·1	15·3	30	55	42
1·544	37	19·6	.....	11·5	16·8	15·3	9·5	37·7	36·5	34·9	16	31	55·7	43
1·71	41·7	25·7	.....	12·9	16	17·3	10·3	36·9	38·7	36·1	16·7	33·5	55·7	44
1·251	30·1	29·7	.....	11·7	16·5	17·3	10·3	31·8	37·8	35·2	15·4	30·8	53·9	45
1·737	40·4	35	17	13	18·5	16·3	10·2	40·4	38	35	16·7	31·2	55·5	46
1·715	38·6	.....	15	12·4	18·6	17	10·7	34·9	36·4	36·3	15·3	29·9	57	47
1·556	35·6	20·9	18	12·1	16·8	16·2	10·7	34·5	39·2	35·2	15·3	30	58·8	48
1·389	31·3	31·3	12·5	11·9	18·3	18·5	10·9	41·7	45	37·3	14·7	32	52·1	49
1·353	32·4	31	.....	11·3	17·7	16·5	11·9	37·3	40·7	35·4	14·3	31·3	56·5	50
·886	**21·6**	.....	**13·8**	**11·9**	**16·9**	**15·9**	**12·1**	**38·2**	**38·4**	**68·8**	**15·6**	**54·4**	**56·4**	
·854	21·5	.....	12·5	11·8	17·9	15·3	12·1	37·1	38·3	67	15·1	53·2	55·3	51
·918	21·6	.....	15	11·9	15·8	16·4	12·1	39·3	38·4	70·5	16	55·5	57·5	52
1·178	**27·5**	.....	**14·9**	**12·3**	**16·3**	**15·7**	**12·6**	**34·3**	**40·3**	**68·2**	**16·7**	**55·2**	**59·1**	
1·116	28·6	.....	.....	12·3	17·9	15·1	12·9	34·5	36·1	66·5	15·7	55·5	60	53
1·063	25	.....	16	12·7	17·5	17·5	12·5	38·3	46·3	69	18	58·4	59·8	54
1·265	28	.....	14·6	12·4	14·7	15·1	12·3	31·1	39·8	68·7	16·1	53·9	59·5	55
1·267	28·5	.....	14	11·7	15	15	12·7	33·4	38·8	68·6	16·8	53	57	56
1·322	**29·6**	.....	**17·3**	**11·0**	**18·2**	**15·5**	**14·9**	**34·4**	**35·7**	**65·8**	**17·0**	**53·3**	**58·7**	
1·24	26·7	.....	.....	10·7	18·6	15·5	14·7	33·3	36·1	66·1	17	58·3	58·9	57
1·635	37·4	.....	17	10·7	17·8	16·2	15·7	37·5	37·5	66·7	17·7	55·4	60·8	58
1·043	23·9	.....	15	12·2	17·8	15·2	14·3	34·1	36·8	63·9	16·4	51·1	57	59
1·477	30·6	.....	20	10·9	17·7	15·2	14·4	34	35·9	65·4	16·6	49·7	57·5	60
1·213	29·5	.....	.....	10·6	19	15·5	15·2	33	32	67	17·3	52	59·5	61
1·445	**31·6**	.....	**16·5**	**11·9**	**18·0**	**14·6**	**13·0**	**34·9**	**37·6**	**64·4**	**16·5**	**51·1**	**54·5**	
1·357	26·7	.....	.....	14·2	18	16	15	36·3	38	65·7	18	56·3	55	62
1·36	30	.....	.....	12·4	18·8	16·4	14·4	37	40·8	64·2	18·6	56	60·6	63
1·359	30·9	.....	.....	13	18·3	15·4	13·2	34·3	38	67·6	18·6	56	55·8	64
1·412	30·4	.....	17	10·5	17·7	13·6	11·7	32·3	35	66·8	15·4	47	54	65
1·368	30·7	.....	14	10·3	16·9	13·4	11·8	33·5	32·9	60·3	14·7	46	50·7	66
1·402	32·6	.....	.....	11·3	17·5	13	11·9	35·5	38·2	61·5	15·2	46·5	51·8	67
1·56	34·2	.....	15	11·9	17·9	14·2	12	35·4	38·3	66	15·7	50	53·7	68
1·741	37·3	.....	20	11·7	19	15	13·9	34·9	39·3	63·3	16·1	50·7	54·1	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar, in bulk, per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	8·6	8·4	47·7	77·2	19·5	16·1	4·3	12·8	5·2	16·293b	10·405
Nova Scotia (average)	8·4	8·1	55·8	75·0	19·6	10·0	4·6	12·8	5·2	.....	8·380
1—Sydney	8·6	8·3	53·4	75·2	21·5	10	3·9	12·4	5·2	.....	7·15- 7·50s
2—New Glasgow	8·2	8·1	59	75·7	21·1	10	4·7	13·8	5·1	.....	6·95- 7·20s
3—Amherst	8·1	8	56·3	77·3	17·5	.....	4·8	12	5·4	.....	7·00- 9·25
4—Halifax	8·5	8·1	54	75·8	21·1	10	4·9	13·2	5·3	.....	9·00-10·75
5—Windsor	8·8	8·1	55·7	72·5	17·5	.....	4·5	12	5	.....	.....
6—Truro	8·4	8·1	56·5	73·3	19·1	.....	5	13·3	5·3	.....	8·50-10·50
7—**P.E.I.**—Charlottetown	8·7	8·3	57·8	74·0	18·2	15·0	4·0	13·7	5·4	17·900	9·650-10·150
New Brunswick (average)	8·6	8·4	54·8	75·2	18·6	10·0	4·6	12·4	5·3	17·500	10·563
8—Moncton	9	8·6	57·1	75·3	19·8	10	4·8	13·1	5·4	g	10·00-10·50g
9—Saint John	8·4	8·2	51·1	78·3	18·3	10	4·6	12·3	5·4	17·50	11·50-12·50
10—Fredericton	8·6	8·5	57·3	75	18·1	.....	4·3	12·6	5·3	.....	10·00-11·00
11—Bathurst	8·5	8·4	53·7	72	18·3	.....	4·6	11·5	5	.....	9·50
Quebec (average)	8·1	7·8	47·7	83·2	21·2	15·3	4·3	12·2	5·3	*16·086	*10·000
*12—Quebec	8·2	7·9	46	86	20	15	4·5	12·8	5·5	15·50	10·50
*13—Three Rivers	8·4	8	49·6	86·3	23·3	.....	4·5	12·9	5·2	15·50	8·50- 8·75
*14—Sherbrooke	8	8	43·8	82·9	20·2	15	4·3	12·2	5·3	16·50	10·00-11·75
*15—Sorel	8	7·7	49·9	84·7	20	.....	4	11·3	5·4	15·50-15·75	9·00
*16—St. Hyacinthe	7·9	7·8	45·6	83·3	20·4	.....	4·9	11·6	5·1	15·25	9·25-11·75
*17—St. Johns	8	7·8	47·8	81·1	23·1	.....	4·3	12·5	5·6	15·50	10·00-10·50
*18—Thetford Mines	8·1	7·7	49·1	79·4	21·1	15	4·2	12·8	5·2	18·00	11·00
*19—Montreal	7·9	7·7	48·3	85·6	19·6	16	4·1	11·3	5·1	16·50	8·00- 8·50
*20—Hull	8·3	8	49·4	79·3	23	.....	4	12·6	5·2	16·40	11·00
Ontario (average)	8·5	8·3	47·1	79·2	19·2	13·1	4·2	12·4	5·1	16·138	11·845
21—Ottawa	8·3	8·1	45·8	76	18·5	14	4·2	11·3	5·3	16·40	11·00
22—Brockville	8·2	7·9	45·1	78·1	21·3	.....	3·5	11·3	5	16·00	8·50- 9·00
23—Kingston	8	7·9	47·4	80·8	18·4	13	4·5	12·7	5·2	16·00	8·75- 9·50
24—Belleville	8·5	8·3	49·1	79·5	18·1	.....	4·4	12·3	5·3	15·50	10·00-13·00
25—Peterborough	8·6	8·4	50	79·2	19·8	12	4·6	12·4	5·1	16·50	11·50-14·25d
26—Oshawa	8·6	8·4	52·8	77·1	20	12	3·6	12·5	5·5	15·50	9·50-13·50d
27—Orillia	8·5	8·4	50·5	80·9	19·4	.....	4·1	11·1	5·3	16·50	11·25-14·00d
28—Toronto	8·2	8	48·4	80·2	17·9	11	4·1	11·4	5·1	14·25	11·75
29—Niagara Falls	8·7	8·6	47·8	81·1	19·9	.....	4·3	12·8	5·3	14·50-15·00g	8·50- 9·50g
30—St. Catharines	8·7	8·4	46·4	79·9	18·9	11·3	4·4	12·5	5·2	15·25g	8·50-13·75g
31—Hamilton	8·2	8·1	43·7	78·5	18·8	10	4·4	11·8	5·2	14·50	10·25-11·25
32—Brantford	8·3	8·3	51	82·9	18·8	13	4·1	11·4	5·4	16·00	10·00-13·25d
33—Galt	8·7	8·4	46·8	79·5	19	10	4·2	11·9	5	16·00	10·50-13·50d
34—Guelph	8·6	8·5	44·7	79·4	18·7	.....	4·2	11·8	5·1	15·50	10·50-13·00d
35—Kitchener	8·5	8·3	42·7	81·6	18·8	.....	3·7	12·2	5·1	16·00	11·50-13·50d
36—Woodstock	8·7	8·7	48·3	78·5	17·7	.....	4·3	13	5·1	16·00	10·00-14·00d
37—Stratford	8·7	8·6	49·5	77·3	19·8	.....	4·3	12·5	5·1	16·00	13·00
38—London	8·3	8·1	47·9	82·7	17·4	11	4·1	11·8	5·2	16·50	12·50-14·50d
39—St. Thomas	8·5	8·4	47·7	80·6	19·4	12·5	4·1	12·4	5·2	16·00	10·00-13·00d
40—Chatham	8·8	8·3	47·8	79·9	18·1	.....	4·1	11·8	4·9	15·50g	9·50-12·50g
41—Windsor	8·3	8	40·5	74·6	17·7	15	3·5	11·5	5·1	16·00g	10·50-13·00g
42—Sarnia	8·8	8·7	45·7	85·1	18·7	.....	4·6	12·7	5·1	16·00	10·00-11·00
43—Owen Sound	8·3	8·1	53·4	78·6	20·9	.....	4·4	12	5·4	16·00	9·50-10·00
44—North Bay	8·9	8·3	53·3	82·5	20·7	.....	4·5	13·9	5	17·00	14·50
45—Sudbury	8·7	8·3	43·7	73·5	20·4	.....	4·2	13·7	5·3	17·25	11·50-15·00
46—Cobalt	8·9	8·9	44·1	77	18·7	.....	5	13·6	5	18·25	13·50d
47—Timmins	8·6	8·4	42	81·3	20	18	4·6	13·6	4·9	19·00	12·50-16·50d
48—Sault Ste. Marie	8·5	8·3	47·8	80·5	21	16·3	4·5	13·4	5	17·00	10·50-13·00d
49—Port Arthur	8·2	8·2	44·5	73·3	18·6	.....	4·2	13·2	5	16·50	12·35-14·50d
50—Fort William	8·6	8·4	43·3	75·9	21·4	18	4·3	12	5	16·50	12·35-14·50d
Manitoba (average)	9·1	9·0	43·5	70·9	18·8	15·0	3·9	13·2	5·4	20·000	9·050
51—Winnipeg	8·9	8·9	42·3	73 4	18·5	15	4·1	12·4	5·6	20·00	6·25-13·75h
52—Brandon	9·2	9·1	44·6	68·3	19·1	15	3·7	13·9	5·1	.....	5·00-11·20h
Saskatchewan (average)	9·4	9·5	44·2	72·5	20·1	19·5a	4·0	14·2	5·1	.....	8·500
53—Regina	8·9	9·4	44·3	73·7	18·3	15	3·1	14·1	5	.....	5·25-12·50h
54—Prince Albert	9·9	9·8	44·7	73·3	22·8	22·5	4·9	14	5·3	.....	8·75- 9·75h
55—Saskatoon	9·4	9·5	43·1	71·9	19·7	20·6	3·7	13·9	5·1	.....	7·25- 9·60h
56—Moose Jaw	9·4	9·4	44·7	70·9	19·5	20	4·4	14·8	5	.....	5·25- 9·65h
Alberta (average)	9·2	9·2	43·3	72·3	18·2	18·3a	4·0	13·9	5·0	.....	5·063
57—Medicine Hat	9·4	9·1	43·7	71·9	17·4	.....	3·4	14·2	5·1	g	g
58—Drumheller	9·1	9·4	41	72·2	19·8	20	4·4	14·1	5	.....	4·25- 5·25h
59—Edmonton	9·1	9·1	45·1	71·7	18·1	15	4·1	13·3	5·1	g	3·00- 4·50h
60—Calgary	8·9	8·9	44·2	72	17·5	20	4·2	13·7	5	g	6·50- 7·25h
61—Lethbridge	9·7	9·4	42·5	73·5	18·3	.....	4·1	14	5	.....	4·75- 5·00h
British Columbia (average)	8·6	8·5	44·6	72·9	20·1	24·6a	4·7	13·4	5·3	.....	10·714
62—Fernie	9·1	9·3	44·3	71·7	19	.....	4·6	14·7	5	.....	.....
63—Nelson	9·1	9	47·8	76·4	21·2	25	5·2	14·6	5·7	.....	9·50-11·00
64—Trail	8·8	8·7	43·6	71·1	18·7	25	5·5	14·4	5·1	.....	9·00-10·00
65—New Westminster	7·9	8	40·8	70·2	18·6	24	4·2	12·4	5·9	.....	10·00-11·50
66—Vancouver	8	8	42·1	71·6	19·9	18	4·3	11·7	4·9	.....	10·00-11·50
67—Victoria	8·8	8·3	47·3	71·7	21·7	27	4·1	12·5	5·5	.....	9·25-10·75
68—Nanaimo	8·5	8·3	45·8	73·2	20·7	28	4·8	12·9	5·4	.....	9·50
69—Prince Rupert	8·7	8·5	44·9	76·9	21	25	5	14·3	5	.....	13·00-15·50

a. Vinegar sold extensively in bottles at higher prices than in bulk. b. For prices of Welsh coal see text. c. Calculated p. Six-roomed houses not extensively occupied by workingmen, but some at $35–$50, according to condition and con month, semi-modern $10–$15. s. Delivered from mines. * In the province of Quebec a provincial sales tax of 2 per cen

AND RENTALS IN CANADA AT THE BEGINNING OF SEPTEMBER, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·364	10·798	12·861	7·864	9·282	7·853	28·1	9·8	25·235	18·590	
10·700	6·667	7·833	5·500	6·333	6·167	30·0	11·8	21·333	15·333	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·8	18·00-26·00	14·00-18·00	1
9·50	5·00	6·00	4·00	4·00	6·00	30	9·9	15·00-25·00	10·00-15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·5	15·00-19·00	10·00-16·00	3
12·50	8·00- 9·00	9·00-10·00	6·00- 8·00	7·00- 9·00	5·00- 6·00	30	9·9	20·00-32·00	15·00-22·00	4
.....	.....	.....	.....	.....	.....	.....	9·8	18·00-25·00	14·00-18·00	5
11·00	.....	.....	.....	.....	.....	.....	10	18·00-25·00	15·00-17·00	6
12·250	8·50	10·000	6·000	7·000	7·500c	20·0	9·7	19·00-25·00	12·00-16·00	7
13·125	8·000	10·750	6·000	7·000	7·500	28·8	9·6	24·125	17·375	
12·00g	8·00g	9·00-10·00g	6·00g	7·00g	g	31 g	9·8	20·00-32·00	15·00-20·00	8
13·50	8·00	12·00	6·00	7·00	7·00- 8·00	26·5	9·7	18·00-27·00	16·00-20·00	9
13·00	.....	.....	.....	.....	.....	.....	9·7	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	9·3	23·00	16·00	11
*13·250	*11·994	*12·701	*8·500	*9·294	*9·320	26·3	9·2	23·556	17·250	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·5	23·00-33·00	.....	12
13·50	8·00	11·00	6·00	9·00	7·00	.....	9·4	23·00-31·00	17·00-23·00	13
12·75	11·00	12·00	8·00	9·00	9·00	25	9·7	23·00-30·00	18·00-25·00	14
13·50	.....	.....	.....	.....	.....	.....	9·1	15·00-19·00	10·00-15·00	15
13·50	14·00	15·35	10·00	11·35	11·35	.....	8·7	18·00-25·00	14·00-20·00	16
13·00	11·00	12·00	8·00	9·00	.....	.....	9·2	18·00-26·00	14·00-18·00	17
15·00	.....	9·00c	.....	6·00c	.....	27	9·3	16·00-22·00	12·00-15·00	18
11·50-12·50	16·00	17·33	9·00	10·00	10·00-12·00	27	9·1	24·00-34·00	20·00-23·00	19
14·00	9·25-12·00	10·25-13·00	6·50	7·00- 9·00	.....	.....	9	18·00-26·00	14·00-18·00	20
14·168	11·792	14·031	9·318	11·229	9·375	26·2	9·5	26·972	20·028	
14·00	13·00	14·00	8·00	9·00	9·00-10·00	28	9·5	20·00-30·00	15·00-20·00	21
14·00	.....	.....	.....	.....	.....	.....	9·5	18·00-26·00	15·00-18·00	22
14·00	11·00	12·00	11·00	12·00	11·00-12·00	25	9·3	20·00-28·00	18·00-20·00	23
13·00	13·00	14·00	9·00	10·00	11·00	25	9·5	18·00-28·00	14·00-20·00	24
14·50-15·00	11·00	12·00	6·00	7·00	6·00	22	9·5	22·00-30·00	16·00-20·00	25
14·00	14·00	15·00	11·00	12·00	9·00	20	9·5	25·00-32·50	15·00-22·50	26
14·75	.....	.....	.....	.....	.....	.....	9·8	20·00-27·00	15·00-22·00	27
12·90	14·00	16·00	10·00	12·00	12·00	25	9·1	29·00-40·00	22·00-28·00	28
13·00g	g	g	g	g	g	g	9·7	20·00-32·00	16·00-24·00	29
13·50g	g	16·00g	g	g	g	25g	9·6	25·00-37·00	20·00-27·00	30
11·50	15·00	15·50	11·50	12·00	.....	25	9·3	28·00-36·00	17·00-28·00	31
14·00	.....	15·00c	.....	12·00c	.....	28	9·2	22·00-32·00	16·00-25·00	32
14·00	.....	17·00-18·00	.....	13·00-14·00	.....	25	9·5	20·00-27·00	15·00-20·00	33
14·00	.....	.....	.....	.....	.....	.....	8·9	24·00-30·00	18·00-24·00	34
14·00	16·00	18·00	11·00-12·00	13·00-14·00	.....	.....	9·2	22·00-33·00	18·00-23·00	35
14·00	.....	.....	.....	.....	.....	.....	9·8	20·00-28·00	16·00-20·00	36
14·00	.....	.....	.....	.....	.....	.....	9·5	20·00-26·00	15·00-20·00	37
14·00-14·50	.....	18·00c	.....	16·00c	.....	25	9·7	27·00-37·00	22·00-27·00	38
15·00	.....	14·00-16·00c	.....	11·00-14·00c	8·00-12·00c	25	9·6	24·00-30·00	18·00-24·00	39
14·00g	g	g	g	g	g	g	9·6	20·00-28·00	15·00-20·00	40
14·00-14·50g	g	16·00-18·00g	g	12·00-14·00g	7·00-10·00g	23g	9·3	25·00-37·00	20·00-27·00	41
14·25-14·50	.....	.....	.....	.....	.....	.....	9·8	20·00-30·00	15·00-22·00	42
13·00	.....	.....	.....	.....	.....	.....	9	21·00-26·00	15·00-21·00	43
15·00-15·50	.....	.....	.....	.....	.....	.....	9·9	.....	.....	44
15·50-16·50	.....	15·00-15·75c	.....	10·50c	9·75c	.....	9·9	30·00-40·00	25·00-30·00	45
.....	.....	10·50c	.....	9·00- 9·75c	.....	30	10	.....	.....	46
18·50	9·50	10·50	8·50	9·50	.....	35	9·6	p	p	47
12·00	7·00	9·50	.....	.....	6·50c	26	9·6	22·00-32·00	16·00-22·00	48
15·50	9·00	10·25	8·00	9·25	.....	30	9·7	23·00-33·00	17·00-23·00	49
15·35	9·00	10·00	8·00	9·00	.....	30	9·8	23·00-33·00	17·00-23·00	50
14·625	.....	.....	8·313	9·063	7·250	31·5	9·8	26·750	19·500	
14·00-15·00	.....	.....	7·00- 9·75	8·00-10·75	7·00- 8·00	35	9·7	26·00-37·00	18·00-26·00	51
12·50-17·00	.....	.....	7·00- 9·50	7·50-10·00	7·00	28	9·8	18·00-26·00	14·00-20·00	52
15·667	.....	.....	6·917	8·763	9·617	28·5	9·9	27·250	20·125	
14·00	.....	.....	7·50- 9·50	8·00- 9·50	9·50	27	10	28·00-37·00	20·00-28·00	53
19·00	.....	.....	4·25- 4·75	5·75- 6·25	.....	30	10	22·00-27·00	15·00-22·00	54
.....	.....	.....	6·50- 9·00	7·00-11·00	7·75	29	10	22·00-32·00	17·00-22·00	55
14·00	.....	.....	.....	11·00-11·60c	11·60c	28	9·7	22·00-28·00	17·00-20·00	56
11·500	.....	.....	5·500	6·500	4·167	28·7	10·1	26·125	18·625	
g	g	g	g	g	g	g	10·4	22·00-27·00	15·00-22·00	57
.....	.....	.....	.....	.....	4·50	30	10·6	r	r	58
g	g	g	5·00g	6·00g	g	30g	9·8	22·00-32·00	15·00-22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	10	22·00-30·00	18·00-20·00	60
.....	.....	.....	.....	.....	4·00	.....	9·9	22·00-32·00	15·00-22·00	61
9·750	.....	.....	7·594	7·661	4·583	33·3	10·4	23·313	17·688	
.....	.....	.....	.....	.....	.....	.....	10·4	16·00	14·00	62
10·50	.....	.....	8·00- 8·75	9·50-10·00	.....	40	10·9	20·00-30·00	18·00-20·00	63
.....	.....	.....	7·50- 8·50	8·50- 9·75	.....	40	10·5	27·00-32·00	22·00-25·00	64
9·75	.....	.....	.....	5·00	3·50	30	9·8	18·00-25·00	14·00-18·00	65
9·75	.....	.....	.....	6·25	4·00	25	10·1	22·00-27·00	16·00-22·00	66
9·00	.....	.....	5·50- 6·50	7·50- 8·50	6·25	30	10·7	20·00-25·00	15·00-18·00	67
.....	.....	.....	.....	5·50	.....	.....	10	20·00-25·00	12·00-20·00	68
.....	.....	.....	6·00-10·00	8·00-12·00	.....	35	10·9	20·00-30·00	15·00-20·00	69

price per cord from price quoted. d. Including semi-bituminous. g. Natural gas used extensively. h. Including lignite veniences. r. Few six roomed houses occupied by workingmen; rent for 4 and 5 roomed modern houses, $25-$35 per and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not included in the prices for fuel.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Sept. 1926	Sept. 1929	Sept. 1930	Sept. 1933	Sept. 1937	Sept. 1938	Sept. 1939	Sept. 1940	Aug. 1941	‡ Sept. 1941
*All commodities	567	64·0	127·4	155·9	97·3	98·5	97·8	82·1	68·9	85·0	74·5	78·4	83·1	91·8	92·8
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	96·2	98·9	69·8	62·5	86·5	61·7	68·7	69·8	77·7	79·0
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	98·9	108·9	93·4	60·6	81·8	76·4	77·6	78·8	96·9	98·1
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	99·5	91·2	79·2	71·7	71·8	66·9	72·9	83·7	94·0	96·2
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	100·2	93·7	86·2	63·8	77·2	76·9	82·4	91·7	97·7	98·2
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·4	93·8	90·4	85·5	105·3	98·2	99·3	106·0	111·6	111·9
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	99·8	98·2	73·7	67·5	83·4	70·8	74·6	77·3	78·2	78·2
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·2	93·2	90·8	85·0	87·4	86·7	84·6	90·7	97·5	98·1
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	100·3	95·5	92·0	81·5	81·7	79·4	81·5	90·4	100·5	101·9
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	98·5	96·0	86·1	72·7	80·3	76·0	77·5	84·1	93·3	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	97·2	103·7	86·7	65·7	82·1	74·3	77·1	78·8	92·8	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	99·4	90·8	85·7	77·3	79·1	77·2	77·7	87·6	93·7	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	99·4	98·9	76·7	65·6	85·9	68·7	74·5	78·3	84·5	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·1	94·7	91·2	85·6	94·5	95·5	95·7	102·2	107·1	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	98·7	99·4	75·1	63·4	84·9	65·7	72·1	75·6	82·0	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	100·0	99·6	86·8	80·8	94·3	87·8	91·3	97·9	110·6	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	98·4	99·3	72·5	60·4	83·3	62·0	68·8	71·8	77·1	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	96·5	96·1	69·3	62·7	81·5	60·2	66·4	68·4	77·0	.....
B. Animal	105	70·1	129·0	146·0	95·9	98·2	105·2	90·0	62·7	81·5	76·2	77·9	80·7	95·3	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	96·7	107·7	71·2	54·6	86·3	63·8	64·3	63·8	72·1	72·9
II. Marine	16	65·9	111·7	114·1	91·7	100·7	105·5	91·3	66·5	76·4	70·6	76·3	82·3	93·8	.....
III. Forest	57	60·1	89·7	151·3	106·8	100·1	93·5	86·0	64·0	77·0	76·7	81·9	91·3	97·4	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	99·7	92·7	87·2	81·6	89·9	86·1	85·5	92·0	90·7	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	97·3	101·8	74·0	59·9	83·7	65·5	70·9	74·3	83·3	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	98·6	94·1	84·8	71·5	81·3	75·6	77·8	81·8	90·8	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:— weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended September 26, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE accompanying tables which appear quarterly give the official and certain other index numbers of the cost-of-living, retail and wholesale prices in Great Britain and certain of the principal commercial and industrial countries.

Since these tables are compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the Labour Gazette. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

In most of the continental European countries some measures of control over prices and distribution have been put in force with consequent effect upon prices. In some of these countries the publication of price data has been suspended and in the case of several others direct information is unobtainable, although information contained in the official publications of neutral countries and in the press is noted.

Great Britain

Wholesale Prices.—The Board of Trade index number, on the base 1930=100, was 153·2 for August, showing no change from the July level. This is the first month since the outbreak of war for which there has not been

INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country:	Canada		United States			Great Britain		Eire	Germany	Sweden		India	Japan	Australia	New Zealand
Description of Index	Foods 69 cities Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living	Cost of Living	Cost of Living	Foods	Cost of Living	Cost of Living, Bombay	Cost of Living, Tokyo	Foods, groceries and housing, 30 towns	Cost of Living
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	July 1914	July 1914	1913-1914	July 1914	July 1914	July 1933–June 1934	July 1914	1923-1927=1000	1926-1930=1000
			(c)	(c)		(b)	(b)	(c)							
1913	88·3	79·7	79·9	70·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1914—July	(a) 91·9	(a) 80·0	(h) 83·9	(h) 72·6	61·3	100	100	100	.....	100	100	.....	.....	.....	628
1915—July	(a) 92·7	(a) 81·6	(h) 83·9	(h) 74·0	61·0	132	125	.....	.....	.....	.....	.....	.....	.....	(a) 676
1916—July	(a) 103·3	(a) 88·3	(h) 100·6	(h) 82·4	65·4	161	148	.....	.....	.....	.....	.....	.....	.....	(a) 724
1917—July	(a) 133·3	(a) 104·5	(h) 125·4	(h) 97·8	77·6	204	180	.....	.....	.....	.....	.....	.....	.....	(a) 786
1918—July	(a) 152·8	(a) 118·3	(h) 149·6	(h) 118·0	(e) 90·5	210	203	.....	.....	258	219	.....	.....	.....	(a) 850
1919—July	(a) 163·3	(a) 130·0	(e) 148·5	(e) 121·0	102·4	209	208	.....	.....	318	257	.....	.....	.....	(a) 912
1920—July	(a) 188·1	(a) 150·5	(e) 185·0	(e) 149·4	122·6	258	252	.....	.....	287	270	.....	.....	.....	(a) 1019
1921—July	(a) 143·9	(a) 132·5	(i) 129·2	(i) 125·3	101·3	220	219	.....	.....	231	236	.....	.....	(a) 977	(a) 1034
1922—July	(a) 121·9	(a) 121·3	(e) 121·0	(c) 119·5	97·2	180	184	.....	.....	178	190	.....	(a) 236	.....	(a) 952
1926—July	(a) 133·3	(a) 121·8	(e) 137·8	(e) 126·4	103·4	161	170	182	142·4	156	172	.....	(a) 199	(a) 1015	(a) 1010
1928—July	(a) 131·5	(a) 120·5	(e) 129·7	(e) 122·1	100·3	157	165	173	152·6	155	173	.....	(a) 184	(a) 1004	(a) 1006
1929—July	(a) 134·7	(a) 121·7	(e) 131·3	(e) 122·1	100·3	149	161	174	154·4	148	169	.....	(a) 181	(a) 1044	(f) 1003
1930—July	(a) 131·5	(a) 120·8	(e) 128·1	(e) 120·3	95·8	141	155	168	149·3	138	164	.....	(a) 155	(g) 963	(f) 980
1933—July	(a) 84·9	(a) 94·4	(e) 82·2	(e) 90·8	75·7	118	138	(f) 149	118 7	120	153	.....	.....	(g) 771	(f) 796
1937—July	103·7	101·5	106·3	(e) 102·8	88·9	140	155	(f) 170	126·2	138	162	107	172	(g) 872	(f) 927
1938—July	104·7	102·6	98·5	(e) 100·9	86·5	146	159	(f) 173	126·8	143	166	106	199	(g) 914	950
1939—July	99·0	100·8	94·3	(e) 98·6	84·9	139	156	(f) 173	127·3	147	169	105	(c) 221	(g) 932	987
1940—January	104·5	103·8	94·8	(e) 99·6	84·6	157	174	.....	127	154	178	114	(c) 247	(g) 931	1008
April	104·8	104·6	96·2	.....	85·0	158	178	.....	129	163	186	110	(c) 259	(g) 948	1017
July	105·3	105·6	97·4	.....	85·7	168	187	.....	132	170	193	113	(c) 267	(g) 944	1027
August	105·4	105·9	96·2	.....	85·4	164	185	206	133	.....	.....	114	(c) 265	.....	1042
September	105·4	106·4	97·2	100·4	85·7	166	187	.....	132	.....	.....	112	(c) 265	.....	1050
October	106·1	107·0	96·2	100·2	85·5	169	189	.....	130	172	197	113	(c) 262	(g) 956	1048
November	108·7	107·8	95·9	100·1	85·5	172	192	214	130	.....	.....	113	(c) 261	.....	1054
December	109·1	108·0	97·2	100·7	85·9	173	195	.....	131	.....	.....	115	(c) 261	.....	1053
1941—January	109·7	108·3	97·8	100·7	86·0	172	196	.....	132	180	204	117	(c) 260	(g) 958	1050
February	108·8	108·2	97·9	100·8	86·1	171	197	218	132	.....	.....	119	(c) 260	.....	1056
March	109·0	108·2	98·4	101·2	86·3	169	197	.....	132	.....	.....	119	(c) 261	.....	1057
April	110·1	108·6	100·6	102·2	86·9	170	198	.....	132	197	219	121	.....	(g) 947	1061
May	109·7	109·4	102·1	102·9	87·4	171	200	220	.....	.....	.....	122	.....	.....	1066
June	112·5	110·5	105·9	104·6	88·5	170	200	.....	.....	.....	.....	122	.....	.....	1066
July	116·6	111·9	106·7	105·2	88·9	167	199	.....	.....	.....	.....	.....	.....	.....	.....
August	121·3	113·7	108·0	106·0	89·4	167	199	.....	.....	.....	.....	.....	.....	.....	.....
September	123·3	114·7	110·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) Middle of month. (e) Figure for previous month. (f) Figure for following month. (g) Quarter beginning in specified month.
(h) December. (i) September.

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion Bureau of Statistics	Bank of Commerce	Bureau of Labour Statistics	Board of Trade	Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	81	784	200	45	400	78	188	43	56		180
Base period	1926	1923	1926	1930	1867-1877	1913	July, 1914	1910=1000	July, 1914	1913	1928-1929=1000	1936-1930=1000
		(c)			(d)		(b)	(b)				
1913	64·0	.....	69·8	.....	85·0	100	.....	1125	.....	(a) 100	.....	.....
1914—July	64·4	.....	67·3	.....	82·4	.....	100	(a) 1090	100	.....	.....	(a) 748
1915—July	70·3	.....	69·3	.....	106·4	.....	.....	(a) 1204	.....	.....	.....	.....
1916—July	81·4	.....	83·4	.....	130·5	.....	.....	(a) 1379	.....	.....	.....	.....
1917—July	118·6	.....	123·0	.....	176·9	.....	.....	(a) 1583	.....	.....	.....	.....
1918—July	127·7	.....	132·0	.....	193·1	.....	.....	(a) 1723	(a) 237	.....	.....	.....
1919—July	129·8	136·15	141·1	.....	206·4	.....	.....	1810	(a) 222	.....	.....	.....
1920—July	164·1	186·49	165·8	.....	254·6	.....	.....	2613	221	(a) 259·4	.....	.....
1921—July	104·8	107·36	93·4	.....	158·2	.....	178·6	1688	200	(a) 200·3	.....	.....
1922—July	98·7	98·65	99·4	.....	134·0	.....	161·3	1423	190	(a) 195·8	.....	.....
1926—July	(e) 100·1	98·09	99·5	.....	126·0	133·1	145	1368	149	(a) 178·8	.....	.....
1928—July	96·0	95·66	98·3	.....	120·8	141·6	144·1	1335	147	(a) 170·8	.....	(a) 994
1929—July	97·2	104·25	98·0	.....	115·2	137·8	142·8	1289	145	(a) 166·1	(j) 1000	(a) 988
1930—July	85·3	86·24	84·0	99·7	94·4	125·1	125·8	1121	124	(a) 136·8	.....	(a) 963
1933—July	70·5	72·39	68·9	86·8	81·7	93·9	91·7	1072	100	(a) 135·6	(j) 815	(a) 904
1937—July	87·6	91·86	87·9	111·5	105·6	106·4	112·4	1141	106	180·5	941	(a) 1021
1938—July	78·6	79·04	78·8	100·6	91·1	105·6	106·4	1160	100	192·2	936	1035
1939—July	72·6	69·89	75·4	98·1	88·7	107·0	106·5	1123	100	204·3	888	1065
1940—January	82·6	80·67	79·4	125·3	124·1	108·2	127·7	1230	128	241·7	946	1120
April	83·1	80·53	78·6	132·2	126·0	110	134·2	1258	121	237·2	985	1175
July	82·4	77·87	77·7	139·7	129·5	111	141	1269	115	231·1	1007	1205
August	82·7	76·71	77·4	140 1	131·5	111	146	1273	112	231·2	1020	1225
September	83·1	77·70	78·0	141·1	131·6	111	152	1287	113	232·7	1023	1236
October	83·3	78·27	78·7	142·7	131·8	111	156	1312	115	233·9	1027	1253
November	84·0	79·50	79·6	146·9	132·7	111	161	1315	118	.....	1011	1258
December	84·2	78·85	80·0	148·6	134·5	111	164	1319	118	.....	1020	1268
1941—January	84·6	78·96	80·8	149·5	134·9	111	167	1333	117	.....	1023	1274
February	85·2	79·10	80·6	150·0	136·3	112	168	1332	116	.....	1001	1280
March	85·9	79·99	81·5	150·8	138·0	112	170	1345	120	.....	1000	1288
April	86·6	81·10	83·2	150·9	141·1	112	175	1361	122	.....	1009	1293
May	88·5	82·19	84·9	151·3	143·5	112	181	1364	123	.....	1013	1303
June	90·0	85·18	87·1	152·4	144·4	112	184	1367	.....	.....	1013	1312
July	91·1	86·83	88·8	153·2	145·3	112	.....	.....	.....	.....	.....	.....
August	91·8	88·62	90·3	153·2	.....	.....	.....	.....	.....	.....	.....	.....
September	(i) 92·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (g) Until end of 1927 "Dr. Lorenz." (h) Prior to 1926, the number of commodities was 236; from January 1926 to December 1933, 502; and since January 1934, the number is 567. (i) Week ending September 26. (j) Average for twelve months ending June.

some rise in prices. Food prices fell 0·3 per cent, while industrial materials and manufactures rose 0·2 per cent. Since the outbreak of the war, prices as a whole have risen 56 per cent, of which food prices rose 61 per cent and industrial materials and manufactures 53 per cent.

The *Statist* index number, on the base 1867-1877=100, was 145·3 at the end of July, an increase of 0·6 per cent for the month. The principal change during July was a rise of 2·4 per cent in vegetable food, mainly due to higher prices for barley and a seasonal rise in potatoes; animal food prices were unchanged; there was a decrease in the price of tea; minerals and textiles were slightly higher, while sundries were unchanged.

Cost of Living.—The Ministry of Labour Gazette index number, on the base July, 1914=100, was 199 at August 1, showing no change from the previous month's level. The slight increases in the clothing and sundries groups were not sufficient to affect the total index number. There has been a rise of 44 points or 28 per cent in the index number since September 1, 1939. Of these 44 points, about 2¾ points are due to the increases in the taxes on sugar, tobacco and cigarettes and matches, and 5½ points are due to increases resulting from the Purchase Tax.

United States

Wholesale Prices.—The Bureau of Labor Statistics index number, on the base 1926=100, was 90·3 for August, an advance of 1·7 per cent for the month. All of the ten main groups were included in the general advance, foods and textile products showing larger increases than the others.

Cost of Living.—The Bureau of Labor Statistics index number of the cost of living of wage earners and lower salaried workers in large cities, on the base 1935-1939=100, was 106·0 at August 15, an increase of 0·8 per cent for the month. Food prices rose 1·2 per cent, clothing 1·6 per cent, rent 0·2 per cent, fuel, electricity and ice 0·9 per cent, housefurnishings 0·8 per cent and miscellaneous commodities 0·1 per cent.

The index number of the National Industrial Conference Board, on the base 1923=100, was 89·4 for August, an increase of 0·6 per cent for the month. Food rose 1·3 per cent, housing 0·2 per cent, clothing 0·9 per cent, sundries 0·1 per cent.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] NOVEMBER, 1941 [NUMBER 11

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

THERE was a further important increase in industrial employment at the beginning of September, according to returns received by the Dominion Bureau of Statistics from 12,633 firms, each with a minimum of 15 employees, representing practically all industries except agriculture, fishing, hunting and highly specialized business operations. The establishments employed 1,627,055 persons, or 21,060 more than in the preceding month; this gain of 1·3 per cent was smaller than that reported in any of the five months immediately preceding, being also less than that indicated at September 1, 1940; it was, however, slightly above the average for that date in the years since 1920.

The index number of employment (based on the average for the calendar year 1926 as 100), stood at 162·7, as compared with 131·6 at September 1, 1940. At the same date in recent years the index was as follows: 1939, 119·6; 1938, 115·1; 1937, 123·2; 1936, 107·1; 1935, 102·7; 1934, 98·8; 1933, 88·5; 1932, 86·0; 1931, 107·1; 1930, 116·6; 1929, 126·8; 1928, 119·1 and 1927, 111·0.

Reflecting the slightly greater-than-average increase in industrial employment at the beginning of September, the seasonally-adjusted index gained fractionally, rising from 156·3 at August 1, to 156·4 at the date under review. These two figures are higher than in any other month in the nearly twenty-one years for which information is on record.

Unemployment in Trade Unions.—At the beginning of October, 1941, the percentage of unemployment among local trade unions stood at 2·7, in contrast with percentages of 2·4 at the beginning of September and 4·4 at the beginning of October, 1940. The percentage for October was based on returns received from 2,124 labour organizations with a total membership of 312,270.

Employment and Claims Offices Reports.—Reports received by the Unemployment Insurance Commission from Employment and Claims Office for the month of September, 1941, showed a gain over August of the current year, but a decline from September, 1940, in the volume of business transacted, as indicated by the average daily placements, the September, 1940, placements being those effected by the offices of the Employment Service of Canada. Logging and services recorded the most noteworthy increases over August, while a particularly heavy loss in construction and maintenance, augmented by a smaller one in farming, was entirely responsible for the decline from September a year ago. Vacancies in September, 1941, numbered 51,603, applications 67,239, and placements in regular and casual employment 47,130.

Prices and the Cost of Living.—The official index of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 115·5 at the beginning of October, 1941, as compared with 114·7 at the beginning of September; 107·0 at the beginning of October, 1940; and 100·8 at the beginning of August, 1939. The advance between August, 1939, and October, 1941, was 14·6 per cent. The index for October was 5·1 per cent below the average for 1929. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 93·7 for the week ended October 31 and 93·3 for the week ended October 3. Comparative figures on a monthly basis are 93·2 for September, 1941; 83·3 for October, 1940; and 72·3 for August, 1939, prewar. The increase between August, 1939, and the week ended October 31, 1941, was 29·6 per cent.

Business Statistics.—The table on page 1336 gives the latest statistics available reflecting industrial conditions in Canada. The index of the physical volume of business, reflecting conditions in mining, manufacturing, construction, electric power, and in distribution of goods was about six per cent higher in September than in the previous month and about 15 per cent higher than in September, 1940. The average for the first nine months of 1941 was 12·9 per cent greater than the average for the corre-

38026—1½

MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	October	September	August	October	September	August
Employment Index (1)		**162·7**	**160·6**	**136·2**	**131·6**	**127·9**
Unemployment percentage (trade union members) (2)	2·7	2·4	3·5	4·4	5·2	6·4
Prices, wholesale, index (1)	†93·7	**93·2**	**91·8**	**83·3**	**83·1**	**82·7**
Cost of living index (2)	**115·5**	**114·7**	**113·7**	**107·0**	**106·4**	**105·9**
Retail sales unadjusted index (2)		137·4	134·1	131·9	113·9	113·2
Retail sales adjusted index (4) (2)		136·6	146·5	120·1	116·5	119·8
Wholesale sales (2)		170·8	156·6	143·4	133·2	123·4
Common stocks index (2)	§68·9	71·0	67·8	74·2	75·8	69·3
Preferred stocks index (2)		103·2	101·5	100·7	99·1	93·9
Bond yields Dominion index (2)	§94·7	95·2	95·4	98·6	98·9	100·0
National income index (5) (2)		**131·5**	**131·5**	**126·7**	**116·7**	**120·2**
Physical Volume of Business index (6) (2)		**149·7**	**141·2**	**129·0**	**130·1**	**128·6**
INDUSTRIAL PRODUCTION (2)		171·2	156·1	146·4	148·6	143·9
Mineral production (2)		126·0	140·9	117·1	124·4	142·3
Manufacturing (2)		185·9	163·7	146·4	148·6	143·9
Construction (2)		169·5	147·0	143·4	223·0	169·3
Electric power (2)		136·2	126·1	108·8	114·0	119·4
DISTRIBUTION (2)		113·0	115·6	99·2	98·2	102·3
Trade employment (2)				112·8	112·3	110·6
Carloadings (2)		125·0	130·6	108·8	107·2	120·0
Imports (2)		185·6	184·1	148·8	128·3	141·4
Exports, excluding gold (2)		169·2	189·7	119·3	135·5	153·4
PRODUCERS' GOODS (2)		165·8	161·9	146·5	155·9	151·0
CONSUMERS' GOODS (2)		134·7	121·5	112·7	105·5	107·5
Trade, external, aggregate (7) $		279,887,786	288,409,726	215,435,662	189,065,024	208,195,431
Imports, merchandise, for consumption (7) $		136,991,167	137,913,470	108,644,852	86,286,828	96,835,858
Exports, Canadian produce (7) $	138,129,000	139,975,612	147,939,357	102,972,407	101,439,603	110,548,017
Customs duty collected $		13,787,428	13,253,244	14,291,595	11,090,139	11,197,148
Bank debits to individual accounts $		3,300,731,342	3,149,790,606	3,526,624,710	2,571,235,762	2,457,706,218
Bank notes in circulation (8) $		419,999,648	422,014,387	338,213,181	337,844,271	325,938,870
Bank deposits savings $		1,555,152,222	1,522,186,431	1,599,463,510	1,654,968,286	1,634,403,137
Bank loans, commercial, etc $		1,143,203,420	1,152,996,270	1,024,278,286	983,041,761	939,819,822
Railway—						
Car loadings, revenue freight cars (9)	279,328	271,552	257,598	247,582	241,829	229,315
Canadian National Railways, gross earnings $	28,760,510	27,132,153	25,808,928	22,984,979	21,119,220	21,220,188
Operating expenses $			18,196,786	15,399,680	15,048,733	15,350,097
Canadian Pacific Railway, gross earnings $	21,577,000	19,268,000	19,990,000	16,891,000	15,646,000	15,513,000
Canadian Pacific Railway, operating expenses, all lines $		15,801,590	16,843,505	11,421,353	12,661,299	13,249,285
Steam railways, freight in ton-miles			4,323,275,000	3,546,751,000	3,385,090,000	2,987,351,000
Building permits $	12,901,757	12,246,613	12,849,441	12,154,271	10,311,038	11,555,102
Contracts awarded (10) $	29,082,000	39,363,800	36,123,900	26,360,600	52,260,000	40,747,900
Mineral Production—						
Pig iron tons		111,757	105,795	109,385	105,020	88,885
Steel ingots and castings tons		200,559	202,746	185,091	164,575	172,210
Ferro-alloys tons		16,912	16,251	15,016	13,147	9,697
Gold ounces			467,224	467,441	440,450	466,946
Coal tons		1,577,872	1,356,917	1,708,278	1,366,196	1,398,145
Timber scaled in British Columbia bd. ft.		290,661,049	322,543,027	332,991,884	339,400,901	293,937,063
Flour production bbls.		1,647,910	1,852,139	1,872,514	1,635,849	1,291,451
Sugar, manufactured (11) lbs.	112,873,617	99,232,363	91,531,291	92,174,302	71,339,246	65,603,276
Footwear production pairs		3,027,252	2,965,637	2,531,659	2,484,668	2,382,680
Output of central electric stations, k.w.h.		2,866,647,000	2,640,084,000	2,487,455,000	2,399,678,000	2,500,179,000
Sales of insurance $		33,546,000	29,135,000	30,963,000	25,681,000	24,113,000
Newsprint production tons		298,300	293,500	309,960	282,320	316,610
Automobile prod., cars, trucks, etc.	19,360	14,496	17,192	21,134	15,495	13,993

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended October 31. § Week ended October 30.

(1) Base, 1926=100. (2) Base, 1935-1939=100. (3) Figures are for the end of the preceding month. (4) Adjusted for number of business days and seasonal variation. (5) Tentative computation. (6) Adjusted where necessary for seasonal variation. (7) Excluding gold. (8) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered banks. (9) Figures for four weeks ended November 1, 1941 and corresponding previous periods. (10) MacLean's Building Review. (11) Sugar production given in periods of 4 weeks ending October 4, September 6, and August 9, 1941; October 5, September 7, and August 10, 1940.

sponding period in 1940 and about 35 per cent greater than for the first nine months of 1939. Marked increases were recorded during the month under review in manufacturing, construction, and in the output of electric power as compared with the previous month.

The index of manufacturing was 13·6 per cent higher in September than in August, important increases being indicated by the figures for meat packing, tobacco, textiles, forestry products as well as in the iron and steel group. The index for the manufacturing group averaged 13·8 per cent higher for the first nine months of 1941 than for the same period in 1940 which was 26 per cent higher than for the like period in 1939. Flour production was 38·7 per cent higher for the first nine months of 1941 than for the same period in 1940. Other increases were, hog slaughterings 21·2 per cent, production of boots and shoes 20·8 per cent, steel ingot production 18·6 per cent, and cars and trucks 35·1 per cent.

The index for the construction group advanced from 147·0 for August to 169·5 for September increases being shown by the figures for contracts awarded and for building permits. The value of contracts awarded was 323 millions of dollars for the period January to September, 1941, as compared with 248 millions for the same period in 1940, and 151 millions in 1939.

Production of electric power increased about five per cent for the month while the total for nine months was 6·3 per cent higher than for the same period in 1940.

The index of the distribution of goods was somewhat lower in September than in the previous month, decline being shown by the figures for car loadings and for exports. Figures for the first nine months of the current year show carloadings 2,344,396 compared with 2,055,866 for the similar period in 1940. In the same comparison the values of imports and of exports were each about 36 per cent higher in 1941 than in 1940.

The index of the output of producers' goods advanced slightly in September while the increase in consumers' goods was about 11 per cent.

Information available for October shows the indexes of wholesale prices and of the cost of living, the number of cars of revenue freight and the earnings of the railroads, higher than in the previous month and higher also than in October, 1940.

Strikes and Lockouts.—In October there was a marked reduction in industrial disputes. The time loss during the month was the lowest since March of this year and was only about 25 per cent of that for September, while the number of workers involved was down by 50 per cent. The number of disputes recorded for October was 20, involving 5,085 workers with time loss of 20,800 man working days as compared with 22 disputes in October, 1940, involving 8,130 workers and time loss of 17,949 days. In September, 1941, there were 27 disputes involving 10,495 workers with time loss of 79,896 days, a large part of it due to strikes of automobile parts factory workers at St. Catharines, Ont., and metal workers at Toronto.

In October of this year there were no disputes involving large numbers of workers for many days. The more important were strikes of coal miners at Springhill, N.S., painters at Toronto, cotton factory workers at Milltown, N.B., beverage dispensers and hotel employees at Toronto, Ont.

In October, 1940, there were several strikes of coal miners in Nova Scotia and strikes of shipyard workers at Collingwood, Ont., and at Montreal, P.Q.

Of the 20 disputes during October, 1941, fourteen were terminated, five in favour of the employers, two in favour of the workers, and four by compromise settlements, while three were indefinite in result. Six disputes, involving 1,410 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Industrial Disputes Investigation Act

Five applications for the establishment of Boards of Conciliation and Investigation were received during the month of October. Three boards submitted their reports.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 1342.

National War Labour Board constituted

Comprised of a thoroughly representative personnel of prominent leaders of industry and labour, and with a former Labour Member of Parliament as its chairman, the appointment of the National War Labour Board was announced on November 19, by the Hon. Norman A. McLarty, Minister of Labour.

The National War Labour Board, which was established by Order in Council, constitutes the most important part of the administrative machinery being set up for the effective

development of Canada's wartime wages and labour policy.

The chairman of the National Board is Humphrey Mitchell, formerly Labour Member of Parliament for Hamilton East, and whose subsequent career in the Federal Department of Labour has been singularly successful as chairman of the Industrial Disputes Inquiry Commission and as secretary of the National Labour Supply Council.

The remainder of the Board is in two panels —an employers' and an employees' group, each with five members. These are as follows:—

Members representing employers.—
A. Deschamps,
President, Builders Exchange,
680 Sherbrooke St. W.,
Montreal, Que.
George Hodge,
Manager, Department of Personnel,
Canadian Pacific Railways,
Montreal, Que.
G. Jackson,
Sentinal Securities of Canada, Ltd.,
Toronto, Ont.
J. H. Stovel,
Vice-President and General Manager,
Dome Mines, South Porcupine, Ont.
H. Taylor,
Canadian National Carbon Co. Ltd.,
Toronto, Ont.

Members representing employees.—
John A. Bell,
General Chairman, Order of
Railroad Telegraphers,
139 Pacific Ave., Toronto, Ont.
W. J. Dunn,
Financial Secretary-Treasurer,
Toronto District Labour Council,
404 Merton Street,
Toronto, Ont.
J. McClelland,
Valois, Que.
A. R. Mosher,
President, Canadian Congress of Labour,
230 Laurier Ave. W.,
Ottawa, Ont.
Gerard Picard,
General Secretary, Confederation of
Catholic Workers of Canada,
Quebec, Que.

In making this announcement, the Hon. Mr. McLarty stated that the Government has considerable satisfaction that Mr. Humphrey Mitchell had accepted the onerous duty which the position of Chairman of the Board entails, believing Mr. Mitchell to have exceptional qualifications and experience which make him particularly competent to take on this important work.

The members of the Board were named from nominations received through the National Labour Supply Council, as provided in the Order in Council.

In addition to having administration of the Minimum Wage Order (P.C. 7679), and the Fair Wages and Hours of Labour Act, P.C. 8253 provides that the National Board is to investigate wage conditions and labour relations.

The determination of what are fair and reasonable wage rates and the payment or non-payment of the cost-of-living bonus, and the bringing into line of the provisions of any collective labour agreements which are inconsistent with the provisions of the Order in Council, are all matters which come under the jurisdiction of the National War Labour Board.

The regional Boards are to be set up at the earliest possible date after consultation between the Dominion Minister of Labour and the Ministers of Labour of the provinces concerned, and with the National Labour Supply Council.

Result of strike vote at Kirkland Lake, Ontario

In the first vote taken in conformity with Order in Council P.C. 7307 (LABOUR GAZETTE October 1941, page 1209) for the purpose of ascertaining if the employees in various gold mines at Kirkland Lake were in favour of entering a signed agreement through committees elected by employees of each company, which the companies had offered to do—or if they were in favour of going on strike unless the companies would enter into an agreement with the union (Local 240, International Union of Mine, Mill and Smelter Workers, a clear majority of the employees entitled to vote in four companies did not vote in favour of a strike, while in the remaining eight companies employees voted in favour of a strike to enforce their demands.

Previous to the taking of the strike vote, a unanimous report had been received from a Board of Conciliation and Investigation established to deal with the dispute. The full text of the Board's report will be found on page 1349 of this issue.

In announcing the result of the strike-vote on November 10, the Minister of Labour, Hon. Norman A. McLarty pointed out that the Department of Labour made every effort to compose the differences between the parties concerned.

To record the vote of the employees, a separate poll was established for each company and was in charge of a representative of the Department of Labour. A scrutineer representing the union and one representing the company concerned were also present.

By companies the result of the vote was as follows:

Name of Mine	No. of Eligible Voters	No. voting in favour of "Strike"	Number Voting "No"	No. of Spoiled Ballots
Bidgood Kirkland Gold Mines Ltd.	128	69	48	8
Brock Gold Mines, Ltd.	31	12	2	2
Golden Gate Mining Co., Ltd.	55	10	39	2
Kirkland Lake Gold Mining Co., Ltd.	326	232	72	3
Lake Shore Mines, Ltd.	1,037	680	273	17
Macassa Mines, Ltd.	292	180	95	3
Morris-Kirkland Gold Mines, Ltd.	42	18	14	..
Sylvanite Gold Mines, Ltd.	400	233	126	14
Teck-Hughes Gold Mines, Ltd.	550	413	109	1
Toburn Gold Mines, Ltd.	204	105	83	5
Upper Canada Mines, Ltd.	195	75	95	9
Wright-Hargreaves Mines, Ltd.	1,073	698	298	14
Total	4,333	2,725	1,254	78

A clear majority of the employees of four companies did not vote in favour of strike action—namely:

Brock Gold Mines Limited;
Golden Gate Mining Co. Ltd.;
Morris-Kirkland Gold Mines, Ltd.;
Upper Canada Mining, Ltd.

Therefore, in respect to these four companies, under the terms of the Order in Council, P.C. 7307 a strike would be illegal.

Subsequently, as will be detailed in the December issue, a strike was called in the mines whose employees voted in favour of such action.

Bargaining agency determined at Ford Motor Co. of Canada by vote of employees

By a vote of 6,833 to 4,455, the employees of the Ford Motor Company of Canada, Windsor, voted in favour of bargaining with their employer through the agency of the United Automobile Workers of America (C.I.O.) against an offer of the company to negotiate an agreement with the employees themselves.

Out of a possible 11,545 votes there were 11,343 cast as follows:—

No. in favour of bargaining through the United Automobile Workers of America, C.I.O.	6,833
No. in favour of Company's offer to negotiate an agreement with the employees themselves	4,455
	11,288
Spoiled ballots	46
Unaccounted for	9
	11,343

The vote which was taken on November 13 and 14 was conducted for the Department of Labour by Mr. Bart G. Sullivan, Ontario Regional Superintendent of the Unemployment Insurance Commission.

Minister of Labour re-pledges restoration of Labour's peacetime rights

In the course of his radio address on October 25 the Minister of Labour, Hon. Norman A. McLarty, in outlining the Government's wartime labour policy, made special reference to the restoration of Labour's peacetime rights as follows:—

"This must be borne in mind that any legislation passed under the War Measures Act exists *only* until this war has been won. There is specific provision in this particular Order dealing with wartime wages, that the National War Labour Board will maintain a record of all the rights, the terms and conditions which Labour gives up during the wartime period. This is for the purpose that these concessions which Labour makes will be restored in a generous manner when the war is over and the victory has been won.

"The fact that we are at war is admittedly the sole and only justification for Government interference with the operation of the economic law of demand and supply and with the privileges which Labour has won over a period of the last one hundred years. Except for the existence of war there could be no justification."

Stabilization of prices and wages in Canada

In this issue on page 1362 there is given a comprehensive review of the Orders in Council providing for the mandatory stabilization of prices and wages in Canada.

The text of these Orders is prefaced by a summary of the Prime Minister's radio broadcast of October 18 announcing the necessity for this program. There is also given a summary of that part of an address given by the Minister of Labour in the House of Commons

on November 6 concerning the operation and administration of the Wages Stabilization Order.

Death of M. S. Campbell, chief conciliation officer

The Department of Labour lost one of its most efficient officers in the death on November 7 of Major Stronach Campbell, Chief of the Conciliation Service of the Department for the past 14 years.

His whole life pattern and his even, firm temperament fitted him for the position which earned him a national reputation for fairness and honesty in the discharge of his exacting duties in the Department's service.

The late Mr. Campbell was a product of that school of "rugged individualism", which asked no favours of fortune. As a former member of the Brotherhood of Railway Telegraphers, he became actively identified with the progress of the labour movement in this country. Because of his ability to appraise all the factors in any problem of industrial relations he earned the respect of both employers and employees.

In fact the promotion of good industrial relations, and the avoidance of economic wastage due to industrial strife, became his life's mission into which he gave unselfishly of his talents until he died.

Survey of nutrition of Canadian war workers

According to a statement issued by L. B. Pett, Director of the newly established Division of Nutrition Services of the Department of Pensions and National Health plans are being made for an immediate survey of nutrition in war industries, both among the factory workers, office staffs and all associated peoples. Where losses due to illness, fatigue and inaccuracy seem due to inadequate diet, suggestions will be made designed to aid in correcting the inadequacies.

At the same time, measures to raise the general health of war industry workers should assist in avoiding serious epidemics, and thereby prove of the greatest importance to Canada's war effort.

These plans for the war industries and other tentative plans for co-operating with all nutritional programs at present being conducted in Canada will be discussed at a meeting of the Canadian Council on Nutrition, to be held November 28th, 29th. The Council on Nutrition represents many organizations already carrying on nutritional work. The Division hopes to supply authoritative information and advice on nutritional matters to any interested group.

In addition to supplying expert information, methods of publicizing the new services will be discussed with all co-operating organizations.

In this manner the Division of Nutrition Services hopes to assist all nutritional programs now started, and to plan together for improved campaigns later on.

Activities of Wartime Prices and Trade Board Quarterly Summary

In a quarterly report summarizing the work of the Wartime Prices and Trade Board during the period July 1 to September 30, the activities of the Board are reviewed under the following headings: wool; hides and leather; coal; edible oils and fats; mill feeds; milk; bread; ice; licensing; rents; prices and cost of living.

The action of the Board in regard to a number of these has been concurrently recorded in the LABOUR GAZETTE (August, page 871, September, page 1037 and pages 1100-1101).

Copies of the latest summary and those for the various quarterly periods since the inception of the Board in September, 1939, may be obtained on application to the Secretary of the Wartime Prices and Trade Board, Ottawa.

Young Catholic workers sponsor "Domestic Service Week"

With a view to improving conditions of work of domestic servants in cities of the Province of Quebec, the Young Catholic Workers (J.O.C.) conducted a campaign of education and propaganda during the week of November 2, which they designated "Domestic Service Week." Previously the J.O.C. had made an investigation covering several thousand young domestic workers in cities, most of them in Montreal. It was found that the majority came from the country and entered service at an early age, sometimes 13 or 14 years. The majority were granted few holidays and few free evenings and were not able to receive friends in the employer's house, but had to meet them on the streets, in the parks or in dance halls.

The campaign of the J.O.C. had three objects —to persuade country girls to remain in the country where possible; to develop in those who enter domestic service a pride in their job and a desire to become proficient; and to induce employers to provide better conditions and more sympathetic treatment.

Recommendations made by the J.O.C. include: That the minimum age for domestic service should be 16 years; that girls planning to enter it should follow cooking, sewing and housekeeping courses and be classified, perhaps

by recognized housekeeping schools through graded certificates, according to proficiency, the classifications to be used to determine wages and to raise the standard of service; that the working day should not be longer than 10 hours and that two evenings and one afternoon off duty should be given each week and a Sunday off every fortnight; that a competent domestic should receive $25 a month and holidays with pay of one week after six months' service and two weeks after a year's service; that unnecessary work should not be done on Sunday and that time and opportunity should be allowed for religious duties.

Housing of war workers in Australia

Regulations relating to the housing of war workers were issued under the National Security Act of Australia on July 18 and amended on August 26, 1941. The regulations forbid the ejectment of war workers from dwelling houses in any area designated by the Minister of Labour and National Service as a "prescribed area" if the rent is paid regularly and other conditions of the tenancy are complied with. Exception is made in cases where the dwelling is sold under agreement to give vacant possession, or the landlord desires repossession for the purpose of rebuilding or making substantial additions or for his own occupancy or that of someone in his employ, or if the tenant by his conduct has made himself an annoyance to neighbouring occupiers, or there is some other reason for rejectment which is deemed satisfactory to the court making the order. A war worker may also require the owner of a vacant dwelling house or of a house occupied by a tenant whose tenancy is about to terminate, in a prescribed area, to rent the dwelling house to him.

The rent to be paid for a dwelling house let to a war worker under the regulations may not exceed the amount fixed by law or determined by a fair rents board or court at the commencement of the tenancy or the amount fixed by agreement between the parties or, in default of agreement, the amount determined by a fair rents board or court subsequent to the commencement of the tenancy.

Amendments to the regulations provide for the incorporation of the Commonwealth War Workers' Housing Trust consisting of the Secretary of the Department of Labour and National Services and four other members appointed by the Minister. The duties of the trust are: to investigate the housing, transport and communal facilities available to war workers; to determine the nature and extent of any such facilities which appear necessary to enable war workers to live according to reasonable standards of comfort within reasonable distances of their places of work; subject to the regulations, to take whatever action it considers necessary to secure the provision of such facilities.

In connection with its activities in any state the trust may appoint a person nominated by the government of that state to assist the trust in an advisory capacity with a view to coordinating its housing activities with those of any authority of the state. It may also, with the consent of the Minister, delegate its powers on any matter to any person, body of persons or to any state or part of the Commonwealth. The trust has power to make investigations, enter into agreements, hold, manage and dispose of land or other property and do anything necessary or convenient for carrying out its purposes. It may also, with the approval of the Minister and the treasurer make advances or give financial guarantees to any person or society or any authority or department of a state undertaking to provide housing facilities satisfactory to the trust.

Scholarships for war veterans' children in New Zealand

New regulations made in August govern the granting of war bursaries in New Zealand to children of members of the New Zealand forces to whom or to whose dependents a pension has been granted for service in the South African war, the first Great War or the present war. Scholarships are available also for children of returned soldiers or nurses who, apart from wounds or other injuries received on war service, are aging prematurely or otherwise becoming unemployable by reason of physical or mental disability.

The bursaries given under this scheme permit children to continue to attend school beyond Form II or to attend a technical school or any college of the University of New Zealand or of a university agricultural college.

The annual value of a bursary is £5 for a pupil at a public school, £1-10s. to a pupil at a technical school and £10 for a student at a university. In addition, a boarding allowance of £30 a year may be paid to the holder of a bursary who is obliged to live away from home and travelling expenses not exceeding £10 a year may be paid if the student has to travel more than four miles a day counted one way only. No bursary is tenable after the holder has reached the age of twenty-three years. It may be forfeited if the holder fails to attend classes regularly or to make satisfactory progress or if he commits any grave breach of the rules of the school or college or is guilty of grave misconduct.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

REPORTS were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Canadian Pacific Railway Company's British Columbia Coast Steamship Service and employees in its steward's, deck and engineroom departments, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees;

2. Between the Canadian General Electric Company, Limited, and employees at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, Toronto, Ont., members of Local 507, United Electrical, Radio and Machine Workers of America; and

3. Between various gold mining companies in the Kirkland Lake district, Ontario, and their employees, members of Local 240, International Union of Mine, Mill and Smelter Workers.

The texts of the aforementioned reports will be found at the end of this statement.

Applications Received

In the month of October five applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From grain shovellers in the employ of the Kingston Elevator Company, Kingston, Ont., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The dispute, which arose out of the employees' request for the payment of wartime cost-of-living bonuses and which was said to affect 25 workers directly and 30 indirectly, was referred to the Industrial Disputes Inquiry Commission (see page 1354).

2. From approximately 2,000 employees of the Canadian National Railways, Express Department, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The dispute, which arose out of the employees' request for a union agreement providing for increased wages and the payment of wartime cost-of-living bonuses, was referred to the Industrial Disputes Inquiry Commission (see page 1355).

3. From employees of Macdonald Bros. Aircraft, Limited, Winnipeg, Man., members of Lodge 741, International Association of Machinists. The dispute, which arose out of the employees' request for a union agreement embodying increased rates of pay and which was said to affect 279 workers directly and 800 indirectly, was referred to the Industrial Disputes Inquiry Commission.

4. From 45 employees of the Gregg Manufacturing Company, Limited, Winnipeg, Man. The dispute arose out of the employees' request for increased wages, the payment of wartime cost-of-living bonuses, time and one-half for overtime worked in excess of 48 hours per week, one week's vacation with pay annually, and improvements in working conditions.

5. From members of the Brotherhood of Railroad Trainmen and the Brotherhood of Locomotive Firemen and Enginemen in the employ of the Canadian National Railways and the Canadian Pacific Railway Company. The dispute arose out of a disagreement as to the basis for payment of wartime cost-of-living bonuses. Approximately 20,000 workers were said to be directly affected and 150,000 indirectly.

Board Fully Constituted

Constitution of the Board of Conciliation and Investigation established to deal with a dispute between the Dominion Bedding Company, Montreal, P.Q., and its employees, members of Local 302, Upholsterers' International Union (LABOUR GAZETTE, October, 1941, page 1186) has been completed. The personnel of the board is as follows: Mr. L. A. Rivet, Montreal, chairman, appointed on the joint recommendation of the other two members; Mr. R. Trépanier, Montreal, appointed on the nomination of the employees; and Mr. E. Théoret, Beauharnois, P.Q., appointed on the nomination of the employer.

Board Reconvened

In August, 1941, a unanimous report was received from the Board of Conciliation and Investigation established to deal with a dispute between various shipping companies located along the Miramichi River, New Brunswick, and the longshoremen and truckers in their employ (LABOUR GAZETTE, September, 1941, pages 1062-1066). At the request of the employers concerned, the Minister of Labour has asked the board to reconvene for the purpose of clarifying certain of its recommendations.

Settlements

The unanimous report of the Board of Conciliation and Investigation which dealt with a dispute between Sullivan Consolidated Mines, Limited, and its employees, members of Lodge

3, Miners' Union of Abitibi (Labour Gazette, February, 1941, pages 101-105) contained a recommendation that the company should act in accordance with the principles laid down in Order in Council P.C. 7440 regarding the granting of bonuses, whenever the circumstances should warrant such course. Subsequently the Department of Labour received representations from the employees to the effect that the company was not fully complying with this recommendation of the board. The matter was taken up with the management of the company and notification has recently been received that, effective August 1, 1941, the employees are being paid wartime cost-of-living bonuses in accordance with the provisions of P.C. 7440.

Early in October the personal intervention of the Minister of Labour resulted in the termination of a strike of employees of the Pacific Bolt Manufacturing Company, Limited, Vancouver, B.C., members of Local 1, Vancouver Metal Workers' Union. The strike had occurred following the breakdown of negotiations subsequent to the receipt of the report of a Board of Conciliation and Investigation (Labour Gazette, September, 1941, pages 1043 and 1067-1070). The settlement provided that if further negotiations between the parties should be unsuccessful the board would be reconvened for the sole purpose of drafting an agreement between the company and its employees, members of Local 1, Vancouver Metal Workers' Union. In the event of the board failing through its powers of conciliation to provide an agreement acceptable both to the company and to the members of the union by January 1, 1942, the Minister undertook to arrange that an arbitration board consisting of the same members be appointed with the power to determine the appropriate agreement and see that it is made final and binding upon both parties.

On October 21 the Canadian International Paper Company, Temiskaming, P.Q., and its employees, members of Local 233, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, signed an extension of their existing agreement, thus bringing to an end a dispute which had arisen between these parties (Labour Gazette, June, 1941, page 619, and September, 1941, pages 1086-1087).

Mediation by a representative of the Department of Labour resulted in the recent settlement of a dispute between the New Brunswick International Paper Company, Dalhousie, N.B., and stevedores in its employ, members of Local 1433, International Longshoremen's Association (Labour Gazette, July, 1941, page 737). The settlement provided for wage adjustments and the payment of wartime cost-of-living bonuses.

Details of other settlements will be found in the summary (beginning on page 1351) of the work of the Industrial Disputes Inquiry Commission.

Correction

At page 1186 of the October issue of the Labour Gazette it was reported that an application for the establishment of a Board of Conciliation and Investigation had been received from employees of the Canadian Car and Foundry Company, Limited, Turcot works, Montreal, P.Q., members of Montreal Aircraft Lodge 712, International Association of Machinists, and that the dispute had been referred to the Industrial Disputes Inquiry Commission. At page 1213 of the same issue the summary of the Commisison's report concluded with the statement that a board application "has now been received". This should have read "had been received".

Report of Board in Dispute between British Columbia Coast Steamship Service and Employees in its Steward's, Deck and Engineroom Departments.

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company's British Columbia Coast Steamship Service and employees in its Stewards', Deck and Engineroom Departments, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Labour Gazette, April, 1941, page 370, and October, 1941, page 1186).

The text of the report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act, and a dispute between British Columbia Coast Steamship Service, Canadian Pacific Railway Company, employer, and the employees in its stewards', deck and engineroom departments, members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, employees.

To the Honourable Norman A. McLarty, K.C.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation and Investigation established by you to investigate this dispute, and composed of the Honourable Mr. Justice Sidney Smith (chairman), Col. R. D. Williams,

of Vancouver, B.C. (nominee of the employer), and Mr. Alfred J. Wickens, K.C., of Moose Jaw, Sask. (nominee of the employees), has concluded its deliberations and has the honour to report as follows:—

The Board held two public sessions in the Court House at Victoria, B.C., on Wednesday and Thursday, October 22nd and 23rd, respectively. The members of the Board also met in private in the Court House at Vancouver, on October 24th and 25th to discuss the case and to consider the report.

In the public sessions the employees were represented by Messrs. J. L. Pateman, John Brodie and W. J. Mason, and the employer was represented by Mr. J. E. McMullen, K.C., and Capt. R. W. McMurray.

Briefs were placed before the Board by the employees and evidence both verbal and documentary was given by both parties to the dispute. The findings and recommendations of the Board are as follows:—

1. That the present wage rate level paid by the Company is as high as that paid during the period 1926-1929 or at any later period, and is at least as high as that paid in comparable industries throughout Canada, and we recommend that under the provisions of P. C. 7440 the level be maintained for the duration of the war and one year thereafter.
2. That the Company and its employees concerned herein have agreed upon the payment by the Company of a cost-of-living bonus in accordance with the formula set out in aforesaid P.C. 7440, and we approve of such agreement.
3. That overtime during the busy season is now paid on a monthly basis, and during the slacker season is compensated for by one day's lay-off with pay for each six (6) hours' overtime worked.

   We recommend that this be discontinued, and that in lieu thereof the Company pay an overtime rate of 50 cents per hour for overtime worked over and above eight (8) hours in any one day, in all classes concerned.
4. We recommend that the Company pay $1.00 per day on statutory holidays, including Thanksgiving Day, and during annual leave with pay, in lieu of board and lodging.
5. The other minor matters which have also been under negotiation between the Company and the employees are easily capable of amicable adjustment and do not appear to require the intervention of the Board.

In making the above findings and recommendations the Board is endeavouring to comply with the spirit of P.C. 7440, which is binding upon it, and of whose terms the Board approves. At the same time the Board thinks that the question of wages generally in the classes of employment involved in this conciliation should be reconsidered at the earliest possible time.

Dated at Vancouver, B.C., this 25th day of October, A.D. 1941.

(Sgd.) Alfred J. Wickens,
Member.

(Sgd.) R. D. Williams,
Member.

(Sgd.) Sidney Smith,
Chairman.

Report of Board in Dispute between Canadian General Electric Company, and Employees in Two Toronto Plants

The Minister of Labour has received the report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian General Electric Company, Limited, and employees at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, Toronto, Ont., members of Local 507, United Electrical, Radio and Machine Workers of America (LABOUR GAZETTE, July, 1941, page 737, and August, 1941, pages 875-876).

The personnel of the board was as follows: His Honour Judge I. M. Macdonell, Toronto, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Drummond Wren, also of Toronto, appointed on the nomination of the employees; and Mr. J. J. Bench, K.C., St. Catharines, Ont., appointed on the nomination of the employer.

The board was unanimous in its recommendations except with respect to the question of union recognition, and on this point a minority report was presented by Mr. Bench.

The texts of the board's report and Mr. Bench's minority report are printed below.

Report of Board

In the matter of The Industrial Disputes Investigation Act and re differences between the Canadian General Electric Company, Limited, and employees at its Lansdowne Works and its Ward Street Works, Toronto, Ont., members of Local 507, United Electrical, Radio and Machine Workers of America.

To:

The HON. NORMAN A. MCLARTY, K.C.,
Minister of Labour,
Ottawa.

SIR:

The Board of Conciliation established by you to deal with the above dispute, having completed the work assigned to it, begs to submit its report.

The Board first assembled on August 6, 1941, when Messrs. H. M. Turner, R. G. Flood and W. R. Campbell, represented the Employer, and Messrs. George Harris, Harry Peace and R. Powell, represented the Employees. After discussion of the points involved the Board was successful in persuading the parties to undertake direct negotiations. We are pleased to be able to report that at this time, and throughout, the most conciliatory attitude was evidenced by both parties. It was arranged that representatives of the Company would meet the officials of the Union representing the employees, and attempt to bring about a settlement. The Board therefore adjourned upon the understanding that a meeting would be called at the request of either party.

The Board convened again upon the request of the parties on August 13, when it was reported that an agreement was probable on most, if not all, of the points involved. The parties stated they desired more time for negotiation, but wished for the views of the Board upon several points, in particular the question of increase in wages in relation to P.C. 7440. The position of the Board on the general increase of wages was explained, and a general discussion also took place on the question of vacations with pay and pay for overtime. The Board thereupon adjourned, the parties agreeing to continue negotiation.

On September 16 the Solicitor for the Company informed the Chairman that the Company proposed to grant a 5 per cent increase in the cost-of-living bonus and requested the approval of the Board. It appeared that the index number of the cost of living had risen the requisite five points and more than three months had elapsed since the previous granting or determination of a bonus. The Company desired to put the increase in force at once as it affected all its employees in all its plants. After obtaining the approval of the Minister, the Board approved this increase, and notified the Company accordingly. The increase was at once put into effect.

The Board further convened pursuant to request on October 3, 1941, when a draft agreement was presented dealing with all the demands of the Union in terms agreeable to both parties, leaving undetermined only the question as to whether or not the Union should be made a party to the formal agreement. The draft agreement is submitted as Schedule "A" hereto.

The Board was informed that the minimum hiring wage rates set out in the agreement were arrived at as a result of a special survey covering twenty-eight comparable industrial establishments, and that both parties were satisfied with the accuracy of the survey. After full explanation the Board was convinced that these rates were in accordance with the principles established by P.C. 7440. The Board therefore recommends that the terms of the draft agreement be approved, and desires to congratulate the parties on the result, substantial concessions having been made by both sides.

The Board then heard argument on the question of the status of the Union.

The majority of the Board think that as the Union represents a substantial proportion, if not a majority, of the employees and has therefore the right to negotiate with the Company with a view to reaching a collective agreement, that the Union should be a party to the agreement. In reaching this conclusion the majority of the Board carries out what it believes to be the intent and purpose of paragraph 7 of P.C. 2685. Mr. Bench does not concur in this view and is submitting a minority report dealing with this subject.

The majority of the Board recommended an agreement be entered into between the Canadian General Electric Company, Limited, referred to in the agreement as "the Company", of the first part, and Local 507, United Electrical, Radio and Machine Workers of America, representing the employees of the company at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, who are members of the Union, referred to in the agreement as "the Union", of the second part, in the terms of the draft submitted.

The most harmonious relations between the members of the Board and the representatives of the Employer and Employees existed throughout the proceedings.

All of which is respectfully submitted.

Dated this 4th day of October, A.D. 1941.

(Sgd.) IAN M. MACDONELL,
Chairman.

(Sgd.) DRUMMOND WREN,
Employees' Nominee.

(Sgd.) J. J. BENCH,
Company's Nominee.

Draft Agreement

SCHEDULE "A"

Article I—Collective Bargaining—

The Company recognizes the right of employees to be represented collectively and to negotiate with the Company concerning rates of pay, hours of work, and other working conditions.

Article II—General Purpose—

The general purpose of this agreement is, in the mutual interests of the Company and the Employees, to provide for the operation of the plant under methods which will further to the fullest possible extent the safety and well-being of Employees, economy of operation, quality and quantity of output, and the achievement of a unity of purpose between the Company and its Employees.

Article III—Discrimination—

(1) The Union agrees that there has not been any discrimination by the Company or its agents against Employees because of any Union affiliation, and the Company agrees that this policy shall continue.

(2) It is the intention of the parties that the existing working conditions of an employee or group of employees shall not be worsened by virtue of this agreement.

Article IV—Wage Rates—

(1) The Company agrees to continue its established wage policy by paying wage rates at least as high as the average prevailing rates currently paid in the community for comparable work, keeping in mind government legislation.

(2) In accordance with the above wage policy, rates shall be adjusted to conform to the rate schedule mutually agreed upon between the parties.

(3) Also in accordance with the above wage policy, for the present the minimum hourly hiring rate for adult male employees shall be 44 cents per hour, and this rate shall be increased to 46 cents per hour within a period of thirty days from the date of engagement.

(4) In addition to and separate from the payment of basic rates as provided for above, the Company will continue its policy of paying a cost-of-living bonus and will adjust such bonus in accordance with the increase and decrease in the cost of living, as shown by the Dominion Cost-of-Living Index, prepared by the Dominion Bureau of Statistics.

(5) The Company agrees that once piecework prices have been reviewed and have been definitely established, a price may not be altered unless there is a change in the method of manufacture or on the request of the employee, or when some obvious error has been made in establishing the price, or by mutual agreement.

Article V—Overtime—

The present Company regulations regarding the payment of a premium for overtime work shall continue in effect.

Article VI—Bonus for Night Shift Work—

A bonus of 5 per cent will be paid for recognized second and third shifts.

Article VII—Vacations—

Vacations with pay allowances will be granted to employees as follows:—

One week after completion of two years' continuous service, and two weeks after completion of five years' continuous service.

Article VIII—Length of Service in Upgrading, Increasing and Decreasing Forces—

(1) In all cases of upgrading, increase or decrease of forces, the following factors shall be considered and where factors (*a*) and (*b*) are relatively equal, length of continuous service shall govern:—

(*a*) Ability, skill and experience;
(*b*) Family status—number of dependants, etc.;
(*c*) Length of service.

(2) The rules for upgrading, increase and decrease of forces shall only apply to an employee after he has had one year of continuous service.

(3) Generally speaking, personnel will not be reduced until production has decreased at least ten per cent below that called for by the established working schedule and every effort has been made to transfer employees from slack to busier departments.

Article IX—Settlement of Disputes—

(1) Any employee may take a grievance to his foreman with or without his steward, or his steward may take the grievance to the foreman. It is recognized that an answer should be forthcoming as soon as possible, preferably within twenty-four hours.

(2) If a settlement is not reached the steward may refer the grievance to the Grievance Committee of three, who may confer with the Management Committee.

(3) If a settlement is still not reached the grievance may be referred to the Works' Manager.

(4) If a settlement is still not reached the matter may be referred to an Executive Officer of the Company.

(5) During the term of this agreement the Company agrees that there shall be no lockout and the Union agrees that there shall be no slowdown, strike, or other stoppage of or interference with work.

Article X—Impartial Umpire—

In the event no agreement is reached on any natter through direct negotiations, the two parties will then consider referring such matter to an impartial umpire or board by mutual agreement.

Article XI—Job Classification—

Before a woman or a minor is placed on a job which has been done previously by a man, or partially done by men, the matter shall be brought to the attention of the General Committee with the reasons why it should be done, at least one week in advance.

Article XII—Posting—

The Company will permit the General Committee to use Company bulletin boards. All notices shall have the Manager's approval and he will also arrange for posting.

Article XIII—Modification—

Either party to this Agreement may at any time present to the other, in writing, proposed modifications or revisions of any of the provisions hereof and the reasons for such recommendations. Within thirty (30) days after notice is given, a conference shall take place for the purpose of considering such modification or revision. In the event no agreement is reached, the two parties will then consider referring the dispute to an impartial umpire or board by mutual agreement.

Article XIV—Financial Support—

The Company shall not give financial aid to any labour organization within the plant.

Article XV—Termination—

This agreement shall be binding upon the parties hereto and shall be in full force and effect until December 31, 1942, and thereafter from year to year unless either party gives the other party notice of cancellation in writing, ninety (90) days prior to the end of any such year.

Minority Report

In the Matter of the Industrial Disputes Investigation Act and of a dispute between the Canadian General Electric Company, Limited, and employees at its Lansdowne Avenue (Davenport) Works and its Ward Street Works, who are members of Local 507, United Electrical, Radio and Machine Workers of America.

To: The Hon. NORMAN A. MCLARTY, K.C.,
Minister of Labour,
Ottawa, Ontario.

Sir,

As evidenced by the report which has already gone forward to you under date of October 4, 1941, the members of this Board are in unanimous agreement upon all recommendations excepting the proposal that the memorandum of settlement should be reduced to a formal agreement to be entered into between the Company, of the one part, and the Union, of the other part. On a previous occasion, namely, in the matter of a dispute between Imperial Iron Corporation, Limited, and its employees (LABOUR GAZETTE, August, 1941), I have respectfully reported to you my objections to a recommendation of this kind. I humbly consider that the effecting of an agreement in such form is appropriate only to the case where the employer and the union agree that there is to be a "closed shop". Here there is no such agreement and the Employer made it abundantly evident that no suggestion of this kind would be entertained. Moreover, the wording of the majority recommendation in this regard made by His Honour the Chairman and Mr. Wren does not contemplate that there should be a "closed shop".

The application for the establishment of this Board contains the following relevant demand of the employees who are members of the Union:—

> "Signed collective agreement with Union of employees, United Electrical, Radio and Machine Workers of America, Local 507, recognizing the said Union as bargaining agency for the employees and containing provision for the matters hereinbefore referred to, including adequate grievance machinery for handling of grievances and Union representation in dealing with same."

This is significant since it is plain from the demand thus put forth by the Union that it was seeking the sole bargaining rights for *all* employees, whether members of the Union or not. Thus, the Union here sought to become wholly possessed of the bargaining machinery to the exclusion of those employees who, in the exercise of a lawful right, might not wish to become members of the organization. That there was a desire here for the Union and its members to gain privileges not to be extended to non-Union employees is also evident from the additional claim for "preferential seniority for shop stewards and Union officers". The recommendation made by my colleagues on the Board seeks to avoid the evil which quite apparently would result from the granting of the first of these demands by restricting the Union's status to that of representing only those employees who are members of the United Electrical, Radio and Machine Workers of America. I humbly regard this to be an unsatisfactory compromise between the Union's demand for sole bargaining rights for all employees and the Company's refusal to meet this demand. It seems to me that, as the result of the adoption of such a recommendation, either one of two alternatives must result: either this Union possesses the only collective bargaining agreement in the establishment to the practical exclusion of non-member employees, or other organized groups in the plant must be granted similar rights in respect of their employee-members, with a consequent multiplicity of collective bargaining units and resulting in confusion and consequent detriment to good employer-employee relations. There is, of course, the third possibility to which such a practice may lead, this being that all employees who are not members of the Union possessing the agreement are virtually compelled to become members in order to obtain its benefits: this amounting to a practical denial of the right of each employee to join any union of his choice or not to join any union at all.

The present dispute involves the employees of two plants of the Canadian General Electric Company, Limited. The products of the two plants are not the same and in many cases the nature of the operations is vastly different as between the two factories. It was in evidence before the Board that several different unions are known to have membership among the employees of each of these plants. The United Electrical, Radio and Machine Workers of America is a union affiliated with the C.I.O., which body advocates the plant-wide basis of union organization irrespective of craft. On the other hand, there are

considerable numbers of employees of the Company who are members of unions supporting the craft basis of organization. Every employee in the plant is entitled by law to choose his own union affiliation. If employees, members of the United Electrical, Radio and Machine Workers of America, have the benefit of a collective bargaining agreement with the Company through the agency of their Union, it seems entirely reasonable to expect that employees, members of other unions, in these two plants would also be entitled to a collective agreement through the agency of the several unions to which they may belong. Thus, you might eventually have a so-called collective bargaining agreement with the United Electrical, Radio and Machine Workers of America; another with the Moulders' Union; another with the Pattern Makers' Union; and so forth. There is no ground for assuming that the terms of an arrangement which might be satisfactory to one of these groups would be satisfactory to the remainder. Under such circumstances, the employer must inevitably find himself confronted with a situation where it may be impossible for him to reconcile the views of these various groups when he is dealing with them individually. I respectfully suggest that the fact should not be disregarded that the presence in one plant of several different organized groups has led not infrequently to factional disputes resulting in the interruption of production, which unfortunate eventuality would be particularly undesirable during the present national emergency. Where there are several bargaining units in one plant, each with a written agreement, there is a natural tendency on the part of the several groups concerned to think in terms of the interests of their own group rather than the interests of the plant as a whole, thus furnishing another source of factional disputes and a consequent disruption of industrial peace in the establishment. The presence in any factory of both the craft type and factory-wide type of union does not prevent the creation of a single neutral collective bargaining unit for a particular establishment which all individual employees and groups of employees can support without sacrificing their own union affiliations. Such an organization might properly consist of a committee of workers duly elected and authorized by all of the employees in the plant.

The Company here has not opposed the suggestion to bargain collectively with its employees. It does say, however, that it will not bargain with factional groups. It points out many of the practical difficulties confronting it, some of which I have enumerated above, which would result from the existence of a multiplicity of collective bargaining units in each of these two plants. It refuses to enter into the proposed agreement with the United Electrical, Radio and Machine Workers of America on the grounds that to do so would result in prejudice not only to its rights but also to the rights of the employees of the Company who are members of other unions or who are not members of any union. It affirms its recognition of the right of its employees at large to negotiate with the management of the Company to determine fair working conditions through the process of collective bargaining. As is evidenced by the draft memorandum which appears as a schedule to the majority report, the Company has expressed a willingness to incorporate in documentary form a statement of its labour policy as may be agreed upon between it and representatives of all of its employees. It recognizes that the interests both of itself and its employees are best furthered when a unity of purpose as between the Company and all its workers can be made effective throughout the performance of its functions. To avoid the lack of unity arising out of the existence within its establishments in Toronto of several bargaining units and in order that all employees irrespective of union affiliation may be represented by one organization and have a voice in dealings with the management, the Company expresses its willingness to bargain collectively through a general committee elected by *all* its employees.

I find it extremely difficult to resist the force of what the Company urges in support of its position in this regard. Under such an arrangement, the independence of the bargaining unit is assured. It would be free not only from Company control but from the control of all outside agencies in the determination of its policies and in its methods of operation. Moreover, all groups in the plants would have representation in the best democratic sense. The existence of such a committee would leave individual employees and groups of employees free to organize into any trade union of their choice, and free from any and all interference or discrimination by the Company.

With regard to the proper interpretation to be given to Section 7 of Order in Council P.C. 2685, I think it necessary to say only that it is my humble opinion that nothing in the Order in Council implies the necessity or the desirability of an employer entering into a collective bargaining agreement with what may be a minority group of his employees, as opposed to the principle of having one collective agreement embracing within its scope *all* employees of the establishment. Indeed, and I express this view with the utmost respect for the opinion of my colleagues on the Board, I should construe the provisions

of the Order in Council as using the word "collective" in the sense that any agreement which might result from negotiations between employer and employees should apply for the benefit of every worker and not only those who might be members of the organization into whose name and hands the declaration of company labour policy might be delivered.

The problem of so-called "union recognition" has achieved major proportions as a problem in industrial relations in Canada. There is a real need for a constructive contribution to this problem, which must necessarily await treatment by persons more competent to deal with it than myself. However, I strongly entertain the view that in all cases where a "closed shop" is not agreeable to the parties, and especially in those cases where the claiming union admittedly does not represent all employees of the plant, the type of collective agreement here proposed is the only satisfactory method of establishing the best possible relations between employer and employees.

Accordingly, I respectfully recommend that an agreement in the general terms of the memorandum attached as a schedule to the majority report should be entered into between the Company, of the one part, and a committee elected by and representing all of the employees, of the other part.

No proposal was made by the Company nor was any evidence taken before the Board concerning the method of constituting such a committee of employees. Where there are two separate factories affected, each with its own comparatively large complement of workers, the employees and the Company might prefer that a joint committee of the two plants should act as the bargaining committee or it may be that it would be preferable to have a separate committee for each factory. This should be a matter for ready disposition between the employees and the Company, as also the matter of numbers constituting the committee or committees and the method of election. If necessary, the joint or several committees might be elected under independent auspices.

With regard to the election and constitution of the committee, it may be that I am not called upon to make any specific recommendation concerning these features apart from what I have said above. However, in the event that it might be helpful, I suggest that there should be a separate committee set up for the Lansdowne Avenue Works and a separate committee set up for the Ward Street Works, both, of course, having agreements with the Company in similar terms. Each plant committee might be composed of one member elected from each department in the plant, the election of the departmental representative to be restricted to employees of his or her department.

All of which is respectfully submitted.

Dated at St. Catharines, this 14th day of October, 1941.

(Sgd.) J. J. BENCH,
Nominee of Employer.

Report of Board in Dispute between Various Gold Mining Companies, Kirkland Lake District, Ontario, and their Employees

A unanimous report has been received from the Board of Conciliation and Investigation established to deal with a dispute between various gold mining companies in the Kirkland Lake district, Ontario, and their employees, members of Local 240, International Union of Mine, Mill and Smelter Workers (LABOUR GAZETTE, August, 1941, page 875, and September, pages 1042 and 1085).

The personnel of the board was as follows: the Honourable Mr. Justice C. P. McTague, of the Supreme Court of Ontario, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. J. L. Cohen, K.C., appointed on the nomination of the employees; and Mr. Frank Wilkinson, K.C., appointed on the nomination of the employers. All three reside in Toronto, Ont.

The text of the board's report is printed below.

Report of Board

Lake Shore Mines, Limited, Wright-Hargreaves Mines, Limited, Teck-Hughes Gold Mines, Limited, Sylvanite Gold Mines, Limited, Bidgood Kirkland Gold Mines, Limited, Macassa Mines, Limited, Toburn Gold Mines, Limited, Upper Canada Mines, Limited, Kirkland Lake Gold Mining Company, Limited, Golden Gate Mining Company, Limited, Morris-Kirkland Gold Mines, Limited, and Brock Gold Mines, Limited, Employers, and their employees, members of Local 240, International Union of Mine, Mill and Smelter Workers, Employees.

To:
The Honourable the Minister of Labour,
Ottawa, Ontario.

The matter presented to the Board for determination and recommendations according to the application for a Board is:—

"Refusal of the mine operators or their agents to meet with Union representatives to

negotiate a collective master working agreement, in respect to recognition of the Kirkland Lake Mine and Mill Workers Union No. 240, wage increases, hour adjustments and other conditions of employment relative to the health, security and mental welfare of their employees."

Obviously, what is primarily involved is the right of the workers to bargain collectively through an agent or agency of their own choice with the various employers and arrive at collective agreements. No attempt was made by the employers to establish that the particular local or the international union of which it is a part did not represent the majority of their employees. No evidence was offered by the mine operators to establish that the union is not a proper union to represent their employees. The assertion was made that it was irresponsible and that the operators were *unalterably* opposed to bargaining with it, but no evidence of real value was offered in support of the proposition.

The principal governmental pronouncement on the question involved is to be found in P.C. 2685, paragraph 6, "that employees should be free to organize in trade unions free from any control by employers or their agents," and paragraph 7, "that employees through the officers of their trade union or through other representatives chosen by them should be free to negotiate with employers or the representatives of employers' associations concerning rates of pay, hours of labour and other working conditions with a view to the conclusion of a collective agreement." Regardless of whether P.C. 2685 as a whole is merely declaratory, it is difficult to read sections 6 and 7 together (and they must be read together) and find any authority for the proposition that an employer is to have any voice in selecting the employees' union, or other bargaining agency, or to impose any conditions of his own as to just what union or what type of union or bargaining agent he is prepared to bargain with. P.C. 7440, it is to be noted, does not merely declare but orders that all agreements negotiated during the war period shall conform to the principles enunciated in P.C. 2685.

This same Board, dealing with a dispute between various shipping companies and members of the Canadian Seamen's Union, in a unanimous report to be found in the LABOUR GAZETTE for February, 1941, stated its view of the principle involved in the following language:—

"As industry has grown and developed, the right of workpeople to organize into collective associations or trade unions, and through such organizations to bargain collectively with their employers as to the terms and conditions of their employment, has been increasingly emphasized. It is a right acknowledged by law, by industrial practice, and by public policy. It has been verified by many important public pronouncements."

"These rights cannot be said to be effectively acknowledged unless employers are willing to negotiate and enter into agreement with the organizations which the employees have selected or formed in the exercise, in good faith, of their legal and public rights. This is in accordance with the principle enunciated by the Government of the Dominion of Canada in its Order in Council of the 20th June (No. 2685) and later confirmed by P.C. 7440 of 16th December, 1940, of:

> 'the right of association (of workers) in labour bodies and the right of organized workpeople to enter into collective agreements through which they may expect to exercise a more organic influence on the processes of industrial life'."

"The abstract rights which it is now conceded belong to labour, can only be said to exist in a concrete sense if collective bargaining is practised and collective agreements are concluded. It cannot be said too clearly that labour can no longer be regarded, if it ever was correct so to do, merely as a commodity. Labour is a partner in industry, and as such it is entitled to have not only the right to organize but the corresponding right and opportunity to utilize its organization for collective negotiation and agreement with employers."

The gist of part of the argument before us seemed to be that an international union with its principal office in the United States and its general policies said to be directed from there should not be permitted to carry on its activities in Canada. It is our view that this is an erroneous and illogical approach to the matter. There is no law that we know of that prevents any group of workers from joining an international union and constituting it bargaining agent. In fact it seems to have been recognized policy for a great number of years to encourage the activities of international unions in Canada. Otherwise, it is hard to explain section 2 (*h*) VI of The Immigration Act, R.S.C. 1927, c. 93, in force as far back as 1921, placing accredited representatives of international unions entering Canada for the temporary exercise of their calling within the class of persons entitled to entry without restriction. The problem, if there is a problem, would seem not to consist in discrimination against particular international unions but rather in making sure that international unions, national unions and employers as well, conform to the laws of this country while carrying on their activities here.

In this particular matter the Board was denied on account of the course followed by the mine operators any opportunity to conciliate the differences between the parties at all. At a comparatively early stage in the proceedings counsel for the mine operators informed the Board that his clients were

unalterably opposed to recognizing the Union and wished to *withdraw* from any further participation in the proceedings. Manifestly, the use of such a technique makes completely futile the appointment of conciliation boards to deal with the question of recognition. There would seem to be little doubt in this particular case that what was done was purely a technique because in the last analysis the report of a conciliation board is not binding and need not be accepted by either party to an industrial dispute. As a matter of fact, it is more than doubtful that the question of union recognition falls within the purview of the Industrial Disputes Investigation Act at all. The employment of such a technique together with the doubt as to jurisdiction under the Act would seem to leave the broad question of collective bargaining to be dealt with by Parliament or Cabinet Council rather than by the old process of conciliation boards under the Industrial Disputes Investigation Act.

In the circumstances here we feel that there is no other course to follow but to recommend that the union in question should receive recognition as bargaining agent. We are under no illusion that the recommendation is likely to be more than a mere formality. The manner in which the case of the mine operators was conducted leaves little if any doubt at all on that proposition. Nevertheless, we feel that such a recommendation must be made in all fairness.

As to wages and working conditions we are again badly handicapped in that the mine operators decided on the withdrawal technique before completing their case with respect to whether wages conformed to P.C. 7440. We were prepared, of course, to deal with the question had we been given the opportunity. In the circumstances we feel that these are matters still for negotiations between the parties when the question of recognition has been resolved. The case of Morris-Kirkland Mines, Limited, in Bankruptcy showing cause why it should not be required to pay the full bonus against rising costs of living must be left in the same position as wages and working conditions generally—still to be negotiated.

All of which is respectfully submitted.

Dated at Toronto, this 15th day of October, 1941.

(Sgd.) C. P. McTAGUE,
Chairman.

(Sgd.) F. WILKINSON,
Member.

(Sgd.) J. L. COHEN,
Member.

PROCEEDINGS UNDER INDUSTRIAL DISPUTES INQUIRY COMMISSION

Results of Preliminary Investigations Reviewed

OPERATING under authorization of Orders in Council P.C. 4020 of June 6 and P.C. 4844 of July 2 (LABOUR GAZETTE, July, 1941, page 797) the Industrial Disputes Inquiry Commission—established to deal speedily with industrial disputes in war industries and to decide upon the necessity of subsequent procedure before a Board of Conciliation and Investigation—had, up to November 6, reported on 50 cases. The first 18 of these cases in the period June 19 to August 12 were reviewed in the August issue of the LABOUR GAZETTE; cases 19 to 31 inclusive, dealt with by the Commission in the period August 12 to 31, were reviewed in the September issue, pages 1085-1090; cases 32 to 40 were reviewed in the October issue, pages 1210-1213; and cases 41 to 50 inclusive are summarized in this article.

In a statement made in the House of Commons on November 6, the Minister of Labour, in referring to the activities of the Industrial Disputes Inquiry Commission, summarized the results to date as follows:

"Fifty-two disputes in all have been referred to the Industrial Disputes Inquiry Commission for attention since the appointment of this body at the beginning of July. In twenty-two cases settlements were arranged by the Commission, resulting in a withdrawal of the applications which had previously been made for the establishment of Boards of Conciliation and Investigation. In eight other cases inquiries made by the Commission resulted in the establishment of Boards of Conciliation and Investigation. In thirteen instances the Inquiry Commission found that the circumstances did not warrant the appointment of Boards.

"There were in addition two special references by the Minister to the Commission, three instances in which the references are still outstanding and other cases in which the facts were brought to the attention of the Minister of Labour."

As provided in the consolidated Order in Council (4020 and 4844), an Industrial Disputes Inquiry Commission consists of one or

more members appointed by the Minister of Labour, and each member has the full powers of a Commissioner under the provisions of the Inquiries Act.

The establishment of the Commission resulted from the fact that the extension of the Industrial Disputes Investigation Act to war industries greatly increased the number of applications for Boards of Conciliation and Investigation. Since these of necessity required prompt conciliation action, and since a considerable number of such applications have reference to disputes of a nature *prima facie* as not to warrant the appointment of conciliation boards, it was decided to have preliminary investigation made by a body possessing the authority of commissioners to require the production of evidence. If this body does not succeed in effecting a speedy settlement, it can advise the Minister of Labour whether there are good grounds for establishing a Board of Conciliation and Investigation.

Accordingly, the Minister of Labour is empowered by Order in Council whereby in any industry (to which the Industrial Disputes Investigation Act and its extension now applies) in which a strike or lockout appears imminent or has occurred, he may refer the dispute to a tribunal known as an Industrial Disputes Inquiry Commission. This section of the Order is as follows:—

"When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advise the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation."

The Industrial Disputes Inquiry Commission is composed of the following members: Messrs. Humphrey Mitchell, Ottawa, chairman; Gilbert Jackson, banker and economist, Toronto; George Hodge, manager, Department of Personnel, Canadian Pacific Railway, Montreal.

CASE NO. 41—BOWMANVILLE FOUNDRY COMPANY, BOWMANVILLE, AND CERTAIN OF ITS EMPLOYEES.

In this case an application for a Board (LABOUR GAZETTE, September 1941, page 1042) had been received from the employees, 92 being directly affected. The chief cause of the dispute was a claim on behalf of the employees that a wartime cost of living bonus was not being applied in favour of the employees in accordance with the provisions of Order in Council P.C. 7440 and P.C. 4643, and incidentally to this consideration, there was also involved the question as to whether or not rates of pay in effect for various classifications for the period 1926-29, subsequently reduced, had been fully restored. The claim of the employees was that the 1926-29 rates had not been fully restored, and that a wartime cost of living bonus was not being paid on the basis of the increase in the cost of living index from August, 1939.

The company, on the other hand, contended that 1926-29 rates of pay had been restored, and that an agreement between the company and its employees, dated May 10, 1941, specifically provides the basis upon which a wartime cost of living bonus is to be paid by the company to its employees.

In the proceedings the employees were represented by Messrs. H. J. Glanville and C. H. Welsh. Also present were Messrs. H. J. Padget, and M. J. Fenwick, District Director and District Representative respectively, Steel Workers Organizing Committee.

The company was represented by Messrs. E. C. Rehder, vice-president and manager; D. B. Orcutt, superintendent; J. Rumgay, sales manager; and W. E. Johnson, chartered accountant.

It was the opinion of the commission that the matter in dispute was one that should be adjusted by full compliance with the terms of the agreement of May 10, 1941, on the part of both the company and the employees. The company expressed its concurrence with the views of the commission in this respect, and gave the commission an undertaking, under date of September 25, 1941.

The commission suggested to the representatives of the employees that, in view of the undertaking of the company to make a check of their conditions and ensure full compliance on their part with the terms of the agreement, the employees should also adhere to the

agreement, particularly in view of the fact that on the basis of the latest published cost of living figure at the time when the commission conferred with the representatives of the parties, a wartime cost of living bonus had already become payable.

Since the commission conferred with the representatives of the parties, it has been informed that the company has made effective for its employees a wartime cost of living bonus of $1.38 per week, this bonus being calculated on the increase of 5·5 per cent in the cost of living index from the level of 108·2 in February, 1941 to the level of 113·7 in August, 1941.

The representatives of the employees at the time expressed the view that they did not have the authority to accept the undertaking of the company and withdraw the application for a board, but they stated that they would undertake to submit the matter to the employees, whom they represented, for their consideration.

In the circumstances a board has not been established.

CASE NO. 42—CANADIAN JOHNS-MANVILLE COMPANY; ATLAS ASBESTOS COMPANY; A. C. WILD AND COMPANY; AND ROBERT T. PURVES LIMITED, TORONTO, AND CERTAIN OF THEIR EMPLOYEES.

A Board had been applied for by the employees (numbering approximately 200), but following an undertaking arrived at between the Commission and representatives of the companies and of the employees, the application (LABOUR GAZETTE, October 1941, page 1186) was withdrawn. With the undertaking was a draft agreement providing for settlement on the basis of P.C. 7440.

CASE NO. 43—CANADIAN BRIDGE COMPANY LIMITED, WALKERVILLE, AND CERTAIN OF ITS EMPLOYEES.

The employees were represented in the proceedings before the Commission by Messrs. G. Raeside, E. Demaree, O. Miller, H. Cormier, R. Windover and R. Frederic. The employees' representatives were accompanied by Mr. M. T. Montgomery, Field Representative, Steel Workers Organizing Committee.

The company was represented by Mr. A. St. C. Ryley, General Manager, and Mr. John B. Aylesworth, K.C., Solicitor.

The application for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, September 1941, page 1041) shows the nature and cause of dispute in this case to be "refusal of the Company to meet the Union committee and representatives with a view to negotiating a collective bargaining agreement." The dispute involved approximately 330 employees.

At the initial conference with the representatives of the employees, during discussion of the question of means which might be adopted to dispose of the question at issue, and before the Commission had made any suggestions in this respect, Mr. Montgomery voluntarily stated that although the question had not been definitely discussed with the employees' committee he was disposed to suggest that if the Company would agree to an election among the employees of the Walkerville plants of the Company to decide whether or not they desire that the employees' committee as presently constituted should represent them as a committee of employees to negotiate with the Company for an agreement to govern their wages and working conditions, such an arrangement would dispose of the application for the appointment of a Board of Conciliation and Investigation, and if following the election as proposed the majority of the employees declared their approval of the Committee as stated negotiations with the Company could then be undertaken.

In the discussion of the matter with the representatives of the Company they stated they would hesitate to agree to Mr. Montgomery's proposal because they doubted the Committee as presently constituted represented the majority of their employees. They stated, however, that they were prepared to recommend to their Board of Directors that some method should be developed under which the Company would undertake to negotiate a written agreement with their employees. In this connection the Company submitted to the Commission a memorandum reading as follows:—

"1. The Company will negotiate with a Committee representative and comprised of its own employees in its Structural and Tower Shops, Walkerville, Ontario, with a view to the entering into of an agreement between the Company and its said employees as represented by such a Committee.

"2. Nominations for such a Committee and the elections of the Committee from such nominees, to be arranged for and conducted under the direction of the Department of Labour of the Dominion Government."

Following further discussions, the only question remaining at issue was the method to be adopted for the election of the employees' representatives.

To date no further progress on this point has been reported.

CASE NO. 44—QUEBEC POWER COMPANY, QUEBEC, AND CERTAIN OF ITS EMPLOYEES, MEMBERS OF LOCAL UNION "B" 1106, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS.

In this dispute involving 39 workers, the employees were represented by Messrs. Rene Michaud, Wilfrid Gallant, Leopold Mathieu and George Jewell.

The company was represented by Mr. Rene Dupuis, assistant general superintendent, and Mr. Wilbrod Bherer, solicitor.

Matters in dispute between the company and the employees had already been dealt with by a board of conciliation under the chairmanship of the Honourable Mr. Justice Alfred Savard (LABOUR GAZETTE, August 1941, pages 876-77).

Following the clearing up of an aftermath of a matter before the board relative to rates of pay and promotions, the chief question dealt with by the commission concerned the payment by the company of a wartime cost of living bonus in accordance with the provisions of Order in Council P.C. 7440 and P.C. 4643. It was stated on behalf of the company that this matter was under consideration, but the company was not in a position at the time to commit itself definitely in regard to the payment of the cost of living bonus. However, it was further stated that this question was under consideration by the Quebec Power Company's parent company, the Shawinigan Water and Power Company, and it was anticipated that the policy of this company for general application to its affiliated companies would shortly be determined.

Subsequently the commission was informed that a cost of living bonus, retroactive to June 15, would be granted by the company on the basis of the increase in the cost of living index above August 1940, the date of the last agreement with the employees.

CASE NO. 45—COULTER COPPER AND BRASS COMPANY, LIMITED, TORONTO, AND CERTAIN OF ITS EMPLOYEES, MEMBERS OF THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA.

This dispute, involving approximately 400 employees, arose out of the employees' request for a union agreement embodying increased rates of pay, wartime cost-of-living bonuses and changes in hours of labour and working conditions.

Following conferences between the commission and the representatives of the parties, an undertaking was concluded, providing for settlement on the basis of P.C. 7440. The application for a board of conciliation (LABOUR GAZETTE, October 1941, page 1185) was withdrawn.

CASE NO. 46—KINGSTON ELEVATOR COMPANY, LIMITED (OPERATED BY CANADA STEAMSHIP LINES LIMITED) AND CERTAIN OF ITS EMPLOYEES, MEMBERS OF THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES.

This dispute, involving 25 employees directly and 30 indirectly concerned the service of shovellers and whether such class of employees are covered by an agreement of April 1939. Also, as wage rates have not been increased since this agreement the employees in their application for a board (see this issue page 1342) contended that a cost-of-living bonus was applicable in accordance with P.C. 7440. The company claimed, however, to be paying shovellers a rate in excess of that paid by other elevators and that under the provisions of P.C. 7440 as amended, this constitutes "good cause to the contrary" for the application of a cost-of-living bonus under existing conditions.

The commission considered that while the matters in dispute could be dealt with by a board of conciliation, since existing conditions might be changed by the new Order in Council replacing 7440, any decision to appoint a board might better await procedure under this new order.

CASE NO. 47—THE SHIPPING FEDERATION OF CANADA AND EMPLOYEES ON THE MONTREAL WHARF, MEMBERS OF THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES.

In this case, approximately 250 checkers and coopers had applied for a board of conciliation (LABOUR GAZETTE, October 1941, page 1186) to deal with their request for payment of a cost-of-living bonus.

Failing to bring about an adjustment of the differences between the federation and its employees, the commission recommended that action be deferred in this case until Order in Council P.C. 8253 became effective.

CASE NO. 48—MUELLER LIMITED, SARNIA, AND CERTAIN OF THEIR EMPLOYEES.

As indicated in the employees' application for a Board (LABOUR GAZETTE, October 1941, pp. 1185-6), this dispute involved 350 employees directly and 75 indirectly.

The employees were represented by Messrs. C. Smith, W. Maw, and A. Scarrow, on behalf of the Machinists; and Messrs. H. Martin and P. Knight, on behalf of the Polishers. Mr. R. Riley, Grand Lodge Representative, International Association of Machinists; and Mr. R. A. Gerard, Grand Vice-President, International Union of Master Polishers, Buffers, Platers and Helpers, also attended the conferences.

The company was represented by Mr. G. W. Parker, Vice-President; Mr. R. McIntyre, Secretary and Works Manager; and Mr. C. Spears, Cost Accountant.

As a result of conferences before the Commission, an undertaking, followed by a signed agreement, was concluded between all parties concerned. The agreement complied with the principles embodied in Orders-in-Council P.C. 2685 (union recognition) and P.C. 7440 (war-time cost of living bonus). Contributing further to a harmonious relationship was the company's action in notifying the representatives of the two unions involved that it would be agreeable to the International representatives of the unions assisting at the conferences to carry out the terms of the agreement.

The unions, on their part, withdrew their application for a Board of Conciliation.

CASE NO. 49—W. WIGHT AND COMPANY, TORONTO, AND CERTAIN OF THEIR EMPLOYEES, MEMBERS OF LOCAL UNION 145, PACKINGHOUSE WORKERS' ORGANIZING COMMITTEE.

In this case the employees, numbering 90, had applied for a Board of Conciliation (LABOUR GAZETTE, September 1941, page 1040) requesting union recognition and negotiation of a collective agreement governing wages and working conditions.

The Commission held conferences with both parties, and was requested by the staff representative of the Packinghouse Workers' Organizing Committee that the question at issue be held in abeyance pending the development of conditions in the plants of Canada Packers Limited.

It was also ascertained that the company was operating on a narrow margin. The Commission suggested, in view of the fact that the new Order-in-Council P.C. 8253 would control any change in rates of pay, that action be suspended.

CASE NO. 50—CANADIAN NATIONAL RAILWAYS (EXPRESS DEPARTMENT) AND CERTAIN OF THEIR EMPLOYEES.

Approximately 2,000 employees are involved in this dispute, the question at issue being which Employees' Committee is, or is to be, the bargaining agency for the employees in its relationship with the company.

At the conferences with the Commission, the employees were represented by Mr. M. L. Preston and Mr. J. S. Heath. Mr. F. H. Hall, Vice Grand President, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, was also present.

The Canadian Naitonal Railways Express Department was represented by Mr. G. E. Bellerose, General Manager of the Express Department; and Mr. F. W. Edge, Superintendent of Personnel of the Canadian National Railways.

The Commission in its report further stated:

The application for the establishment of a Board of Conciliation and Investigation, dated October 4, 1941, and signed by Mr. M. L. Preston and Mr. J. S. Heath, is in effect the result of competition between the two labour organizations, namely, Canadian Brotherhood of Railway Employees and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, to control the agreement governing the service and rates of pay of the employees of the Canadian National Railways, Express Department.

The Commission also pointed out that the differences between the labour organizations mentioned is of some years standing, and the background of these differences and the resultant action of the unions involved were detailed.

In concluding its report the Commission stated:

However, in order to dispose of the question at issue, it is recommended that the Department of Labour, after consultation with representatives of the Canadian National Railways, Express Department, and of the Committee under the General Chairmanship of Mr. M. L. Preston as well as of the Committee under the General Chairmanship of Mr. E. M. Young, should arrange for the conduct of a ballot among all the employees of the Company covered by the existing agreement, to decide which Committee the employees desire to represent them.

The Commission further expresses the view that if and when a ballot as suggested is taken, it should be definitely understood that each employee will be given the opportunity to vote, but that there should not be any undue pressure to do so, and that the Committee receiving the majority of the votes cast should be the Committee authorized by the employees as a whole to represent them in dealing with the Company for the application of the terms of the existing agreement governing their service, or for the negotiation of any revision thereof.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1941

THE following table shows the number of disputes, workers involved and time loss for October, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*October, 1941.....	20	5,085	20,800
*September, 1941.....	27	10,495	79,896
October 1940.....	22	8,130	17,949

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

The figures for October show an appreciable reduction in the number of disputes with considerable reductions in the number of workers involved and in the time loss in man working days, being the lowest in any month since March of this year. There were no disputes which involved a large number of workers for many days.

The more important disputes involved: 1,400 coal miners at Springhill, N.S., for two days; 631 cotton factory workers at Milltown, N.B., for a day and a half; also three strikes in Toronto—240 painters for three weeks, beverage dispensers in 45 establishments throughout the month and various classes of employees in one large hotel for two weeks.

In September, 1941, a large part of the time loss was due to a strike of automobile parts factory workers at St. Catharines, Ont., and to a strike of metal workers at Toronto, Ont.

In October, 1940, there were several strikes of coal miners in Nova Scotia and also strikes of shipyard workers at Collingwood, Ont., and Montreal, P.Q.

Five disputes, involving 936 employees, were carried over from September and 15 commenced during October. Among those carried over, one dispute was reported too late for inclusion in the tabular statement for September given in the October LABOUR GAZETTE. Of these 20 disputes, 14 were terminated during the month. Five resulted in favour of the employers involved, two in favour of the workers, four in compromise settlements, while three others were indefinite. At the end of the month, therefore, there were six strikes or lockouts recorded as in progress, namely, beverage room employees, painters, truck drivers and helpers, Toronto, Ont.; hosiery knitters, London, Ont.; hosiery factory workers, Hamilton, Ont.; cotton factory workers, Milltown, N.B.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is available as to one dispute of this nature, namely: dairy employees, Toronto, Ont., one employer, October 8, 1940, to November 30, 1940.

The dispute involving packing plant employees, Toronto, Ont., one employer, September 24, 1940, to November 30, 1940, which hitherto has been included in the above list, was reported by the union involved to have been called off on October 22, 1941.

A minor dispute involved two workers in a shoe manufacturing establishment at Montreal, P.Q., for a few hours on October 3. Through a misunderstanding these men had not received the cost of living bonus and work was resumed when this was corrected.

A minor dispute involved 21 men cutting timber for a coal mining company at Nordegg, Alberta, for four hours on October 8 to obtain the cost of living bonus. Work was resumed pending negotiations and the bonus was paid.

A minor dispute at Brantford, Ont., involving 9 workers for a half day on August 28 in a factory producing bandages, was noted in the LABOUR GAZETTE for October, p. 1221. An official of the Department investigated and the wages of the lower-paid workers were raised to 25 cents per hour. Certain complaints as to working conditions were dealt with by the Ontario Department of Labour.

A minor dispute involving 55 employees in a metal products factory at Toronto, Ont., on September 17 was noted in the LABOUR GAZETTE for October, page 1221. A report that another stoppage occurred some days later proved to be incorrect. The employer has an agreement with the Steel Workers' Organizing Committee in effect from June 9 to December 31, 1941. The employees wished to have this amended

to provide for the closed shop. Further negotiations were carried on but this was refused. Most of the employees, however, joined the union.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in progress prior to October

Bolt Factory Workers, Vancouver, B.C.—This strike for union recognition was terminated on October 1 as the result of conciliation by the Minister of Labour, work being resumed pending further negotiations, the Board under the Industrial Disputes Investigation Act to be re-convened if a settlement is not reached, its award to be made binding. The Board had reported on a dispute as to increases in wages and union recognition with the closed shop (Labour Gazette, September, 1941, pp. 1067-1070). During the proceedings the parties to the dispute had agreed on working conditions and an increase in wages for most of the employees of five cents per hour with a cost of living bonus to be adjusted quarterly according to increases from May 1, 1941. The majority of the Board recommended that the management should negotiate with the representatives of the union, Local No. 1 of the Vancouver Metal Workers' Union, affiliated with the Canadian Congress of Labour. The employer's representative on the Board dissented.

Highway Construction Labourers, St. Nicholas, P.Q.—A number of the labourers on a highway construction job ceased work on September 25 when an increase in pay was refused. Most of these were from the city of Quebec and were paid the local rate, 25 cents per hour, plus 5 cents per hour to help cover transportation to the job. As this had been paid during the season and the job was nearly finished no change was made and work was carried on with local labour. Most of those on strike had returned from time to time by October 10.

Beverage Room Employees, Toronto, Ont.—This dispute involving beverage dispensers in a number of hotels was reported unterminated at the end of October, there being 110 still out while 220 out of 330 had obtained work with other employers. The strike had commenced in August when the international union had proposed, in renewing agreements, that a clause should be added providing that other employees in the hotels should be included under the agreements. At the beginning of September additional hotels became involved. It was reported that a number of the hotels accepted the new clause and renewed their agreements. From time to time others followed so that by the beginning of October 55 hotels were reported to be under the union agreements and 45 were involved in the strike. It was also stated that all hotels had agreed to an increase in wages of $2 per week. Many of the hotels were reported to have recognized a new organization, the Tapmen and Waiters' Protective Union, and to have replaced those employees on strike. On October 14 it was reported that one man was fined for assaulting a hotel proprietor during an altercation.

Hotel Employees, Toronto, Ont.—A number of employees in one hotel ceased work on September 30, to secure a closed shop agreement with the Hotel and Club Employees' Union, with increases in wages. Most of those on strike were reported to be beverage dispensers and kitchen help. As a result of conciliation by the Ontario Minister of Labour a settlement was reached and work was resumed on October 17. The demand for the closed shop was dropped and the resumption of work was delayed several days by a question as to the re-engagement of those on strike and the dismissal of those who took their places. The management agreed to take back most of those on strike and the remainder in a short time. The settlement provided for recognition of the union and a grievance committee, holidays with pay, extra pay for overtime, increases in wages of between $10 and $25 per month for various classes of employees.

Disputes commencing during October

Tannery Workers, Acton, Ont.—A number of employees in the beam-house in one tannery ceased work on October 24 to obtain an adjustment in piece rates stated to have been requested some time ago. A conciliation officer of the Department investigated and as wages in the establishment had been increased considerably in July it was arranged that work would be resumed. Provision was made for dealing with grievances promptly.

Hosiery Knitters, London, Ont.—Employees in the knitting department of one mill ceased work at closing time on October 3 in support of two workers who refused to operate other than their regular machines and were suspended. A strike had occurred on September 18 against operating other machines at a lower piece rate without compensation but work was resumed pending a settlement. Satisfactory new arrangements not having been made, the employees applied to the Ontario Department of Labour but ceased work before a conciliator arrived. Over three hundred employees in other departments were reported to be indirectly affected. A one-day sympathetic strike in two other mills occurred on October 22. Early in November a settlement was reported.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to October, 1941.				
MINING, ETC.—				
Coal miners, Aerial, Alta.	1	140	280	Commenced Sept. 30, 1941; for men's wages for tipple boys; terminated Oct. 2; return of workers; in favour of employer.
MANUFACTURING—				
Metal Products—				
Bolt factory workers, Vancouver, B.C.	1	53	53	Commenced August 30, 1941; for union recognition; terminated Oct. 1; conciliation (federal), work resumed pending further negotiations and possible reference to original Conciliation Board; indefinite.
CONSTRUCTION—				
Highway—				
Highway labourers, St. Nicholas, P.Q.	1	225	1,500	Commenced Sept. 25, 1941; for increased wages and more allowance for transportation; terminated Oct. 10; return of workers; in favour of employer.
SERVICE—				
Business and Personal—				
Beverage room employees, Toronto, Ont.	45	195	4,000	Commenced August 19, Sept. 1, etc., 1941; for new union agreement covering additional classes of workers; unterminated.
Hotel employees, Toronto, Ont.	1	182	2,600	Commenced Sept. 30, 1941; for increased wages and closed union shop; terminated October 16; conciliation (provincial), compromise.
(b) Strikes and Lockouts commencing during October, 1941.				
MINING, ETC.—				
Coal miners, Springhill, N.S.	3	1,400	2,800	Commenced Oct. 29; *re* payment for mining of bench coal; terminated Oct. 30; work resumed pending settlement; in favour of workers.
MANUFACTURING—				
Animal Foods—				
Fish cannery workers, Steveston, B.C.	1	550	550	Commenced Oct. 25; for increased wages; terminated Oct. 25; negotiations; compromise.
Fur, Leather, etc.—				
Tannery workers, Acton, Ont.	1	18	18	Commenced Oct. 24; for adjustment in piece rates; terminated Oct. 25; conciliation (federal); in favour of employer.
Textiles, Clothing, etc.—				
Hosiery factory workers, Hamilton, Ont.	1	250	250	Commenced Oct. 1; against discharge of workers, alleged to be for union activity; terminated Oct. 1; work resumed pending settlement; indefinite.
Hosiery knitters, London, Ont.	1	*(a)* 77	1,500	Commenced Oct. 6; against operating other machines without compensation; unterminated.
Cotton factory workers, Hamilton, Ont.	1	370	80	Commenced Oct. 6; against requiring worker to join the union having agreement; terminated Oct. 6; return of workers; in favour of employer.
Hosiery knitters, London, Ont.	2	100	100	Commenced Oct. 22; in sympathy with strike at another plant; terminated Oct. 22; return of workers; indefinite.
Hosiery factory workers, Hamilton, Ont.	1	213	630	Commenced Oct. 29; against discharge of workers on Sept. 29; unterminated.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during October, 1941—*Conc.*				
MANUFACTURING—*Conc.*				
Textiles, Clothing, etc.—Con.				
Cotton factory workers, Milltown, N.B.	1	631	1,000	Commenced Oct. 29; against change in working conditions for one weaver; unterminated.
Printing and Publishing—				
Truck drivers and helpers, Toronto, Ont.	1	54	1,000	Commenced Oct. 7; against reduction of staff during negotiations for union agreement; unterminated.
Misc. Wood Products—				
Plywood factory workers, Scotstown, P.Q.	1	170	850	Commenced Oct. 16; for increased wages; terminated Oct. 21; conciliation (provincial); compromise (cost of living bonus).
CONSTRUCTION—				
Buildings, etc.—				
Painters, Toronto, Ont.	35	240	3,000	Commenced Oct. 6; for closed shop agreement; unterminated.
Carpenters, Scarboro, Ont.	1	25	13	Commenced Oct. 14; misunderstanding as to rate for maintenance work; terminated Oct. 14; negotiations; in favour of workers.
Miscellaneous—				
Truck drivers, Pickering, Ont.	1	42	51	Commenced Oct. 21; for increased rates for hauling gravel; terminated Oct. 22; negotiations; in favour of employer.
SERVICE—				
Business and Personal—				
Window cleaners, Montreal, P.Q.	26	150	525	Commenced Oct. 18; for increased wages, union recognition and changes in working conditions; terminated Oct. 22; conciliation (federal); compromise.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 300 indirectly affected.

COTTON FACTORY WORKERS, HAMILTON, ONT.—A number of employees in one cotton factory ceased work for two hours in protest against an employee being required to join the United Textile Workers' Union with which the company has an agreement requiring all new employees to do so after 90 days. The employee in question had joined the Canadian Hosiery Workers' Union which a number of other employees had joined in recent weeks, and left when the 90-day period was up. Work was resumed on the next day.

TRUCK DRIVERS AND HELPERS, TORONTO, ONT.—A number of the employees on the delivery staff of one newspaper publisher ceased work on October 7, when the staff was reduced. It was reported that negotiations for a union agreement with increases in wages had been in progress for some time following a ballot of employees taken by the Ontario Department of Labour. Apparently certain points were still in dispute when the publishers were asked by the Federal Oil Controller to co-operate in reducing the consumption of gasoline and oil. A dispute about the reduction in staff then ensued. At the end of the month a settlement had not been reached.

PAINTERS, TORONTO, ONT.—A number of painters ceased work to secure closed shop agreements with a number of master painters, claiming that these were not paying the union rate to all their employees. Some of the strikers were employed on federal government construction jobs but resumed work in a short time. Most of the other master painters

signed union agreements but at the end of the month it was reported that four employers were involved and thirty employees.

CARPENTERS, SCARBORO, ONT.—A number of carpenters on one job ceased work on October 14 owing to a misunderstanding as to a notice that on maintenance work 80 cents per hour would be paid. Carpenters on construction work at $1.00 per hour believed this rate was to be applied to all. Work was resumed when the misunderstanding was corrected.

TRUCK DRIVERS, PICKERING, ONT.—A number of truck drivers ceased work to obtain an increase in the rate per yard for hauling gravel. Work was resumed when a concession in the price of gasoline was made.

WINDOW CLEANERS, MONTREAL, P.Q.—A number of employees ceased work on October 18 to secure an agreement between the Window Cleaners' International Union and the employers. The employers met the union representatives with the Montreal representative of the Department and a compromise was reached providing for an increase in wages and a cost of living bonus. Work was resumed at the higher rates pending an increase in the charges for window cleaning being approved by the federal authorities.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month bringing down to date that given in the March, 1941, issue, in the review of "Strikes and Lockouts in Canada and Other Countries, 1940." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years, and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in August was 94 and 4 were still in progress from the previous month, making a total of 98 disputes in progress during the month; 22,100 workers were involved in the disputes in progress during the month, and the time loss was 44,000 working days.

Of the 94 disputes which began during August, 31 arose out of demands for increased wages and 31 were over other wage questions, 4 over working hours, 12 were over questions regarding employment of particular classes or persons, 11 arose out of questions respecting working conditions. During August, final settlements were reached in the case of 70 disputes, of which 10 were settled in favour of workers, 34 in favour of employers and 26 resulted in compromise settlements. In 15 other disputes work was resumed pending negotiations.

A strike of 3,000 workers employed by an engineering firm at Glasgow occurred on August 26, for the reinstatement of two union officials dismissed for violation of factory rules. The stoppage ended the following day and the dismissed employees were reinstated following consideration of the case by an Appeal Board under the Essential Work Order, 1941.

A strike of 1,878 workers engaged in aircraft construction in Lancashire commenced August 9, and ended August 14, when work was resumed pending negotiations to amend a recently introduced system of payment which had caused dissatisfaction with earnings.

Australia

The number of disputes reported for the first three months of 1941 was 113, directly involving 37,820 workers for 114,596 working days.

During the latter part of July, a strike of 380 engine drivers employed in South Maitland coal fields, N.S.W., indirectly affected some 5,000 coal miners for three weeks, causing an estimated coal production loss of 400,000 tons. The Industrial Commission considered the wage dispute, proposals for a settlement were made, and work was resumed.

During September some 40,000 textile workers employed in Victoria and New South Wales ceased work, protesting against the wages award

granted by the Arbitration Court to workers in the industry and asking for a higher increase. It was expected that the dispute would terminate on September 18, negotiations toward a settlement to continue.

New Zealand

The number of disputes in the first six months of 1941 was 36, involving 8,975 workers, with a time loss of 19,375 working days.

United States

Preliminary figures show the number of strikes beginning in September as 475, involving 270,000 workers in the new strikes. The time loss for all disputes in progress during the month was 1,925,000 working days.

Some 53,000 bituminous coal miners employed in mines operated by seven major steel companies throughout Pennsylvania, Kentucky, Virginia and Alabama went on strike for a closed shop agreement October 27. The miners had been on strike from September 15 to September 19 when work was resumed for 30 days while the dispute was being considered by the National Defence Mediation Board. The Board after numerous conferences reported no settlement. After intervention by the President of the United States, work was resumed on October 31, for a 17-day period pending further consideration of the dispute by the National Defence Mediation Board.

A strike of 15,000 Alabama bituminous coal miners during October terminated October 24 when an agreement between the operators and the United Mine Workers Union was reached. The agreement provided for increases in wages, vacation pay, etc.

A strike of 8,100 steel workers at Gary, Indiana, for one day, on October 8, terminated when an arrangement was reached giving the Steel Workers Organizing Committee power to inspect dues cards of workers.

On October 15, members of the local union of the Steel Workers Organizing Committee employed by a Detroit steel firm called a strike in protest against wage rates negotiated by union officials. Work was resumed on October 24, when strike leaders suspended by the union were reinstated. About 8,600 workers were affected by the dispute.

A strike of several hundred workers employed in an airplane parts factory at Bendix, New Jersey, on September 30, ended when the War Department of the United States took over the plant on November 1 and supervised the reinstatement of men to their former positions, as had been recommended previously by the National Defence Mediation Board.

A strike was begun on September 29 by 1,400 workers in a steel products factory at Cleveland, Ohio. This dispute, which caused 14,000 workers in two automobile factories to be laid off, was settled on October 20, when wage increases were granted.

A strike affecting 3,200 chemical workers employed in a plant at Bound Brook, New Jersey, was called on September 29, for increased wages, closed shop, etc. The strike was called off on October 11, when agreement was reached on all points except wages, which issue was referred to the National Defence Mediation Board. The dispute threatened rubber production throughout the United States.

The strike of seamen on September 13, at Atlantic and Gulf Coast ports (reported in the October Labour Gazette, page 1225) was settled October 9, when the union concerned ratified increased war zone bonus payments recommended by the National Defence Mediation Board.

About 1,300 welders employed in six shipbuilding yards in the Seattle area ceased work October 22, organized a welders' union and attempted to have its jurisdiction recognized by the other unions. The dispute spread to many other plants and threatened production at shipyards and other plants along the West Coast. At the beginning of November 8,300 welders were reported on strike.

On October 10, some 6,000 shipyard workers employed at Brooklyn, New York, ceased work when four workers refused to join their union. Work was resumed on October 14, by all except 200 workers who returned the following day pending settlement. On October 27, the same shipyard was again affected by a strike of 5,800 workers in a dispute over wages. The dispute was referred to the National Defence Mediation Board and work was resumed at the end of October.

Enlarging Industrial Personnel is the title of a pamphlet issued recently by the Ontario Industrial Accident Prevention Associations. It deals with problems arising out of the increasing number of women employed in industry. One interesting fact presented is that the records of the Workmen's Compensation Board of Ontario indicate that a very small proportion of the persons who are seriously injured sufficient to receive compensation payment are women. The last report of the Board, dealing with sex and marital condition of injured workers, shows that out of 22,438 persons receiving compensation for disabilities lasting seven days or longer, only 663 or about 3 per cent, were women.

STABILIZATION OF PRICES AND WAGES IN CANADA

Issuance of Orders Designed to Control Cost of Living—Mandatory "Freezing" of Prices and Stabilization of Wages in both War and Non-War Industries

ANNOUNCING what he termed a "new experiment" in Canadian wartime economy, the Prime Minister, Rt. Hon. W. L. Mackenzie King, in a broadcast on October 18 over the national network of the Canadian Broadcasting Corporation, gave a comprehensive review of the circumstances necessitating more direct control by the government of those factors which, if unchecked, would lead to inflation and hindrance of Canada's war effort.

Government policy in this respect, the Prime Minister announced, was directed in two main channels—control of prices (by P.C. 8527 and P.C. 8528) and the bringing of wages into line with the government's wartime wages policy as originally set forth in P.C. 7440 (LABOUR GAZETTE, December, 1940, page 1225; January, 1941, pp. 22-25, and Supplement, July, 1941) which is now extended and made mandatory by a new Order in Council P.C. 8253.

Briefly, the plan as embodied in the above Orders in Council, passed under the authority of the War Measures Act, calls for:

(1) Pegging of prices, rents and charges over a wide range of services (originally planned to commence on November 17 but subsequently postponed until December 1) at the maximum levels reached in the four weeks' period from September 15 to October 11.

(2) Stabilization of wages in both war and non-war industries—excluding certain "small employers" of labour and provincial and municipal employees—in accordance with the government's wage policy as promulgated in P.C. 7440, now extended by P.C. 8253 to all industries. Applicable previously only to war production plants, the new Order now is mandatory to both war and civilian industry. Besides establishing wages at the 1926-1929 average or any higher level up to the end of 1940, the plan provides for payment of a flat cost-of-living bonus.

(3) Extra acreage payments to prairie farmers, and for eastern farmers, free transportation for feed grain and other feeds from the west.

The administration of the wages policy is under the direction of a National War Labour Board (the personnel of the National Board is given elsewhere in this issue on page 1337) and several regional boards with equal representation of employers and employees on each tribunal. Control of prices is vested in the Wartime Prices and Trade Board with a Dominion-wide set-up.

Summary of Prime Minister's Broadcast

In commencing his broadcast, the Prime Minister declared:

"The action which I am about to explain represents an experiment hitherto untried on this continent, and perhaps having regard to its breadth and variety, hitherto untried by the will and consent of any free people anywhere.

"It has to do with the price of goods and services, and the price of the products of land and sea. It has to do with wages. It is of the greatest importance to every citizen in Canada, and of particular importance to every housewife, every worker, and every farmer. It will affect the daily lives of each one of us. It will require the co-operation and support of all. It will help to intensify the effort of this country in war. It will help to prevent a repetition of distress and depression after the war.

Menace of Inflation

"We have heard much in recent weeks about rising prices. They have affected the budget of every family in Canada. We have heard and seen something of the dangers of inflation. But comparatively few of us, I imagine, understand those dangers fully, and what their effect may be upon our lives and our labours. By inflation we mean a rise in prices and costs brought about by abnormal conditions whereby our money is able to buy less of the things we need.

"Rising prices unless controlled will make it more costly and therefore more difficult to finance the war. Rising prices, unchecked, will spread confusion and uncertainty in industry and trade. They will hinder production and the proper distribution of supplies. They will make the cost of living rise more rapidly than wages and salaries. The value of savings will be materially lessened. The result would be hardship to nearly every one, and hardship in very unequal measure.

"It is scarcely necessary for me to say that a rising cost of living is a source of acute personal anxiety to all and, particularly, to those with small incomes. And it is this very anxiety which is the danger to our war effort. For in the making of war no weapon is more power-

ful than peace of mind. We all know that we cannot do our best work and put forth our utmost effort if we are beset by personal fears and anxieties. And we know that a maximum war effort for Canada depends upon each and all working together in conditions that are just to all. That is why the government, which is responsible for the direction of Canada's war effort, is deeply concerned about the effect of rapidly rising prices upon the prosecution of the war. That is why the government has decided that hereafter prices must be controlled more rigorously than they have been during the first two years of war. The needs of to-day demand it."

Cause of Rising Prices

Recalling the experience of the last war during which prices in 1916 began to soar beyond the range of wages, the Prime Minister traced the disastrous aftermath of deflation, depression, and unemployment. He then etched the present picture as follows:

"Prices are again rising rapidly. To speak generally, prices are rising again because the public has more money to spend and there is less of the things people wish to buy. For two years the government has been competing with the individual consumer for almost every commodity Canada produces or imports. The government must have the goods to build and maintain our war machine; to clothe, feed and equip our fighting men; and to aid Britain and other allies with arms and with food. We sometimes forget that the same sheet of aluminum cannot be used to make a plane and to make pots and pans. The same gallon of gasoline cannot be used in any army tank and a pleasure motor car. The same pound of cheese cannot be eaten in Britain and in Canada. And most important of all, the same men cannot make machine guns and washing machines at the same time.

"With every week that has passed since the outbreak of war, the services of more and more men have been required to meet the needs of war. To-day, more than a million Canadians are engaged in war service in the forces, in the factories, and in the fields. The stage of taking up the slack of partial employment has now passed and the need for more men for the armed forces and for war industry is still growing.

"We must face the fact that there are not enough men; there are not enough machines; there are not enough materials to meet the demands of consumers and the needs of war. Since the government, with the full support of the Canadian people, is determined to maintain and to intensify the war effort, we have no choice but to reduce our consumption of goods. To us, too, has come the choice between guns and butter."

Effect of Rising Prices

Dealing with the effect of rising prices, the Prime Minister said:

"It stands to reason that all the goods and services we are accustomed to enjoy in peace time cannot be provided when only a little more than half our energies can be spared to provide them. Most goods and services are becoming increasingly scarce and will become scarcer still. We must face the problem of sharing what is scarce. If we let prices rise unduly, we know what will happen. Ask any housewife. For no one feels the effect of rising prices more than the housewife.

"Rising prices—a rising cost of living—do not have the same effect on all households. The smaller the family income and the larger the family, the more serious the hardship imposed. For those with small incomes, rising prices of clothing, food and other necessaries may mean serious hardship, while for those with larger incomes only luxuries and small comforts may have to be given up.

"Rising prices thus serve to aggravate the inequalities in society, and to throw the heaviest burdens on those least able to bear them. Wartime experience has shown that prices rise faster than wages or salaries, and bear more heavily still on those who live on small pensions or life savings.

"Nor is the position of the farmer any happier than that of the wage-earner. The present war is a war of machines. Because of the heavy demands of war on industry, the scarcity of manufactured goods is likely to be greater than the scarcity of farm products. The rise in prices will consequently be unequal, if prices are left to themselves. The things farmers have to buy tend to go up in price, more than the things they have to sell. . .

"The truth is that all but an insignificant minority of the population would be worse off as a result of rising prices, if prices were permitted to rise unchecked, and, in general, the relatively poor would suffer more than the relatively well-to-do."

Government Control of Prices

In outlining the course to be followed in its policy of control, the Prime Minister warned that:

"There is no panacea or cure-all for the evil of rising prices. The government does not pretend to have a magic formula which can be applied. We are all aware that the task of controlling prices is very difficult. It has not been easy to control prices even in totalitarian countries which can enforce their controls by

brutal methods which no free country would contemplate. In a democratic country, price control cannot succeed without the active support and co-operation of the mass of the people."

He traced the "piece-meal method" of control introduced during the early period of the war under the Wartime Prices and Trade Board before the upward trend of prices became "too widespread and powerful to be checked adequately by controlling the prices of a few commodities." He pointed out that the problem is now a general one, requiring general treatment, and added:

"The government has, therefore, decided to halt the rise in the prices of all goods or services sold in Canada by imposing a general ceiling on prices. By a ceiling is meant an upper limit above which prices will not be allowed to rise. Theoretically, this is a simple policy, but the government realizes fully how great the practical administrative difficulties are. It will call for new and complicated administrative machinery. It will interfere with established methods of running business; it will impose irksome restrictions; and its success will depend, not alone upon the government, but equally upon the willingness of all who are affected to accept, and to accept cheerfully, the limitations imposed upon them as a necessary contribution to Canada's maximum war effort."

The Prime Minister reviewed the method now proposed and which is set forth in the Order in Council (P.C. 8527) given elsewhere in this article.

Stabilization of Wages

Dealing with the complementary feature of the policy of controlling the cost of living as embodied in the stabilization of wages, the Prime Minister declared:

"It is obvious that the prices of finished goods cannot be controlled successfully unless the cost of production is also controlled. Wages are a large element in the cost of producing the manufactured goods required by consumers. That is why the cost of living cannot be controlled unless wages are also stabilized. The policy of limiting the rise of wages is, in other words, a vital part of the policy of safeguarding the wage-earners, as consumers, from the evil effects of a rising cost of living. With the policy of stabilizing wages the government is extending its policy of safe-guarding the earnings of the wage-earners.

"A beginning was made in working out a wage policy at the end of last year when what is called Order in Council P.C. 7440 was enacted. This Order, which was for the guidance of boards of conciliation, fixed basic wage rates in general at the relatively high level then existing. It provided that subnormal wages could be adjusted upward and that any further upward adjustment in wages should be by way of a cost-of-living bonus. While this experiment has been widely accepted by employers and employees in war industry, certain defects in the procedure must now be remedied. Industries not engaged in war production have not been subject to this control. Wage rates of many of these industries have continued to rise. In others there has been no rise to offset the increased cost of living. Even in the war industries, because of the increasing scarcity of labour and the absence of penalties for violation, the policy was not completely successful. This has been unfair to those employers and employees in industry, who loyally accepted the policy.

"After consultation with representatives of the provinces, of employers and employees, the government has found general agreement with its view that its wartime wages policy could succeed only if it were broadened and strengthened and if machinery were established for its enforcement.

"The government has therefore decided to extend its wartime wage policy to cover all industry. The only exception will be certain smaller employers who are excluded solely for administrative reasons. Henceforward no employer in Canadian industry or commerce may, without permission, increase his present basic wage rates."

The Prime Minister then outlined the new Order in Council, P.C. 8253, the summary and text of which is also given in this article.

Necessity of Co-operation

After outlining the effect of the plan on the position of agriculture, the Prime Minister appealed to all Canadian citizens for support in the administration of this program as follows:

"The policy of control as it affects industry, commerce, agriculture and labour, demands a degree of restriction to which Canadians, hitherto, have been quite unaccustomed. It will demand qualities of self-discipline and self-control. It will need, as it deserves, the whole-hearted support of everyone who has the well-being of his fellow-citizens at heart. In these perilous times, we must not shrink from any course of action which will help to preserve and strengthen the morale of our country.

"By its policy the government hopes to avoid the fears, the sense of insecurity, the suffering and the profiteering which the inflation of prices inevitably brings in its train. The measures now being announced should help in the winning of the war, and, after the war, facilitate recovery and reconstruction."

Minister of Labour's Review of Wages Stabilization Order

That part of the government's policy dealing with stabilization of wages was also reviewed by the Minister of Labour, Hon. Norman A. McLarty, during the courses of two addresses—the first on October 25 over the national network of the Canadian Broadcasting Corporation, and the second in the House of Commons on November 6. The following extract of the Minister's speech is taken from *Hansard* of November 6:

"Recently the government passed an order stabilizing wages. That order is part of a wider program decided upon by the government in an attempt to prevent a vicious inflationary spiral recurring in Canada.

"Taxation on profits and on dividends had already been provided. The control of prices is now provided for. This stabilization of wages is not entirely new. For on December 16, 1940, the government passed an order in council which has been widely applied in war industries.

"The choice faced by the government at the time it was passed was to let wage rates take their unplanned upward course stimulating that spiral of inflation, or to introduce a measure of equitable control. The government selected the second alternative of trying to minimize changes in wage rates and, to some extent therefore, of prices and the cost of living. It ordered that in the essential war industries there should be no increase in basic wage rates except where wages were found to be too low. The expression 'freezing' has been used. This order is not a freezing order; it is a stabilizing order; because, if wages are too low, the board will have power to increase them. . . .

"To the extent that the maintenance of current wage rates does prevent an increase in prices and in the cost of living, wage-earners and all classes in the community, including the government in its capacity of the country's biggest buyer, will all clearly benefit. The heart of the policy is not to restore some previously high level of wages, but to prevent what might otherwise be a series of 'runaway' increases from present levels. The purpose is not to 'protect' any one class of citizens, but to ensure the conduct of our war effort by imposing the necessary sacrifices on all classes in an orderly manner."

Protection to Labour

"Since some increase in the cost of living, however, was almost certain to result from the transfer of so large a proportion of our resources to the production of war materials and supplies, it seemed necessary and proper to assure, not that labour should be completely protected from price increases or from sharing reasonably in whatever sacrifices the war may require, but that the basic standard of living of the workers should be protected. For that reason the order in council generally known as 7440 provided, not that wage rates should be 'geared to living costs' but that, by a flat cost of living bonus, uniform for all workers, any impairment of the basic standard of living and of productive efficiency should be prevented.

"It is to be noted that the flat bonus, regardless of the worker's wage rate, will extend a very much greater measure of protection to the low-paid than to the high-paid worker and gears to the cost of living only the wages of those workers at or near a minimum level of subsistence and that part of the wages of other workers which is spent for basic necessities.

"Our present wage policy was based upon the outstanding lesson learned as a result of our experience during the last war. In that period all belligerents financed their war effort in varying degrees by inflation. In all of them, despite all efforts at war-time controls, prices and the cost of living increased more rapidly than wage rates. On the one hand this led to perhaps unintended but automatic profiteering; on the other hand, to arbitrary and capricious reductions in the wage-earners' standard of living. A few favourably situated wage-earners were able, it is true, to enforce wage increases more rapidly than the cost of living rose, but for the majority of the workers the reduction in their standard of living was very substantial.

"It is a fact, so well known to this committee, that real wages never keep pace with nominal wages that I need scarcely repeat it. Money, after all, is only a convenient medium of exchange. May I illustrate this by the experience of the last war. The Minister of Finance has already given certain figures in connection with it. Those figures relate particularly to wage rates and the cost of living. By 1917 the cost of living had risen 39 per cent, wages only 26 per cent. By 1918 the cost of living had risen 59 per cent, but wages only 47 per cent. Wage rates never overtook the cost of living during the whole period of rising prices.

"This economic fact was a continual source not only of industrial friction, but, for certain groups, also of genuine suffering during the war period and made the necessary post-war readjustments proportionately more difficult.

"That order in council which has become somewhat widely known as 7440 was directed to and formed the basis of awards of boards of conciliation appointed under the Industrial Disputes Investigation Act."

Coverage of Order

"In the recent order respecting wages the essential principles remain the same, but changes have been made in its application and in its administration. These changes may be summarized as follows:

(1) The previous order was directed to conciliation boards appointed under the Industrial Disputes Investigation Act. As such it was necessarily limited to boards to which that act applied or to which its application was extended, at the request of labour on November 7, 1939, and which included all war industries in Canada. The present order extends to all industries, subject to certain limitations.

"In the construction industry it applies where ten or more are employed. In other industries it applies where fifty or more are employed. The reason for the distinction is that in the construction industry a contractor while employing a large number might have few on one job. These minimum figures are fixed largely for administrative purposes and the administrative machinery is provided which will advise the government on such changes in these minimum numbers as may appear desirable.

(2) It makes the payment of the cost of living bonus mandatory, subject only to the power of the National War Labour Board to determine that the employer is clearly unable to pay.

(3) It provides for an accounting period as to the proper amount of the bonus each three months.

(4) It provides for the creation of a national war labour board and of five regional boards which will be charged with the responsibility of administering the order and of ascertaining that its provisions are fairly and properly carried out.

"In addition the national board has power to recommend to the government such matters as it may deem necessary, subject to the principles enunciated in the Order in Council, to which I have previously referred, passed on the 19th of June, 1940, and generally described as P.C. 2685. . .

"The only criticism that has been voiced is the measure of consultation with those affected before the order was passed. Well, the order invades the provincial field. We invited the provincial ministers of labour to a conference that was held on October 14. We asked them if they had objections to the passing of the order—because it did invade their field. When it was realized that the Dominion government believed this measure was essential in our conduct of the war, no serious objection was raised by any province represented.

"The Prime Minister and I met leading representatives of labour. Details of the order were not discussed; but I believe it fair to say they felt that the general principles of the Order in Council stabilizing wages should not properly be confined to war industries alone, but in the application should cover all industries. The order was submitted to the National Labour Supply Council. That council made suggestions of a number of amendments, many of which were adopted.

"I wish to be fair to this committee. I would not wish to convey the suggestion that because it was discussed with the various ministers of labour, with the leaders of labour organizations and with the National Labour Supply Council, it was either approved or disapproved by all of those participating in these conferences.

"Some suggested they had not the authority from their respective organizations either to approve or disapprove. I make mention of these consultations, however, to demonstrate that the program was not lightly embarked upon or without great consideration being given to it.

"But it is, after all, a war measure. The government in the last analysis must assume responsibility for its success or failure, and having ultimately to assume that responsibility, it must do so now.

"The success of this measure depends upon its acceptance and its application by both labour and industry in Canada. That it will receive such acceptance and be fairly and impartially applied, I have no doubt. As each day passes, the people of Canada have shown in an increasing degree not only a willingness but a great desire to bear the irksome restrictions an dthe great sacrifices which war inevitably brings. This measure may be regarded by some as one of those restrictions and as one more of those sacrifices.

"The government feels that it is essential to our war effort and will add to the effectiveness of that effort as well as to the happiness and prosperity of the Canadian people after the war has been won."

Summary of Wartime Wages and Cost of Living Bonus Order

The following summary of the Wages Stabilization Order P.C. 8253 was issued by the Minister of Labour, Hon. Norman A. McLarty on October 25.

Purposes

1. To provide administrative agencies for the enforcement of the Dominion's Fair Wage policy and this present Order which is a substitute for P.C. 7440.

2. To provide for representations of employers and employees in the administrative agencies so that the working of the policy can be observed and the policy applied in a practical fashion, and revised if necessary, and other practical policies in the field of labour relations developed.

3. To amend the policy of P.C. 7440—

(*a*) by extending its coverage,

(*b*) to provide uniform bonus determination dates,

(*c*) by making the wage stabilization and bonus provisions compulsory through the provision of penalties.

Administrative Machinery

There will be a National War Labour Board consisting of a chairman and four or more representatives each of employers and employees, and one Regional Board each in the Maritime Provinces, Quebec, Ontario, the Prairie Provinces and British Columbia, to consist of a provincial minister of labour as chairman and one or more representatives of employers and employees.

The exact division of responsibility between the National and Regional Boards remains to be worked out in the bylaws but in general the National Board will develop broad policy and the Regional Boards will supervise inspection, enforcement and the details of administration. The staffs of the Regional Boards will consist chiefly of members of the staffs of the provincial departments of labour, assigned to them through the co-operation of the provinces. In effect the policy will be administered as part of the regular work of provincial departments of labour subject to general supervision and review both by the National and Regional Boards. It is to Regional Boards in the first instance that complaints, enquiries, requests for adjustment in wage rates and applications for exemption from paying the bonus should be directed.

Coverage

The Order is applicable to the following employers:

(*a*) Every employer normally subject to the Industrial Disputes Investigation Act,

(*b*) Every employer engaged in the manufacture of munitions of war, or war supplies, or the construction of defence projects,

(*c*) Every building trades employer with ten or more employees,

(*d*) Every other private employer with fifty or more employees.

The Order does not apply to employers in agriculture or fishing, or to hospitals, religious, charitable or educational associations operated on a non-profit basis.

Wage Provisions

Except on written permission of the National War Labour Board, no employer may increase his basic wage rates. This permission can only be given in cases where the Board has found the wages to be low. Wage rates which are high will not have to be decreased, but in such cases the Board may order the employer to defer the cost of living bonus.

Cost of Living Bonus Provisions

Every employer now paying a P.C. 7440 bonus must increase it on or about November 15 by an amount based on the rise in the cost of living from the date of the index number last used to determine the amount of the bonus up to October 1941. If last August he paid a bonus or increased the amount of an existing bonus on the basis of the index number for June 1941, he would use the rise in the index number between June and October. If he based his bonus award or change in August on the index number for July he would use the rise between July and October.

Employers who have not been paying a P.C. 7440 bonus must begin to pay a bonus on or about February 15, 1942, on the basis of the rise in the cost of living between October 1941 and January 1942, or on the basis of the rise in the cost of living for such other period as the Board finds fair and reasonable.

The amount of all bonuses will be increased or decreased regularly as of February 15, May 15, August 15, and November 15 in accordance with announcements to be made by the Board.

For each rise of one percentage point in the cost of living, the bonus will be:—

(*a*) 25c per week for all adult male employees and for other employees employed at basic wage rates of $25.00 or more per week, and

(*b*) One per cent of their basic weekly wage rates for male employees under 21 years of age and female workers employed at basic wage rates of less than $25.00 per week.

The employer is not required to pay a bonus to employees above the rank of foreman.

If there is any dispute about whether a bonus should be paid or about the amount

38026—3½

of any bonus, it shall be decided by the Board whose decision shall be final and binding on the employers and employees concerned.

Employers who can show to the National Board that they are financially unable to pay the bonus may be authorized not to pay it or to pay it only in part.

Penalties

Any employer who violates any provision of the Order or of any direction of a Board, shall be liable to a fine of from $100 to $5,000. Any payment of wages or bonuses in excess of the amounts prescribed shall be disallowed as an abnormal expense under the Income and Excess Profits Tax.

Text of Wages Stabilization Order

The text of Order in Council P.C. 8253 of October 24, 1941, follows:—

WHEREAS the Minister of Labour reports that in order to achieve a stabilization of wage rates at fair and reasonable levels, in the interest of the war effort, it is necessary to extend the provisions embodied in P.C. 7440, of December 16, 1940, as amended by P.C. 4643, of June 27, 1941, to cover substantially all employers and employees; and

That it is necessary to provide administrative machinery for the more effective development of a wartime wages and labour policy.

AND WHEREAS the Minister of Labour, therefore, recommends that Order in Council P.C. 7440, of December 16, 1940, as amended by Order in Council, P.C. 4643, of June 27, 1941, be revoked, effective the fifteenth day of November, 1941, and a new Order, as hereinafter set forth, made in substitution therefor.

NOW THEREFORE, His Excellency the Governor General in Council, is pleased to revoke Order in Council, P.C. 7440, of December 16, 1940, as amended by Order in Council, P.C. 4643 of June 27, 1941, and it is hereby revoked, effective November 15, 1941.

His Excellency in Council, under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, is further pleased to make the following Order, and it is hereby made and established in substitution for the said Order in Council, P.C. 7440, as amended,—

ORDER

1. This Order may be cited as the Wartime Wages and Cost of Living Bonus Order.

Interpretation

2. In this Order, unless the context otherwise requires: "Employer" includes any person, firm or corporation

(i) subject to the provisions of the Industrial Disputes Investigation Act as extended by Order in Council, P.C. 3495, of November 7, 1939, as amended; or

(ii) engaged in building or other construction work and employing ten or more persons; or

(iii) employing fifty or more persons;

but shall not include

(i) any department or agency of the Government of Canada subject to the provisions of Order in Council, P.C. 6702, of 26th August, 1941, as amended; or

(ii) any department or agency of any provincial government or any municipality; or

(iii) any person, firm or corporation engaged in agriculture, horticulture, fishing, hunting or trapping; or

(iv) any hospital or religious, charitable or educational institution or association operated on a non-profit basis.

Constitution of the National War Labour Board

3. (1) There shall be a National War Labour Board (hereinafter referred to as the National Board), which shall consist of a Chairman and four or more members, representing employers, and four or more members, representing employees.

(2) The Chairman shall be appointed by the Governor in Council and shall hold office during pleasure.

(3) The members of the National Board shall be appointed by the Governor in Council on the recommendation of the Minister of Labour, after consultation with the National Labour Supply Council and shall hold office during pleasure.

(4) The head office of the National Board shall be at Ottawa.

(5) A majority of the members of the National Board shall constitute a quorum.

(6) There shall be an executive committee of the National Board which shall consist of the Chairman and two other members to be selected by the National Board, which shall exercise such powers as may be conferred upon it by the by-laws.

(7) The members of the executive committee shall be paid such salaries as may be fixed by the Governor in Council.

(8) The members of the National Board who are not members of the executive committee shall be paid such per diem allowance and such allowance for expenses as may be fixed by the Governor in Council.

Staff

4. (1) The National Board may appoint an officer to be the chief executive officer of the National Board who shall be paid such salary as may be fixed by the Governor in Council.

(2) The Department of Labour shall furnish such technical and clerical assistance to the National Board as may be possible and the National Board, with the approval of the Governor in Council, may employ such other officers and employees as may be necessary for the conduct of its business and may, with such approval, fix their remuneration.

Powers of National Board

5. (1) The National Board shall be charged with

(*a*) the administration of this Order and P.C. 7679 of the 4th October, 1941;

(*b*) the administration of the Fair Wages and Hours of Labour Act, 1935;

(*c*) the supervision of the Regional War Labour Boards, established under the provisions of this Order; and

(*d*) such other duties as may be imposed upon it by the Governor in Council or by the Minister of Labour.

(2) The National Board shall, as directed by the Minister of Labour, investigate wage conditions and labour relations in Canada and shall from time to time make such recommendations as it may deem necessary in connection therewith, having regard to the principles enunciated in P.C. 2685 of the 19th June, 1940.

6. (1) The National Board shall have all the powers and authority of a Commissioner appointed under Part I of the Inquiries Act, Chapter 99 of the Revised Statutes of Canada, 1927.

(2) The Chairman or any member of the National Board may administer oaths.

By-laws

7. (1) The National Board may make such by-laws as may be necessary

(*a*) to enable it to carry into effect the duties imposed upon it by this Order;
(*b*) to confer upon the executive committee of the National Board power to act for it as set out in the by-laws;
(*c*) to provide for the supervision and control of its officers, clerks and employees; and
(*d*) to empower Regional Boards to carry out any duties or responsibilities imposed upon them in connection with the administration of this Order.

(2) No such by-laws shall come into force and effect until approved by the Minister of Labour and no alteration, modification or repeal of any such by-laws shall have any force or effect until so approved.

Regional War Labour Boards

8. (1) There shall be five Regional War Labour Boards (hereinafter referred to as Regional Boards), each of which shall consist of a Chairman and two or more representatives of employers and two or more representatives of employees.

(2) One such Regional Board shall be appointed for the Maritime Provinces, one for the Province of Quebec, one for the Province of Ontario, one for the Provinces of Manitoba, Saskatchewan and Alberta, and one for the Province of British Columbia.

(3) The Chairman of the Regional Board for Quebec, for Ontario and for British Columbia shall be the Ministers of Labour of these Provinces, respectively.

(4) The Chairman of the Regional Board for the Maritime Provinces shall be a Minister of Labour from one of the said Provinces who shall be chosen by the Ministers of Labour of the three Provinces concerned.

(5) The Chairman, of the Regional Board for the Provinces of Manitoba, Saskatchewan and Alberta shall be a Minister of Labour from one of the said Provinces who shall be chosen by the Ministers of Labour of the three Provinces concerned.

(6) The Chairman of each Regional Board may designate a person to be Vice-Chairman thereof to preside over the Regional Board in his absence.

(7) The members of the Regional Boards representing the employers and employees shall be appointed by the Governor in Council on the recommendation of the Minister of Labour, after consultation with the National Labour Supply Council and the Ministers of Labour of the Provinces concerned. and the head office of each Regional Board shall be at such place as may be determined by each Regional Board.

(8) The majority of the members of each Regional Board shall constitute a quorum of the Regional Board.

(9) The members of the Regional Board representing the employers and the employees shall be paid such per diem allowance and such allowance for expenses as may be fixed by the Governor in Council.

(10) Each Regional Board may appoint an executive officer to be the chief executive officer of the Regional Board and such officer shall be paid such salary as may be fixed by the Governor in Council.

Powers of Regional Boards

9. (1) A Regional Board shall be charged with such duties and responsibilities as may be assigned it by the National Board.

(2) A Regional Board shall have all the powers and authority of a Commissioner appointed under Part I of the Inquiries Act, Chapter 99 of the Revised Statutes of Canada, 1927.

(3) The Chairman or any member of a Regional Board may administer oaths.

Expenses

10. The administrative expenses of the National Board and of the Regional Boards, other than the salaries and usual travelling expenses of Dominion and provincial officials, shall be paid out of the War Appropriation.

Wage Rates

11. (1) Except on written permission of the National Board, as herein provided, no employer shall increase the basic scale of wage rates paid by him at the effective date of this Order.

(2) If the National Board finds that any employer's basic scale of wage rates is low as compared with the rates generally prevailing for the same or substantially similar occupations in the locality or in a locality which in the opinion of the National Board is comparable, it may prescribe such increased wage rates as it finds fair and reasonable.

(3) If the National Board finds any employer's basic scale of wage rates is enhanced as compared with the rates generally prevailing for the same or substantially similar occupations in the locality or in a locality which in the opinion of the National Board is comparable, it may order that the cost of living bonus, hereinafter provided, shall be deferred for such period or adjusted to such amount as it finds fair and reasonable.

Cost of Living Bonus

12. Except as otherwise provided by Sections 11 and 13 of this Order, every employer shall pay to all his employees, other than those occupying positions above the rank of foreman or comparable ranks, a wartime cost of living bonus based on the increase in the cost of living, as measured by the cost of living index for the Dominion as a whole prepared by the Dominion Bureau of Statistics, and payable for each payroll period at the same time as wages are paid for such period, unless where mutually agreed to be paid monthly, as follows:

(*a*) Effective for the first payroll period beginning on or after November 15, 1941, each employer who has been paying a bonus pursuant to P.C. 7440 of 16th December, 1940, as amended, shall add to the amount of such bonus an amount based as hereinafter provided on the rise in the index number for October, 1941, above the most recent index number used to determine the current amount of such bonus.
(*b*) Effective for the first payroll period beginning on or after February 15, 1942, each employer who is not then paying a bonus in accordance with the provisions of this order shall pay a bonus in an amount based as hereinafter provided on the rise in the index number for January, 1942, above the index number for October, 1941. or for such earlier month, not earlier than the effective date of the last general increase in wages paid by him and not earlier than August, 1939, as the National Board finds fair and reasonable.
(*c*) The rise or fall in the index shall be measured in points, to the nearest one-

tenth of one point, after the index has been adjusted to the base of 100·0 for August, 1939.

(*d*) For each rise of one point in the index, the amount of the bonus or the increase in the amount of the bonus, as the case may be, and for each fall of one point in the index, the decrease in the amount of the bonus, shall be:—

(i) twenty-five cents per week for all adult male employees, and for all other employees employed at basic wage rates of twenty-five dollars or more per week, and

(ii) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

(*e*) The amount of the bonus shall be redetermined every three months (viz. effective for the first payroll periods beginning on or after the fifteenth day of the months of February, May, August and November, respectively) on the basis of the change in the cost of living shown by the index number for the immediately preceding month (viz. January, April, July and October) as compared with the index number on which the last previous change in the amount of the bonus was based. The amount of the bonus shall not be changed unless the cost of living has changed one whole point or more. Whether the bonus shall be changed, and, if so, the increase or decrease in its amount, as the case may be, shall be determined and announced by the Board in accordance with the provisions of this subsection and subsections (*c*) and (*d*) of this section.

(*f*) The bonus shall be payable only with respect to employment at basic wage rates, not including overtime. For any pay period during which an employee is employed and paid for less than the normal full time hours of work at basic wage rates he shall be paid that proportion of his full time bonus which the number of hours he actually worked at basic wage rates is of the normal full time hours of work in that period.

(*g*) In case of any dispute as to whether in any case a bonus is payable and the amount of such bonus, the National Board shall determine the matter in dispute and its determination shall be final and binding on the employer and employees concerned.

13. Any employer may apply to the National Board for exemption from the payment in whole or in part of the said bonus and, if it be clearly shown to the National Board that such employer is financially unable to pay the said bonus, the National Board may authorize the partial payment or non-payment of the bonus subject to such terms and conditions as it may deem advisable.

Penalty

14. Any employer, or officer or agent thereof, who employs any person upon terms which involve a violation of any provision of this Order, or contravenes or fails to observe any of the provisions hereof, or of any order or direction of the National Board or of a Regional Board, shall be guilty of an offence and liable on summary conviction to a fine of not less than one hundred dollars nor more than five thousand dollars.

15. The Minister of National Revenue shall disallow as an abnormal expense pursuant to section 8 (*b*) of the Excess Profits Tax Act, Chapter 32 of the Statutes of 1940, and subsection (2) of section 6 of the Income War Tax Act, the amount of any wages or bonus payments found to have been paid or certified to him by the National Board as having been paid in excess of the amounts herein prescribed.

General

16. Any provision of any collective labour agreement which is inconsistent with the provisions of this Order shall be brought into conformity with this Order not later than January 1, 1942. Any agreement so modified, and any other condition of work otherwise suspended in the interest of war production shall be fully restored on the termination of the present war. The National Board shall maintain a record of all such modifications and suspensions.

17. Except with respect to the determination of wage rates and cost of living bonuses this Order shall not affect the conduct of the business of the National Joint Conference Board of the Construction Industry.

18. This Order shall supersede any inconsistent provisions of any Dominion law, order or regulation, but nothing in this Order shall deny to employees cost of living bonus or other benefits to which they were entitled up to November 15, 1941.

19. This Order shall be effective on and after the 15th day of November, 1941.

Control of Prices

On November 2, Hon. J. L. Ilsley announced the general provisions of the orders in council establishing the price ceiling (P.C. 8527) and expanding the powers of the Wartime Prices and Trade Board to administer this price control policy (P.C. 8528).

Order in council P.C. 8527, which is printed herewith in full, makes it an offence on and after November 17, to offer or sell, or knowingly to buy or offer to buy any goods or services at prices higher than the lawful maximum.

This maximum is defined in the Order, as the highest price at which a person or firm sold or supplied goods or services "of the same kind and quality" during the period September 15, to October 11, 1941, both days inclusive. Quantity discounts or other conditions of sale resulting in a lower net price must be continued.

The maximum price for goods or services which may not have been sold or supplied during the twenty-seven day basic period is to be the same as the maximum price of goods or services of substantially similar kind and quality sold or supplied during that time. In cases of dispute, the onus of proving the existence and extent of the substantial similarity or dissimilarity is placed on the seller or supplier.

Where a contract has been made prior to September 15 or in the interval between

October 11 and November 17 for the delivery of goods or services on or after the latter date at a price higher than the maximum in the basic period, the price must be reduced to the maximum imposed by the ceiling. The terms or conditions of sale of any goods or services, agreed to during the basic period may not be altered so as to increase the price even though that increased price be below the maximum.

Power is given, however, to the Wartime Prices and Trade Board to vary any maximum price, to prescribe other or additional conditions and terms of sale, or exempt any person or goods or services wholly or partly from the regulations. The order in council, itself, exempts from the price ceiling goods sold for export; the sale by any person of his personal or household effects; isolated sales of goods or services by persons normally not handling them; bills of exchange, securities, and title deeds; and sales of goods by auction where this procedure is normal practice and is not attempted merely to evade the regulations. Prices heretofore fixed by the Board, or fixed or approved by any other federal, provincial, or other authority with the written concurrence of the Board, are also exempted from the ceiling.

The ceiling provision in the order in council of course does not prevent the sale of goods or the supply of services at prices lower than the maximum.

Charges for goods or services which are in excess of the maximum are not enforceable, and any amount paid above the maximum may be recovered. Goods bought or sold in violation of the regulations are liable to seizure by the Crown, notwithstanding any other penalties which may be imposed.

Penalties for the violation of these regulations are the same as those provided under earlier regulations of the Board, fines up to a maximum of $5,000, and two years imprisonment, or both.

Eleven services are brought under the price ceiling and additional services may be added at the Board's discretion. These eleven services are defined as:

1. The supplying of electricity, gas, steam heat and water.
2. telegraph, wireless and telephone services.
3. transportation of goods and persons, and the provision of dock, harbour and pier facilities:
4. warehousing and storage.
5. undertaking and embalming.
6. laundering, cleaning, tailoring and dressmaking.
7. hairdressing and beauty parlour services.
8. plumbing, heating, painting, decorating, cleaning and renovating.
9. repairing of all kinds.
10. the supplying of meals, refreshments and beverages.
11. the exhibiting of moving pictures.

In order to police the consumer credit restrictions more effectively, the Board's powers are extended to include the "terms and conditions of advertising the sale or supply of goods and services" and the Board is given the authority to prohibit transactions or advertising that do not comply with its consumer credit order.

Safeguards against adulteration and the authority to introduce greater standardization are provided in the Board's new power to prescribe "the kinds, types, qualities, sizes and quantities of any goods or services" and "to prohibit the sale or supply except in accordance with such prescription."

Wide powers are given the Board over the production, manufacture, extraction and refining, processing, storing, transportation, importation and supplying and dealing in goods and services and over the priorities in such undertakings.

Under the new order in council the Wartime Prices and Trade Board also is given the authority to recommend the removal or reduction of duties or taxes, or the payment of subsidies.

Where a minimum price is established by order or concurrence of the Board, or where a minimum mark-up is set, it will now be an offence to sell or offer to sell, supply or offer to supply goods or services at a price lower than that prescribed.

Penalties are provided for the destruction or alteration of records with intent to evade the Board's regulations, and for attempts to deceive or mislead the Board or any of its officers or employees. Every person carrying on business which is affected by these regulations must henceforth, unless exempted by the Board, keep books of account and other records in Canada, recording the cost and selling price of all goods and services, and these records are to be made available for inspection.

Details of the order in council which will fix maximum rentals for all business and residential accommodation as part of the general price ceiling are to be announced in the near future.

Text of Prices Control Order in Council

The following is the text of P.C. 8527 of November 1, 1941, governing the control of prices.

WHEREAS the steadily increasing need by Canada and her Allies for the necessaries of war has diverted and will further divert a broad range of materials and services from the requirements of Canadian consumers to the requirements of war;

AND WHEREAS such diversion and the increasing purchasing power of consumers will, if

unchecked, create undesirable inflation of prices and accompanying increase in the cost of living which may be followed by undesirable depression when such diversion ceases;

AND WHEREAS, therefore, it is deemed to be necessary and advisable for the security and welfare of Canada that maximum prices for all goods and services in Canada be fixed and that the regulations hereinafter set forth be made and established;

AND WHEREAS it is expedient and in the national interest that such regulations be administered by the Wartime Prices and Trade Board under its powers conferred by the Wartime Prices and Trade Regulations;

NOW, THEREFORE, His Excellency the Governor General in Council, on the recommendation of the Minister of Finance, and under and by virtue of the powers conferred on the Governor General in Council by the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, and otherwise, is pleased to make the following regulations and they are hereby made and established accordingly:

REGULATIONS

Title

1. These regulations and any amendment or addition thereto may be cited as *The Maximum Prices Regulations.*

Interpretation

2. (1) For the purposes of these regulations, unless the context otherwise requires,

(*a*) "basic period" means the four weeks from September 15, 1941, to October 11, 1941, both inclusive;

(*b*) "Board" means the Wartime Prices and Trade Board;

(*c*) "goods" includes any articles, commodities, substances or things;

(*d*) "order" means an order of the Board;

(*e*) "price" includes the price of goods and the rate, rental or charge for the hire or use of any goods or for the supplying of any services, and the Board shall be the sole judge of what shall constitute or be included in any price, rate, rental or charge;

(*f*) "regulation" means any of these regulations;

(*g*) "requirement" means any written notification by the Board to any person requiring performance by such person of any specified act or requiring such person to refrain from performing any specified act;

(*h*) "sale" includes sales, dispositions, exchanges, leases and other transfers of goods, the supplying or performing of services, and contracts to do any of the foregoing; and the words "sell", "seller", "buy", "buyer", and "purchase" shall each have a similarly extended meaning;

(*i*) "services" means the following specified services and any services associated therewith or ancillary, thereto, and also any activities or undertakings that may hereafter be designated by the Board as services for the purposes of these regulations:

(i) the supplying of electricity, gas, steam heat and water;
(ii) telegraph, wireless and telephone services;
(iii) the transportation of goods and persons, and the provision of dock, harbour and pier facilities;
(iv) warehousing and storage;
(v) undertaking and embalming;
(vi) laundering, cleaning, tailoring and dressmaking;
(vii) hairdressing and beauty parlour services;
(viii) plumbing, heating, painting, decorating, cleaning and renovating;
(ix) repairing of all kinds;
(x) the supplying of meals; refreshments and beverages;
(xi) the exhibiting of moving pictures.

(2) His Majesty in right of the Dominion of Canada or in right of any province thereof shall be bound by the provisions of these regulations.

Maximum Prices

3. (1) No person shall, on or after November 17, 1941, sell or supply or offer to sell or supply any goods or services at a price that is higher than the maximum price for such goods or services as provided in these regulations, unless otherwise permitted under the provisions of these regulations.

(2) The maximum price at which any person may sell or supply any goods or services shall be the highest lawful price at which such person sold or supplied goods or services of the same kind and quality during the basic period; provided, however, that any differences in price which he has customarily and lawfully allowed to different classes of buyers or for different quantities or under different conditions of sale and which result in a lower net price per unit of goods or services shall be continued.

(3) The maximum price at which any person may sell or supply any goods or services of a kind or quality not sold or supplied by him during the basic period shall be the same as the maximum price of goods or services of a substantially similar kind and quality sold or supplied by him during the basic period; and in any case in which the question arises as to the lawful price for any such goods or services the onus of proving the existence and extent of any relevant and substantial similarity or dissimilarity alleged by the seller or supplier shall be upon him.

(4) Nothing in this Section shall be construed so as to prevent any person from selling, supplying or offering to sell or supply any goods or services at a price lower than the maximum price.

(5) Where a contract to supply any goods or services was entered into prior to the basic period or subsequent to the basic period but prior to November 17, 1941, at a price higher than the maximum price as provided in these regulations, the price for any goods or services supplied under such contract on or after November 17, 1941, shall be reduced to such maximum price.

(6) No person shall impose any terms or conditions of sale, or alter any terms or conditions of sale imposed or agreed to by such person during the basic period or customarily imposed or agreed to by such person, in such way as to increase the price of any goods or services.

(7) For the purposes of these regulations, each separate place of business of a seller or supplier shall be deemed to be a separate seller or supplier.

(8) Nothing contained in these regulations shall be deemed to supersede any provision of any order heretofore made by the Board or to derogate from any power conferred on the Board by the Wartime Prices and Trade Regulations and, without restricting the generality of this provision, the Board, in its discretion, may vary any maximum price, may

prescribe other or additional terms or conditions of sale, may exempt any person or any goods or services or any transaction wholly or partly from the provisions of these regulations, and may withdraw any such exemption or any exemption contained in Section 4 of these regulations, either generally or in specific cases and subject to such terms and conditions as the Board may prescribe.

4. The provisions of Section 3 of these regulations shall not apply with respect to:

(*a*) any sale of goods for export where such export is made by the seller or his agent;
(*b*) any sale to the Department of Munitions and Supply or any agency thereof;
(*c*) the sale by any person of his personal or household effects;
(*d*) isolated sales of goods or services by any person not in the business of selling or supplying such goods or services;
(*e*) bills of exchange, securities, title deeds and other similar instruments;
(*f*) sales of goods by auction in cases where such procedure is the normal practice and is followed in good faith and without any intention of evading or attempting to evade the provisions of these regulations;
(*g*) any price fixed by the Board, or fixed or approved by any other federal, provincial or other authority with the written concurrence of the Board."

5. (1) Where under any other law any federal, provincial or other authority has jurisdiction with respect to prices, or with respect to the supplying of or trading in goods or services, such jurisdiction shall not be deemed to be superseded by these regulations or by any action of the Board, except that any action heretofore taken or that may hereafter be taken under such jurisdiction which is repugnant to any of the provisions of these regulations or to any action of the Board pursuant to its powers shall be of no force or effect so long as and to the extent that it is so repugnant.

(2) No such federal, provincial or other authority shall fix or approve any specific, minimum or maximum prices or markups in respect of any goods or services without the written concurrence of the Board.

6. Unless otherwise permitted under the provisions of these regulations, no person shall have any right to enforce or receive payment of any amount in excess of the maximum price that may lawfully be charged and any person who pays such an excess may recover the amount thereof notwithstanding that such person may have been guilty of an offence in paying such excess.

7. No person shall buy or pay for or offer to buy or pay for any goods or services at a price which he knows or has reason to believe is higher than the maximum price which may lawfully be charged by the seller or supplier of such goods or services pursuant to these regulations.

8. Any person who contravenes or fails to observe any of these regulations or any order or requirement of the Board, or who enters into any transaction or arrangement designed for the purpose or having the effect of evading any provision of these regulations, shall be guilty of an offence and liable, upon indictment or upon summary conviction under Part XV of the Criminal Code, to a penalty not exceeding five thousand dollars, or to imprisonment for any term not exceeding two years or to both fine and imprisonment; and any director or officer of any company or corporation who assents to or acquiesces in any offence by such company or corporation against any such regulation, order or requirement shall be guilty of such offence personally and cumulatively with the said company or corporation.

9. These regulations shall be read and construed as one with the Wartime Prices and Trade Regulations.

WAR EMERGENCY TRAINING PROGRAM
Statistical Summary for October, 1941

At the end of October the number in Canada's War Emergency Training classes was 11,526, the largest enrolment reported since the program was revised and extended in January of this year. Of the total, 4,127 were receiving industrial training preparatory to placement in employment in war production. There were 549 in part-time classes carried on in certain schools in Ontario and British Columbia where, at the request of employers in wartime production, selected employees were receiving classroom instruction in such subjects as blueprint reading, draughting, drawing, and the use of scales, gauges, micrometers, etc.

There were, at the end of October, 3,652 in the R.C.A.F. classes which now provide all the basic training for aero-engine and airframe mechanics and for ground wireless operators. These classes have been expanded very considerably during the last few months with provision being made for further expansion.

In the Army and Navy classes where enlisted men are afforded trade training there were 3,198 enrolled at October 31st.

The numbers in training and the numbers placed, etc., are shown in Tables 1-5.

During the latter part of September and the beginning of October a survey was carried out by the field representatives of the War Emergency Training program to determine the number of workers who had been trained in plants engaged in war work from the first of January, 1941. Preliminary reports received from the field representatives covering over 800 firms indicate that during the period January 1 to October 15, 1941, a total of 70,822 persons had been given training in plants covered by the survey. This total does not include persons being trained in war industry for occupations which require less than one week's instruction to provide the required degree of proficiency. The numbers in each of the categories of training reported on are as follows:

Foremen	861
Apprentices	5,836
Plant Schools	2,653
Trained on job—1 wk. to 3 mos.	43,295
Trained on the job—over 3 months.	18,177

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941 TO OCTOBER 31st, 1941, AND IN OCTOBER, 1941
(SUBJECT TO REVISION)

	Numbers in Training				Placements, Enlistments and Withdrawals from Pre-Employment R.C.A.F. Classes								Completed Training in Army Classes	
					Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed			
	From Apr. 1/41 to Oct. 31/41	At First of Oct.	Enrolled in October	At end of Oct.	From Apr. 1/41 to Oct. 31/41	In Oct.	From Apr 1/41 to Oct. 31/41	In Oct.	From Apr. 1/41 to Oct. 31/41	In Oct.	From Apr. 1/41 to Oct. 31/41	In Oct.	From Apr. 1/41 to Oct. 31/41	In Oct.
DOMINION SUMMARY														
Pre-Employment Classes	21,238	3,485	2,638	4,127	11,915	1,636	414	45	1,521	380	3,062	420	.....	.....
Classes for Employed Persons (1)	1,231	21	530	549	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	7,856	3,283	936	3,652	99	7	3,290	457	174	5	510	87	.....	.....
Army and Navy Classes	12,400	2,671	1,804	3,198	.....	.....	.....	.....	.....	.....	.....	.....	8,654	1,133
Total	42,725	9,460	5,908	11,526	12,014	1,643	3,704	502	1,695	385	3,572	507	8,654	1,133
NOVA SCOTIA														
Pre-employment Classes	493	153	44	155	298	39	6	1	.....	.....	24	2	.....	.....
R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Army Classes	648	195	101	214	.....	.....	.....	.....	.....	.....	.....	.....	398	72
Total	1,141	348	145	369	298	39	6	1	.....	.....	24	2	398	72
NEW BRUNSWICK														
Pre-employment Classes	483	86	76	129	337	22	9	.....	2	.....	42	11	.....	.....
R.C.A.F. Classes	578	178	82	215	.....	.....	234	30	26	.....	81	13	.....	.....
Army and Navy Classes	642	92	250	293	.....	.....	.....	.....	.....	.....	.....	.....	298	35
Total	1,703	356	408	637	337	22	243	30	28	.....	123	24	298	35
QUEBEC														
Pre-employment Classes	4,152	893	663	962	1,734	482	21	3	794	259	653	158	.....	.....
R.C.A.F. Classes	580	210	128	292	.....	.....	205	38	8	.....	75	8	.....	.....
Army Classes	983	375	186	428	.....	.....	.....	.....	.....	.....	.....	.....	520	132
Total	5,715	1,478	977	1,682	1,734	482	226	41	802	259	728	166	520	132
ONTARIO														
Pre-employment Classes	(2) 12,279	(2) 1,753	(2) 1,372	(2)2,079	7,794	855	207	32	269	109	1,827	204	.....	.....
Classes for Employed Persons (1)	551	.....	465	465	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	2,131	1,232	137	1,272	17	5	744	74	18	5	52	13	.....	.....
Army and Navy Classes	5,063	637	542	890	.....	.....	.....	.....	.....	.....	.....	.....	4,042	239
Total	20,024	3,622	2,516	4,706	7,811	860	951	106	287	114	1,879	217	4,042	239

MANITOBA														
Pre-employment Classes	471	52	81	110	203	46	22	1	30	.....	110	1	.....	.....
R.C.A.F. Classes	696	178	97	268	.....	.....	351	7	28	.....	49	.....	.....	.....
Army Classes	1,198	256	289	281	.....	.....	.....	.....	.....	.....	.....	.....	838	260
Total	2,365	486	467	659	203	46	373	8	58	.....	159	1	838	260
SASKATCHEWAN														
Pre-employment Classes	574	98	122	170	246	33	21	3	110	8	48	7	.....	.....
R.C.A.F. Classes	1,563	612	140	637	13	.....	830	94	.....	.....	83	21	.....	.....
Army Classes	727	225	182	386	.....	.....	.....	.....	.....	.....	.....	.....	333	21
Total	2,864	935	444	1,193	259	33	851	97	110	8	131	28	333	21
ALBERTA														
Pre-employment Classes	1,644	271	201	376	618	70	110	4	232	.....	249	25	.....	.....
R.C.A.F. Classes	1,231	434	128	458	69	2	532	87	90	.....	105	12	.....	.....
Army Classes	1,492	364	220	366	.....	.....	.....	.....	.....	.....	.....	.....	1,126	218
Total	4,367	1,069	549	1,200	687	72	642	91	322	.....	354	37	1,126	218
BRITISH COLUMBIA														
Pre-employment Classes	1,142	179	79	146	685	89	18	1	84	4	109	12	.....	.....
Classes for Employed Persons (1)	680	21	65	84	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	1,077	439	224	510	.....	.....	394	127	4	.....	65	20	.....	.....
Army Classes	1,647	527	34	340	.....	.....	.....	.....	.....	.....	.....	.....	1,099	156
Total	4,546	1,166	402	1,080	685	89	412	128	88	4	174	32	1,099	156

(1) Part-time (evening) classes carried on at request of employers in war production with object of up-grading employees.
(2) Ontario pre-employment totals include 1,192 women from April 1 to Oct. 31, 239 at Oct. 1, 429 enrolled in October and 334 in training at October 31.

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TABLE 2—WAR EMERGENCY TRAINING—MONTH OF OCTOBER, 1941

—	Number in Training at October 31st (Subject to Revision)										Placements, Enlistments and Withdrawals from Pre-Employment and R.C.A.F. Classes in October			
	Industrial Classes													
	Part-time Classes for Employed Persons	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Army Classes	Total in Training at Oct. 31	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
DOMINION SUMMARY															
Nova Scotia	.....	.....	.....	48	99	.....	8	155	.....	214	369	39	1	.....	2
New Brunswick	.....	.....	.....	84	45	.....	.....	129	215	293	637	22	30	.....	24
Quebec	.....	251	.....	601	57	10	43	962	292	428	1,682	482	41	259	166
Ontario	465	141	22	1,511	47	56	302	2,544	1,272	890	4,706	860	107	114	217
Manitoba	.....	.....	.....	63	33	14	.....	110	268	281	659	46	8	.....	1
Saskatchewan	.....	74	.....	96	.....	.....	.....	170	637	386	1,193	33	97	8	28
Alberta	.....	70	.....	222	34	18	32	376	458	366	1,200	72	91	.....	37
British Columbia	84	32	.....	78	.....	36	.....	230	510	340	1,080	89	128	4	32
TOTAL	549	568	22	2,703	315	134	385	4,676	3,652	3,198	11,526	1,643	503	385	507
CENTRES AND SCHOOLS															
Nova Scotia—															
Halifax—N.S. Technical College	.....	.....	.....	26	.....	.....	8	34	.....	144	178	31	1	.....	.....
New Glasgow—Training Centre	.....	.....	.....	.....	99	.....	.....	99	.....	70	169	1	.....	.....	1
Trenton—Training Centre	.....	.....	.....	22	.....	.....	.....	22	.....	.....	22	7	.....	.....	1
TOTAL	.....	.....	.....	48	99	.....	8	155	.....	214	369	39	1	.....	2
New Brunswick—															
Campbellton High School	.....	.....	.....	22	21	.....	.....	43	.....	48	91	.....	.....	.....	3
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	57	.....	57	.....	28	.....	3
Fredericton High School	.....	.....	.....	.....	24	.....	.....	24	.....	36	60	.....	.....	.....	.....
Moncton High School	.....	.....	.....	41	.....	.....	.....	41	.....	35	76	2	.....	.....	6
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	72	.....	72	.....	.....	.....	3
Newcastle High School	.....	.....	.....	.....	.....	.....	.....	.....	.....	28	28	.....	.....	.....	.....
Saint John Vocational	.....	.....	.....	21	.....	.....	.....	21	.....	138	159	20	.....	.....	2
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	86	.....	86	.....	2	.....	7
Woodstock Vocational	.....	.....	.....	.....	.....	.....	.....	.....	.....	8	8	.....	.....	.....	.....
TOTAL	.....	.....	.....	84	45	.....	.....	129	215	293	637	22	30	.....	24
Quebec—															
Cartierville Aircraft and R.C.A.F. School	.....	251	.....	.....	.....	.....	.....	251	292	.....	543	28	38	37	80
Chicoutimi Arts and Trades	.....	.....	.....	16	.....	.....	.....	16	.....	.....	16	20	.....	.....	4
Grand'Mere Arts and Trades	.....	.....	.....	36	.....	.....	.....	36	.....	.....	36	18	.....	27	1
Hull Technical	.....	.....	.....	22	.....	.....	.....	22	.....	11	33	16	.....	.....	1
Lachine Arts and Trades	.....	.....	.....	16	.....	.....	.....	16	.....	.....	16	2	.....	.....	7

LaTuque Arts and Trades													15	
Lauzon Arts and Trades			18				18		30	48	7			4
Maisonneuve Arts and Trades			19				19			19	16		20	
Montreal Sherbrooke St., Tech. School			110				110		112	222	86		16	6
Montreal High Sch. of Commerce									26	26				
Montreal—Octave Cassegrain			133	54			187		23	210	71		37	24
Montreal—William Lunn			46	3			49		43	92	26		8	17
Port Alfred Arts and Trades										1			8	
Quebec Technical			50		10	43	103		81	184	52	1	30	9
Rimouski Arts and Trades									83	83	7		4	5
Shawinigan Technical Inst.			24				24			24	37	2	12	2
Sherbrooke Arts and Trades			22				22			22	15			
Thetford Mines Arts and Trades			20				20			20	17		1	1
Three Rivers Technical			47				47		19	66	66		45	
Verdun Arts and Trades			22				22			22	3			5
TOTAL		251	601	57	10	43	962	292	428	1,682	482	41	259	166
Ontario—														
Belleville Vocational	56		68		10		134			134	10			4
Brantford Coll. and Voc.			37				37		12	49				6
Chatham Vocational			19				19		68	87				1
Cornwall Vocational			79				79		40	119	11		20	6
Fort William Vocational		30					30			30	35			
Galt R.C.A.F. Classes								883	119	1,002		60	5	8
Hamilton Tech. Inst.	104		142		20		266		32	298	123		15	41
Hamilton Westdale Tech.		22	43				65	52	59	176	30	7	8	6
Kingston Coll. and Voc. Inst.									95	95				
Kirkland Lake Coll. and Voc. Inst.			37				37			37	9		4	3
Kitchener Waterloo Vocational			55				55		54	109	12			5
London Tech. and Comm. High School		45	83	23			151		55	206	22	1	5	21
Niagara Falls Vocational											8			
Oshawa Coll. and Voc. Inst.			57		13		70		20	90	6	1		2
Ottawa Technical High			109			15	124	92	59	275	30	2		1
Owen Sound Vocational	43		81				124		16	140	19		1	
Peterborough Vocational			78				78		56	134	16			15
Port Arthur Tech. and Comm. High School											16			
Sarnia Coll. Inst. and Tech.			20				20			20	14			
St. Catharines Coll. and Voc.	44		24				68			68	39	1	12	2
St. Thomas Vocational											6			
Toronto Central Technical		26	235			287	548	245	45	838	156	35		57
Toronto Danforth Technical	54		130				184		39	223	140			18
Toronto Northern Vocational	142						142		54	196				
Toronto Western Tech. Comm.	22	27	92		13		154			154	70			6
Welland Vocational			16				16		19	35				2
Weston Vocational		13	39	24			76		14	90	61			7
Windsor-Walkerville Voc.			67				67		20	87	27		44	6
Woodstock Coll. and Voc.									14	14				
TOTAL	465	141	22	1,511	47	56	302	2,544	1,272	890	4,706	860	107	114	217

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF OCTOBER, 1941

—	Number in Training at October 31st (Subject to Revision)											Placements, Enlistments and Withdrawals from Pre-Employment and R.C.A.F. Classes in October			
	Industrial Classes														
	Part-time Classes for Employed Persons	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Army Classes	Total in Training at Oct. 31	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
Manitoba—															
St. Boniface Voc. School				18		9		27			27	3	1		
Winnipeg Dom. Prov. Voc. Sch.				45	33	5		83		125	208	43			1
Winnipeg Daniel McIntyre Coll.										40	40				
Winnipeg Kelvin Tech. School										58	58				
Winnipeg St. John's Tech. Sch.										58	58				
Winnipeg R.C.A.F. Classes									268		268		7		
TOTAL				63	33	14		110	268	281	659	46	8		1
Saskatchewan—															
Moose Jaw Technical School		19		24				43			43	1			2
Prince Albert Youth Training School		20		27				47			47	26		5	2
Regina Balfour Tech		22		26				48		109	157	1	1		1
Saskatoon Technical Coll		13		19				32		277	309	5	2	3	2
Saskatoon R.C.A.F. Classes									251		251		58		3
Moose Jaw R.C.A.F. Classes									214		214		19		6
Regina R.C.A.F. Classes									172		172		17		12
TOTAL		74		96				170	637	386	1,193	33	97	8	28
Alberta—															
Calgary Inst. of Technology									164	79	243				1
Calgary D2H Airport				36	3	1	2	42	65		107	9			12
Calgary Exhibits Building		36		89		15	4	144	77	71	292	27	28		9
Calgary Western Canada High										78	78				
Calgary Mount Royal College										39	39				
Edmonton Oliver Building		26		33	31		21	111			111	11	3		6
Edmonton—10104-114 Street		8		55			2	65	104	66	235	12	31		9
Lethbridge Technical School										33	33				
Medicine Hat Badminton Club Building				9		3	3	14	48		62	13	29		
TOTAL		70		222	34	18	32	376	458	366	1,200	72	91		37
British Columbia—															
Nanaimo Thos. Hodgson Voc.										65	65				
Vancouver John Oliver High				20				20			20	3		4	1
Vancouver King Edward High				20				20			20				
Vancouver MacDonald Annex										47	47				
Vancouver Technical	22			23		36		81		142	223	13			5
Vancouver Aircraft Sheet Metal		32						32			32	73	1		6
Vancouver R.C.A.F. Classes									510		510		127		20
Vancouver, 576 Seymour Street										9	9				
Victoria High				15				15			15				
Victoria Central Junior High										77	77				
Prince Rupert Booth Memorial High	62							62			62				
TOTAL	84	32		78		36		230	510	340	1,080	89	128	4	32

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN WAR EMERGENCY PRE-EMPLOYMENT CLASSES FROM APRIL 1, 1941, TO OCTOBER 31, 1941, AND IN THE MONTH OF OCTOBER, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.
Nova Scotia	194	24	136	12	34	4	8	2	7	.....	379	42
New Brunswick	139	63	204	78	59	12	14	1	1	.....	417	154
Quebec	1,169	49	1,081	154	363	82	196	55	68	22	2,877	362
Ontario	3,639	499	2,900	428	1,504	263	841	141	296	38	9,180	1,369
Manitoba	60	21	127	30	70	16	53	10	20	4	330	81
Saskatchewan	80	26	163	35	79	41	49	19	3	2	374	123
Alberta	145	37	294	70	150	39	158	33	83	19	830	198
British Columbia	141	10	372	33	261	22	107	11	47	3	928	79
TOTAL	5,567	729	5,277	840	2,520	479	1,426	272	525	88	15,315	2,408

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN WAR EMERGENCY PRE-EMPLOYMENT CLASSES FROM APRIL 1, 1941 TO OCTOBER 31, 1941, AND IN THE MONTH OF OCTOBER, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.	From April 1 to Oct. 31 1941	In Oct.
Nova Scotia	2	.....	4	2	1	.....	4	.....	2	.....	13	2
New Brunswick	13	7	45	17	7	1	6	.....	.....	.....	71	25
Quebec	8	2	32	11	11	4	23	11	10	4	84	32
Ontario	21	1	189	16	92	5	251	18	80	3	633	43
Manitoba	4	.....	60	13	24	4	31	4	16	3	135	24
Saskatchewan	9	1	52	4	10	3	33	10	2	2	106	20
Alberta	10	1	35	1	26	2	98	10	33	.....	202	14
British Columbia	3	1	49	7	25	.....	32	4	17	2	126	14
TOTAL	70	13	466	71	196	19	478	57	160	14	1,370	174

TABLE 5—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT OCTOBER 31, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tin and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	38	.....	.....	.....	28	16	23	47	16	.....	20	(1) 26	214
New Brunswick	67	64	8	31	23	10	16	34	.....	.....	22	(2) 18	293
Quebec	229	.....	21	23	26	.....	42	83	.....	.....	4	.....	428
Ontario	307	116	14	20	67	.....	94	252	.....	.....	20	.....	890
Manitoba	116	49	21	15	37	.....	43	.....	.....	.....	.....	.....	281
Saskatchewan	70	107	32	57	48	.....	36	36	.....	.....	.....	.....	386
Alberta	92	.....	23	28	39	1	98	60	15	.....	10	.....	366
British Columbia	84	25	10	28	54	.....	49	64	1	5	.....	(3) 20	340
TOTAL	1,003	361	129	202	322	27	401	576	32	5	76	64	3,198

(1) Concretors. (2) Cooks. (3) Instrument mechanics.

OLD AGE AND BLIND PENSIONERS IN CANADA

Financial and Statistical Summary as at September 30, 1941

IN the accompanying tables, which have been prepared by the Department of Finance, information is given concerning the Old Age Pensions Act and the amendment to that Act providing for the payment of pensions to blind persons.

Old Age Pensions

In the first of the tables appearing with this article, particulars are given dealing with operations under the Old Age Pensions Act (Revised Statutes of Canada, 1927, Chapter 156; as amended by Statutes of 1931, Chapter 42), and under the various provincial concurrent acts, as at September 30, 1941. (The text of the Old Age Pensions Act was given in the LABOUR GAZETTE for April, 1927, page 375, and the new regulations were reviewed in the issue for March, 1938, pages 286-288.)

The Act made provision for the establishment of a Dominion-provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating.

Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as $365 a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is $240 yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds $125 a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

In order to avoid duplication of departmental activities and to secure centralization of responsibility in carrying out the provisions of the Act, which involves accounting control and supervision, the administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (LABOUR GAZETTE, May, 1937, page 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is $240 per annum. If however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to $120. If a pensioner is unmarried, the maximum pension is reduced by the amount of his income from earnings or other sources in excess of $200 a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of $165, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $400. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds $200.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

Regulations governing the payment of pensions to the blind were published in the *Canada Gazette* of August 28, 1937.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1941

—	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners	10,819	14,208	12,757	11,791	14,436	59,525
Average monthly pension	18·57	19·12	18·71	14·74	15·00	18·59
*Percentage of pensioners to total population	1·36	1·83	1·74	2·58	2·58	1·58
*Percentage of persons over 70 years of age to total population	2·39	3·60	3·14	4·16	5·00	4·37
*Percentage of pensioners to population over 70 years of age	56·94	50·74	55·47	62·06	51·56	36·08
Dominion Government contributions for quarter ended Sept. 30, 1941	$449,616 53	$598,088 23	$523,373 85	$389,131 58	$484,336 67	$2,444,022 03
Dominion Government contributions April 1–Sept. 30, 1941	$894,373 29	$1,191,441 69	$1,047,034 38	$777,399 34	$967,742 63	$4,869,045 81
Dominion Government contributions from inception of Act	$14,122,107 86	$19,726,933 12	$19,909,861 51	$7,501,695 74	$13,500,710 44	$92,918,817 08

—	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners	1,994	47,882	13,169	8	186,589
Average monthly pension	11·28	15·87	17·02	20·00	
*Percentage of pensioners to total population	2·08	1·47	1·38	0·08	
*Percentage of persons over 70 years of age to total population	6·25	2·98	2·30	1·22	
*Percentage of pensioners to population over 70 years of age	33·23	49·36	59·86	6·56	
Dominion Government contributions for quarter ended Sept. 30, 1941	$50,243 17	$1,690,880 28	$500,094 60	$474 54	$7,130,261 48
Dominion Government contributions, April 1–Sept. 30, 1941	$100,684 69	$3,356,382 30	$997,670 13	$950 08	$14,202,724 34
Dominion Government contributions from inception of Act	$1,356,757 96	$36,682,828 94	$18,128,409 83	$19,333 99	$223,867,456 47

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT SEPTEMBER 30, 1941

—	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners	212	312	320	725	614
Average monthly pension	19·57	19·43	19·65	19·64	19·25
*Percentage of pensioners to total population	·027	·040	·044	·159	·110
Dominion Government contributions for quarter ended Sept. 30, 1941	$9,183 68	$13,535 32	$13,965 67	$31,939 95	$26,429 33
Dominion Government contributions April 1–September 30, 1941	$17,814 16	$26,946 93	$27,860 30	$63,277 05	$52,435 96
Dominion Government contributions from inception of amendment to O.A.P. Act	$100,776 38	$164,487 29	$161,284 21	$388,658 86	$332,476 01

—	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners	1,484	116	2,038	301	6,122
Average monthly pension	19·67	13·82	19·51	19·89	
*Percentage of pensioners to total population	·039	·121	·063	·031	
Dominion Government contributions for quarter ended Sept. 30, 1941	$66,146 69	$3,551 59	$91,434 95	$13,557 69	$269,744 87
Dominion Government contributions, April 1–September 30, 1941	$132,024 96	$7,113 22	$180,504 64	$26,757 72	$534,734 94
Dominion Government contributions from inception of amendment to O.A.P. Act	$844,144 59	$45,836 81	$1,132,135 08	$159,398 40	$3,329,197 63

* Percentages based on the estimated population as at June 1, 1940—Dominion Bureau of Statistics.

RECENT REGULATIONS UNDER PROVINCIAL LEGISLATION

Minimum Wages in Alberta, New Brunswick and Quebec—Alberta Factories Act—Manitoba Trade Schools

SEVERAL minimum wage orders have been issued: in Alberta there are new orders governing coal mines in the Edmonton district, and saw mills, planing mills, box factories, woodworking plants, and logging and railway tie contractors; in New Brunswick minimum rates have been established in the canning industry; and in Quebec fourteen orders have been amended to provide for a general increase of 10 per cent in the rates fixed, while two other orders have been renewed, and there have also been amendments to Order 4 and to the order governing establishments making glass containers. In Alberta regulations have been issued regarding the use of lead, benzol and mercury, and in Manitoba special provisions regarding barbering, beauty-culture and hairdressing schools have been added to the regulations governing trade schools.

Alberta Factories Act

Regulations relating to the use of lead and benzol and of mercury were gazetted on September 30. Those regarding lead and benzol are similar to regulations issued recently in Manitoba (LABOUR GAZETTE, June, 1941, p. 651) and a number of years ago in Ontario (LABOUR GAZETTE, 1932, p. 988). As in these two provinces, manufacturers, distributors and importers of substances containing lead, its compounds or benzol for use in any industrial process (except where lead compounds are used only as dryers in the preparation of paint products) must clearly indicate the lead or benzol content on the container. When substances dangerous to health are used in industrial processes, those offering them for use must furnish accurate information regarding the percentage of harmful ingredients, when requested by the Chief Factory Inspector, any executive officer of the Workmen's Compensation Board, or the Provincial Board of Health. The employers who use these substances must, if required by any of these officials, post in a conspicuous place forms approved by the Provincial Board of Health setting forth the dangers and necessary precautions. The Provincial Board of Health may require physical examination, by qualified physicians at the expense of the employers, of workmen employed in any industrial process detrimental to health, and physicians must report any case coming to their attention of real or suspected specific industrial disease. Unlike the regulations in the other two provinces, however, the Alberta regulations contain no provision regarding the fees to be charged for such examinations.

Beginning December 1, a prohibition is placed on the use of mercurial carrot (i.e., any solution containing mercury or its compounds in combination with nitric acid or other materials) in the treatment of hatters' fur, and on the use of mercurial carroted hatters' fur in the manufacture of hats. Any hat manufacturer or fur cutter, however, who has such fur on hand on December 1, may use it.

Alberta Male Minimum Wage Act

Order 18, gazetted October 15, governs saw mills, planing mills, box factories, woodworking plants, and logging and railway tie contractors, operating in rural districts more than 10 miles from any city or in towns and villages of less than 1,000 inhabitants. It replaces Order 13 (LABOUR GAZETTE, 1940, p. 1257). For workers employed in operations which are based on a nine-hour day, as well as for cooks, cookees, bull cooks, night watchmen and barn bosses, the minimum rate is raised from $35 to $37 per month plus board and lodging. Where operations are based on a ten-hour day, the rate is raised from $37.50 to $40 per month plus board and lodging. As before, board and lodging must be provided during the entire period of employment, including Sundays and holidays. The additional wages payable when board and lodging is not provided continue at 75 cents for each day of employment. A new clause provides that board and lodging, when furnished as part payment of wages, is to be valued at $1 per day, but, as before, no deductions from wages are permitted on account of board and lodging when work is suspended due to bad weather or technical breakdowns. In the case of employees who occasionally obtain single meals, deductions may not exceed 35 cents per meal.

Order 19 governing coal mines in the Edmonton district was gazetted October 31 and is effective from that date. It replaces Order 11 (LABOUR GAZETTE, 1940, p. 1146). There is a new provision exempting from the application of the order those engaged in hewing or loading coal underground who are employed under a contract approved by the Board of Industrial Relations. There is also a change in the hours provisions for workers above ground, the daily hours after which time and one-half must be paid being raised

from eight to nine. Otherwise, Order 19 is identical with Order 11. Minimum rates, as before, range from 35 cents per hour for boys between 16 and 19 to 65 cents per hour for machine men on the long wall face, and the same deductions are permitted for board and lodging.

Manitoba Trade Schools Regulation Act

The regulations under this Act (Labour Gazette, 1940, pp. 809, 1258; April, 1941, p. 435) have been amended by the insertion of special provisions regarding barbering, beauty-culture and hairdressing schools. These provisions are in the main similar to the special regulations regarding this type of school in Alberta, Saskatchewan and British Columbia. Such schools in Manitoba are still subject to the general regulations applicable to all trade schools, but they are now also governed by special clauses relating to hours of instruction, duration of courses, health, sanitation and safety, charges to the public for services rendered by students, qualifications and number of instructors, and, in the case of barbering schools, prescribed texts. There is a further requirement that when a barbering school or a beauty-culture and hairdressing school is on the same premises as a barber shop or beauty parlour, the school must be entirely separate from the shop, there must be no internal means of communication between the two, and the entrance to the school must be clearly distinguished from that to the shop.

New Brunswick Labour and Industrial Relations Act

Order 25, effective from September 8, governs the canning and processing of fish, vegetables and fruit in the counties of Restigouche, Gloucester, Northumberland, Kent, and Westmorland. Minimum rates are set at 25 cents per hour for men over 18 and at 15 cents per hour for women and for boys under 18. Employees engaged on piecework must receive rates which ensure that they are not paid less than the minimum hourly rates. When board and lodging are provided, not more than 50 cents may be deducted from each day's wages. Employees who already received more than the minimum are not to suffer reductions in pay.

The above rates represent substantial increases for many workers in the industry according to the statement released to the press when the order was gazetted. Though some employers were paying wages equal to the minima now established, there were many women who received as low as seven and eight cents per hour, and men who received 10 to 12 cents.

Another important provision of the order is the requirement that all employees must be paid at least semi-monthly. Formerly in some cases no regular pay-day was observed.

Quebec Minimum Wage Act

Minimum rates have been increased by 10 per cent for workers coming under 14 orders. The orders affected govern stationary enginemen in the Montreal district (Order 6), the manufacture of shoe counters (Order 7), dairies in the Montreal district (Order 10), the packing and grading of waste paper (Order 15), laundering, dry-cleaning and allied service establishments in the Montreal district (Order 17), the manufacture of full-fashioned hosiery (Order 19), the manufacture of bricks (Order 22), the manufacture of wooden boxes, wooden containers and other wooden objects (Order 30), tailors and dressmakers in Quebec City (Order 31), the mattress and upholstering industry in Quebec, Levis and Quebec-West (Order 32), the ice industry in Quebec City and district (Order 34), the retail food trade in Quebec and Quebec-West (Order 35), foundries in Hull (Order 36), and the manufacture of glass containers (Order 37). All the amendments were gazetted November 8 and are effective from the fifteenth day thereafter, except that to Order 30, which was gazetted October 4 and came into effect on the same day. Before the amendments were passed, the minimum rates for the majority of the workers governed by these orders were 30 cents per hour or less, though for some employees (particularly stationary enginemen) they were considerably higher.

By an order gazetted October 18, Order 4, Article 70, has been amended by the addition of factories making cream separators in municipalities of less than 10,000 inhabitants to the industries in which the minimum rates apply to a 60-hour week.

Order 37, as amended by Order 37A, governing the manufacture of glass containers (Labour Gazette, 1940, p. 927; April, 1941, p. 436), has been further amended by an order gazetted October 18. Under the original order workers engaged in selecting and packing were divided into three groups according to fixed percentages, with different rates for each group. This arrangement is continued, but it is now specifically stated that the percentages must be calculated in accordance with Table of Percentages No 20, of July 4, 1940, and that male and female employees must be classified separately according to the same percentage rates. Wages and hours for all employees in the packing department remain unchanged except for the wage rates of those whose occupation is not specially mentioned. The rates

for such workers were formerly 30 cents per hour for those over 21 and 25 cents per hour for those under 21. These continue to be the rates for men, but the rates for women are now reduced to 25 cents and 22 cents per hour.

By orders gazetted October 18, Order 26A governing the taxicab business in Montreal and district (LABOUR GAZETTE, April, 1941, p. 435) has been renewed for three months beginning October 19, and Order 33 governing the wholesale trade in foodstuffs in the Quebec district (LABOUR GAZETTE, 1939, p. 1113; 1940, pp. 243, 447) has been renewed for 12 months from October 21.

ANNUAL CONVENTION OF NEW BRUNSWICK FEDERATION OF LABOUR

THE twenty-ninth annual convention of the New Brunswick Federation of Labour was held in Bathurst, N.B., October 14-16, 1941, with sixty-one delegates in attendance, representing thirty-four local unions and two trades and labour councils.

In his report, the president, Mr. James A. Whitebone stressed the part labour was playing in the war effort and what had been voluntarily given up for its successful prosecution. In this connection he said "it is better to accept temporarily the suspension of many rights and privileges, which we have enjoyed, than to run the risk of losing everything we cherish". The delegates were warned "to be on their guard against those who would exploit that willingness to make sacrifices demanded by war conditions and aim to have restrictions and conditions imposed upon our organizations for which no justification exists".

The president commented on the legislative work of the Federation, stating "that due to wartime conditions the executive had refrained from bringing undue pressure to bear for the enactment of certain legislation which normally would be of vital importance". He referred to certain matters which in his opinion "could very well have been disposed of without causing embarrassment". These were: Adoption of the New Apprenticeship Act; amendments to the Labour and Industrial Relations Act and the Industrial Standards Act; proclamation and enforcement of the Minimum Wage Act for women and girls; and establishment of a separate Provincial Department of Labour.

Report of Secretary-Treasurer

The report of the secretary-treasurer showed that during the year four new locals had affiliated with the Federation and that there had been a gain of 735 in membership.

The financial statement indicated that the financial condition of the Federation made it possible to invest the sum of $400 in Victory Bonds, and donate $50 to the Queen's Canadian Fund.

Resolutions

The recommendations contained in some of the adopted resolutions were as follows:—

Appointment of a special committee of the Federation to study and report on methods or policies to be followed in the reconstruction period after the war.

Opposing the adoption of any new form of taxation by municipalities until it is definitely shown such is necessary.

The proclamation of the Mothers' Allowance Act and the Electrical Energy Act.

Adoption of the Voluntary Apprenticeship Act.

Free school books up to and including Grade IX.

Joint action between the Federal and Provincial Governments in promoting a low cost home building program.

That where necessary to curtail domestic consumption, a system of rationing to be applied so that all shall be affected alike.

Adoption of legislation providing for a system of licensing painters and decorators.

Sanding of all hills on the highways during the winter.

Protesting against alleged practice of taxis in the Fredericton, Devon areas of charging fares below those of busses.

The setting-up of a system of superannuation for all workers.

The appointment of citizens of New Brunswick as chairmen of Boards of Conciliation set up within the Province.

Amendments to the Labour and Industrial Relations Act.

Inquests to be held in all fatal industrial accidents.

Abolition of the law permitting the seizure of a tenant's goods and those of others that may be on the premises at the time.

Establishment of a system of physical culture in schools and industrial plants.

That the Federal and Provincial Governments embark on a nation-wide program of public health education.

The policy of organized labour in the Province of New Brunswick in regard to the present war was set forth in the following resolution, which was adopted by the Convention.

"That we reiterate our stand of former years and pledge our unwavering support to the Canadian and British Governments in the prosecution of the war against aggressor nations to the end that the threat of aggression may be removed for all time and that democratic privileges, institutions and rights may be restored to the people now suffering under the heel of dictatorship; and, in order that the full resources of the country may be utilized for the achievement of victory, it is essential that profiteering and greed be eliminated in the production of the sinews of war and the supply and distribution of home requirements. To this end we urge that the machinery of production and the wealth of the nation be mobilized to serve the country's interests instead of those individuals and corporations, so that there will be an equitable contribution on the part of capital comparable to that of the sacrifice of human life."

Election of Officers

The following executive officers were elected for the ensuing year: President, Jas. A. Whitebone, Saint John; first vice-pres., G. W. Roy Myles, Moncton; second vice-pres., Fred C. Sherwood, Campbellton; third vice-pres., George Merrill, McAdam; secretary-treasurer, George R. Melvin, Saint John. Campbellton was selected as the next convention meeting-place.

CONVENTION OF AMERICAN FEDERATION OF LABOR

Delegates concerned over threat of Hitlerism—Pledge support to Great Britain and Allies

THE sixty-first annual convention of the American Federation of Labour was opened on October 6, 1941, at Seattle, Washington, 532 delegates being in attendance.

In his presidential address Mr. William Green stated that the welfare of America, and the promotion of its social order "will stand above and beyond every other consideration that may be dealt with by this convention. We feel that every legislative act taken in this convention must have for its primary purpose the protection of America, our form of government, our freedom and our liberty and the promotion of the general welfare of all classes of the people."

Recounting the cruelties exhibited in the shooting of hostages in the conquered countries of Europe "because someone in some remote section miles away had a personal conflict with some soldier representing a dictator," he called on the President of the United States "to tell the people of Great Britain that we propose to extend to them every ounce of aid possible in order that they may defeat this cruel dictator ravaging Europe." The delegates arose and applauded when President Green said "we are going to advise the President of the United States that we will give all we have in support of his program, that we will stand by him and behind and all around him, and we will tell him further that if it is necessary to take more decisive action in order to maintain freedom of the seas, and to protect democracy throughout the world, we will stand by him and follow to the bitter end."

He urged "that those plants affected by priority orders should be converted as quickly as possible into defence production industries, so that not only the facilities of the plants but the skill of the workers can be used in helping to contribute towards our national defence program and of aid to Great Britain."

In regard to "freezing" of wages, he declared such a policy to be an "economic fallacy," and added: "So far as the American Federation of Labor is concerned we shall oppose any proposal coming from any source that the earnings, the wages of our workers shall be frozen at any point, because in these days it is impossible to maintain economic equilibrium. We cannot balance the cost of living with the wages paid, and surely any fair man or woman will concede that the earning capacity of a breadwinner should correspond with the economic changes that are taking place in our social and political order".

Concerning post-war problems President Green stated that the Executive Council of the Federation "had called upon the President of the United States to appoint a representative committee, representatives of labour and industry and of the public—outstanding men, economists, sociologists, industrialists, and those who understand the problem for the purpose of dealing with the post-war problem, to make a survey of the country's facilities that could be used quickly when the economic change is upon us." Continuing the president said: "then above and beyond all we want to plan for the launching of the most stupendous, the largest housing program that has ever been conceived in America. That could be launched immediately when the post-war period arrives and the skilled workers, building trades workers who are soon going to be

forced into idleness can be absorbed into this housing program."

An amendment to the eight points that had been agreed upon by the Prime Minister of Great Britain, Rt. Hon. Winston Churchill and by President Roosevelt, which the speaker stated "we subscribe without reservation"—was proposed, to the effect that representatives of labour from every nation in the world be accorded the privilege of assisting in the negotiating of a world peace".

Report of Executive Council

In referring to the "worldwide menace created by the efforts of a few nations to dominate the adjacent people" the officers of the executive council stated "serious as this situation is, the American Federation of Labor stands ready to do its part in complete confidence that the spirit of a free people can not be crushed, and that victory will bring broader and more stable world institutions assuring freedom in life and work".

The report of the secretary-treasurer for the year ending August 31, 1941, showed total receipts, including balance brought forward from the previous year, of $2,843,123.39, with expenditures of $1,835,973.43, leaving a balance on hand of $1,007,149.96.

The total paid-up membership of the Federation reached an all-time high, with 4,569,056 (as at August 31, 1941), comprised in 108 national and international unions and 1,441 directly affiliated local trade and federal labour unions. In addition, the Federation has under charter 4 departments, 49 state federations of labour and 800 city central bodies. During the year charters were issued to one international union, 22 central labour bodies, 268 directly affiliated local trade unions, and 205 federal labour unions.

The reason for the withdrawal of the International Typographical Union from the Federation and the action taken subsequent to the last convention for the purpose of reaching a settlement of the differences existing was set forth in the executive report. It was pointed out that as a result of extended negotiations, an agreement was reached and a plan of procedure accepted by representatives of both organizations. The laws of the International Typographical Union provided that this agreement must be submitted to a referendum vote of the membership and when the vote was completed it showed that 25,632 had favoured acceptance of the agreement and 33,498 against, an adverse vote of 7,866. Keen regret was expressed by the executive council because of the refusal of the membership of the International Typographical Union to return to the A.F. of L.

Dealing with negotiations with the C.I.O. the executive reported on developments since the last convention and stated that "the committee (representing the A.F. of L.) has been standing by all during the past year waiting for an opportunity to resume the discussion of peace negotiations with a committee from the C.I.O." The executive reaffirmed its position in favour of peace negotiations designed to bring about a settlement of the differences which exist within the ranks of labour.

Opposition to Racketeering.—The officers asserted that they and the members of American Federation of Labor proposed "to establish and maintain the A.F. of L. as a great American organization, a supporter of our free institutions and our democratic form of government. We are determined to maintain the basic principles of freedom of justice upon which the superstructure of our government rests. We yield to none in our respect for law, order and orderly procedure".

In referring further to lawlessness and racketeering the officers stated "the executive council disavows and repudiates with all the power at its command, lawlessness of any character, racketeering in any form, and exploitation wherever practised. We will exercise all power conferred upon us by the membership of the American Federation of Labor to deal with individuals who violate either the laws of organized labour or the law of the land. That power always has been and will be exercised by the officers of the American Federation of Labor."

Wages.—Under this heading the officers made the following statement: "It is a part of the fixed policy of the American Federation of Labor, to continue its driving efforts to increase wages for those whose rates of pay may be classified as being in the higher brackets, and to increase the wages of those whose rates of pay are indefensible and whose incomes are in no way commensurate with the requirements of our American standard of living".

Among the other subjects discussed in the executive report were: National legislation; national defence; housing; social security; National Labour Relations Board; education; State labor legislation; post-war reconstruction; defence.

Message from President Roosevelt

Referring to the convention of the American Federation of Labor as "an event of international significance", President Roosevelt said: "It is a symbol of that freedom which we, in the United States, enjoy and must make every sacrifice to maintain. The threat of Hitlerism is directed not only at labour, even

though labour is among the very first that will suffer therefrom. It is aimed at all of us—every man, woman and child—who believes in freedom. It menaces everything that we cherish as Americans and free men. To protect those freedoms we shall, and must devote every bit of human, physical and spiritual energy which we possess. Our program of defence—our production of ships, planes, guns, tanks, must be all-out. It shall be limited by only one factor—the amount necessary to overwhelm the Nazi hordes. I know that every one of you, and the millions whom you represent, will lend every effort and take every necessary step to accomplish this end". The President referred to the conciliation service of the United States Department of Labor, and the National Defence Mediation Board as providing ample facilities for the adjustment of differences, and stated "the time has come when the services of such agencies must be used before any recourse is taken to strike or lockout".

Speaking of the division in the ranks of labour, President Roosevelt was emphatic that "in this hour when civilization itself is in the balance, organizational rivalries and jurisdictional conflicts should be discarded". Only by united action, he said "can we turn back the Nazi threat". In conclusion he declared that "the establishment of peace between labour organizations would be a patriotic step forward of incalculable value in the creation of true national unity".

Address of Secretary of Labor

In her address, the Secretary of Labor, Miss Frances Perkins, expressed appreciation for the co-operation which the Government and especially the Department of Labor had received from the officers and members of the American Federation of Labor, and observed that the "co-operation of representatives of the A.F. of L. with the Department of Labor made possible the establishment of the Social Security program, the Wages and Hours Legislation, and the nationwide development of the public employment services", and at present "your representatives are working closely with the Department of Labor and with management on apprenticeship training and workers' safety programs".

Miss Perkins referred to the great expansion program which had taken place throughout the country without disrupting "the labour and social standards expressed in our social legislation". The expansion of the Department of Labor was referred to, special mention being made of the work of the conciliation service. For the past three years Miss Perkins declared, "the emphasis of this Division of Concilation has been placed on the prevention of strikes and stoppages of work", and further that "it was thought best to set up a temporary Defence Mediation Board to assist in speeding up settlement of labour disputes having to do with the defence industries".

Referring to the advice and criticism offered by organized labour, the secretary stated: "Today everyone expects that trade unions and labour will participate in the councils of our government, together with employers and farmers and other groups. Government agencies call in all interested parties for advice and their point of view. The advice of labour is sought not only on questions of wages and working conditions, but on the broad economic and social problems of the total national life". In conclusion the Secretary of Labor drew attention to the hazards of inflation, which she said "will bear harder upon the working people and on the poor than anyone else" and urged "full co-operation with every effort to keep down the cost of living".

Addresses of Fraternal Delegates

Representing the British Trades Union Congress, Mr. George W. Thomson, extended greetings on behalf of over five million members affiliated to that organization. He reviewed the conditions under which labour is working in Great Britain, its achievements, its sacrifices and the part played by the trade unions in the struggle in Europe.

Mr. Edward Hough, another fraternal delegate from the B.T.U.C., also addressed the convention and spoke of the efforts to organize an international miners' union and how the first great war had wrecked the organization.

The Convention subsequently adopted a resolution "Saluting the heroism and bravery of the British workers and people in their death grapple with the barbarism of Nazi Germany to safeguard the jewels of liberty and humanity and pledge them and their constant allies all out aid-material, financial and moral—to the end that Hitler and Hitlerism may be completely destroyed and swept from the face of the earth".

Mr. H. C. Simpson, fraternal delegate of the Trades and Labour Congress of Canada, reviewed briefly Canada's war effort. A tribute was paid to the aid that has been and will be given to Britain, Russia and other allies" by the American People. "While the winning of the war is the most important task we have to perform," he urged that some consideration should be given to the winning of the peace, stating "if we lose the peace, then we have not won the war".

The fraternal delegate from Mexico, Mr. Luis N. Morones, informed the convention

that the government and the Mexican Federation of Labor were lending all possible help to the program of continental defence but warned that something would have to be done to co-ordinate the working classes in Latin American countries to neutralize the intense propoganda carried on by the totalitarian countries. Mr. Morones asked the fraternal delegates from Great Britain to convey to their comrades not only greetings from Mexican Federation of Labor but to tell them "we are with them to work with them and to fight with them if it is necessary. We must set aside all the differences, unimportant political or material differences, because it is our duty to fight alongside of you who are fighting for the same things we believe in, justice, liberty and democracy".

Replying to the speeches of the fraternal delegates, President Green pledged the support of 5,000,000 members of the American Federation of Labor, and declared: "It is our will, our purpose, our determination to contribute our service, our skill, our training, our genius in support of Great Britain and her allies". He asked the fraternal delegates of the British Trades Union Congress "to carry back to our fellow workers in Great Britain and their friends, the assurance of our firm resolve and determination to stand by them and with them until the bitter end".

Others addressing the convention were Walter Schevenels, General Secretary, International Federation of Trade Unions, and E. J. Phelan, acting director, International Labour Office.

Report of Committee on Shorter Work Day

This committee dealt with that part of the executive council's report under the heading of "shorter work day and shorter work week". In its report the executive council quoted from report No. 1 of the British Industrial Health Research Board, March, 1940, in which it was emphasized the effect of fatigue on production, it being shown that production is reduced when hours are lengthened. After reviewing all the reports received on the question of longer hours to help the defence program, the executive contended that "there does not appear to be any sound reason for lengthening the hours of labour at this time."

The committee, commending the executive for its comprehensive study and report on this question, suggested "that the proper officer of the American Federation of Labor recommend to the post-war re-adjustment or economic committee that may be created by Act of Congress or Executive Order, the application of the 6-hour 5-day work-week without any reduction in hourly, daily or weekly pay for all workers, immediately when the post-war period arrives, as a partial remedy for the unemployment that we feel will arrive with the post-war period".

Reports were also received from the Committees on Legislation and Education.

"Compliance with Law and Lawful Procedure"

To the Resolution Committee was referred that portion of the executive Council's report under the heading "compliance with law and lawful procedure". Reviewing the form and structure of the American Federation of Labor, the Committee referred to the Executive Officers' report in which it was pointed out, that while "the A.F. of L. had no authority to discipline officers of international unions, or locals affiliated with internationals, or the membership affiliated with such locals, it had nevertheless called upon national and international organizations to take prompt and decisive action, when men of this kind are found, to discipline offenders within their organizations and to rid themselves of criminals, racketeers, dishonest persons and violators of law". The committee mentioned the fact "that the executive of the A.F. of L. once again called upon its affiliates to take prompt action whenever racketeering, wrong-doing, or other crime is engaged in by any of its officers or members, which tends to bring dishonour on the trade union movement". To that end the Federation promised "to give every aid and support to its affiliated organizations". The delegates were informed that in order to further the program of wiping out racketeering and crime wherever it may exist "the American Federation of Labor directs all central bodies to refuse the seating of any delegate from a union who has been convicted of serious wrong-doing which reflects dishonour on the trade union movement; and such delegate, if convicted after being seated, shall be unseated by such central body."

The committee's recommendation of approval of the policy of the Federation regarding racketeering and crime was adopted by the convention.

Other Resolutions

Recommendations contained in some of the resolutions adopted were as follows:

Opposing any restriction on the legal right to strike.

Declaring the right of employees to collective bargaining in publicly owned industries.

Protesting "the unwarranted rise of prices in all consumer goods".

Supporting government agencies "in eliminating subversive activities and attacks on the public schools".

Establishing a Civilian Supply Board on which labour will be fully represented to look after priority unemployment.

Support for United States defence policies.

Equal pay for women on Government contracts.

Extension of general labour laws to State and Local Government employees.

Commending President Roosevelt in urging increased aid to Great Britain, the Soviet Union and China.

Opposing the taxation of labour organizations.

Endorsing the work of the International Labor Organization and the principle for which it stands, and that it should be maintained and strengthened.

Approval of the executive council's recommendation regarding labour standards on public contracts which would: (1) expedite the prevailing minimum wage determinations; (2) strengthen the enforcement of the labour standards established by the Act; (3) strengthen the basis for continued representation and co-operation of the American Federation of Labor in the administration of the Act; (4) provide additional enforcement personnel, "urgently needed to sustain the application of labour standards to a growing volume of contracts."

"Protesting against Nazi atrocities in Norway and all other countries which have been overrun by Hitler's murderous armies".

Continuation of the Federation's efforts to re-establish unity in the family of labour.

Promulgation of a unified program of defence public housing.

Insisting on greater labour representation on all boards, agencies and councils associated with the productive and regulative functions of national defence.

Continuation of the low-rent housing and slum clearance program during the present emergency.

Election of Officers

The officers elected were: President, William Green, Washington; first vice-president, William L. Hutcheson, Indianapolis; second vice-president, Matthew Woll, Washington; third vice-president, Joseph N. Weber, New York; fourth vice-president, G. M. Bugniazet, Washington; fifth vice-president, George M. Harrison, Cincinnati; sixth vice-president, Daniel J. Tobin, Indianapolis; seventh vice-president, Harry C. Bates, Washington; eighth vice-president, Edward J. Gainor, Washington; ninth vice-president, W. D. Mahon, Detroit; tenth vice-president, Felix H. Knight, Kansas City; eleventh vice-president, Edward Flore, Buffalo; twelfth vice-president, Harvey W. Brown, Washington; thirteenth vice-president, William C. Birthright, Indianapolis; Secretary Treasurer, George Meany, Washington.

The selection of fraternal delegates to the British Trades Union Congress and to the Trades and Labour Congress of Canada was left to the executive council of the Federation.

Toronto, Ontario, was selected as the convention city for 1942.

ANNUAL MEETING OF BRITISH TRADES UNION CONGRESS

THE seventy-third annual meeting of the British Trades Union Congress was held at Edinburgh on September 1-4, with 681 delegates appointed to attend. The number of organizations affiliated with the Congress at the end of 1940 was 176 with a membership of approximately 5,079,000 composed of a similar number of organizations and 4,866,711 members at the end of 1939.

The following account of the proceedings of the Annual British Trades Union Congress is taken from the September issue of the British *Ministry of Labour Gazette*.

The Congress adopted unanimously a resolution which affirmed the unalterable resolve of the British working class to go on with the struggle for the destruction of the Nazi-Fascist regime, and to establish democracy, free citizenship, and peace, welcomed the evidence of Anglo-American accord afforded by the Atlantic Conference; and pledged the trade union movement to do all that lies in its power to help the Soviet Union. The resolution also endorsed the General Council's proposal for the establishment of an Anglo-Russian Trade Union Council for the exchange of views and information on matters of common concern, and called upon workers in all occupied countries to remain loyal to the principles upon which the foundations of working-class liberty rest.

Among other matters upon which Congress adopted resolutions were the institution of adequate negotiating machinery in the insurance industry, consultation between Government Departments and Trade Unions in connection with the provision of man-power for war industries; the Fire Prevention (Business Premises) Order, 1941; increased rates of pay and allowances to Service men and their dependents; the abolition of the Purchase Tax on all commodities necessary to maintain the health and well-being of the working classes; post-war reconstruction, with particular reference to the control of financial interests and the ensuring of speedy and continuous employment for all workers; food rationing, price control and communal feeding; the establishment of an earlier pay-day throughout industry; the general recognition of trade union membership cards; air-raid precaution services; and employees' pension schemes. A proposal regarding the payment of family allowances by the State was discussed and the General Council was instructed to give consideration to this issue and to

submit proposals upon it to Congress in due course.

Among other subjects discussed were the wartime wages policy, including the White Paper issued by His Majesty's Government on Price Stabilization and Industrial Policy; the medical examination of school children and of young persons in factory or workshop employment; the position of women in industry, with particular reference to long hours of employment; and the Trade Disputes and Trade Unions Act, 1927. Regarding this Act, the Congress endorsed a proposal by the General Council that action should be taken with a view to obtaining the repeal of Sections 5 and 6, which sections have the effect, *inter alia*, of prohibiting established civil servants from joining trade unions not restricted to civil servants, of prohibiting civil service unions from affiliating with the Trades Union Congress, and of making it unlawful for a public authority to require that an employee shall or shall not be a member of a trade union.

LABOUR LEGISLATION IN THE NORTHWEST TERRITORIES

THE Sanitary Control Ordnance, assented to on August 27, 1941, contains health regulations governing labour camps, including those established for mining, lumbering, dredging and operations connected with petroleum and natural gas. The employer must notify the Commisisoner of the Northwest Terrtiories of the establishment of a camp and annually thereafter furnish him with any particulars required. Rules are laid down as to site, sanitation, drinking water, washing and bathing facilities, cleanliness, heating, ventilation, kitchens, food storage and disposal of refuse. In camps, employing over ten men, persons employed to handle food must undergo a medical examination.

In camps of less than 50 men, one employee must be qualified in first aid and, if more than 15 are employed, the employer is responsible for medical, surgical and hospital care, including medicines, for a period not exceeding 90 days, and for providing free transportation to the nearest hospital, adequate first-aid equipment, and supplies, including a stretcher and emergency hospital accommodation.

In camps of 50 men or more the employer must make a contract with one or more qualified medical practitioners for the medical and surgical care of his employees, except care provided under a Workmen's Compensation Act, agreement or liability insurance policy. He may deduct from the wages of each workman not more than six cents a day or one dollar a month to cover treatment and medicines. In cases of incurable ailments or tuberculosis bed care is to be given for not more than 90 days, but it is not to be given in cases of venereal disease or disease or injury resulting from use of intoxicants or drugs. Where the contract physician advises that the services of a specialist are necessary or that the illness or injury cannot be successfully treated at the local hospital, the employer must provide transportation to the nearest hospital where such services or treatment can be obtained. He is liable up to $2.50 per day for 90 days for such services or treatment for all ailments or injuries other than those excluded above or insanity or tuberculosis not due to employment. Expenses after 90 days are the responsibility of the Commissioner of the Northwest Territories in Council, if the patient is unable to pay them and if they are not provided for under a Workmen's Compensation Act, agreement or insurance policy. Where the contract physician has to care for more than 500 employees, he must secure the services of a qualified assistant.

If the employees at a camp of 50 men or more vote to include their dependants in a medical agreement, the employer may arrange for such care and may deduct a further sum ranging from 25 cents to 75 cents per month.

Where there is only one camp in the district, the owner must provide a hospital building unless there is a hospital within 50 miles by air in which case he may arrange for care of his workmen at such hospital. Where there is more than one camp and no hospital, the owners may jointly provide one. Hospitals must conform to rules laid down in the Ordinance as to space, heating, ventilation, equipment, staff, and accommodation. The employer may deduct from wages not more than $1.50 per month to cover hospital and nursing care, drugs, dressings and all reasonable medical and surgical supplies. For hospital and medical benefits for the dependants of workmen a further amount of 75 cents per month may be deducted from wages of all employees. Provision is made for dealing with infectious disease and for setting up isolation hospitals.

EFFECT OF WAR ON INDUSTRY AND MANPOWER IN AUSTRALIA

The Melbourne Argus of September 21 presented a review of economic policy by Hon. Mr. Fadden, then Prime Minister, in which was reflected the effect of the war on industry and manpower in Australia. In this review it was stated that Australia would in 1941-42, be directly using more than 30 per cent of its men and materials in the war effort. The review continues:

"Diversion of at least one-third of Australia's population from civil to wartime activity has been a great industrial revolution. We are on the way to making Australia a great industrial and military power that will play a vital part in Pacific strategy. We have set our hands to this task, and we shall not turn back even though I have heard complaints of disturbance of the old order," he added.

"Australia's national income has risen from about £790,000,000 before the war to £925,000,000 at present. This was due partly to an increase in export prices and in general level of prices, and partly to expansion of employment. Net national income is expected to reach the unprecedented figure of £1,000,000,000. The number of wage earners has risen from 2,100,000 before the war to 2,500,000 including wage earners in the armed forces.

"By the end of 1940-41," Mr. Fadden added, "we had 420,000 men working for the war effort —in factories producing guns, munitions, equipment, and clothing, on farms producing food for our Allies, in the field fighting for us. Our problem in 1941-42 is to get 650,000 men working for the war. We have to find 230,000 more men for our war effort.

"By the end of 1940-41 we had absorbed 140,000 of the unemployed. Greater proportion of those unemployed to-day were persons sick or not fitted for work. Unemployed who were able to work were for the most part not suitably trained for the war effort, and expansion in this direction now depended not merely on offering men jobs but on training them for jobs. This was being done as rapidly as possible.

"A new source from which a large number of men and women were brought into the war effort was from greater effort of those already employed and by absorption of people not normally seeking work. This was estimated to have yielded about 60,000 people who had retired, who would normally still have been at school, or who were normally housewives. A third source was the net natural increase in the working population, about 60,000 in nearly 2 years.

"So far we have achieved our war effort without any reduction in the current standard of living, but now we have to face up to the task of using an extra 230,000 men in the war effort, and the transfer of at least 160,000 from producing goods and services for civilian consumption to producing goods and services for the war effort will clearly need considerable and careful planning if we are to achieve it without damaging effects on our economy and without unfairly penalizing special sections.

"The Government is not afraid of this, for already there are in operation a number of controls by which our economy had been guided in the last few years. The Commonwealth will use these controls, and, where necessary, develop new ones to carry out the task facing it.

"By limiting incomes from profits, interest, and rents the Commonwealth has passed over the greater part of the additional income to the wage-earner classes and to the farmers. In 1940-41 the workers' total income was about £520,000,000—£70,000,000 greater than the pre-war year 1938-39. If we achieve our intended effort in this year the workers' wage bill will be £580,000,000—£130,000,000 more than was received before the war."

Immigration to Canada, September-March, 1941

A decrease of 23·7 per cent in immigration to Canada is recorded in the statistical bulletin issued by the Immigration Branch of the Department of Mines and Resources for the six months' period of the fiscal year ending September 30, 1941. During this time 5,145 persons entered the Dominion compared with 6,746 in the similar period a year ago.

Decreases were recorded in all classifications, the largest being the decrease of 76·5 per cent in the group "other races" followed by 51·2 per cent in the group classified as Northern European races, 34·7 per cent in the number of persons entering Canada from the British Isles and a decrease of 11·6 per cent entering from the United States.

Of the total 5,145, those coming from the British Isles numbered 1,259, those from the United States 3,679, Northern European races 101 and "other races" 106. Adult males entering Canada during the period numbered 2,136, adult females 1,921 and children under 18, 1,088.

Occupationally, 113 males, 39 females and 33 children were listed in the farming class; the labouring class comprised 202 males, 21 females, and 32 children; mechanics, 330 males, 88 females and 43 children; trading class, 205 males, 153 females, and 71 children; mining class, 15 males, 2 females; female domestic servants, 18 years of age and over numbered 329 and under 18 years, 53; "other classes," males 1,271, females 1,289, children 856.

ACTIVITIES OF UNEMPLOYMENT INSURANCE COMMISSION

Employment Placement Policy of Employment and Claims Offices—Insurance Registration—Unemployment Insurance Fund—Special Order—Report of Employment and Claims Offices—Employment Conditions at the end of October

IN order to crystallize its employment policy, to be carried out by the Local Employment and Claims Offices across Canada, the Unemployment Insurance Commission recently approved a statement on the subject, in the following terms:—

Subject to the terms of this Statement of Policy, the Employment and Claims Offices of the Unemployment Insurance Commission will:

(*a*) endeavour to refer to suitable employment any employable resident of Canada, either male or female, of whatever occupation or calling;

(*b*) endeavour to secure suitable applicants to fill any vacancy notified by an employer;

(*c*) in a general way assist wherever and however possible in alleviating an unemployment situation, or in suggesting means for the alleviation of such a condition.

In registering applicants and in accepting notification of vacancies, and in referring applicants to vacancies, Employment and Claims Offices will not charge any fee, either to an employer or to an employee.

The Employment and Claims Offices will co-operate to the fullest possible extent with other branches of the Federal Government, with the governments of the several provinces, and with the councils of municipal corporations, for the purpose of assisting in the solution of employment problems within the particular jurisdiction. These offices will also co-operate with any non-commercial private or quasi-public agencies or trade unions or employers' organizations interested in finding employment for workers, to assist residents of Canada, wherever may be possible, in securing available work.

In effecting placements, Employment and Claims Offices will endeavour to refer the most competent applicants registered and available for the employment offering, and where several persons of like competence are available for the same employment, a preference shall be given to the person or persons whose application or applications, as the case may be, show the longest period of continuous registration immediately before the date of placement; provided, however, that nothing herein contained shall prevent the sending of a number of persons to an employer for selection purposes, nor the sending of a particular person who may be asked for by an employer.

No applicant seeking work will be discriminated in favour of, nor against, by reason:

(*a*) of his or her racial origin, religious beliefs, or political affiliation;

(*b*) of whether or not he or she was engaged previously in insured employment.

The Employment and Claims Offices will not fail to endeavour to secure employees for an employer by reason of the employer inserting in his request for employees particular specifications as to the type of employees required, where such specifications are reasonable.

Reasonable steps will be taken to verify the qualifications of applicants who are unknown, and the bona fides of vacancies listed by employers who are unknown to the Employment and Claims Offices.

Each office will endeavour to give placement service to the entire area assigned to it, and in no case will the activities of an office be restricted to the particular municipality in which it is located.

The Employment and Claims Offices will attempt to induce unemployed persons to move from their present place of residence to points where their services are necessary, provided, however, that care will be taken to avoid encouragement of the movement of workers into any district where unemployed persons are already seeking employment of the type involved.

On request, an employer or applicant will be given any available information regarding employment conditions, including wage rates current in the district for a particular occupation, but the Employment and Claims Offices will not seek to influence the fixing of wage rates or other employment conditions, either in general or in particular instances, nor will any information on wages or other working conditions be given out which might affect adversely the interests of any employer patronizing the Offices.

In referring workers to employment, the Employment and Claims Offices will advise the applicant of the wage rate offered by the prospective employer, and while the Offices will have no financial responsibility if a subsequent dispute as to the rate of

pay develops between employer and employee, the Offices will state the wage rates and other conditions notified by the employer, if later requested to do so by the employee concerned, or by competent authority.

The Employment and Claims Offices will accept no financial responsibility for the payment of wages by an employer where the contract of employment was entered into as a result of a reference to employment by one of the Offices.

When orders are listed with any office by an employer, and when such orders do not offer the minimum wages or working conditions specifically required by Dominion statute or regulation, or by provincial statute or regulation, any variation from prescribed conditions will be brought to the attention of the employer in order that he may have opportunity to make a correction. If the employer fails or refuses to make such correction in the conditions offered, the Employment and Claims Office will not refer applicants to the vacancies offered.

Where vacancies notified are in employment at which a cessation of work is reported have occurred through an industrial dispute, the offices will take such measures as may be possible to learn definitely as to whether a strike or lockout really exists. If it be determined that a strike or lockout does exist, applicants, on being advised of any employment vacancies so affected, will be informed that the employment is affected by a strike or lockout, as the case may be, and any form of notification to an applicant to apply for the said employment which may be given to an applicant by any Employment and Claims Office will be marked to indicate that there is a strike or lockout at the employment in question.

No applicant will be prejudiced in his right to be referred to future employment by reason of refusal to accept a position offered because: (*a*) the employment is affected by an industrial dispute; (*b*) the wage rate offered may reasonably be claimed to be less than the rate current for the occupation in the district; or (*c*) his right to membership or non-membership in a trade union or like association would be impaired thereby.

Without restricting the generality of the service to be provided to employees of whatever occupation, and without prejudice to the employment rights of other persons, special attention will be given to the placement of veterans of the Armed Forces, of young persons who have not become established in industrial life, of competent applicants who suffer from physical handicaps, of professionally and technically trained applicants, of young persons wishing to undertake apprenticeship or training courses, or middle-aged workers desirous of entering on training courses, and of other similar special categories of applicants.

Every effort will be made to bring to the notice of employers and employees the facilities provided by the Employment and Claims Offices for making references to and placements in employment.

Regional Staff Training School

The regional staff training school of the Unemployment Insurance Commission for Ontario, held in Toronto from September 29 to October 4, was followed by regional staff training schools for the Maritimes and the Prairies. These regional training schools centred their study on methods and procedures used in the placing of unemployed workers with employers, and on the administration of the unemployment insurance plan.

The regional staff training school for the Maritimes, held from October 14 to October 18 at Moncton, was conducted by R. P. Hartley, Regional Superintendent for the Maritimes. Mr. Hartley was assisted by S. C. Wright, Assistant Regional Superintendent, H. Baird, Regional Insurance Officer, J. P. Keating, Travelling Supervisor and R. V. Sladen, Acting Regional Insurance Inspector.

R. J. Tallon, as a representative of the Unemployment Insurance Commission, welcomed the members of the school to the staff of the Commission.

A number of officers from the head office staff were present at the school. V. C. Phelan, Chief Employment Officer, E. Stangroom, Chief Inspector of Insurance Revenue, H. C. Hudson, Supervisor of Placement Operations, and G. T. Jackson, of the Civil Service Commission presented papers and led discussions on different phases of job placement and unemployment insurance.

The Prairie regional staff training school was held at Winnipeg from October 20 to October 25. F. J. White, Regional Superintendent for the Prairies was in charge of the school, assisted by W. H. L. Darracott, Assistant Regional Superintendent, C. B. Howden, Regional Insurance Officer and W. E. Hill, District Inspector of Insurance Revenue.

Dr. Allon Peebles, Executive Director, greeted the new members of the staff on behalf of the Commissioners.

Speakers and discussion leaders, from the Head Office in Ottawa, included R. G. Barclay, Chief Insurance Officer, V. C. Phelan, Chief Employment Officer, A. A. Heaps, registrar of the Commission, W. K. Rutherford, Employment Adviser, and G. T. Jackson of the Civil Service Commission.

National Employment Advisory Committee

Mr. Ivor R. Lewis, Superintendent of the T. Eaton Company, Limited, has been named as the representative of the Canadian Chamber of Commerce on the National Employment Advisory Committee. Mr. Lewis will fill a cacancy created by Mr. J. J. Vaughan's non-acceptance of a place on the Advisory Committee.

Insurance Registration

Reports received from the district offices of the Unemployment Insurance Commission show that 143,323 employers have registered throughout Canada, and that they have requisitioned 2,778,512 insurance books for their employees.

A progress report of registration of employers and employees on October 31, 1941, contained the following figures:—

Region	Employers Registered	Books Requisitioned
British Columbia	12,283	218,476
Prairies	26,892	367,090
Ontario	57,491	1,176,907
Quebec	36,772	810,424
Maritimes	9,885	205,615
Total	143,323	2,778,512

Unemployment Insurance Fund

On October 31, 1941, the Unemployment Insurance Fund had received a total of $14,228,497.14 from contributions made for July, August, September and part of October, and from interest on reserves invested in Government bonds. Employer and employee contributions were made by bulk payments, meter credits and the purchase of unemployment insurance stamps. The Dominion Government adds its share of 20 per cent to the total employer-employee contributions.

STATEMENT OF RECEIPTS TO OCTOBER 31, 1941

Unemployment Insurance Stamps	$ 7,612,077 77
Meter Credits	1,448,809 07
Bulk Payments	2,786,485 55
Government's Contribution	2,364,606 45
Interest on Investments	16,500 00
Miscellaneous Receipts	18 30
Total Receipts	$14,228,497 14

The Commission with the authorization of the Investment Committee has invested up to October 31, $13,321,188.19 in Dominion of Canada bonds.

Employment of Students in Christmas Season

The Commission has passed the following Special Order:—

Special Order—Re insurability of students in the Christmas season.—Employment hereinafter described is hereby specified pursuant to the provisions of item (*p*) of Part II of the First Schedule to The Unemployment Insurance Act, 1940, and hereby declared to apply for the purposes of the said Act, as being of such a nature that it is ordinarily adopted as subsidiary employment only and not as the principal means of livelihood. Persons in such employment are therefore not insurable.

Temporary employment during the period from December 13 to December 31 (both dates inclusive) of students on vacation from a school, college or university at which such students are in regular daytime attendance during the school term, if such students are not in possession of an insurance book.

Report of Employment and Claims Offices for September, 1941

The volume of business transacted by the offices of the Unemployment Insurance Commission during the month of September, 1941, showed an increase of almost 5 per cent in the average daily placements over those of the preceding month, but a decline of nearly 32 per cent from the average reported by offices of the Employment Service of Canada during the corresponding period a year ago. Placements in logging, services, manufacturing and trade exceeded those recorded during August, but in farming, construction and maintenance, mining and transportation placements were fewer, the greatest changes over the first comparison being in logging and services and in the second in farming. When compared with September a year ago all groups, except farming and construction and maintenance, recorded gains, but the exceedingly heavy loss shown in the last-named division, resulting from a greatly reduced program of road and building construction, augmented by a substantial loss in farming, much more than counter-balanced the increased activity registered in the remaining groups, the most noteworthy of which occurred in services and manufacturing.

The accompanying chart shows the trend of employment since January, 1939, as represented by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be seen from the graph that the curve of vacancies in relation to applications rose during the first half of September, but declined during the latter half, while that of placements followed a downward course throughout the month. At the close of September the level of vacancies was a little higher and that of placements slightly lower

than the level for each shown at the end of the corresponding period a year ago. The ratio of vacancies to each 100 applications was 78·1 during the first half and 75·4 during the second half of September, 1941, in contrast with ratios of 76·9 and 74·9 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the periods under review were 70·3 and 69·9, as compared with 69·6 and 70·5 during the same month of 1940.

The average number of vacancies reported daily by the employers to the offices of the Commission throughout Canada during September, 1941, was 2,065 in contrast with 1,919 during the preceding month and with 2,983 in September a year ago.

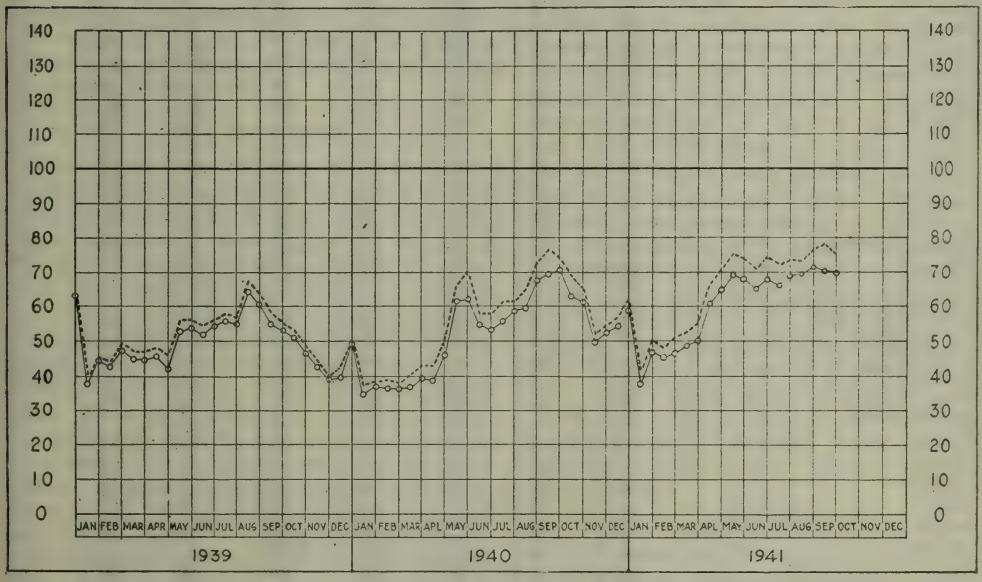
The average number of applications for employment received daily by the offices during the month under review was 2,690, in comparison with 2,558 in August, 1941, and with 3,933 during September last year.

The average number of placements made daily by the offices of the Commission throughout Canada during September, 1941, was 1,886, of which 1,187 were in regular employment and 699 in work of one week's duration or less, as compared with a total daily average of 1,798 during the preceding month. Placements in September a year ago averaged 2,758 daily, consisting of 2,126 placements in regular and 632 in casual employment.

During the month of September, 1941, the offices of the Commission referred 48,191 persons to vacancies and effected a total of 47,130 placements. Of these, the placements in regular employment were 29,658, of which 23,743 were of men and 5,915 of women, while placements in casual work totalled 17,472. The number of vacancies reported by employers was 32,545 for men and 19,058 for women, a total of 51,603, while applications for work totalled 67,239, of which 44,419 were from men and 22,820 from women. Reports for August, 1941, showed 49,884 positions available, 66,494 applications made and 46,740 placements effected, while in September, 1940, there were recorded 71,581 vacancies, 94,389 applications for work and 66,192 placements in regular and casual employment.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT

Applications———— Vacancies - - - - - - - - - Placements—o—o—o—o—o—o



The following table gives the placements effected by employment offices each year, from January, 1931, to date:—

Year	Placements		
	Regular	Casual	Total
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (9 months)	236,036	145,188	381,224

REPORT OF THE EMPLOYMENT AND CLAIMS OFFICES FOR THE MONTH OF SEPTEMBER, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,899**	**70**	**3,076**	**2,860**	**1,490**	**1,370**	**1,905**	**3,472**
Halifax	1,364	70	1,511	1,301	498	803	467	735
Kentville	280	0	303	280	116	164	580	312
New Glasgow	920	0	927	944	662	282	293	2,267
Sydney	335	0	335	335	214	121	565	158
New Brunswick	**1,163**	**38**	**1,160**	**1,129**	**254**	**875**	**841**	**338**
Chatham	109	0	109	109	16	93	119	18
Moncton	539	33	512	505	170	335	91	192
Saint John	515	5	539	515	68	447	631	128
Quebec	**16,996**	**4,407**	**22,510**	**15,280**	**9,064**	**5,256**	**11,091**	**23,225**
Chicoutimi	888	142	749	430	393	6	197	606
Gaspe	244	90	488	159	155	0	341	.....
Hull	630	21	1,277	889	837	51	51	885
La Tuque	1,886	691	1,428	1,308	1,232	76	89	1,119
Levis	188	17	525	191	140	36	234	296
Matane	1,185	458	970	960	915	47	270	1,009
Montreal	6,610	2,297	7,315	5,759	1,977	3,159	2,371	15,349
Quebec	1,542	384	5,562	1,688	949	640	6,774	1,470
Rouyn	787	10	824	788	765	17	44	493
Sherbrooke	344	33	419	366	255	74	74	874
Thetford Mines	293	16	449	348	292	12	197	131
Three Rivers	1,952	195	1,984	1,969	758	1,114	254	743
Val d'Or	447	53	520	425	396	24	105	250
Ontario	**17,041**	**2,462**	**21,253**	**15,583**	**9,948**	**5,575**	**11,617**	**12,714**
Barrie	191	0	189	185	177	8	5	117
Belleville	323	0	345	330	258	72	60	407
Brantford	114	16	207	93	58	35	169	180
Chatham	447	2	473	434	117	317	190	139
Fort William	641	439	738	739	484	255	100	349
Galt	179	28	215	189	186	3	29	131
Guelph	184	42	291	181	128	30	298	521
Hamilton	1,349	157	2,043	1,399	741	658	1,153	497
Kenora	86	1	123	86	39	47	40	80
Kingston	246	19	376	225	179	46	188	768
Kitchener	503	37	522	461	332	129	58	300
Lindsay	104	0	162	104	84	20	264	74
London	590	84	750	583	289	284	430	568
New Toronto	188	286	297	189	160	29	117	277
Niagara Falls	611	151	371	327	291	32	126	401
North Bay	355	46	441	371	302	69	250	216
Oshawa	612	0	644	609	356	253	529	208
Ottawa	959	182	1,204	734	371	342	677	546
Owen Sound	127	9	131	128	69	59	76	58
Pembroke	323	0	462	250	180	70	108	745
Peterborough	269	28	230	220	179	41	183	244
Port Arthur	1,101	0	863	863	774	89	202	1,043
St. Catharines	918	94	996	835	497	338	413	608
St. Thomas	112	8	123	124	114	10	89	162
Sarnia	223	12	298	237	105	132	231	139
Sault Ste. Marie	513	293	358	244	168	76	75	264
Simcoe	301	0	300	300	199	101	9	350
Stratford	126	0	212	130	94	36	533	138
Sudbury	488	81	287	218	174	44	30	174
Timmins	552	172	759	517	368	149	258	387
Toronto	2,796	65	4,874	2,799	1,352	1,448	3,146	1,493
Welland	335	118	477	318	312	6	63	253
Windsor	884	82	1,043	866	599	270	1,247	524
Woodstock	291	10	440	295	212	83	271	353
Manitoba	**3,500**	**91**	**6,287**	**3,719**	**2,438**	**1,276**	**8,662**	**2,335**
Brandon	342	64	347	332	251	74	224	448
Dauphin	361	27	260	336	321	15	314	333
Portage la Prairie	239	0	245	238	136	102	462	54
Winnipeg	2,558	0	5,435	2,813	1,730	1,085	7,662	1,500
Saskatchewan	**2,671**	**221**	**2,846**	**2,605**	**1,849**	**756**	**1,310**	**2,179**
Estevan	353	21	214	208	198	10	25	26
Moose Jaw	468	16	524	500	327	173	68	291
North Battleford	24	11	19	14	6	8	28	105
Prince Albert	133	30	167	117	61	56	69	116
Regina	680	66	905	758	502	256	687	377
Saskatoon	272	28	274	279	153	126	345	707
Swift Current	232	16	231	229	195	34	73	243
Weyburn	397	22	393	389	327	62	7	107
Yorkton	112	11	119	111	80	31	8	207
Alberta	**3,139**	**282**	**3,826**	**2,939**	**2372**	**567**	**1,226**	**4,080**
Calgary	1,485	159	1,884	1,346	1,057	289	521	1,554
Drumheller	54	1	55	50	39	11	11	119
Edmonton	1,055	79	1,289	1,026	848	178	465	1,761
Lethbridge	365	41	372	334	289	45	116	297
Medicine Hat	180	2	226	183	139	44	107	349
British Columbia	**4,194**	**242**	**6,281**	**4,076**	**2,243**	**1,797**	**5,373**	**2,520**
Kamloops	134	0	91	73	65	8	21	413
Nanaimo	111	10	128	107	86	21	198	311
Nelson	148	0	157	148	8	140	8	20
New Westminster	193	8	180	193	96	97	255	140
Penticton	327	45	367	279	129	150	77	145
Prince George	77	33	55	25	23	2	21	6
Prince Rupert	226	0	253	225	193	32	30	132
Vernon	31	98	56	43	30	0	10	.....
Vancouver	1,469	42	3,006	1,551	689	839	4,093	590
Victoria	1,478	6	1,988	1,432	924	508	650	763
Canada	**51,603**	**7,813**	**67,239**	**48,191**	**29,658**	**17,472**	**41,929**	***51,021**
Men	32,545	3,928	44,419	30,792	23,743	6,937	28,252	44,357
Women	19,058	3,885	22,820	17,399	5,915	10,535	13,677	6,664

* 158 placements effected by offices now closed.

Nova Scotia

During the month of September, 1941, employment offices in the Province of Nova Scotia received orders for over 6 per cent fewer workers than in the preceding month and nearly 34 per cent fewer than during the corresponding month of last year. There was a decrease also in placements of over 5 per cent when compared with August and of nearly 34 per cent in comparison with September, 1940. The decrease in placements from September of last year was due to a substantial reduction in the building division of construction and maintenance. This loss was partly offset by fairly large gains in services and manufacturing. Of the changes in other groups, all of which were small, a decline in logging and an increase in trade were the most important. Placements by industrial divisions included: manufacturing, 411; logging, 55; farming, 63; construction and maintenance, 837; trade, 84; and services, 1,388, of which 1,072 were of household workers. There were 1,310 men and 1,080 women placed in regular employment.

New Brunswick

The demand for workers, as indicated by orders received at employment offices in New Brunswick during September, was 12 per cent higher than in the preceding month but nearly 7 per cent below the corresponding month of last year. Placements were nearly 10 per cent more than in August, but nearly 9 per cent less than during September, 1940. When comparing placements by industrial groups for the month under review with September of last year, there were declines in construction and maintenance, services and transportation, and increases in trade, logging and manufacturing. None of these changes, however, was large. Placements by industrial divisions included: manufacturing, 67; logging, 62; construction and maintenance, 168; trade, 79; and services, 712, of which 502 were of household workers. During the month 193 men and 61 women were placed in regular employment.

Quebec

There was an increase of nearly 18 per cent in the number of positions offered through employment offices in the Province of Quebec during September when compared with the preceding month, but a decrease of nearly 42 per cent in comparison with the corresponding month of last year. Placements were over 14 per cent higher than in August, but over 45 per cent fewer than during September, 1940. With the exception of a large decrease under construction and maintenance, due mainly to a reduction in highway construction and minor declines in farming and trade, all industrial divisions showed increases in placements over September of last year. The most important gains were in services, logging, transportation and manufacturing, but the improvement in these groups only partly offset the decline under construction and maintenance. Industrial divisions in which most of the placements were effected during the month were manufacturing, 888; logging, 3,107; farming, 128; transportation, 1,152; construction and maintenance, 2,636; trade, 214, and services 6,166, of which 5,132 were of household workers. Placements in regular employment numbered 7,945 of men and 2,019 of women.

Ontario

There was an increase of nearly 8 per cent in the number of positions offered through employment offices in Ontario during September when compared with the preceding month, but a decrease of nearly 19 per cent in comparison with the corresponding month of last year. Placements were nearly 3 per cent higher than in August, but nearly 19 per cent below those of September, 1940. Fewer placements were reported in construction and maintenance, farming, logging, and services than during September of last year, but these declines were partly offset by gains in manufacturing, transportation, mining and trade. The changes in all other groups were small. Placements by industrial divisions included manufacturing, 3,731; logging, 1,171; farming, 1,751; mining, 373; transportation, 597; construction and maintenance 2,843; trade, 620 and services 4,400, of which 2,986 were of household workers. There were 7,680 men and 2,268 women placed in regular employment.

Manitoba

Positions offered through employment offices in Manitoba during September called for nearly 22 per cent fewer workers than in the preceding month, but nearly 14 per cent more than during the corresponding month of last year. There was a decrease of nearly 19 per cent in placements when compared with August, but an increase of 16 per cent in comparison with September, 1940. Fairly large gains in placements in manufacturing and services accounted for the increase over September of last year. There was, however, in addition, improvement in trade, mining, and transportation. The increases in these divisions were partly offset by declines in farming, and construction and maintenance. Placements by industrial divisions included manufacturing, 613; logging, 134; farming, 751; construction and maintenance, 673; trade, 137 and services, 1,306, of which 843 were of

household workers. Placements in regular employment numbered 2,103 of men and 335 of women.

SASKATCHEWAN

Orders received at employment offices in Saskatchewan during September called for nearly 22 per cent fewer workers than in the preceding month and over 15 per cent fewer than during the corresponding month of last year. There was also a decrease in placements of 21 per cent when compared with August and of nearly 14 per cent in comparison with September, 1940. The decrease in placements from September of last year was entirely due to a decline in farming, as, of the small changes in all other groups the gains exceeded the losses. Industrial divisions in which most of the placements were effected during the month were manufacturing, 85; farming, 871; transportation, 61; construction and maintenance, 654; trade 62 and services 842, of which 580 were of household workers. There were 1,561 men and 288 women placed in regular employment.

ALBERTA

Employment opportunities, as indicated by orders received at employment offices in Alberta during September, were over 17 per cent below those of the preceding month and nearly 39 per cent fewer than during the corresponding month of last year. There was a decrease also in placements of over 16 per cent when compared with August and of nearly 38 per cent in comparison with September, 1940. There was a large decrease in farm placements when compared with September of last year and smaller losses in construction and maintenance, services and transportation. Small increases were reported in manufacturing and trade. Industrial divisions in which most of the placements were effected during the month were manufacturing, 217; logging, 155; farming, 1,047; construction and maintenance, 554; trade, 88 and services, 781, of which 540 were of household workers. Placements in regular employment numbered 2,027 of men and 345 of women.

BRITISH COLUMBIA

Opportunities for employment, as indicated by orders received at employment offices in British Columbia during September, were nearly 10 per cent better than in the preceding month, but over 3 per cent less favourable than during the corresponding month of last year. There was an increase of over 10 per cent in placements when compared with August, but a decrease of over 6 per cent in comparison with September, 1940. The decline in placements from September of last year was due to a decrease under construction and maintenance. This loss was largely offset by a fairly important increase in manufacturing and smaller gains in services and farming. The changes in all other groups were unimportant. Placements by industrial divisions included manufacturing, 1,050; logging, 93; farming, 276; transportation, 86; construction and maintenance, 900; trade, 128 and services, 1,465, of which 1,061 were of household workers. There were 1,824 men and 419 women placed in regular employment.

Movement of Labour

During the month of September, 1941, employment and claims offices made 29,658 placements in regular employment, 16,187 of which were of persons for whom the employment located was outside the immediate vicinity of the offices at which they were registered. Of the latter, 1,465 were granted the reduced transportation rate, granted by the Canadian Passenger Association, 884 travelling to centres within the same province as the despatching office and 581 to other provinces. The reduced transportation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the offices of the Employment Service, who may wish to travel to distant employment, for which no workers are available locally.

Transfers at the reduced rate in Quebec province numbered 437, of which 33 were provincial and 404 interprovincial. Of the former, Quebec despatched to Chicoutimi 8 labourers, to La Tuque 19 bushmen, one teamster and one cook, while Thetford Mines sent to La Tuque 4 bushmen. The interprovincial movement, which consisted entirely of bush workers originated, for the most part, in Hull, that office shipping 75 men to Port Arthur, 125 to Sudbury, 85 to Pembroke and 4 to Sault Ste. Marie, while to Sault Ste. Marie also journeyed 115 bushmen from Montreal. Ontario offices were responsible for the despatch of 745 persons, only one of whom went to employment in another province. From Port Arthur 172 bushmen, 18 cookees, 15 cooks, 10 tie makers, 10 carpenters, 4 teamsters, 6 repairmen, 3 clerks, one jack hammerman, one plumber, one electrician, one truck driver, one blacksmith and 83 labourers for highway and general construction went to points within the territory covered by that office, while, in addition, 121 miners, 46 smeltermen, 13 carpenters and 12 labourers, mostly for work in the mines, were sent to Sudbury. Fort William transferred to nearby centres 44 bushmen, 4 cooks, 3 cookees, one foreman, one clerk, one truck driver and 6 highway labourers, and to Sudbury, 27 miners,

9 smeltermen, 2 carpenters and 7 mine labourers. Sudbury was instrumental in the despatch of 60 bushmen, 5 cookees and 2 cooks to points within its own zone and of 6 bushmen to Port Arthur and 4 labourers to Sault Ste. Marie. From North Bay to Timmins travelled 6 bushmen, 2 cooks, one shovel operator and one compressor man, to Niagara Falls, 3 labourers, and to Port Arthur 4 dumper operators. Sudbury received from Pembroke 4 cookees and one blacksmith and Toronto received 22 carpenters, also from that office. The one interprovincial transfer was issued to a carpenter proceeding from Port Arthur to Estevan. In Manitoba, 145 persons took advantage of the reduced rate, one of whom went to a provincial situation and 144 outside the province. All of these received their certificates at the Winnipeg office. Destined to a point within the jurisdiction of that office journeyed one farm hand, while to Port Arthur were sent 44 bushmen, 41 cookees, 2 teamsters, 2 cooks, 3 miners, one fireman, 49 labourers for building construction and one waitress and to Estevan proceeded one cookee. Alberta transfers at the reduced rate numbered 105—of which 73 were provincial and 32 interprovincial. Of the former, Calgary shipped to Medicine Hat one labourer; Edmonton despatched to points within its own territory 40 bushmen, 9 cookees, 3 cooks, 5 miners, 2 carpenters, 2 hotel employees, one watchman and 8 labourers and to Drumheller one farmhand. Lethbridge sent to a centre within its own zone, one harvester. Interprovincial transactions were completed between Edmonton and Prince George and resulted in the despatch of 19 bushmen, one cook, one cookee, one mechanic, one handyman and 9 saw mill labourers. In British Columbia, there were issued 33 vouchers at the reduced rate—all provincial. From Vancouver to Kamloops travelled 28 cannery workers and one bulldozer operator, while from Vancouver to points within its own territory were conveyed 3 engineers and one hospital orderly.

Of the 1,465 workers who profited by the reduced transportation rate during September, 694 travelled by the Canadian National Railways, 764 by the Canadian Pacific Railway and 7 by the Temiskaming and Northern Ontario Railway.

In addition to the 2·5 cent rate referred to in the above, the special harvest transportation facilities allowed by the railway companies in the Prairie Provinces during the month of August and mentioned in the report for that month, prevailed throughout September. Under this arrangement the railway companies granted a special harvest rate of 1·5 cents per mile to all applicants upon presentation of certificates furnished by employment offices in Manitoba and Alberta, the movement being confined entirely to the localities within their respective provinces. During September, 45 persons in Manitoba and 30 in Alberta took advantage of the special rate, a total of 75. Of these, 31 were transported by the Canadian National Railways and 44 by the Canadian Pacific Railway.

Employment Conditions at the end of October

An earlier section of this report deals with the activities of Employment and Claims Offices during the month of September, together with statistical summaries for that period. Later reports received from these offices indicate that conditions at the end of October were as follows:—

Farmers in the Maritimes were busily harvesting their crops, a considerable acreage of grain having been cut while green for the winter feeding of cattle. Fall ploughing also was under way. Some 200 soldiers were released from Aldershot to help with the apple picking in the vicinity of Kentville and this was a great help to the labour situation. Fishing and logging, both, were quiet. Coal mines in the New Glasgow area worked 6 days per week, while those in Cape Breton and vicinity operated from 4 to 6 days. All manufacturing plants were running on full time and no idleness was reported by the iron and steel industry. National Defence projects were proceeding satisfactorily. Other building activity was confined chiefly to the erection of residences. Transportation was heavy and trade good. Great difficulty was experienced in the women's division in obtaining sufficient capable maids to fill all vacancies in domestic service.

Logging and mining in the province of Quebec, both, were very active but a great shortage of labour existed for bush operations. Nearly all manufacturing centres reported industries working at full capacity and in some localities they were running on a 24-hour schedule. Sherbrooke reported, however, that activity in the iron and steel group had decreased slightly, owing to lack of material. Much construction—building as well as highway—was progressing throughout

the province and skilled tradesmen, plumbers, carpenters and electricians were well employed. Transportation was busy. The situation in the women's domestic section showed improvement, with supply and demand about even and wages fairly high.

Seasonal farm work in Ontario was nearly completed, except for fall ploughing and routine chores, but competent farm hands were difficult to find. Lumbering operations were heavy and although more men were seeking this work, logging camps still were shorthanded, thus indications were that the volume of bush operations would be in ratio to the number of workers obtainable. At present the demand is unprecedented and could be of record proportions, judging by existing vacancies. At North Bay, it was expected the acute shortage of available workers would be relieved, to some extent, by the arrival of the usual mobile seasonal farmhands from the west, an influx of yearly occurrence, which can only be a fraction of that of other years. Mining showed little change. Factories continued busy, with very few lay-offs, and there was little shortage of required help. At Kenora, exceptionally high water along the Winnipeg river had compelled a partial shutdown at a local mill. The supply of skilled tradesmen, such as toolmakers, set-up men, sheet metal workers and machinists, was still below the number required, although several of these workers had been transferred into different localities from outside points. At St. Catharines, one of the leading plants was running a class under the War Emergency Training Scheme to take care of its turn-over of semi-skilled help. Building construction was brisk, especially in centres where National Defence projects were under way, although lack of material hampered some individual contracts. Skilled mechanics for these trades, also, were rather scarce and a shortage of unskilled labour, too, was felt in some districts. Many men were employed on sewer extensions and road paving and others were sent out on extra gangs for railways. All transportation was busy and trade was brisk. In the women's department numerous applicants had found employment at various munition plants, but, where industrial work was available, few women would fill vacancies in domestic service, thus the lack of help in hotels, restaurants and homes often became very pronounced.

Placements in farming in the Prairie Provinces had declined, as harvesting was about completed, but beet workers had been transferred to the district about Winnipeg to assist in the work there. Logging was very active, with available supply of men light. Mines, except at Edmonton, also were busy; experienced men were taken on quickly and there was a movement towards the trying out of others, who were inexperienced, but of suitable physique. Great interest is being shown in the northern end of the Turner Valley district, where some of the largest oil wells in the field have been brought in. The last one to be completed is one-half mile north of any of the existing wells and a test well is to be drilled on the Sarcee Reserve which, if successful, will extend the field north about another 15 miles. Manufacturing continued on a steady level. Building was much quieter, as the majority of contracts were nearing completion, however, work at several of the airports under construction was being held up, owing to lack of material. Trade was fair. In the women's department there was evidence that difficulty in obtaining experienced domestics was influencing employers in taking day workers more freely, on a daily or weekly basis.

Farming in British Columbia was quiet. At Victoria, the Farmers' Association, representing over 50 farmers, mostly in the dairy business, reported that only by great effort on the part of the farmers and their families had the industry been kept going, as available help was very unsatisfactory. Wages were high, but not sufficient to attract men who were moving into war work. In the fruit districts, apple picking was completed, but the fair weather came too late to prevent the loss of a large proportion of the various crops. While lumbering camps and sawmills continued active, there appeared to be little movement of labour. Mining was fairly steady. Salmon seiners at Nanaimo and on the Campbell River fished 4 and 5 days during the week, the number of days on which fishing was allowed being determined by the number of seiners operating. There were also good catches of herring, and considerable salmon was arriving from Alaska, but little employment was provided for local fishermen, as practically all the crews came from outside points. The construction of new homes was, by far, the most dominant factor

in the building industry, although house builders were finding it difficult to secure material. The increase had been brought about by the demand for housing accommodations for many additional workers required at the various shipbuilding centres. Tenders are now being called by the Wartime Housing Ltd. for 50 new dwellings in the municipality of Esquimalt, which will be chiefly of the four-room type. There was an increased demand for artisans at the shipyards, on account of the arrival of additional material; many labourers also were required for overhaul and fitting work; there was, likewise, a definite upward trend in the call for longshoremen. The domestic situation in the women's section still remained difficult, although a few applicants were coming in from the Prairie Provinces and more were expected as the season advanced.

REPORT OF THE EMPLOYMENT AND CLAIMS OFFICES FOR THE PERIOD JULY TO SEPTEMBER, 1941

EMPLOYMENT conditions, as indicated by business transacted by Employment and Claims Offices of the Unemployment Insurance Commission during the quarter July to September, 1941, showed a decrease from that of the corresponding quarter last year, both in vacancies listed and placements effected, the loss being over 14 per cent in each instance, the figures for last year being compiled from reports sent in by the offices of the Employment Service of Canada. This decline was chiefly accounted for by a heavy reduction in placements in construction, both building and highway, augmented by a smaller decline in farming. Gains were listed in all remaining industries, the highest in services, manufacturing, transportation and trade. All provinces registered decreases except British Columbia, where a small gain was recorded, the most pronounced losses being reported by Ontario, Quebec and Nova Scotia.

From the chart on page 1395 which accompanies the article on the work of the Employment and Claims Offices for the month of September, it will be noticed that the curve of vacancies in relation to applications declined somewhat during the first half of July, then showed an upward course until the middle of September, when the trend was again downward, while the curve of placements followed that of vacancies until the end of August, then showed a downward tendency throughout the month of September. At the close of the quarter under review, the level attained by the curve of vacancies was slightly higher and that of placements somewhat lower than those shown at the end of the corresponding period a year ago. During the period July to September, 1941, there was an average of 74·8 vacancies and 69·3 placements for each 100 applications for employment, as compared with 69·4 vacancies and 64·3 placements for each 100 applications during the corresponding quarter a year ago.

The average number of positions listed daily during the present quarter was 1,960, of applications registered 2,619, and of placements effected 1,813, in contrast with the daily average of 2,286 vacancies, 3,291 applications and 2,116 placements in regular and casual employment during the corresponding quarter of 1940.

During the three months July to September, 1941, the offices reported that they had made 142,583 references of persons to positions and had effected a total of 139,631 placements, of which 89,032 were in regular employment and 50,599 in casual work. Of the placements in regular employment, 71,540 were of men and 17,492 of women, while casual work was found for 22,143 men and 28,456 women. Records for the corresponding quarter of 1940 showed 162,912 placements, of which 121,671 were in regular employment and 41,241 in casual work. Applications for employment during the period under review were received from 136,756 men and 64,856 women, a total of 201,612, in contrast with a registration of 253,400 persons during the same period of 1940. Employers notified the Service during the quarter July to September, 1941, of 150,886 vacancies, of which 97,813 were for men and 53,073 for women, as compared with 175,986 opportunities for work during the corresponding period a year ago.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND

Industry	Nova Scotia			New Brunswick			Quebec			Ontario		
		Placements			Placements			Placements			Placements	
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
Manufacturing	995	825	169	251	58	185	4,520	4,080	111	11,458	8,731	1,758
Animal products, edible	6	2	4	13	2	11	68	49	12	182	106	73
Fur and its products				1	1		4	2				
Leather and its products	3		3	2		2	20	13	3	136	104	29
Lumber and its products	91	87	4	77	11	65	278	273	4	690	473	203
Musical instruments										5	2	3
Pulp and paper products	1	1		3		3	307	212	52	502	306	191
Rubber products				2		2	11	10	1	464	380	82
Textile products				2		2	206	158	1	904	677	213
Plant products, edible	23	16	7	27	9	14	74	68	3	1,179	1,006	180
Plant products, n.e.s							40	25	2	164	123	23
Wood distillates	6	6								1	1	
Chemical and allied products				7	1	6	47	34	10	745	509	79
Clay, glass and stone				4		4	120	117		368	276	79
Electric current	4	4					24	24		319	288	26
Electric apparatus	3		1	27	1	26	3	2	1	490	400	91
Iron and steel products	716	707	10	68	30	35	2,099	1,886	17	4,579	3,537	304
Non-ferrous metal products	140		140	3	3		1,175	1,168	5	261	231	27
Mineral products				15		15	21	21		183	85	94
Miscellaneous	2	2					23	18		286	227	61
Logging	133	118		81	29	52	7,366	6,934	3	3,975	2,481	61
Fishing and Hunting							1	1		4	2	1
Farming	161	140	21	38	19	19	667	656		5,410	3,626	1,743
Mining	20	14					85	78		881	1,044	23
Coal	11	3										
Metallic ores	19	11					78	71		844	1,012	13
Non-metallic ores							7	7		37	32	10
Communication	5	5					36	36	25	28	21	6
Transportation	148	14	134	65	11	52	3,629	293	3,281	1,805	454	1,299
Forwarding and storage	26	4	22	37		35	373	174	212	999	268	731
Railway	6	6		9	7	2	89	1	88	87	68	11
Shipping and stevedoring	116	4	112	19	4	15	3,167	118	2,981	719	120	557
Air												
Construction and Maintenance	2,911	2,562	345	456	360	95	7,885	7,422	213	11,698	9,798	1,503
Railway	3	2	1	7	7		60	54	12	1,343	1,357	17
Highway	481	185	296	5		5	1,751	1,646	46	1,968	1,289	589
Building and other	2,427	2,375	48	444	353	90	6,068	5,722	155	8,387	7,152	897
Services	4,161	458	3,564	2,193	306	1,800	21,431	5,951	10,663	13,571	3,944	8,637
Governmental	70	37	28	109	97	12	290	272	15	625	539	80
Hotel and restaurant	194	88	88	39	22	15	1,269	867	104	1,387	959	246
Professional	398	54	325	17	4	12	698	205	392	612	424	154
Recreational	87	6	72	5	1	4	209	55	134	518	133	373
Personal	267	22	244	474	25	446	898	502	350	1,916	234	1,672
Household	3,145	251	2,807	1,549	157	1,317	18,063	4,046	9,668	8,508	1,651	6,103
Farm household							4	4		5	4	
Trade	342	85	257	203	18	183	606	427	127	1,931	586	1,319
Retail	310	72	238	195	18	175	497	328	120	1,738	524	1,188
Wholesale	32	13	19	8		8	109	99	7	193	62	131
Finance				13		13	18	16		61	21	42
All Industries	8,876	4,221	4,490	3,300	801	2,405	46,244	25,894	14,423	50,822	30,708	16,392
Men	4,824	3,761	1,040	1,645	587	1,051	24,607	19,643	4,049	36,989	25,658	9,458
Women	4,052	460	3,450	1,655	214	1,354	21,637	6,251	10,374	13,833	6,050	6,934

CLAIMS OFFICES BY INDUSTRIES—JULY-SEPTEMBER—1941

Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements	
Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
1,032	**864**	**208**	**244**	**120**	**176**	**589**	**558**	**97**	**2,626**	**1,860**	**670**	**21,715**	**17,096**	**3,374**
14	10	4	45	4	41	6	6	5	91	48	42	425	227	192
14	1	13	4	.....	4	5	.....	.....	.....	.....	.....	28	4	17
13	7	6	5	.....	5	3	3	.....	.....	.....	.....	182	127	48
32	39	9	60	32	30	294	300	4	439	318	41	1,961	1,533	360
1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	6	2	4
27	14	13	.....	.....	.....	2	1	.....	81	53	25	923	587	284
3	3	.....	.....	.....	.....	.....	.....	.....	2	1	1	482	394	86
91	79	12	.....	.....	.....	5	3	1	16	12	4	1,224	929	233
87	33	54	26	1	25	65	19	46	107	80	22	1,588	1,232	351
34	25	9	3	3	.....	1	1	.....	18	9	9	260	186	43
.....	.....	.....	18	5	13	5	5	.....	85	71	6	115	88	19
506	495	10	.....	1	.....	3	3	.....	56	62	1	1,364	1,105	106
6	6	.....	26	2	24	28	27	1	16	9	7	568	437	115
6	4	2	3	3	.....	2	2	.....	27	24	3	385	349	31
16	10	6	1	1	.....	7	.....	6	8	3	5	555	417	136
149	116	58	36	64	21	130	162	32	1,561	1,101	455	9,338	7,603	932
3	3	.....	.....	.....	.....	.....	.....	.....	52	44	8	1,634	1,449	180
17	12	5	8	3	5	25	18	2	56	20	35	325	159	156
13	7	6	9	1	8	8	8	.....	11	5	6	352	268	81
77	**184**	.....	**16**	**14**	.....	**445**	**448**	.....	**272**	**269**	**10**	**12,365**	**10,417**	**126**
5	**4**	**1**	.....	.....	.....	.....	.....	.....	**1**	**1**	.....	**11**	**8**	**2**
3,729	**3,132**	**423**	**3,123**	**2,920**	**32**	**3,186**	**3,033**	**75**	**1,023**	**502**	**307**	**17,337**	**14,028**	**2,620**
51	**103**	.....	**53**	**27**	.....	**209**	**189**	**3**	**210**	**185**	**5**	**1,509**	**1,640**	**31**
1	8	.....	53	26	.....	87	70	.....	4	4	.....	156	111	.....
50	95	.....	.....	1	.....	66	66	.....	101	78	3	1,148	1,334	16
.....	.....	.....	.....	.....	.....	56	53	3	105	103	2	205	195	15
5	**3**	**2**	**7**	**4**	**3**	**12**	**7**	**5**	**4**	.....	**3**	**97**	**76**	**44**
109	**53**	**56**	**174**	**20**	**153**	**130**	**49**	**80**	**338**	**131**	**206**	**6,398**	**1,025**	**5,261**
62	15	47	172	18	153	108	31	77	195	49	145	1,972	557	1,422
42	33	9	.....	.....	.....	9	5	3	23	20	3	265	140	116
1	1	.....	.....	.....	.....	13	13	.....	119	61	58	4,154	321	3,723
4	4	.....	2	2	.....	.....	.....	.....	1	1	.....	7	7	.....
1,501	**1,472**	**191**	**1,388**	**1,229**	**197**	**2,187**	**1,941**	**189**	**3,086**	**2,361**	**734**	**31,112**	**27,145**	**3,467**
619	621	.....	284	248	36	637	629	.....	123	104	9	3,082	3,022	75
100	144	3	87	82	5	116	112	2	765	288	477	5,273	3,746	1,423
782	707	188	1,017	899	156	1,434	1,200	187	2,198	1,969	248	22,757	20,377	1,969
3,879	**1,296**	**2,640**	**3,177**	**1,373**	**1,556**	**3,311**	**1,379**	**1,246**	**4,338**	**1,393**	**2,867**	**56,061**	**16,100**	**32,979**
287	265	22	238	218	19	301	296	4	173	146	23	2,093	1,870	212
291	381	33	121	95	14	264	187	21	385	272	106	3,950	2,871	627
84	62	22	401	317	52	89	52	26	108	73	32	2,407	1,191	1,015
183	43	140	212	5	207	107	19	87	36	16	20	1,357	278	1,037
578	29	548	252	13	236	341	22	315	566	32	530	5,292	879	4,341
2,355	436	1,874	1,789	631	1,028	1,821	576	792	3,065	850	2,156	40,295	8,598	25,745
101	80	1	164	94	.....	388	227	1	5	4	.....	667	413	2
338	**125**	**214**	**158**	**22**	**135**	**178**	**28**	**146**	**382**	**137**	**240**	**4,138**	**1,428**	**2,621**
238	96	143	105	17	87	126	18	104	279	88	188	3,488	1,161	2,243
100	29	71	53	5	48	52	10	42	103	49	52	650	267	378
29	**15**	**14**	**4**	**4**	.....	**2**	**1**	**1**	**16**	**12**	**4**	**143**	**69**	**74**
10,755	**7,251**	**3,749**	**8,344**	**5,733**	**2,252**	**10,249**	**7,633**	**1,842**	**12,296**	**6,791**	**5,046**	**150,886**	**89,032**	**50,599**
7,593	6,218	1,686	5,980	4,645	1,195	7,625	6,565	970	8,550	5,463	2,694	97,813	71,540	22,143
3,162	1,033	2,063	2,364	1,088	1,057	2,624	1,068	872	3,746	1,328	2,352	53,073	17,492	28,456

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Value of Building Permits

IN view of the transference of the functions of the Employment Service of Canada to the Unemployment Insurance Commission, information formerly presented in this article concerning applications, vacancies and placements made by the offices of the Employment Service will now be found in the preceding article entitled "Activities of Unemployment Insurance Commission", under the heading "Report of Employment and Claims Offices for the month of September 1941". In this section information is given concerning the number of applications for work, existing vacancies and the number of placements made through the Employment Claims Offices of the Unemployment Insurance Commission. The latest available information concerning the employment situation in Canada is also given in another section, under the heading "Employment Conditions at the end of October".

The accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting September 1, was 12,633, the employees on their payrolls numbering 1,627,055, or 21,060 more than in the preceding month.

The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for September was 2,124 having an aggregate membership of 312,270 persons, 2·7 per cent of whom were without employment on October 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorganized workers who were without employment during the period reviewed.

Recorded in the concluding section of this article and indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

During September the total value of building permits granted in 58 of the larger municipalities was $8,074,919 compared with a total of $6,478,610 in September, 1940.

The Employment Situation at the Beginning of September, 1941, as Reported by Employers

Continuing the upward movement which has been indicated without interruption since the opening of the year, employment at the beginning of September showed another important expansion, according to data tabulated by the Dominion Bureau of Statistics from 12,633 establishments in eight main industrial groups. Their employees aggregated 1,627,055; this was an increase of 21,060 persons, or 1·3 per cent over the number on their payrolls at the beginning of August. The gain was not equal to that recorded in any of the five months immediately preceding, and was also smaller than the increase indicated at September 1, 1940, although it was slightly above the average for that date in the period since 1920.

Based on the 1926 average as 100, the index rose from 160·6 at August 1 to 162·7 at the date under review, when it was 23·6 per cent above the September 1, 1940, figure of 131·6, previously the maximum for the early autumn. The seasonally-adjusted index also showed a further upward movement, rising slightly from 156·3 at August 1 to 156·4 at the latest date. This was the nineteenth consecutive gain. The indexes in the last two months are the highest on record.

A summary of the returns on employment by industries shows further marked expansion in manufacturing, in which some 24,000 persons were added to the reported staffs. This was the largest increase at the beginning of September in any of the years since 1920; the average change in this period is a small fractional gain. The latest advance, amounting to 2·6 per cent, is therefore decidedly above normal.

The greatest additions to the working forces were in iron and steel factories, which absorbed an additional 7,750 persons, bringing the number employed by the reporting manufacturers to over 298,500, or 184 in each 1,000 of those on the payrolls of the firms furnishing returns in the eight leading industries. Vegetable food, textile, chemical, electrical appara-

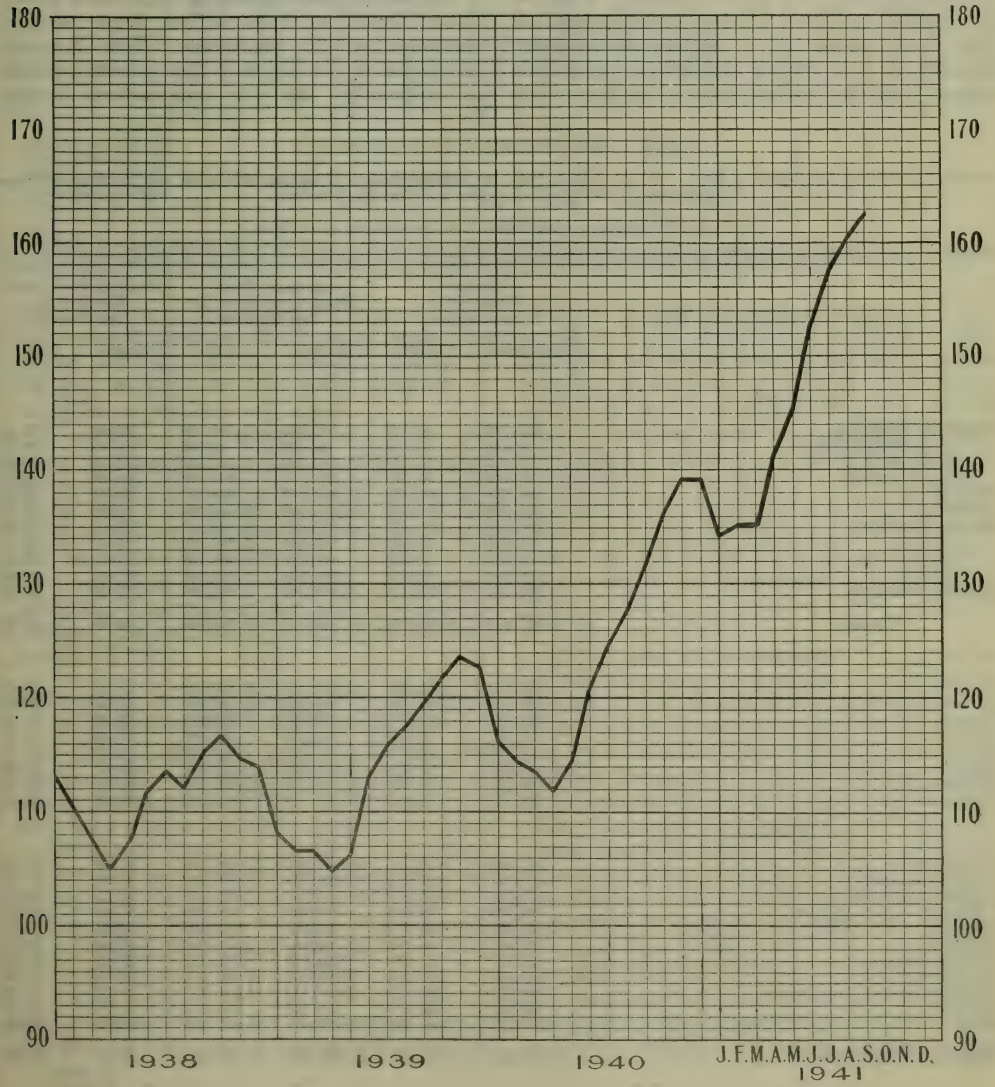
tus and non-ferrous metal product plants also reported greatly heightened activity.

Among the non-manufacturing groups, logging, mining, communications, transportation, building and wholesale trade reported moderate improvement; many of these gains were seasonal in character, but in some cases they were below normal in the experience of the years since 1920. Construction was quieter; the loss in this group, together with a slight falling-off in services and in retail trade, was sufficient to lower employment in the non-manufacturing division as a whole, some 3,000 workers having been released in such industries since August 1. The decline is contra-seasonal; in view of the existing labour situation, it is probable that demand for harvest labour resulted in the withdrawal of men from construction to work on their own or their friends' farms. However, the possibility is also suggested that the expansion in manufacturing and other industries more immediately concerned with the war effort is beginning to take place at the expense of other occupations.

The following are the crude indexes of employment for September 1 in recent years, the figures being calculated on the 1926 aver-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



38026—6

age as 100:—1941, 162·7; 1940, 131·6; 1939, 119·6; 1938, 115·1; 1937, 123·2; 1936, 107·1; 1935, 102·7; 1934, 98·8; 1933, 88·5; 1932, 86·0; 1931, 107·1; 1930, 116·6; 1929, 126·8; 1928, 119·1 and 1927, 111·0.

The employers furnishing data for September 1, 1940, had numbered 12,247, and their employees had aggregated 1,289,385, which was an increase of 2·9 per cent over their August 1, 1940, payrolls. The improvement then had also been widely distributed.

Number employed by establishments reporting fifty employees and over

An indication of the scope of the recently announced regulations respecting rates of wages and cost-of-living allowances may be obtained from the current survey of employment, the statistics for the establishments with 50 employees and over having been segregated. The totals given below include an unknown number of supervisors and other individuals whose positions and earnings place them outside the regulations of the wartime wages and cost-of-living bonus order.

Although the sample included in these surveys is unusually large, due to generally excellent co-operation from employers, it is nevertheless true that returns are not being received from all establishments coming within their purview. In any case, the number of firms in any grouping according to the number of employees will vary from month to month as a result of seasonal and other movements.

Of the 12,633 employers reporting in the eight main industrial groups, slightly over 5,300 had a staff of 50 or more at September 1; their employees numbered 1,476,364, or 90·7 per cent of the total working force of the establishments furnishing data at the latest date.

The regulations regarding wages and allowances apply to construction firms with a minimum of 10 employees. The Bureau's minimum for inclusion in the current surveys is ordinarily 15; the contractors having

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at Sept. 1 and at Aug. 1, 1941, by Establishments furnishing Statistics, and Earnings of these Employees in One Week in August and One Week in July.

(The payroll figures are preliminary and are subject to revision.)

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings reported for One Week in		Average Per Capita Earnings in One Week in	
	September 1	August 1	August	July	August	July
			$	$	$	$
(a) *Provinces*						
Maritime Provinces	**122,762**	**122,827**	**2,781,953**	**2,720,901**	**22·66**	**22·15**
Prince Edward Island	2,529	2,614	55,020	54,305	21·76	20·77
Nova Scotia	73,439	74,416	1,698,086	1,671,975	23·12	22·47
New Brunswick	46,794	45,797	1,028,847	994,621	21·99	21·72
Quebec	**495,220**	**488,620**	**12,066,667**	**11,620,517**	**24·37**	**23·78**
Ontario	**686,429**	**675,567**	**18,695,999**	**18,340,954**	**27·24**	**27·15**
Prairie Provinces	**184,243**	**183,524**	**4,912,242**	**4,844,166**	**26·66**	**26·40**
Manitoba	85,583	85,865	2,285,049	2,297,026	26·70	26·75
Saskatchewan	36,651	37,203	942,339	936,298	25·71	25·17
Alberta	62,009	60,456	1,684,854	1,610,842	27·17	26·64
British Columbia	**138,401**	**135,457**	**3,828,364**	**3,722,797**	**27·66**	**27·48**
Canada	**1,627,055**	**1,605,995**	**42,285,225**	**41,249,335**	**25·99**	**25·68**
(b) *Cities*						
Montreal	229,674	225,003	5,848,133	5,640,708	25·46	25·07
Quebec City	25,821	24,835	555,955	515,870	21·53	20·77
Toronto	204,647	200,779	5,484,467	5,367,906	26·80	26·74
Ottawa	20,660	20,683	482,115	485,365	23·34	23·47
Hamilton	55,702	54,819	1,577,540	1,520,867	28·32	27·74
Windsor	33,208	31,393	1,184,660	1,187,507	35·67	37·83
Winnipeg	54,027	53,614	1,349,717	1,366,489	24·98	25·49
Vancouver	56,175	54,847	1,512,834	1,456,429	26·93	26·55
(c) *Industries*						
Manufacturing	943,868	919,795	24,707,321	23,962,788	26·18	26·05
Durable goods	460,797	451,950	13,179,165	12,870,257	28·60	28·48
Non-Durable goods	463,311	448,170	10,913,192	10,476,227	23·55	23·38
Electric Light and Power	19,759	19,675	614,964	616,304	31·12	31·32
Logging	41,421	39,410	788,353	783,859	19·03	19·89
Mining	85,385	83,735	2,784,667	2,636,600	32·61	31·49
Communications	27,259	27,149	720,586	719,452	26·43	26·50
Transportation	133,440	132,344	4,373,938	4,227,266	32·78	31·94
Construction and Maintenance	193,331	201,824	4,498,882	4,580,677	23·27	22·70
Services	40,978	40,997	654,107	641,242	15·96	15·64
Trade	161,373	160,741	3,757,371	3,697,451	23·28	23·00
Eight Leading Industries	**1,627,055**	**1,605,995**	**42,285,225**	**41,249,335**	**25·99**	**25·68**

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1927	111·0	112·2	.....	.....	.....	110·5	110·5	114·4	.....	.....	.....	108·7
Sept. 1, 1928	119·1	115·4	.....	.....	.....	115·7	119·5	127·8	.....	.....	.....	115·5
Sept. 1, 1929	126·8	127·3	.....	.....	.....	120·5	126·9	143·3	.....	.....	.....	121·5
Sept. 1, 1930	116·6	122·5	.....	.....	.....	113·6	113·6	129·8	.....	.....	.....	114·6
Sept. 1, 1931	107·1	102·7	.....	.....	.....	109·8	100·7	130·0	.....	.....	.....	96·6
Sept. 1, 1932	86·0	87·8	.....	.....	.....	85·3	85·1	91·6	.....	.....	.....	82·8
Sept. 1. 1933	88·5	91·5	.....	.....	.....	87·0	88·1	90·7	.....	.....	.....	89·2
Sept. 1, 1934	98·8	101·8	.....	.....	.....	95·4	103·3	92·9	.....	.....	.....	96·2
Sept. 1, 1935	102·7	107·0	.....	.....	.....	99·3	103·9	100·5	.....	.....	.....	108·0
Sept. 1, 1936	107·1	114·4	.....	.....	.....	103·0	108·1	107·4	.....	.....	.....	109·3
Sept. 1, 1937	123·2	135·4	87·9	133·5	140·5	124·5	125·0	109·4	100·2	128·3	111·0	121·2
Sept. 1, 1938	115·1	113·2	112·7	122·2	102·4	118·1	115·0	112·2	100·6	136·2	114·2	112·0
Sept. 1, 1939	119·6	116·4	111·6	125·6	105·3	128·5	116·2	114·0	104·2	128·9	119·2	116·6
Sept. 1, 1940	131·6	127·3	117·0	136·7	116·4	136·4	134·8	117·0	109·1	119·3	127·8	126·7
Jan. 1, 1941	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
Apr. 1	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1	145·5	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
June 1	152·9	152·4	107·1	167·9	134·9	157·3	161·9	128·3	124·7	127·4	134·5	134·9
July 1	157·4	163·9	108·5	183·2	143·3	161·8	165·5	132·5	128·9	133·7	137·3	139·2
Aug. 1	160·6	164·2	134·6	184·5	140·7	167·6	166·5	135·6	130·9	134·2	143·8	146·6
Sept. 1	162·7	164·0	130·2	181·9	143·7	169·8	169·2	136·1	130·5	132·2	147·5	149·8
Relative weight of Employment by Provinces and Economic Areas as at Sept. 1, 1941	100·0	7·6	0·2	4·5	2·9	30·4	42·2	11·3	5·3	2·2	3·8	8·5

NOTE.—The "Relative Weight" as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

between 15 and 50 persons on their staffs at September 1 reported 15,275 employees, thus raising to 1,491,639 the known number of workers to whom, in the great majority of cases, the regulations will apply.

If statistics for financial institutions are added to those for the eight leading industries ordinarily coming, to a greater or lesser extent, within the scope of labour legislation, the co-operating establishments in the 50-and-over class rises to 5,500, whose employees at the beginning of September aggregated 1,529,854. This number does not include those employed by contractors in the 15 to 49 class, namely 15,275.

Comparison of the Employment Situation as at September 1, 1939 and 1941

As statistics became available for the first two years of the war, a brief comparison of the employment situation at September 1, 1941, with that indicated by employers at the outbreak of hostilities seems appropriate. While there were, on the whole, fairly large advances in the first 12 months of hostilities, the forward movement has been greatly accelerated in the second year, as the mobilization of resources gains in force.

At the outbreak of war, the number of persons employed by the co-operating manufacturers throughout the Dominion constituted 50·7 per cent of the total employees reported by firms in all industries, a proportion which has risen to 58 per cent of the much greater number of workers reported at September 1, 1941. In the 24 months of war, the recorded number of employees in manufacturing has increased by some 345,000, while the index has advanced by over 57 per cent. Meanwhile, employment in the non-manufacturing industries has gained by rather less than 15 per cent. Of the latter advance, a considerable proportion is due to activity in building and transportation, in both cases closely associated with the war effort.

Even more impressive than the expansion in manufacturing as a whole in the first 24 months of war, has been that indicated in the production of durable goods, in which 460,800 employees were reported by the firms co-operating at September 1, 1941; this was a gain of practically 98 per cent since September 1, 1939. The index then stood at 100·4, while the latest figure is 198·7. The iron and steel industries in particular have shown extremely noteworthy increases, the index having risen from 94·1 at September 1, 1939, to 220·8 at the same date in the present year, or by 134·6 per cent; the number now employed in iron and steel plants is more than double that in any other class of manufacturing. Employment in the production of electrical apparatus has

risen by 70 per cent in the last two years, and that of non-ferrous metal products by 85 per cent.

In the non-durable class, the expansion, though on a considerably smaller scale, has nevertheless been large, judged by pre-war standards. From 126·6 at September 1, 1939, the figure has risen to 168·3 at September 1, 1941, or by practically 33 per cent. Within this category there have been widespread and important gains, of which the greatest has taken place in chemicals, mainly to supply war needs. Employment in such plants has risen by 136·9 per cent, the index, at September 1, 1941, being 383·5. Possibly a clearer picture of the changes in employment in the consumers' goods group as a result of the war is conveyed if the figures for chemicals are

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

Industries	[1]Relative Weight	Sept. 1, 1941	Aug. 1, 1941	Sept. 1, 1940
Manufacturing	**58·0**	**181·5**	**176·9**	**138·4**
Animal products—edible	2·3	192·1	192·6	174·9
Fur and products	0·2	124·3	121·7	114·3
Leather and products	1·8	142·0	140·1	119·5
Boots and shoes	1·1	134·7	133·5	119·1
Lumber and products	4·2	128·0	128·3	107·6
Rough and dressed lumber	2·6	121·7	123·5	104·5
Furniture	0·6	116·2	114·3	96·6
Other lumber products	1·0	161·9	158·8	127·8
Musical instruments	0·2	92·9	93·2	75·7
Plant products—edible	3·4	172·2	150·5	140·9
Pulp and paper products	5·1	133·6	132·7	121·5
Pulp and paper	2·3	126·5	125·8	117·8
Paper products	0·9	181·4	176·1	147·5
Printing and publishing	1·9	126·5	126·8	117·5
Rubber products	1·1	139·1	135·3	118·0
Textile products	8·8	163·8	160·7	146·6
Thread, yarn and cloth	3·3	176·1	175·0	158·4
Cotton yarn and cloth	1·6	132·3	131·3	121·7
Woollen yarn and cloth	0·7	189·9	189·4	174·6
Artificial silk and silk goods	0·7	591·9	592·5	504·7
Hosiery and knit goods	1·5	144·2	144·3	136·2
Garments and personal furnishings	3·0	161·8	155·0	144·0
Other textile products	1·0	164·9	161·5	135·4
Tobacco	0·6	112·9	109·9	105·9
Beverages	0·8	222·1	220·8	184·9
Chemicals and allied products	2·9	383·5	365·0	208·1
Clay, glass and stone products	0·9	135·4	137·5	111·6
Electric light and power	1·2	155·2	154·5	146·4
Electrical apparatus	1·9	225·1	218·0	160·6
Iron and steel products	18·4	220·8	215·3	136·6
Crude, rolled and forged products	1·8	226·4	222·1	166·9
Machinery (other than vehicles)	1·4	223·4	212·8	152·5
Agricultural implements	0·5	104·8	106·8	79·0
Land vehicles	7·4	190·1	186·8	117·6
Automobiles and parts	2·2	247·9	245·6	163·5
Steel shipbuilding and repairing	1·4	494·6	472·4	258·5
Heating appliances	0·3	165·0	165·4	143·3
Iron and steel fabrication (n.e.s.)	1·0	246·8	243·4	166·9
Foundry and machine shop products	0·8	241·8	237·6	149·4
Other iron and steel products	3·8	291·7	280·0	149·7
Non-ferrous metal products	2·7	297·5	292·0	203·8
Non-metallic mineral products	0·9	189·2	189·5	180·9
Miscellaneous	0·6	237·7	220·5	152·2
Logging	**2·6**	**139·6**	**132·8**	**126·8**
Mining	**5·2**	**181·6**	**178·1**	**170·2**
Coal	1·6	94·9	89·6	91·2
Metallic ores	2·9	377·5	377·7	350·0
Non-metallic minerals (except coal)	0·7	164·2	160·1	159·8
Communications	**1·7**	**102·0**	**101·6**	**92·1**
Telegraphs	0·5	126·5	125·7	110·2
Telephones	1·2	95·4	95·1	87·2
Transportation	**8·2**	**105·9**	**105·0**	**94·6**
Street railways and cartage	2·3	153·2	151·6	137·5
Steam railways	4·4	90·0	89·7	81·5
Shipping and stevedoring	1·5	111·4	109·1	97·5
Construction and maintenance	**11·9**	**153·9**	**160·7**	**121·1**
Building	4·2	158·2	155·9	116·5
Highway	4·9	203·4	224·9	166·8
Railway	2·8	104·3	106·9	82·0
Services	**2·5**	**183·9**	**184·0**	**157·1**
Hotels and restaurants	1·6	181·5	182·3	156·9
Personal (chiefly laundries)	0·9	188·1	187·0	157·4
Trade	**9·9**	**157·5**	**156·8**	**142·9**
Retail	7·4	163·2	163·4	147·5
Wholesale	2·5	142·3	139·2	130·7
All Industries	**100·0**	**162·7**	**160·6**	**131·6**

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

eliminated; in this case, the index for the non-durable goods would be 158·0, an increase of 26 per cent over the similarly constructed index of 125·0 at September 1, 1939.

In the non-manufacturing industries as a whole, there was no general change in the first year of war; logging was decidedly more active and mining, communications, transportation, services and trade showed generally moderate increases, but there was a decline in construction; this was largely due to curtailment in highway construction and maintenance in accordance with the policy of the various Governments to conserve resources by postponing all but essential work for the post-war period. In the second year of war, however, there was a general increase of some 15 per cent in the non-manufacturing class, to which the various divisions contributed to a greater or less extent. The advance in construction as a whole in the two years has been very slight, due, as already explained, to a slackening of road work; building, however, has been decidedly busier. The employment recently afforded in the latter has been largely in connection with the war effort, to meet the requirements of the expanding armed forces and to house war industries, many other classes of building construction having been curtailed as a result of the existing situation. Transportation showed a substantial gain, amounting to some 18 per cent. The improvement in trade is due, in the main, to the general increase in consumers' purchasing power resulting from the growing volume of employment.

Each of the provinces has reported a considerable increase in the number at work, the smallest gain being in Saskatchewan, where heightened activity in manufacturing, transportation and other industries has been largely offset by a contraction in highway work. The expansion as indicated in these general indexes for the provinces has been particularly outstanding in Ontario, where much of the heavy industry in the Dominion is situated; that in Quebec is also impressive, and would appear even more so were it not that the large program of road work underway in 1939, has since been considerably curtailed. In manufacturing, however, the increase in Quebec is proportionately rather greater, the index for such industries having risen by approximately 62 per cent, as compared with the gain of 60 per cent in Ontario during the first 24 months of war.

Employment in the eight leading centres as a whole is more active than in any previous period, the index having advanced by 44½ per cent since the outbreak of hostilities. This increase exceeds that of 36 per cent reported generally in the Dominion. Nevertheless, an all-industries index for the cities as a unit continues below the general figure for Canada.

In the centres for which data are segregated, the growth has ranged from that of 32 per cent in Winnipeg, to 67·7 per cent in Hamilton and 112·2 per cent in Windsor. In six of these eight cities, the expansion has been greater than that in the Dominion as a whole. This development is to be expected in view of the concentration of manufacturing in the larger centres. Thus, at the beginning of September, 50·1 per cent of all those reported in manufacturing in Canada were in the eight leading cities. This proportion exceeds that of 46·7 per cent indicated in September of 1939.

In addition to the large numbers of workers absorbed by industry in the first 24 months of war (the co-operating firms alone having enlarged their personnel by some 431,000), there has also been a considerable transference of wage-earners and other persons into the armed forces.

Statistics of Earnings

The results of the sixth tabulation of statistics of weekly earnings as reported by establishments ordinarily employing 15 persons and over, are contained in the present bulletin. The figures are subject to correction.

The 1,627,055 men and women employed at September 1 by the 12,633 firms furnishing information to the Dominion Bureau of Statistics were paid $42,285,225 for services they rendered in the final week in August. In their last returns, these establishments had indicated a staff of 1,605,995 employees, whose earnings in the period of observation in July had amounted to $41,249,335. Thus, a gain of 1·3 per cent in the number of workers was accompanied by an advance of 2·5 per cent in the aggregate payrolls, with the result that there was a further increase in the average per capita earnings, which rose from $25.68 in the last week in July to $25.99 in the same period in August.

In the last survey of employment and payrolls it was stated that the earnings of the 1,605,580 employees reported by the establishments whose returns were then tabulated had amounted to $41,330,624 in the last week in July, a per capita average of $25.74. There were some revisions in the figures for most of the provinces, cities and industries, due to the correction of errors in the reported information which became apparent only by comparison with the statistics for the pay periods in the succeeding month.

The statistics of earnings must in all cases be regarded as preliminary.

A brief review of the data for the leading industries shows that the 943,868 employees of the co-operating manufacturers were paid $24,707,321 for their services in the last week in August. The same firms had employed 919,795 persons at the beginning of August, and had disbursed $23,962,788 in earnings. The increase of 2·6 per cent in the number of employees was accompanied by that of 3·1 per cent in their aggregate earnings. The per capita average accordingly also showed a gain, rising from $26.05 in the last week in July to $26.18 in the last week in August.

Largely as a result of seasonal factors, the growth in the number of employees and in the payrolls reported by producers of non-durable goods at the first of September was greater than that in the production of durable goods; the former, with an increase of 3·4 per cent in employment, showed a 4·2 per cent advance in the earnings distributed, while in the durable goods group, an increase of two per cent in the number of employees was accompanied by a gain of 2·4 per cent in the reported payrolls.

The production of durable goods accounted for approximately 28 per cent of those reported in the eight leading industries, while the earnings of such persons constituted more than 31 per cent of the total amount disbursed in earnings by the co-operating establishments in the last week in August.

The per capita average in the heavy industries was above the all-industries, or the total manufacturing figure, the relatively high rates of wages therein being supplemented by much overtime work.

Manufacturing.—The highest earnings in the manufacturing classes were those in the production of miscellaneous non-metallic mineral products, mainly petroleum products; those in the iron and steel and printing and publishing industries were also unusually high. These classes employ a large proportion of males, and require many highly skilled and experienced workers.

The lowest per capita averages were reported in the tobacco, leather, textile and vegetable food groups, most of which employ a considerable proportion of females; not only are the earnings in these categories affected by the sex distribution, but also by the age distribution of the employees therein, the women workers tending, in the main, to belong to the younger age groups. In considering the relative earnings, it must also be noted that the existence or the absence of overtime work is also a factor, while the employment of any considerable number of casual workers greatly affects the per capita earnings in an industry. An illustration of this is found in the fruit and vegetable canneries, where the work, depending upon the supply of the foods to be processed, is irregular and the earnings are consequently below the average.

Logging.—In logging, there was a considerable increase in the number of employees reported, accompanied by a much smaller gain in the aggregate earnings; it is probable that many of the additional workers were not employed throughout the pay period for which information was furnished. The per capita average showed a decline, falling from $19.89 in the last week in July, to $19.03 in the last week in August. It must again be mentioned that the figures of earnings given in this review make no allowance for the value of board and lodging, frequently a part of the remuneration of bushmen.

Mining.—Employment in mining showed greatest activity, and there was a relatively large increase in the aggregate earnings, probably due to seasonal causes, particularly in the case of coal-miners. The statistics showed that 85,385 persons were paid $2,784,667 for their services in the last week in August, a per capita figure of $32.61. The average per employee in the last week in July had been $31.49.

Communications.—In communications, there was an increase of 0·4 per cent in the number employed, and the payrolls disbursed were higher by 0·2 per cent, resulting in a decline of seven cents in the per capita earnings, which were given as $26.43 in the latest period of observation.

Transportation.—The transportation industries reported at September 1 an aggregate working force of 133,440 men and women, whose earnings in the one week amounted to $4,373,938. These figures were higher by 0·8 per cent and 3·5 per cent, respectively, than in the preceding report. There was accordingly a further increase in the average earnings of the individual, which were $32.78 in the last week in August, as compared with $31.94 in the same period in July. All three branches of transportation shared in the increase in employment, and also in the higher payrolls disbursed.

Construction.—Construction, on the whole, was quieter, there being a decline of 4·2 per cent in the number of workers, while the earnings showed a reduction of 1·8 per cent. There was a curtailment of work on the highways and in the railway construction and maintenance group, but building showed a further advance. Since the earnings reported in buildings generally exceed those in either of the other two classes of construction, these

differences in trends resulted in a considerable increase in the per capita earnings in the group as a whole; these rose from $22.70 in the last week in July to $23.27 in the period of observation in August.

Services.—The service establishments furnishing returns reported an insignificant falling-off in the number of their employees, but the earnings were higher, possibly due to rather greater regularity in employment. Accordingly, the per capita earnings showed a moderate increase, from $15.64 in July, to $15.96 in the last week in August. These averages are lower than those in any other group, partly because of the employment of a considerable proportion of female and part-time workers in services; further, the earnings quoted exclude the value of board and lodging which is frequently a part of the remuneration of the staffs of hotels and restaurants. This group accounts for over 60 per cent of those employed by the establishments co-operating in the service industry.

Trade.—In trade, there was a moderate gain in the number of employees and a rather larger rise in the aggregate payroll distributed; the former was higher by 0·4 per cent, and the latter by 1·6 per cent. The reported per capita earnings therefore showed an increase, being $23.28 in the last week in August, as compared with $23 in the last week in July.

The present report shows, for the first time, statistics of earnings in financial organizations, in which 63,202 persons were reported to have earned $1,803,496 in the last week in August, a per capita average of $28.54. The inclusion of the figures for financial organizations raises the per capita average for the Dominion from $25.99 to $26.08. The statistics for the provinces and the eight leading cities do not yet include the employees and the earnings in the financial group, but later on the provincial and city distribution of these employees and the earnings in such industries will be shown.

Provincially and by Economic Areas.—The payrolls reported in all provinces except Manitoba, were higher in the last week of August than in the corresponding period in July. In Manitoba, there was a moderate falling-off in employment, together with a slightly larger loss in the aggregate earnings; the per capita earnings therefore declined, falling from $26.75 in the final week in July to $26.70 in the last week in August. In all other provinces, the aggregate and per capita earnings showed increases. The gain of 4·6 per cent in the total payroll distributed by the firms co-operating in Alberta was proportionately the largest, while the greatest increases in the money disbursed were reported in Quebec and Ontario, where they amounted to $446.150 and $355.045, respectively.

Eight Leading Cities.—Employment advanced in Montreal, Quebec City, Toronto, Hamilton, Windsor, Winnipeg and Vancouver, and in Montreal, Quebec, Toronto, Hamilton and Vancouver there were also increases in the payrolls disbursed. These five centres accordingly showed higher average earnings in the last week in August than in the same period in July. In Windsor and Winnipeg, on the other hand, the earnings were lower, despite the larger numbers on the payrolls; the losses in aggregate and average earnings were due in the main to a difference in the time worked by employees in the more highly paid classes, partly resulting from shortage of materials occasioned by industrial disputes.

Employment by Economic Areas

Firms in Prince Edward Island, Nova Scotia, Manitoba and Saskatchewan showed a slowing-up in employment; in the first three provinces, this took place in the non-manufacturing industries, offsetting improvement in manufacturing. In Saskatchewan, however, the trend was also downward in manufacturing. Continued expansion was indicated in the remaining provinces, mainly in manufacturing. The general gains ranged from 1·4 per cent in Quebec to 2·6 per cent in Alberta, while the largest increase, amounting to 10,862 workers, or 1·6 per cent, was reported in Ontario.

In all provinces the employment afforded by industrial establishments was at a higher level than at September 1 of last autumn. In the last two months, industrial activity in four of the five economic areas—the Maritimes, Quebec, Ontario and British Columbia—has been greater than in any preceding month in the record of 21 years; in the Prairie Area, the index of employment is higher than in any other month since the late summer of 1929.

Maritime Provinces.—Activity decreased in Prince Edward Island and Nova Scotia, but gained in New Brunswick, with the result that there was a slight decline in employment in the Maritime Provinces as a unit. This was seasonal in the experience of the years since 1920, although the trend at September 1 in the more recent years of this period has been upward. At the beginning of September, 1940, a substantial gain had been indicated; the volume of employment then, however, was considerably less than at the latest date. Manufacturing reported decided improvement, particularly in the iron and steel divisions, while there were smaller increases in pulp and paper and edible plant products. Among the non-manufacturing classes, logging, transportation, highway construction and maintenance, services and trade showed curtailment.

Statistics were received from 900 firms in the Maritime Provinces, whose staffs aggre-

gated 122,762 workers at September 1, 1941, compared with 122,827 in the preceding month. A large increase had been indicated at the beginning of September of last year, when the 859 employers furnishing data had reported 94,585 persons on their payrolls. The index then was nearly 37 points lower than at the latest date, when it stood at 164·1.

Quebec.—The trend in Quebec continued upward; the improvement exceeded the usual seasonal gain at September 1 in the years since 1920, but was not so pronounced as that noted at the same date in 1940. There were important gains in transportation, logging and manufacturing, with smaller advances in mining and services. Trade showed little general change, while construction released employees. The loss in the latter was in work on the roads, there being an upward movement in building and also in railway construction and maintenance. Within the manufacturing division, the largest additions to the payrolls were in iron and steel, in which over 2,500 accessions to the working forces were reported. Textile, chemical, electrical apparatus, non-ferrous metal, rubber and leather plants also afforded more employment; animal and vegetable food and lumber factories, on the other hand, were slacker.

The working force of the 3,159 establishments co-operating in Quebec included 495,220 employees, as against 488,620 at August 1. Employment at the latest date was in greater volume than in any other month in the nearly twenty-one years during which the current surveys have been made. The index stood at 169·9, as compared with 136·4 at the beginning of September, 1940, when statements had been tabulated from 3,077 firms employing 390,973 men and women, compared with 374,362 in the preceding month.

Ontario.—In Ontario, 5,469 businessmen reported considerable additions to their staffs, which were enlarged from 675,567 at the first of August to 686,429 at September 1. This increase of 10,862 persons at 1·6 per cent, has only twice been exceeded at September 1 in the years since 1920. The gain was decidedly larger than that indicated at the same date last year; the index then, at 134·8, was many points lower than the latest figure of 169·2, the maximum to date.

Manufacturing recorded a further substantial advance, almost 12,800 persons being taken on in such establishments. There was marked improvement over August 1, 1941, in the iron and steel and vegetable food group, together with smaller gains in the pulp and paper, textile, rubber, chemical, non-ferrous metal, electrical apparatus and some other classes, while the working forces of animal food, lumber and clay, glass and stone plants slightly declined. In some of these industries, the increases were seasonal in character.

Among the non-manufacturing divisions, logging, transportation and hotel and restaurants showed heightened activity. Building, mining, communications and trade reported little general change, while in highway and railway construction and maintenance, there were considerable reductions in personnel.

The 5,305 employers co-operating at September 1 in 1940 had a working force of 538,252 men and women, as compared with 530,414 in the preceding month.

Prairie Provinces.—Further moderate advances, on the whole, were indicated in industrial employment in the Prairie Provinces at the beginning of September; there was a slowing-down in Manitoba and Saskatchewan, but decided improvement was shown in Alberta. The general index, at 136·1, was over 19 points above that of September 1, 1940; it was also higher than in any other month since September, 1929.

Data for the date under review were tabulated from 1,781 firms with 184,243 employees, as compared with 183,524 in the preceding month. This increase of 0·4 per cent was not equal to that reported at the same date in 1940, being also rather less than the average gain at the beginning of September in earlier years for which information is on record.

Manufacturing, mining, transportation and trade afforded more employment; the increases in manufacturing, which were particularly large, took place mainly in the chemical and iron and steel plants. On the other hand, services and construction and maintenance were slacker.

For September 1, 1940, 1,718 establishments had reported a staff of 153,223 persons, a gain of 1·9 per cent over the preceding month.

British Columbia.—Employment in British Columbia showed continued expansion at September 1; the improvement, which was above-average for the season of the year, resulted in the establishment of a new high index. This stood at 149·8, being 18·2 per cent higher than the September 1, 1940, figure of 126·7. Transportation and construction reported a falling-off, but in other industries the trend was upward. There were slight gains in mining, communications and services; those in trade and logging were larger, although they were still on a moderate scale, while manufacturing establishments reported considerable improvement, that in lumber, iron and steel, non-ferrous metal and food factories being most extensive.

The working forces of the 1,324 employers furnishing data in British Columbia rose from

135,457 in the preceding month, to 138,401 at the beginning of September. At the same date last year, 1,288 firms had made returns, showing an aggregate staff of 112,352. The index then stood at 126·7, many points below the latest figure of 149·8.

Table II gives index numbers by economic areas.

Employment by Citites

Employment advanced in seven of the eight cities for which statistics are segregated, firms in Montreal, Quebec City, Toronto, Hamilton, Windsor, Winnipeg and Vancouver showing improvement since Aug. 1, while little general change was indicated in Ottawa. The staffs reported by employers in all these cities were decidedly larger than at Sept. 1, 1940; industrial employment was also more active than in any other month of the record, except in Ottawa, where the index was fractionally lower than at Aug. 1, 1941, but was otherwise at the peak.

Montreal.—Employment in Montreal increased substantially at the beginning of September, 4,671 persons having been added since Aug. 1 to the paylists of the 1,833 co-operating firms, who employed 229,674. Considerable improvement was noted in manufacturing, particularly of iron and steel and textile products, but vegetable food, leather, electrical apparatus, non-ferrous metal and many other factories were also busier. Among the non-manufacturing industries, shipping, services and trade showed heightened activity, while there was a falling-off in construction.

A similar advance, on the whole, had been made at Sept. 1, 1940, when data were received from 1,797 employers of 183,489 men and women; the index was then nearly 34 points lower. The latest figure (151·6), was the highest in the record.

Quebec.—A further gain was indicated in Quebec, according to 219 establishments having 25,821 workers, as compared with 24,835 in the preceding month. The index, at 186·2, was many points above the Sept. 1, 1940, figure of 138·9, previously the maximum for that date. Manufacturing showed an important increase at the beginning of September, mainly in chemical and iron and steel plants. Moderate improvement was reported in transportation and construction, while trade was quieter.

A smaller advance had been reported by the 216 concerns making returns for the beginning of September last year, when their staffs had aggregated 19,302.

Toronto.—There was substantial improvement in manufacturing, chiefly in textiles and iron and steel, while leather, vegetable food, printing and publishing, chemical, electrical apparatus and other divisions also showed an upward movement. Trade was rather more active; construction was quieter, while little general change was noted in other non-manufacturing industries. Statements were received from 1,888 employers of 204,647 men and women, a number greater by 3,868 than at Aug. 1. Expansion on a larger scale had been indicated at the same date of a year ago, when employment was, however, decidedly below its present level; the Sept. 1, 1941, index of 159·5 was the highest yet indicated in these surveys of employment.

The firms furnishing information for the beginning of September of last year had numbered 1,819, and their employees, 166,533.

Ottawa.—Little general change was noted in Ottawa, there was a decline in construction, while manufacturing, trade and services were rather brisker. The 243 establishments making returns reported 20,660 workers, compared with 20,683 in the preceding month. At Sept. 1, 1940, a larger decrease had been indicated by the 238 co-operating employers, who had provided jobs for 16,878 workers; the index was then many points lower.

Hamilton.—Manufacturing showed further important expansion, chiefly in the iron and steel division. Among the non-manufacturing classes, building and trade were quieter, while other groups showed little change on the whole. Three hundred and forty concerns in Hamilton had 55,702 persons on their payrolls, as compared with 54,819 at Aug. 1. A slightly greater advance had been indicated at the beginning of September of a year ago, when industrial employment was at a much lower level, according to information from 335 firms with 42,301 employees.

Windsor.—Heightened activity was reported in Windsor, where the 200 establishments making returns had 33,208 men and women on their staffs, as against 31,393 in the preceding month. Food and iron and steel plants afforded more employment, the gain in the last-named being substantial. Construction was also busier, while the changes in other non-manufacturing industries were slight.

The increase noted at the same date of last year had been larger, but the general index was then many points lower; a personnel of 23,386 had been indicated by the 193 employers furnishing statistics for September 1, 1940.

Winnipeg.—Employment in Winnipeg showed its sixth successive advance; this took place mainly in manufacturing, notably of chemical products, and in trade. Construction, however, released a considerable number of men. Little general change was shown in the other

industrial divisions. An aggregate staff of 54,027 men and women was reported by the 555 co-operating establishments, which had employed 53,614 in the preceding month. A greater increase had been indicated at the same date in 1940 by the 536 firms whose statements were received, and whose employees had numbered 46,221; the latest index of 129·6 was the highest on record.

Vancouver.—There was an upward movement in industrial activity in Vancouver, according to information received from 584 employers of 56,175 persons, as against 54,847 at August 1. Manufacturing plants reported larger staffs, chiefly in vegetable food and iron and steel, the changes in other classes being slight. Among the non-manufacturing divisions, construction and trade were busier, while transportation was rather quieter.

A smaller increase had been indicated by the 559 establishments co-operating at September 1, 1940, when they had 43,788 workers. The latest index, of 159·4, was the maximum so far recorded in the period for which data are available for Vancouver; this figure was over 30 per cent higher than that of 128·9 at September 1 of last year, previously the high index for September in the period of observation.

Employment by Industries

Manufacturing.—Employment in manufactures showed important expansion at September 1, the 6,958 co-operating employers enlarging their payrolls from 919,795 at August 1, to 943,867 at the date under review. This increase of 24,072 persons, or 2·6 per cent was decidedly larger than usual for the time of year. The number of employees added to the working forces was not exceeded in any earlier September for which information is available, although the percentage gain was fractionally less than at September 1 in either 1940 or 1938.

Based on the 1926 average as 100, the index rose to a new all-time maximum of 181·5. In the preceding month, the figure was 176·9, while at September 1, 1940, it had been 138·4. The pre-war peak index for September was 121·2, in 1937.

Reflecting the greater-than-average increase at the latest date, the seasonally-adjusted index showed a further advance, rising from 173·0, at August 1, to 176·4 at the beginning of September. These two figures, like the corresponding unadjusted indexes, are the highest on record.

An analysis of the returns from manufacturers shows a particularly noteworthy contra-seasonal increase in iron and steel, most branches of which were decidedly busier; the greatest gains took place in the crude, rolled and forged, general machinery, railway locomotive and car, automobile, aeroplane and fire arm groups. The general increase of 7,750 workers, or 2·7 per cent, in this division raised the index to the new all-time peak of 220·8 at September 1, 1941. Vegetable food, textile and chemical factories also showed unusually large advances for the time of year. Increases which were rather smaller than those in the foregoing, but were nevertheless substantial, were reported in the leather, rubber, pulp and paper, electrical apparatus, non-ferrous metal and miscellaneous manufacturing divisions. On the other hand, a falling-off was noted in animal food, lumber and clay, glass and stone factories. The trend in factory employment was favourable in all provinces except Saskatchewan; the gains of 12,742 employees reported in Ontario and of 5,522 in Quebec were most pronounced.

The unadjusted indexes of employment in manufacturing at September 1 in recent years, based on the 1926 average as 100, are as follows:—1941, 181·5; 1940, 138·4; 1939, 115·3; 1938, 113·8; 1937, 121·2; 1936, 105·9; 1935, 100·8; 1934, 94·3; 1933, 86·8; 1932, 83·1; 1931, 94·7; 1930, 108·2; 1929, 119·8; 1928, 115·9 and 1927, 106·8.

For September 1, 1940, 6,743 manufacturing establishments had reported 712,177 men and women on their staffs, compared with 691,348 in the preceding month; this was a gain of 20,839 workers, or 3 per cent, over August 1, 1940.

Logging.—Employment in logging camps showed seasonal expansion at the beginning of September, according to the 404 firms making returns, whose employees aggregated 41,421, compared with 39,410 in their last return. The increase took place mainly in Quebec, with smaller advances in Ontario and British Columbia. The number engaged in bush work at September 1 was decidedly larger than at the same date in 1940, or any other autumn of the record except that in 1937.

Mining.—Coal-mining afforded considerably more employment and there were small additions to the personnel of other non-metallic mineral mines, while the extraction of metallic ores showed a very slight decline. On the whole, there was an increase of 1,650 in the staffs of the 415 operators furnishing data; they had 85,385 workers at September 1. Improvement on a smaller scale had been indicated at the beginning of September of a year ago, when the index was over eleven points lower.

Communications.—Further moderate gain was noted in communications, in which the companies reporting employed 27,259 persons,

as compared with 27,149 in the preceding month. Employment on both telephones and telegraphs was rather brisker, being at a slightly higher level than in any other month in the period since 1931.

Transportation.—Employment in this industry again increased, improvement being reported in steam railway operation, in local transportation and in shipping and stevedoring. A combined working force of 133,440 men and women was indicated by the 552 companies and divisional superintendents furnishings statistics in this group, as against 132,344 at August 1. The expansion is not equal to the average at September 1 in the years since 1920. Nevertheless, the latest index is higher than at the same date of last autumn, or of any other year since 1930.

Construction and Maintenance.—Building construction reported heightened activity, while work on the roads and in the track departments of the railways decreased. The payrolls of the 1,426 contractors whose returns were tabulated included 193,331 employees, or 8,493 fewer than in the preceding month. In the experience of the last six years, the decline at September 1 is contra-seasonal; prior to 1935, however, the trend at that date had been almost uninterruptedly downward, the losses probably being associated with harvesting operations. A considerable advance had been noted in the same month of last autumn, but the index was then over thirty points lower than that of 153·9 at the latest date; this is the highest figure for September in any year since 1931.

Services.—Employment in the service group showed little general change; 613 employers had 40,978 men and women on their staffs, compared with 40,997 at August 1. This slight decline is contrary to the usual trend at the beginning of September in the years since 1920. However, the index of employment was at the maximum for the early autumn in the last twenty-one years.

Trade.—Retail trade reported a slackening, while wholesale houses showed heightened activity. On the whole, merchandising establishments afforded more employment, the 2,204 returns tabulated indicating an increase of 632 employees. The reported staffs aggregated 161,373. Activity was at a higher level than at September 1, 1940, although a much larger gain in the personnel had then been noted.

Index numbers of employment by industries are given in Table III.

Unemployment in Trade Unions at the Close of September, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with subsequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

At the end of September reports were tabulated from 2,124 labour organizations whose total membership was 312,270 persons, of whom 8,292 or a percentage of 2·7 were idle, contrasted with percentages of 2·4 at the end of August, 1941 and 4·4 at the close of September, 1940. The September unemployment percentage was the lowest for any corresponding month since 1928.

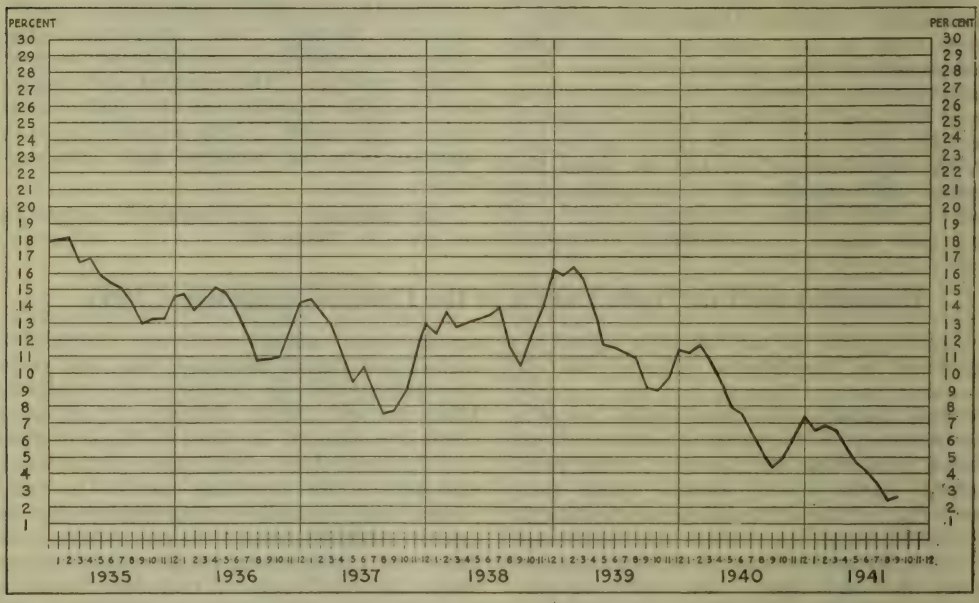
The percentage of unemployment among trade union members has shown a constant decline from the close of February to the end of August. This favourable trend was retarded slightly during September, due in part to a pronounced employment contraction among fishermen and slight recessions in activity in the manufacturing industries and among steam railway employees. In Saskatchewan and Alberta there were fractional gains over August, while in New Brunswick, Ontario, Manitoba and British Columbia there were nominal recessions. In Nova Scotia and Quebec the percentage of idleness was identical with that of the preceding month. In comparison with September, 1940, employment in Quebec, Manitoba, Saskatchewan, Alberta and British Columbia attained substantially higher levels. In New Brunswick there was improvement, likewise, although to a somewhat lesser degree. A nominal increase was observed in Ontario, while in Nova Scotia, there was a fractional recession.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. Fractional improvement over August was observed in Saint John and Regina, while in Halifax the percentage of unemployment was identical with that shown at the end of the previous month. A slight contraction in activity was apparent among Toronto members; in Montreal, Winnipeg, Edmonton and Vancouver there were nominal declines. In contrast with September, 1940, pronounced expansion was observed in Edmonton and noteworthy ad-

vances were in evidence, likewise, in Montreal, Winnipeg, Regina and Vancouver. In Toronto and Saint John there were nominal contractions and in Halifax there was a noteworthy employment recession.

The chart which accompanies this article and shows the trend of unemployment from January, 1935 to date, shows a continuous decline in the curve from the end of February, 1941 to the close of August, thus reflecting improving conditions. In September the curve inclined slightly thus manifesting some recession in activity. It rested, however, at a substantially lower point than at the end of September, a year ago, an indication of considerable employment expansion.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



Reports were received from 649 unions in the manufacturing industries, having a total membership of 136,645 persons, of whom, 2,199 were idle, a percentage of 1·6 in contrast with percentages of 1·4 at the close of August and 4·4 at the end of September, 1940. In comparison with the preceding month, conditions among general labourers, butchers, meat and fish packers and electric current employees were slightly improved and among bakers and confectioners, printing pressmen, garment workers and mine, mill and smeltermen there were nominal gains only. Cigar and tobacco, hat, cap and glove, rubber, jewellery and gas workers were reported as fully engaged, while among papermakers and clay, glass and stone workers, the percentage of idleness remained unchanged. On the other hand, nominal declines were observed among soft drink workers, textile and carpet, leather, woodworkers, tailors, metal polishers and iron and steel tradesmen; among fur workers there were noteworthy recessions. A large majority of the trades participated in the marked employment expansion shown over September, a year ago. Much higher employment levels were attained by printing pressmen, garment, hat, cap and glove, leather workers and iron and steel tradesmen, while on the other hand, fur workers, as in the previous comparison, reported substantial decreases in work afforded.

Returns were received from 52 unions of coal miners, comprising a total membership of 20,435 persons, of whom 405, or a percentage of 2·0, were idle, in contrast with percentages of 2·4 at the end of August and 4·6 at the close of September, 1940. In comparison with the preceding month, New Brunswick unions were again reported as having adequate work; in Nova Scotia the percentage of idleness remained unchanged. Among Alberta members there was a minor employment advance, while on the other hand, in British Columbia there was a nominal decline in activity. Contrasted with conditions at the end of September, a year ago, New Brunswick members, as in the previous comparison, were reported as fully engaged; substantial employment expansion was reflected in Alberta and British Columbia returns. On the other hand, nominal contractions were noted in Nova Scotia.

From unions in the building and construction trades, there were 250 reports received, having a combined membership of 36,402 persons. Of these, 2,595, or a percentage of 7·1 were idle, contrasted with 6·9 per cent in August and 7·1 per cent at the end of September, a year ago. In comparison with August, a slight increase occurred for bridge and structural iron workers; nominal gains were observed among electrical workers, and plumbers and steamfitters, while fractional declines in activity were apparent among bricklayers, masons and plasterers, carpenters and joiners, granite and stonecutters, painters, decorators and paperhangers and hod carriers and building labourers. A tendency toward slightly reduced activity was observed also among steam shovel and dredgemen, and among tile layers, lathers and roofers there was a moderate recession. In contrast with September, 1940, tile layers, lathers and roofers, and bridge and structural iron workers, although involving comparatively few members, were much more active. Employment, likewise, rose substantially for hod carriers and building labourers; among steam shovel and dredgemen, painters decorators and paperhangers and plumbers and steamfitters there were more moderate increases. On the other hand, an appreciable reduction in activity was observed among bricklayers, masons, and plasterers and carpenters and joiners. Viewed from the percentage standpoint, although involving comparatively few members, granite and stonecutters reported a substantial reduction in work afforded.

Reports were tabulated from 870 unions in the transportation industries, comprising a membership of 77,018 persons, of whom, 1,762, or a percentage of 2·3 were idle, compared with 1·8 per cent at the close of August and 3·4 per cent at the end of September, 1940. In comparison with the preceding month, the percentage of idleness among street and electric railway employees remained unchanged, while among teamsters and chauffeurs there was a fractional recession. Steam railway employees, whose returns constitute over 77 per cent of the entire group membership, reflected a nominal reduction in activity; a minor contraction also was noted for navigation workers. In comparison with September, a year ago, noteworthy advances were observed among navigation workers and heightened activity although on a smaller scale was apparent among steam railway employees; a nominal advance, only, was in evidence among teamsters and chauffeurs, while street and electric railway employees, as in the previous comparison, reported an unchanged situation.

Returns were tabulated from 11 unions of retail shop clerks, combining a total membership of 3,639 persons, of whom, 3, or a percentage of 0·1 were idle, in contrast with a fully employed situation at the end of August and 0·2 per cent at the close of September, a year ago.

Returns were received from 96 unions of civic employees, whose combined membership was 10,120, of whom, 46, or a percentage of 0·5 were idle, in comparison with 0·1 per cent in August and ·0 per cent at the close of September, 1940.

There were 153 reports tabulated from unions in the miscellaneous group of trades, whose total membership was 11,919 persons. Of these, 176, or a percentage of 1·5 were unemployed, compared with percentages of 2·0 at the end of the previous month and 3·9 at the close of September, a year ago. A minor advance over August was noted for stationary engineers and firemen; among hotel and restaurant employees there was a nominal increase only. On the other hand, there was a tendency toward reduced activity among theatre and stage employees, barbers and unclassified workers. In contrast with September, 1940, substantial increases in activity were manifested by theatre and stage

TABLE I.—PERCENTAGE OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	**11·1**
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	**16·8**
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	**22·0**
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	**22·3**
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	**18·2**
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	**15·4**
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	**13·2**
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	**10·7**
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	**13·1**
Average 1939.....	7·1	9·0	16·0	·1	9·6	8·9	12·3	12·0	**12·2**
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	**7·8**
Sept. 1930.....	5·2	2·3	12·7	9·6	6·5	4·9	8·7	10·1	**9·4**
Sept. 1931.....	8·2	10·4	22·7	18·7	19·0	12·3	16·0	17·9	**18·1**
Sept. 1932.....	11·7	13·1	23·6	23·1	18·7	11·0	19·1	19·7	**20·4**
Sept. 1933.....	11·0	10·4	24·1	20·9	19·1	13·5	19·7	21·3	**19·8**
Sept. 1934.....	7·3	6·6	21·2	16·7	14·6	9·0	15·3	18·1	**16·4**
Sept. 1935.....	6·0	8·7	20·4	10·4	8·1	6·2	13·7	14·0	**13·0**
Sept. 1936.....	6·2	8·0	17·1	9·0	8·0	5·8	9·5	8·5	**10·9**
Sept. 1937.....	3·1	6·1	12·4	4·2	7·4	6·0	10·4	8·4	**7·7**
Sept. 1938.....	5·4	9·9	14·9	8·8	10·1	3·8	9·0	9·1	**10·4**
Sept. 1939.....	7·4	6·1	13·2	7·6	4·0	3·2	6·2	10·0	**9·1**
Sept. 1940.....	1·2	3·5	6·5	2·7	5·4	3·9	5·5	5·7	**4·4**
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	**5·0**
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	**6·2**
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	**7·4**
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	**6·6**
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	**6·9**
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	**6·6**
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	**5·5**
May 1941.....	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	**4·6**
June 1941.....	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	**4·1**
July 1941.....	2·0	1·5	4·1	2·7	4·1	1·5	6·9	4·8	**3·5**
Aug. 1941.....	1·8	1·7	3·7	1·6	2·3	2·1	2·1	1·9	**2·4**
Sept. 1941.....	1·8	1·8	3·7	2·1	2·8	1·6	1·9	2·5	**2·7**

employees; among barbers there was a slight advance. A nominal increase only occurred for hotel and restaurant employees, while unclassified workers reflected a fractional recession.

There were reports tabulated from 5 unions of fishermen, whose total membership was 2,128. Of these, 225, or a percentage of 10·4 were idle, in comparison with 1·5 per cent in August and 5·0 per cent at the end of September, 1940.

Reports were received from 4 unions of lumber workers and loggers, comprising a membership of 3,045 persons, of whom, 17, or a percentage of 0·6 were unemployed. This was the same percentage of idleness as that shown at the end of August. The percentage of unemployed members at the close of September, a year ago, was 14·5.

Table I shows by provinces the percentage of members, who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for September of each year from 1930 to 1939, inclusive, and for each month from September, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
September, 1930	1·5	17·2	5·3	8·7	3·8	8·3	11·9	6·8	....	16·5	8·6	38·3	6·1	20·0	13·2	6·5	14·4	31·5	0	43·7	27·9	5·4	22·0	5·8	0·4	1·1	1·1	0	0	6·1	·7	12·0	9·4
September, 1931	6·0	24·6	6·2	20·0	6·0	15·7	27·7	10·9	....	36·0	18·3	16·8	17·3	36·0	14·2	21·8	67·3	46·0	0	37·9	47·5	12·0	34·4	13·4	1·6	9·0	9·1	0	3·6	8·9	·3	20·2	18·1
September, 1932	10·6	42·3	12·3	21·3	8·6	16·2	20·1	14·7	0	19·2	14·0	32·3	7·6	80·0	6·8	27·0	11·1	30·1	0	47·9	61·5	11·3	31·4	12·5	1·7	9·1	9·3	0	1·9	11·9	7·1	20·0	20·4
September, 1933	24·8	16·9	9·8	21·3	9·8	15·4	15·5	15·4	8·7	28·0	8·1	14·1	7·7	6·4	23·6	25·6	16·7	33·1	0	60·9	65·8	12·0	42·1	12·3	1·1	11·5	11·7	0	·6	11·0	5·2	20·2	19·8
September, 1934	44·4	44·7	11·7	16·0	7·3	10·4	10·4	10·3	0	23·1	15·9	4·7	20·5	6·3	8·9	19·4	5·6	42·2	0	55·5	53·9	8·1	46·8	7·8	·8	11·9	12·2	0	11·9	6·7	3·2	14·6	16·4
September, 1935	16·7	6·9	9·5	12·7	8·4	7·4	4·1	10·1	0	9·3	5·1	21·5	4·3	8·9	27·1	16·3	13·3	34·1	0	35·2	41·5	6·5	34·3	6·7	·9	11·1	11·3	0	10·4	9·2	2·9	19·4	13·0
September, 1936	6·3	1·9	12·0	10·9	9·6	6·2	3·7	8·4	0	9·9	9·0	5·9	10·0	5·4	16·3	12·0	10·7	49·1	0	38·4	32·3	5·8	29·8	6·1	1·1	9·5	9·7	0	5·3	4·7	2·2	8·0	10·9
September, 1937	16·2	2·2	7·7	7·9	7·4	7·0	8·0	5·8	0	5·0	4·2	·4	5·4	7·4	11·2	8·5	5·3	3·2	0	37·9	19·2	4·6	23·4	4·6	·6	7·4	7·6	0	0	3·9	·9	7·3	7·7
September, 1938	1·1	22·0	5·4	11·8	9·3	4·8	3·6	6·6	....	18·5	9·2	12·4	8·4	8·8	10·2	18·3	13·4	15·9	0	22·9	26·7	5·8	34·9	5·9	·5	6·2	6·3	0	0	8·8	1·1	15·2	10·4
September, 1939	7·9	4·2	5·9	10·8	3·7	6·8	6·4	7·4	0	22·9	6·1	1·2	3·3	29·3	20·8	14·6	1·5	35·8	0	25·4	21·3	4·2	40·7	3·8	1·0	7·2	7·4	0	·1	4·0	1·2	6·5	9·1
September, 1940	5·0	14·5	5·6	4·4	3·1	3·1	1·3	6·1	0	1·9	3·0	3·4	2·4	6·4	11·5	4·6	·2	1·0	0	16·3	7·1	3·4	23·9	3·3	·3	5·3	5·4	0	·2	2·1	·0	3·9	4·4
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·0	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5
May, 1941	12·5	3·8	11·5	3·1	1·1	1·3	·5	2·9	0	1·4	4·7	1·7	6·2	1·4	8·0	2·0	·1	·7	0	18·9	10·0	2·6	20·3	2·1	·1	4·3	4·4	0	0	2·5	·6	4·1	4·6
June, 1941	16·9	3·2	11·9	3·1	1·1	1·6	·7	3·4	0	·7	5·7	·1	7·0	12·9	10·5	1·2	·3	1·4	0	15·5	7·9	2·1	16·6	1·7	·1	4·1	4·2	0	0	2·0	1·2	2·6	4·1
July, 1941	17·5	7·2	10·5	2·5	·3	1·2	·4	2·8	4·2	5·1	1·8	·0	2·4	1·2	3·0	3·2	·3	·8	0	11·3	7·3	1·8	14·9	1·4	·1	4·4	4·5	0	·1	1·2	·1	2·1	3·5
August, 1941	1·5	·6	4·4	1·4	·5	1·1	·5	2·6	4·3	1·1	·4	0	·5	0	5·9	1·4	·2	·4	0	11·5	6·9	1·8	13·2	1·5	·0	3·8	3·9	0	0	1·1	·1	2·0	2·4
September, 1941	10·4	·6	4·2	1·6	·5	1·0	·5	2·3	·0	1·2	·2	·1	·2	0	9·3	1·5	·1	·4	0	9·6	7·1	2·3	15·3	2·0	·1	3·7	3·7	0	·1	1·0	·5	1·5	2·7

Building Permits Issued in Canada During September, 1941

The September report of building permits compiled by the Dominion Bureau of Statistics includes returns from 178 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 167 reported detailed operations. The remaining 11 advised that no permits had been issued during the month of August while 26 municipalities had failed to report at the close of October 12th.

The total value of permits reported as issued in the month of September is $12,246,613. Revised values for the month of August include returns from 200 municipalities and aggregate $12,849,441. Reports were received from 57 of the original 58 municipalities and show a value of $8,074,919 for September. The corresponding revised value for August includes 58 returns and is $9,620,358, while the September, 1940 value was $6,478,610.

The total value of permits issued by all municipalities during the nine elapsed months of the current year is $101,656,904. The value of the 58 municipalities for the same period is $75,767,076, while their corresponding value in 1940 was $58,023,747.

During the month of September new construction of all types amounted to 80·2 per cent of the total value, while the percentage of new residential construction was 41·2.

TABLE 1.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, SEPTEMBER, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	12,246,613	2,000	330,507	89,054	2,816,097
New construction	9,826,861	2,000	259,750	47,755	2,472,510
Additions, alterations, repairs	2,419,752	.....	70,757	41,299	343,587
Residential	5,808,206	2,000	253,721	63,491	1,152,838
New construction	5,043,282	2,000	207,550	36,255	967,860
Additions, alterations, repairs	764,924	.....	46,171	27,236	184,978
Institutional	474,490	.....	725	13,028	136,950
New construction	397,950	.....	.....	8,150	122,000
Additions, alterations, repairs	76,540	.....	725	4,878	14,950
Commercial	2,542,432	.....	76,061	12,535	353,169
New construction	1,781,087	.....	52,200	3,350	263,740
Additions, alterations, repairs	761,345	.....	23,861	9,185	89,429
Industrial	3,327,282	.....	.....	.....	1,139,375
New construction	2,559,387	.....	.....	.....	1,111,100
Additions, alterations, repairs	767,895	.....	.....	.....	28,275
Other Building	94,200	.....	.....	.....	33,765
New construction	45,155	.....	.....	.....	7,810
Additions, alterations, repairs	49,045	.....	.....	.....	25,955

Classification of Permits	Provinces (Concluded)				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	6,542,511	488,699	235,025	635,268	1,107,452
New construction	5,130,312	344,425	171,314	464,266	934,529
Additions, alterations, repairs	1,412,199	144,274	63,711	171,002	172,923
Residential	2,697,492	349,701	123,357	339,963	825,643
New construction	2,374,916	302,125	108,594	279,788	764,194
Additions, alterations, repairs	322,576	47,576	14,763	60,175	61,449
Institutional	137,740	8,700	26,000	113,550	37,800
New construction	129,000	.....	18,000	111,000	9,800
Additions, alterations, repairs	8,740	8,700	8,000	2,550	28,000
Commercial	1,643,065	125,830	52,135	159,098	120,539
New construction	1,236,236	41,350	40,740	51,921	91,550
Additions, alterations, repairs	406,829	84,480	11,395	107,177	28,989
Industrial	2,044,087	4,000	32,700	800	106,320
New construction	1,387,482	500	3,455	800	56,050
Additions, alterations, repairs	656,605	3,500	29,245	.....	50,270
Other Building	20,127	468	833	21,857	17,150
New construction	2,678	450	525	20,757	12,935
Additions, alterations, repairs	17,449	18	308	1,100	4,215

TABLE II—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941 (1926=100)

Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials	Year	Value of Building Permits issued		Index of Value of Building Permits	Average Index of Wholesale Prices of Building Materials
	September	First 9 months	First 9 months	First 9 months		September	First 9 months	First 9 months	First 9 months
1941	12,246,613	101,656,904	(1) 63·9	(2)	1933	1,986,903	16,394,014	13·6	77·5
1940	10,311,038	81,729,310	(1) 48·3	95·6	1932	2,449,735	35,026,199	29·1	77·6
1939	4,135,624	43,911,494	36·5	88·1	1931	10,407,999	88,602,995	73·7	82·7
1938	5,285,997	43,183,393	35·9	90·2	1930	11,093,020	126,361,350	105·2	92·7
1937	5,111,780	42,960,983	35·8	95·2	1929	17,117,017	186,011,017	154·8	99·2
1936	3,657,271	30,683,412	25·5	84·8	1928	20,374,149	165,621,634	137·8	96·7
1935	3,331,915	36,680,796	30·5	81·2	1927	14,462,243	141,152,535	117·5	96·3
1934	2,281,874	19,715,146	16·5	82·8	1926	11,047,503	120,163,936	100·0	100·7

(1) Figures based on values reported by the original 58 municipalities.
(2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN SEPTEMBER, 1941, AND IN SEPTEMBER, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—		Cities	Value of Permits Issued during—	
	September 1941	September 1940		September 1941	September 1940
	$	$		$	$
Prince Edward Island—			**Ontario**—Conc.		
Charlottetown	2,200	40,000	Sarnia	No Report	14,025
Nova Scotia—			Sault Ste. Marie	122,235	82,892
*Halifax	194,698	82,682	*Stratford	23,970	6,746
New Glasgow	26,520	11,890	*Toronto	1,022,104	1,327,728
*Sydney	32,850	23,785	East York Twp.	162,811	85,954
New Brunswick—			*Windsor	189,982	129,510
Fredericton	2,475	1,025	Riverside	17,500	11,475
*Moncton	27,725	105,430	Woodstock	45,011	18,129
*Saint John	49,989	18,865	York Twp.	139,100	141,477
Quebec—			**Manitoba—**		
Montreal (*Maisonneuve)	975,050	974,090	*Brandon	9,875	9,000
*Quebec	366,635	118,846	St. Boniface	42,093	219,425
Shawinigan Falls	79,610	26,225	*Winnipeg	407,850	203,100
*Sherbrooke	126,100	40,500	**Saskatchewan—**		
*Trois-Rivieres	60,550	25,065	*Moose Jaw	6,634	3,100
*Westmount	27,729	6,690	*Regina	55,688	80,833
Ontario—			*Saskatoon	59,390	26,450
Belleville	59,800	14,650	**Alberta—**		
*Brantford	14,606	17,440	*Calgary	232,158	318,288
Chatham	15,230	18,775	*Edmonton	240,140	180,445
*Fort William	70,098	113,575	Lethbridge	130,075	39,810
Galt	17,318	23,635	Medicine Hat	32,895	2,185
*Guelph	19,665	19,135	**British Columbia—**		
*Hamilton	255,837	359,225	Nanaimo	38,494	8,210
*Kingston	45,056	294,526	*New Westminster	70,960	80,795
*Kitchener	51,139	60,102	Prince Rupert	28,685	3,009
*London	92,425	80,320	*Vancouver	756,000	518,055
Oshawa	48,465	28,585	North Vancouver	32,460	10,985
*Ottawa	982,150	174,200	Vernon	16,850	18,300
Owen Sound	14,111	5,060	*Victoria	116,792	77,278
*Peterborough	131,705	25,551			
*Port Arthur	76,641	49,615			
*St. Catharines	78,295	52,890	Total 58 Municipalities	8,074,919	6,478,610
*St. Thomas	17,620	5,440	Total 35 Municipalities	6,888,106	5,609,300

*Indicates a municipality whose records are available back to 1910.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

July-August Record

THE British *Ministry of Labour Gazette* for September, 1941, summarizes the July-August employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at August 11 was 116,127. As compared with July 14 there was a reduction of 3,273 in the number of wholly unemployed men on the register; the number of boys, however, showed an increase of 5,738, due mainly to the registration of boys who had left school at the end of the summer term. Of the total of 98,737 men registered as wholly unemployed, 32,345 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

The number of men and boys registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 15,566, showing a decrease of 5,296 as compared with July 14. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 11,982, an increase of 977 as compared with July 14.

For women and girls the corresponding figures at August 11 were 103,644 wholly unemployed (of whom 3,623 had been classified by interviewing panels as unsuitable for normal full-time employment, and 4,154 had been classified as unable for good cause to transfer to another area although employment was not likely to be available locally), 22,384 temporarily stopped and 586 unemployed casual workers. As compared with July 14 the numbers wholly unemployed showed a decrease of 6,644 amongst women and an increase of 4,373 amongst girls (the latter being mainly due to the registration of school-leavers), those temporarily stopped a decrease of 2,781 and unemployed workers a decrease of 85.

The number of applicants for unemployment benefit or allowances on the registers at August 11 was 191,178, as compared with 207,311 at July 14, and 619,507 at August 12, 1940.

United States

In a statement issued on October 31, the United States Secretary of Labour, Miss Frances Perkins, reported that defence production continued to expand and all manufacturing industries combined showed an employment rise of approximately 218,000 workers from mid-August to mid-September. It was stated, however, that the increase for all manufacturing was of slightly less than the usual seasonal proportions, as the expansion in heavy metals and machinery industries tapered off. Silk and rayon goods and hosiery, experienced substantial employment dislocations, and the increase in the automobile industry was less than usual in accordance with the effort to conserve critical and strategic raw materials.

Total civil non-agricultural employment in September amounted to 40,065,000, an increase of approximately 439,000 over August. This represented the sixth consecutive month in which employment exceeded all previous levels. Non-agricultural employment has shown an increase of 3,537,000 workers since September, 1940, and now exceeds the September, 1929 peak by 2,595,000.

Substantial employment gains over the past year were reported by all major industrial groups. The largest increase took place in manufacturing where 1,907,000 workers have secured jobs since September, 1940. Construction employment rose 446,000; trade showed an increase of 338,000 workers; and the transportation and public utilities group reported a gain of 245,000. Federal, State and local Government services employed approximately 376,000 more civilian workers than at this time last year. This record increase in non-agricultural employment took place while the armed forces of the nation were expanding rapidly. There were 1,992,000 in the armed forces in September, a rise of 1,358,000 since September, 1940.

The defence program has caused a marked alteration in the industrial distribution of the manufacturing labour force, as evidenced by the fact that there are now more workers employed in the durable than in the non-durable goods industries. From September, 1940, to September, 1941, durable goods employment rose 31·5 per cent, to a total of 5,478,300, while employment in non-durable goods manufacturing rose only 12·9 per cent, to a total of 5,221,600. A year ago the number employed in non-durable goods manufacturing was considerably higher than that for durable goods, and even at the peak of the 1929 boom, non-durable goods employment was larger than that in the durable goods industries.

Employment in 18 strategic industries handling a greater part of the defence orders

continued the steady increase which began in June, 1940. The aggregate gain in these private defence industries since the beginning of the defence program was 1,045,700 wage earners, an advance of 65 per cent. All manufacturing industries combined increased employment by 2,562,100 wage earners or 31·5 per cent over this same period.

A sharp rise in shipbuilding employment over August was partly a result of a settlement of a labour dispute at one of the major shipyards. The rate of expansion in both shipbuilding and aircraft has been at a high level since the first of the year. Recent increases in employment in machine tool plants have been of smaller proportions than those shown early in the defence program, indicating that the industry may be approaching peak employment under existing plant facilities. The canning and preserving industry reported a gain of 40,000 wage earners from August to September, a rise of greater-than-the-usual seasonal proportions. Employment in this industry was 31 per cent over the September, 1940, level. The automobile industry showed a considerably smaller increase from August to September than in the corresponding period of last year. Output in that industry during the new model season, although lower than in 1940, remains slightly higher than in the similar period of 1939.

Among the non-manufacturing industries, employment increased slightly in bituminous coal mining, but remained at the August level in anthracite mining. Pay rolls in both these industries declined slightly as a result of the Labour Day holiday and labour difficulties. Employment and pay rolls increased contra-seasonally in quarrying and non-metallic mining. In wholesale trade employment and pay rolls showed virtually no change. In retail trade, while the increase was less than usual for the month of September, both employment and pay rolls were at significantly higher levels than last year.

Employment on construction projects financed from appropriations to regular Federal agencies rose to 962 000 in the month ending September 15, a gain of 79,000 over the preceding month. The number of construction workers employed on the U.S. Housing Authority program showed a slight gain while decreases were reported on the P.W.A. program and on construction projects financed by the Reconstruction Finance Corporation. Twelve thousand additional workers found jobs on state-financed road projects. Preliminary estimates indicate that 24,000 persons were added to executive service pay rolls for September, while the number of men in the armed forces increased by 48,000. On relief programs of the Federal Government decreased employment was reported on all except the student-work program.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the department are outlined in the LABOUR GAZETTE from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Mining

DAWSON, YUKON.—THE YUKON CONSOLIDATED GOLD CORPORATION LIMITED AND THE COMMITTEE OF EMPLOYEES.

Agreement following strike, federal conciliation and further negotiations, effective from August 8, 1941. Hours are 9 per day, except power plant operators, etc., 8 per day. Overtime for hourly paid employees, time and one-half. Hourly wage rates are from 50 cents for labourers to 80 cents for winchmen (operating season) and head welder in machine shop. A cost-of-living bonus is also provided for.

Manufacturing: Animal Foods

PRINCE RUPERT, B.C.—CANADIAN FISH AND COLD STORAGE COMPANY LIMITED AND THE FISH PACKERS' FEDERAL UNION, No. 49.

Amendment of agreement (LABOUR GAZETTE, February, 1940, page 169) effective July 16, 1940. Instead of the bonus of $1 per week for freezer men and ice stowers, these employees to be paid 2 cents per hour extra. All employees to be paid a wartime bonus of 2½ cents per hour.

Manufacturing: Fur and Leather Products

WHITBY, ONTARIO.—A CERTAIN TANNERY AND THE INTERNATIONAL FUR AND LEATHER WORKERS' UNION.

Agreement from May 31, 1941, to May 31, 1942, and thereafter from year to year subject to notice. Hours: 50 per week. Wages: minimum of 35 cents for first 4½ months' work, thereafter 40 cents per hour; an increase of 3 cents per hour for all time workers and 5 per cent for piece workers; for employees under 21 years, 30 cents per hour first four months, 35 cents thereafter. Provision is made for seniority, no discrimination, and settlement of grievances.

Manufacturing: Textiles and Clothing

Montreal, Quebec.—The Montreal Dress Manufacturers Guild and the International Ladies' Garment Workers' Union, Local 205 (Cutters) and Local 262 (Dressmakers).

Under the terms of the agreement made in 1940 (Labour Gazette, October, 1940, page 968), an arbitration award, effective September 2, 1941, grants an increase of $3 per week to cutters and increases of 5 per cent to all other workers (both week and piece workers). A supplementary award, effective September 22, 1941, grants a supplementary increase of 2½ per cent to all week workers other than cutters, the total increase from both awards to these workers to be at least $1.25 per week; under this supplementary award, all piece workers (except cutters) to receive a supplementary increase of 2½ per cent.

Cornwall, Ontario.—A Certain Curtain and Drapery Manufacturer and the United Textile Workers of Canada, Local No. 11.

Agreement (following a strike) effective from September 10, 1941, to September 9, 1942, and thereafter from year to year, subject to notice. Hours are 50 per week; overtime at time and one-quarter for first two hours and time and one-half thereafter. No change is made in the basic wage rates effective before the agreement. If necessary to change the general wage level, such adjustment to be negotiated and to be guided by the principles of P.C. 7440. Provision is made for negotiations between the parties, seniority rules, etc.

Collective Agreement Act, Quebec

The following agreements and amendments of agreements have recently been made obligatory by Orders in Council and are summarized in the next article.—

Bakers, Granby (amendment).

Furniture Industry, Province of Quebec (amendment).

Ornamental Iron and Bronze Industry, Montreal.

Building Trades, Chicoutimi and Lake St. John District (amendment).

Building Trades, Three Rivers (amendment).

Longshoremen (Inland and Coastal Navigation, Montreal (amendment).

Retail Stores, Quebec (amendment).

Barbers and Hairdressers, Chicoutimi and Lake St. John Counties.

Barbers, Farnham, Cowansville, Bedford and Sweetsburg.

Barbers and Hairdressers, St. Hyacinthe.

Barbers and Hairdressers, Joliette.

Funeral Undertakers, Montreal (amendment).

Industrial Standards Acts

The following schedules have recently been made binding by Orders in Council and are summarized in a special article below.—

Women's Cloak and Suit Industry, Province of Ontario (amendment).

Hard Furniture Industry, Province of Ontario.

Carpenters, Ottawa.

Plasterers, Ottawa (amendment).

Barbers, St. Catharines, Thorold, Merritton and Port Dalhousie.

Barbers, Brampton.

Taxi Drivers, North Battleford (amendment).

Barbers, Weyburn.

Beauty Culture Industry, Weyburn.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the Labour Gazette, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act", the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934", continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order

in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of five new agreements and the amendment of eight agreements, all of which are summarized below. A request for the extension of a new agreement for barbers and hairdressers at Three Rivers was published in the *Quebec Official Gazette*, October 25. Requests for amendments to the following agreements were published in the *Quebec Official Gazette* as follows: building trades in Chicoutimi and the Lake St. John district, building trades in the Hull district, the retail fur manufacturing industry in Montreal, in the issue of October 4; barbers and hairdressers at Quebec and barbers at Montreal, in the issue of October 18; garages and service stations in Montreal, in the issue of October 25; garages and service stations in Quebec, in the issue of October 31.

Manufacturing: Vegetable Foods

BAKERS, GRANBY.—An Order in Council, dated October 9, and published in the *Quebec Official Gazette*, October 11, amends the previous Orders in Council for these workers (LABOUR GAZETTE, October, 1938, page 1170, and October, 1940, page 1075) by increasing the weekly wage rates by $2 per week, making the minimum rates for bakers from $14 for lowest paid to $24 for first baker in bakeries employing four or more men; apprentices from $8 during first six months to $14 during fourth year; salesmen on commission, a guaranteed minimum of $16 per week.

If board and lodging supplied by the employer he may not charge more than $7 per week in town and $5 in the country.

Manufacturing: Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated October 9, and published in the *Quebec Official Gazette*, October 28, amends the previous Orders in Council for this industry (LABOUR GAZETTE, December, 1940, page 1311).

Minimum hourly wage rates from November 1, 1941: in zone I, a minimum of 20 cents per hour (an increase of 2 cents) and a minimum average of 43½ cents (an increase of 2 cents); in zone II, a minimum of 16½ cents per hour (an increase of 1½ cents) and a minimum average of 38 cents (an increase of 3½ cents); in zone III, a minimum of 13½ cents (an increase of 1½ cents) and a minimum average of 32 cents (an increase of 3 cents). In computing the average wage, that part of any employee's wages which exceeds 60½ cents per hour in zone I, 55 cents in zone II, and 49½ cents in zone III shall not be considered.

Bonus: a cost of living bonus to be paid every employee for every hour worked, which shall be the equivalent of 10 per cent of his average hourly earnings during May, June and July, 1941. Such bonuses may be used for the purpose of attaining the average wages provided for each zone.

Manufacturing: Metal Products

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.—An order in Council, dated October 9, and published in the *Quebec Official Gazette*, October 11, makes obligatory the terms of an agreement between certain ornamental iron and bronze manufacturing and erecting firms and the Steel Workers' Organizing Committee, Local Union 2366.

This agreement which covers the manufacturing, fabrication and erection of ornamental iron, bronze and other metallic materials is to be in effect from October 11, 1941, to October 10, 1942. The territorial jurisdiction comprises the Island of Montreal, Ile Bizard, the counties of l'Assomption, Terrebone, Laval, Deux-Montagnes, Argenteuil, Vaudreuil, Soulanges, Beauharnois, Châteauguay, Laprairie, Chambly, St. John and Iberville.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one-half until midnight; all other overtime, including all work on Sundays and seven specified holidays, double time.

Minimum hourly wage rates: mechanics 78 cents, fitters 68 cents, helpers (shop or field) 58 cents, erectors 78 cents.

For work out of the city, board, room and travelling expenses and also travelling time during working hours to be paid for by employer.

Piece-work and all work on a labour contract basis or for a fixed price are forbidden.

One apprentice allowed to seven journeymen; apprenticeship to be for four years, and apprentices to be paid from 25 per cent of journeymen's rate during first six months to 75 per cent during fourth year.

This agreement is to be administered by the Building Materials Industry Joint Committee.

Construction: Buildings and Structures

BUILDING TRADES, CHICOUTIMI AND LAKE ST. JOHN DISTRICT.—An Order in Council, dated October 30, and published in the *Quebec Official Gazette,* October 31, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1941, page 1009).

Overtime: time and one-quarter, but for the duration of the war, the payment of such rate shall be made for each day after the tenth working hour only.

Wages: the minimum rate for common labourers in zone I is raised from 43 to 45 cents per hour.

BUILDING TRADES, THREE RIVERS.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette,* October 4, amends the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, page 497; June, page 609; August, page 866; March, 1941, page 334, and August, page 1010) by adding an additional electrical contractor to the parties to the agreement.

ORNAMENTAL IRON AND BRONZE INDUSTRY, MONTREAL.—See above under "Manufacturing: Metal Products".

Transportation and Public Utilities: Water Transportation

LONGSHOREMEN (INLAND AND COASTAL NAVIGATION), MONTREAL.—An Order in Council, dated September 25, and published in the *Quebec Official Gazette,* October 4, extends the term of this agreement (LABOUR GAZETTE, June, 1939, page 629; February, 1940, page 173, April, page 391, June, page 610; February, 1941, page 184, April, page 473, June, page 705, July, page 854, August, page 1013, and September, page 1162) to October 31, 1941.

Another Order in Council, dated October 16, and published in the *Quebec Official Gazette,* October 25, again extends the term of this agreement to December 31, 1941.

Trade

RETAIL STORES, QUEBEC.—An Order in Council, dated October 16, and published in the *Quebec Official Gazette,* October 18, amends the previous Orders in Council (LABOUR GAZETTE, October, 1940, page 1076; January, 1939, page 96, March, page 336, July, page 729, October, page 1067; January, 1940, page 69, April, page 391, August, page 867; February, 1941, page 184, and August, page 1013).

Bonus: a cost of living bonus equivalent to 10 per cent of the minimum wage rates of this agreement to be paid to employees.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, CHICOUTIMI AND LAKE ST. JOHN COUNTIES.—An Order in Council, dated October 9, and published in the *Quebec Official Gazette,* October 11, makes obligatory the terms of an agreement between Le Syndicat catholique national des Maîtres Barbiers-Coiffeurs de Chicoutimi et de la Baie Ha Ha (The National Catholic Union of Master Barbers and Hairdressers of Chicoutimi and Ha Ha Bay) and Le Syndicat catholique national des Employés Barbiers-Coiffeurs de Chicoutimi et de la Baie Ha Ha (The National Catholic Union of Employed Barbers and Hairdressers of Chicoutimi and Ha Ha Bay).

This agreement (which covers the Counties of Chicoutimi and Lake St. John and the towns of Roberval, Dolbeau and the village of Mistassini and within two miles of them) is to be in effect from October 11, 1941 to October 10, 1942, and thereafter from year to year to notice.

Hours: 61 per week in the county of Chicoutimi, 66 in the rest of the territory.

Minimum wages: journeymen $12 per week during first year, $15 with two years experience or more, plus 10 per cent of the gross receipts made by the employee during the week, plus an extra 15 per cent on gross receipts in excess of the amount of $20 made by the journeyman; for female hairdressers, $12.50 per week plus 10 per cent commission on gross receipts made by her during the week.

Apprentices to serve three years and to be paid from $1 per week during second three months to $10 during second half of third year.

A scale of minimum prices which must be charged customers is part of this agreement, including a charge of 35 cents for a haircut Mondays to Fridays inclusive and 40 cents on Saturday.

BARBERS, FARNHAM, COWANSVILLE, BEDFORD AND SWEETSBURG.—An Order in Council dated October 9, and published in the *Quebec Official Gazette,* October 18, makes obligatory the terms of an agreement between certain master barbers and hairdressers and certain employees.

This agreement which covers the barber trade in the above municipalities and within one mile of them, is to be in effect from October 18, 1941, to October 17, 1942, and thereafter from year to year subject to notice.

Hours: 58½ per week in Farnham and Bedford, 61 per week in Cowansville and Sweetsburg.

Minimum wage rate for journeymen barbers: $14 per week plus a commission of 50 per cent on all gross receipts in excess of $20 made by the barber in the week; extra journeymen 25 cents per hour plus 50 per cent commission on

all gross receipts in excess of $5 made by him in any one day.

Apprentices to serve three years and to be paid from $2 per week during first six months to $12 during second half of third year.

A scale of minimum prices which must be charged customers is part of this agreement, including a charge of 35 cents for a haircut.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE.—An Order in Council, dated October 9, and published in the *Quebec Official Gazette*, October 11, makes obligatory the terms of an agreement between Le Syndicat national catholique des Maîtres-Barbiers et Coiffeurs de la juridiction de St. Hyacinthe (The National Catholic Union of Master Barbers and Hairdressers of St. Hyacinthe) and Le Syndicat national catholique des Employés-Barbiers et Coiffeurs de la juridiction de St. Hyacinthe (the National Catholic Union of Employed Barbers and Hairdressers of St. Hyacinthe).

This agreement covers the city of St. Hyacinthe, and within two miles of it (zone I); the town of Drummondville and within 5 miles of it except zone VII (zone II); the town of Granby and within two miles of it (zone III); the town of Sorel and within 5 miles of it except zones VI and VIII (zone IV); the county of Rouville and within five miles of it (zone V); the county of St. Hyacinthe and within 5 miles of it, except zone V; the town of St. Ours, St. Antoine-sur-Richelieu, and within 2 miles of them (zone VI); the village of St. Cyrille de Wendover and St. Germain de Grantham (zone VII); the village of Contrecoeur and within 2 miles of it (zone VIII). The agreement is to be in effect from October 11, 1941 to October 10, 1944, and thereafter from year to year, subject to notice.

Hours during which shops may be open are fixed for each zone.

Minimum weekly wage rates for barbers: in zone I, $16 plus 50 per cent of receipts over $22; in zones II and IV, $15 plus 50 per cent of receipts over $22; in zones V, VI, VII and VIII, $12 per week.

Minimum weekly wage rate for ladies' hairdressers: in zones I, II and III, $12.50; in zone IV, $8.

A scale of minimum prices to be charged customers is part of the agreement, including rates for haircuts from 25 cents in the rural zones to 40 cents on Saturdays in zones II and IV.

Apprenticeship to be for two years, apprentices to be paid from $7 per week during second six months to $11 during second half of second year.

BARBERS AND HAIRDRESSERS, JOLIETTE.—An Order in Council, dated October 9, and published in the *Quebec Official Gazette*, October 18, makes obligatory the terms of an agreement between L'Association des barbiers et coiffeurs de Joliette (The Association of Barbers and Hairdressers of Joliette) and Le Syndicat catholique et national des employés barbiers, coiffeurs et coiffeuses des comtés de Joliette, Berthier, l'Assomption et Montcalm (The National Catholic Union of Employed Barbers and Hairdressers of the counties of Joliette, Berthier, l'Assomption and Montcalm.)

This agreement which covers the above counties is to be in effect from October 18, 1941, to October 17, 1942, and thereafter from year to year, subject to notice.

Hours: 63 per week.

Minimum wage rates: for barbers $12 per week plus 50 per cent of receipts in excess of $20 made by the barber; ladies' hairdressers (female) $10 per week; extra employees 40 cents per hour.

A scale of minimum prices which must be charged customers is part of the agreement, including a charge of 25 cents for a haircut on Mondays to Thursdays inclusive and 35 cents on Fridays and Saturdays.

Apprenticeship to be for three years, apprentices to be paid from $7.50 per week during second six months to $12 after 18 months.

FUNERAL UNDERTAKERS, MONTREAL.—An Order in Council, dated, September 25, and published in the *Quebec Official Gazette*, October 4, extends the term of this agreement (LABOUR GAZETTE, June, 1940, page 610, May, 1941, page 593, and October, page 1316 to January 4, 1942.)

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreements were approved by Order in Council, and published in the *Quebec Official Gazette*, October 4, 11 and 31:

Building trades, Chicoutimi & Lake St. John district.
Barbers, Hull (amendment).
Retail Stores, Quebec (amendment).
Building trades, Sherbrooke (amendment).
Aluminum industry, Shawinigan Falls (amendment).
Retail Stores, Magog (amendment).
Millinery industry, Montreal (amendment).

Notices were published in the *Quebec Official Gazette*, October 4, 11, 18 and 25, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Funeral undertakers, Montreal (amendment).
Barbers, Hull.
Longshoremen (inland and coastal navigation) Montreal.
Barbers & Hairdressers, Chicoutimi & Lake St. John district (amendment).
Barbers, Rouyn & Noranda (amendment).
Clerks & Accountants, Jonquiere, etc. (amendment).
Retail Stores, Magog.
Fur Industry (retail), Montreal.

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Saskatchewan

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the Labour Gazette, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Manufacturing: Textiles and Clothing

Women's Cloak and Suit Industry, Province of Ontario.—An Order of the Industry and Labour Board, dated September 30, 1941, and published in *The Ontario Gazette,* October 4, amends the Order for this industry (Labour Gazette, March, 1939, page 337; February, 1938, page 216, and February, 1937, page 219).

Wages: effective from October 14, 1941, increases of 14 per cent are added to the basic wage rates of the schedule.

Manufacturing: Miscellaneous Wood Products

Hard Furniture Industry, Province of Ontario.—An Order in Council, dated October 10, and published in *The Ontario Gazette,* October 25, makes binding the terms of a new schedule for the hard furniture industry throughout the province, to be in effect from October 16, 1941, to October 15, 1942.

The schedule is similar to the one previously in effect and summarized in the Labour Gazette, December, 1940, page 1313, and March, 1940, page 285, with these exceptions:

Wages: for class B employees (that is male employees who have had less than four years' experience in the industry and who are under 21 years of age or were under 21 years when they began to work in the industry, and for all female employees), the minimum rates are unchanged from the previous schedule, these rates being 19 cents per hour during first year of employment, 23 cents during second year, 26 cents during third year, and 29 cents during fourth year of employment. For class A employees (that is all other employees), the minimum average rate is now 47 cents in zone I and 45 cents in zone II (increases of 2 cents per hour); and the minimum rate is 40 cents in zone I and 38 cents in zone II.

Bonus: for class B employees, there is a cost of living bonus of 10 per cent of the minimum rates for this class; for class A employees, a cost of living bonus of 5 cents per hour over the minimum rates.

Construction: Buildings and Structures

Carpenters, Ottawa.—An Order in Council, dated October 10, and published in *The Ontario Gazette,* October 25, amends the previous Order in Council (Labour Gazette, October, 1941, page 1317) by excluding from the terms of this schedule work done by members of the regular maintenance staff of a manufacturing, industrial or service institution or by other employees of such an institution who have been on the payroll and working steadily for six months prior to the date they are assigned to carpentry work.

Plasterers, Ottawa.—An Order in Council, dated October 10, and published in *The Ontario Gazette,* October 25, amends the previous Order in Council for this industry (Labour Gazette, October, 1941, page 1317) by excluding from the terms of this schedule work done by members of the regular maintenance staff of a manufacturing, industrial or service institution or by other employees of such an institution who have been on the payroll and working steadily for a period of six months prior to the date on which they are assigned to such plastering work.

Service: Business and Personal

BARBERS, ST. CATHARINES, THOROLD, MERRITTON AND PORT DALHOUSIE.—An Order in Council, dated October 10, and published in *The Ontario Gazette*, October 25, makes binding the terms of a schedule of wages and hours and prices for the barbering industry in the city of St. Catharines, the towns of Thorold, Merritton and Port Dalhousie and the suburban area lying within three miles of them, to be in effect from November 4, 1941, "during pleasure".

Hours are those during which barber shops are permitted to be open by municipal by-laws of the city of St. Catharines.

Minimum wage rates for full-time barbers: $25 per week, or $15 per week plus 50 per cent of the proceeds in excess of $22 from the work of the employee plus an additional 10 per cent of such proceeds in excess of $30. Wage rates are also set for part-time barbers.

A scale of minimum prices is included, of which 45 cents is the price of a haircut or trim for adults.

BARBERS, BRAMPTON.—An Order in Council, dated October 10, and published in *The Ontario Gazette*, October 25, makes binding the terms of a schedule of wages, hours and prices for the barbering industry in the town of Brampton, to be in effect from November 4, 1941, "during pleasure".

Hours are those during which barber shops are permitted to be open by municipal by-law.

Minimum wage rates for full-time barbers: $18 per week, or $13 per week plus 50 per cent of the proceeds in excess of $19 from the work of the employees. Wage rates are also set for part-time barbers.

A scale of minimum prices is included, of which 40 cents is the price of a haircut or trim for adults.

Saskatchewan

Transportation and Public Utilities: Local Transportation

TAXI DRIVERS, NORTH BATTLEFORD.—An Order in Council, approved September 8, and published in *The Saskatchewan Gazette*, September 30, amends the previous Order in Council for this industry (LABOUR GAZETTE, August, 1940, page 871, and September, page 974) by providing changes (in most cases increases) in the prices to be charged customers for taxi service.

Service: Business and Personal

BARBERS, WEYBURN.—An Order in Council, approved October 9, and published in *The Saskatchewan Gazette*, October 31, makes binding the terms of a schedule of hours, wages and charges for the barbering industry in the city of Weyburn, to be in effect from November 10, 1941, "during pleasure".

Hours: 52 per week.

Overtime: 40 cents per hour, plus bonus described below.

Minimum wage rates: for full-time experienced employees, $16 per week plus bonus; for full-time inexperienced employees, $9 per week during first six months and $11 during second six months, plus bonus. Rates are also set for part-time workers. In addition to these weekly rates, each employee to be paid a bonus equivalent to the amount by which 65 per cent of all charges made for work done by such employee during each week exceeds the amount paid to such employee for his work.

A scale of minimum charges to customers is included, of which 40 cents is the charge for a haircut for adults.

Not more than one part-time or inexperienced employee may be employed for each three or fraction thereof full-time employees.

BEAUTY CULTURE INDUSTRY, WEYBURN.—An Order in Council, approved October 9, and published in *The Saskatchewan Gazette*, October 31, makes binding the terms of a schedule of hours, wages and charges for the beauty culture industry in the city of Weyburn, to be in effect from November 10, 1941, "during pleasure".

Hours: work may be done in this industry between 9 a.m. and 6 p.m., Monday, Tuesday, Thursday and Friday, between 9 a.m. and 12.30 noon on Wednesday, and between 9 a.m. and 9 p.m. on Saturday.

Overtime: 40 cents per hour, plus bonus described below.

Minimum wage rates: for full-time experienced employees, $13 per week plus bonus; for inexperienced employees, from $9 per week during first four months to $12 during third four months, plus bonus. Rates are also set for part-time employees. In addition to these weekly rates, each employee to be paid a bonus equivalent to the amount by which 50 per cent of all charges made for work done by such employee during the week exceeds the amount paid to such employee for his work.

A scale of minimum charges to customers is included.

Not more than one part-time employee for each three or fraction thereof full-time employees may be employed by any employer.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wage Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924, and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 21, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and establishing increased rates of 35 cents and 25 cents respectively for male and female workers over eighteen years of age. It also made provision for a system of permits to employ beginners and handicapped workers at sub-standard rates, and provided penalties for non-compliance with the prescribed rates.

On October 4, 1941, P.C. 3884 was revoked by the passage of Order in Council P.C. 7679 and minimum rates were prescribed for all employees of Government contractors and subcontractors. (The full text of this Order in Council appears at pages 1226 and 1227 of the Labour Gazette for October.)

The four major changes made by the new Order are: (1) the application of the minimum rates to *all* employees of contractors and subcontractors throughout an establishment of which any part may be engaged on Government orders, and not only as previously to those employees actually engaged on Government work; (2) the addition of a new minimum wage rate of 20 cents an hour for employees under 18 years of age whose rates previously had been set by provincial regulation; (3) the authorization of special beginners' rates; and (4) the exemption from the necessity of obtaining beginners' permits unless the number of beginners exceeds a quota of 20 per cent of the total number of employees in any establishment.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other persons doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages rates for overtime and as to the proper classification of any

work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here.

Schedules Prepared and Contracts Awarded During October

During the month of October, the Department of Labour prepared, on request fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into recently by the various Government departments (other than the Department of Munitions and Supply referred to above) appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of a temporary office building (No. 5) on Preston street and Carling avenue, Ottawa, Ont. Name of contractors, Pigott Construction Co., Ltd., Hamilton, Ont. Date of contract, October 7, 1941. Amount of contract, $439,300 and unit prices for additional work. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos Insulation Workers	$0 70
Brick and hollow tile layers:	
Up to September 30, 1941	1 05
On and after October 1, 1941	1 10
Brick and hollow tile layers' helper (mixing and tempering mortar)	0 50
Carpenters and joiners:	
Up to July 31, 1941	0 85
On and after August 1, 1941	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Electric or gas	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Labourers	0 45
Lathers (metal)	0 70
Linoleum layers	0 60
Hoist operators—tower (gas. or elec.)	0 55
Engineers operating steam:	
Single or double drums	0 70
Enginemen, stationary	0 55
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 70
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent; comp.	0 50
Roofers, sheet metal:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Sheet metal workers:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 80
Steam shovel oilers	0 50
Terrazzo layers	0 75
Terrazzo layers finishers and helpers	0 60
Waxers and polishers (floors)	0 50

Construction of repairs to the wharf at Burnt Church, Northumberland Co., N.B. Name of contractors, Diamond Construction Co., Ltd., Fredericton, N.B. Date of contract, October 2, 1941. Amount of contract, approximately $14,606. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Boatmen (rowboat)	0 35
	Per day
Divers (full day's pay to be allowed whether employed full or part time)	14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70
Engineers, crane (steam, gas or elec.)	0 65
Labourers	0 35
Motor boat operators	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 42
Watchmen	0 30

Construction of an extension to wharf and shed at Port Hardy, B.C. Name of contractors, Victoria Pile Driving Co., Ltd., Victoria, B.C. Date of contract, October 7, 1941. Amount of contract, approximately $9,471.30. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foremen	$1 32½
Pile driver engineers	1 20
Pile driver men	1 07½
Pile driver boomman	1 07½
Pile driver bridgeman	1 07½
Pile driver firemen	0 76½
Labourers	0 45

	Per hour
Cement and concrete mixer operators:	
Steam	0 65
Gas or elec.	0 50
Cement finishers	0 60
Watchmen	0 40
Sheet metal workers	0 65

Construction of new signal building for the Department of National Defence at R.C.E. Barracks, Esquimalt, B.C. Name of contractor, Mr. Ernest H. Shockley, Vancouver, B.C. Date of contract, October 10, 1941. Amount of contract, $56,414 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 12½
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Electricians (inside wiremen)	1 00
Labourers	0 45
Lathers—metal	0 75
Lathers—wood	0 75
Linoleum layers	0 75
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 75
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers	0 50
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Roofers, felt and gravel: patent: comp.	0 50
Roofers, sheet metal	0 90
Sheet metal workers	0 90
Stonecutters	0 80
Stonemasons	1 12½
Stonemasons' helpers (mixing and tempering mortar)	0 50
Structural steel workers	1 12½
Tile setters—asphalt	0 75
Tile setters' helpers (all men assigned to help tradesmen)	0 50
Watchmen	0 45
Waxers and polishers (floor)	0 50

Construction of an extension to the wharf at Zaballos, B.C. Name of contractors, A. W. Ford Company, Zaballos, B.C. Date of contract, October 9, 1941. Amount of contract, $3,203. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foreman	$1 32½
Pile driver engineers	1 20
Pile driver men (boommen, bridgemen and derrickmen)	1 07½
Pile driver fireman	0 76½
Labourers	0 45

Construction of wharf improvement and dredging at Dartmouth, N.S. Name of contractors, J. P. Porter & Sons, Ltd., Montreal, P.Q. Date of contract, October 17, 1941. Amount of contract, approximately $214,340. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmith	$0 70
Boatman (rowboat)	0 40
Blacksmith helper	0 45
Driver	0 40
Driver (horse and cart)	0 55
Driver (team and wagon)	0 75
	Per day
Diver (full day's pay to be allowed whether employed full or part time)	14 00
Diver's tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Drill runner	0 50
Engineers operating steam:	
Single or double drum	0 65
Three or more drums	0 75
Engineers (crane: steam, gas., elec.)	0 70
Enginemen (stationary)	0 50
Labourers	0 40
Motor boat operator	0 45
Hoist operator—tower (gas. or elec.)	0 50
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Pile driver and derrick foreman	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting, and signalling)	0 55
Pile driver and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operator (small)	0 50
Tractor operator (Letourneau, etc.)	0 60
Watchmen	0 35

Renewal of wharf-head at Squamish, B.C. Name of contractor, Mr. William Greenlees, Vancouver, B.C. Date of contract, October 16, 1941. Amount of contract, approximately $11,280. A fair wages schedule was included in the contract as follows:—

	Per hour
Pile driver foremen	$1 32½
Pile driver engineer	1 20
Pile driver man	1 07½
Boomman	1 07½
Bridgeman	1 07½
Fireman	0 76½
Labourer	0 50
Wharf and dock builder	1 00
Watchman	0 45

Construction of a temporary building at York and Fleet streets, Toronto, Ont. Name of contractors, N. A. Wickett Co., Ltd., Toronto, Ont. Date of contract, October 18, 1941. Amount of contract, $53,610 and unit

prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 80
Brick and hollow tile layers	1 12½
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 55
Carpenters and joiners	1 00
Cement finishers	0 70
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 60
Compressor operators (gas. or elec):	
35 h.p. or over	0 80
Under 35 h.p.	0 60
Drivers	0 50
Driver, horse and cart	0 65
Driver, team and wagon	1 00
Drill runners	0 60
Electricians (inside wiremen)	1 10
Engineers, operating, steam	0 80
Enginemen, stationary	0 60
Hoist operators—tower (gas. or elec.)	0 80
Labourers	0 50
Lathers—metal ($1.10 from Aug. 29, 1941)	1 05
Lathers—wood	0 70
Linoleum layers	0 65
Motor truck drivers	0 55
Motor truck driver and truck	1 55
Painters (spray) (.95 from Sept. 1, 1941)	0 92½
Painters and glaziers (.85 from Sept. 1, 1941)	0 82½
Plasterers ($1.10 from Aug. 29, 1941)	1 05
Plasterers' helpers (70c. from Aug. 29, 1941)	0 65
Plumbers and steamfitters	1 10
Powdermen	0 60
Riggers (general)	0 60
Rodmen, reinforced steel	0 60
Roofers, felt and gravel: patent: comp.	0 55
Sheet metal workers	1 07½
Shinglers (wood, asbestos)	1 00
Steam shovel engineers	1 10
Steam shovel cranemen	0 90
Steam shovel firemen	0 65
Steam shovel oilers	0 55
Shovel operators (gas.)	1 10
Truss assemblers and erectors (wood)	0 65
Watchmen	0 40
Waxers and polishers (floor)	0 55
Welders and burners—acetylene or elec.	0 70

Construction of an addition to the Jackson Building at Ottawa, Ont. Name of contractors, Ross-Meagher Ltd., Ottawa, Ont. Date of contract, October 7, 1941. Amount of contract, $327,472 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 70
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Brick and hollow tile layers:	
Up to September 30, 1941	1 05
On and after October 1, 1941	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drill runners	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Electricians (inside wiremen)	0 80
Elevator constructors	0 95
Elevator constructors' helpers	0 66
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 80
Engineers on steel erection	0 90
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Lathers—metal	0 70
Linoleum layers	0 60
Machinists	0 70
Machinists' helpers	0 50
Marble setters	1 00
Marble setters' helpers (all men assigned to help tradesmen)	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Ornamental iron works	0 60
Painters and glaziers	0 70
Painters (spray)	0 85
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Powdermen	0 55
Riggers (general)	0 60
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent: comp.	0 50
Roofers, sheet metal:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Sheet metal workers:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Stonemasons:	
Up to September 30, 1941	1 05
On and after October 1, 1941	1 10
Stonemasons' helpers (mixing and tempering mortar)	0 50
Structural steel workers	0 90
Terrazzo layers	0 75
Terrazzo finishers and helpers	0 60
Watchmen	0 40
Waxers and polishers (floors)	0 50
Welders and burners—acetylene or electric	0 70
Welders and burners—on steel erection	0 90

Construction of a wharf at Sydney (Point Edward), N.S. Name of contractor, Mr. Robert A. Douglas, New Glasgow, N.S. Date of contract, October 15, 1941. Amount of contract, approximately $467,606. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Boatmen (row boat)	0 40
Carpenters and joiners	0 90
Compressor operators (gas. or elec.)	0 50
Engineer, crane (steam, gas. or elec.)	0 70
Drivers	0 40
Driver (horse and cart)	0 55
Driver (team and wagon)	0 70
Engineers operating steam:	
Single or double drum	0 65
Enginemen, stationary	0 50
Hoist operators (gas. or elec.)	0 50

	Per hour
Labourers	0 40
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pile driver foreman	0 75
Pile driver engineer	0 65
Pile driver men (rigging, setting and signaling)	0 55
Pile driver firemen	0 50
Pile driver labourers	0 45
Timbermen and cribmen (measuring, scribing and by the use of an axe, adze, etc. cutting and fitting timber)	0 50
Tractor operators (small)	0 50
Tractor operators (Letourneau etc.)	0 60
Watchmen	0 35

Construction of repairs to the wharf at Haney, B.C. Name of contractor, Mr. Wm. Greenlees, Vancouver, B.C. Date of contract, September 29, 1941. Amount of contract, approximately $6,288. A fair wages schedule was included in the contract as follows:—

	Per hour
Boomman	$1 07½
Bridgeman	1 07½
Fireman	0 76½
Labourer	0 45
Pile driver foreman	1 32½
Pile driver engineer	1 20
Pile driver man	1 07½
Wharf and deck builders	1 00

Department of Transport

Additional development work at North Bay, Ont. Name of contractors, Angus & Taylor Ltd., North Bay, Ont. Date of contract, October 2, 1941. Amount of contract, $50,964.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Brick and hollow tile layers	0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 70
Painters and glaziers	0 60
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 50
Pumpmen	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Additional development at Dartmouth, N.S. Name of contractors, Acadia Construction Co., Ltd., Halifax, N.S. Date of contract, October 3, 1941. Amount of contract, $491,624,75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 70
Blacksmiths' helpers	0 45
Carpenters and joiners	0 80
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 95
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Erection of a meteorological building at Old Glory Mountain, near Roseland, B.C. Name of contractors, Lazaroff & Co., Trail,

B.C. Date of contract, October 3, 1941. Amount of contract, $7,684.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—steam	0 65
Cement and concrete mixer operators—gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 75
Labourers	0 40
Lathers—metal	0 70
Lathers—wood	0 65
Linoleum layers	0 60
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Roofers, felt and gravel: patent: comp	0 45
Roofers, sheet metal	0 65
Sheet metal workers	0 65
Shinglers (wood, asbestos)	0 75
Watchmen	0 40
Waxers and polishers (floor)	0 45

Electrical installation at Dorval, P.Q. Name of contractor, Canadian Comstock Co., Ltd., Montreal, P.Q. Date of contract, October 3, 1941. Amount of contract, $5,154.00 A fair wages schedule was included in the contract as follows:—

	Per hour
Electricians	$0 87
Labourers	0 46

Additional construction at Stevenson Field, Winnipeg, Man. Name of contractors, Tomlinson Construction Co., Ltd., Winnipeg, Man. Date of contract, October 3, 1941. Amount of contract, $47,276.35. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 58½
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Carpenters and joiners	0 95
Cement finishers	0 65
Cement and concrete mixer operators:	
Steam	0 85
Gas. or elec.	0 65
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 90
Engineers, operating, steam:	
Single or double drums	0 95
Three or more drums	1 00
Engineers, crane (steam, gas. or elec.)	0 95
Enginemen, stationary	0 60
Labourers	0 45
Motor truck drivers	0 50
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 75
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 55
Pumpmen	0 55
Road grader operators:	
Horsedrawn	0 50
Including team	0 95
Gas	0 60
Road roller operators (steam or gas.)	0 85
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 35

Development work at Suffield, Alberta. Name of contractors, Nelson River Construction Ltd., Winnipeg, Man. Date of contract, October 3, 1941. Amount of contract, $211,-245.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 70
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 95
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 80
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Painters (spray)	0 90
Painters and glaziers	0 80
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 40
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineeers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60

	Per hour
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 40

Erection of buildings at Fort St. John, B.C. Name of contractors, Western Construction and Lumber Co., Ltd., Edmonton, Alta. Date of contract, October 6, 1941. Amount of contract, $65,420.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Asphalt rakers	0 60
Asphalt tampers, smoothers and spreaders	0 50
Brick and hollow tile layers	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 65
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Electricians (inside wiremen)	0 85
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 90
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers (common)	0 45
Labourers (building)	0 50
Lathers—metal	0 80
Lathers—metal furring, tied—on lath work and attached ceilings	0 90
Lathers—wood	0 80
Linoleum layers	0 60
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 95
Painters (spray)	0 85
Painters and glaziers	0 80
Pipefitters, (surface—temp. work)	0 60
Pipelayers, caulkers and solderers	0 56
Plasterers	1 05
Plasterers' helpers (mixing and tempering material)	0 55
Plumbers and steamfitters	1 05
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Powdermen	0 55
Pumpmen	0 50
Riggers (general)	0 60
Road grader operators:	
Horsedrawn	0 50
Including team	0 80
Gas	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 65
Roofers, felt and gravel: patent: comp	0 50
Roofers, sheet metal	1 00
Sheet metal workers	1 00
Shinglers (wood, asbestos)	0 90
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 95
Tile setters—asphalt	0 75
Tile setters' helpers (all men assigned to help tradesmen)	0 65
Tractor operators (small)	0 67½
Tractor operators (Letourneau, etc.)	0 70
Truss assemblers and erectors (wood)	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50
Welders and burners—on steel erection	0 95

Development work at Weyburn, Sask. Name of contractors, Bird Construction Co., Ltd., Winnipeg, Man. Date of contract, October 7, 1941. Amount of contract, $447,010.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 65
Blacksmiths' helpers	0 40
Carpenters and joiners	0 75
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Structural steel workers	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

Construction of water supply main at Fingal, Ontario. Name of contractors, Scott-Jackson Construction Co., Ltd., Toronto, Ont. Date of contract, September 27, 1941. Amount of contract, $15,364.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Brick and hollow tile layers	0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas or elec.	0 50

	Per hour
Compressor operators (gas. or elec.)	0 50
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 80
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction of additional runway at Yorkton, Sask. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, September 29, 1941. Amount of contract, $110,363.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 60
Blacksmiths' helpers	0 40
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc)	0 60
Watchmen	0 30

Additional development work at Fingal, Ont. Name of contractors, Ryan Contracting Co., Ltd., Windsor, Ont. Date of contract, October 7, 1941. Amount of contract, $33,600.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Drivers, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Supply and application of top soil at airport at Charlottetown, P.E.I. Name of contractors, Hooper Contracting Co., Ltd., Charlottetown, P.E.I. Date of contract, October 20, 1941. Amount of contract, $7,410.00. A fair wages schedule was included in the contract as follows:

	Per hour
Drivers	$0 35
Driver, horse and cart	0 50
Driver, team	0 60
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 35

Development work at Smithers, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, October 20, 1941. Amount of contract, $262,512.70. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40

	Per hour
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface, temp. work)	0 55
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74⅓
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40

Construction of buildings at Smithers, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, October 15, 1941. Amount of contract, $65,963.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Blacksmiths	0 75
Blacksmiths' helpers	0 45
Boilermakers on construction or erection	0 95
Brick and hollow tile layers	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 90
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, team and wagon	0 75
Driver, horse and cart	0 55
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam	0 90
Engineers on steel erection	1 22½
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 40
Lathers—metal	1 00
Lathers—wood	0 75
Linoleum layers	0 60
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 80
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Riggers (general)	0 50
Rodmen, reinforced steel	0 50
Roofers, felt and gravel: patent: comp	0 45
Roofers, sheet metal	1 00
Sheet metal workers	1 00
Shinglers (wood, asbestos)	0 90
Structural steel workers	1 22½
Watchmen	0 40
Waxers and polishers (floor)	0 45
Welders and burners—on steel erection	1 22½

Building construction at Smithers, B.C. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, October 17, 1941. Amount of contract, $7,624.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Engineers on steel erection	1 12½
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 40
Lathers—metal	0 70
Lathers—wood	0 65
Linoleum layers	0 60
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers ((all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Roofers, felt and gravel: patent: comp	0 45
Roofers, sheet metal	0 65
Sheet metal workers	0 65
Shinglers (wood, asbestos)	0 75
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74⅓
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Structural steel workers	1 12½
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 40
Waxers and polishers (floor)	0 45
Welders and burners—acetylene or elec.	0 65
Welders and burners—on steel erection	1 12½

Development work at Kirkcaldy, Alberta. Name of contractors, Tomlinson Construction

Co., Ltd., Winnipeg, Man. Date of contract, October 24, 1941. Amount of contract, $517,-268.55. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 40
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators—	
Horsedrawn	0 40
Including team	0 70
Gas.	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (LeTourneau,, etc.)	0 60
Watchmen	0 40

Construction of a pump house at Dorval, P.Q. Name of contractors, J. A. A. Leclair, Dupuis, Ltd., Montreal, P.Q. Date of contract, October 27, 1941. Amount of contract, $7,749. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Blacksmiths	0 60
Boilermakers on construction or erection	0 87
Boilermakers' helpers	0 64
Brick and hollow tile layers	0 92
Carpenters and joiners	0 81
Cement finishers	0 64
Cement and concrete mixer operators—	
Steam	0 64
Gas. or elec.	0 58
Compressor operators (gas. or elec.)	0 58
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 87
Engineers, operating, steam:	
Single or double drums	0 76
Three or more drums	0 80
Engineers on steel erection	0 87
Engineers, crane (steam, gas. or elec.)	0 76
Enginemen, stationary	0 58
Hod carriers	0 53
Hoist operators—tower (gas. or elec.)	0 76
Labourers	0 46
Lathers—metal	0 87
Machinists	0 75
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 70
Painters (spray)	0 74
Painters and glaziers	0 74
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plasterers	0 90
Plumbers and steamfitters	0 90
Pumpmen	0 58
Riggers (general)	0 58
Rodmen, reinforced steel	0 64
Roofers, felt and gravel: patent; comp.	0 60
Roofers, sheet metal	0 82
Sheet metal workers	0 82
Shinglers (wood)	0 81
Shinglers (asbestos)	0 69
Steam shovel—	
Engineers	1 05
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 05
Structural steel workers	0 87
Watchmen	0 40
Welders and burners—on steel erection	0 87

Development work at Caron, Sask. Name of contractors, Evans Gravel Surfacing Co., Ltd., Saskatoon, Sask. Date of contract, October 27, 1941. Amount of contract, $222,029. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 75
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 55
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 55
Road roller operators (steam or gas.)	0 70
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00

	Per hour
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 70
Watchmen	0 35

Development work at Grand Bend, Ont. Name of contractors, Towland Construction Co., Ltd., London, Ont. Date of contract, October 28, 1941. Amount of contract, $220,312.60. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 90
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Development work at Centralia, Ont. Name of contractors, Warren Bituminous Paving Co., Ltd., Toronto, Ont. Date of contract, October 23, 1941. Amount of contract, $395,496.80. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 90
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators—	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Development work at Neepawa, Man. Name of contractors, Manitoba Engineering Co., Ltd., Winnipeg, Man. Date of contract, October 29, 1941. Amount of contract $222,820. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 54
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 80
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 85
Drill runners	0 50
Electricians (inside wiremen)	0 80
Engineers, operating, steam:	
Single or double drums	0 75
Three or more drums	0 80
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 95

	Per hour
Plumbers and steamfitters' helpers	
(all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators—	
Horsedrawn	0 45
Including team	0 90
Gas.	0 60
Road roller operators (steam or gas.)	0 70
Steam shovel—	
Engineers	1 00
Cranemen	0 75
Firemen	0 60
Oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	**0 60**
Watchmen	0 35

Development work at Saguenay, P.Q. Name of contractors, Local Construction Co., Ltd., Montreal, P.Q. Date of contract, October 29, 1941. Amount of contract, $513,293. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 43
Blacksmiths	0 60
Blacksmiths' helpers	0 50
Carpenters and joiners	0 60
Cement finishers	0 60
Cement and concrete mixer operators—	
Steam	0 60
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 70
Drill runners	0 55
Electricians (inside wiremen)	**0 60**
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 80
Enginemen, stationary	0 55
Labourers	0 43
Machinists	0 60
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	**1 35**
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 60
Powdermen	0 70
Pumpmen	0 60
Riggers (general)	0 60
Road grader operators—	
Horsedrawn	0 50
Including team	0 75
Gas.	0 55
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 55
Steam shovel—	
Engineers	0 90
Cranemen	0 70
Firemen	**0 60**
Oilers	0 50
Shovel operators (gas.)	0 90
Tractor operators (small)	0 55
Tractor operators (Letourneau, etc.)	**0 65**
Watchmen	0 38

(2) *Dredging Work*

NOTE.—The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any dispute which may arise thereon.

DEPARTMENT OF PUBLIC WORKS

Dredging work in Rondeau Bay, Kent Co., Ontario. Name of contractors, The Chatham Dredging & General Contracting Co., Ltd., Chatham, Ont. Date of contract, October 10, 1941. Amount of contract, approximately $13,932.

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Ltd., Ottawa, Ont.
Letter carriers' uniforms.	Pollack & Dorfman, Quebec, P.Q.
Letter carriers' uniforms.	Jay Wolfe Inc., Montreal, P.Q.
Letter carriers' uniforms.	P. A. Alain Ltée., Quebec, P.Q.
Scales	Pritchard-Andrews Ltd., Ottawa, Ont.
Scales	Canadian Fairbanks-Morse Co., Sherbrooke, P.Q.
Letter pouches and mail bags	Hugh Carson Co., Ltd., Ottawa, Ont.
Mail bag fittings	Hamilton Cotton Co., Ltd., Hamilton, Ont.
Mail bag fittings	Canadian Spool Cotton Co., Montreal, P.Q.

DEPARTMENT OF PUBLIC WORKS

Supply and delivery of 200 cast iron keel block units for the Dry Dock at Esquimalt, B.C. Name of contractors, Victoria Brass & Iron Works Ltd., Victoria, B.C. Date of contract, October 1, 1941. Amount of contract, approximately $32,076.

Supply and installation of post office conveying machinery and related equipment, Postal Terminal "A", Toronto, Ont. Name of contractors, Matthews Conveyor Co., Ltd., Toronto, Ont. Date of contract, October 3, 1941. Amount of contract, $39,845.

PRICES, RETAIL AND WHOLESALE, IN CANADA, OCTOBER, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE official index number of the cost of living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100, advanced from 114·7 for September 2 to 115·5 for October 1. Appreciable increases were recorded during the month in the clothing, fuel, rent and home furnishings groups, and a fractional increase in the miscellaneous group. The index for the food group which had advanced substantially month by month for the period June to September recorded a fractional decline at October 1 due to lower prices for dairy products, eggs, and vegetables which more than offset advances for other foods. Comparative figures for the total index at certain dates are 115·5 for October 1; 114·7 for September 2; 107·0 for October 1, 1940; and 100·8 for August, 1939.

The increase between August, 1939 and October, 1941, was 14·6 per cent; foods being up in this comparison 24·1 per cent; clothing 19·5 per cent; home furnishings and services 16·2 per cent; fuel and light 13·2 per cent; rent 7·1 per cent; and miscellaneous 5·1 per cent. The total index at the beginning of October was 5·1 per cent below the average for 1929.

The index number of the cost of living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.90 divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent) $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent); $73.30. Other expenditure not directly represented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4; October, 120·1.

Wholesale Prices

The Dominion Bureau of Statistics weekly index number of wholesale prices on the base 1926 as 100 was 93·7 for the week ended October 31 as compared with 93·3 for the week ended October 3. Increases were recorded during this period in the prices of eggs, cheese, cured meats, tea, coffee, potatoes, cotton thread, wool yarns, and soap. Of the principal groups the index for animal products advanced 3·3 per cent and chemical products 1·3 per cent while the index of Canadian farm products declined 1·2 per cent. Other group changes were slight.

Comparative figures for the general index are 93·7 for the week ended October 31; 93·3 for the week ended October 3; 93·2 for the month of September; 84·0 for October, 1940; 72·3 for August, 1939, prewar; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, the high point during that year. Since the outbreak of war the general index has advanced nearly 30 per cent and Canadian farm products about 26 per cent. Producers' goods advanced 28 per cent, and consumers' goods about 31 per cent between August, 1939, and September, 1941, the latest date for which this information is available.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of October of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and

bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located but still fairly central, without modern conveniences.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August, 1939	On base of average prices in 1935–1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous
1913		79·7	88·3	74·3	76·9	88·0	70·3	
1914		80·0	91·9	72·1	75·4	88·9	70·3	
1915		81·6	92·7	69·9	73·8	96·8	70·9	
1916		88·3	103·3	70·6	75·4	110·8	74·5	
1917		104·5	133·3	75·8	83·8	130·3	81·5	
1918		118·3	152·8	80·2	92·2	152·3	91·4	
1919		130·0	163·3	87·6	100·7	175·1	101·2	
1920		150·5	188·1	100·2	119·9	213·1	110·3	
1921		132·5	143·9	109·2	127·6	123·4	112·5	
1922		121·3	121·9	113·7	122·2	147·0	112·5	
1923		121·7	122·8	116·6	122·2	145·1	111·7	
1924		119·5	120·9	117·4	119·2	141·7	109·6	
1925		120·6	126·3	117·4	116·8	141·3	107·5	
1926		121·8	133·3	115·9	116·8	139·1	106·1	
1927		119·9	130·8	114·5	114·4	135·6	105·1	
1928		120·5	131·5	117·3	113·2	135·5	104·8	
1929		121·7	134·7	119·7	112·6	134·8	105·0	
1930		120·8	131·5	122·7	111·8	130·6	105·4	
1931		109·1	103·1	119·4	110·0	114·3	103·3	
1932		99·0	85·7	109·7	106·8	100·6	100·4	
1933		94·4	84·9	98·6	102·5	93·3	98·2	
1934		95·6	92·7	93·2	102·1	97·1	97·8	
1935		96·2	94·6	94·0	100·9	97·6	95·4	98·7
1936		98·1	97·8	96·1	101·5	99·3	97·2	99·1
1937		101·2	103·2	99·7	98·9	101·4	101·5	100·1
1938		102·2	103·8	103·1	97·7	100·9	102·4	101·2
1939								
August 1	100·0	100·8	99·3	103·8	99·0	100·1	100·9	101·3
September 1	100·0	100·8	99·4	103·8	98·9	99·6	100·8	101·3
October 2	102·7	103·5	106·3	104·4	104·4	99·6	101·0	101·7
November 1	103·0	103·8	107·1	104·4	105·3	99·6	101·0	101·9
December 1	103·0	103·8	104·7	104·4	105·4	103·3	104·1	102·0
Year		101·5	100·6	103·8	101·2	100·7	101·4	101·4
1940								
January 2	103·0	103·8	104·5	104·4	105·5	103·3	104·3	101·8
February 1	103·0	103·8	104·5	104·4	105·8	103·3	104·3	101·9
March 1	103·8	104·6	104·8	104·4	105·7	107·8	105·9	101·9
April 1	103·8	104·6	104·8	104·4	105·9	107·8	106·1	101·8
May 1	104·1	104·9	104·4	106·9	106·1	107·8	106·2	101·8
June 1	104·1	104·9	103·8	106·9	106·0	109·1	106·5	101·8
July 2	104·8	105·6	105·3	106·9	107·9	109·1	106·9	102·2
August 1	105·1	105·9	105·4	106·9	108·4	109·1	106·9	103·0
September 2	105·6	106·4	105·4	106·9	108·5	112·4	108·9	102·8
October 1	106·2	107·0	106·1	107·7	108·0	113·5	109·7	102·8
November 1	106·9	107·8	108·7	107·7	108·5	113·5	110·0	102·8
December 2	107·1	108·0	109·1	107·7	108·5	113·5	110·7	102·8
Year		105·6	105·6	106·3	107·1	109·2	107·2	102·3
1941								
January 2	107·4	108·3	109·7	107·7	108·6	113·7	110·8	103·1
February 1	107·3	108·2	108·8	107·7	108·7	114·1	111·5	103·1
March 1	107·3	108·2	109·0	107·7	108·9	114·2	111·6	102·9
April 1	107·7	108·6	110·1	107·7	108·9	114·3	111·7	102·9
May 1	108·5	109·4	109·7	109·7	109·2	114·5	111·8	105·1
June 2	109·6	110·5	112·5	109·7	110·2	114·9	112·1	105·6
July 2	111·0	111·9	116·6	109·7	110·5	115·1	113·0	105·6
August 1	112·8	113·7	121·3	109·7	110·5	115·7	114·3	106·1
September 2	113·8	114·7	123·3	109·7	110·9	117·4	115·8	106·4
October 1	114·6	115·5	123·2	111·2	112·1	119·6	117·3	106·5

*** For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.**

The cost of living bonus provided for by P.C. 8253 must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at basic wage rates of twenty-five dollars or more per week, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

AVERAGE RETAIL PRICES, IN SIXTY-NINE CITIES IN CANADA, FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Unit	Oct. 1914	Oct. 1915	Oct. 1916	Oct. 1918	Oct. 1920	Oct. 1922	Oct. 1926	Oct. 1929	Oct. 1933	Oct. 1937	Oct. 1939	Oct. 1940	Sept. 1941	Oct. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	25·1	23·8	26·2	38·1	40·1	29·1	29·5	36·4	20·9	26·7	29·9	30·8	34·6	34·6
Beef, round steak	lb.	.....	.....	22·9	34·5	35·0	24·0	23·9	31·6	16·7	22·3	25·5	26·7	30·2	30·3
Beef, rib roast	lb.	.....	.....	20·6	31·7	31·2	22·0	22·0	29·0	15·7	19·7	22·1	23·0	29·3*a*	29·4*a*
Beef, shoulder	lb.	17·5	16·4	17·2	27·1	25·2	15·9	15·9	22·7	11·0	14·3	16·9	17·4	20·9*b*	21·3*b*
Beef, stewing	lb.	.....	.....	.....	.....	21·3	11·9	12·4	18·3	8·8	11·6	14·0	14·4	17·3	17·7
Veal, forequarter	lb.	18·1	17·5	19·7	28·0	29·0	18·7	19·9	24·9	11·5	14·7	17·2	17·4	21·6	21·2
Mutton, hindquarter	lb.	21·4	20·8	24·2	36·4	36·3	27·2	29·3	31·0	17·9	22·2	24·6	28·0*c*	33·4*c*	31·9*c*
Pork, fresh from ham	lb.	20·4	19·6	23·5	38·0	42·3	30·0	30·8	31·4	17·2	24·4	24·5	23·9	29·1	29·9
Pork, salt mess	lb.	19·0	17·9	20·1	35·0	37·2	26·9	28·3	27·7	15·8	21·3	21·8	20·6	23·5	23·9
Bacon, not sliced	lb.	26·9	26·0	30·5	51·1	60·1	41·6	44·4	40·9	21·3	32·5	32·4	29·7	39·8	40·1
Bacon, sliced	lb.	.....	.....	.....	.....	63·5	46·3	48·5	45·1	24·4	36·0	35·9	32·9	43·1	43·2
Fish, salt cod	lb.	.....	.....	.....	.....	24·6	21·7	21·1	21·0	17·6	18·2	18·6	19·8	20·9	22·2
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·5	20·2	20·5	20·2	17·4	17·7	17·5	18·1	20·1	20·8
Lard	lb.	18·7	17·9	21·1	37·1	37·2	22·7	24·5	21·7	13·1	17·0	13·3	10·4	16·2	17·6
Eggs, fresh	doz.	35·3	36·2	43·6	60·7	73·0	41·7	49·8	51·3	29·2	39·2	38·0*d*	38·0*d*	42·1*d*	43·0*d*
Eggs, cooking	doz.	31·5	31·6	38·3	55·0	66·7	37·4	44·3	45·1	22·7	31·7	30·2	29·9	36·8*f*	37·6*f*
Milk	qt.	9·0	8·5	9·1	12·6	15·4	11·6	11·6	12·4	9·5	10·9	10·8	11·0	11·7	11·7
Butter, dairy	lb.	29·5	30·4	37·1	50·6	62·9	38·4	37·7	42·6	21·1	27·8	28·2	24·3	38·7	36·9
Butter, creamery	lb.	34·7	35·1	42·4	55·7	69·1	43·0	41·2	46·9	24·2	31·5	31·9	27·6	41·5	39·3
Cheese, Canadian mild	lb.	20·3	21·1	26·1	31·4	38·6	27·6	30·6*h*	33·0*h*	19·7*h*	23·2*h*	22·3*h*	23·8*h*	28·8	32·7
Bread, white	lb.	4·5	4·4	5·6	7·9	9·6	6·8	7·6	8·0	5·9	7·2	6·5	6·7	6·8	6·8
Flour	lb.	3·8	3·5	4·8	6·9	8·0	4·5	5·3	5·4	3·3	4·6	3·5	3·6	3·6	3·6
Rolled oats, bulk	lb.	5·0	4·8	5·0	8·1	8·5	5·6	5·8	6·4	5·1	6·0	5·3	5·3	5·3	5·5
Rice	lb.	6·6	6·1	6·8	12·3	16·6	10·6	11·0	10·3	8·1	8·2	8·3	8·9	10·2	10·4
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	21·2	18·7	16·1	15·7	11·8	12·5	11·3	13·0	13·9	13·9
Peas, canned, 2's	tin	.....	.....	.....	19·4	21·2	18·5	17·0	16·1	12·2	11·9	11·0	11·4	12·4	12·4
Corn, canned, 2's	tin	.....	.....	.....	24·3	21·2	18·9	16·2	16·0	11·7	12·1	10·9	11·2	13·9	13·4
Beans, dry	lb.	6·8	7·4	10·4	16·6	11·7	8·7	7·8	11·8	4·5	7·0	6·4	7·0	6·4	6·4
Onions	lb.	.....	.....	.....	.....	7·4	5·0	5·0	5·7	3·5	4·1	3·8	3·7	5·2	4·9
Potatoes	75 lb.	88·3	87·5	132·5	178·3	173·6	101·1	154·7	184·4	102·7	84·1	129·8	108·3	134·1	123·3
Potatoes	15 lb.	.....	.....	.....	.....	40·4	24·7	37·5	42·3	24·1	21·4	29·9	25·8	31·1	29·1
Apples, evaporated	lb.	13·7	12·1	13·4	23·1	29·2	23·8	20·4	21·3	15·1	16·1	15·6	15·2	15·2	15·0
Prunes, medium	lb.	13·2	12·9	13·2	18·8	27·4	19·6	15·7	14·6	12·1	11·7	11·2	11·5	12·2	12·4
Raisins, seedless, 16 oz.	pkg.	.....	.....	.....	.....	29·5	24·6	18·8	15·8	16·9	17·0	16·9	16·7	17·1	17·1
Currants, bulk	lb.	.....	.....	.....	.....	31·1	23·1	18·6	19·4	16·1	15·4	15·2	15·4	15·2	15·1
Peaches, canned, 2's	tin	.....	.....	.....	.....	43·2	34·5	28·9	26·4	20·1	18·6	16·3	16·1	15·7	15·9
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	74·8	50·7	45·6	42·4	41·3	44·2	42·9	44·6	56·6	58·1
Sugar, granulated	lb.	7·8	7·5	9·2	12·2	21·6	8·7	7·9	7·2	8·0	6·6	6·8	7·5	8·6	8·6
Sugar, yellow	lb.	7·0	6·9	8·4	11·2	20·4	8·2	7·5	6·9	7·7	6·4	6·6	7·3	8·4	8·4
Tea, black	lb.	39·5	38·9	39·7	62·0	66·8	58·4	71·9	70·2	42·5	55·5	60·8	68·5	77·2	79·4
Coffee	lb.	39·8	39·4	39·5	46·1	62·2	53·4	61·1	60·2	39·5	35·6	40·2	45·4	47·7	48·1
Cocoa, ½ lb.	tin	.....	.....	.....	.....	33·1	28·4	27·1	27·4	23·7	19·9	19·6	19·5	19·5	19·3
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·63	8·41	9·27	12·61	20·07	18·61	16·87	16·15	14·99	14·21	14·57	15·71	16·29	16·45
Coal, bituminous	ton	6·04	5·91	6·38	10·02	14·51	12·32	10·12	10·09	9·22	9·32	9·55	10·02	10·41	10·53
Coke	ton	.....	.....	.....	.....	.....	.....	13·39	12·84	11·52	12·18	12·03	12·77	13·36	13·53
Wood, hard, long	cord	6·81	6·65	7·03	12·03	13·40	12·79	12·09	12·18	9·54	9·55	9·69	9·92	10·80	11·25
Wood, hard, stove	cord	.....	.....	.....	.....	15·56	14·84	14·46	14·57	11·47	11·55	11·73	12·12	12·86	13·40
Wood, soft, long	cord	5·04	4·84	5·06	9·41	10·58	9·51	8·94	8·71	7·31	7·21	7·13	7·35	7·86	8·04
Wood, soft, stove	cord	.....	.....	.....	.....	12·41	11·41	10·96	10·96	8·84	8·61	8·58	8·86	9·28	9·46

a. Rolled. *b*. Blade. *c*. Lamb. *d*. Grade A. *f*. Grade B. *h*. Kind most sold.

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES AT THE BEGINNING OF OCTOBER, 1941

August 1939=100

—	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous	Total
Halifax	124·7	104·2	105·9	116·4	114·7	105·3	112·7
Saint John	119·4	107·3	106·5	121·0	115·4	106·9	113·2
Montreal	125·9	108·3	114·8	122·5	117·0	104·5	116·3
Toronto	122·3	108·5	116·1	117·3	114·1	106·8	114·0
Winnipeg	121·6	104·4	107·1	116·6	114·9	105·3	112·2
Saskatoon	126·1	113·1	107·0	118·3	118·0	104·6	115·7
Edmonton	121·8	100·0	99·4	122·1	116·2	104·6	111·4
Vancouver	124·0	99·4	111·5	118·3	112·3	104·9	112·3

Localities in the list of cities on page 1328 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of October, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183.)

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The cities of Moncton, Hamilton and Regina were added to the list effective on and after July 1, 1941; effective on and after September 1, 1941, Brockville was included; and effective on and after October 1 the cities of Edmonton, Lethbridge and Medicine Hat were included. The rental figures in the table for the beginning of October, 1941, are therefore for these cities the same as at the beginning of January, 1941. (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

Meat prices at the beginning of October were not very materially changed in the average from those prevailing at the beginning of September except in the case of lamb the price of which again showed a seasonal fall. In beef sirloin steak averaged 34·6 cents per pound for the beginning of September and October having advanced gradually month by month from an average of 29·9 cents at December 1, 1940. Other beef cuts showed a similar movement during the same period. Lamb averaged 31·9 cents per pound at October 1, 33·4 cents at September 1, and 35·1 cents at August 1. Fresh loin of pork at October 1 was fractionally higher than one month earlier as compared with 24·5 cents at the beginning of the year. The price of bacon at 43·2 cents per pound at October 1 was also fractionally higher than at September 1 having advanced month by month from an average of 32·1 cents at January 1. Lard continued upward in price averaging 17·6 cents per pound as compared with 16·2 cents for September 1.

The price of fresh eggs at the beginning of October averaged 43 cents per dozen as compared with 42·1 for September 1. Production was reported to be unusually large for the season. Stocks in cold storage at October 1 were much lower than one month earlier but not materially different from October 1, 1940. A factor tending to strengthen prices was the order of the Special Products Board releasing for export all eggs of exportable grades. The production of creamery butter in September was 22 per cent greater than in September, 1940. The total for the nine months of 1941 was about 9 per cent greater than the corresponding total for 1940.

The "domestic disappearance" of butter in September was 6·5 per cent greater than in August but about the same as in September, 1940. The Dominion average price for October 1, was 39·3 cents per pound as compared with 41·3 cents one month earlier and 27·6 cents at October 1, 1940. An increase of nearly four cents per pound to 32·7 cents was recorded in the price of cheese at October 1 as compared with the previous month and six cents as compared with August 1. The prices of bread and flour were unchanged from the levels of the preceding month. Potatoes averaged 29·1 cents per 15 pounds as compared with 31·1 cents at September 1 and 25·8 cents at October 1, 1940. United States anthracite coal at $16.45 averaged 17 cents per ton higher than for the previous month.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of October, 1941; Halifax $18.25; Charlottetown $17.40; Moncton $18.50; Saint John $17.50; Quebec $16; Three Rivers $16.50; Sherbrooke $17.50; St. Hyacinthe $17.50; Montreal $17.75; Ottawa $18.50; Kingston $18.50; Belleville $18.50; Oshawa $18; Toronto $16; Hamilton $17.50; Brantford $17.75; Galt $17.50; Cobalt $22.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal		Lamb, leg roast per lb.	Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.		Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**34·6**	**30·3**	**29·4**	**21·3**	**17·7**	**23·4**	**21·2**	**31·9**	**32·9**	**29·9**	**25·4**	**23·9**	**40·1**	**43·2**
Nova Scotia (average)	**36·2**	**29·6**	**28·0**	**21·4**	**17·6**	**21·2**	**13·7**	**34·2**	**31·6**	**31·7**	**25·8**	**22·5**	**37·5**	**42·5**
1—Sydney	39·5	31	33	26·5	20·5	.....	13	36	33·5	32	29·5	22·5	.....	41·7
2—New Glasgow	36·1	30·6	31·1	23·4	18·3	20	15	34·5	32·5	35	27·2	22·3	37	42·2
3—Amherst	33·7	28·2	23·7	18·7	15·5	22	.....	35	31	.....	23·5	21·2	.....	43·2
4—Halifax	35·3	28·3	26·6	19·7	17·9	17·7	13	30·5	31·7	28	24·5	22·5	38	41·3
5—Windsor	35	30	25	20	17·5	.....	.....	35	30	.....	25	23·5	.....	43·2
6—Truro	37·3	29·3	28·3	20	15·7	25	.....	34·3	30·7	.....	25	22·7	.....	43·1
7—**P.E.I.**—Charlottetown	**34·4**	**28·2**	**27·6**	**20·8**	**17·2**	**20·0**	**16·0**	**32·8**	**33·4**	**30·0**	**25·0**	**21·3**	**39·0**	**43·7**
New Brunswick (average)	**36·8**	**28·4**	**29·2**	**19·8**	**15·6**	**19·5**	**17·8**	**31·2**	**29·9**	**29·5**	**23·1**	**23·3**	.....	**41·6**
8—Moncton	35·4	28·4	30	19·8	15·3	18	16·5	30·7	33·2	30	25·9	23	.....	44·2
9—Saint John	38·9	30·9	30·1	20·9	17·5	19·3	19	29·7	31·9	29	24·1	22·5	.....	40·7
10—Fredericton	38	29·4	31·7	20·4	14·5	21·2	.....	34·2	29·5	.....	22·3	24·5	.....	42·7
11—Bathurst	35	25	25	18	15	.....	.....	30	25	.....	20	23·2	.....	38·8
Quebec (average)	**33·0**	**29·7**	**26·4**	**19·9**	**14·2**	**22·9**	**20·8**	**31·5**	**27·4**	**21·0**	**22·3**	**23·4**	**42·0**	**41·3**
12—Quebec	32·1	30·1	22·9	20·4	12	22·7	20	28·1	21·8	21	20·7	22·5	.....	37
13—Three Rivers	33·9	27·5	24·5	19·1	15·3	24·7	.....	32·5	25·9	.....	22·7	22·1	.....	45·3
14—Sherbrooke	39·4	33·1	28	23·6	16·4	23·4	20	33·8	30·1	20	22·5	23·4	.....	37·6
15—Sorel	31·1	29·9	29·2	17·2	13·3	19·7	.....	32·5	28·7	.....	20	21·9	.....	43·6
16—St. Hyacinthe	26·2	26·3	25·7	17·6	14·1	26·8	.....	32·4	25·3	.....	20·9	19·3	.....	45·5
17—St. Johns	39	35	30	24·3	15·3	27·3	.....	37·7	33	.....	25·7	24·4	.....	41·5
18—Thetford Mines	26·5	24	21	16	12·3	20	18	25	21·7	22	20	22·3	.....	37·6
19—Montreal	36	32	30·1	20·7	15·3	20·4	25	30·3	29·4	.....	23·4	27·3	42	43
20—Hull	32·9	29·7	26·8	20·4	13·7	21·1	.....	31·4	30·4	.....	24·6	27	.....	40·9
Ontario (average)	**34·9**	**31·4**	**30·6**	**22·2**	**18·5**	**24·5**	**23·2**	**31·8**	**35·0**	**31·3**	**26·7**	**25·0**	**39·7**	**42·7**
21—Ottawa	36·9	32·1	32·8	23·8	17·7	22·8	21·5	31·5	33·1	28·5	25	26·1	40	44
22—Brockville	39·3	34	32·3	23·3	19·4	22	.....	32·5	32	.....	24·3	25·2	.....	41·4
23—Kingston	33·7	30·3	28·7	21	15·5	20·4	18	29·3	33·3	30	25·4	24·3	.....	42·1
24—Belleville	30	28	28·7	19	16	24·7	.....	31	33·6	30	26·4	21	.....	42·5
25—Peterborough	34·3	30·5	30·2	21·2	19·6	20	.....	32·7	35·4	30	28·3	23	42	42·5
26—Oshawa	32·3	29·7	29·5	21·1	17·7	24	25	31·5	35	29	26	23·3	38	42·9
27—Orillia	33·3	29·3	29·2	22	19·3	25	.....	30	34·3	.....	29	26	.....	43
28—Toronto	37·2	32·6	35·3	24·4	20·9	25	19	32·1	36·5	33	24·7	28·1	37	45·2
29—Niagara Falls	35·9	32·9	32·7	25·3	17·7	25·2	.....	31·2	35	.....	27·9	22·5	.....	41·8
30—St. Catharines	36·3	33	33·2	24	16·6	24	24	30·6	36·3	30	28·6	26	40	41·5
31—Hamilton	35·4	31·7	31·9	22·9	20·2	26·3	23	31·5	36·4	29	27	28·5	40	42·8
32—Brantford	34·1	30·7	30·8	22·7	17·5	25·1	26	31·8	36·3	30	29	22	39	44·1
33—Galt	33·3	31·7	31·5	22	21·7	25	25	32·5	35·3	33	25	.....	40	44·2
34—Guelph	33·9	31·4	27·1	20·9	19·1	25·7	.....	31·5	34·7	.....	24·9	25	.....	41·9
35—Kitchener	34·3	32·4	30·1	22·1	19·7	24·9	.....	35·1	35·3	.....	25·4	25	.....	43·7
36—Woodstock	38	33·3	31·7	23·7	18·2	26·7	.....	33·5	36·5	.....	26·7	25	.....	40·7
37—Stratford	36·1	32·4	32·4	23·3	21·3	22	.....	31·6	34·7	.....	25·7	27	.....	43·5
38—London	35·4	32·1	31·4	21·9	18·5	24·5	25	32·1	36·2	30	25·7	25·5	38	42·5
39—St. Thomas	34·3	30·5	31·8	21·8	17·4	25	25	30·5	36·6	32·5	28·1	22	41	42·9
40—Chatham	34·4	31·6	31·1	22·3	16·6	28·3	.....	32·7	35·7	.....	28·6	25·1	.....	42·3
41—Windsor	34	30·8	29·5	22	20·2	26	.....	31·6	34·7	31	27	25	.....	40·8
42—Sarnia	34·9	30·9	30·1	22·2	19·6	26·4	.....	31·4	34·7	.....	27·9	29·6	.....	42·1
43—Owen Sound	34·3	31	30·7	21·8	18·9	24·7	.....	29·7	34·5	.....	24·9	27·5	.....	42·9
44—North Bay	37·5	33	34	23	18	22·5	.....	31	37·3	.....	28	26	.....	44
45—Sudbury	33·3	31	30·6	21·6	18·4	29	.....	31·7	34·3	35	26·2	24·1	.....	40·5
46—Cobalt	39	33	30	23	21·5	.....	22	.....	33·5	30	28·5	25	39	43·1
47—Timmins	30·7	27·4	27·9	20·7	16·5	23·7	23	31·7	34·5	35	26·9	25·5	.....	40·1
48—Sault Ste. Marie	34·5	31·1	26·5	21·3	15·8	24·3	23	32·5	33·7	30	24·6	22·9	40	41·7
49—Port Arthur	34·8	30·8	28·2	20·8	17·1	20·5	23	31·5	35·2	34	26·3	23·7	42	45·1
50—Fort William	35·7	32·5	29·1	21·5	17·3	26·8	25	35·1	36·7	35	28·4	24·2	.....	43·9
Manitoba (average)	**32·4**	**27·7**	**29·0**	**21·1**	**18·0**	**21·2**	**19·5**	**29·4**	**34·0**	**27·5**	**26·1**	**23·2**	.....	**45·3**
51—Winnipeg	33·8	28·4	28·6	21·1	18·3	20·7	19	29·5	35·7	30	28·9	22·9	.....	44·5
52—Brandon	31	27	29·3	21	17·7	21·7	20	29·3	32·3	25	23·3	23·5	.....	46·1
Saskatchewan (average)	**29·0**	**25·3**	**25·0**	**18·2**	**14·5**	**18·4**	**18·0**	**28·4**	**27·6**	**23·3**	**19·9**	**20·9**	**38·5**	**42·4**
53—Regina	32·6	27·1	26·4	19·3	16·7	19·8	20	30·9	29·5	27	20·5	22	.....	42·7
54—Prince Albert	22	20	18	14	12	15	16	25	20	18	15	16·5	37	40·6
55—Saskatoon	29·4	25·1	25·9	18·4	13·8	19·9	.....	27·3	30·9	.....	21·4	19·9	.....	42·5
56—Moose Jaw	31·8	29	29·6	21	15·6	19	18	30·3	30·1	25	22·6	25	40	43·7
Alberta (average)	**32·6**	**28·4**	**27·4**	**19·3**	**16·0**	**20·6**	**18·3**	**30·7**	**32·7**	**31·5**	**25·2**	**21·6**	**40·0**	**43·7**
57—Medicine Hat	35	30	30	22	18	.....	.....	32	35	.....	27	20	.....	43·6
58—Drumheller	33·7	30·7	25·3	19·3	16	20	20	32·5	32·7	28	25	22·5	35	40·1
59—Edmonton	28	24·1	24·8	15·9	13·1	19	15	29	33·4	.....	25	22·2	.....	42·1
60—Calgary	33·5	29·1	30·1	19·8	18·8	23·2	20	30·8	34·1	35	28	24·1	45	45·2
61—Lethbridge	33	28	26·6	19·6	14	20	.....	29·3	28·4	.....	21·2	19	.....	47·3
British Columbia (average)	**38·0**	**33·1**	**33·2**	**23·4**	**22·6**	**27·8**	**26·2**	**34·1**	**36·2**	**32·5**	**27·6**	**25·5**	**44·3**	**48·3**
62—Fernie	33·3	28·3	31	20	17	25	.....	30	35·2	.....	26	22·3	.....	43·8
63—Nelson	38·3	34·3	35·7	25·3	23·3	28·5	25	35·7	40·7	38	32·7	27·7	45	45·6
64—Trail	37	32·6	31·5	22·3	23·5	27·7	25	34·3	36·4	32	27	26·6	43	47·3
65—New Westminster	37·3	32·4	32·5	22·6	22·4	25·4	21	31·7	32·7	28	25	23·5	.....	48·2
66—Vancouver	38·9	33·6	33·6	23·2	24·1	26·5	.....	32·7	33·9	29	27·1	26·2	.....	51·1
67—Victoria	43·1	37·2	37·8	24·6	24·5	30·6	28	35	36	.....	26·9	25·9	.....	48·6
68—Nanaimo	38·7	33·9	32·3	23·9	23·5	28·6	30	35·7	34·5	28	26·2	25	45	51·4
69—Prince Rupert	37·5	32·5	31·5	25	22·5	30	28	38	40	40	30	26·4	.....	50·6

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc. per lb.	Creamery prints per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
64·5	**18·9**	**29·0**	**20·1**	**22·2**	**20·8**	**20·3**	**17·6**	**19·1**	**43·0**	**37·6**	**11·7**	**36·9**	**39·3**	
64·6	**13·9**	**35·0**	.....	**19·6**	**16·7**	**21·6**	**18·3**	**19·2**	**48·6**	**42·9**	**11·0**	**37·5**	**42·9**	
65·6	12	30·5	.....	19·6	17·1	19·6	17·8	18·8	50	43·3	13	35	42·5	1
66·2	16·7	34·4	.....	19·9	15	21·9	18·3	19·1	49	46	11	40	43·2	2
61	.....	.....	.....	19·5	16·7	23	18·3	19·3	45	40	10 b	.....	42·5	3
64·6	15	38·2	.....	19·4	.....	20·9	17·9	19·1	47·1	40·4	12	.....	42·3	4
65	.....	.....	.....	19·4	.....	21·8	19	19·2	51	.....	10	.....	43·2	5
65·4	12	37	.....	19·7	18	22·2	18·3	19·5	49·7	45	10	.....	43·5	6
66·2	**10·0**	**34·0**	.....	**20·0**	**19·5**	**20·7**	**17·9**	**18·7**	**42·7**	**37·2**	**9·0–10·0**	**36·0**	**41·4**	7
62·4	**15·7**	**34·1**	**15·0**	**19·1**	**18·4**	**21·4**	**18·2**	**19·0**	**44·4**	**39·3**	**11·5**	**40·0**	**42·2**	
62·7	14	31·5	.....	18·3	18	21·4	18·5	19·6	48	42	12	.....	43·1	8
65·3	14·7	34·2	15	19	16·9	22	17·7	18·6	45·8	40·2	13	40	41·1	9
64·7	18·3	36·5	.....	20·1	18·7	21·4	18·9	19·5	43·7	39	11	.....	42·9	10
56·7	.....	.....	.....	19	20	20·8	17·7	18·1	40	36	10 b	.....	41·7	11
65·8	**14·8**	**29·8**	**20·9**	**23·2**	**18·7**	**20·7**	**17·4**	**18·7**	**42·7**	**37·8**	**10·5**	**37·5**	**37·9**	
55·6	15·3	28	18	.....	18·3	20·2	17·9	19	42	36·5	12	38	38·4	12
68·6	14	31·3	.....	.....	19·8	20	17·6	19	44·4	40·1	11	.....	37·3	13
67·6	17	32·7	.....	.....	15.	21·9	17·4	18·8	45·1	39·7	11·1a	37	37·9	14
67·5	.....	.....	.....	.....	.....	20·1	16·9	18·9	41·2	32·7	9	.....	38	15
65·2	18	25·5	.....	.....	.....	21·5	16·6	18·9	41	38·6	9	.....	37·9	16
68·2	.....	.....	.....	.....	.....	21·6	18·1	18·8	40·9	38·2	9	.....	37·8	17
63·5	15	28	.....	.....	.....	18·8	17·1	18·4	38·3	34·4	9	.....	38·4	18
70·1	16·3	33·4	23·8	23·2	22·7	21·6	17·7	18·6	45·3	38	12–13	.....	37·9	19
65·9	18	.....	.....	.....	17·7	20·6	17	18·1	46·5	42	12	.....	37·4	20
64·1	**18·0**	**27·5**	**23·2**	**20·7**	**20·0**	**20·4**	**17·7**	**18·8**	**43·2**	**38·2**	**12·3**	**37·1**	**38·6**	
67·6	20	32·5	18	23·2	20·1	20·3	17·9	19	47·2	42·6	12	.....	38·3	21
65·1	.....	25	.....	20	23·3	19·7	17·7	18·9	41·7	35·6	12	.....	37·8	22
63	15	27	19	18·5	18·7	22	17·3	18·6	44·5	39·5	12	.....	37·6	23
61·6	.....	.....	.....	25	19·3	20	17·6	18·8	39·6	37	12	40	38·6	24
61·6	.....	.....	.....	.....	.....	20·2	17·6	18·5	39·5	36·4	12	36	37·9	25
65·5	.....	.....	.....	20	.....	19·5	17·9	19·1	44·7	38·5	12	.....	39·3	26
59	.....	.....	.....	.....	.....	20·8	18·1	19	39·5	37·2	12	.....	38·7	27
66·5	19·8	31·5	26·8	23	23·2	20·7	17·9	18·8	44·1	36·2	13	34	38·4	28
63·9	.....	.....	24	.....	20	20·7	18·5	19·3	46·7	42·5	12·5a	.....	39·3	29
63·3	22	.....	.....	.....	16	21·3	17·3	18·9	44·5	.....	12·5a	35	39·3	30
64·7	20·3	32	26·1	.....	.....	20·7	17·5	18·7	44·9	39	12·5a	38	39·4	31
65·4	15	25	21·5	.....	.....	20·5	17·5	18·8	39·5	.....	12	.....	38·4	32
67·1	.....	.....	.....	.....	.....	20·4	18·1	19·1	43·5	39·8	12	38·5	38·3	33
64·7	.....	30·5	17·5	.....	.....	21·6	17·8	19·2	40·8	34	12	.....	37·8	34
64·7	.....	29	24·5	19	25	20·5	17·8	18·8	40	36·4	12	.....	38·5	35
64	.....	.....	.....	.....	17	19·6	17·8	18·3	38·5	35	12	.....	37·9	36
64·4	20	25	.....	19·5	.....	20·1	17·6	19·3	37·7	34·3	12	.....	38·3	37
65·3	15·7	25·7	23·3	20	21·5	19	17·8	18·9	41	37·8	12	.....	38·1	38
64·9	13	25	25	21	18	19·9	18·3	18·7	43·9	40	12	40	40·2	39
65·1	.....	.....	.....	19	.....	19·6	18·2	18·9	38·2	34·6	12 b	.....	37·9	40
65·9	17·5	28	25	20	.....	18·9	16·8	18·5	41·2	37	13	.....	37·7	41
65·6	.....	.....	30	20	19	20·9	18·6	18·7	41·9	39	12	.....	38·8	42
62·3	.....	.....	.....	.....	.....	19·7	17·2	18·5	36·7	34·7	12	.....	39·3	43
62·8	.....	.....	.....	.....	.....	21·7	17·2	18·9	47·5	38	13	.....	38·8	44
64·2	.....	24	.....	22·5	18	21·9	17·9	19·4	46·5	39	13	.....	37·9	45
56·7	.....	.....	.....	.....	.....	20·7	16·3	19	49	45	12	35	39·5	46
63	.....	27·3	26·5	21·1	23·2	20·1	17·7	19·3	46·1	39·1	14	.....	38·6	47
62·1	.....	.....	22·7	.....	.....	20·5	17·9	19·1	47·3	39	13	.....	38·4	48
66·4	20	.....	20	20·7	19	20·7	16·6	17·7	48·5	41·2	12	.....	38·9	49
66·8	.....	25	20·5	19·3	19·3	19·9	17·4	18·5	50·9	40·6	12	.....	39·1	50
65·7	**26·5**	**30·9**	**21·3**	**24·5**	**20·0**	**19·6**	**17·3**	**20·0**	**40·4**	**32·2**	**11·0**	**36·0**	**37·6**	
66·1	28	30·2	17·5	26	20·6	19	17	19·4	43·5	34·2	11	.....	36·8	51
65·3	25	31·5	25	23	19·3	20·1	17·6	20·5	37·3	30·1	11	36	38·3	52
62·4	**26·9**	**27·4**	**11·4**	**23·4**	**21·7**	**19·2**	**16·7**	**20·2**	**36·3**	**31·7**	**12·8**	**35·0**	**38·2**	
62·9	26·3	27·7	11·6	25·7	22·2	18·7	16·7	20·9	37·5	31·3	13	.....	38	53
61·3	.....	25	.....	.....	22	20·5	17·1	19·1	36	32·8	12	38	39·1	54
61·7	26	28	10	20	20·7	18·2	17	20·7	37	31·5	13	.....	38·2	55
63·8	28·3	29	12·5	24·4	22	19·2	16·1	20	34·7	31·2	13	32	37·5	56
63·5	**24·7**	**28·7**	**15·4**	**27·1**	**24·8**	**20·3**	**16·7**	**19·7**	**40·3**	**33·2**	**11·6**	.....	**37·6**	
61·7	25	30	.....	29	25	18·7	16·1	19·8	41	34	12	.....	37·7	57
64·3	25	29	.....	26·7	24	22	17·1	19·9	42·2	32·9	10	.....	39·3	58
61·5	24·3	27·1	18·9	25·3	26	20·7	16·7	19·5	38·9	33·6	12	.....	36·9	59
63·6	24·7	28·6	14·1	27·8	25·9	20·7	16·5	19·4	39·9	31·6	12	.....	37·2	60
66·4	24·3	29	13·3	26·5	23·2	19·3	17·1	19·9	39·7	33·7	12	.....	37	61
66·9	**20·0**	**26·2**	**13·0**	**25·2**	**25·1**	**18·9**	**17·5**	**19·7**	**43·6**	**37·9**	**11·8**	**36·7**	**41·1**	
66·7	24·3	29	13	26·3	25	15	16·1	19·3	42·2	35·6	11	.....	39·9	62
70	26·5	32	.....	28	28	19·6	17·3	20·9	45·3	35	12·5a	36	42·1	63
67·7	25·4	27·8	.....	26·3	28·5	19·9	19	22·1	46·2	.....	12·5a	35	39·9	64
65·7	17·6	21·3	.....	23·7	23	18·4	17·4	18·7	41·2	38	10	.....	40·3	65
67·5	17·5	24·3	.....	17·9	22·1	18·9	16·5	18·3	40·6	38	10	.....	39·6	66
65·8	16·1	26·3	.....	24·5	24	18·4	17·5	18·9	42·9	40	13	39	40·2	67
69·2	17·7	25	.....	.....	.....	21·3	17·8	19	43·3	38	11a	.....	43·4	68
62·9	15	24·2	.....	30	25	19·7	18·6	20·1	44·4	41	14·3a	.....	43·4	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**32·7**	**6·8a**	**18·7**	**3·6**	**5·5**	**9·3**	**10·4**	**13·9**	**12·4**	**13·4**	**11·4**	**6·4**	**4·9**
Nova Scotia (average)	**33·8**	**7·1**	**19·8**	**3·8**	**5·5**	**9·8**	**10·2**	**15·1**	**12·8**	**14·9**	**12·5**	**6·2**	**5·0**
1—Sydney	34·3	6·7-7·3	19·9	3·6	5·4	9·9	9·1	14·4	12·9	14·2	12·4	5·6	5
2—New Glasgow	34	6·7-7·3	19·9	3·9	5·6	9·9	9·9	14·7	12	14·6	12·1	5·6	5
3—Amherst	31·4	7·3	20	3·7	5	9·8	10	15	12·6	15	11·7	6·2	5
4—Halifax	34·1	6·7-8	20·1	3·8	5·7	9·5	10·5	15·2	12·7	15·7	11·8	6·8	5·1
5—Windsor	34·7	7·3c	18·7	3·9	5·5	9·7	10·3	15·2	13·6	13	13	6·8	5
6—Truro	34·3	6·7c	19·9	3·9	5·9	10·2	11·1	16·1	13	16·6	13·7	6·1	4·8
7—**P.E.I.**—Charlottetown	**31·3**	**7·3**	**19·8**	**3·7**	**6·0**	**9·8**	**10·9**	**14·6**	**13·7**	**14·2**	**12·1**	**6·4**	**4·9**
New Brunswick (average)	**32·8**	**7·5**	**19·0**	**3·7**	**5·6**	**9·8**	**10·1**	**14·8**	**12·6**	**14·2**	**12·0**	**6·3**	**5·2**
8—Moncton	33·7	8	20·1	3·9	5·8	10·1	10·7	15·1	12·8	15·1	12	6·2	5·1
9—Saint John	34·1	6·7-3	19·3	3·3	5·7	9·8	10·2	14·8	12·3	14·3	12·4	6·3	5·1
10—Fredericton	33·5	7·3	18·7	3·8	5·6	9·6	10·9	14·4	12·6	14	11·3	6·6	5·3
11—Bathurst	30	8c	17·9	3·7	5·4	9·6	8·5	15	12·6	13·2	12·1	5·9	5·4
Quebec (average)	**30·6**	**5·4**	**16·0**	**3·8**	**5·3**	**9·8**	**9·9**	**12·7**	**13·0**	**14·3**	**11·9**	**5·9**	**5·8**
12—Quebec	31·1	5-8b	17·9	3·8	5·6	9·8	11·3	12·9	12·4	14·7	12·2	6·5	5·7
13—Three Rivers	28·3	5·3	14·9	3·9	5	9·8	9·8	13·3	13·1	14·9	12	5·5	6·6
14—Sherbrooke	31	5·3	15·1	3·7	5·4	9·7	10·2	13	13·7	15·2	11·9	5·9	5·8
15—Sorel	31·6	4·7	14·4	3·6	4·7	10	9·3	12·3	11·9	14	11·6	5·9	6·6
16—St. Hyacinthe	28·1	4	16·5	3·7	5·8	9·9	9·9	12·5	13·9	12·7	11·6	5·5	5·3
17—St. Johns	31·2	5·3	16·8	3·8	5·4	9·7	10·3	12·3	14·6	16	12·7	6·2	6
18—Thetford Mines	28·5	5·3	14·5	3·9	5·1	9·8	8·8	12·5	12·4	12·7	12·3	5	5·5
19—Montreal	32·6	5·3-6·7	17·2	4·2	5·3	9·5	10	12·3	11·9	13·8	11·5	6·2	5·5
20—Hull	32·7	5·3-6·7	16·3	3·7	5·3	9·7	9·7	13·1	12·7	14·6	11·2	6·7	5·4
Ontario (average)	**33·7**	**6·3**	**17·3**	**3·5**	**5·3**	**9·2**	**10·7**	**13·5**	**11·8**	**12·8**	**10·9**	**6·1**	**4·8**
21—Ottawa	33·1	6·7	15·7	3·8	5·3	9	11	13·2	12·2	14	11·6	6·3	5·3
22—Brockville	31·6	6	13·9	3·8	5·3	8·9	11·1	13·5	12	13·7	11	6·3	4·9
23—Kingston	31·2	5·3-6·7	16·5	3·5	5·1	9·2	10·4	13·2	12·1	13·2	11	6·4	5
24—Belleville	34·7	5·3-6·7	16·5	3·5	5·1	9·2	10·7	13·1	11·5	12·9	12·1	6·3	4·9
25—Peterborough	31·7	5·3-6·7	16·7	3·5	5	8·9	11	12·7	11·7	12·5	11·3	5·9	4·9
26—Oshawa	35·6	5·3-6·7	17·7	3·7	5·6	9·1	9·8	13·9	12	13·6	10·7	6·4	4·9
27—Orillia	35·5	6·7	14·9	3·2	5	8·8	10·3	13·9	12·3	13·3	11·9	6·4	5·2
28—Toronto	34·9	6·7	17·8	3·6	5·2	8·8	10·8	13	11·4	12·2	11·2	6·4	4·8
29—Niagara Falls	35·2	6	17·7	3·6	5·2	9·1	10·3	12·9	11·4	12·1	10·9	7·3	4·3
30—St. Catharines	33·5	6·7	16	3·5	5·5	9·1	9·7	12·9	11·3	12·1	11·4	6·8	4·3
31—Hamilton	34·7	6·6·7	17·5	3·4	5·4	9	10·9	13	11·5	12·5	11·1	5·5	5·2
32—Brantford	36·3	6·6·7	17·7	3·6	5·3	9·2	10·7	13·5	11·5	12·3	10·4	6·1	5·1
33—Galt	35·2	6·7	18·1	3·5	5·1	9	11·8	13·6	12·3	12	10·7	5·1	4·9
34—Guelph	37·5	6	17·3	3·2	5·2	9·2	11	13·9	11·4	12·2	10·1	6·1	4·9
35—Kitchener	35·7	6·7	17·5	3·2	5·3	9	11·5	14	12·3	12·9	10·6	5·9	4·8
36—Woodstock	33·4	6	15·7	3	5·1	8·8	11	14	11·1	12·6	9·4	6·2	4·5
37—Stratford	31·9	5·3	16·5	3·2	5·1	9·4	11·2	13·4	11·4	13	10·1	5·7	4·8
38—London	36·5	6·7	18·8	3·3	5·3	8·9	10·7	13·4	12	12·3	10·9	5·9	4·5
39—St. Thomas	37·9	5·3-6·7	20·6	3·6	5·2	9·4	11·2	13·6	12·2	12·5	11·2	6·6	5
40—Chatham	38	5·3	18·4	3·5	5·1	8·9	10·8	13·1	11·5	11·6	9·4	5·1	4·4
41—Windsor	33·5	5·3-6·7	17·7	3·5	4·9	8·9	10·6	12·6	11·3	12·2	10·3	5·4	4·5
42—Sarnia	34·9	6	20·1	3·3	5·7	9·2	10	14·1	12·4	12·8	11·4	6·7	4·7
43—Owen Sound	30·9	6c	16·6	3·3	5·2	9·5	10·1	13·1	11·7	12·3	10·8	5·5	4·7
44—North Bay	34·9	6·6·7	17·9	4·1	6·2	9·8	11·3	15	12·3	14·9	10·8	6·8	5·1
45—Sudbury	33·1	6·7	16·5	3·9	6·1	9·3	10·1	13·3	12·1	12·3	11·8	6·1	5·6
46—Cobalt	31·1	6·7	16·4	3·9	5·6	9·3	11·7	14·7	12·4	14·7	12·7	5·8	5
47—Timmins	28·1	7·3	17·6	3·9	6	9·9	11·1	13·7	12	12·6	12	5·6	4·9
48—Sault Ste. Marie	32·6	6·7	16·4	3·6	5·4	9·6	10·7	14·1	12·4	14·3	11·8	6·6	5·2
49—Port Arthur	28·8	6·6·7	21·8	3·6	5·4	9·3	10·5	12·8	11·3	12	10	6·1	4·3
50—Fort William	30·3	6·6·7	17·3	3·6	5·5	9	10·1	13·5	12·1	12·1	9·7	6·5	4·5
Manitoba (average)	**31·9**	**7·0**	**17·4**	**3·5**	**5·8**	**9·2**	**10·6**	**14·9**	**12·8**	**12·8**	**10·9**	**6·9**	**3·2**
51—Winnipeg	31·9	6·4-8	16·8	3·4	5·6	9	10·5	14·5	12·4	12·5	11·1	6·7	2·8
52—Brandon	30·8	6·4-7·1	17·9	3·5	5·9	9·3	10·7	15·2	13·2	13	10·6	7	3·5
Saskatchewan (average)	**30·5**	**6·9**	**21·7**	**3·6**	**5·7**	**8·9**	**10·5**	**15·1**	**13·2**	**13·4**	**11·5**	**6·3**	**4·4**
53—Regina	31·6	6·4-7·2	20·1	3·5	6·7	9	10·3	14·8	12·9	13·2	12·1	6·1	4·1
54—Prince Albert	29·8	6·4	23·3	3·6	.....	9·2	10·6	15·5	13·6	14·1	11·3	7·1	4·5
55—Saskatoon	31·1	7·2	22·1	3·6	5·3	8·9	11·4	15·2	13·3	13·6	11·4	6·6	4·5
56—Moose Jaw	29·3	7·2	21·3	3·5	5	8·4	9·7	15	13·1	12·8	11·2	5·4	4·3
Alberta (average)	**31·5**	**7·8**	**21·8**	**3·5**	**5·9**	**8·9**	**10·8**	**14·5**	**12·3**	**13·2**	**11·3**	**6·7**	**4·4**
57—Medicine Hat	32·5	8	23	3·5	6·3	8·9	10·9	15	12	12·9	10·6	6·3	3·9
58—Drumheller	31·7	7·1-8	20·8	3·5	6	8·8	11·7	14·8	12·5	14·2	11·5	6·9	4·3
59—Edmonton	29·7	7·2-8	21·5	3·5	5·7	8·8	9·7	13·9	12·4	13	11·5	6·9	4·5
60—Calgary	30·9	8	21	3·4	5·5	9·1	10·7	14·2	12·4	12·9	12·8	6·8	4·6
61—Lethbridge	32·9	8	22·5	3·6	.....	9·1	11	14·6	12·4	12·8	10·3	6·8	4·9
British Columbia (average)	**33·0**	**9·0**	**22·9**	**3·8**	**6·1**	**9·4**	**9·5**	**14·2**	**13·0**	**13·6**	**11·2**	**8·2**	**4·5**
62—Fernie	32·1	8	22·3	3·8	6	9·9	9·7	14·1	12·8	13	9·9	8·3	5·1
63—Nelson	32·8	9	24	3·7	6·5	9·1	10·1	14·4	13·9	14·7	13·3	10·1	4·1
64—Trail	32·1	9	22	3·8	5·9	9·6	10·4	14·3	12·8	14·2	11·5	9·1	3·9
65—New Westminster	31·8	9·9·6	21·4	3·7	5·7	8·8	8·9	13·6	12·4	13·3	11·3	7·1	4·6
66—Vancouver	32·3	9·9·6	22·7	3·6	5·4	9·1	9·2	13·3	12·4	12·5	10·4	6·9	4
67—Victoria	32·2	9	23	3·9	6·7	9·4	9·3	14·2	12·4	13·3	10·8	7·7	4·7
68—Nanaimo	36·3	9	22·9	3·8	6	9·5	9·3	14·7	13·7	12·9	11	7·9	4·6
69—Prince Rupert	34	9–10	25	4·1	6·2	10	8·9	15·1	13·6	14·7	11·7	8·5	5·1

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

ANF RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1941

Potatoes (d)		Apples												
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemon, medium size, per doz.	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·233	**29·1**	**21·3**	**15·0**	**12·4**	**17·1**	**15·1**	**10·6**	**38·1**	**37·3**	**44·2**	**15·9**	**37·8**	**58·1**	
1·272	**28·4**	**19·4**	**13·5**	**13·7**	**16·6**	**15·2**	**11·0**	**42·6**	**43·3**	**36·2**	**16·2**	**33·0**	**62·2**	
1·332	31·5	25	13	13·1	15·5	15	12	46	47·7	35·4	15·4	32·6	56·7	1
1·257	30·2	18·7	15	14·9	15·8	15·1	11·7	43·6	41·9	35·6	15·9	33·3	62·2	2
1·35	21·9	19·7	.....	15	17·6	13·5	10	41·2	45	36	15·4	33·2	61·3	3
1·266	29·8	19·8	12·5	12·6	17·8	17·5	10·4	39·2	39·4	36·5	16·9	33·8	66·5	4
1·20	27	15	.....	14·2	16·5	15	10·3	42·3	43·5	36·7	15·5	32	65	5
1·225	29·9	18·1	.....	12·5	16·4	15	11·5	43·2	42	36·9	17·9	33	61·6	6
1·156	**26·6**	**15·7**	**15·0**	**13·4**	**17·4**	**15·2**	**10·5**	**45·3**	**54·5**	**35·9**	**17·2**	**32·4**	**56·5**	7
1·047	**26·2**	**17·7**	**15·5**	**12·7**	**16·3**	**14·6**	**10·0**	**40·9**	**41·1**	**36·3**	**15·9**	**33·2**	**59·6**	
1·191	27·4	19·6	13	13·5	16·8	15	10	40·9	41·9	37·2	16·3	33·3	61·2	8
·973	25·3	18·5	18	12·3	15·6	13·9	9·8	41·5	40·8	36·7	15·4	33	59·9	9
1·025	28·5	17·5	.....	12·4	16·7	14·6	9·8	41·3	42·9	36·6	15·5	**33·9**	61·9	10
1·00	23·7	15	.....	12·7	16·2	15	10·2	40	38·8	34·7	16·3	32·4	55·5	11
1·058	**25·5**	**24·3**	**14·5**	**12·6**	**17·2**	**14·0**	**8·6**	**38·7**	**36·1**	**34·7**	**15·8**	**32·5**	**58·1**	
·939	26·2	22·5	.....	13·4	17·7	14·6	8·6	40·9	36·8	33·5	16·4	32·7	61·1	12
1·105	26·3	23·1	.....	12·4	16·8	13·8	8·6	40·4	35·7	35·7	16·1	32·7	63·5	13
1·042	24·9	.....	12	13·2	18	14·6	8·2	36·6	36·7	34·7	16·5	33·3	57·2	14
1·144	27·5	.....	.....	12·7	16	12·7	9	40·3	40·7	35·7	15	31·7	57·1	15
1·011	23·9	25	.....	12·4	18	13·4	8·4	40·5	37·3	34·9	15·1	30·9	57·9	16
1·042	21·8	18·9	.....	11·9	17·6	13·8	9·4	38·5	36·6	34·5	16·4	33·1	59·6	17
·963	26·2	27·5	.....	13·1	17·6	14·3	8·3	38·9	38	33·9	15·9	33·5	53·6	18
1·106	27	29·9	17	12·4	17·2	14	8·5	37·3	30·4	33·7	15	31·7	56·1	19
1·166	25·8	22·9	.....	12·2	16·3	15	8·5	34·9	32·9	36	15·9	33·1	56·5	20
1·324	**31·4**	**21·8**	**13·9**	**12·3**	**17·0**	**15·5**	**9·7**	**37·5**	**35·6**	**35·1**	**15·4**	**30·9**	**56·7**	
1·209	28·9	24·6	.....	12·2	16·3	15·9	9·3	37·2	32·4	35·8	16	31	57·6	21
1·329	31·5	25	.....	13·4	18·6	15	10	41·8	39·7	36·6	14·9	30·8	62	22
1·499	34·9	20·5	15	12·4	16·4	15	9·9	36·9	36·6	35·8	15·7	30·7	55·4	23
1·418	35·6	18·3	10	12·2	16·3	14·2	9·4	38·2	34·9	34·7	15·1	30·3	55·9	24
1·195	31·8	18·9	.....	12·1	18·7	14·7	8·9	37·8	35·3	34·8	16·1	29·9	57·8	25
1·377	34·3	21·6	.....	13·3	18	15·1	9·5	38·4	35·9	35·1	15·6	30·1	57·8	26
1·324	31·3	21·1	.....	11·9	15·9	15·1	9·7	36·3	34	33·1	15·3	30·9	56·1	27
1·362	31·8	21	.....	11·4	16·6	14·7	9·2	38	31	33·4	14·5	29	55	28
1·473	33·9	22·5	.....	11·5	17·9	14·9	9·5	38·4	34·5	35·8	14·9	33	53·3	29
1·498	35·7	19·6	.....	13	17·6	15·3	9·9	32·2	36·7	34·7	14·6	30·7	55·7	30
1·329	30·2	22·7	.....	11	16·4	14·3	9·8	38·2	34·5	34	14·6	30·2	54·9	31
1·30	30·5	23	.....	12·7	15·8	14·9	9·5	37·8	33·2	33·9	14·6	30·3	57·5	32
1·346	32·3	23·3	.....	13·7	18·1	15	9·6	39·4	36·1	32·9	14·8	29·8	55·9	33
1·245	29	19·1	.....	12·8	16·1	15·3	9·2	37·7	33·5	34·2	14·7	30·3	54·3	34
1·257	30·8	18·7	.....	13·1	15·9	15·8	9·3	36·3	34	33·1	15·2	29·9	56·6	35
1·265	27·9	17·1	.....	12·5	15·2	14·6	9·2	36·2	36	35·1	15·2	29·5	58·3	36
1·233	29·6	15·4	.....	10·9	16·6	15·4	9·3	35·6	35·7	35·4	15·4	30·7	57·1	37
1·22	28·6	18·9	.....	12·3	16·4	14·7	9·2	37	34·8	34·3	15·4	29·8	55·2	38
1·299	28·9	18·7	.....	12	16·1	15·2	9·6	38·9	37·5	34·5	15·7	31·5	57·7	39
1·199	26·5	27·6	.....	11·7	17·3	14·9	8·7	35·7	32·2	33·5	15·5	29·5	57·7	40
1·205	26·5	17·4	.....	12·3	15·9	15·1	8·4	33·2	31·2	33	15·3	29·8	53·3	41
1·155	27·8	17·5	.....	12·3	16·5	15·6	9·5	40·7	33	36	16·6	30	58	42
1·375	33·3	19·6	.....	12	17	15·7	8·6	36·5	35·4	35·1	15·9	30·9	56	43
1·457	38·3	.....	.....	12	17	17·2	9·7	35·4	36·7	37·1	16·4	33·6	58·5	44
1·198	28·7	32·5	.....	11·7	16·7	17	10·3	33·7	38	36	15	31·5	58·4	45
1·575	33·7	.....	17	13	18·5	16·7	11	42·6	37	37	17	33	56·3	46
1·506	36·1	.....	15	11·9	18	17·5	10·4	37·8	36	37·5	16·4	32·5	59·3	47
1·495	34·8	22·8	18	12·6	16·9	16·3	11·3	38	39·2	36·5	15·3	30·5	61·3	48
1·146	28·6	30·1	12·5	12·1	18	18·2	11	40·8	42·3	37·3	15·1	32	52·9	49
1·242	29·3	30	10	11·9	18·7	16·9	11·7	38·9	40·5	37·4	15	33·6	56·6	50
·839	**21·9**	.....	**15·0**	**12·1**	**17·2**	**15·9**	**12·2**	**37·1**	**37·7**	**72·5**	**15·8**	**54·4**	**57·0**	
·811	21·4	.....	15	11·7	18·5	15·2	12·3	36·9	37·6	69·1	15·5	52·4	56·5	51
·867	22·3	.....	15	12·5	15·8	16·5	12·1	37·3	37·7	75·8	16·1	56·4	57·4	52
1·093	**25·1**	.....	**15·0**	**12·3**	**16·2**	**15·5**	**12·6**	**36·2**	**38·3**	**69·2**	**16·7**	**56·3**	**60·8**	
·958	23·9	.....	.....	12·8	16·9	15	12·6	37·1	34·5	68·9	16·1	57·3	61	53
1·306	26·7	.....	16	12·5	17·7	17·1	12·9	37·1	44·6	71·2	18·1	57·6	63·7	54
1·129	25·7	.....	.....	12·4	15·8	15·4	12·3	33·3	36·9	69·2	16·4	55·4	61·8	55
·979	24	.....	14	11·6	14·2	14·4	12·5	37·3	37	67·5	16	54·7	56·7	56
1·113	**26·6**	.....	**17·3**	**11·9**	**18·4**	**15·4**	**14·9**	**36·3**	**35·6**	**66·8**	**17·2**	**54·6**	**60·4**	
1·042	26·4	.....	.....	11	18·1	16	14·8	35·5	36·4	67·9	17·6	55·5	59·4	57
1·433	30·2	.....	17	11·6	17·8	15·7	15·7	36	36·7	67·8	17·3	56·5	63·7	58
·892	22·1	.....	15	12·6	18·9	15	14·8	37·8	35·4	64·1	16·6	52·8	57·8	59
1·204	28·7	.....	20	11·8	17·7	15	14·5	38·9	36·5	66·9	16·4	52·1	58·9	60
·996	25·4	.....	.....	12·6	19·4	15·4	14·7	33·5	33	67·4	18·1	56·2	62	61
1·402	**32·3**	.....	**16·5**	**11·6**	**18·1**	**14·5**	**12·6**	**36·1**	**36·6**	**66·3**	**16·2**	**52·6**	**57·0**	
·937	25	.....	.....	13·2	19	16·3	15	38·7	43	68	17·9	54	65	62
1·348	29·3	.....	.....	12	17·2	15	13·6	36·6	38·6	68	17·3	59·8	62·6	63
1·237	31·9	.....	.....	11·6	19·3	15·5	13·3	34	37·5	71	18·1	60·5	57·4	64
1·477	31·2	.....	17	10·6	17·3	13·1	10·2	33·4	32·5	63·9	14·9	47·9	55·5	65
1·391	30·9	.....	14	10·2	17·1	13·3	11·8	35	31·1	62·8	14·6	47·2	52·5	66
1·549	36·7	.....	.....	11·5	18·3	13·6	12·2	37·8	36·1	63·8	15	48·4	50·7	67
1·571	33·9	.....	15	12·4	17·9	13·9	11·6	37·1	35·6	64·7	15·7	50·9	51·4	68
1·706	39·4	.....	20	11·6	18·7	15	12·9	36·5	38·3	68	16·3	52·2	61	69

† Ontario and east, 32 ounce jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ¼ lb. tin.	Vinegar in bulk per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ¼ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**8·6**	**8·4**	**48·1**	**79·4**	**19·3**	**15·9**	**4·3**	**12·8**	**5·4**	**16·451b**	**10·529**
Nova Scotia (average)	**8·5**	**8·2**	**55·8**	**76·9**	**19·6**	**10·0**	**4·7**	**13·0**	**5·6**	.....	**8·380**
1—Sydney	8·5	8·2	54·8	78·2	19·7	10	4·3	12·9	5·6	.....	7·15- 7·50s
2—New Glasgow	8·3	8·3	57	77·5	21·2	10	4·4	13·7	5·9	.....	6·95- 7·20s
3—Amherst	8·3	8	56·7	79·2	18·1	.....	4·8	12·2	5·7	.....	6·75- 9·25
4—Halifax	8·5	8·3	54·6	79	22	10	4·9	13·6	5·8	.....	9·00-11·00
5—Windsor	8·8	8·1	55·7	72·5	17·5	.....	4·5	12	5	.....	.....
6—Truro	8·3	8·2	56·1	75·1	19·1	.....	5·3	13·4	5·6	.....	8·50-10·50
7—**P.E.I.**—Charlottetown	**8·6**	**8·3**	**60·6**	**75·7**	**18·1**	**15·0**	**4·1**	**13·5**	**5·7**	**17·900**	**9·650-10·150**
New Brunswick (average)	**8·6**	**8·4**	**54·6**	**77·8**	**18·6**	**10·0**	**4·3**	**12·6**	**5·4**	**17·500**	**10·594**
8—Moncton	8·9	8·6	57·5	78·2	19·4	10	4·4	13·1	5·7	g	10·00-10·75g
9—Saint John	8·4	8·1	49·8	79·3	19·3	10	4·4	12·4	5·3	17·50	11·50-12·50
10—Fredericton	8·6	8·4	57·9	77·6	18·2	.....	4·1	12·6	5·6	.....	10·00-11·00
11—Bathurst	8·5	8·3	53·3	76·1	17·5	.....	4·4	12·2	5·1	.....	9·50
Quebec (average)	**8·1**	**7·9**	**47·8**	**84·0**	**20·7**	**15·3**	**4·3**	**11·9**	**5·5**	**16·322**[a]	***9·922**
*12—Quebec	8·3	8	47·9	87·4	22·6	15	4·4	13	5·7	15·50	10·50
*13—Three Rivers	8·4	8	50·4	84·7	21·2	.....	4·2	12·2	5·6	15·50	8·50- 8·75
*14—Sherbrooke	8	8	46·2	85·2	19·6	15	4·4	12·2	5·6	17·00	11·00
*15—Sorel	7·9	7·7	51·1	82·1	19	.....	4·5	10·4	5·3	16·00	9·00
*16—St. Hyacinthe	7·9	7·9	44	86·2	20·7	.....	4·8	11·1	5·1	15·75	9·25-11·75
*17—St. Johns	7·9	7·7	44·0	82·2	21·4	.....	4·3	12·1	5·6	15·50	10·50
*18—Thetford Mines	8	7·7	48·8	80·8	20	15	4·2	12·2	5·6	18·50	.....
*19—Montreal	7·9	7·7	48·4	86	19·5	16	4	11·5	5·2	16·75	8·00- 8·50
*20—Hull	8·3	8	48·9	81·3	22·4	.....	4	12·5	5·4	16·40	11·00
Ontario (average)	**8·5**	**8·4**	**47·7**	**82·1**	**19·2**	**13·9**	**4·3**	**12·5**	**5·4**	**16·288**	**11·971**
21—Ottawa	8·3	8	46·3	79·1	18·9	13	4·1	11·8	5·4	16·40	11·00
22—Brockville	8·2	8	46·8	80·2	21·3	.....	4·4	11·3	5·2	16·00	8·50- 9·00
23—Kingston	8·1	7·9	47·2	82·5	18·6	20	4·7	12·4	5·5	16·00	9·00- 9·50
24—Belleville	8·6	8·5	48·2	82·8	18·7	10	4·6	12·6	5·7	15·50	10·00-13·00d
25—Peterborough	8·5	8·4	51·8	80·5	19·3	12	4·3	12	5·3	16·75	11·50-14·75d
26—Oshawa	8·7	8·4	52	85·1	19·3	12	4·5	12·6	5·9	16·00	9·50-14·00d
27—Orillia	8·2	8·2	49·4	82·4	18·6	.....	4·1	11	5·6	16·50	11·25-14·00d
28—Toronto	8·2	8	49·5	81·9	17·6	12	4·1	11·8	5·3	14·75	12·25
29—Niagara Falls	8·5	8·5	45·6	82·5	20	.....	3·9	12·6	5·8	14·50-15·00g	8·50-10·00g
30—St. Catharines	8·7	8·5	48·9	83·3	20·8	11·3	4·5	12·3	5·3	15·25g	8·50-13·75g
31—Hamilton	8·3	8·1	47·1	82·1	19·5	10	4·3	11·7	5·3	15·00	10·50-11·50
32—Brantford	8·3	8·2	50·9	86	18·7	13	4·1	11·9	5·6	16·00	10·00-13·25d
33—Galt	8·8	8·5	49·4	81·7	19·1	10	4	12·6	5	16·00	10·50-13·50d
34—Guelph	8·4	8·3	45·3	83·2	17·9	.....	4·3	12·8	5·2	16·00	10·50-13·75d
35—Kitchener	8·5	8·4	44·4	84	19·6	.....	3·7	12·4	5·2	16·00	11·50-13·50d
36—Woodstock	8·6	8·5	50·5	81·9	18·7	.....	4·2	12·4	5·3	16·00	10·50-14·00
37—Stratford	8·6	8·5	48·6	81·3	18·5	.....	4·4	13·4	5·9	16·00	13·00
38—London	8·4	8·2	48·5	84·3	17·4	11	3·9	12·1	5·5	16·50g	12·50-14·50g
39—St. Thomas	8·6	8·5	46·1	82·5	18·5	12·7	4·2	12·5	5·4	16·00g	12·50-13·00g
40—Chatham	8·6	8·4	46·3	83·1	17·7	.....	4·1	12	5·1	15·50g	10·00-12·50g
41—Windsor	8·4	8·3	42·2	79·2	18·6	15	4·1	11·7	5·2	16·00g	10·50-13·00g
42—Sarnia	8·7	8·6	45·5	85·3	19	.....	4·4	13·7	5·9	16·50	10·50-11·00
43—Owen Sound	8·3	8·3	53·8	83	19·4	.....	4·4	12·6	5·4	16·50	9·50-10·00
44—North Bay	8·9	8·7	57·3	85·1	22	.....	4·5	13·9	5·4	17·00	14·50-14·75
45—Sudbury	8·7	8·3	44·3	81·3	20·5	15	3·8	13·8	5·5	17·25	11·50-15·00d
46—Cobalt	8·9	8·8	44·1	79·5	15·7	.....	4·6	13·2	5·4	19·00	13·50d
47—Timmins	8·9	8·8	43·3	79·4	20·4	18	4·7	13·8	5·4	19·50	12·75-17·00d
48—Sault Ste. Marie	8·7	8·5	47·5	85·4	20·3	16·3	4·7	13·7	5·1	17·00	10·50-13·00d
49—Port Arthur	8·2	8·1	44·9	75	19·2	20	4·5	12·9	5·2	16·50	11·50-14·75d
50—Fort William	8·5	8·2	45	78·9	21·3	18	4·7	12·2	5·5	16·50	11·50-14·75d
Manitoba (average)	**9·1**	**9·0**	**44·7**	**74·5**	**18·6**	**15·0**	**3·9**	**13·1**	**5·5**	**20·000**	**9·175**
51—Winnipeg	9	9	43	74·2	18·5	15	4	12·2	5·6	20·00	6·25-14·25b
52—Brandon	9·1	9	46·3	74·7	18·7	15	3·8	14	5·3	.....	5·00-11·20b
Saskatchewan (average)	**9·3**	**9·4**	**44·3**	**73·0**	**19·2**	**17·5**	**4·2**	**14·2**	**5·3**	.....	**8·638**
53—Regina	9·2	9·6	44·5	74·6	19·5	15	3·1	14·1	5·2	.....	5·35-13·00b
54—Prince Albert	9·7	9·5	42·7	76·1	21·3	.....	5	14·4	5·5	.....	9·00-10·00b
55—Saskatoon	9·3	9·5	44·7	72·7	18·8	.....	4·2	13·9	5	.....	7·25- 9·60b
56—Moose Jaw	9	9	45·3	68·5	17·1	20	4·5	14·5	5·3	.....	5·25- 9·65b
Alberta (average)	**9·2**	**9·3**	**44·1**	**74·6**	**17·7**	**19·3**	**4·1**	**14·0**	**5·2**	.....	**5·269**
57—Medicine Hat	9·3	9·2	39·7	72·5	16·1	.....	3·3	14	5·2	g	g
58—Drumheller	9·1	9	45·5	75·5	19·1	23	4·5	14·7	5·2	.....	4·50- 5·50b
59—Edmonton	9·2	9·1	45·5	74·8	16·9	15	4·1	13·5	5·2	g	3·25- 5·00b
60—Calgary	8·9	9·3	44·7	73·9	18·2	20	4·2	13·7	5·2	g	6·65- 7·50b
61—Lethbridge	9·6	9·8	45·2	76·5	18·3	.....	4·3	14·3	5·3	.....	4·75- 5·00b
British Columbia (average)	**8·6**	**8·4**	**44·7**	**74·5**	**19·4**	**24·3**	**4·7**	**13·6**	**5·5**	.....	**11·107**
62—Fernie	9·3	9	45·5	71·3	18·7	.....	4·1	14·5	5	.....	.....
63—Nelson	8·9	8·7	46·8	79	18·8	25	5·3	14·4	6·3	.....	9·75-11·50
64—Trail	8·9	8·8	44·1	73·4	19·7	25	5·3	14·1	5·4	.....	9·25-10·25
65—New Westminster	7·9	7·9	40·1	72·4	18·7	24	4·3	12·7	5·7	.....	10·50-12·00
66—Vancouver	8·1	8·1	43·5	72·4	19·1	18	4·3	12	5	.....	10·50-12·00
67—Victoria	8·9	8·3	48·8	74·4	20·9	25	4·3	13	5·7	.....	10·00-12·25
68—Nanaimo	8·4	8·1	44·1	74·3	19·8	28	4·9	13·3	5·2	.....	9·50
69—Prince Rupert	8·7	8·6	44·5	78·8	20·2	25	5	14·5	6	.....	13·00-15·50

b. For prices of Welsh coal see text. c. Calculated price per cord from price quoted. d. Including semi-bituminous. but some at $35-$45, according to condition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for a provincial sales tax of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not in- $20-$24.

AND RENTALS IN CANADA AT THE BEGINNING OF OCTOBER, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·531	**11·246**	**13·396**	**8·039**	**9·463**	**7·974**	**28·2**	**9·7**	**25·607**	**18·827**	
10·700	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**9·9**	**21·417**	**15·417**	
9·50	6·50	8·00	5·50	7·00	7·00	30	9·9	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00c	30	10·1	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·7	15·00–20·00	10·00–17·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	10	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·8	18·00–25·00	14·00–18·00	5
11·00	.....	.....	.....	.....	.....	.....	10·1	18·00–25·00	15·00–17·00	6
12·250	**9·000**	**10·500**	**6·500**	**7·500**	**7·500c**	**20·0**	**9·8**	**19·00–25·00**	**12·00–16·00**	7
13·250	**8·000**	**10·750**	**6·000**	**7·000**	**7·500**	28·8	**9·7**	**24·125**	**17·375**	
12·00g	8·00g	9·00–10·00g	6·00g	7·00g	g	31	9·7	20·00–32·00	15·00–20·00	8
13·50	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·7	18·00–27·00	16·00–20·00	9
13·50	.....	.....	.....	.....	.....	.....	9·7	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	9·8	23·00	16·00	11
***13·688**	***12·309**	***13·169**	***8·643**	***9·513**	***9·520**	**26·5**	**9·3**	**24·714**	**18·250**	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·5	23·00–33·00	.....	12
13·50	8·00	11·00c	6·00	9·00c	7·00c	.....	9·3	23·00–31·00	17·00–23·00	13
14·75	11·00	12·00	8·00	9·00	9·00	25	9·5	23·00–30·00	18·00–25·00	14
.....	.....	.....	.....	.....	.....	.....	9·2	.....	.....	15
14·00	14·00	15·35	10·00	11·35	11·35	.....	8·9	18·00–25·00	14·00–20·00	16
13·00	11·00	12·00	8·00	9·00	.....	.....	9·5	.....	.....	17
15·50	.....	10·50c	.....	7·50c	.....	28	9·3	16·00–22·00	12·00–15·00	18
12·50–13·00	17·33c	18·67c	10·00	11·00	11·00–13·00c	27	9·2	24·00–34·00	20·00–23·00	19
14·00	10·00–13·00	11·00–14·00	6·50	7·00– 7·50	.....	.....	9	18·00–26·00	14·00–18·00	20
14·302	**12·500**	**14·731**	**9·545**	**11·424**	**9·525**	**26·5**	**9·5**	**27·306**	**20·250**	
14·00	13·00	14·00	8·00	9·00	9·00–10·00	28	9·7	20·00–30·00	15·00–20·00	21
14·00	.....	.....	.....	.....	.....	.....	9·7	18·00–26·00	15·00–18·00	22
14·00	12·00	16·00	11·00	12·00c	13·00c	25	9·3	25·00–30·00	18·00–25·00	23
13·00	13·00	14·00	9·00	10·00	11·00	25	9·4	18·00–28·00	14·00–20·00	24
15·00–15·50	11·00	12·00	6·00	7·00	6·00	22	9·3	22·00–30·00	16·00–20·00	25
14·50	16·00	17·00	12·00	13·00	9·00	20	9·6	25·00–32·50	15·00–22·50	26
14·75	.....	.....	.....	.....	.....	.....	8·6	20·00–28·00	16·00–22·00	27
13·75	14·00	16·00	10·00	12·00	12·00	25	9·2	30·00–40·00	20·00–30·00	28
13·00g	g	g	g	g	g	g	9·8	20·00–32·00	16·00–24·00	29
13·50g	g	16·00g	g	g	g	25g	9·6	25·00–37·00	20·00–27·00	30
12·50	19·00	19·50	13·00	13·50	.....	25	9·3	28·00–36·00	17·00–28·00	31
14·00	.....	15·00c	.....	12·00c	.....	28	9·2	23·00–33·00	16·00–26·00	32
14·00	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·4	20·00–27·00	15·00–20·00	33
14·50	.....	.....	.....	.....	.....	.....	9·1	24·00–30·00	18·00–24·00	34
14·00–14·50	16·00	18·00	11·00–12·00	13·00–14·00	.....	.....	9·3	22·00–35·00	18·00–24·00	35
14·00	.....	.....	.....	.....	.....	.....	9·7	20·00–28·00	16·00–20·00	36
14·00	.....	.....	.....	.....	.....	.....	9·6	21·00–27·00	15·00–21·00	37
14·00–14·50g	g	18·00g	g	16·00g	g	25g	9·5	27·00–37·00	22·00–27·00	38
15·00g	g	14·00–18·00g	g	11·00–14·00g	8·00–12·00g	24g	9·7	24·00–32·00	20·00–24·00	39
14·00g	g	g	g	g	g	g	9·6	20·00–28·00	15·00–20·00	40
14·00–14·50g	g	18·00g	g	14·00g	7·00–10·00g	25g	9·5	25·00–37·00	20·00–27·00	41
14·50	.....	.....	.....	.....	.....	.....	9·5	20·00–30·00	15·00–22·00	42
13·00	.....	.....	.....	.....	.....	.....	9·3	21·00–27·00	15·00–22·00	43
15·00–15·50	.....	.....	.....	.....	.....	.....	9·9	.....	.....	44
15·50–16·50	.....	15·00–15·75c	.....	10·50c	9·75c	30	9·9	30·00–40·00	25·00–30·00	45
.....	.....	10·50c	.....	9·00– 9·75c	.....	30	10	.....	.....	46
18·50	9·50	10·50	8·50	9·50	.....	35	9·5	p	p	47
12·00	7·00	9·50	.....	.....	6·50c	26	9·6	22·00–32·00	16·00–22·00	48
15·50	10·50	11·75	8·00	9·25	.....	30	9·8	23·00–33·00	17·00–23·00	49
15·50	9·00	10·00	8·00	9·00	.....	30	9·7	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**8·250**	**9·000**	**7·500**	**31·5**	**9·8**	**26·750**	**19·500**	
14·00–15·00	.....	.....	7·75– 8·75	8·75– 9·75	7·50– 8·50	35	9·8	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	7·00– 9·50	7·50–10·00	7·00	28	9·8	18·00–26·00	14·00–20·00	52
16·500	.....	.....	**7·250**	**9·200**	**9·867**	**27·3**	**10·0**	**27·875**	**20·000**	
.....	.....	.....	8·00– 9·50	9·00–10·50	10·00	27	10·1	28·00–37·00	20·00–28·00	53
19·00	.....	.....	5·00– 5·50	6·50– 7·00	.....	30	10·2	20·00–29·00	15·00–21·00	54
.....	.....	.....	6·50– 9·00	7·00–11·00	8·00	.....	9·9	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60c	11·60c	25	9·8	25·00–30·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**28·7**	**10·2**	**26·125**	**18·625**	
g	g	g	g	g	g	g	10·3	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·6	.....	.....	58
g	g	g	5·00g	6·00g	g	30g	9·9	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	26g	10·1	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	.....	10·3	22·00–32·00	15·00–22·00	61
10·250	.....	.....	**7·906**	**7·821**	**4·583**	**34·2**	**10·6**	**23·313**	**17·688**	
.....	.....	.....	.....	.....	.....	.....	10·9	16·00	14·00	62
10·50	.....	.....	8·00– 9·00	9·50–10·25	.....	40	10·7	20·00–30·00	18·00–20·00	63
.....	.....	.....	8·50– 9·75	9·50–11·25	.....	40	11	27·00–32·00v	22·00–25·00v	64
10·75	.....	.....	.....	5·00	3·50	30	9·7	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·00	30	10·1	22·00–27·00	16·00–22·00	66
9·00	.....	.....	5·50– 6·50	7·50– 8·50	6·25	30	11	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	.....	.....	10·3	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00	8·00–12·00	.....	35	11	20·00–30·00	15·00–20·00	69

g. Natural gas used extensively. h. Including lignite. p. Six-roomed houses not extensively occupied by workingmen 4 and 5 roomed modern houses $25-$35 per month, semi-modern $10-$15. s. Delivered from mines*. In the province of Quebec cluded in the prices for fuel. v. Workingmen's houses are mostly of four and five rooms; rent, modern $24-$28, semi-modern

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF WHOLESALE PRICES IN CANADA†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Oct. 1926	Oct. 1929	Oct. 1930	Oct. 1933	Oct. 1937	Oct. 1938	Oct. 1939	Oct. 1940	Sept. 1941	Oct. 1941
*All commodities	567	64·0	127·4	155·9	97·3	98·1	96·8	81·0	67·9	84·7	74·1	79·6	83·3	93·2	93·7
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	96·9	96·3	66·7	59·2	87·6	60·8	68·5	69·7	79·0	79·8
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	98·3	109·9	95·3	60·8	81·7	74·8	80·8	80·4	100·1	101·6
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	96·6	90·4	77·5	71·4	70·7	66·7	75·8	83·7	96·7	96·8
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	98·9	93·0	85·6	64·4	76·2	76·9	83·6	91·5	98·3	98·3
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·7	93·5	90·0	85·7	105·0	98·1	100·5	106·1	111·6	111·7
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	98·3	97·5	70·5	65·5	77·4	73·0	74·9	77·7	78·2	78·2
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·2	92·3	90·9	85·2	87·3	86·5	86·1	90·8	98·3	98·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·7	95·4	91·3	81·0	81·9	79·4	82·3	90·3	102·0	103·4
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	98·0	95·5	86·0	72·1	80·6	75·2	79·9	84·2	95·2	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	97·5	103·7	87·0	64·7	83·0	73·0	79·1	79·4	94·7	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	98·3	90·1	85·4	77·1	79·0	76·7	80·4	87·4	95·6	.....
II. Producers' Goods	402	67·7	133·3	164·3	98·8	97·9	97·1	74·6	63·4	84·8	68·3	74·4	78·3	85·6	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	97·4	94·3	91·2	85·4	94·5	95·3	96·4	102·2	108·4	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	97·9	97·4	72·8	60·9	83·7	65·3	72·0	75·6	83·1	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	98·1	98·5	85·6	81·0	92·6	88·0	92·8	98·2	111·3	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	97·9	97·1	70·0	57·5	82·2	61·5	68·5	71·8	78·3	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	96·7	94·0	66·7	59·6	82·1	59·4	66·2	68·3	78·6	.....
B. Animal	105	70·1	129·0	146·0	95·9	98·9	106·3	91·7	62·6	81·4	75·1	81·8	82·0	97·8	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	98·6	105·9	70·4	51·2	86·5	63·8	64·8	64·6	73·3	73·4
II. Marine	16	65·9	111·7	114·1	91·7	102·4	110·4	95·8	68·5	76·1	72·1	80·1	83·9	98·3	.....
III. Forest	57	60·1	89·7	151·3	106·8	98·9	92·9	85·4	64·7	75·9	76·6	83·2	91·1	98·0	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	99·5	92·1	86·5	81·5	88·9	86·0	86·6	92·1	97·1	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	98·3	100·5	73·3	57·5	83·5	65·1	71·7	74·8	84·6	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	98·1	93·7	83·9	71·2	81·4	74·7	79·4	82·0	92·4	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:— weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended October 31, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 567.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost-of-living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

WHOLESALE PRICES.—The Board of Trade index number, on the base 1930 = 100, was 154·3 for September, an increase of 0·7 per cent for the month and of 98·1 per cent since the August, 1939, level. As compared with the previous month, prices for September were 0·9 per cent higher for food and tobacco, due to a rise of 4·3 per cent in cereals prices; there was very little change in the industrial materials and manufactures groups except for a rise of 3·6 per cent in textiles other than cotton and wool, this due to increased prices for artificial silk yarn, cambric warp linen yarn and jute.

Cost of Living.—*The Ministry of Labour Gazette* index number, on the base July, 1914 = 100, was 199 at September 1, showing no change from the previous month's level. Food prices were one-half of one per cent lower, due to lower prices for potatoes. There were, on the other hand, very slight increases in the clothing and sundries groups.

New Zealand

Wholesale Prices.—The index number of the Census and Statistics Department, on the base 1926-1930 = 1,000, was 1,331 for July, an increase of 1·5 per cent for the month. Six of the seven main groups showed increases, while the seventh was unchanged.

Cost of Living.—The official index number of retail prices, on the base 1926-1930 = 1,000, was 1,066 for July, showing no change from the May and June level. Increases were recorded in the groceries, meat, "clothing, drapery and footwear" groups and in the "miscellaneous" group; while dairy produce and fuel and light were lower.

United States

Wholesale Prices.—The Bureau of Labor Statistics index number, on the base 1926 = 100, was 91·8 for September, an advance of 1·6 per cent for the month showing increases in all of the ten main groups except the metals and metal products group which was unchanged. The greatest increase for the month was one of 4·1 per cent in farm products.

Cost of Living.—The Bureau of Labor Statistics index number, on the base 1935-1939 = 100, was 108·1 at September 15, an increase of 1·8 per cent for the month. During the month, food prices advanced 2·6 per cent, clothing 3·6 per cent, rent 0·5 per cent, fuel, electricity and ice 0·5 per cent, house furnishings 2·8 per cent and the miscellaneous group one per cent.

The index number of the National Industrial Conference Board, on the base 1923 = 100, was 90·8 for September, an increase of 1·6 per cent for the month. All groups showed advances, that in food being 2·4 per cent, housing 0·3 per cent, clothing 3·2 per cent, fuel and light 0·9 per cent and sundries one per cent.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1941

DURING the third quarter of 1941 there were 441 fatal industrial accidents, including deaths from industrial diseases reported by workmen's compensation boards, etc., as well as fatalities incidental to occupational pursuits as compared with 309 fatal accidents in the third quarter of 1940. Of the 441 fatalities in the period under review, 148 occurred in July, 156 in August and 137 in September. Fatal accidents during each year are recorded by quarterly periods in the issues of the Labour Gazette for May, August and November of that year, and in February of the following year.

The supplementary lists of accidents not reported in time for inclusion in the reports covering the periods in which they occurred, contain one fatality for 1940, and 39 for the first half of 1941.

In this series of reports it is customary to record industrial accidents under the dates of their occurrence, and fatal industrial diseases under the dates on which they prove fatal.

Information concerning accidents was received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners of Canada, certain other official sources, as well as from the correspondents of the Labour Gazette, and newspaper reports.

Classified by groups of industries, the fatalities occurring during the third quarter of 1941 were as follows: Agriculture, 55; Logging, 31; Fishing and Trapping, 6; Mining, Non-ferrous Smelting and Quarrying, 56; Manufacturing, 63; Construction, 58; Electric Light and Power, 10; Transportation and Public Utilities, 130; Trade, 14; Finance, 1; Service, 17.

Of the mining accidents, 37 were in "metalliferous mining", 14 in "coal mining", two in "non-metallic mineral mining and quarrying, n.e.s.", and three in "structural materials."

Of the accidents in manufacturing, six were in "vegetable foods, drink and tobacco", three in "textiles and clothing", nine in "saw and planing mill products", one in "wood products", seven in "pulp, paper and paper products", 17 in "iron, steel and products", four in "non-ferous metal products", 12 in "chemical and allied products", and four in "non-metallic mineral products".

In construction there were 23 fatalities in "buildings and structures", one in "railway", six in "shipbuilding", 19 in "highway and bridge", and nine in "miscellaneous."

In transportation and public utilities there were 38 fatalities in "steam railways", 25 in

"water transportation", 53 in "air transportation", eight in "local and highway transportation", one in "storage", four in "telegraphs and telephones", and one in "express".

There were five fatalities in "wholesale", and nine in "retail" trade.

Of the fatalities in service, 10 were in "public administration", one in "recreational", one in "custom and repair", and five in "personal, domestic and business".

There were two serious disasters during the period under review, both of which occurred to men engaged in ferrying aircraft from Canada to Britain. Twenty-two of these men were killed on August 10, when an Atlantic ferry plane crashed after taking off in Britain for Canada; and another ferry plane crash in taking off in England for Canada on August 14 resulted in 21 fatalities to men in this industry.

Other accidents involving the loss of two or more lives were as follows: A ferry plane crashed on a hillside in Britain after crossing from Canada, on Sept. 1, and the crew of four men were killed. When another of these planes crashed near Moncton, New Brunswick, on August 3, a pilot and a radio operator lost their lives.

Three labourers engaged in logging were struck by lightning, near Moncton, N.B. on July 25; and a truck driver and a labourer were killed when a truck overturned near Nelson, B.C. on August 31.

Two fishermen were drowned from a boat in Gaspe, Quebec, on August 12.

Two miners lost their lives when buried in a cave-in, at Malartic, Quebec, on July 13. When an ore chute broke, near Val d'Or, Quebec, on September 23, two miners were crushed by falling ore. On September 27, two coal miners lost their lives in a gas explosion, near Sydney Mines, Nova Scotia.

On August 17, three liquid air plant workers were burned to death in a fire, when steel tools being used to repair a tank in the oxygen room caused a spark igniting the liquid air. An explosion in a chemical plant at Niagara Falls, Ontario, on September 3, resulted in the deaths of three workers.

Two shipyard workers lost their lives on September 23 following an explosion in a rivet heating furnace, at Halifax.

Two labourers engaged in highway and bridge construction were drowned from a rowboat at Beauharnois, Quebec, on July 27.

On July 24, near Vancouver, B.C., an engineer, a baggageman, and two firemen were killed in a collision of two trains. Another train collision at Antelope, Saskatchewan, on September 26, resulted in the deaths of an engineer, two firemen and a trainman. Two engineers were killed in a train collision at Tripoli, Ontario, on July 22; and a fireman and an engineer lost their lives in a similar accident, near Montreal, Quebec, on October 9. Following a derailment near Maskinonge, Quebec, on September 30, a brakeman and a chef died.

When a tug capsized and sank in Quebec harbour, on August 10, a cook and a sailor were drowned.

A druggist and an assistant died from burns following a chemical laboratory explosion on July 30.

FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1941 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electric Light and Power	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A.—Prime movers (engines, shafting, belts, etc.)	....	....	....	....	10	....	....	....	....	....	1	....	11
B.—Working machines	....	....	1	1	....	....	....	....	....	....	....	....	2
C.—Hoisting apparatus (elevators, conveyors, etc.)	....	....	....	3	5	....	....	....	2	....	....	....	10
D.—Dangerous substances (steam, electricity, flames, explosions etc.)	6	....	....	8	21	8	10	4	2	1	5	....	55
E.—Striking against or being struck by objects	....	....	....	....	3	....	....	....	....	....	....	....	3
F.—Falling objects	5	10	....	21	4	7	....	5	....	....	....	....	52
G.—Handling of objects	....	2	....	....	1	....	....	1	....	....	....	....	4
H.—Tools	1	....	....	....	1	1	....	....	....	....	....	....	3
I.—Moving trains, vehicles, watercraft, etc.	14	10	5	5	5	20	....	114	9	....	6	....	188
J.—Animals	11	....	....	....	....	....	....	....	....	....	....	....	11
K.—Falls of persons	14	6	....	6	7	17	....	5	....	....	3	....	58
L.—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	4	3	....	12	6	5	....	1	1	....	2	....	34
Totals	55	31	6	56	63	58	10	130	14	1	17	....	441

During this quarter one fatality occurred to a seaman in Quebec which is not included in the statistical record, since the man was employed on a ship not registered in Canada. On September 9 a sailor on a British steamer was drowned in Quebec harbour.

Supplementary Lists of Accidents

A supplementary list of accidents occurring during the first half of 1941 has been compiled which contains 39 fatalities, of which four were in logging, five in mining, non-ferrous smelting and quarrying, six in construction, one in electric light and power, two in trade and 14 in service. One of these accidents occurred in January, one in February, one in March, six in April, nine in May, and 21 in June.

A further supplementary list of accidents occurring in 1940 has been made. This includes one fatality which was in logging and which occurred in November.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Elevator Operator and Handyman in Residential Apartment House not within Manitoba Minimum Wage Order

On March 10, the Manitoba Appeal Court unanimously allowed with costs the defendant's appeal from a judgment by Bernier, C. C. J., granting the plaintiff's claim to the difference between the wages paid to him and the minimum wage which he alleged he should have been paid. The plaintiff was employed as an elevator operator and general handyman in a residential apartment house, and his claim was made under Regulation 17 of the Minimum Wage Board "governing the employment of general employees, 18 years of age or over, in occupations not otherwise regulated and not specifically excepted. . ." Domestic service was expressly excepted from this regulation. The question in the appeal was whether the plaintiff was within the Act or had been brought within it by virtue of Regulation 17.

Mr. Justice Trueman held that Regulation 17, according to the regulation itself, had its source in sec. 4 (*a*) of the Minimum Wage Act of Manitoba, which authorized the Board "to make all necessary orders relative to standards of minimum wages for employees" and "employees" were persons employed in any mail order house, office, place of amusement, shop or factory. The section had been amended before the order was made to empower the Lieutenant-Governor in Council to extend the application of any order of the Board to persons employed in any "offices, vocations, pursuits, trades, businesses, industries or callings brought within the scope of this Act under the provisions hereof". The regulation replaced one in identical terms which had been issued before the amendments. Mr. Justice Trueman rejected the plaintiff's submission that the regulation came within the section as amended, holding that these sections "have no relation to anything in the regulation in question". The sections "define the classes of employment to which the Act applies" but the Board wrongly assumed that it had power to fix minimum rates for all "general employees". On the question of whether or not the plaintiff could be regarded as an employee under the amended section which defines an employee as "a worker . . . in any . . . vocation, pursuit . . . trade, . . . industry or calling brought within the scope of this Act under the provisions hereof," he considered "there could be no other conclusion than that could the plaintiff be held to be within any of these words, the regulation has not made them available to him". Finally, he pointed to two decisions under the English Unemployment Insurance Act in which certain employees of the Carleton Club in London and of a college had been held to be engaged in domestic service.

Mr. Justice Robson reached the same conclusion by different reasoning. He held that, although sec. 15 of the Act stipulated that "every employer who permits any employee to perform any employment with respect to which a standard of minimum wage has been fixed under this Act shall be deemed to have agreed to pay such employee the minimum wage," and sec. 14 preserved the workman's right to sue on his contract, nevertheless "the provision is obviously one in respect of the higher grades of labour," and the plaintiff had not shown that the Board had made his occupation "an employment with respect to which a standard minimum wage should be fixed" or had been fixed. "Certain regulations deal with general employees. I take these to be those of which it is not feasible to make standard minima". *Wrighton v. McIvor*, (1941) 3 Western Weekly Reports 70.

Fort William Magistrate Registers Conviction on Picketing Charge

Magistrate C. D. LeMay of Fort William declared forty-three workmen guilty on the charge that they "did unlawfully and wrongfully beset by the use of pickets the plant of the Great Lakes Lumber Company at Fort

William.... with a view to compel them (other employees) to cease working for the said company when they had a lawful right to continue to work for the said company contrary to the provisions of Section 501 (f) of the Criminal Code of Canada." Picketing was carried on in connection with a strike for higher wages, an eight-hour day and union recognition. The Magistrate found that on August 21 the accused were gathered on the road leading to the company's plant, that they prevented one workman from going to his work, that other workmen had to go to work by trucks and automobiles (which was not their normal method) and that as a result of the pickets' acts the company sought police protection for their employees going to and from work. The Magistrate held that these acts amounted to a nuisance at common law and were therefore wrongful and without lawful authority. They could not be interpreted as designed "merely to obtain or communicate information," and were therefore not excepted by section 501 (g) from the provisions of section 501 (f). The defendants were fined $5 each and required to pay the costs. *Rex v. Paseeka et al,* Magistrate's Court, Fort William, September 10, 1941.

Janitor Free to Obtain other Employment not Entitled to Quebec Rate for Full-time Janitors

On September 25, Chief Justice Greenshields in the Montreal Superior Court dismissed with costs the claim of a janitor for the difference between the wages he received and those fixed for full-time janitors by Minimum Wage Order 14, and also for remuneration at 40 cents per hour for 156 extra hours of work. The plaintiff was employed from May 15 to December 15, 1940, in a Montreal apartment house which contained 16 five-room apartments. He had received, in addition to some extras, $6 per month together with heated living quarters. This is the remuneration fixed by Order 14 for part-time janitors looking after unfurnished apartments (living accommodation plus 30 cents per month for each room in excess of 60). The rate fixed for full-time janitors in buildings containing from 12 to 20 apartments is $45 per month plus heated living quarters. The order contains no definition of part-time or full-time janitors.

The Court held that the plaintiff could not be regarded as a full-time employee. He had begged the defendants for a job at a time when he had no work, money or place to live, and had represented that he would be able to secure outside work with which to supplement his earnings. The defendants had given him a job, with permission to undertake other employment. The Court accepted the evidence that the plaintiff could do all the work required of him in three hours per day. He was therefore in a position to do outside work and had actually done it. He had gladly accepted the arrangement between himself and the defendants, and had not suggested that he was entitled to higher remuneration until the defendants had terminated his employment. The Court rejected, as having no basis in the order, a submission of the plaintiff's counsel that only in a rooming house could a janitor be employed on a part-time basis and that in apartment houses all janitors were full-time employees. The claim for remuneration for 156 extra hours of work was dismissed as unproved. *Normandin v. Miller et al.* Montreal Superior Court, September 25, 1941.

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

VOLUME XLI] DECEMBER, 1941 [NUMBER 12

NOTES ON CURRENT MATTERS OF INDUSTRIAL INTEREST

Monthly Summary

THE trend of employment in Canada continued upward at October 1. The gain, which was the ninth consecutively reported resulted in a new all-time high index. Statements were received by the Dominion Bureau of Statistics from 12,720 employers in eight leading industrial groups, each establishment having a minimum of fifteen employees; their staffs aggregated 1,657,326 persons, as compared with 1,627,645 in the preceding month. The average change in employment between September and October in the years since 1920 has been a small increase; the improvement this year greatly exceeded this average gain, but was smaller than that noted at the beginning of October in 1940.

The index (based upon the average for the calendar year 1926 as 100), stood at 165·8 at October 1, 1941, compared with 162·7 at September 1, 1941, and 136·2 at Oct. 1, 1940. At the same date in immediately preceding years of the record, the index has been as follows: 1939, 121·7; 1938, 116·7 and 1937, 125·7. The seasonally adjusted index also showed a further increase, rising from 156·4 in the preceding month, to 157·7 at the beginning of October. These crude and adjusted index numbers are calculated from returns furnished by employers in the following industries: manufacturing, logging, mining, communications, transportation, construction and maintenance, services (hotels and restaurants and laundries and dry-cleaning establishments), and trade.

Unemployment in Trade Unions.—At the beginning of November, 1941, the percentage of unemployment among local trade unions stood at 3·1 in contrast with percentages of 2·7 at the beginning of October and 5·0 at the beginning of November, 1940. The percentage for November was based on returns compiled from 2,161 labour organizations with a total membership of 323,309 persons.

Employment and Claims Offices Reports.—Reports received by the Unemployment Insurance Commission from Employment and Claims Offices during the month of October, 1941, showed a decrease of one per cent from September of the current year in average daily placements effected, although total placements were somewhat higher, as there were more working days in October than in the previous month. A decrease of 6 per cent was registered also in the daily placements when compared with those reported by offices of the Employment Service during the corresponding month of last year, the most marked changes from September being a loss in farming and gains in logging and services and from October, 1940, declines in construction and maintenance and farming and increases in manufacturing and services.

Prices and the Cost of Living.—The official index number of the cost of living in Canada calculated by the Dominion Bureau of Statistics and based upon average prices in the period 1935 to 1939 as 100 was 116·3 at the beginning of November, 1941, as compared with 115·5 at the beginning of October; 107·8 at the beginning of November, 1940; and 100·8 at the beginning of August, 1939. After adjustment to the base 100·0 for August, 1939, the index at the beginning of November was 115·4. In wholesale prices the weekly index number also calculated by the Dominion Bureau of Statistics and based upon prices in 1926 as 100 was 93·9 for the week ended November 28, as compared with 93·7 for the week ended October 31. Comparative figures on a monthly basis are 93·8 for October; 84·0 for November, 1940; and 72·3 for August, 1939, prewar. The increase between August, 1939, and the week ended November 28, 1941, was 29·8 per cent.

Business Statistics.—The latest Statistics available reflecting industrial conditions in Canada are shown in the table on page 1458. The index of the physical volume of business declined about 7 per cent in October from the record level of the preceding month, thus showing the first important interruption to the upward trend, but it was still about 8 per cent higher than in October, 1940 and about 27 per cent higher than in October, 1939.

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MONTHLY STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA*

(Official statistics except where noted)

	1941			1940		
	November	October	September	November	October	September
Employment Index (1)		**165·8**	**162·7**	**139·2**	**136·2**	**131·6**
Unemployment percentage (trade union members) (2)	3·1	2·7	2·4	5·0	4·4	5·2
Prices, wholesale, index (1)	†93·9	**93·8**	**93·2**	**84·0**	**83·3**	**83·1**
Cost of living index (2)	**116·3**	**115·5**	**114·7**	**107·8**	**107·0**	**106·4**
Retail sales unadjusted index (2)		152·4	137·3	135·7	131·9	113·9
Retail sales adjusted index (4) (2)		138·0	136·4	123·0	120·1	116·5
Wholesale sales (2)		170·6	170·8	131·7	143·4	133·2
Common stocks index (2)	§68·5	69·1	71·0	74·5	74·2	75·8
Preferred stocks index (2)		102·2	103·2	103·0	100·7	99·1
Bond yields Dominion index (2)	§93·3	94·9	95·2	98·0	98·6	98·9
National income index (5) (2)		**130·9**	**132·5**	**127·0**	**126·7**	**116·7**
Physical Volume of Business index (6) (2)		**139·4**	**149·7**	**129·7**	**129·0**	**130·1**
INDUSTRIAL PRODUCTION (2)		156·9	171·2	146·9	146·4	148·6
Mineral production (2)		123·6	126·0	128·0	117·1	124·4
Manufacturing (2)		167·9	185·9	146·9	146·4	148·6
Construction (2)		148·8	169·5	278·2	143·4	223·0
Electric power (2)		137·4	136·2	109·0	108·8	114·0
DISTRIBUTION (2)		109·5	113·0	100·3	99·2	98·2
Trade employment (2)			123·2	112·5	112·8	112·3
Carloadings (2)		121·1	125·0	114·8	108·8	107·2
Imports (2)		170·3	185·6	136·0	148·8	128·3
Exports, excluding gold (2)		139·5	169·2	132·7	119·3	135·5
PRODUCERS' GOODS (2)		160·6	165·8	152·0	146·5	155·9
CONSUMERS' GOODS (2)		119·7	134·7	108·8	112·7	105·5
Trade, external, aggregate (7) $		280,496,801	279,887,786	220,687,838	215,435,662	189,065,024
Imports, merchandise, for consumption (7) $		140,819,038	136,991,167	102,283,687	108,644,852	86,286,828
Exports, Canadian produce (7) $	162,435,000	138,129,242	139,975,612	117,452,172	102,972,407	101,439,603
Customs duty collected $		16,620,310	13,787,428	13,088,593	14,291,595	11,090,139
Bank debits to individual accounts $		3,627,176,887	3,300,731,342	3,049,322,205	3,526,624,710	2,571,235,762
Bank notes in circulation (8) $		442,449,376	419,999,648	338,213,181	337,844,271	325,938,870
Bank deposits savings $		1,135,522,582	1,555,152,222	1,625,878,423	1,599,463,510	1,654,968,286
Bank loans, commercial, etc $		1,146,857,168	1,143,203,420	1,021,276,282	1,024,278,286	983,041,761
Railway—						
Car loadings, revenue freight cars (9)	273,662	279,328	271,552	239,295	247,582	241,829
Canadian National Railways, gross earnings $	27,292,966	28,760,510	27,132,153	22,389,448	22,984,979	21,119,220
Operating expenses $			18,205,628	14,680,335	15,399,680	15,048,733
Canadian Pacific Railway, gross earnings $	20,208,000	21,577,000	19,268,000	15,890,000	16,891,000	15,646,000
Canadian Pacific Railway, operating expenses, all lines $		15,638,764	15,801,590	10,861,808	11,421,353	12,661,299
Steam railways, freight in ton-miles			4,447,201,000	3,371,032,000	3,546,751,000	3,385,090,000
Building permits $		12,901,757	12,495,218	10,864,343	12,430,766	10,311,038
Contracts awarded (10) $	22,889,500	29,082,000	39,363,800	54,981,900	26,360,600	52,260,000
Mineral Production—						
Pig iron tons		137,114	111,757	109,576	109,385	105,020
Steel ingots and castings tons		222,853	200,559	176,113	185,091	164,575
Ferro-alloys tons		16,809	16,912	11,654	15,016	13,147
Gold ounces			445,085	450,712	468,170	441,145
Coal tons		1,867,666	1,577,872	1,822,563	1,734,009	1,366,196
Timber scaled in British Columbia bd. ft.		292,205,314	290,661,049	326,428,000	332,991,884	339,400,901
Flour production bbls.		1,595,931	1,647,910	1,588,428	1,872,514	1,635,849
Sugar, manufactured (11) lbs.		162,213,036	112,873,617	164,005,409	174,045,529	92,174,302
Footwear production pairs		3,141,512	3,027,252	2,230,000	2,531,659	2,484,668
Output of central electric stations, k.w.h.		3,140,317,000	2,866,647,000	2,524,860,000	2,487,455,000	2,399,678,000
Sales of insurance $		41,305,000	33,546,000	32,506,000	30,963,000	25,681,000
Newsprint production tons		318,800	298,300	282,340	309,960	282,320
Automobile prod., cars, trucks, etc.	21,545	19,360	14,496	23,621	21,134	15,495

* Many of the figures in this table with an analysis are included in the Monthly Review of Business Statistics issued by the Dominion Bureau of Statistics, price $1.00 per year.

† Week ended November 28. § Week ended November 27.

(1) Base, 1926=100. (2) Base, 1935-1939=100. (3) Figures are for the end of the preceding month. (4) Adjusted for number of business days and seasonal variation. (5) Tentative computation. (6) Adjusted where necessary for seasonal variation. (7) Excluding gold. (8) Sum of Bank of Canada and Chartered Bank notes in circulation minus the holdings of Chartered banks. (9) Figures for four weeks ended November 29, 1941 and corresponding previous periods. (10) MacLean's Building Review. (11) Sugar production given in periods of 4 weeks ending November 1, and October 4, 1941; November 30, November 2 and October 5, 1940.

The average for the first ten months of 1941 was 12 per cent higher than for the similar period in 1940. Decline was indicated in the month under review as compared with the previous month in four of the five principal groups. The output of electric power was slightly higher.

The production of coal was greater in October than in September and for the first ten months of 1941 was 14·3 millions of tons as compared with 13·8 millions for the similar period in 1940.

In the manufacturing group lower volume was indicated for October than in September by the figures as to production of forestry products but increase was indicated for iron and steel and in the meat packing industry. The index for the manufacturing group while lower than in the previous month was about 15 per cent higher than in October, 1940. All sub-groups showed advances in the latter comparison.

In construction the value of contracts awarded for the first ten months was 352 millions of dollars or 28 per cent greater than for first ten months of 1940.

In the distribution of goods, decline was indicated during the month by the figures for carloadings, imports and exports all of which were lower than in September. In retail distribution the dollar value of retail sales was 11 per cent greater in October than in September and 16 per cent greater than in October one year ago. Dollar value of wholesale sales in October was maintained at the September level and about 19 per cent higher than for October, 1940.

Information available for November shows wholesale prices and the cost of living higher than in October and higher also than in November, 1940. The number of cars of freight and the revenues of the railways were lower than in October, but much higher than in November, 1940. The value of construction contracts awarded was lower in both these comparisons.

Strikes and Lockouts.—In November, strikes and lockouts and the number of workers involved were less than in October, in which month the figures were the lowest since March of this year. The time loss in November, however, was higher owing to a strike of about 2,800 gold miners at Kirkland Lake, Ont., commencing on November 18. The number of disputes recorded for November was 14, involving 4,880 workers, with a total time loss of 42,791 man working days, of which 28,000 were due to the strike at Kirkland Lake. The only other important disputes involved cotton workers at Milltown, N.B., and hosiery workers at Hamilton, Ont.

In October there were 20 disputes involving 5,085 workers with time loss of 20,800 days, the only disputes of importance being strikes of beverage room employees, hotel employees and painters at Toronto, Ont., coal miners at Springhill, N.S., and hosiery knitters at London, Ont.

In November, 1940, there were 13 disputes, involving 3,657 workers, causing time loss of 15,222 days. The principal disputes involved coal miners in Nova Scotia and truck drivers at Toronto, Ont.

Of the 14 disputes during November, 1941, ten were terminated, two in favour of the employers, one in favour of the workers and three by compromise settlements, while four were indefinite in result. Four disputes, involving 3,173 workers, were recorded as unterminated at the end of the month.

These figures do not include those strikes and lockouts in which employment conditions were no longer affected but which had not been called off or declared terminated by the unions concerned.

Humphrey Mitchell appointed Minister of Labour

On December 15, the Prime Minister, Rt. Hon. W. L. Mackenzie King, announced the appointment of Humphrey Mitchell as Minister of Labour. At the same time the Prime Minister announced the appointment of Hon. Norman A. McLarty, former Minister of Labour, as Secretary of State, replacing Hon. Pierre F. Casgrain who was named a judge of the Quebec Superior Court.

Hon. Humphrey Mitchell has, for a lengthy period, been prominently identified with Canadian trade unionism, and was a Labour Member of Parliament for Hamilton East, 1931 to 1935. Since 1936 Mr. Mitchell has occupied various key positions in the Department of Labour—Director of Labour Transference; Secretary, National Labour Supply Council; Secretary of Labour Co-ordination Committee; Chairman of Industrial Disputes Inquiry Commission, and latterly Chairman of National War Labour Board.

In announcing Mr. Mitchell's appointment, the Prime Minister stated: "I am certain that the confidence of labour in the government's desire to protect its rights and further its interests will be increased by having, as Minister of Labour, one who throughout his life has been so clearly identified with the labour movement.

"As a veteran (of the first Great War), as a workingman, as a labour leader, as a parliamentarian and as an administrator, Mr. Mitchell will bring new strength to the govern-

ment in the performance of its ever-growing task."

The new Minister's appointment was welcomed by both Canadian Labour leaders and prominent industrialists.

Industrial Disputes Investigation Act

Six applications for the establishment of Boards of Conciliation and Investigation were received during the month of November and one board was established. Four boards submitted their reports. One strike occurred as a result of the failure of negotiations subsequent to the receipt of a board's findings.

Full particulars with regard to recent proceedings under the Industrial Disputes Investigation Act will be found in the section beginning on page 1467.

Appointment of Executive Committee of National War Labour Board

At its first meeting, on November 20, the National War Labour Board (LABOUR GAZETTE, October, 1941 pages 1337-8) selected its Executive Committee and discussed policy and organization. As provided in the Order in Council (P.C. 8253) defining the Wages Stabilization Policy and establishing the National War Labour Board, the Executive Committee is composed of the Chairman of the Board and two other members. As in the composition of the Board, the Executive Committee is equally representative of employers and employees, one member being chosen from each panel.

The Executive Committee consists of Messrs. Humphrey Mitchell, Chairman of the National War Labour Board; George Hodge, Manager of the Department of Personnel, Canadian Pacific Railways; and J. McClelland, International Association of Machinists. It is provided that this committee will exercise such powers as may be conferred upon it by the by-laws drawn up by the National War Labour Board.

Subsequently, the National War Labour Board announced the appointment of Mr. E. R. Complin, Industrial Relations Manager of Canadian Industries Limited, as its chief executive officer, Mr. Complin's services having been loaned to the government by his firm. He will serve without remuneration. The appointment of Mr. R. H. Neilson as secretary of the National Board was also announced. Mr. Neilson has been serving on the Conciliation staff of the Department of Labour, and is also on loan to the National War Labour Board.

Conference of provincial labour officials and National War Labour Board

A two-day conference was held November 26 and 27 between provincial ministers of labour and officials of provincial departments of labour and the National War Labour Board for the purpose of deciding on the allocation of the functions between the National War Labour Board and the Regional Boards.

As a result of this meeting the decision was made to amend the Wages Stabilization and Cost-of-Living Bonus Order (P.C. 8253) by the inclusion, without exception, of all industrial and commercial employers under the terms of the Order. (The text of the amending Order, P.C. 9514, is given in an article entitled "Wartime Wages Stabilization Policy Applicable to All Industries" appearing on page 1494 of this issue.)

The following were the provincial Ministers of Labour and provincial officers present at the conference which was presided over by Mr. Humphrey Mitchell, chairman of the National War Labour Board:

British Columbia

Adam Bell, Deputy Minister of Labour.

Alberta

Ernest C. Manning, Provincial Secretary and Administrator, Trade and Industry.

Saskatchewan

Hon. R. J. M. Parker, Minister of Labour and Municipal Affairs.

H. S. Johnstone, Commissioner of Labour.

Ontario

Hon. Peter Heenan, Minister of Labour.
J. F. Marsh, Deputy Minister of Labour.
J. C. Adams, Departmental Solicitor.
Louis Fine, Chief Conciliation Officer.
O. C. Jennette, Conciliation Officer.
H. Hutcheon, Conciliation Officer.
Paterson Farmer, Enforcement Officer.

Quebec

Hon. Edgar Rochette, Minister of Labour.

J. O'Connell-Maher, Secretary and Director of Services, Department of Labour.

New Brunswick

J. Andre Doucet, Minister of Health and Labour.

H. R. Pettigrove, Director of Labour.

Nova Scotia

T. D. A. Purves, Acting Deputy Minister of Labour.

Prince Edward Island

Hon. Howard Wright, President, Executive Council.

The officers of the Dominion Department of Labour, and members of the National War Labour Board present at the conference were:

Dr. Bryce M. Stewart, Deputy Minister of Labour for Canada; Prof. K. W. Taylor, Secretary, Wartime Prices and Trade Board; Humphrey Mitchell, Chairman, National War Labour Board; George Hodge, Executive Committee, National War Labour Board; J. McClelland, Executive Committee, National War Labour Board; W. C. Couper, Special Assistant, Department of Labour; H. R. Neilson, Secretary, National War Labour Board; E. R. Complin, Executive Officer National War Labour Board; D. W. Mundell, Department of Justice.

Regional War Labour Boards established

As this issue of the LABOUR GAZETTE goes to press, four Regional War Labour Boards—Ontario, British Columbia, Quebec and New Brunswick—have been established under the Wartime Wages and Cost of Living Bonus Order (P.C. 8253). The members of the Boards thus far constituted are as follows:

ONTARIO

Chairman.—Honourable Peter Heenan, Minister of Labour, Ontario.

Representing Employers.—S. E. Dinsmore, President, Dinsmore-McIntire, Limited, Windsor, Ontario; C. B. C. Scott, Superintendent, Massey-Harris Company, Limited, Toronto, Ontario; E. E. Sparrow, Director, Imperial Varnish and Color Company, Limited, Toronto, Ontario.

Representing Employees.—J. Cauley, Member of Ontario Executive, Trades and Labour Congress of Canada, Hamilton, Ontario; Joseph Corbett, Chairman, Joint Protective Board, Canadian National Railways, Brotherhood of Railway Carmen, London, Ontario; Elroy Robson, Director of Organization for the Province of Ontario, Canadian Congress of Labour, Toronto, Ontario.

As provided in the Order, the National War Labour Board and the Regional Boards consist of equal representation of employers and employees.

BRITISH COLUMBIA

Chairman.—Minister of Labour.

Representing Employers.—Byron Johnson, Gilley Brothers, New Westminster, B.C.; John Tucker, Vancouver, B.C.; Sidney Garfield Smith, Bloedel Welch and Stewart, Vancouver, B.C.

Representing Employees.—Chris Pritchard, President, Vancouver Metal Trades Council, Vancouver, B.C.; L. Campbell, Boilermakers and Iron Shipbuilders' Union of Canada, Vancouver, B.C.; H. W. Mackey, Vice-General Chairman of the Brotherhood of Locomotive Engineers, Vancouver, B.C.

QUEBEC

Chairman.—Hon. Edgar Rochette, Minister of Labour.

Representing Employers.—Francois Faure, Vice-President, Consolidated Paper Corporation Limited, Montreal, P.Q.; Robert McLagan, General Manager, Canadian Vickers Limited, Montreal, P.Q.; Col. J. N. Dessureault, Dessureault and Company, Quebec, P.Q.

Representing Employees.—Paul N. Marquette, General Representative, Canadian Congress of Labour, Montreal, P.Q.; Phillipe Lessard, President, National Catholic Pulp and Paper Federation, Port Alfred, P.Q.; Lionel Thibeault, Representative, Boot and Shoe Workers' Union, Montreal, P.Q.

NEW BRUNSWICK

Chairman.—Hon. J. Andre Doucet, Minister of Health and Labour.

Representing Employers.—R. W. Cameron, Lumberman, Fredericton, N.B.; C. Alan Beatteay, Manager, Snowflake Lime Company Limited, Saint John, N.B.

Representing Employees.—Geo. R. Melvin, Secretary-Treasurer, New Brunswick Federation of Labour, Saint John, N.B.; R. F. Gould, Claims' Investigator, C.N.R. and President Canadian Brotherhood of Railway Employees and Other Transport Workers, Local Division No. 137, Moncton, N.B.

Interpretative Rulings of National War Labour Board

In the first of a series of bulletins to familiarize those affected with the requirements of the Wartime Wages and Cost of Living Bonus Order, the National War Labour Board has issued Bulletin No. 1, Preliminary Issue, entitled "Interpretative Rulings".

The Board rulings confirm that basic wage increases are definitely prohibited unless approved in special cases by the National or Regional Boards.

The rulings clearly designate the employers and employees covered by the Order and who are therefore subject to its provisions in regard to wage rates and cost of living bonuses.

The interpretations also define the relationship between wage rates, overtime, flat rate bonuses, and percentage rate bonuses.

Another ruling distinguishes between employees up to and including the rank of foreman and those above the rank who are subject to the provisions of the Wartime Salaries Order in Council.

Some of the other interpretative rulings deal with questions affecting basic wage rates, rates payable to new employees, promotions, increases in rates of pay within established ranges for occupational groups, changes in working conditions, and cost of living bonuses.

Rulings are also given on the application of the cost of living bonus in cases where they are not being paid, as well as in cases where they are now being paid, and the methods of adjustment.

The jurisdictions of the National and Regional War Labour Boards are also defined, indicating to which Board employers and employees should make submissions with respect to the application of the order.

The Board feels that the interpretative rulings contained in its preliminary bulletin will meet many of the questions arising out of the application of the Order, and as conditions require further interpretative rulings will be issued.

Copies of this and other bulletins as they are issued, may be obtained on application to the Secretary of the National War Labour Board, Ottawa.

Enlargement of Wartime Prices and Trade Board

Concurrent with the adoption of the general prices stabilization policy by the Government three major changes were made in mid-November in the organization of the Wartime Prices and Trade Board in order to carry out the extensive new functions assigned to the Board. (For a detailed outline of the Prices Stabilization Policy see the October issue of LABOUR GAZETTE, pages 1362-1364; 1370-1373; and in this issue page 1498.)

In the further organization of the Wartime Prices and Trade Board, Donald Gordon, Deputy Governor of the Bank of Canada, becomes chairman and the directing head of the price ceiling policy.

Hector B. McKinnon, Chairman of the Board since its inception in September, 1939, continues as a member and assumes new duties as president of a Commodity Prices Stabilization Corporation organized to implement the policy of the Board in connection with the purchase and resale of various commodities, particularly raw materials, at prices which will ensure the maintenance of retail ceiling prices.

The Board has also been enlarged by the addition of four new members, these being: L. Dana Wilgress, Deputy Minister of Trade and Commerce; Bryce M. Stewart, Deputy Minister of Labour; J. G. Bouchard, Assistant Deputy Minister of Agriculture, and Walter Lockhart Gordon, Special Assistant to the Deputy Minister of Finance.

By the addition of these members the Wartime Prices and Trade Board now represents all the governmental departments and agencies most directly concerned in the control of prices, including Agriculture, Labour, Finance, Trade and Commerce, Munitions and Supply, National Revenue and the Bank of Canada. The Board now consists of eleven members, the other seven being: Donald Gordon, Chairman; Hector B. McKinnon, David Sim, F. A. McGregor, A. M. Shaw, Yves Lamontagne and R. C. Berkinshaw. Mr. Berkinshaw is Chairman of the Wartime Industries Control Board and his membership in the Wartime Prices Board provides close co-ordination between the two boards. The Secretary of the Wartime Prices and Trade Board is K. W. Taylor.

In announcing these changes it was stated that the central administration of the price ceiling organization is regarded as complete. Substantial progress has been made toward completing the organization of Co-Ordinators and Administrators who will have responsibility for maintenance of price control in all branches of Canadian business and industry. Administrators of the major commodities and industries and of the retail and wholesale trades have already been appointed and regional offices of the Wartime Prices Board, from coast to coast, are being established.

Extension of price ceiling to rentals

By Order in Council, P.C. 8965, of November 21, the price ceiling policy was extended to rentals charged for all real property. Heretofore rentals in certain designated areas have been fixed as of a specific date (LABOUR GAZETTE, 1940, pages 995; 1103; 1227; etc.).

The rental Order which is to be administered by the Wartime Prices and Trade Board may be summarized as follows:

1. In areas previously subject to rent control, the maximum rentals already fixed for housing accommodation continue unchanged. In some of these areas, the maximum rentals are based on those in effect on January 2, 1940, and in the others, on those in effect on January 2, 1941.
2. In all other parts of Canada, the maximum rental for any housing accommodation is the rental which was in effect on October 11, 1941; or, if there was no written or oral lease in force on that date, the maximum is the rental under the latest lease in effect since January 1, 1940.
3. For any business premises, land, and premises used for combined business and dwelling purposes anywhere in Canada, the maximum rental is that which was in effect on October 11, 1941; or, if none was then in force, the rental under the latest lease since January 1, 1940.

4. Premises rented for the first time after October 11, 1941, may have their maximum rentals determined by or under future orders of the Board.

These "Maximum Rentals Regulations", apply to the rental of 'any improved or unimproved land, any furnished or unfurnished store, shop, office building, factory, warehouse, suite, office, or other place of business, hotel, house, apartment, flat, room, or other place of dwelling or any structure or part of a structure used for combined business and dwelling purposes, together with all appurtenances belonging thereto, and such heating, lighting, water, garage, janitor and other services and such plant, equipment or facilities, as are supplied by the landlord."

In areas previously brought under rent control, rentals for new housing or housing recently offered for rent for the first time were not automatically fixed by the Board order, but could be determined by local rental committees on application by either tenant or landlord. Under the general ceiling on rentals, however, maximum rentals for this type of housing are fixed at the October 11 level.

Combines Commissioner appointed enforcement administrator for the Wartime Prices and Trade Board

F. A. McGregor, Commissioner of the Combines Investigation Act and H. M. Brown, Assistant Commissioner, were appointed Enforcement Administrator and Deputy Enforcement Administrator respectively, to maintain the price ceiling policy of the Government which became effective December 1. Mr. McGregor has been a member of the Wartime Prices and Trade Board since its establishment in September, 1939.

In assuming his additional duties, Mr. McGregor said: "We hope that when citizens have information showing violations of the price regulations, they will co-operate by reporting them."

He explained that all such complaints should be made to the nearest regional office of the Board, to be established in each of the thirteen administrative areas across Canada, and each would have an enforcement officer with a staff. For the present at least, inspectors of the Weights and Measures Branch of the Department of Trade and Commerce would assist in investigations made into suspected breaches of the price ceiling.

"We have no idea at the present moment, for obvious reasons, how extensive our enforcement work will be", Mr. McGregor, said. "Co-operation of the public and of the business interests of the country will effect the general compliance the Board is anticipating. Only where this is not forthcoming will it be necessary to invoke the more drastic measures provided for in the Board's regulations."

Maritime Conference on Industrial Relations

On November 6 and 7 the fourth Maritime Conference on Industrial Relations was held in Halifax, with some sixty representatives of Maritime industries and labour in attendance.

While in peace time these conferences, sponsored jointly by the Institute of Public Affairs at Dalhousie University and a Committee of leading industrialists, have been confined to a discussion of labour problems, their scope has been widened since the outbreak of war and social and economic problems created through war also came up for examination.

At one of the first sessions of the convention, the manner in which war has changed the structure of Canadian industry was the subject dealt with by Mr. J. S. McLean, President of Canada Packers, Toronto. On the basis of comprehensive statistical material he showed how Canada was nearing rapidly the stage of full employment, a development which was accompanied by a rise in prices and an increase in the cost of living.

The effects of the war on Maritime economy was the subject dealt with by Professor B. S. Keirstead of the University of New Brunswick. He showed that the stimulus given to Maritime industries by war contracts was not as far reaching as was generally assumed since these contracts were confined to a few areas. Furthermore it seemed doubtful whether the prosperity created in these areas would be of a lasting character. The main industrial products of the Maritime region, coal, steel, lumber, pulp and power, are of a highly competitive character and the speaker was of the opinion that there is a great danger that production would have to be curtailed considerably at the end of the war, and that it would be a task for the Dominion Government to see that the sacrifices asked from the Maritime regions should not be greater than those of other regions of Canada.

At a luncheon meeting under the chairmanship of President Stanley of Dalhousie University, Mr. Stewart Bates, Professor of Commerce, at Dalhousie, spoke on the price control measures recently introduced by the Canadian government.

At another session of the Conference under the chairmanship of Mr. R. L. Dunsmore, employer-employee relations in defence industries were reviewed. Mr. E. R. Complin, In-

dustrial Relations Manager of C.I.L. spoke concerning the employer's point of view, while Mr. John W. MacLeod of Glace Bay, a former president of United Mine Workers, District 26, dealt with the subject from the viewpoint of labour. Dr. Mollie Carroll of the United States Department of Labor outlined the steps which had been taken in the United States to raise labour standards in war industries, to eliminate waste and to provide for more harmonious relations between the various factors of production. Subsequently, Mr. A. E. Skaling, Vice-President of the Saint John Trades and Labour Council made some interesting comments on the topics under discussion.

In an evening session of the convention Dr. Allon Peebles, Executive Director of the Unemployment Insurance Commission spoke on the administration of the Unemployment Insurance Act.

The final session of the Conference was devoted to a discussion of the problem of training workers for defence industries. Dr. F. H. Sexton, President of the Nova Scotia Technical College, spoke on the various training schemes which have been set up in the Maritimes. He described the efforts which have been made to overcome the lack of skilled workers by establishing training courses of three or four months' duration. These courses supply the labour force necessary for the rapidly expanding defence industries in the province and have proved to be very successful. Mr. R. L. Dunsmore, Superintendent of Imperial Oil, Dartmouth, reported on the apprenticeship training scheme which is operated in Imperoyal but is also used by a number of other companies. Mr. E. R. Complin, Industrial Relations Manager of C.I.L., the last speaker, spoke on the subject of "Foreman Training" and reported on the elaborate program being carried out in this field not only by C.I.L. but by other industrial concerns in Ontario. He illustrated his address with a film "Let Us Talk Things Over" which emphasized the value of co-operation between management, foremen and workers.

The Conference was concluded at a luncheon meeting presided over by Mr. J. B. Hayes, at which Dr. Carleton Stanley, President of Dalhousie University spoke on "Industrial Relations Today and Tomorrow."

Officers elected for the ensuing year were: Chairman, R. L. Dunsmore, Superintendent of Imperial Oil Limited; Members of the Committee D. R. Turnbull, General Manager, Acadia Sugar Refining Co. Limited; J. B. Hayes, Manager, N.S. Light and Power Co. Limited; R. Brennan, Manager, T. Estabrooks Company; J. H. M. Jones, Mersey Paper Company; T. C. Macnabb, Superintendent, Canadian Pacific Railway Company; M. M. Macodrum, Dominion Steel and Coal Corporation; C. J. Morrow, Lunenburg Sea Products Limited; L. E. Shaw of L. E. Shaw Limited; and L. Richter, Dalhousie University, Secretary.

The Status of Organized Labour

A paper entitled "The Status of Organized Labour" presented by Mr. Leon Lalande of Montreal to the Comparative Law Section of the Canadian Bar Association on September 12, has recently been published. The author traces the development of the law relating to trade unions in Great Britain, the United States and Canada, and concludes with several recommendations for the improvement of the Canadian law.

He states that trade unions in Canada, in contrast with those in Great Britain, still find themselves in an anomalous position, with their real legal status undefined in the common law provinces.

> Although there are statutes in most of the provinces directed to the encouragement of the unionization of workmen for the purpose of effectual collective bargaining, trade unions with rules for restraining trade are perhaps still unlawful at common law to the extent that their agreements and trusts are unenforceable.

There is also the difficulty that, whereas in Great Britain the liability of trade unions in tort has been eliminated by statute, Canadian unions do not appear to enjoy the same privilege except for the limited immunity enacted in 1902 in British Columbia. Mr. Lalande considers that a particular source of dissatisfaction to Canadian workmen is the state of the law of picketing. On both the criminal and civil sides the law lacks clarity, and there is a mass of conflicting legal decisions. In 1934, the "peaceful picketing clause" (Sec. 501) was restored to the Criminal Code, but at the same time the option which the accused expressly had until then to trial by jury was eliminated.

He therefore recommends "the clarification of the legal status of trade unions from the point of view of their liability to be sued, of their right to sue, and, in the common law provinces, of the doctrine of restraint of trade," so that the position of organized labour in Canada may be brought "to what it is in England, particularly under the provisions of the Trade Disputes Act of 1906." He further suggests that rules should be enacted "defining the conditions under which injunctions may be granted in labour disputes" with "very serious consideration" being given to "the principles of the Norris-LaGuardia Act," and that "section 501 of the Criminal Code should be amended to make it clear that the person accused in picketing cases has a right to trial by jury."

Moreover, he is of the opinion that an administrative agency is necessary to give practical effect to government pronouncements in favour of union recognition and collective bargaining. The various provincial statutes enacted during 1937 and 1938 and the addition of section 502A to the Criminal Code "undoubtedly mark a great step forward." "The fact is, however, that such fundamental matters as the right of workmen to organize and to bargain collectively have received quite different treatment in the various provinces and the important gap is the absence of enforcement provisions." The suggestion is made, therefore, that a Labour Relations Board should be established with "discretionary powers, within defined limits, to recognize or to refuse to recognize the bargaining status of a labour organization in a given case" and with effective means at its disposal "of preventing 'unfair practices' . . . of both employers and labour."

Finally, Mr. Lalande advocated "the implementation of International Labour Conventions. Steps should be taken immediately after the war to obtain Dominion and provincial agreement upon a plan which would enable Canadian legislative labour standards to be brought into line with those of the conventions adopted by the International Labour Organization."

Wartime settlement of labour disputes and control of employment in Newfoundland

The Defence (Control and Conditions of Employment and Disputes Settlement) Regulations, 1941, adopted by the Governor-in-Commission of Newfoundland on October 23, provide machinery for the settlement of labour disputes and confer on the Government power to control employment similar to the power given to the Government of the United Kingdom by regulations under the Emergency Powers (Defence) Act.

One of the Newfoundland regulations forbids a strike or lockout in connection with any trade dispute until 21 days after the dispute has been reported to the Commissioner of Public Utilities. If, at the end of that period, the dispute has not been referred by the Commissioner for settlement under the Regulations, or if, during that period, the Commissioner informs the parties that the dispute will not be so referred, the right to declare a lockout or to take part in a strike is revived.

The remaining Regulations apply only to employers and workmen whose activities affect the defence of Newfoundland, the maintenance of public order or of essential supplies or services, or the efficient prosecution of the war. In the case of a dispute which involves such employers and workmen, and which cannot otherwise be settled, the Commissioner must appoint a Trade Dispute Board of three members. Such a board may be appointed to deal with one or more disputes or with disputes in a particular trade or industry. The board must make its award or furnish advice within 14 days where practicable and in any case without delay. The award is binding upon employers and employees and may be made retroactive.

The Commissioner is also given power to direct any person in Newfoundland to perform such services in that country as he considers that person capable of performing. The terms and conditions are to be fixed by the Commissioner, who must have regard to the usual rates of pay for the performance of those services. In the case of services usually rendered under a contract of service, he must take into consideration any provisions which relate to remuneration and working conditions of persons employed in the locality in the capacity and in the trade in which the person to whom the direction relates is to serve and which are contained in any collective agreement or any decision of a conciliation board or similar body. If there are no such provisions, the pay and conditions prevailing among good employers in the trade and district are to be the guide.

The Commissioner may make Orders regulating the engagement of workers by employers and the duration of their employment and may require persons carrying on or employed in connection with any undertaking to keep records and make returns to the Government.

Measure to curb strikes in U.S. War industries

On December 3, by a vote of 252 to 136 the United States House of Representatives passed a bill (the "Smith Bill"), the objective of which is to check the occurrence of strikes in defence industries.

The Bill, which now goes to the Senate for consideration, prohibits strikes unless such action is approved by a majority of the workers by secret ballot. (This provision is somewhat similar to one applied to Canadian defence industries by P.C. 7307 of September 17, LABOUR GAZETTE, October, 1941, page 1209, which requires that after the findings of a Board of Conciliation and Investigation have been made known to the parties and the employees have notified the Minister of Labour that they contemplate a strike, such action is illegal until a majority of employees have voted in favour of a strike). The United States Bill, if approved, would require a 60 day "cooling-off" period between the time a strike is ordered and the time it becomes

effective, with the Defence Mediation Board seeking a settlement during the interim. The Bill would also forbid strike violence, boycotts, and sympathy and jurisdictional strikes; require that wherever the closed shop or the open shop is in force in a defence plant, it shall continue for the duration of the national emergency; require unions to register with the government, deny the benefits of the National Labour Relations Act, the Social Security Act and unemployment compensation to workers or unions violating the provisions of the proposed Act.

Since the above, was written, the United States and Japan have become involved in hostilities and immediately following the United States declaration of war, American Labour leaders took action to align their respective organizations, behind their Nation's war effort. Assurances were given by both the Congress of Industrial Organizations and the American Federation of Labor that every effort would be made to avert work stoppages.

Wages and Hours in U.S. Pacific Coast Fish Canneries

Earnings and hours in American Pacific coast fish canneries in 1938 and 1939 are revealed in a survey recently reported by the Women's Bureau of the U.S. Department of Labor.

Over four-fifths of the American canned fish pack in 1938 was produced at the Pacific coast, and two-thirds of its value was represented by the four types of fish-packs considered in the survey.

The majority of workers in all fish canning plants, with the exception of sardine plants, were women; but in sardine plants, where canning operations were secondary to the manufacture of meal and oil, men made up 53 per cent of the total staff. In general, the keymen jobs such as foremen, receivers, cooks, etc., went to men; while women filled the positions connected with the actual preparation and packing of the fish. This fact is significant in explaining the discrepency between hours worked, length of employment and total earnings of the two classes of workers.

In both Washington and California minimum wage rates for women in fish canneries are fixed by law. Minimum hourly rates in California are 33½ cents for women after one week, or, in fancy packing after three weeks, and 28 cents for learners; but after eight hours in a day, the rate must be increased to time and a quarter and after 12 hours to double the ordinary minimum rate. In Washington the minimum rate is 37½ cents an hour for all women with no restriction on hours.

Labour in these plants is well organized, the report states:—

> Fish cannery workers in both California and Washington were quite generally members of unions. Only two canners, both in California, reported that all or part of their factory workers were not union members. In Washington the lowest basic rates contained in the union agreements in 1938 were 40 cents an hour for women and 55 cents an hour for men. Higher basic rates ranging up to 80 cents were set for specific occupations. In all but one of the California plants, the minimum hourly rates in the union agreements were 55 cents for women and 60 cents for men. In the one exception minimum rates were stated to be 52½ cents for women and 57½ cents for men. From these figures it is readily seen that union minimum rates are materially higher than the rates established by the State minimum-wage orders.

The industry is, of course, highly seasonal. Less than four weeks work was given to one-fifth of the salmon workers, and to approximately one-third of those in the sardine and tuna and two or more species plants. Almost three-quarters of the salmon and sardine workers and half of the tuna and two or more species employees were on the payroll for less than 12 weeks. Nor were these weeks full weeks. Employees with a work week under 40 hours formed 72 per cent of the salmon and tuna canneries' staff, 63 per cent of the workers in two or more species plans, and 53 per cent of those in sardine plants.

In six sardine plants visited in 1938, labour costs varied from 13·2 per cent to 20·3 per cent of the total costs. In six plants canning tuna and two or more species, they varied from 11 per cent to 14·6 per cent of the total cost. The U.S. Tariff Commission's report on tuna points out that:—

> The largest single item in the cost of canned tuna is the price paid for raw fish and this is also the most variable item. The next largest item is that for other materials, the greater part of which consists of the cost of tin cans. The cost of labour in canning and packing is a relatively small item.

The source of the labour supply is considered in the report.

> Generally the workers were local people who had work in other kinds of canneries or other local industries when not employed in fish canneries; or they were members of the fishermen's families or housewives of local families who usually were not employed during the off-season in canning. In California, the migratory workers, some of whom were the so-called "dust bowl refugees," comprised an important part of the seasonal work force.

RECENT PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT

Reports were received during the past month from the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. Between the Morton Engineering and Dry Dock Company, Limited, Quebec, P.Q., and its employees, members of Local 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America;

2. Between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada;

3. Between the Foundation Company of Canada, Limited, and its employees at Arvida, P.Q.; and

4. Between the Aluminum Company of Canada, Limited, and its employees at Arvida, P.Q., represented by the National Catholic Union of Aluminum Workers of Arvida.

The texts of the aforementioned reports will be found at the end of this statement.

Applications Received

In the month of November six applications for the establishment of Boards of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act were received in the Department of Labour, as follows:—

1. From 16 employees of the St. Catharines Brass Works, Limited, St. Catharines, Ont., members of Local 199, United Automobile, Aircraft and Agricultural Implement Workers of America. The dispute arose out of the employees' request for the payment of a 5 per cent bonus retroactive to January 1, 1941, union recognition and vacations with pay. The parties to the dispute subsequently reached a satisfactory settlement through direct negotiations, and the application was withdrawn.

2. From 195 employees of Jas. Strachan, Limited, Montreal, P.Q., members of Local 55, Bakery and Confectionery Workers' International Union of America. The dispute arose out of the employees' request for the reinstatement of two workers alleged to have been dismissed on account of their union activities.

3. From an unstated number of employees of the Marine Division of Canadian Vickers, Limited, Montreal, P.Q., members of Local 2524, Steel Workers Organizing Committee. The dispute arose out of the employees' request for a union agreement providing for increased wages, overtime pay and machinery for the handling of grievances.

4. From 206 workers, members of the Federal Labor Union of Paper and Cable Workers of St. Johns, in the employ of Kraft Paper Products, Limited, and Cables, Conduits and Fittings, Limited, both of St. Johns, P.Q. The dispute arose out of the employees' request for a union agreement providing for increased wages and improved working conditions, as well as alleged discrimination, unjust dismissals and the replacement of male workers by females.

5. From 230 employees of Acme Paper Products, Limited, Toronto, Ont., members of Locals 186 (Paper Box Workers) and 214 (Specialty Workers), International Brotherhood of Bookbinders, and Local 466, International Printing Pressmen and Assistants' Union. The dispute arose out of the employees' request for a closed shop agreement providing for increased wages, a 44-hour week, overtime pay and vacations with pay. A strike of one day's duration occurred on November 12 (for particulars see the article entitled "Strike and Lockouts in Canada during November, 1941" appearing elsewhere in this issue). On November 27 His Honour Judge I. M. Macdonell, Toronto, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

6. From employees of Noranda Mines, Limited, Noranda, P.Q., members of Federal Miners' Union 22834, American Federation of Labor. The dispute, which arose out of the employees' request for a union agreement providing for increased wages and changes in working conditions, was said to affect 1,100 workers directly, and 500 indirectly. On November 29 Mr. J. S. McCullagh, of the Department of Labour, Ottawa, was appointed an Industrial Disputes Inquiry Commissioner to investigate the dispute.

Board Established

On November 27 a Board of Conciliation and Investigation was established to deal with a dispute between the Canadian Bridge Company, Limited, Walkerville, Ont., and its employees, members of Local 2471, Steel Workers Organizing Committee (LABOUR GAZETTE, September, 1941, page 1041, and November, 1941, page 1353. On the nomination of the employees, Professor G. M. A. Grube, of the University of Toronto, was appointed a member of the Board, the constitution of which had not been completed at the end of the month.

Strike after Award

Employees of various gold mining companies in the Kirkland Lake District, Ont., went on strike November 18 in an endeavour to obtain recognition of Local 240, International Union of Mine, Mill and Smelter Workers. A Board of Conciliation and Investigation had recommended that the employers recognize the union (LABOUR GAZETTE, November, 1941, pages 1349-1351). Particulars regarding the strike will be found in the article entitled "Strikes and Lockouts in Canada during November, 1941" appearing elsewhere in this issue.

Settlements

On November 6, pursuant to an understanding reached before the Industrial Disputes Inquiry Commission, employees of Macdonald Bros. Aircraft, Limited, Winnipeg, Man., members of Lodge 741, International Association of Machinists, withdrew their application for the establishment of a Board of Conciliation and Investigation (LABOUR GAZETTE, November, 1941, page 1342). A summary of the report of the Industrial Disputes Inquiry Commission on this matter will be found on page 1487.

On November 19 an agreement was signed by Noorduyn Aviation, Limited, and Canadian Vickers, Limited, Montreal, P.Q., and Fairchild Aircraft, Limited, Longueuil, P.Q., and their employees, members of Montreal Aircraft Lodge 712, International Association of Machinists. Differences between these parties had been dealt with by a Board of Conciliation and Investigation (LABOUR GAZETTE, October, 1941, pages 1202-1208). Particulars regarding the agreement will be found in the article entitled "Recent Industrial Agreements and Schedules of Wages" appearing elsewhere in this issue.

Report of Board in Dispute between Morton Engineering and Dry Dock Company, Limited and Certain of its Employees

The Board of Conciliation and Investigation which was established on August 19 to deal with a dispute between Morton Engineering and Dry Dock Company, Limited, and its employees, members of Local 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America (LABOUR GAZETTE, September, 1941, page 1042) has presented its findings to the Minister of Labour. The board has not yet reported on the dispute between the company and another group of its employees, members of Local 511, United Association of Journeymen Plumbers and Steamfitters of the United States and Canada, which was referred to the board on September 22 (LABOUR GAZETTE, October, 1941, page 1187).

The personnel of the board was as follows: the Honourable Mr. Justice Alfred Savard, of the Quebec Superior Court, Quebec, P.Q., chairman, appointed on the joint recommendation of the other two members; Mr. Robert Lafleur, Montreal, P.Q., appointed on the nomination of the employees; and Mr. Bernard Devlin, K.C., Quebec, P.Q., appointed on the nomination of the employer.

The report of the board is signed by the chairman and Mr. Lafleur. A minority report was submitted by Mr. Devlin.

The texts of the board's report and Mr. Devlin's minority report are printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and of a dispute between Morton Engineering and Dry Dock Company, Limited, and its employees being members of Local Union 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America.

The Honourable NORMAN MCLARTY, K.C.,
Minister of Labour,
Ottawa.

Sir:—

The Board of Conciliation and Investigation established by you to deal with a dispute between Morton Engineering and Dry Dock Company, Limited, and its employees being members of Local Union 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America, has completed its duties and desires to submit its report.

It was the considered opinion of the board that permanent good relations between the company and its employees were most likely to be insured if a fair and amicable settlement of the difficulties now existing and a working arrangement for the future could be made by the parties themselves.

The board held sittings every day from August 25 to August 29, inclusive, and from October 3 to October 6, inclusive, during which periods both parties presented briefs, submitted proposed agreements, and evidence was heard. Negotiations have been continued until today.

The sessions which were conducted in the City of Quebec were attended by Messrs. R. W. Morton, M. Scott and Ross Drouin, respectively President, Superintendent and Solicitor of the company, and by Messrs. John A. Charron, W. J. Coyle and J. P. Dickson representing the employees.

The application for the establishment of a Board of Conciliation and Investigation by the employees of the company states that the nature and cause of the dispute is a request for an agreement covering wages and working conditions.

We find that there was not any objection on the part of the company to entering into such an agreement covering wages and working conditions, and as a matter of fact the parties to the dispute came to an agreement on everything except the rate of wages, the manner of computing overtime, the date on which the increase was to become effective and the date from which the cost-of-living bonus was to be computed.

The shipbuilding industry involved in this application is definitely a war industry of primary importance. Three shipyards operate in the same area, to wit: Davie Shipbuilding and Repair Company, Geo. T. Davie & Sons, Limited, and Morton Engineering and Dry Dock Company, Limited. There are other plants at Montreal and at Sorel.

It has been the unfortunate experience of the above shipbuilding plants that there has been little tonnage constructed since the last war.

It was stated during the hearings that, certainly since 1926 or 1929, the Morton Engineering and Dry Dock Company, Limited, had no new construction, excepting the war work on which they are now engaged. As a shipyard, therefore, its business was restricted to repairs.

The same condition was found to be existing with the other shipyards at Lauzon and Sorel.

Morton Engineering and Dry Dock Company, Limited, at the present time is engaged in the construction of vessels for the Canadian Government, and this branch must be distinctly classed as war work. It still retains its repair business, and, while technically not war work, it could nevertheless in a practical way be considered as such. The vessels concerned are nearly all engaged in the important work of moving necessary commodities.

After considering the material submitted in connection with this application, the board is of the opinion that it must consider this shipbuilding industry as it exists and operates now.

After carefully studying the average wage rate level now in force throughout Canada in the shipbuilding industry, we are compelled to realize that the wage rate level existing at Morton Engineering, and even at Lauzon across the river, is unduly low and subnormal. It is generally admitted that the shipbuilding industry throughout Canada was depressed or subnormal during the period from 1926 to 1929. During the course of 1929 uniform basic wage rates were agreed upon between all shipyards' owners or corporations from Coast to Coast. The rates for boilermakers and mechanics were then established at 58 cents per hour and the rates for helpers at 35 and 40 cents per hour. After proper investigation, we are informed that the same conditions of work which existed at Morton Engineering until 1939 also prevailed in all shipbuilding plants on the Great Lakes; there was very little tonnage constructed and the business was restricted to repairs.

Today at Morton Engineering, mechanics are still paid approximately 58 cents per hour, and helpers approximately 35 cents per hour, with very few exceptions.

On the Great Lakes, boilermakers and mechanics are now receiving from 78, 80 and 85 cents per hour.

H.M.C. Dockyard at Halifax is paying its boilermakers and mechanics at the rate of 85 cents per hour.

Canadian Vickers, Limited, at Montreal, is paying approximately from 75 to 85 cents per hour to its boilermakers and mechanics.

The Pacific Coast shipyards are paying to their boilermakers and mechanics from 90 to 95 cents per hour.

The Halifax Shipyards, Limited, and the St. John Dry Dock and Shipbuilding Company, Limited, pay to their boilermakers and mechanics from 77 to 80 cents per hour.

The above basic wage rates are so much higher than the basic wage rate of 58 cents paid at Morton Engineering that this board is at a loss to explain what seems to be an unreasonable, unduly low or subnormal difference.

Living costs in Quebec City are not lower than in Halifax, and, although living costs in Montreal might be slightly higher than in Quebec, it would never explain and justify the above disparity in the basic wage rates.

This board is bound to abide in its findings by Canada's Wartime Wages Policy under the specific provisions of Order in Council P.C. 7440.

No evidence was submitted at the hearings and explanation given to explain and solve the problem or reasons for this subnormal difference in the basic wage rates. Even the costs of repairs have increased proportionally. The cost of transportation could not be given as an excuse, and, if so, taken seriously. Mr. Morton, President of Morton Engineering, admits that his boilermakers and mechanics were as skilled and qualified as any working elsewhere.

It is alleged by Morton Engineering and Dry Dock Company, Limited, that the now prevailing rates are higher than those that have prevailed at any previous time in the area. Answering this assertion, we could only

conclude that if the rates now being paid are higher than ever before, it could only mean that the basic rates established in 1929 throughout Canada are still respected at Morton, and that, furthermore, no increase was ever granted since that year of 1929.

By comparison it is to be noticed that the Maritime Provinces, Montreal, Western Ontario and the Pacific Coast have all, from time to time, adjusted or readjusted their basic rates and given fair and proportionate increases of wages.

Under the circumstances, we must come to the obvious conclusion that Article 3 of P.C. 7440 should apply to the now existing condition at Morton Engineering and Dry Dock Company, Limited.

The wage rate level at Morton is unduly low or subnormal. It cannot compare with other shipyards throughout the country. Because the same subnormal condition might exist elsewhere in the Province of Quebec, whether at Lauzon or at Sorel, could not alter the findings of this board.

We are not called upon to deal with and remedy equivalent subnormal conditions which might exist in other shipbuilding plants; a Royal Commission of investigation was appointed for the purpose of going into that very matter.

It has been the privilege of the members of this board to meet in the cities of Quebec and of Montreal with the members of said Royal Commission nominated to investigate the conditions of labour in the shipyard industry throughout the lower St. Lawrence.

In view of the above conclusion, we recommend the basic wage scale set out in Schedule "A" hereto attached for the Morton Engineering and Dry Dock Company, Limited, and its boilermakers.

This new basic wage scale should be made subject of agreement between the parties, and should be effective as of and from the 24th day of June, 1941. Its retroactivity should apply only to Government work and to those men who are still in the employ of the company.

Apart from the basic rates the company has since May 5, 1941, been paying a cost-of-living bonus of two cents per hour, which was based on Order in Council P.C. 7440 as it was before the amendment of June 27, 1941.

We are of opinion that this bonus should be readjusted to conform with the requirements of Order in Council P.C. 7440 as it now stands, and that it should be brought up to the present level of the increase in the cost of living as measured in the Cost-of-Living Index prepared by the Dominion Bureau of Statistics for the Dominion as a whole.

The October issue of the LABOUR GAZETTE sets the cost-of-living index for September, 1941, at 113·8 as against 100·0 in August, 1939*; there has thus been an increase or roughly 14 points for which we would recommend that a cost-of-living bonus of $3.50 be paid instead of the two cent bonus now paid, such bonus to be in the future increased or decreased, as the cost of living increases or decreases, such increases or decreases to be measured from the index level in accordance with P.C. 7440. Said bonus payment to commence as of the 1st day of October, 1941.

As to the manner of computing overtime, it has been proved to the Commission that the usual method of so doing throughout the Province of Quebec and in the shipbuilding industry was on a daily basis and we therefore recommend that it be so done.

The board expresses its appreciation of the friendly co-operative assistance rendered by the parties to this application and by their representatives.

All of which is respectfully submitted.

(Sgd.) Alfred Savard,
Chairman.

(Sgd.) Robert Lafleur,
Member.

Montreal, P.Q.
October 26, 1941.

SCHEDULE "A"

Basic Wage Scale

Morton Engineering and Dry Dock Company, Limited

	Mechanics and Boilermakers per hour	Helpers per hour
Loftsmen	.75	.55
Anglesmiths	.75	.60
Angle and frame setters	.75	.55
Loading hands	.75	
Tank and rivet testers	.75	.55
Layers-out	.75	.55
Platers	.75	.55
Shipfitters	.75	.55
Boiler-makers	.75	.55
Blacksmiths	.75	.55
Chippers and caulkers (steel)	.75	
Rivetters	.75	
Oxy-acetylene and electric welders	.75	.55
Oxy-acetylene burners	.70	.55
Machine operators (In plate shop)	.70	.55
Riggers	.70	
Drillers and tappers	.70	.55
Liner-fitters	.70	
Holders-on	.65	
Crane operators (electric)	.60	
Crane operators (locomotive)	.75	
Slingers	.60	
Stage builders	.65	
Rivet Heaters	.65	
Beamers and counter sinkers	.65	
Bolters-up	.55	

* EDITOR'S NOTE.—Adjusted in accordance with P.C. 7440 subsection ii, Section 5.

Minority Report

In the matter of the Industrial Disputes Investigation Act and of a dispute between Morton Engineering and Dry Dock Company, Limited, and its employees being members of Local Union 601, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders and Helpers of America.

To the Honourable NORMAN MCLARTY, K.C.,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation and Investigation appointed by you to act in the above-mentioned dispute, and which was composed of Honourable Mr. Justice Alfred Savard, its chairman, Mr. Robert Lafleur, nominated by the employees, and myself, appointed by the employer, has terminated its investigation in so far as the Union of Boilermakers is concerned.

I am in accord with some of the conclusions of the other members of the board, but there are some with which I cannot agree and I have, therefore, the honour to submit the following report.

The application for the establishment of a Board of Conciliation and Investigation by the employees of the company states that the nature and cause of the dispute is a request for an agreement covering wages and working conditions.

I find that there was not any objection on the part of the company to enter into such an agreement covering wages and working conditions, and as a matter of fact the parties to the dispute have come to an agreement on everything except the rate of wages, cost-of-living bonus, the manner of computing overtime and the date on which the increase should become effective.

In my opinion, the facts submitted to the board show that the basic rates of pay of the employees of the Morton Company are now higher than any rates previously paid by the company and that the basic rates of pay in the three shipyards operating in the area are higher than those in effect in the years 1926 to 1929. It has been submitted that, as there was very little shipbuilding activity in the district during the period of 1926-1929, it would not be fair to take those years as representing a period of fair and reasonable wages. It may be that there was very little shipbuilding done during that period, but the evidence adduced before the board indicates that the present rates of pay in the area are higher than those that prevailed in the shipbuilding industry in this area during the latter period of the last war and in the period of shipbuilding activity following it.

In other words, I find that the prevailing rates of pay in the industry are higher than those that have prevailed at any previous time in the area.

This being the case, as I feel that the board is bound to abide in its findings by Canada's Wartime Wages Policy under the specific provisions of Order in Council P.C. 7440, no action can, in my opinion, be properly taken towards increasing the level of the basic rates of pay in the area unless it were shown that the wage rate levels in question were or are unduly low or subnormal, in which event the board would be at liberty to recommend such rates as its members would consider to be fair and reasonable.

Now I have come to the conclusion that, not only has it not been shown to the board that the basic rates are unduly low and subnormal, but I find that the basic rates in force in the area, and that are being paid in the three shipyards operating in the area, are the result of the unanimous findings of a Board of Conciliation appointed in 1940 in the matter of the settlement of a dispute between the Davie Shipbuilding and Repairing Company, Limited, and its employees, members of Local No. 3 of the Canadian Union of Boilermakers and Iron Shipbuilders. In that dispute the Board of Conciliation filed a unanimous report and the company and the workers made a contract for the duration of the war on the basis of the findings of this board. I cannot see how we can reasonably find that rates accepted in 1940 as being fair and reasonable by the employees of the largest shipbuilding yard in this district, can now be assumed to be unduly low or subnormal.

This being the case, I have now to report that, in my opinion, the basic rates prevailing at the time of the appointing of this Conciliation Board were fair and reasonable and should be maintained in the light of the principles enunciated in Order in Council P.C. 7440.

I have, however, to qualify my finding in view of the action taken by the Department of Munitions and Supply with reference to the wages paid in the three shipyards operating in the Quebec district.

I find that in spite of the fact that the prevailing rates of pay are higher than those that have prevailed at any previous time in the area, the Department of Munitions and Supply authorized the three shipyards operating in this area, to wit, Davie Shipbuilding and Repairing Company, G. T. Davie & Sons, Limited, and Morton Engineering and Dry Dock Company, Limited, to offer their employees an increase in rates of pay of five cents per hour. In the two first-mentioned plants this increase was accepted by the em-

ployees and became effective on June 24, 1941, but in the Morton plant the increase was not put into effect because, while the majority of their employees voted in favour of it, the members of the Boilermakers' Union voted it down.

I find, therefore, that, since the Department of Munitions and Supply saw fit to authorize an increase of five cents per hour in the basic rates of pay, presumably for the purpose of establishing generally fair and reasonable wage rate levels in this area, the employees of the Morton plant should be given the same five-cent increase. (Schedule "A")

The matter of the date upon which such increase should be made effective is one of the points under dispute.

As there is an escalator clause in the Government contracts I would recommend, in order to help conciliation, that on Government contracts the increase of five cents per hour be made effective as of June 24, 1941, for the men still in the company's employ but not on private work, as the company would be heavily penalized on their private work contracted for on the basis of the then prevailing labour rates, and I feel that the company should not be so penalized when the men themselves voted against accepting the increase which was offered to them.

I therefore recommend that the five-cent increase be made effective as of June 24, 1941, to men who are still in the employ of the company, but that it should apply only to Government work.

Apart from the basic rates the company has, since May 5, 1941, been paying a cost-of-living bonus of two cents per hour, which was based on Order in Council P.C. 7440 as it was before the amendment of June 27, 1941.

I am of opinion that this bonus should be readjusted to conform with the requirements of Order in Council P.C. 7440 as it now stands, and that it should be brought up to the present level of the increase in the cost of living as measured in the Cost-of-Living Index prepared by the Dominion Bureau of Statistics for the Dominion as a whole.

The October issue of the *Labour Gazette* sets the Cost-of-Living Index for September, 1941*, at 114.7, as against 100.8 in August, 1939; there has thus been an increase of roughly 14 points, for which I would recommend that a cost-of-living bonus of $3.50 be paid, instead of the two-cent bonus now paid, such bonus to be in the future increased or decreased as the cost of living increases or decreases, such increases or decreases to be measured from the index level 114.7 in accordance with P.C. 7440.

*EDITOR'S NOTE.—Dominion Bureau of Statistics index on base 1935-39, as 100.

As to the manner of computing overtime, it has been proved to the Commission that the usual method of so doing was on the daily basis, and I therefore recommend that it be so done.

In concluding this report I have to say that one of the factors which I have found to have caused unrest in the state of mind in labour in the shipyards at Quebec, is that organized labour has made it known that employees doing similar work, and not any more competent than those employed in the Quebec area, are paid basic wages substantially higher than those prevailing in that district.

While in the light of the principles set forth in Order in Council P.C. 7440 I cannot come to the conclusion that the basic rates in effect in Quebec area in the shipbuilding industry are not fair and reasonable, it does not seem fair that men doing similar work in other parts of the country be paid at higher rates and the continuance of this situation is bound to cause unrest. I understand, however, that as this board's findings are governed by the provisions of Order in Council P.C. 7440, there is nothing that we can recommend about the situation without going without the scope and province of our jurisdiction and I trust that for the successful prosecution of the shipbuilding industry's participation in our war effort this abnormal situation will be effectively dealt with by the very competent Royal Commission appointed by the Minister of Labour to promote stable labour conditions in shipbuilding industries of the Province of Quebec.

Humbly submitted,

(Sgd.) Bernard Devlin.

MONTREAL, October 26, 1941.

SCHEDULE "A"

	Actual Wages paid	Wages recommended by Mr. Devlin
Loftsmen	.80	.85
Helpers	.35 to .58	40 to .63
Anglesmiths	.62	.67
Helpers	.50	.55
Angle and frame setters	.62	.67
Helpers	.50	.55
Loading hands	.65	.70
Tank and rivet testers	.58	.63
Helpers	.35	.40
Layers-out	.70, .60, .58	75, .65, .63
Helpers	.35	.40
Platers	.58	.63
Helpers	.35	.40
Shipfitters	.58	.63
Helpers	.35 and .40	.40 and .45
Boilermakers	.60	.65
Helpers	.35	.40
Blacksmiths	.65 and .58	.70 and .63
Helpers	.35 to .40	.40 to .45
Chippers and caulkers (steel)	.70 and .58	.75 and .63
Rivetters	.60	.65

	Actual Wages paid	Wages recommended by Mr. Devlin
Oxy-acetylene and electric welders	.85 and .58	.90 and .63
Helpers	.35	.40
Oxy-acetylene burners	.45	.50
Helpers	.35	.40
Machine operators (in plate shop)	.50	.55
Helpers	.35	.40
Riggers	.48	.53
Drillers and tappers	.45	.50
Helpers	.35	.40
Liner-fitters	.45	.50
Holders-on	.45	.50
Crane operators (electric)	.48	.53
Crane operators (Loc.)	.48	.53
Slingers	.45	.50
Stage builders	.58	.63
Rivet heaters	.43	.48
Beamers and counter sinkers	.58 and .45	.63 and .50
Bolters-up	.45	.50

Report of Board in Dispute between Ayers, Limited, and Its Employees

The Board of Conciliation and Investigation which was established on August 23 to deal with a dispute between Ayers, Limited, Lachute Mills, P.Q., and its employees, members of Local 9, United Textile Workers of Canada (LABOUR GAZETTE, September, 1941, page 1042) has presented its findings to the Minister of Labour.

The personnel of the board was as follows: the Honourable Mr. Justice Louis Boyer, of the Quebec Superior Court, chairman, appointed in the absence of a joint recommendation from the other two members; Mr. Raoul Trepanier, appointed on the nomination of the employees; and Mr. J. A. Mann, K.C., appointed on the nomination of the employer. All three reside in Montreal, P.Q.

The report of the board is signed by the chairman and Mr. Trepanier. A minority report was submitted by Mr. Mann.

The texts of the board's report and Mr. Mann's minority report are printed below.

Report of Board

In the matter of a dispute between Ayers, Limited, of Lachute Mills, Quebec, and Its Employees, members of Local No. 9, United Textile Workers of Canada, Lachute Mills, Quebec.

To the Honourable the Minister of Labour, Ottawa.

Sir,—

Under the provisions of the Industrial Disputes Investigation Act, R.S.C., 1927, Chap. 112, as amended by 4 and 5 Geo. VI, Chap. 20, a Board of Conciliation and Investigation was established during the latter part of August, 1941, to investigate and report upon certain alleged disputes between Ayers, Limited, and an organized body of its employees, whose application for a board is dated June 21, 1941, and the members of the said board, after being duly sworn, have duly proceeded with the work assigned to them.

It has been thought well to treat the application as emanating from all of the employees in view of statements made by the representatives of the applicants that those who form the organized body are a substantial majority of those employed in the several mills operated by the company.

The board sat at the Auditorium at Lachute on the 17th day of September, and by consent of the employees' representatives, at the company's office at Lachute Mills on the 3rd and 8th days of October.

The board made careful enquiry into the matters alleged to be in dispute, offered suggestions with a view to bringing about a fair and amicable settlement and from time to time adjourned proceedings for the purpose.

On October 3rd the company submitted a letter addressd to "Ayers Mills Workers' Group", a copy of which is attached to the report and marked Exhibit "A", also a statement marked "B", and on the 7th of October the company prepared another letter similarly addressed with a memorandum attached as a basis of settlement and delivered it to the employees on October 8th—this letter is marked Exhibit "F". The employees in due course submitted exhibits "C" and "D" and on the 8th of October a project of agreement was submitted to the company while the board was in session, copy of which is filed as Exhibit "E". It will be noted that in the last-mentioned document there are a number of complaints and requirements set out which have no relationship to those which appear in the application for a board dated June 21, 1941; consequently the board has not dealt with these matters in view of the fact that they were not referred to the board in compliance with the provisions of Section 23, ss. 2, of the Act.

From the information received, the documents examined and the evidence heard by the board, it is undisputed that:—

(*a*) working conditions and superintendence in the company's mills have been just and fair in the past;

(*b*) the cost-of-living bonus on the basis of one dollar and twenty-five cents ($1.25) per week to full-time workers and proportionately to part-time workers was

paid from May 19th to July 12th, and at two dollars and fifty cents ($2.50) per week from July 14th onward;

(*c*) the Minimum Wage Act of Quebec has been complied with;

(*d*) the company raised the general scale of wages in 1930 in the early part of the depression and has adhered to such increased basis ever since;

(*e*) the company has not had a labour dispute or complaint since its organization seventy-five (75) years ago, until the present one;

(*f*) no dispute arises in respect of Albert Racicot (item "D" of the application of June 21, 1941), as he has secured employment elsewhere.

There remained, therefore, to be considered the following items of the alleged disputes as set out in the application, which will be dealt with *seriatim*.

1. "(A) *That the minimum rates of wage established by Order in Council P.C. 3884 on June 5, 1941, be the minimum rates for employees of their plant in Lachute Mills, Que.*"

The complaint of the employees under this heading is not that the scale of wages has not been adhered to, but that what has been known in the plant as "*Efficiency Bonus*" has been used in many cases on Government and war work to implement the workers' wages up to the rate provided by the said Order in Council.

It has been established that the company operates five mills and that in two only are Government or war contracts being performed; that such contracts represent approximately ten per cent (10 per cent) of the company's total production and a little in excess of twenty per cent (20 per cent) of the production of the mills or departments concerned.

As a matter of internal administration and cost accounting it has been the company's policy for many years to determine the standard of efficiency of its looms, carding and weaving machines, etc. This has been on a percentage basis—one hundred per cent (100 per cent) naturally representing complete efficiency. There are, however, breaks in material, jams, oiling requirements, re-loading and other matters which necessitate interruption of operation of the machines from time to time. For example, a machine capable of dealing with 1,000 pounds of wool at 100 per cent efficiency in a given time can deal with only 700 pounds when the standard of efficiency is fixed at 70 per cent. If the workman by his skill, accuracy and speed can, in the same given time, increase the efficiency of his machine to eighty-five per cent (85 per cent), he is paid an efficiency bonus; his rate of pay may be thirty-three (33) cents per hour, but he may find himself being paid at thirty-six (36) cents per hour or more.

On Government or war contracts, however, whether the worker has earned the efficiency bonus or not, he is paid thirty-five (35) cents per hour. The company's officials state that it has been their policy to allocate to these contracts the most efficient workers, consonant with their reasonable requirements regarding civilian production, and that it would be impossible to be governed by any rules as to who is or who is not to be allocated to this work.

In so far as the workmen are paid at the rate provided by the Order in Council, whether or not part of it is in the form of a bonus is immaterial.

It is true under this system that only the most efficient workers will be employed on Government or war work, but the principle that the men should be paid according to their efficiency, while another should be paid fair wages, is sound.

The employees further claim that, the company handling war contracts, the rate for same should apply to all.

This we cannot admit, for it would defeat the object of the Order in Council, which is to draw labour to war work instead of conscripting it for the same.*

2. "(B) *That the cost-of-living bonus as established by Order in Council P.C. 7440, of December 16, 1940, be granted to all employees of the company at Lachute Mills, Que.*"

The cost-of-living bonus has been in effect at the rate of one dollar and twenty-five cents ($1.25) per week since May 19, 1941, and at two dollars and fifty cents ($2.50) per week since July 14, 1941, to full-time workers and proportionately as respects part-time workers, without distinction between ordinary work and Government or war work. The standard week consists of forty-eight (48) hours and the workers are paid every two weeks. The bonus has been adjusted at one dollar and twenty-five cents ($1.25) or two dollars and fifty cents ($2.50) as the case may be, taking ninety-six (96) hours as a standard full-time period; no objections to this whatever have been offered or suggested. It has been

*EDITOR'S NOTE.—P.C. 3884 was revoked and superceded by P.C. 7679, effective October 15, 1941. It is Provided in Section 2 of P.C. 7679 that no contractor or subcontractor shall employ any person, other than an apprentice being trained under an approved long term indenture or other formal written agreement or a handicapped worker employed under special permit issued by the Minister, in any establishment at less than the specified minimum wage rates.

shown that the higher levels of wages over the 1926-1929 period paid by the company would not warrant higher remuneration.

3. "(C) *That the high cost-of-living bonus as established by Order in Council P.C. 7440 be retroactive to the date of its issue, December, 1940.*"

It is true the company may not be able to pass on this item to its clients as it based its prices on the wages then current, but this being a Conciliation Board, i.e., one whose function is to bring the parties to a compromise, or failing this, to suggest one.

We accordingly recommend that the company pay to the employees eight (8) weeks of cost-of-living bonus at one dollar and twenty-five cents ($1.25) per week for the past, and trust that the said Order in Council being a war measure the company will agree to it as a patriotic action, and that the employees, acting in the same spirit and seeing their demand only dates from the 2nd of June, will be satisfied to accept the same.

4. "(E) *That the United Textile Workers of Canada, head office at 172 MacLaren St., Ottawa, Ont., by its representatives and its local, known as United Textile Workers of Canada, Local No. 9 of Lachute Mills, be recognized as the only organization to represent its members employed at the plant of the company at Lachute Mills, to negotiate any agreements pertaining to wages, hours of work or other conditions that may arise, also to ameliorate between employer and employees, Order in Council No. 2685.*"

What the employees wanted is practically the closed shop or something that will lead to it.

The employees, however, were reasonable enough to be satisfied with an agreement headed as follows: "Between the Company and the Employees of Ayers, Limited, members or not of the United Textile Workers of Canada, Local No. 9, Lachute Mills, Quebec".

This seems to be a happy compromise as it simply means that the company acknowledges the fact that there is a union, a fact which it cannot deny, and only agrees not to discriminate against it, which, legally, it cannot do, and we fail to see why it should object.

This heading supposes an agreement and the company having expressed its willingness to deal with its employees, we strongly recommend that the agreement hereto annexed and identified by our signatures be signed by the parties.

And we have signed at Montreal, this 12th day of November, 1941.

(Sgd.) Louis Boyer,
Chairman.
(Sgd.) Raoul Trepanier.

Draft Agreement

At the Town of Lachute in the Province of Quebec, this *Memorandum of Agreement, between Ayers, Limited, a body corporate having its head office at the Town of Lachute in the Province of Quebec, herein acting through Clement Tremblay, its Secretary-Treasurer, hereto duly authorized (hereinafter called the "Company"), Party of the First Part and the Employees of Ayers, Limited, members or not of the United Textile Workers of Canada, Local No. 9, Lachute Mills, Quebec, represented by their undersigned representatives (hereinafter called the "Employees"), Parties of the Second Part.*

Whereas certain complaints have been made by the "Employees" in reference to the scale of wages paid by the "Company" and the operation of the cost-of-living bonus, and the "Company" desires to put an end to any disputes or complaints and to co-operate with its "Employees" in the operations of its plant at Lachute Mills, Quebec, and to contribute by all reasonable means to the general advantage and benefit of the "Employees", having in mind economy of operations and quality of production.

This Memorandum of Agreement witnesseth:

1. The "Employees" shall be free at all times to become organized according to law, but shall in no way intimidate, directly or indirectly, any employee, or unduly urge him to join any unit of organized labour; and the "Company", on its part, shall in no way interfere with the free rights of the "Employees" in this regard.

2. (*a*) If differences or disputes arise affecting the entire industry of the "Company", the "Company" agrees to discuss the same, with a view to the settlement thereof, with a committee of its "Employees" elected at a general meeting held after one (1) day's notice, posted at the "employees'" entrances to the plant, or at such other place as may be agreed upon by the parties hereto.

(*b*) In the case, however, where differences or disputes arise which do not affect the whole industry, but affect only one or more departments or some of the "Employees" thereof, and the matter cannot be adjusted as between such "Employees" or their representatives with their foreman or the superintendent of the department or departments affected, then the "Company" undertakes that it will discuss, with a view to settlement, the said differences

or disputes with a committee of the "Employees" so affected, appointed or elected in such manner as they shall determine; provided, however that the "Company" shall, through a departmental foreman or superintendent, have the right, without intervention, to settle directly with any employee complaints or disputes of a minor character.

3. The cost-of-living bonus, as provided by Privy Council Order 7440 shall be paid for eight (8) weeks for the past at the rate of one dollar and twenty-five cents ($1.25) a week for full time and proportionately for part time, and shall continue to be paid and adjusted from time to time in conformity with said Order, and will not be included in fixing the basic hourly rate. The bonus aforesaid shall be paid each two (2) weeks to "Employees" who have completed ninety-six (96) hours of work during such period, subject to adjustment in the proportion that the number of hours worked bears to ninety-six (96); not in excess, however, of five dollars ($5.00) for any such two weeks' period, except after adjustment in conformity with the index of the Dominion Bureau of Statistics.

4. "Employees" shall forthwith choose from among themselves a Works Council from each department, which Council shall be composed of one or more, but not exceeding three "Employees"; such Council shall have the powers and rights set out in Paragraph 2 (*b*) of this Memorandum.

IN WITNESS WHEREOF the Parties hereto have signed at the Town of Lachute on this day of November, 1941.

AYERS, LIMITED.

.....
Witness

Per.....
Secretary-Treasurer.

"EMPLOYEES"

.....
Witness

Per.....
and
.....

(Sgd.) L. B.
(Sgd. R. T.

Minority Report

In the matter of a dispute between Ayers, Limited, of Lachute Mills, Quebec, (Employer) and Its Employees, members of Local 9, United Textile Workers of Canada, (Employees).

To the Honourable the Minister of Labour, Ottawa:

Re: Ayers, Limited, Lachute Mills, Que.

Sir,—

Under the provisions of the Industrial Disputes Investigation Act, R.S.C., 1927. Chap. 112, as amended by 4 and 5 Geo. VI, Chap. 20, a Board of Conciliation and Investigation was established during the latter part of August, 1941, to investigate and report upon certain alleged disputes between Ayers, Limited, a substantial textile organization, and an organized body of its employees, whose application for a Board is dated June 21, 1941.

It has been thought well to treat the application as emanating from all of the employees in view of statements made by the representatives of the applicants that those who form the organized body are a substantial majority of those employed in the several mills operated by the company.

The board sat at the Auditorium at Lachute on the 17th day of September, at the company's office at Lachute Mills on the 3rd and 8th days of October, and at the Court House at Montreal on the 7th and 12th days of November.

The board made careful enquiry into the matters alleged to be in dispute, offered suggestions with a view to bringing about a fair and amicable settlement and from time to time adjourned proceedings for the purpose.

On October 3rd the company submitted a letter addressed to "Ayers Mills Workers' Group", a copy of which is attached to the report and marked Exhibit "A", and on the 7th of October the company prepared another letter similarly addressed with a memorandum attached as a basis of settlement and delivered it to the employees on October 8th—this letter is marked Exhibit "F". On October 8th a project of agreement was submitted to the company while the board was in session, copy of which is filed as Exhibit "E". It will be noted that in the last-mentioned document there are a number of complaints and requirements set out which have no relationship to those which appear in the application for a board dated June 21, 1941; consequently the board has not dealt with these matters in view of the fact that they were not referred to the board in compliance with the provisions of Section 23, ss. 2, of the Act.

From the information received, the documents examined and the evidence heard by the board, it is clearly established that:

(*a*) working conditions and superintendence in the company's mills have been just and fair in the past;

(*b*) the cost-of-living bonus on the basis of one dollar and twenty-five cents ($1.25) per week to full time workers, and proportionately to part-time workers, was paid from May 19th to July 12th, and at two dollars and fifty cents ($2.50) per week from July 14th onward;

(*c*) the Minimum Wage Act of Quebec has been complied with;

(*d*) the company raised the general scale of wages in 1930 in the early part of the depression, and has adhered to such increased basis ever since;

(*e*) the company has not had a labour dispute or complaint since its organization seventy-five (75) years ago, until the present one;

(*f*) no dispute arises in respect of Albert Racicot (item "D" of the application of June 21, 1941).

There remained, therefore, to be considered the following items of the alleged disputes as set out in the application, which will be dealt with *seriatim*.

1. "(A) *That the minimum rates of wages established by Order in Council P.C. 3884, on June 5, 1941, be the minimum rates for employees of their plant in Lachute Mills, Que.*"

The complaint of the employees under this heading is not that the scale of wages has not been adhered to, but that what has been known in the plant as "*Efficiency Bonus*" has been used in many cases on Government and war work to implement the workers' wages where their rates of pay would be less than the minimum were they working on civilian production.

It has been established that the company operates five mills and that in two only are Government or war contracts being performed; that such contracts represent approximately ten per cent (10 per cent) of the company's total production and a little in excess of twenty per cent (20 per cent) of the production of the mills or departments concerned.

As a matter of internal administration and cost accounting it has been the company's policy for many years to determine the standard of efficiency of its looms, carding and weaving machines, etc. This has been on a percentage basis—one hundred per cent (100 per cent) naturally representing complete efficiency. There are, however, breaks in material, jams, oiling requirements, re-loading and other matters which necessitate interruption of operation of the machines from time to time. For example, a machine capable of dealing with 1,000 pounds of wool at 100 per cent efficiency in a given time can deal with only 700 pounds when the standard of efficiency is fixed at 70 per cent. If the workman by his skill, accuracy and speed can, in the same given time, increase the efficiency of his machine to eighty-five per cent (85 per cent), he is paid an efficiency bonus; his rate of pay may be thirty-three (33) cents per hour, but he may find himself being paid at thirty-six (36) cents per hour or more.

On Government or war contracts, however, whether the worker has earned the efficiency bonus or not, he is paid thirty-five (35) cents per hour. The company's officials state that it has been their policy to allocate to these contracts the most efficient workers, consonant with their reasonable requirements regarding civilian production, and that it would be impossible to be governed by any rules as to who is or who is not to be allocated to this work.

It is clear, however, that a thirty-three (33) cent per hour worker on civilian production, who, by reason of efficiency, can earn thirty-five (35) cents per hour, should be able to earn exactly the same wages or more on Government work; if he chooses not to exercise his efficiency, knowing that he is going to receive thirty-five (35) cents per hour in any event, it would not be the policy of the company (or, for that matter, of any manufacturer) to keep him on Government work and he would automatically go back to civilian production where his skill and ability would earn him increased wages.

It will be seen at a glance that the fixing of rates of pay is purely a matter of internal management and discretion as to what workers are and what are not worthy of their hire; to deal with the matter otherwise would be a step toward disruption of a long established and important enterprise. Indeed it would tend to foment labour trouble in other organizations which pay their employees according to their efficiency and ability.*

2. "(B) *That the cost-of-living bonus as established by Order in Council P.C. 7440, of December 16, 1940, be granted to all employees of the company at Lachute Mills, Que.*"

The cost-of-living bonus had been in effect at the rate of one dollar and twenty-five cents ($1.25) per week since 19th May, 1941, and at two dollars and fifty cents ($2.50) per week since 14th July, 1941, to full-time workers and proportionately as respects part-time workers. The standard week consists of forty-eight (48) hours and the workers are paid every two weeks. The bonus has been adjusted at two dollars and fifty cents ($2.50), or five dollars ($5.00) as the case may be, taking ninety-six (96) hours as a standard full-time period; no objections to this whatever have been offered or suggested. It has not been shown that the higher levels of wages over the 1926-1929 period paid by the company, as stated in "A", nor that the volume of war orders in hand prior to May, 1941, would warrant higher remuneration. The company, however, is pay-

*EDITOR'S NOTE.—See footnote on page 1474.

ing the bonus in conformity with the index of the Dominion Bureau of Statistics and will continue to adjust the bonus quarterly if the index reaches the figures necessary for the purpose. It is pointed out, however, that in July, when the ten-point bonus began to be paid, the index stood at about 111 (110·5-111·9) and at the end of August it had only reached 113·7.

3. "(C) *That the adjustments of rates of wages as established by the above-mentioned Orders in Council be retroactive to the date that they were issued.*"

No question arises as to the rates established by Order in Council P.C. 3884 (5th June, 1941); the method of calculation is the only bone of contention. This is fully explained under (A) of this report.

As to the retroactivity of the cost-of-living bonus to the date of Order in Council P.C. 7440, this was not seriously contended for by the employees. It would not appear to be just and reasonable that it should be insisted on. It is true that from December 19, 1940, to May 19, 1941, the index stood at from 108 to 108·6 and in May, 1941, at 109·4. No single or isolated complaint was made during that period; it may be, although not mentioned to the board, that the cost of living at Lachute and vicinity, where practically all the employees live, was not affected.

In addition to the above it was stated by G. A. Masse, the company's paymaster, that the five-point, or two dollars and fifty cents ($2.50) bonus for two weeks, amounted approximately to between eight hundred and fifty dollars ($850.00) and nine hundred and fifty dollars ($950.00) each pay-day. There would be ten two-week pay periods between the end of December, 1940, and May 19, 1941, when the bonus began to be paid. An average of nine hundred dollars ($900.00) each pay-day during that period would represent nine thousand dollars ($9,000.00) which the company would now be required to meet, and which it would be unable to include in the cost of production of goods manufactured—necessarily a dead loss.

It does not seem fair to the company to compromise on this, just to satisfy the union's representative that the employees had got a little something.

4. "(E) *That the United Textile Workers of Canada, head office at 172 McLaren St., Ottawa, Ont., by its representatives and its local known as United Textile Workers of Canada, Local No. 9 of Lachute Mills, be recognized as the only organization to represent its members employed at the plant of the company at Lachute Mills, to negotiate any agreements pertaining to wages, hours of work or other conditions that may arise, also to ameliorate between employer and employees. Order in Council P.C. 2685.*"

The company's officials have stated that at all times they are prepared to meet and discuss labour problems with a committee of its employees but that they will deal with those employed in the plant only. There is evidence before the board that some of the employees are not members of this union; consequently the company should be free to deal with its employees only, and entirely independent of their, or some of their, affiliations. The employees representatives have not stated how many of them belong in good standing to the union, although asked several times.

The evidence indicates clearly that the employees are free, if they so desire, to organize in trade unions without interference by the company or its agents. Those, however, who do not desire to do so should also be free to discuss labour problems with their employer, but it is not possible to divide the employees into two categories—one which includes and the other which does not include members of a union.

It is submitted, therefore, that no agreement is necessary between the company and its employees other than an undertaking by the former that it will continue to carry out the terms and conditions of employment now in effect and as recited in this report and as required by enactments subsequent to the date of the reference.

On the other hand if the employees feel that they should have an explicit written guarantee it is recommended that an agreement substantially in the terms of the attached should be executed.

The whole respectfully submitted.

Montreal, 12th November, 1941.

(Sgd.) J. A. Mann.

Draft Agreement

At the Town of Lachute, in the Province of Quebec, this Memorandum of Agreement between Ayers, Limited, a body corporate having its head office at the Town of Lachute, in the Province of Quebec, herein acting through Clement Tremblay, its Secretary-Treasurer, hereto duly authorized (hereinafter called the "Company"), Party of the First Part, and the Employees of Ayers, Limited, members or not of the United Textile Workers of Canada, Local No. 9 of Lachute Mills, Que., herein acting through and represented by their representatives, hereto duly authorized as they declare (hereinafter called the "Employees") Parties of the Second Part.

Whereas certain complaints have been made by the "Employees" in reference to the scale

of wages paid by the "Company" and the operation of the cost-of-living bonus, and the "Company" desires to put an end to any disputes or complaints and to co-operate with its "Employees" in the operations of its plant at Lachute Mills, Quebec, and to contribute by all reasonable means to the general advantages and benefit of the "Employees", having in mind economy of operations and quality of production.

This Memorandum of Agreement Witnesseth:

1. The "Employees" shall be free at all times to become organized according to law, but shall in no way intimidate, directly or indirectly, any employee, or unduly urge him to join any unit of organized labour; and the "Company", on its part, shall in no way interfere with the free rights of the "Employees" in this regard.

2. (*a*) If differences or disputes arise affecting the entire industry of the "Company", the "Company" agrees to discuss the same, with a view to the settlement thereof, with a committee of its "Employees" elected at a general meeting held after one (1) day's notice posted at the "Employees'" entrances to the plant, or at such other place or places agreed upon by both parties.

(*b*) In the case, however, where differences or disputes arise which do not affect the whole industry, but affect only one or more departments or some of the "Employees" thereof, and the matter cannot be adjusted as between such "Employees" or their representatives with their foreman or the superintendent of the department or departments affected, then the "Company" undertakes that it will discuss, with a view to settlement, the said differences or disputes with a committee of the "Employees" so affected, appointed or elected in such manner as they shall determine; provided, however, that the "Company" shall, through a departmental foreman or superintendent, have the right, without intervention, to settle directly with any employee complaints or disputes of a minor character.

3. The cost-of-living bonus, as provided by Privy Council Orders 7440 and 8253, shall continue to be paid and adjusted from time to time in conformity with said Orders, and will not be included in fixing the basic hourly rate. The bonus aforesaid shall be paid each two (2) weeks to "Employees" who have completed ninety-six (96) hours of work during such period, subject to adjustment in the proportion that the number of hours worked bears to ninety-six (96); not in excess, however, of five dollars ($5) for any such two weeks' period, except in conformity with Order in Council P.C. 8253 and the index of the Dominion Bureau of Statistics.

4. "Employees" shall forthwith choose from among themselves a Works Council from each department, which Council shall be composed of one or more, but not exceeding three "Employees"; such Council shall have the powers and rights set out in Paragraph 2 (*b*) of this Memorandum.

5. Questions of efficiency remuneration, distribution among "Employees" of work on Government or war contracts, provision for aid in case of accidents, general policy of operations, and like matters shall be determined solely in the discretion of the management, subject always to the general laws of the Province of Quebec.

In witness whereof the Parties hereto have signed at the Town of Lachute on this day of 1941.

AYERS, LIMITED.
Per.....
..... Secretary-Treasurer
Witness

"EMPLOYEES"
..... Per.....
Witness and
.....

Report of Board in Dispute between Foundation Company of Canada, Limited, and its Employees at Arvida, P.Q.

A unanimous report has been received from the Board of Conciliation and Investigation which was established on August 19 to deal with a dispute between the Foundation Company of Canada, Limited, and its employees at Arvida P.Q. (LABOUR GAZETTE, September, 1941, page 1041).

The personnel of the board was as follows: the Honourable Mr. Justice J. A. Prevost, of the Quebec Superior Court, Quebec, P.Q., chairman; Mr. P. J. Martel, Jonquiere, P.Q., appointed on the nomination of the employees; and Mr. D. A. Paterson, Montreal, P.Q., appointed on the nomination of the employer. The Honourable Mr. Justice Prevost was appointed to the chairmanship of the board on October 10 by the Minister of Labour, following the receipt of the resignation of the Honourable Mr. Justice Garon Pratte, also of the Quebec Superior Court, Quebec, P.Q., who was unable to act.

A translation of the board's report is printed below.

Report of Board

In the matter of the Industrial Disputes Investigation Act and a labour dispute between the Foundation Company of Canada, Limited, and its construction workers at Arvida.

The Hon. Norman McLarty, K.C.,
Minister of Labour,
Ottawa.

The Board of Conciliation and Investigation established by you to deal with the above dispute begs to submit its report.

An application for the establishment of a Board under the Industrial Disputes Investigation Act was submitted to you on August 4, 1941, on behalf of the workers of various trades employed at Arvida by the Foundation Company of Canada, Limited, by their three representatives, Messrs. William Morin and Lucien Couture, both of Jonquiere, and Henri Pilote, of St. Bruno. Mr. Pierre Julien Martel, of Jonquiere, was nominated by the men as their representative on the Board, and Mr. D. A. Paterson, of 620 Cathcart St., Montreal, by the Company as its representative on the Board.

On September 11, 1941, the Honourable Mr. Justice Garon Pratte, of the Superior Court of Quebec, Quebec City, was appointed chairman of the Board by the Honourable the Minister of Labour.

The Board, as thus established, had set the opening of its proceedings for October 7, 1941, but as the result of the regrettable accident of which he was the victim on September 30, an accident which necessitated an extended period of inactivity on his part, the Honourable Mr. Justice Pratte requested to be relieved of his duties. Granting the request, the Honourable the Minister of Labour, on October 11, appointed the Honourable Mr. Justice J. A. Prevost, of the Superior Court of Quebec, Quebec City, as chairman of said Board.

At a preliminary meeting held in Chicoutimi on October 16, two of the members of the Board examined the briefs and set the opening session of the Board for October 23, in the court-room of the Court House at Chicoutimi.

A first public session was held there in the forenoon of October 23, following which, by agreement of the parties concerned, the Board moved to Arvida, where it held public sessions on October 23, 24 and 25.

At those sessions the Company was represented by Messrs. V. G. Younghusband, Vice-President, Frank Mullins, Works Superintendent, J. L. Rossignol, Employment Manager, and J. B. White, of the Aluminum Company of Canada, Limited, while the employees were represented by their delegates, Messrs. William Morin, Lucien Couture and Henri Pilote.

The sole cause of dispute mentioned in the application was the inadequacy of the wages paid by the Company, in view of the present cost of living; but in the course of the proceedings, the men submitted for consideration by the Board a certain number of grievances concerning the working conditions.

To understand the dispute, the following facts must be stated: The Foundation Company of Canada, Limited, has been carrying on at Arvida, since the spring of 1939, the construction of extensions to the plants of the Aluminum Company of Canada, Limited, under contracts entered into with this Company at the start of the work, in 1939, and later on, in February, 1940. Its works cover all the ground covered by the Aluminum Company's plants, an area of more than a square mile.

The Aluminum Company employs in its plants over 5,000 men, divided into three shifts each working eight hours a day; and the Foundation Company employs some 2,600 men, divided into two shifts of ten hours per day each.

The town of Arvida, of fairly recent origin, has only lodging accommodations for a small number of the Aluminum Company's employees. Consequently, most of the employees of the Foundation Company live in the towns of Chicoutimi and Jonquiere, or in the surrounding rural municipalities; and the increase in the working population, resulting from the important Arvida and Shipshaw projects, has had for consequence a sharp rise in rents and board in these two towns.

At the first session of the Board the representatives of the workers requested first of all a general adjustment of the wages paid by the Company, in order that they should correspond with those paid in the counties of Hull and Gatineau, and also the payment of cost-of-living bonuses, as provided by Order in Council P.C. 7440.

They also requested some changes in the working conditions, more about which will follow.

At a subsequent meeting of the Board, the employees submitted a second memorandum which, taking into consideration the raise in the wage rates for the building trades of their district provided by the collective agreement of July 11, 1941, requested a wage rate for carpenters-joiners of 60 cents per hour, plus a cost-of-living bonus, and of 45 cents per hour for non-qualified workers (labourers), plus a cost-of-living bonus; as for these bonuses, the men asked that they be set immediately at $3.75 per week, as the rise in the cost of living since the beginning of the war in September,

1939, to date, was 14.8 per cent as measured by the index of the Dominion Bureau of Statistics, and the workers living outside Arvida had to pay $6 per month for transportation to and from their work.

The Company replied that it was already paying its qualified workers wages above the rates established by the provincial Order relating to the building trades in the Chicoutimi and Lake St. John district (collective agreement of July 11, 1941), and particularly that it was paying the carpenters-joiners at the rate of 60 and 65 cents per hour, according to their qualifications (while the Order provides in their case a minimum rate of 60 cents), and the labourers at the minimum rate of 43 cents set by the Order.

Evidence was given before the Board that the Company, since the beginning of its operations at Arvida in May, 1939, has always paid to its employees the wage rates set out by the collective agreements in force in the district, and higher wages in many cases.

In 1939, under Orders in Council No. 3496, dated December 18, 1936, No. 2570, dated December 7, 1938, and No. 2006, dated September 9, 1939, the wage rate for carpenters-joiners was 50 cents per hour in the zone of Chicoutimi, Jonquiere and Arvida, and that of labourers (non-qualified workers) 35 cents per hour. These rates were increased 5 cents per hour by Order in Council No. 1087, dated March 5, 1940, the wages for carpenters-joiners being thus raised to 55 cents per hour and those for labourers to 40 cents per hour.

Then, by Order in Council No. 1743, dated July 11, 1941, wage rates for carpenters-joiners and labourers were set, respectively, at 60 and 43 cents per hour. At the time, the parties to the agreement had agreed on a rate of 45 cents per hour for labourers and had submitted this rate for approval by the Minister, but on representations of the Foundation Company, the Government deemed it advisable to set the labourers' rate at 43 cents per hour. Since our hearing of the parties, Order in Council No. 2873, dated October 30, 1941, has raised the wage rate for labourers in the Chicoutimi-Arvida zone to 45 cents per hour; and we are informed that subsequent to the last Order, the Company has been paying its non-qualified workers at the new rate prescribed, which is precisely the rate requested for them.

Basic wage rates claimed for carpenters-joiners and labourers (non-qualified workers) are therefore assured them from now on. On this point, the dispute resolves itself to the difference of 2 cents an hour of which the labourers have been deprived from July 11 to October 31, 1941.

In the course of the Inquiry, the Company represented that it was unable to enter into an agreement with its employees, since they were not organized into a union. Had they been, we feel the Company would have readily granted them this difference in wages.

Be that as it may, the Board is unanimous in recommending to the Minister of Labour that the Foundation Company of Canada, Limited, pay, on or before December 15 next, to the labourers and non-qualified workers in its employ at Arvida on October 30 last an increase of 2 cents per hour for the period of their employment with the Company from July 11 to October 30, 1941.

As for cost-of-living bonuses of $3.75 per week, claimed by the workers under the authority of Dominion Order in Council P.C. 7440 on the basis of a 15 per cent increase in the cost of living since the beginning of the war, to our regret we cannot give it our approval in the present case. In fact, the object of the cost-of-living bonuses, under the provisions of said Order in Council, is to protect the workers against the rising prices of the necessaries of life, where the employers do not provide against them willingly or to a sufficient degree; but these bonuses are not intended to duplicate increases in wages already granted by employers for the same reason, and that is why Conciliation Boards are authorized to recommend bonus payments only after consideration of the wages increases paid by the employers since the beginning of the war. In this case, the two increases paid by the Company since September, 1939, amount to 10 cents an hour, that is $5.90 for each 59-hour working week, which exceeds by $2.15 a week the $3.75 bonus claimed by the workers.

If the rise in the cost of living has been greater in the Chicoutimi and Arvida district, the Provincial Government must doubtless have taken the fact into account when, on two occasions, namely, in 1940 and in 1941, it raised the wage rates payable to the employees in the various construction trades.

The undue rise in rents, especially in the town of Jonquiere, seems to be the main factor in the increase of the cost of living for tenants. It is to be hoped, however, that control measures recently adopted to fix rents will prove to be an effective remedy to the workers' complaint.

Representations were made that transportation facilities for workers going to work, $6.00 a month or $1.50 a week, constituted an abnormal burden for them. This burden is obviously heavier than the average transportation costs for workers in most industrial centres, where this charge is about 70 or 75 cents a week. However, it is a well-known fact that since the establishment of the aluminum industry in Arvida, in 1926, a large number of the workers employed in this industry have always

resided in the towns of Chicoutimi or Jonquiere and, therefore, incurred these same transportation costs. This condition, consequently, cannot be considered abnormal in the district.

Finally, in their first brief, the employees requested several improvements in working conditions, viz.:—

1. Certain sanitary measures in connection with the toilet facilities;

2. Improved and more convenient quarters for taking meals on the job;

3. Speedier admission to the works on the resumption of work, in order to prevent loss of time;

4. Distribution of pay during working hours, in order to avoid long waits in queue after hours;

5. Delivery to all discharged employees of a certificate stating the reason for dismissal, and the right of the dismissed employee to an investigation where the given reason for dismissal is trifling and groundless;

6. That the foremen be forbidden to use insulting or profane language when addressing their men;

7. Opening of another gate in the metal fence of the works, so as to provide a shorter way home for the men residing in the village of Ha Ha Bay;

8. Explanations on the transfer of certain employees from the Foundation Company to its subcontractors, who pay lower wages.

The Company replied that this was the first time it was informed of these requests, with the exception of that concerning a new gate (7th)—a matter over which it has no jurisdiction and which it has unsuccessfully referred to the Aluminum Company, the owner of the plant.

Besides, the Company expressed its willingness to favourably consider the claims laid down in paragraphs 1, 2, 3, 5 and 6, and gave the employees the explanations requested by paragraph 8. It refused to pay out wages during working hours, as requested in paragraph 4, because that would be contrary to the general practice and would take the employees' minds off their work. The Company however, promised to take other means of preventing needless delays in paying out wages.

Having been informed that the Company had already given effect to the first two requests of the employees, and knowing that it is favourably inclined towards the other requests, we do not consider it necessary to make special recommendations in said matters.

As a practical conclusion to this report, we recommend to the Honourable the Minister of Labour that the Foundation Company of Canada, Limited, pay on or before December 15 next (1941) to the labourers or non-qualified workers employed on its Arvida works on October 30 last (1941) a supplementary rate of 2 cents an hour for their period of employment on said works from July 11 to October 30, 1941.

We take pleasure in thanking the representatives of both the Company and the employees for their courtesy towards the members of the Board and their constant praiseworthy attitude during the whole inquiry.

All of which is respectfully submitted.

(Signed) J. A. Prevost,
Chairman of the Board.

(Signed) D. A. Paterson,
Nominee of the Company.

(Signed) P. J. Martel,
Nominee of the Employees.

P. S.—Although the matter bears only indirectly on the disputes submitted, we are of the opinion that, in order to improve relations between employer and employees, the Foundation Company of Canda, Limited, in view of the important works it is carrying out in the district, should be admitted to the Association des Constructeurs Saguenay-Lac St-Jean, Inc. (Association of Builders of Saguenay-Lake St-John, Rgd.).

(Signed) J. A. Prevost,
(Signed) D. A. Paterson,
(Signed) P. J. Martel.

QUEBEC, November 27, 1941.

Report of Board in Dispute between Aluminum Company of Canada, Limited, and its Employees at Arvida, P.Q.

A unanimous report has been received from the Board of Conciliation and Investigation which was established on August 18 to deal with a dispute between the Aluminum Company of Canada, Limited, and its employees at Arvida, P.Q., represented by the National Catholic Union of Aluminum Workers of Arvida. The Board has not yet reported on the dispute between Saguenay Terminals, Limited, Port Alfred, P.Q. and its stevedores, warehousemen, etc., members of the National Catholic Union of Longshoremen of Ha Ha Bay, which was referred to the board on August 29 (LABOUR GAZETTE, September, 1941, page 1041).

The personnel of the board was as follows: the Honourable Mr. Justice Alfred Savard, of the Quebec Superior Court, chairman,

appointed on the joint recommendation of the other two members; Mr. Gerard Picard, appointed on the nomination of the employees; and Mr. Bernard Devlin, K.C., appointed on the nomination of the employer. All three reside in Quebec, P.Q.

It is understood that the parties concerned have reached a settlement of the dispute on the basis of the board's recommendations.

The text of the board's report is printed below.

Report of Board

Re: Industrial Disputes Investigation Act and re differences between the Aluminum Company of Canada, Limited, and its employees at Arvida, P.Q., represented by Le Syndicat National Catholique de l'Industrie de l'Aluminum d'Arvida, Inc.

The Honourable NORMAN A. MCLARTY,
Minister of Labour,
Ottawa, Ont.

Sir:

We, the members of the Board of Conciliation and Investigation established by you, having now completed the work assigned to us, beg to submit our report thereon.

The Board commenced its sittings on the twenty-ninth day of September, 1941, and subsequent sittings were held at intervals to suit the convenience of the parties.

The Board has considered all submissions made to it by the employers as well as the employees, and has thoroughly inspected the plant and premises wherein the Aluminum Company of Canada, Limited, is carrying on business. The Company was represented by Mr. J. A. Prud'homme, K.C., and the employees by Mr. Roland Fradette. The Board found that through the able co-operation of the two above-mentioned counsel, its work has been made considerably easier and shorter.

This Board, you will recall, was established by you, Sir, following the illegal strike which took place in the plant of the Aluminum Company of Canada, Limited, at Arvida, P.Q., on the 24th of July, 1941, and for which the Syndicate hereinabove described disclaimed all responsibility. It was, therefore, natural that there be a certain amount of unrest and anxiety, and in order to ease the situation the Board deemed it advisable, even if only from a psychological point of view, to give the employees an opportunity of submitting any and all grievances they considered they had, as we felt that if we restrained the evidence to what was strictly pertinent to the issue, the employees might feel that they had not been given a free hand to properly lay their case before the Board and would thus be dissatisfied. It was on this account, therefore, that in the course of its public sittings the Board heard over a hundred witnesses.

During the course of the sittings, the members of the Board called upon the officers of the Company to supply them with a considerable quantity of information and data, the preparation of which gave the Company officials a great deal of extra work. But even though it meant working into the late hours of the night, the information sought for was always available and the Board is desirous of putting on record the aid and co-operation that it received from the officials of the Company.

The Board is also desirous of expressing its appreciation for the whole-hearted co-operation it received from the officers of Le Syndicat National Catholique in the course of its sittings and deliberations.

In the brief submitted in their behalf, the employees asked for an increase of 10 cents per hour, the said amount to include the cost-of-living bonus, for all the employees, and a special increase or more adequate readjustment of the bonus system for the potroom employees.

After having heard the evidence, the Board finds that the salaries paid employees are fair and reasonable in the light of the principles of Canada's wartime wages policy enunciated in Order in Council P.C. 7440 of December 16, 1940, as amended by Order in Council of June 27, 1941.

It has been proved before the Board that potroom employees have been earning $1,500 to $1,800 and more per year. The Company records show that for the first nine months of the current year (which include the strike period) the earnings of some of the potroom employees heard as witnesses were as follows:—

	Per month
Potmen	$1,120 63 or $124 51
"	1,123 35 or 124 82
"	1,129 44 or 125 50
"	1,214 55 or 134 95
Tapper	1,188 57 or 132 06
Helper Tapper	1,315 49 or 146 16
" "	1,235 05 or 137 23
Assistant Head Potman	1,304 98 or 145 00
" " "	1,341 22 or 149 00
" " "	1,577 18 or 175 25

But as the enquiry proceeded, it became quite clear that the employees were no longer seeking an increase in the basic rates, and that the principal cause of their complaints was that they were not satisfied with the manner in which the production bonus varied between different groups of employees.

The potmen used to be paid a basic rate of 49 cents per hour which the Company increased on October 16, 1940, to 51 cents for all potmen who had been in the employ of the company over a year. On August 16, 1941, this 2-cent increase was made to apply to all potmen irrespective of the length of time during which they had been in the employ of the Company.

Apart from the basic wage, the potroom employees were paid a production bonus destined to promote efficiency and production. This bonus was calculated as a percentage of basic wages and was based on certain standards which included consumption of electricity and carbon, man-hour factor and purity of metal. The method of computing this bonus was somewhat intricate; it seemed to be a ground of complaint that the men did not really understand how it was arrived at. Furthermore, the bonus was not uniform in the various pot lines and certain potroom employees felt that while they were doing their work as efficiently as others, they were not receiving the same amount of bonus as those whose work, in their opinion, was no more efficient than their own.

The readjustment of the production bonus, together with the determination of the cost-of-living bonus, seemed to be the two most important questions to be settled by the Board in order to ease the situation.

The Board invited the officers of the Company to devise a new bonus scheme for potroom employees which would overcome the objections which were offered to the existing bonus scheme. After several days' and nights' work on various schemes, the officers of the Company have submitted to the Board a bonus scheme for potroom employees which, while it does not increase the earnings of the employees but constitutes a redistribution of earnings to promote stabilization and uniformity and is thus within the scope of P.C. 7440, offers a great advantage over the existing one, inasmuch as the bonus is easily understood and will be more equally distributed among the men concerned, and will further have the advantage of being more stable, thus doing away with the economic disadvantages of the existing bonus system under which employees' earnings were very high at certain pay periods and comparatively low at others.

After giving the matter a great deal of consideration, and after going over the new bonus scheme during several sittings and discussing it with the representatives of the Company and the representatives of the employees and making modifications suggested by the latter, the Board recommends that the new production bonus scheme for potroom employees described in the memorandum hereunto annexed as Schedule "A" to this report be substituted for the present existing one and that it be put into effect immediately upon approval of the Board's report. The Company, through its counsel, has declared that it would abide by the unanimous recommendation of the Board on the question of the production bonus, if approved by the Dominion Department of Labour, and the Board is of the opinion that the new bonus scheme hereby recommended will give satisfaction and be acceptable to the great majority of the employees of the potroom.

The other most important question submitted was the determination of the cost-of-living bonus. It was shown that, having in mind changes brought about in the cost of living by the special circumstances that now prevail, the Company in October, 1940, and thus prior to the coming into force of P.C. 7440, increased the wages of more than two-thirds of its employees, and on the 16th of August, 1941, extended this increase to practically all those employees who had not been increased in October, 1940; among such increases, the basic hourly rate for common labour was thus raised from 45 cents to 48 cents.

On August 1, 1941, after consultation with the Department of Labour of the Dominion of Canada, the Company started paying a cost-of-living bonus of $1.25 per week, which represented, in its estimation, the amount of bonus then due.

The parties were heard at great length on this question, which proved to be one of the most important subjects submitted to the Board. After considering the representations submitted to the Board and bearing in mind the principles set forth in Order in Council P.C. 7440, and taking into account the increases given by the Company on October 16, 1940, and August 16, 1941, the Board recommends that the cost-of-living bonus payable under P.C. 8253 be fixed at $2.70 per week (except for male employees under 21 years of age and female workers employed at basic wage rates of less than $25.00 a week, for whom the bonus shall be calculated in accordance with P.C. 8253, but on the basis of the above-mentioned figure of $2.70) effective immediately upon approval of the Board's report, and first payment thereof to be made on the pay-day for the period of November 16-30, 1941, if approved in time, taking as a basis for said figure the Department of Labour Index* of 115·5 for October, 1941; said bonus to be increased or decreased according to law as the index increases or decreases from said level of 115·5.

On the matter of cost-of-living bonus the Company, through its counsel, has declared that it would abide by the unanimous recommendation of the Board on this subject, if approved by the Dominion Department of Labour, and judging from the discussions which

*_Editor's Note._—The Board refers herein to the Dominion Bureau of Statistics index of the cost of living in Canada, which is published each month in the LABOUR GAZETTE. This index, calculated on the base period 1935-1939 as 100, stood at 115·5 for October, 1941.

took place between the parties in the presence of the Board, we feel that the above recommendation with respect to the cost-of-living bonus is a proper one, and that it is within the scope of Order in Council P.C. 7440.

In connection with the cost-of-living bonus, a great deal of evidence was adduced before the Board by the Syndicate in an endeavour to show that the cost of living was higher in the district wherein the Company's plant is situated.

To meet the desire strongly expressed by the Syndicate on behalf of the employees, the Board allowed this evidence, but in view of the terms of article 5, Sub-paragraph (i) of P.C. 7440, is of opinion that the difference of the cost of living in this district compared to others, if any, could not be taken into account in determining the amount of the cost-of-living bonus.

Thus the two main factors of unrest are disposed of.

A certain number of other complaints were made by the employees, upon which the Board heard evidence. Most of these referred to personal grievances which the Board considers not to be within the scope of its jurisdiction.

One complaint of a more general nature was that owing to the fact that the potmen's efficiency was impaired during the summer months on account of the heat that prevails in the potrooms during those months, it would be advisable to increase the number of men in the pot lines during those months. In the production bonus scheme hereinabove referred to, it is contemplated that the Company will put additional men on those lines that may require them during the hot season without impairing the ratio of the production bonus payable to the employees.

A certain number of specific complaints for improvements in certain parts of the plant were laid before the Board. These were dealt with at great length and the Company's officers advised the Board that some of the improvements called for were already under way and that others which they deemed reasonable would be brought about as soon as possible.

In this connection, the officers of the Company called the Board's attention to the fact that their industry is now a war industry which is being strained to the very limit in order to assure maximum production for the present war needs, and that they are faced with the very difficult task of not only producing as much as possible, but also of increasing their plant to ensure even greater production. It is easy to understand that under such conditions there are certain improvements which might be desirable, but which, under the stress of expanding the plant, it is not always possible to put in effect at once.

However, the Board has found on the whole, that the Company was doing its best to have its employees work in as comfortable circumstances as possible and to provide them with the necessary facilities such as forced ventilation, ventilated lockers, elaborate washrooms and other improvements.

As to the complaints on which evidence was heard with reference to rentals, it would seem that the extraordinary development of this industry in recent months owing to war requirements may have brought about a certain shortage of lodgings in the vicinity and it may be that some landlords or lessors have availed themselves of this to exact higher rents. The Company has itself built a considerable number of first class houses which it rents at low rates to its workmen and is still continuing to build, but it cannot reasonably be called upon to provide lodging for all its employees. On the other hand, the employees are afforded protection by the fact that regulations prohibiting increases of rentals have now been applied to this region.

There remains one other matter upon which the Board wishes to say a few words.

During the course of the investigation there was filed a copy of the Collective Labour Agreement which exists between the Company and the Syndicate. Schedule "B" of this contract sets up the process for the formation of a joint or parity Committee.

The Syndicate made representations against this schedule because it provides for the election of representatives of the employees on this Committee by the vote of the employees at large. The Syndicate submitted that this method of election did not give the Syndicate as a body representation on this Committee.

On the other hand the Company contended that the method of forming the Committee now in force was a satisfactory one, that a similar process had given satisfaction in another plant of the Company and that it had not been given a fair trial at the Arvida plant. The Company further submitted that the change proposed by the Syndicate would not give representation to the employees of the Company who do not form part of the Catholic Syndicate.

The Board thinks proper to suggest that such joint or parity Committee be composed of representatives of the Company, of representatives of the Syndicate and of an adequate number of representatives of the employees who are not members of the Syndicate, the latter to be appointed by the Minister of

Labour of the Province of Quebec under section 17 of the Collective Agreement Act of the Province of Quebec.

When the Company and the Syndicate shall discuss a new Collective Labour Agreement or a renewal, with modifications, of the one presently existing, the Board hopes that the parties will give serious consideration to the above recommendation.

The Board finds, on the whole, that the Company has endeavoured to provide employment at fair and reasonable wages and under the most favourable conditions that an industry of this type can provide, and that with the readjustment of the production bonus and of the cost-of-living bonus, the spirit of unrest that prevailed in July, 1941, should disappear, and a normal and satisfactory relationship be established between the employer and the employees.

Dated at Quebec the thirteenth day of November, 1941.

(signed) ALFRED SAVARD,
Chairman.

(signed) BERNARD DEVLIN,
Member nominated by the Employer.

(signed) GERARD PICARD,
Member nominated by the Employees.

SCHEDULE "A"

Proposed potroom bonus—Arvida works, Aluminum Company of Canada, Ltd.

The proposed new bonus scheme for potroom employees has been devised for the purpose of overcoming the objections which have been recently offered to the existing bonus scheme. The proposed bonus is not intended as a means of increasing the earnings of the employees, but rather to provide a bonus which is more equally distributed over the men concerned, and quite easily understood. It is based on a rate of 55 cents per hour for potmen, with other categories of potroom employees at proportionate rates, plus an average bonus of 20 per cent under normal operating conditions.

Under the new scheme all potmen, tappers, carbon changers, channel changers and cranemen working in the potrooms would receive the same amount of bonus, which would depend entirely on labour efficiency. All the supervisory group including shift foremen, line foremen, head potmen and assistant head potmen would receive one-half of the same bonus paid to potmen, etc., in addition, a bonus based on operating efficiency which it would be the object of this group to maintain and improve.

The planning of this proposed bonus has been carried out with due care (considering the short time at the Company's disposal) after making careful calculations as to the effect it would have upon the employees' earnings. However, this type of bonus is new and untried and in view of this fact the Company reserves the right to adjust the factors forming part of the bonus scheme during or after a trial period of three months from the time the bonus scheme goes into effect, always keeping in view that 20 per cent is to be considered a fair and reasonable bonus for potroom employees working under normal operating conditions as they exist at Arvida Works. The Company will consult the Syndicate in the event of it being necessary to make any major changes in the factors entering into the bonus calculation or in the scheme itself.

It should be noted that metal purity, carbon consumption and Kilowatt hours per pound of metal produced are not factors in the bonus which would be paid to the potmen. This is somewhat of a departure from the existing bonus scheme so the Company would rely upon the good faith of the potmen and the supervisory group to maintain high purity of metal and low carbon and power consumption —but if it is found by experience that these items are not maintained at the proper levels the Company reserves the right to re-introduce them as factors in the bonus scheme for potmen.

In order to take care of different conditions during the hot weather in summer it is proposed to adjust the standards during the summer months so that additional men might be added to the potroom crews without reducing the bonus earned by the men.

In cases where new pot lines are started up, the production and labour figures would not be included in calculating the bonus until after a period of three months had elapsed from the time of starting the pot line. The men working in such new pot lines would be paid the average bonus paid to the men in the older operating lines.

QUEBEC, 13th November, 1941.

For identification

(Sgd.) Alfred Savard
(Sgd.) Bernard Devlin
(Sgd.) Gerard Picard.

PROCEEDINGS UNDER INDUSTRIAL DISPUTES INQUIRY COMMISSION

Results of Preliminary Investigations Reviewed

OPERATING under authorization of Orders in Council P.C. 4020 of June 6 and P.C. 4844 of July 2 (LABOUR GAZETTE, July, 1941, page 797) the Industrial Disputes Inquiry Commission—established to deal speedily with industrial disputes in war industries and to decide upon the necessity of subsequent procedure before a Board of Conciliation and Investigation—had up to December 10, reported on 52 cases. The first 18 of these cases in the period June 19 to August 12 were reviewed in the August issue of the LABOUR GAZETTE; cases 19 to 31 inclusive, dealt with by the Commission in the period August 12 to 31, were reviewed in the September issue, pages 1085-1090; cases 32 to 40 were reviewed in the October issue, pages 1210-1213; cases 41 to 50, November issue, pages 1351-1355; and cases 51 and 52 are summarized in this article.

In a statement made in the House of Commons on November 6, the Minister of Labour, in referring to the activities of the Industrial Disputes Inquiry Commission, summarized the results to date as follows:

"Fifty-two disputes in all have been referred to the Industrial Disputes Inquiry Commission for attention since the appointment of this body at the beginning of July. In twenty-two cases settlements were arranged by the Commission, resulting in a withdrawal of the applications which had previously been made for the establishment of Boards of Conciliation and Investigation. In eight other cases inquiries made by the Commission resulted in the establishment of Boards of Conciliation and Investigation. In thirteen instances the Inquiry Commission found that the circumstances did not warrant the appointment of Boards.

"There were in addition two special references by the Minister to the Commission, three instances in which the references are still outstanding and other cases in which the facts were brought to the attention of the Minister of Labour."

As provided in the consolidated Order in Council (4020 and 4844), an Industrial Disputes Inquiry Commission consists of one or more members appointed by the Minister of Labour, and each member has the full powers of a Commissioner under the provisions of the Inquiries Act.

The establishment of the Commission resulted from the fact that the extension of the Industrial Disputes Investigation Act to war industries greatly increased the number of applications for Boards of Conciliation and Investigation. Since these of necessity required prompt conciliation action, and since a considerable number of such applications have reference to disputes of a nature *prima facie* as not to warrant the appointment of conciliation boards, it was decided to have preliminary investigation made by a body possessing the authority of commissioners to require the production of evidence. If this body does not succeed in effecting a speedy settlement, it can advise the Minister of Labour whether there are good grounds for establishing a Board of Conciliation and Investigation.

Accordingly, the Minister of Labour is empowered by Order in Council whereby in any industry (to which the Industrial Disputes Investigation Act and its extension now applies) in which a strike or lockout appears imminent or has occurred, he may refer the dispute to a tribunal known as an Industrial Disputes Inquiry Commission. This section of the Order is as follows:—

"When in any industry to which the Industrial Disputes Investigation Act, as extended by P.C. 3495 and P.C. 1708, applies, a strike or lockout has occurred or seems to the Minister of Labour to be imminent and whether or not a Board of Conciliation and Investigation has been applied for and whether or not either of the parties to the dispute has submitted a declaration that, failing an adjustment of the dispute, a lockout or strike will be declared, and whether or not authority to declare such lockout or strike has been obtained, as required by Section 16 (2) of the Industrial Disputes Investigation Act, the Minister of Labour may refer the dispute to a tribunal to be designated as an Industrial Disputes Inquiry Commission, which shall make a preliminary Investigation into the dispute promptly and, if a mutually satisfactory adjustment is not arrived at, shall advice the Minister on the matters at issue and whether the circumstances warrant the appointment of a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, provided, however, that the Commission shall not offer any opinion as to the merits or substantial justice of such features of the case as may have to be submitted to a Board of Conciliation and Investigation."

The Industrial Disputes Inquiry Commission is composed of the following members: Messrs. Humphrey Mitchell, Ottawa, chairman; Gil-

bert Jackson, banker and economist, Toronto; George Hodge, manager, Department of Personnel, Canadian Pacific Railway, Montreal.

CASE NO. 51—MACDONALD BROTHERS AIRCRAFT LIMITED, WINNIPEG, AND CERTAIN OF THEIR EMPLOYEES, MEMBERS OF LODGE 741, INTERNATIONAL ASSOCIATION OF MACHINISTS.

This dispute, affecting 279 employees directly and 800 indirectly arose out of the employees request for union recognition, involving increased rates of pay and changes in certain working conditions. An application had been received for a Board of Conciliation from Members of Machinists Lodge, No. 741. However, following an understanding arrived at between the Commission and representatives of the employees and the company, an undertaking was concluded. Following the signing of this undertaking the representatives of the employees withdrew their application for a Board of Conciliation.

In the undertaking the company agreed to negotiate for a written agreement, covering wages and working conditions with a committee of plant employees representing Lodge No. 741. In the meantime the committee will continue to pay the existing rates of wages and also the wartime cost of living bonus in conformity with the provisions of P.C. 7440, P.C. 4643, and P.C. 8253.

CASE NO. 52—CANADIAN PACIFIC RAILWAY COMPANY AND CERTAIN OF ITS WORKERS (RED CAPS) IN THE WINDSOR (MONTREAL) AND QUEBEC CITY STATIONS.

In this dispute, 60 Quebec and Montreal Red Caps were involved. As indicated in the report of the Commission, the workers requested an agreement on wages and working conditions, along the lines indicated by the draft agreement submitted to the Minister with their application for establishment of a Board of Conciliation and Investigation, dated June 12, 1941.

Continuing its report the Commission noted:— "It appears that all of the Red Caps working the year round in the Windsor Station at Montreal are paid, some of them at the rate of $35 monthly, and some at the rate of $17.50. Some extra men are allowed to work during the summer months without pay. Only four of the Red Caps in the Terminal at Quebec are similarly paid; and elsewhere only certain minorities of the Red Caps are paid by the Company (Red Caps in general being dependent for the whole of their income on gratuities received from passengers to whom they render their personal services); and even those Red Caps who do receive pay from the Railway depend for the greater part of their income on gratuities.

"Accurate records indicating average earnings of Red Caps are not available. Because certain Red Caps have refused work in regular positions, covered by wage agreements with other classes of employees, the Company contends that earnings from gratuities must be regarded as adequate. If Red Caps were paid the rate of pay demanded in addition to their gratuities, they would receive compensation in excess of that paid to employees engaged in much more important occupations.

"Representatives of the Workers contend that this is not the case; that while as a result of the war the Railway's earnings have increased substantially, the Red Caps own earnings from gratuities have noticeably decreased."

There was also some question as to the precise status of the Red Caps—whether they were recognized employees of the company or concessionaires deriving the whole or main part of their income from the public.

After reviewing all the circumstances the Commission concluded: "Since a Board of Conciliation and Investigation, if appointed in this instance by the Minister, could not but traverse ground that has already been explored fully by the Board of Conciliation and Investigation above-mentioned (which, dealing with another case involving substantially the same issues as these, reported on June 8, 1940) the Commission is disposed to believe that no good purpose would now be served by the creation of a Board to deal with the present dispute; and recommends accordingly to the Minister."

Co-operative Legislation in Canada, 1941, is the title of an article by J. E. O'Meara of the Economics Division, Marketing Service of the Department of Agriculture. Co-operative legislation in the Dominion and provinces is outlined in the article which is reprinted from the October issue of *The Economic Annalist* and published by authority of the Hon. James G. Gardiner, Minister of Agriculture, Ottawa.

Control of Welding Hazards in Defence Industries is the title of a special bulletin (No. 5) issued by the Division of Labor Standards, United States Department of Labor. The booklet deals with the subject under the following headings: Eye injuries, burns, gases, fumes and smoke; metal fume fever; metal poisonings; control of gases and fumes; use of respirators; and oxyacetylene welding and cutting. Copies of the publication may be obtained (price 10 cents each) from the United States Superintendent of Documents, Washington, D.C.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1941

THE following table shows the number of disputes, workers involved and time loss for November, 1941, as compared with the previous month and the same month a year ago.

Date	Number of disputes	Number of employees involved	Time loss in man working days
*November, 1941.....	14	4,880	42,791
*October, 1941.....	20	5,085	20,800
November, 1940.....	13	3,657	15,222

* Preliminary figures.

The record of the Department includes lockouts as well as strikes, but a lockout, or an industrial condition which is undoubtedly a lockout, is rarely encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout, included as such in the records of the Department, is a cessation of work involving six or more employees and lasting at least one working day. Disputes of less than one day's duration and disputes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such disputes is maintained in the Department, and the figures are given in the annual review. Each month, however, any such disputes reported are mentioned in this article as "minor disputes".

The records include all strikes and lockouts which come to the knowledge of the Department, and the methods taken to secure information preclude the probability of omissions of disputes of importance. Information as to a dispute involving a small number of employees, or for a short period of time, is frequently not received until some time after its commencement.

While the number of disputes during November was appreciably lower than in October and there was a slight reduction in the number of workers involved, the time loss was more than doubled owing to a strike of gold miners at Kirkland Lake, Ont., which caused time loss of about 28,000 days. The only other disputes of importance involved hosiery workers at Hamilton, Ont., and cotton workers at Milltown, N.B.

In October the principal disputes included strikes of beverage room employees and painters at Toronto, Ont., coal miners at Springhill, N.S., hotel employees at Toronto, Ont., and hosiery workers, London, Ont. In November, 1940, the principal disputes included two strikes of coal miners in Nova Scotia, two strikes of truck drivers and one strike of dairy employees at Toronto, Ont.

Six disputes, involving 1,111 employees, were carried over from October and eight commenced during November. Of these 14 disputes, ten were terminated during the month. Two resulted in favour of the employers involved, one in favour of the workers, three in compromise settlements, while four others were indefinite. At the end of the month, therefore, there were four strikes or lockouts recorded as in progress, namely, hosiery factory workers, Hamilton, Ont.; truck drivers and helpers, and beverage room employees, Toronto, Ont., and gold miners, Kirkland Lake, Ont.

The record does not include minor disputes such as are defined in a previous paragraph, nor does it include disputes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not yet declared terminated. Such disputes are listed in this paragraph for a period up to one year after their removal from the table of current strikes. Information is not available as to any disputes of this nature at November 30, 1941.

A cessation of work by 98 employees in a biscuit factory at Vancouver, B.C., for about an hour on October 30 was not reported in time for inclusion in the LABOUR GAZETTE for November. The workers had organized in the Bakery and Confectionery Workers' International Union of America and had applied for a conciliator under the British Columbia Industrial Conciliation and Arbitration Act. On October 30, when work was to begin, the workers held a meeting but resumed work when the provincial conciliator arrived.

A minor dispute involved 16 workers in an asbestos textile plant at St. Lambert, Que., in the afternoon of November 24 in protest against the dismissal of a foreman. Nine workers returned within a few hours and the others were replaced the next day.

The following paragraphs give particulars regarding certain disputes in addition to the information given in the tabular statement.

Disputes in progress prior to November

HOSIERY KNITTERS, LONDON, ONT.—This strike, in support of certain workers suspended on refusing to work at other than their usual machines without compensation, was terminated on November 7 and work was resumed on November 10. At a meeting of the union representatives with the management a settlement was reached but particulars have not been reported. In connection with picketing a number of strikers were convicted of intimidation, assault, etc., and given suspended sentences, being bound over to keep the peace. One was sentenced to 30 days in jail.

HOSIERY FACTORY WORKERS, HAMILTON, ONT.—A number of the employees, members of the Canadian Hosiery Workers' Union, ceased work on October 29 against the dismissal of two employees a month before, alleged to be for union activity but stated by the employer to be for cause. The dispute was referred to the Ontario Department of Labour

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1941*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(a) Strikes and Lockouts in progress prior to November, 1941.				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Hosiery knitters, London, Ont.	1	(a) 77	385	Commenced Oct. 6, 1941; against operating other machines without compensation; terminated Nov. 7; negotiations; compromise.
Hosiery factory workers, Hamilton, Ont.	1	213	3,600	Commenced Oct. 29, 1941; against discharge of workers on Sept. 29; unterminated.
Cotton factory workers, Milltown, N.B.	1	631	8,000	Commenced Oct. 29, 1941; against change of work for one weaver; terminated Nov. 15; conciliation (provincial); indefinite.
Printing and Publishing—				
Truck drivers and helpers, Toronto, Ont.	1	50	1,000	Commenced Oct. 7, 1941; against reduction of staff during negotiations for union agreement; unterminated.
CONSTRUCTION—				
Buildings, etc.—				
Painters, Toronto, Ont.	(b) 4	30	30	Commenced Oct. 6, 1941; for closed shop union agreement; terminated Nov. 1; negotiations; in favour of workers.
SERVICE—				
Business and Personal—				
Beverage room employees, Toronto, Ont.	45	110	500	Commenced August 19, Sept. 1, etc., 1941; for new union agreement covering additional classes of workers; unterminated.
(b) Strikes and Lockouts commencing during November, 1941.				
MINING, ETC.—				
Coal miners, Bellevue, Alta.	1	225	675	Commenced Nov. 8; for changes in working conditions; terminated Nov. 11; negotiations; compromise.
Coal miners, Newcastle, Alta.	1	165	165	Commenced Nov. 8; for transportation to shaft at end of shift; terminated Nov. 8; negotiations; in favour of employer.
Gold miners, Kirkland Lake, Ont.	8	2,800	28,000	Commenced Nov. 18; for union recognition; unterminated.
MANUFACTURING—				
Fur, leather, etc.—				
Tannery leather finishers (girls), Kitchener, Ont.	1	60	70	Commenced Nov. 7; for cost of living bonus; terminated Nov. 8; work resumed pending further negotiations; indefinite.
Textiles, Clothing, etc.—				
Textile factory workers, Cornwall, Ont.	1	146	16	Commenced Nov. 10; for dismissal of worker; terminated Nov. 10; work resumed pending further negotiations; indefinite.
Pulp and Paper—				
Paper box and bag workers, Toronto, Ont.	2	267	267	Commenced Nov. 12; for closed shop union agreement, increased wages, reduced hours, etc.; terminated Nov. 12; conciliation (provincial) and proceedings under I.D.I. Act; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1941*—*Concluded*

Industry, occupation and locality	Number involved		Time loss in man working days	Particulars†
	Establishments	Workers		
(b) Strikes and Lockouts commencing during November, 1941—*Concluded*				
CONSTRUCTION—				
Miscellaneous—				
Truck drivers, Boundary Creek (Moncton),N.B.	2	(c) 68	45	Commenced Nov. 6; for increased rates per load; terminated Nov. 6; return of workers and replacement; in favour of employers.
Truck drivers, Pickering, Ont.	1	38	38	Commenced Nov. 19; for increased rates for hauling gravel; terminated Nov. 20; negotiations; compromise.

* Preliminary data, based where possible on direct reports from parties involved, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred, and the date of termination is the last day on which time was lost to an appreciable extent.

(a) 300 indirectly affected.

(b) 35 establishments and 240 workers originally affected.

(c) 92 indirectly affected.

for investigation but a settlement was not reached. Operations have been reported to be carried on by about one-third of the employees, small numbers of strikers resuming work. Numbers of the strikers were reported to have obtained employment elsewhere.

COTTON FACTORY WORKERS, MILLTOWN, N.B.—A number of weavers ceased work on October 29, in support of a weaver who refused to work a different set of looms, claiming his earnings would be reduced. Two days later all employees ceased work. The plant is under an agreement with the Textile Workers' Federal Union but the union did not authorize the strike. The dispute was referred to the New Brunswick Department of Labour and a settlement was reached on November 15. It was arranged that this dispute and all subsequent disputes would be referred to the Provincial Conciliation Board.

PAINTERS, TORONTO, ONT.—This strike, against master painters who refused to sign agreements with the union, was called off on November 1. The strike, which commenced on October 7, involved 35 master painters, reported to be not paying union wages, and 300 workers, but by the end of October all master painters except four, employing 30 men, had signed union agreements. The remaining employers were declared to be unfair.

Disputes commencing during November

COAL MINERS, BELLEVUE, ALTA.—Employees in one colliery ceased work on November 8 in protest against irregular hours and desired changes in the blowing of whistles as signals for work. A compromise was reached. It was claimed that a number of grievances had not been dealt with. Work was resumed after three days.

PAPER BOX AND BAG WORKERS, TORONTO, ONT.—As a result of conciliation by the Ontario Department of Labour, work was resumed after one day, an application to be made under the Industrial Disputes Investigation Act. The proceedings are outlined elsewhere in this issue.

GOLD MINERS, KIRKLAND LAKE, ONT.—The strike of gold miners in eight mines in the vicinity of Kirkland Lake on November 18 followed the report of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act and a vote of the workers in accordance with an Order in Council (P.C. 7307, September 16, 1941) providing that a strike may not be called after a board has reported unless a majority of the employees affected declare in favour of a strike in a ballot taken under the supervision of the Minister of Labour. In four other mines a majority of the workers were against a strike. Out of 4,333 workers eligible, 2,725 voted in favour of a strike, 1,254 against, while 78 ballots were spoiled. In the eight mines where the vote was for a strike there were 2,610 for and 1,104 against.

In June the Kirkland Lake Local of the International Union of Mine, Mill and Smelter Workers requested the operators to negotiate agreements. This proposal not being accepted,

the intervention of the Department of Labour was requested and the Chief Conciliation Officer visited the locality on June 21. The mining companies did not concede that the union represented majorities of the workers in the various mines. Tentative plans were made to determine this issue but further controversy arose and the arrangements were not carried out. On July 17 the union without taking a strike vote as required by the I.D.I. Act applied for a Board of Conciliation under the Act.

In accordance with P.C. 4020, June 6, 1941, the Minister referred the dispute to the Industrial Disputes Inquiry Commission and as a result of hearings on August 5, 6 and 7, the Commission reported that as the mining companies refused to recognize the union, it was recommended that the workers should accept their offer to sign agreements for the various mines with an elected committee of employees for each mine. Regarding the dispute as to wages, the Commission stated that the rates and the cost of living bonus were in accordance with the Government's Wartime Wages Policy under P.C. 7440 as amended (LABOUR GAZETTE, September, 1941, p. 1085).

The union representatives did not accept this recommendation and on August 15 the union took a vote of its members as to the calling of a strike. Work was stopped that day without the consent of the operators, the union workers offering to work on Sunday to make up the lost day. The vote was reported to be 2,475 in favour of a strike and 108 against. The board was established on August 22 but was unable to sit until October 4 and reported on October 15 (LABOUR GAZETTE, November, p. 1349).

The board in a unanimous report recommended that the mining companies should negotiate agreements with the union. The employers refused to accept the award and the union applied to the Minister of Labour for a strike vote which was taken under the direction of the Department of Labour on November 8, with the results given at the beginning of this statement. At the request of the Minister the strike was postponed for further negotiations and representatives of both parties met the Minister at Ottawa on November 17 and 18. A settlement was not reached and the strike began in some of the mines on the evening of November 18, while arrangements were under discussion for a joint meeting with the Minister. In the other mines the strike began at 11 p.m. Several of the mines were reported to be operating with reduced forces. A number of persons, about 15, were reported to have been arrested on charges of intimidation. The provincial police force in the locality was increased to prevent disorders. On November 28 the operators refused to accept a suggestion of the municipal council to which the union had agreed that the dispute should be referred to arbitration.

STRIKES AND LOCKOUTS IN GREAT BRITAIN AND OTHER COUNTRIES

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1941, issue, in the review of "Strikes and Lockouts in Canada and other Countries, 1940." The latter included a table summarizing the principal statistics as to strikes and lockouts since 1919, in the various countries for which such figures are available. Many countries publish these statistics only once each year, the figures being issued in some cases after an interval of as much as two years, and for such countries the figures are not for relatively recent dates. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned. Information as to particular disputes is taken for the most part from newspapers.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones. An order under the Defence Regulations, effective July, 25, 1940, provides for the settlement of disputes and the prevention of strikes and lockouts, as noted in the LABOUR GAZETTE, August, 1940, page 760.

The number of disputes beginning in September was 135 and 13 were still in progress from the previous month, making a total of 148 disputes in progress during the month; 30,600 workers were involved in the disputes in progress during the month and the time loss was 93,000 working days.

Of the 135 disputes which began during September, 39 arose out of demands for increased wages and 46 were over other wage

questions, 6 over working hours, 16 were over questions regarding employment of particular classes or persons, 20 arose out of questions respecting working conditions, 7 on questions of trade union principle and one was a sympathetic strike. During September, final settlements were reached in the case of 111 disputes, of which 18 were settled in favour of workers, 61 in favour of employers and 32 resulted in compromise settlements. In 27 other disputes, work was resumed pending negotiations.

A strike of 2,400 employees of a non-ferrous tube manufacturing firm at Leeds began September 26 over the demand by female workers for advances in wages; work was resumed the next day and the question referred to arbitration.

About 1,400 employees in the lace, net and madras manufacturing industry at Glasgow and certain towns in Ayrshire were on strike from September 15 to September 30, over interpretation of the cost-of-living bonus agreement, and resulted in the restoration of the full cost-of-living bonus previously paid, pending further negotiations.

At Glasgow, 1,400 bus drivers and conductors went on strike November 13, for increased wages and shorter hours. Army drivers maintained transportation to some extent and by the next day 500 strikers had returned to work.

Australia

A strike of 4,500 employees of a small arms factory at Sydney is reported to have occurred October 7, over a trade union question.

In the strike in the textile industry mentioned in the last issue of the LABOUR GAZETTE, work was resumed September 18. The questions in dispute were then dealt with by the arbitration court and a decision reached October 3, the terms of which were not published.

United States

Preliminary figures show the number of strikes beginning in October as 450, involving 272,000 workers in the new strikes. The time loss for all disputes in progress during the month was 1,960,000 working days.

The dispute in bituminous coal mines operated by the large steel companies ("captive mines") over a demand for a union shop agreement was noted in the last issue of the LABOUR GAZETTE. Work had been resumed at the end of October for 17 days pending the consideration of the dispute by the National Defence Mediation Board. On November 10, this board recommended against a union shop. The President of the United States called together the two parties urging them to negotiate further and, if necessary, to appoint an arbitrator or a board. Although the parties conferred again, the original strike order calling out on strike the 53,000 miners in these mines in Pennsylvania, West Virgina, Maryland, Kentucky and Ohio became effective November 17. Miners in many "commercial" mines also later went out in sympathy, and by November 21, it was reported that over 200,000 miners were involved. In response to a further proposal of the President of the United States, the strike was called off November 22, and the dispute referred to an arbitration board whose decision was to be final. This board, on December 7, announced the majority decision as being in favour of the union shop.

At Pittsburgh, California, a strike of 3,000 steel plant employees was in effect November 21 to November 25, when the strikers returned to work. The dispute concerned a demand of about 200 workers in one department for higher wages. Negotiations took place after work was resumed.

A general strike of 8,500 machinists in 400 industrial plants including aircraft, engine and small arms factories at St. Louis, Missouri, was settled after three days, on November 27, when the union voted to return to work and to settle their jurisdictional dispute by joint conferences.

At Linden, New Jersey, a strike of automobile assembly plant employees began October 6 and an agreement was reached November 15. The strike was called in protest against policies of a new plant manager and against numerous dismissals of employees.

Building trades workers, numbering 2,000, engaged on defence construction projects and housing went on strike November 10, for an increase in wages, but resumed work two days later.

The strike of welders employed in shipbuilding yards on the west coast, which began during the latter part of October and was noted in the last issue of the LABOUR GAZETTE, was called off November 5, when it was agreed to resume work pending further negotiations.

After a two day strike, 2,500 truck drivers engaged in freight handling at Chicago, returned to work November 26, with a compromise settlement as to the increased wages demanded.

WARTIME WAGES STABILIZATION POLICY APPLICABLE TO ALL INDUSTRIES

Amending Order in Council Removes Exemptions—Prohibits Decreases in Basic Rates and Provides for Regional Boards in All Provinces

ON December 5, the Minister of Labour, Hon. Norman A. McLarty, announced the inclusion of employers previously exempted from the provisions of the Wartime Wages Stabilization and Cost of Living Bonus Order (P.C. 8253). This Order had exempted employers with less than 50 employees and also employers on building and construction with less than 10 employees. By an amending Order (P.C. 9514) however, all industrial and commercial employers are now brought within the conditions of the wages stabilization policy. The decision to amend the main Order was made following a conference between provincial ministers of labour and their officials and the National War Labour Board. See reference in this issue, page 1460.

The Order now affects every class of employee except Dominion, provincial and municipal employees, employees in agriculture, horticulture, fishing, hunting, trapping, and domestic service, and employees of certain non-profit institutions.

Originally the smaller employers were excluded, pending the disposal of problems arising out of the application of the Order to the larger employers who employ the majority of Canadian wage earners.

However, as a result of a conference of provincial ministers of labour and provincial departmental officials with the Executive Committee of the National War Labour Board, it was recommended that all employers of labour, regardless of the number of their employees, should be covered by the Order. This recommendation was further supported by so many requests from employees, trade unions and employers that the Government immediately accepted this amendment to the Order.

Since provincial staffs will be used for inspection, and in view of the greater volume of work that will devolve upon them because of the extension of the Order to substantially all employers, the Government also accepted the conference recommendation that there should be a separate Regional War Labour Board for each province. Accordingly, there will be nine provincial regional boards, instead of five, with the provincial ministers of labour as chairmen.

A further amendment provides that no employer may decrease the basic wage rates paid by him on November 15, 1941, without official permission. Any such decreases already adopted since the passing of the Order are to be cancelled.

It is considered that these amendments will remove a possible area of conflict and prevent overlapping between the Dominion Order and provincial minimum wage laws.

Text of Order in Council

The following is the text of Order in Council P.C. 9514 amending P.C. 8253.

Whereas the Minister of Labour reports with reference to Order in Council P.C. 8253 of 24th October, 1941,—

1. That there is an active demand from employers or employees for the application of the provisions of the said order to smaller employers not now covered;
2. That our establishment of one regional war labour board for each province would facilitate Dominion-Provincial co-operation in the enforcement of the said order;
3. That employers should be prohibited from decreasing wage rates without permission; and
4. That the relationship of the said order to provincial minimum wage and related laws should be clarified;

And whereas the Minister of Labour, after consultation with the Executive Committee of the National War Labour Board and the provincial ministers of labour, recommends that the said Order in Council be amended as hereinafter set out:

Now, therefore, His Excellency the Governor General in Council, under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada 1927, is pleased to amend Order in Council P.C. 8253 of 24th October, 1941, and it is hereby amended as follows:

1. By deleting section 2 thereof and substituting therefor the following:

"2. (1) In this order, unless the context otherwise requires, 'employer' means any person, firm or corporation employing any person but shall not include

(i) any department or agency of the Govment of Canada subject to the provisions of Order in Council, P.C. 6702, of 26th August, 1941, as amended; or

(ii) any department or agency of any provincial government or any municipality; or

(iii) any person, firm or corporation engaged in agriculture, horticulture, fishing, hunting or trapping; or

(iv) any hospital or religious, charitable or educational institution or association not carried on for purposes of gain.

(2) This order shall be applicable in respect of all employment by any employer other than domestic service in a private home and employment of a casual nature otherwise than for the purpose of the employer's trade or business."

2. By adding to subsection 7 (1) (d) thereof the following:

"and for such purposes to act for the National Board as set out in the bylaws."

3. By deleting subsections (1) to (5) inclusive of section 8 thereof and substituting therefor the following:

"8. (1) There shall be nine regional war labour boards (hereinafter referred to as regional boards), one for each province, each of which shall consist of a chairman and one or more representatives of employers and one or more representatives of employees.

(2) The chairman of the regional board for each province shall be the Minister of Labour of that province, or if there is no such minister, the minister of that province whose duties include the regulation of working conditions and related matters."

4. By renumbering subsections (6) to (10) inclusive of section 8 thereof as subsections (3) to (7) inclusive.

5. By inserting the words "or decrease" after the word "increase" in subsection 11 (1) thereof.

6. By adding to section 16 thereof the following:

"Notwithstanding any provision of any collective agreement with respect to working conditions, either party to any such agreement may apply to the National War Labour Board for the revision or suspension of any such conditions and the board shall have power to direct any revision or suspension thereof not inconsistent with the provisions of this Order which it may deem advisable."

7. By inserting the words "or Provincial" after the word "Dominion" in section 18 thereof.

STABILIZATION OF MANAGERIAL, EXECUTIVE AND OTHER SALARIES IN CANADA

Extension of Principle Embodied in Measures Stabilizing Prices and Wages

IN a further extension of the principle of the Government's wartime wages and prices stabilization policy, the Hon. J. L. Ilsley, Minister of Finance, announced on November 28, that the Government had approved the Wartime Salaries Order (P.C. 9298) stabilizing managerial, executive and other salaries. This action clarifies the more general requirements of the Wartime Wages and Cost of Living Bonus Order (P.C. 8253) in their application to salaried officials. On November 6, Mr. Ilsley had announced in the House of Commons that an order of this kind was being prepared.

The order applies to all employees above the rank of foreman or comparable ranks. It does not require the payment of a cost of living bonus, such as is required for wage-earners, and merely permits the payment of such bonuses to employees receiving less than $3,000 per year. The amount of these cost of living bonuses payable to such employees receiving less than $3,000 a year is limited to the same amount as wage-earners obtain under the Wages Order. (*See* LABOUR GAZETTE, October, 1941, pages 1367-1370.)

The Salaries Order provides that no employer shall increase the rate of salary paid to a salaried official above the most recent rate established and payable on or before November 6, the date when the Minister announced the Government's intention to issue the Order. Salaries are defined to include bonuses and all other forms of income received from the employer. There are special provisions for dealing with the promotions of salaried officials; such promotions must ultimately secure the approval of the Minister of National Revenue, and for promotions where the total salary rate after the promotion is $7,500 a year or more, approval must be obtained before any increase can be put into effect.

It was pointed out that the provisions of the Order will require an adjustment and probably a cancellation of any increases in salaries which have gone into effect since November 6.

The Order applies to all employers other than Dominion, provincial and municipal governments and their agencies. Salaries paid by the Dominion itself to its regular employees and officials have been very strictly limited since early in the war, even though the persons involved have had additional work because of the war. It will be noted that this Salaries Order applies to all businesses including the smaller firms who are not at present subject to the Wages Order.

The Salaries Order will be administered by the Income Tax Division of the Department of National Revenue, which already has to scrutinize salaries for income tax purposes. Inquiries concerning the Order should be addressed to the Commissioner of Income Tax or Inspectors of Income Tax.

Commenting on this action, Mr. Ilsley said: "This is a logical and necessary extension of the principle embodied in the measures stabilizing prices and wages. While technically the Wages Order could be said to cover the whole field of employee remuneration, it was considered advisable to deal with salaries by a special order which would be more certain to accomplish the purpose in view and provide safeguards against legal evasion. I am confident that the essential fairness of this measure will appeal to everyone and that we will have the co-operation of all businesses in the observance of the spirit as well as the letter of this law."

Text of Order in Council

The text of the Wartime Salaries Order P.C. 9298 follows:

Whereas Order in Council P.C. 8253 dated October 24, 1941, provided, among other things, for a National War Labour Board, and ordered that no employer as therein defined shall increase the basic scale of wage rates paid by him as at November 15, 1941, without the written permission of the said Board, as therein provided;

And Whereas the said Order required employers subject to it to pay a cost-of-living bonus in accordance with and subject to conditions laid down in the said Order to all their employees other than those above the rank of foreman or comparable ranks;

And Whereas the said Order requires amplification in so far as it applies to employees above the rank of foreman or comparable ranks;

And Whereas the Minister of Finance on November 6, 1941, announced that supplementary measures would be taken to limit managerial and executive salaries;

And Whereas it is desirable that a further Order be now issued limiting salaries paid to salaried officials above the rank of foreman or comparable ranks;

Now, Therefore, His Excellency the Governor General in Council, on the recommendation of the Minister of Finance and the Minister of National Revenue and under the authority of the War Measures Act, Chapter 206, Revised Statutes of Canada, 1927, is pleased to make the following order, to be called "The Wartime Salaries Order," and it is hereby made and established accordingly,—

ORDER

1. For the purpose of this Order, unless the context otherwise requires

(*a*) *"employer"* shall include any person, body corporate or politic and any association or other body, the heirs, executors, administrators, curators and other legal representatives of such person according to the law of that part of Canada to which the context extends, irrespective of the number of persons employed by him, but shall not include

(i) any department or agency of any provincial government or any municipality;

(ii) any department or agency of the Government of Canada subject to the provisions of Order in Council P.C. 6702 of August 26, 1941, as amended.

(*b*) *"salaried official"* shall include every individual above the rank of foreman or comparable ranks who is an employee of an employer and shall include a director of an incorporated company; Provided that in cases where the nature of the employee's duties or responsibilities does not indicate clearly whether he is or is not above the rank of foreman or comparable ranks;

(i) any decision or ruling of the National War Labour Board or a Regional War Labour Board as to whether or not that employee, or that particular class of employee, is or is not above the rank of foreman or comparable ranks for the purpose of the Wartime Wages and Cost of Living Bonus Order shall be taken as applying for the purpose of this Order;

(ii) in the absence of such relevant decision of the National, or a Regional, War Labour Board, the Minister of National Revenue shall have power to decide whether a specific employee, or particular class of employees, shall be regarded as above the rank of foreman or comparable ranks for the purpose of this Order;

(iii) in the absence of a decision as provided for in (i) and (ii) hereof, or pending such decision, an employee receiving a total salary of more than $250 per month shall be deemed to be above the rank of foreman or comparable ranks;

(*c*) *"salary"* shall include wages, salaries, bonuses, gratuities, emoluments, or other remuneration, including any share of profits or bonuses dependent upon the profits of the employer, and all other forms of "income" as defined by Section 3 of the Income Tax Act, if such income is related to the office or position occupied by the recipient, and shall include payments to persons other than the employee in respect of services rendered by the employee, and also payments in kind, provided, that a salesman's commission, unless it has, in the opinion of the Minister of National Revenue, been substituted in whole or in part for another type of remuneration primarily with a view to defeating the purpose of this Order or been unreasonably increased since November 6, 1941, shall not be deemed to be a "salary."

2. Unless otherwise permitted by paragraphs 3 and 4 hereof no employer shall increase the rate of salary paid to a salaried official above the most recent salary rate established and payable before November 7, 1941, and no employer shall pay bonuses, gratuities or shares of profits to a salaried official during any year following November 6, 1941, in a total amount in excess of the total amount of such bonuses, gratuities or shares of profits paid to the said salaried official during the twelve months ending November 6, 1941, except where the salaried official has a contractual right which existed at November 6, 1941, to receive such a bonus, gratuity or share of profits defined as a fixed percentage of or in fixed ratio to his salary, the profits of the business or the amount of sales output or turnover of the business, in which case the employer may continue to pay the said bonus, gratuity or share of profits at the same fixed percentage or ratio as that contracted for previous to November 7, 1941. Nothing herein shall be deemed to limit the right of the Minister of National Revenue under the Income War Tax Act and The Excess Profits Tax Act 1940 to disallow any portion of any salary, bonus, gratuity or share of profits as being an unreasonable and abnormal expense of the employer.

3. (1) Notwithstanding anything contained in paragraph 2 hereof, an increase in salary rate may be permitted if the employer establishes to the satisfaction of the Minister of National

Revenue that the increase is commensurate with and is occasioned by a *bona fide* and reasonable promotion of a specific salaried official who has been given added responsibilities and increased duties, providing that the total salary including the increase is comparable with the level of salaries for comparable positions in similar businesses and provided that if the total salary, including the increase, is

(*a*) less than $7,500 per year, such increase is reported to and approved by the Minister of National Revenue on or before the assessment of the income tax return of the employer for the year in which the increase was made, or

(*b*) $7,500 or over, such increase has been reported to and approved by the Minister of National Revenue before the payment of the increase.

(2) After any such increase has been approved in accordance with subsection (1) of this paragraph and a new salary level so established, the provisions of this Order shall apply to the said salary level from the effective date of that increase as if it had been established at November 6, 1941.

4. Notwithstanding paragraph 2 hereof, an employer may, without specific approval of the Minister of National Revenue, pay to salaried officials receiving salaries less than $3,000 per year, a cost-of-living bonus not greater than an amount of bonus based, in the manner herein provided, on the cost-of-living index for the Dominion, as a whole prepared by the Dominion Bureau of Statistics,

(*a*) If the payment of a cost-of-living bonus is commenced after the effective date of this Order, it shall not be payable in respect of any services rendered prior to February 15, 1942, and it shall reflect no more than the increase in the said index after October 1, 1941;

(*b*) If the salary rate payable to a salaried official on November 6, 1941, included a cost-of-living bonus determined in a manner consistent with sub-paragraphs (*c*) and (*d*) hereof, or pursuant to P.C. 7440 of December 16, 1940, there may be added to such bonus an amount based, in the manner herein provided, on the rise in the index number for October 1, 1941, above the most recent index number used to determine the then current amount of such bonus, and the total salary including such added amount of bonus shall be regarded, for the purposes of this Order, as the rate of salary in effect at November 6, 1941; and further amounts to be added to such bonus, in the manner hereinafter prescribed, shall not be based on any increase in the said index number prior to October 1, 1941, and shall not be payable in respect of any services rendered prior to February 15, 1942;

(*c*) The rise or fall in the index shall be measured in points, to the nearest 1/10 of one point, after the index has been adjusted to the base of 100 for August, 1939;

(*d*) For each rise of one point in the index, the amount of the bonus or the increase in the amount of the bonus, as the case may be, and for each fall of one point in the index the decrease in the amount of the bonus shall be;

(i) twenty-five cents per week for all adult male salaried officials and for all other salaried officials employed at salary rates of $25 or more per week, and

(ii) one per cent of their salary rate for male salaried officials under 21 years of age, and female salaried officials, employed at salaries of less than $25 per week.

(*e*) The amount of the bonus may be re-determined every three months on the basis of the change in the cost-of-living shown by the index number for the immediately preceding month as compared with the index number on which the last previous change in the amount of the bonus was based. The amount of the bonus shall not be changed unless the cost of living has changed one whole point or more. Employers shall be guided in determining whether the bonus may be changed by the announcement of the change, if any, in the index number as given by the National War Labour Board pursuant to The Wartime Wages and Cost-of-Living Bonus Order, being P.C. 8253, dated October 24, 1941.

5. Any employer, or his officer or agent, who pays or contracts to pay a salaried official a salary in violation of any provision of this Order or contravenes or fails to observe any of the provisions hereof shall be guilty of an offence and liable on summary conviction to a fine of not less than $100 nor more than $5,000, for each violation, contravention or failure.

6. The amount of any salary, found by the Minister of National Revenue to have been paid in excess of the amounts permitted by this Order or to have been paid in violation of this Order shall be deemed to be an unreasonable and abnormal expense of the employer for all purposes including the purposes of the Income War Tax Act and The Excess Profits Tax Act 1940, and pursuant to subsection (2) of Section 6 of the Income War Tax Act and section 8 (*b*) of The Excess Profits Tax Act 1940, such amount shall be disallowed as an expense of the employer in assessing the employer's profits subject to taxation under the said Acts.

7. Nothing in this Order shall be deemed to limit the discretionary power of the Minister of National Revenue as provided for in the Income War Tax Act or The Excess Profits Tax Act 1940 and, more particularly, the power of the said Minister to determine whether a salary or rate of salary, whether paid or payable prior to or subsequent to the effective date of this Order, was reasonable and normal for the business, for purposes of assessment under the said Acts.

8. No agreement providing for an increase in the rate of salary above the rate payable at November 6, 1941, shall be enforceable in respect of such increase except and to the extent that such increase is within the amount that may be permitted by paragraphs 3 or 4 hereof, and no action shall lie against any person for breach of contract for complying with the provisions of this Order or for refusing to pay any salary in excess of the amount permitted by this Order.

9. The Minister of National Revenue with the approval of the Governor in Council may make such regulations in furtherance of the provisions of this Order as may be required for carrying this Order into effect and in particular, but not so as to limit the generality of the foregoing, he may provide by regulation for the determination of the persons to whom this Order is applicable with a view to ensuring that salaried officials not subject to the Wartime Wages and Cost-of-Living Bonus Order, P.C. 8253, dated October 24, 1941, will be subject to this Order.

10. This Order shall be effective on and after midnight of November 6, 1941.

STABILIZATION OF PRICES IN CANADA

Technique of Price Control Outlined

IN a preliminary statement of policy issued on November 21, the Wartime Prices and Trade Board outlined the policy of the Government in the stabilization of prices in Canada. Part of the text of this statement follows together with a summary of supplementary statements concerning particular points of policy, which have been released since that date.

I. Price Control by Means of a General Price Ceiling

On December 1, 1941, there came into force in Canada an overall price ceiling. No higher prices will be permitted than those at which goods were actually sold during the four weeks September 15 to October 11. This applies rigidly to all but a very few retail prices and to the prices of twelve classes of services. Prices at the wholesale and manufacturing level may be adjusted between buyers and sellers where costs have increased subject to supervision by the Administrators of the Wartime Prices and Trade Board, but the general level will be kept at or below the level which prevailed in the basic period.

The decision to impose a general price ceiling was announced by the Prime Minister on October 18. The decision was against bringing prices under control one by one, or group by group, and in favour of imposing a restriction over all simultaneously.

First, such a price ceiling was the quickest measure to apply and speed was imperative.

Second, action on all prices at once was more just, for one man's selling prices are another man's costs.

Third, though the administrative problems of a price ceiling are great, they are, on closer inspection, fewer and less difficult than those dealing with separate prices in turn.

Fourth, the price ceiling starts from the actual relationship of prices as of a certain period, and is more realistic and close to the facts than an attempt to build up an arbitrary scale of maximum prices. The Wartime Prices and Trade Board has the responsibility for putting this ceiling into effect. Its fundamental duty is to see that prices do not rise higher than the level reached during the "basic period"—the four weeks from September 15 to October 11, 1941. In particular, retail prices, the prices paid by final consumers of goods and services, must not rise.

II. Co-operation of Producers, Distributors and Consumers

"The success of this policy of price control will, in great measure, depend on the loyal and intelligent co-operation of producers, distributors and consumers.

"The housewife, who does most of the buying throughout Canada, can in her own interest as well as for the public good be of great assistance in keeping retail prices under the price ceiling imposed by law.

"The violator of the law, who might seek an immediate financial advantage at the expense of the public, commits a criminal offence for which severe penalties are provided by way of fines and imprisonment.

"In the longer view, everyone will realize there is immense public and private advantage in carrying out a strict policy of price control. We all live and do business in a community, and whatever maintains and strengthens the stability and loyalty of that community cannot in the long run be a private disadvantage to anyone whose existence is bound up with that of his community.

"In the administration of price control, some maladjustments and genuine hardships may arise immediately or in the future. The Board will endeavour to see that adjustments are made to overcome such difficulties as fairly and as reasonably as possible.

"If, for an industry as a whole, the degree of adjustment required is so great as to be obviously unjust, the Board will recommend special measures to meet the situation without raising prices to consumers.

"The Board realizes the responsibilities which accompany its powers, and is determined to treat everyone considerately and justly with due regard for the practical difficulties involved. The Board expects, and indeed has already been promised by many groups, that it will receive the fullest co-operation in return.

"'Business as usual' has disappeared but in a war for existence every producer and distributor has a great job to do in maintaining the flow of goods and services as fully as the circumstances of war will permit. Those who take part in this work will not be deprived of reasonable remuneration. The Board has no intention of allowing any essential enterprise to be forced to the wall by the imposition of price control. Nevertheless, profits will undoubtedly be reduced, and those who are in the best position to do so will have to make the greatest sacrifices in the general interest."

III. The Consumer and Sales by Retailers

The consumer of goods and services cannot lawfully be charged more for any goods, or for any of the services designated in the regulations, than the highest price at which

sales were made by the same storekeeper or supplier of the goods or services during the basic period"—the four weeks from September 15 to October 11, 1941.

Any prices that had risen above that level since October 11, were required by the law to be reduced on December 1. Some prices, of course, have fallen and will probably remain below the ceiling.

"In some cases it may be difficult to establish what was the maximum price during the basic period; the storekeeper must be able to satisfy the authorities on this point, but if necessary the Board will exercise its powers to fix the price of any goods or services.

"The price ceiling applies to each individual store, department or branch on the basis of its own prices for each separate kind and quality of goods and services during the basic period. The lower-price stores are not permitted to raise their prices to the level of the higher-price stores.

"Suppliers of goods and services are not permitted to give the consumer less value for his money by lowering the quality, material, style, workmanship, size, weight or intrinsic value of what they sell.

"In all of its actions the Board will be guided by the principle that the level of prices to the consumer must not increase. This does not apply merely to the goods and services which are taken into account in measuring the cost of living index; the principle applies to the whole range of goods and services offered for sale in Canada."

IV. The Primary Producer—Agriculture and Fishing

Sales by the farmer or fisherman to dealers or processors, of livestock, poultry, eggs, milk, ceram, dairy butter, farm made cheese, honey, maple syrup and fish are exempt from the maximum price regulations. Resale by processor or dealer is, however, subject to the regulations, as are sales direct by the farmer or fisherman direct to the final consumer.

Some agricultural products are subject to special price orders when sold by dealers or processors, for example turkeys and cheese. Milk prices continue to be set by provincial milk boards, subject to concurrence by the Wartime Prices and Trade Board. No increase in milk prices will, however, be permitted except under urgent conditions. Higher prices to producers will however possibly be realized by reducing the costs of distribution.

Fresh fruits and vegetables and green house products, the prices of which are subject to severe seasonal fluctuations are excluded from the ceiling, but will remain under careful scrutiny to ensure that they do not rise unreasonably.

V. The Retail Store

(*i*) *Selling Prices.*—Every retail store, every branch of a chain store, every department of a department store is required not to charge any price higher than the highest price at which sales were made by the same store, branch or department for goods of the same kind and quality during the "basic period." Any price increases above that level are forbidden by law, offenders will be prosecuted and are liable to have their licences to do business suspended or cancelled.

If a store wishes to sell goods of a different kind or quality, not sold during the basic period, the price must not be more than the highest price charged for substantially similar goods sold during the basic period.

New goods, or seasonable or other products unlike anything which was sold during the basic period must be sold at prices which are appropriate in relation to the retail prices of other goods which were being sold during the basic period. Maximum prices in such cases are to be based on the normal retail price structure, not on costs of production. Committees are being set up under the Administrator of retail trade to make price rulings for such goods. Any new goods that are inferior in quality, material, style, workmanship, size or weight, must be sold for a proportionately lower price.

(*ii*) *Cost of Merchandise.*—"There are a number of cases where the price a retailer pays for his merchandise has gone up more than his selling prices during the basic period, so that his margin of profit is very much reduced. It is intended that cases of serious hardship should be adjusted by reducing the cost of merchandise brought by the retailer. This would include merchandise already ordered by him but not delivered by his supplier before December 1st, as well as merchandise ordered by the retailer after November 30th.

"In the first place, a supplier (wholesaler or manufacturer) cannot without the Board's permission charge the retailer more than the highest price charged by that supplier for goods of the same kind and quality or substantially similar goods sold during the basic period. This applies also to contracts made but not filled by actual delivery by December 1."

"In the second place, wholesalers and manufacturers are expected, and will if necessary be compelled by the Board, to reduce their prices even lower where that is necessary to enable retailers to sell at their prices without undue sacrifice. (The wholesalers and manufacturers will in turn obtain adjustments, if necessary, by reductions in the cost of their materials.)

"Retailers whose cost of merchandise is too high in relation to their selling prices, on any

goods delivered to them after November 30, should get in touch with their suppliers and seek to make an adjustment which will be fair to both parties.

"The intention is that if there is a squeeze between the cost of raw materials (or imported semi-finished materials) and the retailer's selling price of the finished article, everybody in the industry, from retailer back to manufacturer, or importer, should bear his fair share of the burden, but no more than his fair share. If the total burden is too great, in fairness to the industry as a whole, the Board will investigate and if it is found necessary, will recommend that the Government, representing the people as a whole, should also take a share of the burden by way of a subsidy, or controlling the price of raw materials, or reducing import duties, or in some other appropriate way.

"There will be many instances, of course, in which adjustments between retailers and their suppliers will not be necessary. There may also be cases where wholesalers and manufacturers will be permitted to raise prices, without any increase in retail prices."

If in any case requiring adjustment a retailer and his supplier are not able to come to an agreement, the Board will decide the matter, but, subject to authorization by the Board's administrators, industry and trade must do the main part of the job themselves.

It should be emphasized that retailers are expected to continue buying from their usual suppliers, and likewise wholesalers and manufacturers are expected to continue selling and delivering goods to their usual customers. Unreasonable action by any party in this regard will compel the Board to exercise its powers to control supplies and the amount of any goods which the party concerned will be permitted to buy or sell.

Inquiries respecting retail problems should be addressed to Mr. E. G. Burton, Administrator of Retail Trade, Metropolitan Building, Toronto, Ontario. Regional offices are now open so that retailers may discuss their problems with local representatives of the Board located at Vancouver, Edmonton, Saskatoon, Winnipeg, London, Toronto, North Bay, Brockville, Montreal, Quebec, Saint John, Halifax and Charlottetown.

VI. Wholesalers and Manufacturers

The effect of price control and the policy of the Board with reference to wholesale trade and manufacturing may be summarized as follows:

(1) Since retail prices cannot be raised, retailers will in respect of certain goods be faced with much reduced margins and will be asking their suppliers for price adjustments on unfilled orders and for lower prices on future orders.

(2) It follows that in a number of cases wholesalers and manufacturers will in practice, by voluntary adjustment or by order of the Board, be confined to prices lower than the ceiling they established during the basic period.

(3) In some cases the immediate supplier of the retailer may be able to effect a fair adjustment without recourse to his own supplier. In other cases there may be a general rolling back from the retailer through the various stages of distribution and production as far as the primary manufacturer or importer.

(4) Each section of trade and industry is expected to bear its fair share, according to the circumstances. In most cases it is expected that the process of adjustment will work itself out without the need of any special action by the Board. The Board is relying on this being done wherever the "squeeze" between primary costs and retail prices is of reasonable proportions so that industry as a whole can bear it and adjust it equitably among its various members.

(5) It is expected that each branch of trade and industry, including the retailer, will bear its own losses, if any, with respect to stocks on hand as at close of business on November 30. In other words, the Board considers that each section should take its own losses so far as finished business is concerned. The distribution of the "squeeze" therefore, resolves itself primarily into price adjustments on goods to be delivered on and after December 1 pursuant to existing purchase orders, and into the establishment of a new price structure through the negotiation of prices on goods to be ordered on and after December 1.

(6) In extreme cases, the burden is so great that special measures by the Board or the Government will be necessary. One obvious example is where the price of an imported raw material has risen substantially since the time at which the raw material entering into articles sold by retailers during the basic period was purchased by the Canadian manufacturer.

(7) The continued flow of goods is of the utmost importance and the Board will be forced to use its powers to overcome threatened interruptions in the supply of goods and services and to intervene if suppliers divert business abnormally to customers who offer to pay the suppliers' higher prices.

VII. Imports

Rising costs of imported materials and supplies are to be covered, if they cannot be absorbed by the industries concerned, by government assistance, so that the retail price ceiling may be held and the normal flow of supplies continue. In most instances this

assistance will take the shape of subsidies on finished and semi-finished goods. Raw materials will be handled by the Commodity Prices Stabilization Corporation which may grant subsidies or buy the necessary materials and resell them at appropriate prices. In a few cases customs duties and taxes may be reduced. Certain types of imports are excluded from these subsidy arrangements, notably war supplies, such commodities as are exempt from the maximum price regulations at the retail level, and motor vehicles.

VIII. Services

The rates charged for the following services are designated in the Maximum Prices Regulations as subject to the same control as the price of goods: the supplying of electricity, gas, steam heat and water; telegraph, wireless, and telephone services; the transportation of goods and persons, and the provision of dock, harbour and pier facilities; warehousing and and storage; undertaking and embalming; laundering, cleaning, tailoring and dressmaking; hairdressing and beauty parlour services; plumbing, heating, painting, decorating, cleaning and renovating; repairing of all kinds; the supplying of meals, refreshments and beverages; the exhibiting of moving pictures and all manufacturing processes performed on a custom or commission basis.

Inquiries should be addressed to Mr. James Stewart, Administrator of Services, General Trusts Building, Toronto.

IX. Exemptions

The Maximum Price Regulations do not apply to war supplies nor to exports, nor to imported production goods. The prices of a few goods and services subject to regular seasonal changes are to be allowed to increase and decrease in the normal seasonal manner, notably coal and coke and railway freight rates. Christmas trees are excluded from the ceiling.

X. Economies, Standardization, Elimination of "Frills"

It is obvious that business is faced with the immediate necessity of making economies wherever possible. This will perhaps be of the greatest importance in the extreme cases where Government assistance might otherwise be required but it will also be noted that the Board has power to reduce prices and will exercise that power, if necessary where it is convinced that present prices are not justified by necessary costs of operation.

Moreover, as shortages of labour and materials and machinery become more and more acute, the necessity for economies in production and distribution, for standardization of products and elimination of unnecessary varieties, styles, and models, and, in general, for the most economical use being made of all available resources, will become increasingly important.

Industry already knows many things which might be done, but which for one reason or another, chiefly perhaps for competitive reasons, have not yet been put into effect. The Board wishes to emphasize that every business which takes the earliest opportunity of effecting such economies will be that much better off in the long run, and that wherever it is necessary and desirable to enforce standard practices throughout an industry, the Board will issue the necessary orders.

XI. Records

Whatever adjustments and subsidies may be necessary can only be made or given if the necessary information is available to enable the Board and its Administrators to make decisions as to what losses actually result from the Maximum Price Regulations. It is essential, therefore, that every concern should keep the most complete records possible on cost and selling prices, new buying prices, and make estimates of the buying prices at which it would be possible for business to be carried on. The officers of the Board and its Accounting Administration will give every possible assistance in this connection.

XII. Licensing

All dealers in all goods have been given a general licence by the Board. Clause 3 of Board Order 63 has been rescinded, pending further inquiry into the licensing problem.

XIII. The Control of Supply

The necessity for price control has arisen from the shortages of many supplies for civilian use after war needs have been met. The controlling of prices, however, does not ensure that goods which are scarce will be fairly distributed with due regard to the needs of the population.

This can only be done by some form of rationing in the first instance, rationing means controlling the amount of materials and labour which producers may use for the production of civilian goods. This stage has already been reached in many fields of production.

In due course, in cases where the shortage is severe, the amount and manner of the distribution of such goods to the consumer will require control.

The Wartime Prices and Trade Board, together with the Department of Munitions and Supply, has complete power over the supply of goods and services. The Board will not, of course, impose any system of rationing consumers unless it is absolutely necessary.

RECENT REGULATIONS UNDER DOMINION AND PROVINCIAL LEGISLATION

Pilots—Minimum Wages in British Columbia, Quebec and Saskatchewan—British Columbia Hours of Work—Cost of Living Bonus for New Brunswick Government Employees—British Columbia Workmen's Compensation

IN Quebec, two new minimum wage orders have been issued, one relating to shoe-repairing establishments and the other dealing with the suspension of hours and weekly rest day provisions in war industries; while several other orders have been renewed. The coverage of the Saskatchewan Minimum Wage Act has been extended to lumbering and related operations. In British Columbia, the regular Christmas orders relating to wages and hours in shops have been issued with some modifications. A cost of living bonus has been established for Government employees in New Brunswick. There have been amendments in the Accident-prevention Regulations under the British Columbia Workmen's Compensation Act and in the by-laws of the pilotage district of Bras d'Or.

Canada Shipping Act

By an order in council gazetted October 31 the by-laws of the pilotage district of Bras d'Or Lake have been amended. A revised scale of fees has been drawn up, and there is a new by-law which requires any candidate for a pilot's licence to produce a certificate as to vision, colour vision and hearing.

British Columbia Hours of Work Act

The annual order relaxing hours provisions for shops during the Christmas season was gazetted November 13. As last year, two hours in excess of the prescribed eight hours per day is permitted on the Saturday before Christmas and on December 23 and 24 in retail establishments in Vancouver and its suburbs, Victoria, Esquimalt, Oak Bay and Saanich, while elsewhere in the province three extra hours are permitted on the Saturday before Christmas and two extra hours on December 23 and 24. This year, however, only 48 hours, as compared with 50 hours last year, are permitted during the week ending the Saturday before Christmas.

During the entire month, persons employed in mail-order, shipping and delivery may, as last year, work up to 10 hours in any one day. However, the weekly limit is reduced from 50 to 48 hours.

British Columbia Minimum Wage Acts

As usual, the above order relating to hours is supplemented by temporary orders relating to wages in shops during the Christmas rush. Order 24, Supplementary (1941) applies to women and Order 59, Supplementary (1941) to men. Both were gazetted on November 13.

There is a new provision in each order requiring the payment of time and one-half to all employees for time worked in excess of their customary working hours. Otherwise the two orders remain unchanged from last year. It is specified that female temporary employees who work 40 hours or more per week must be paid at the rate prescribed by Order 24 for full-time experienced employees over 18, namely, $12.75 per week. Temporary employees who work less than 40 hours per week must be paid 35 cents per hour in the case of women (the rate fixed by Order 24 for part-time workers over 18) and, in the case of men, at the rates prescribed for temporary employees by Order 59 (LABOUR GAZETTE, 1938, p. 1235). Order 59 requires payment of 40 cents per hour, with a daily minimum of $1.60, for part-time employees over 21, and lower rates for those under 21.

British Columbia Workmen's Compensation Act

Amendments in the Accident-prevention Regulations (LABOUR GAZETTE, 1935, p. 512; 1939, p. 475) were gazetted November 6. Several of the General Regulations as well as of those relating to transmission machinery and equipment, sawmills, shingle-mills, woodworking machinery, logging, falling and bucking, tractor logging, motor-truck logging, construction, scaffolds, material-hoists and hoist-shafts, and electrical safety, have been reworded so as to render them more precise.

Many new regulations have also been added. Three of these are General Regulations, the first requiring that rumblers in foundries be enclosed in dust-proof rooms or located in the open air, and the other two providing for the protection of operators of meat-grinders and of workmen who must enter bins containing fuel or sawdust. Three others relate to sawmills: two are designed for the protection of tail-sawyers and of men working on lumber-piles more than 14 feet high, and the other prohibits anyone other than the driver from riding on lumber carriers.

There is also a number of new Logging Regulations. Three relate to rigging: one sets out specifications with regard to A-frames on

floats, the second requires the use of safety lines on sky-line or skidder operations, and the third provides that long splices must be used for permanently joining "regular lay" running lines. Another new regulation relates to falling and bucking, and makes provision for the safety of workmen using power saws in the woods. Still another, which deals with tractor logging, prohibits anyone other than the driver from riding on a tractor. There are also six new regulations regarding motor-truck logging. In addition to stipulating that only the driver and swamper may ride on a loaded logging truck, these make provisions concerning the horns and lighting systems of trucks, the snubbing of loaded trucks on steep grades, and the use of binder-chains, or where binder-chains are not required, of suitable other protective equipment.

Four additional new regulations are concerned with construction work and scaffolds. They provide for the protection of operators of concrete-mixers and tractor bulldozers, as well as of workmen using galvanized oxo-seal or other similarly coated nails, and impose on employers the responsibility of satisfying themselves as to the safety of scaffolds. Finally, there is a new Electrical Safety Regulation which requires that all pushbottons on cross the line starters must be provided with some form of locking-out feature.

New Brunswick Cost of Living Bonus for Public Servants

By an order in council gazetted November 19, employees of the provincial government are to be paid a cost of living bonus during the fiscal year beginning November 1. A head of a household, by which is meant a person who maintains a self-contained domestic establishment and supports therein a person wholly dependent on him and connected with him by marriage, blood relationship or adoption, is to receive $13 per month. If meals are supplied as part remuneration, 50 cents, $1 or $1.50 per month is to be deducted from the bonus according as one, two or three meals per day are furnished. If unheated or heated living quarters are furnished, $2.50 or $3.25 per month is to be deducted, and if both heated living quarters and meals are provided, the deduction is to be $7.25 per month.

Other employees are to receive a bonus of 12 per cent of their salary, with a maximum of $9 per month. If board and lodging are furnished, the bonus will be reduced by 50 per cent. At the same time, the value of such board and lodging, calculated at $25 per month, will be included in the salary for the purpose of determining the bonus.

When a husband and wife are both employed, the bonus is payable in respect of the husband only. When the salary of an employee is reduced in any month because of absence or other reason, the bonus will be proportional to the salary actually paid. The bonus will not be considered as part of salary for the purposes of the Public Service Superannuation Act.

Quebec Minimum Wage Act

Order 41, gazetted November 22 and effective from the 28th day thereafter until January 1, 1943, establishes minimum rates for workers in shoe-repairing establishments in the city and island of Montreal.

The following hourly rates are fixed: for shoe-repairers exclusively engaged in repairing second-hand shoes for resale, 50 cents; for other shoe-repairers, 40 cents; for apprentices, 15 cents, 20 cents, 25 cents and 30 cents during four successive periods of six months; for dyers who prepare the dye, 35 cents, and for those who do the dyeing 28 cents; for hat cleaners, 25 cents; for office employees, 25 cents; for messengers, 13 cents, or 15 cents if the messenger furnishes his bicycle; and for shoeblacks, 15 cents. Foremen and managers are to receive $22 per week regardless of the number of hours worked, and employees not otherwise classified must be paid $14 per week.

Apprenticeship rates may be paid only to persons to whom the employer has agreed by written contract to teach shoe repairing and who are working under the guidance of experienced repairers. There may be only one apprentice in establishments where there are between one and four experienced men, and one more apprentice may be added for every four additional experienced repairers.

When an employee works at more than one type of work, he is entitled to the highest rate, unless the employer keeps a record of the time spent at each occupation. In this case, payment may be made for each occupation undertaken at the rate fixed for that occupation.

The regular work-week is 54 hours in establishments where repairs are made while the customer waits and 48 hours in all other establishments. Hours in excess of these constitute overtime and must be paid at one and one-half times the worker's regular rate of wages. Piece-work done during overtime hours must be paid at one and one-half times the regular piece-work rates.

Deductions from wages are prohibited except for war loans, reimbursement to employers for advances made on wages, true rental value of lodgings furnished by the employer, and insurance premiums and contributions to pension funds. Tips are the exclusive property of the worker and may not be counted as part of wages. Employers must maintain registers

showing each worker's qualifications and type of work, regular and overtime hours worked, rate of wages, wages earned and paid, deductions and pay period. Similar information must also appear on the worker's pay envelope.

Order 43, gazetted October 18, suspends for firms engaged in war work, as long as their war contracts are not completed, the provisions of all orders other than Order 4, which impose a limitation on hours or require a weekly rest day. Hitherto, the suspension of hours and weekly rest day provisions has been effected by special resolutions passed every two months. These have been noted in previous issues of the LABOUR GAZETTE.

The following orders have been renewed until January 1, 1943: Order 7 Revised, governing the manufacture of shoe counters (LABOUR GAZETTE, 1938, p. 1350); Order 31, governing tailors and dressmakers in Quebec City (LABOUR GAZETTE, 1939, p. 1232); Order 32, governing the mattress and upholstering industry in Quebec, Levis and Quebec-West (LABOUR GAZETTE, 1939, p. 1232); Order 35, governing the retail food trade in Quebec and Quebec-West (LABOUR GAZETTE, 1940, p. 21); and Order 36, governing foundries in Hull (LABOUR GAZETTE, 1940, p. 22).

Saskatchewan Minimum Wage Act

By Order H, gazetted December 1 and effective from December 17, the application of the Act is extended on a province-wide basis to lumbering and logging, the operation of saw mills, shingle mills and lath mills, and the manufacture of railway ties, telephone poles, timbers, fence posts, pulpwood, cordwood, boxwood, shingle bolts, slim wood and veneer wood. Any building or part of a building used in connection with any of the above operations is included.

An erratum in the Saskatchewan Gazette of September 15 is noted in the Gazette of September 30. The order extending the provisions of Orders 7 and 8 to various occupations in Humboldt (LABOUR GAZETTE, October, 1941, p. 1271) should have been entitled "Order to amend Order Nos. 7 and 8" rather than "Order H".

ANNUAL CONVENTION OF CONGRESS OF INDUSTRIAL ORGANIZATIONS

Declaration of Approval of United States Foreign Policy—Pledging of Co-operation in Prosecution of National Defence Program

THE fourth constitutional convention of the Congress of Industrial Organizations was held in Detroit, Mich., November 17-21, 1941, with 494 delegates in attendance, representing 32 national and international unions, 6 national organizing committees, 1 co-ordinating committee, 32 state industrial councils, 175 city and county industrial union councils and 102 local industrial unions. A civic welcome was extended by Mayor Edward J. Jefferies who referred to the importance of Detroit as an industrial centre.

Address and Report of President Philip Murray

Expressing appreciation for the cordial welcome extended to the delegates, President Murray lauded the "distinguished inspirational leadership and guidance" which was provided the C.I.O. movement in the services rendered by the former president Mr. John L. Lewis. He stated that "out of those inspirations and under those guidances, this movement has grown from a small organization of some eight or nine hundred thousand men and women to its present proud proportions of some five million men and women".

Dealing with the attitude of the national C.I.O. movement to the world-wide situation and the foreign policies of the President of the United States, Mr. Murray declared that as an executive officer he had never undertaken to express the opinion of the organization, and that his own personal conviction and the conclusions which he would later recommend to the convention, would be "wholehearted support of the President's foreign policy". Continuing he said: "When I take my position in support of the President of the United States in this situation, I do so with the additional definite commitment to my people and the members of these organizations that in so far as I am individually concerned we will fight, fight and keep fighting for the retention of our economic liberties and the maintenance of our economic gains".

In a report to the convention, President Murray reviewed the activities of the organization under a number of headings.

Dealing with "Foreign Policy, National Defence and Labour Participation" the president surveyed events throughout the world, and emphasized that labour in the United States had become more deeply appreciative of the dangers to democracy through Hitler's aim of world conquest. "A truly national defence policy" approved by the Executive

Board was submitted by President Murray as follows:

(1) To guarantee the production of armaments in needed quantities and on time, by achieving the highest possible productive efficiency of American industry, through the full and complete co-operation of industry, organized labour, and government.

(2) To guarantee the production of domestic, or non-military goods in adequate quantities so as to further improve and extend the American standard of living through a more equitable distribution of the national income, thereby improving the morale of the American people, and preventing a chaotic breakdown of our domestic economy when the National Defense Program is completed.

(3) To preserve the basic democratic rights of the American people; namely, the freedom of speech, assembly, and worship, and the free right to organize into independent associations for lawful purposes, such as the right of labour to organize into unions of its own choosing for collective bargaining and other mutual protection.

Then followed a very detailed analysis by the president of the national defence program from its beginning and from which it was deduced, viewed from the "levels of production and employment, that the maximum utilization of productive machinery workers in this nation is far from attainment". The report referred to the practical application of the industrial council program which had been offered "as a constructive proposal to assure the effective execution of our national defence program". Concluding the observations on defence the report declared: "The C.I.O. is firmly convinced that this nation must participate in the defeat of Nazi Germany. Toward this end we have offered our analysis of the national defence program and have submitted our recommendations for a more vigorous and more militant and comprehensive plan to effectuate the goal desired by all Americans".

Other subjects dealt with were: Organizational activities; industrial union councils; press and public relations; national defence training; legislation; social security; housing; fair employment practice; Latin American and European labour movements; and National Defence Mediation Board.

President Roosevelt's Message

The following message from President Roosevelt was read to the convention:

"Will you please extend my greetings and felicitations to the officers and members of the Congress of Industrial Organizations attending your annual convention. At the same time let me wish, with all your members, for a meeting out of which will come substantial good and benefit to American wage earners, to American business, to American farmers and to the American public.

"The annual conventions of American labor groups are symbols of the freedom which we in the United States enjoy and must make every sacrifice to maintain. Only in a democracy could such a meeting be held.

"But they as well as freedom of worship, freedom of speech, freedom of the press and all property rights are to-day threatened by the menace of Hitlerism which has already blighted so many peoples who cherish liberty and happiness.

"Unless these freedoms are protected from this world scourge, free trade unions and all other free institutions will vanish. In order to protect them our defence program must be all out and at all times. We need guns, tanks, planes and ships and we must produce guns, tanks, planes and ships without delay and without interruption, and the American people and their government are determined that we shall have them.

"I have every confidence that your members, recognizing the imperative needs of the American people in the interest of American defense will cooperate with all other American groups in the common and in the patriotic interest. Americans will demand such a contribution from management, from labour and from all other groups for the preservation of home, family, religion and nation.

"In my message to the American Federation of Labor convention I said to that meeting as I say to the Congress of Industrial Organizations convention: In this hour when civilization itself is in the balance organizational rivalries and jurisdictional conflicts should be discarded. Only by united action can we turn back the Nazi threat. The establishment of peace between labor organizations would be a patriotic step forward of incalculable value in the creation of true national unity.

"American labor organizations to-day have a great responsibility. Enslaved workers the world over look to their American brothers for the production of the weapons which will made them free again. American workers can not and must not fail them in their hour of need and our hour of need."

Report of Committee on Officers' Report

Presenting its report, this committee reiterated the pledge of President Murray in offering the full support of the C.I.O. to the policy of President Roosevelt in furnishing aid to Great Britain, the Soviet Union and China, for their fight against Hitlerism.

Endorsing the C.I.O. "Industry Plan" as outlined by President Murray, the committee considered that it "would ensure the fullest production, not only of arms and other defense weapons but of civilian goods needed to maintain and improve our standard of living."

Referring to the National Defence Mediation Board, the committee explained the reason for the resignation of the C.I.O. representatives from the Board but re-affirmed President Murray's counsel to affiliated organizations "to utilize in full all available machinery for mediation to achieve the peaceful solution of the problems arising between labour and management".

After dealing briefly with such subjects as legislation, foreign labour movements, National Labour Relations Board, economic problems, fair employment, etc., the committee's report was adopted as a whole.

The United States Foreign Policy

On the question of foreign policy of the United States of America twenty-four resolutions were presented to the convention. The Committee on Resolutions to which these resolutions were referred submitted the following substitute covering the subject matter they contained, in which the membership was urged "to a greater effort in our national defense program, to formulate policies, call conferences, and consult with members of our national administration, our employers and other local groups, toward the end that by a mighty joint and unified effort we shall have done our part to destroy Nazism and preserve for the future benefit of America our present free and democratic way of life".

After a lengthy discussion, participated in by many delegates from different organizations, all of whom favoured the substitute resolution of the Committee, the motion to adopt was carried by unanimous vote.

National Defence and "Murray Industry Council Program"

There were sixteen resolutions submitted to the convention on the subject of National Defence and "Murray Industry Council Program". The Committee on Resolution recommended a substitute resolution, the conclusion was as follows:

(1) The C.I.O. has offered, as its contribution to the full and complete prosecution of the national defence program of unlimited production of those materials needed to implement our foreign policy and crush Hitlerism, the Murray Industry Council Plan. The C.I.O., in convention assembled, hereby again expresses its forthright support of the Murray Plan as one attuned to the needs of our present national situation;

(2) This Plan will unleash the energies and resources of all our people, through full participation of labour in the national defence program and thereby assure the achievement of our national goal;

(3) This plan will guarantee the production of armaments in needed quantities and on time by attaining the highest possible productive efficiency of American industry through the full and complete co-operation of industry, organized labour, and government. Through industry councils which would establish regional and plant committees, the resources and brains of all would be dedicated to our single task of maximum production;

(4) This Plan will preserve the basic democratic rights of the American people; namely, the freedom of speech, assembly, and worship, and the free right to organize into labour unions for collective bargaining and other mutual protection.

(5) The guiding principles of the Murray Plan will establish a program which will assure complete aid to those nations and peoples who are struggling to defeat Hitlerism and thereby fulfil our national policy of protecting the security of the American People.

(6) The C.I.O. does not wish it to be understood that it will refrain from participation in the national defence program unless its own Industry Council Plan is adopted. To the contrary, the C.I.O. as an American institution with loyal Americans as its members, will do all in its power to participate in the national defence program in order to rid this world of Hitler and Hitlerism. At all times we shall attempt to point out what we may consider to be the shortcomings of the program or its administrative machinery from the point of view of ever pressing for a stronger and more effective national defence effort to achieve the defeat of Nazi Germany.

(7) The C.I.O. affiliates and their members should initiate a program of calling upon their Congressmen; state and local Representatives, and all groups in their communities to request the President of the United States to establish the Murray Industrial Council program.

In the discussion on this resolution President Murray gave a detailed analysis of the Industry Council Program which was prepared and submitted to the President of the United States as a means of aiding national defence by greater production in essential war materials. The substitute resolution was unanimously adopted.

Other Resolutions Adopted

Among the recommendations contained in other adopted resolutions were:

Adjustment of all labour disputes on a voluntary basis through collective bargaining machinery established in wage agreements and "to utilize to the utmost degree the mediation facilities of the government in an effort to achieve a successful prosecution of the national defence program of the United States".

Support of the National C.I.O. Committee for British and Allied Relief.

Full participation in the political life of the United States.

Endorsing the demands of the railway labour brotherhoods and railway unions for wage increases.

Development of a strong consumer co-operative movement in the United States.

Commending the decisions of the United States Supreme Court which restored the anti-trust laws to their intended purpose.

Condemning "the resort to wire tapping by the Department of Justice and opposing legislation which would sanction the use of wire tapping".

Demanding Federal inspection of all non-ferrous mines, mills and smelters.

Overtime pay for Government employees working over 40 hours per week.

Calling on the Navy Department to grant a 25 per cent wage increase to its navy yard engineers and office personnel.

Pledging every assistance to Great Britain and Canada and all their allies in their present struggle against Hitler although the convention noted "with regret, and disfavour the frequent and unjustified attacks on the C.I.O. and its affiliated unions, in some sections of the press of the Dominion of Canada".

Condemning "all manifestations of racial and religious discrimination".

Calling upon the Government to determine the number of apprenticeship workers required to be trained and type of training necessary for defence needs and that the training program be carried on only with the participation of organized labour.

Supporting collective bargaining rights of Government employees.

Recommending an extensive "organizing drive" among employees of the Federal Government of the United States.

Pressing for national and local rent control legislation.

Immediate adoption of a full-scale public housing program.

Extension of educational facilities for young people during and after the emergency period.

Establishment of an effective price control bill without including wage control provisions.

Support of a national health program.

Endorsing the Defence Savings Program and urging affiliated bodies, locals and members to purchase Defence Saving Bonds.

Abolition of the poll tax.

Establishing contact with the representatives of the free democratic trade union movements throughout the world to insure the closest possible co-operation of organized workers in all countries in the present struggle against Hitlerism and to further insure that "organized labour shall be prepared to participate in the formulating of a lasting peace that will guarantee political freedom, industrial democracy, economic security and opportunity".

The acceptance of union-shop principle as a practical means of contributing to harmonious relationships between employers and employees.

Protesting against the policy of the National Labour Relations Board for its alleged refusal to recognize the necessity for the establishment of the employer-wide industrial type of bargaining unit in basic and mass production industries.

Protesting "the action taken and the policy pursued by the Secretary of Labour in refusing to afford appropriate representation to the C.I.O. in connection with the I.L.O. and its conferences".

Supporting the United Mine Workers of America in its effort to "stabilize the mining industry on the basis of a union shop and uniform agreement covering commercial and captive mines".

Election of Officers

The officers elected were: President Philip Murray (United Mine Workers of America), Washington, D.C.; Vice-Presidents, Sherman H. Dalrymple (United Rubber Workers of America), Akron, Ohio; Joseph Curran (National Maritime Union), New York, N.Y.; Emil Rieve (Textile Workers' Union of America), New York, N.Y.; Reid Robinson (International Union of Mine, Mill and Smelter Workers), Denver, Colo.; Frank Rosenblum (Amalgamated Clothing Workers of America), New York, N.Y.; R. J. Thomas (United Automobile Workers Union), Detroit Mich.; Secretary-treasurer, James Carey (United Electrical, Radio and Machine Workers' of America) Washington, D.C.

The executive board of the Congress of Industrial Organizations consists of one representative from each of the affiliated central organizations.

The International Labour Code

The International Labour Office, Montreal, has issued *The International Labour Code, 1939*. On the fly-leaf of the volume, it is described as a systematic arrangement of the conventions and recommendations adopted by the International Labour Conference in the years 1919-1939, together with appendices embodying other standards of social policy framed by the International Labour Organization.

In the preface it is stated that " The framing of the so-called *International Labour Code* was one of the main functions and achievements of the International Labour Conference during the twenty years between the first and second world wars. How much of this achievement will survive the world upheaval cannot be foreseen in the heat of the conflict; but when the attempt to build up 'a stable international peace based upon co-operation in pursuit of social justice for all peoples everywhere' is renewed, as it must and will be with a vigour unprecedented in the past, it will be important to start with a clear conception both of the nature and considerable extent of the success achieved by the International Labour Conference in framing a international labour code' during the years from 1919 to 1939, and of the important limitations, in scope, effectiveness, and probable permanence, of what was accomplished during those years."

The Women's Bureau of the United States Department of Labor has issued a Special Bulletin (No. 3) entitled *Safety Clothing for Women in Industry*. At the conclusion of the booklet a list is given indicating the particular clothing and personal equipment necessary in cases of exposure to listed hazards. Copies of this pamphlet (price 10 cents each) may be obtained from the United States Superintendent of Documents, Washington, D.C.

ACTIVITIES OF UNEMPLOYMENT INSURANCE COMMISSION

First Meeting of National Employment Committee—Employer Registration—Unemployment Insurance Fund—Report of Employment and Claims Offices—Employment Conditions at end of November

THE first meeting of the National Employment Committee established under Section 90 of the Unemployment Insurance Act, was held in Ottawa on November 18. Section 90 of the Act provides that the Unemployment Insurance Commission "shall establish a Committee to be called the National Employment Committee, for the purpose of advising and assisting the Commission in carrying out the purposes of the Employment Service."

Members of the Committee are:—

Tom Moore, President of the Trades and Labour Congress of Canada, Chairman.

A. R. Mosher, Ottawa, President of the Canadian Congress of Labour.

Carl Berg, Edmonton, formerly President of the Edmonton Trades and Labour Council, President of the Alberta Federation of Labour.

E. R. Complin, Montreal, Manager of Industrial Relations, Canadian Industries Limited.

Ivor Lewis, Toronto, Staff Superintendent of the T. Eaton Co. Ltd.

J. C. G. Herwig, Ottawa, Assistant General Secretary of the Canadian Legion.

Mrs. Florence F. Martel, Montreal, Official of the League of Women's Rights, and

George S. Hougham, Toronto, Dominion Secretary, Retail Merchants' Association of Canada.

Secretary of the Committee is Ray Brown, In Charge of Publicity for the Unemployment Insurance Commission.

The Committee was welcomed by the Acting Chairman of the Unemployment Insurance Commission, Mr. A. MacNamara. Commissioners R. J. Tallon and Allan Mitchell spoke briefly. After Mr. Moore had taken the chair and pointed out that the Committee had no administrative functions, but that its purpose was to assist the Commission in an advisory capacity, a general discussion ensued as to the nature of the duties which it would perform. It was agreed that the National Committee should be informed by the Commission of problems on which its advice was desired, and also that the National Committee should suggest to the Commission points which might be helpful in connection with the functioning of the Employment Service.

The Committee, while of the opinion that it would be inadvisable to increase its numbers, agreed to recommend to the Commission the addition of one more member who could speak authoritatively for the Canadian Welfare Council. This recommendation was made in view of the well-known connection of the Council with matters concerning employment and unemployment and because of the special character of this body as a national clearing house for all phases of social welfare and related activities, during many years.

Considerable time was devoted to a discussion respecting functions of the national and regional committees and the methods which might be adopted in establishing regional committees as provided by the Act. The Committee agreed to recommend to the Commission that nominations for membership on the regional committees should be made by responsible bodies within their respective regions and should be obtained through the parent bodies of such organizations where these exist. A list of the appropriate national organizations from which to request nominations for the regional committees was drafted at the meeting.

The Committee selected E. R. Complin of Montreal who represents the Canadian Chamber of Commerce as Vice-Chairman and also appointed an Executive Committee composed of the Chairman, the Vice-Chairman, and J. C. G. Herwig of Ottawa, who represents the Canadian Legion. This Executive Committee was given power to act during periods between meetings.

The next meeting of the Committee will take place early in March.

Staff Training Schools

British Columbia Training School

Under the direction of James H. McVety, Regional Superintendent for British Columbia, a training school for the staff of the Vancouver office was held on eight evenings between August 25 and September 12, 1941. While there had been training schools at Head Office in Ottawa previous to this date, the Vancouver Training School was the first to be held under the direction of regional officers of the Commission.

Participating in the training course, in addition to Mr. McVety, were the following

officers of the Unemployment Insurance Commission:

H. C. Hudson, Supervisor of Placement Operations, Ottawa.

Wm. McKinstry, Assistant Regional Superintendent.

D. J. Stephenson, Chief Revenue Inspector.

Robert K. Paton, Regional Insurance Officer.

T. Parkinson, Travelling Supervisor.

Lectures and discussions on the Unemployment Insurance Act, the Manual of Instruction on Local Office Operation and Regulations were carefully studied and the staff of the Local Employment and Claims Office and the Insurance Book Distribution staff evinced a keen interest in the course.

The course was also attended by C. H. Banks and James K. Trecarten, newly appointed managers of the New Westminster and Nelson offices respectively.

Quebec Regional Training School

The regional training school for the province of Quebec was held in Montreal from November 24 to November 29, 1941. E. A. Dionne, the newly appointed Regional Superintendent for the province, acted as chairman of the training school.

The Quebec regional staff located at Montreal were responsible for organizing the school. Speakers included E. A. Dionne, L. M. Lymburner and F. R. Clarke, Assistant Regional Superintendents, M. Guay, Regional Insurance Inspector, L. V. Prefontaine, Assistant Regional Insurance Inspector, J. H. Tellier, Insurance Inspector, and Mrs. M. G. Anderson of the Montreal Employment and Claims Office.

Commissioners R. J. Tallon and Allan M. Mitchell welcomed members of the school to the staff of the Unemployment Insurance Commission.

A number of officers from the Head Office staff at Ottawa were present at the school. Dr Allon Peebles, Executive Director, E.C. Desormeaux, Secretary, V. C. Phelan, Chief Employment Officer, R. G. Barclay, Chief Insurance Officer, W. K. Rutherford, Employment Advisor, Ray Brown, in charge of Publicity for the Commission, J. E. Beauvais, Insurance Officer, F. J. Altimas, Insurance Inspector, and Dr. E. P. Laberge of the Civil Service Commission spoke on different subjects related to job placement and unemployment insurance.

Colonel Gagnon of the Department of Pensions and National Health spoke on the "Placement of Handicapped Workers and Veterans," and Dr. H. Bois discussed the "Placement of Farm Labour."

One of the interesting features of the course was the panel discussion on "The Public and the Unemployment Insurance Act." The panel included Commissioners R. J. Tallon and Allan M. Mitchell, Mrs. F. F. Martel of the League for Women's Rights, Guy Poliquin, Conciliation Officer of the Minimum Wage Commission, A. Charpentier, President of the Confederation of Catholic Workers of Canada, R. Trepanier, J. P. Vallerand, R. G. Barclay, E. A. Dionne, L. M. Lymburner, F. R. Clarke, M. Guay, and L. V. Prefontaine, with Dr. E. P. Laberge as chairman.

Employer Registration

The Unemployment Insurance Commission reports that 147,895 employers had registered up to November 29, 1941, for the purposes of Unemployment Insurance. The following figures show the registration by regions on that date.

Region	Employer Registration
British Columbia	11,203
Prairies	29,717
Ontario	58,789
Quebec	37,874
Maritimes	10,312
Total	147,895

Unemployment Insurance Fund

On December 2, 1941, the Unemployment Insurance Fund had received a total of $19,548,766.60 from contributions made for July, August, September, October and part of November, and from interest to September 1 on reserves invested in government bonds.

Statements of Receipts to December 2, 1941.

Bulk payments	$ 3,597,890 56
Meter Credits	2,453,709 07
Unemployment Insurance Stamps	10,226,585 87
Governments's Contribution.	3,254,062 80
Interest on Investments to September 1, 1941	16,500 00
Miscellaneous Receipts	18 30
Total Receipts	$19,548,766 60

Report of Employment and Claims Offices for October, 1941

Average daily placements effected by the offices of the Unemployment Insurance Commission during the month of October, 1941, showed a decrease of nearly one per cent when a comparison was made with the report for September, 1941, and of 6 per cent when compared with the daily average registered by the offices of the Employment Service of Canada during the corresponding month a year ago. While the daily average during October was slightly less than in September, placements effected were somewhat greater owing to the fact that there were more working days in the later period. In comparison with the previous month, farming, manufacturing and construction and maintenance showed decreases in employment, but this recession was slightly more than offset by gains in logging, services, mining, transportation and trade. When a comparison was made with October, 1940, a loss was again reported in construction and maintenance, which was very substantial, in farming, which was more moderate in volume and in transportation, minor only. Gains were registered in manufacturing, services, mining, trade and logging, none of which was outstanding.

The accompanying chart shows the trend of employment since January, 1939, as reported by the ratio of vacancies notified and of placements effected for each 100 applications for work registered at the offices of the Service throughout Canada, compilations being made semi-monthly. It will be noted from the graph that the curve of vacancies in relation to applications was downward throughout the month, while that of placements, although showing a downward course during the first half, recovered about one point during the latter half; nevertheless, the levels reached by both curves were higher than those recorded at the close of October last year. The ratio of vacancies to each 100 applications was 72·3 during the first half and 68·1 during the second half of October, 1941, in comparison with the ratios of 68·8 and 65·2 during the corresponding periods of 1940. The ratios of placements to each 100 applications during the periods under review were 66·2 and 67·1, as compared with 62·8 and 61·3 during the corresponding month of 1940.

The average number of vacancies reported by employers to the offices of the Commission throughout Canada during October, 1941, was 1,966, as compared with 2,065 during the preceding month and with 2,150 in October a year ago.

The average number of applications for employment received daily by the offices during the month under review was 2,804, in comparison with 2,690 in September, 1941, and with 3,213 during October last year.

The average number of placements made daily by the offices of the Commission during October, 1941, was 1,870, of which 1,169 were in regular employment and 701 in work of one week's duration or less, as compared with a total daily average of 1,886 during the preceding month. Placements in October a year ago, averaged 1,992 daily, consisting of 1,342 in regular and 650 in casual employment.

During the month of October, 1941, the offices of the Commission referred 49,407 persons to employment and effected a total of 48,599 placements. Of these, the placements in regular employment were 30,385, of which 24,186 were of men and 6,199 of women, while placements in casual work totalled 18,214. The number of vacancies reported by employers was 32,364 for men and 18,734 for women, a total of 51,098, while applications for work numbered 72,897, of which 47,285 were from men and 25,612 from women. Reports for September, 1941, showed 51,603 positions available, 67,239 applications made and 47,130 placements effected, while in October, 1940, there were recorded 55,895 vacancies 83,525 applications for work and 51,789 placements in regular and casual employment.

The following table gives the placements effected by Employment Offices, each year, from January, 1931 to date:—

Year	Placements		
	Regular	Casual	Totals
1931	175,632	295,876	471,508
1932	153,771	198,443	352,214
1933	170,576	181,521	352,097
1934	223,564	182,527	406,091
1935	226,345	127,457	353,802
1936	217,931	113,519	331,450
1937	275,300	114,236	389,536
1938	256,134	126,161	382,295
1939	242,962	141,920	384,882
1940	320,090	155,016	475,106
1941 (10 months)	266,421	163,402	429,823

NOVA SCOTIA

During the month of October, 1941, positions offered through Employment and Claims offices in Nova Scotia were 5 per cent less than in the preceding month and more than 33 per cent below the corresponding month of last year. Decreases were also reported in placements of nearly 10 per cent when compared with September and of over 36 per cent in comparison with October, 1940. The decrease in placements from October of last year was due to a substantial reduction in building construction; although work in this group was quite active, it was much below that of October,

1940, when large National Defence projects were under way. This decline was partly offset by important gains in services, farming and manufacturing. Placements by industrial divisions included manufacturing 218; logging 114; farming 267; construction and maintenance 590; trade 91; and services 1,275 of which 1,049 were of household workers. During the month 988 men and 149 women were placed in regular employment.

NEW BRUNSWICK

Orders received from employers at New Brunswick offices during October called for 6 per cent more workers than in the preceding month, but over 10 per cent fewer than during the corresponding month of last year. There was an increase of over 2 per cent in placements when compared with September, but a decrease of over 16 per cent in comparison with October, 1940. Placements under construction and maintenance were considerably fewer than in October of last year and smaller declines were reported in logging and services, but there were small increases in trade and manufacturing. Industrial divisions in which most of the placements were effected during the month were manufacturing 39; construction and maintenance 123; trade 78; and services 855, of which 540 were of household workers. Placements in regular employment numbered 150 of men and 57 of women.

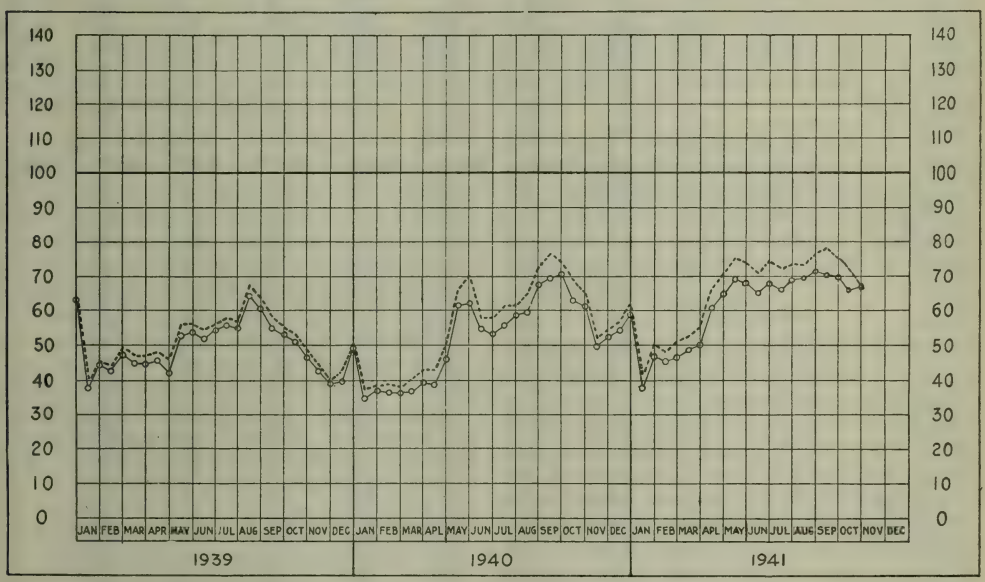
QUEBEC

There was an increase of over 2 per cent in the number of positions offered through employment offices in the Province of Quebec during October when compared with the preceding month and of nearly 3 per cent in comparison with the corresponding month of last year. Placements were nearly 12 per cent higher than in September and nearly 9 per cent above those of October, 1940. When comparing placements by industrial divisions with October of last year, a substantial increase is indicated in services but was offset by a corresponding loss in construction and maintenance. Fairly large gains were reported in manufacturing and logging and a somewhat smaller advance in mining. Other changes included a moderate decline in transportation and a small loss in farming. Placements by industrial divisions included manufacturing 1,305; logging 4,213; mining 123, transportation 1,250; construction and maintenance 2,418; trade 141 and services 6,466, of which 5,411 were of household workers. There were 8,254 men and 2,482 women placed in regular employment.

ONTARIO

Positions offered through Employment and Claims Offices in Ontario during October called for nearly 3 per cent fewer workers than in the preceding month and nearly 17 per cent fewer than in the corresponding month of last year.

POSITIONS OFFERED AND PLACEMENTS EFFECTED FOR EACH ONE HUNDRED APPLICATIONS FOR EMPLOYMENT



REPORT OF EMPLOYMENT AND CLAIMS OFFICES FOR THE MONTH OF OCTOBER, 1941
(Concluded)

Offices	Vacancies		Registered during period	Applicants			Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period		Referred to vacancies	Placed			
					Regular	Casual		
Nova Scotia	**2,752**	**190**	**2,786**	**2,582**	**1,137**	**1,445**	**1,555**	**3,061**
Halifax	1,409	190	1,406	1,239	625	614	463	929
Kentville	483	0	521	483	81	402	260	220
New Glasgow	585	0	583	585	296	289	287	1,692
Sydney	275	0	276	275	135	140	545	220
New Brunswick	**1,233**	**80**	**1,249**	**1,156**	**207**	**949**	**843**	**430**
Chatham	82	0	82	82	22	60	118	67
Moncton	713	75	658	636	142	494	58	216
Saint John	438	5	509	438	43	395	667	147
Quebec	**17,377**	**4,260**	**23,670**	**16,673**	**10,736**	**5,279**	**10,970**	**11,263**
Chicoutimi	757	325	592	415	372	7	93	699
Gaspé	227	0	444	227	226	1	115	.....
Hull	717	15	1,308	858	837	21	343	1,014
La Tuque	2,425	1,357	1,695	1,608	1,522	86	72	993
Levis	57	22	471	52	47	0	223	212
Matane	608	123	915	939	833	106	206	801
Montreal	6,657	1,592	7,733	6,386	2,521	3,530	1,765	3,280
Quebec	1,906	532	5,930	1,985	1,306	596	7,474	931
Rouyn	937	6	1,005	970	937	26	57	840
Sherbrooke	500	46	593	523	333	119	92	463
Thetford Mines	279	85	373	258	204	10	174	251
Three Rivers	1,923	98	2,151	2,086	1,271	740	267	1,217
Val d'Or	384	59	460	366	327	37	89	561
Ontario	**16,586**	**2,060**	**23,942**	**15,479**	**9,879**	**5,492**	**13,533**	**11,367**
Barrie	156	1	132	116	112	2	21	238
Belleville	271	0	370	270	237	33	130	623
Brantford	101	19	195	79	53	26	146	176
Chatham	264	1	334	284	162	122	165	106
Fort William	640	381	655	656	324	332	99	333
Galt	185	25	217	182	156	26	43	111
Guelph	134	28	302	139	77	35	399	292
Hamilton	1,257	80	1,909	1,260	553	707	1,263	457
Kenora	118	0	183	116	71	45	61	48
Kingston	402	22	483	387	332	55	174	447
Kitchener	420	0	525	448	296	151	58	156
Lindsay	66	0	137	66	47	19	208	81
London	532	63	834	547	244	281	602	739
New Toronto	150	276	310	149	99	50	172	176
Niagara Falls	264	52	278	265	209	54	139	475
North Bay	512	135	553	459	386	73	263	363
Oshawa	1,536	7	2,856	1,487	1,143	344	1,695	163
Ottawa	914	175	1,356	748	313	381	1,128	603
Owen Sound	159	0	181	180	49	131	57	62
Pembroke	418	6	621	354	286	68	131	852
Peterborough	234	12	319	224	170	54	208	262
Port Arthur	1,109	21	987	984	872	112	205	825
St. Catharines	585	72	830	546	301	245	588	391
St. Thomas	100	2	100	100	73	27	89	96
Sarnia	225	21	252	210	65	145	158	107
Sault Ste. Marie	479	214	412	277	184	93	82	248
Simcoe	137	0	182	138	91	47	52	55
Stratford	403	0	529	419	399	20	643	95
Sudbury	700	77	460	307	284	23	136	280
Timmins	467	150	729	465	312	153	334	584
Toronto	2,315	30	4,742	2,284	965	1,319	2,497	1,263
Welland	397	120	528	394	390	4	113	158
Windsor	603	60	973	607	364	243	1,244	327
Woodstock	333	10	468	332	260	72	230	175
Manitoba	**3,219**	**28**	**6,992**	**3,674**	**2,024**	**1,643**	**9,318**	**2,422**
Brandon	194	28	239	224	149	68	200	210
Dauphin	225	0	251	284	266	18	282	571
Portage la Prairie	156	0	167	156	97	59	450	51
Winnipeg	2,644	0	6,335	3,010	1,512	1,498	8,386	1,590
Saskatchewan	**2,437**	**249**	**2,872**	**2,499**	**1,633**	**864**	**1,267**	**1,333**
Estevan	219	41	149	135	131	4	39	34
Moose Jaw	376	16	452	372	185	185	89	274
North Battleford	30	17	34	11	7	4	27	44
Prince Albert	267	54	274	222	99	123	74	98
Regina	531	61	731	615	394	221	797	284
Saskatoon	270	4	264	267	147	120	43	267
Swift Current	184	28	342	304	264	40	133	169
Weyburn	389	18	342	341	278	63	6	73
Yorkton	171	10	284	232	128	104	59	90

REPORT OF THE EMPLOYMENT AND CLAIMS OFFICES FOR THE MONTH OF SEPTEMBER, 1941

Offices	Vacancies		Applicants				Unplaced end of period	Regular placements same period 1940
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed			
					Regular	Casual		
Alberta	**3,830**	**172**	**5,033**	**3,691**	**2,829**	**859**	**1,483**	**3,102**
Calgary	1,881	36	2,470	1,701	1,245	456	642	1,219
Drumheller	14	4	23	13	9	4	6	95
Edmonton	1,330	77	1,760	1,343	1,079	264	596	1,350
Lethbridge	420	37	518	463	378	85	96	246
Medicine Hat	185	18	262	171	118	50	143	192
British Columbia	**3,664**	**71**	**6,353**	**3,653**	**1,940**	**1,683**	**2,787**	**1,917**
Kamloops	83	0	102	82	71	11	39	62
Nanaimo	146	4	183	143	127	16	166	586
Nelson	40	26	47	17	9	4	40	23
New Westminster	147	8	152	147	72	75	176	83
Penticton	196	0	239	200	49	151	0	31
Prince George	16	0	19	8	8	0	14	1
Prince Rupert	257	0	246	257	227	30	16	65
Vernon	6	0	29	2	2	0	0	.....
Vancouver	1,307	33	3,162	1,337	534	777	1,428	486
Victoria	1,466	0	2,174	1,460	841	619	908	580
Canada	**51,098**	**7,110**	**72,897**	**49,407**	**30,385**	**18,214**	**41,756**	**34,899***
Men	32,364	4,092	47,285	31,660	24,186	7,380	26,152	28,687
Women	18,734	3,018	25,612	17,747	6,199	10,834	15,604	6,212

* 5 placements effected by office now closed.

There was a decrease of 1 per cent in placements when compared with September and of over 15 per cent in comparison with October, 1940. Although the decline in placements from October of last year was not large for the province as a whole, there were changes of considerable importance in industrial groups, the most important being decreases in construction and maintenance, farming, logging and services and an increase in manufacturing. Moderate advances were also reported in mining, transportation and trade. Placements by industrial divisions included manufacturing 3,296; logging 1,375; farming 644; mining 457; transportation 606; construction and maintenance 3,539; trade 710 and services 4,710, of which 2,933 were of household workers. During the month 7,863 men and 2,016 women were placed in regular employment.

MANITOBA

Employment opportunities, as indicated by orders received at offices in Manitoba during October, were 8 per cent fewer than in the preceding month, but over 7 per cent above those of the corresponding month last year. There was a decrease of more than 1 per cent in placements when compared with September, but an increase of over 17 per cent in comparison with October, 1940. Placements in farming and construction and maintenance showed marked declines when compared with October of last year, but these losses were more than offset by gains in all other groups, the most important of which were in services, logging, manufacturing and trade. Industrial divisions in which most of the placements were effected were manufacturing 310; logging 626; mining 445; construction and maintenance 538; trade 143; and services 1,500, of which 928 were of household workers. There were 1,721 men and 303 women placed in regular employment.

SASKATCHEWAN

Orders received from employers at Saskatchewan offices during October called for nearly 9 per cent fewer workers than in the preceding month, but 3 per cent more than during the corresponding month of last year. There was a decrease of over 4 per cent in placements when compared with September, but an increase of nearly 7 per cent in comparison with October, 1940. Placements by industrial groups showed small changes only when compared with October of last year, but in all divisions, except trade and construction and maintenance, there were increases, the largest being in manufacturing and farming. Placements by industrial divisions included manufacturing 215; farming 457; construction and maintenance 617; transportation 78; and services 1,020, of which 622 were of householders Placements in regular employment numbered 1,280 of men and 353 of women.

ALBERTA

There was an increase of 22 per cent in the number of positions offered through Employment Offices in Alberta during October when compared with the preceding month, but a decrease of nearly 8 per cent in comparison with the corresponding month of last

year. Placements were nearly 26 per cent higher than in September, but nearly 8 per cent fewer than in October, 1940. Placements in farming and logging were considerably below those of October last year, but these declines were offset in part by moderate increases in manufacturing and services and smaller gains in trade and construction and maintenance. Other changes were of minor importance only. Industrial divisions in which most of the placements were effected during the month were manufacturing 229; logging 381; farming 1,369; construction and maintenance 487; trade 114; and services 1,023, of which 673 were of household workers. There were 2,401 men and 428 women placed in regular employment.

British Columbia

Employment opportunities, as indicated by orders received at offices in British Columbia during October, were nearly 13 per cent less favourable than in the preceding month and nearly 8 per cent below the corresponding month of last year. Decreases were also reported in placements of over 10 per cent in comparison with September and of nearly 9 per cent when compared with October, 1940. A large decrease under construction and maintenance was responsible for the decline in placements from October of last year and there were small contractions also in transportation and trade. These loses were largely offset by a fairly substantial increase in manufacturing and moderate advances in services, logging and farming. Placements by industrial divisions included manufacturing 962; farming 202, transportation 123, construction and maintenance 634; and services 1,487, of which 1,064 were of household workers. There were 1,529 men and 411 women placed in regular employment.

Movement of Labour

During the month of October, 1941, the Employment and Claims offices made 30,385 placements in regular employment, 17,039 of which were of persons for whom the employment found was outside the immediate vicinity of the offices at which they were registered. Of the latter, 1,807 were allowed the reduced transportation rate granted by the Canadian Passenger Association, 1,015 going to centres within the same province as the despatching office and 792 to other provinces. The reduced transportation rate, which is 2·5 cents per mile with a minimum fare of $4, is granted by the railway companies to bona fide applicants at the employment offices, who may desire to travel to distant employment, for which no workers are available locally.

Transfers at the reduced rate in Quebec numbered 376, of which 42 were provincial and 334 interprovincial, all being for bushmen. Of the former, 38 travelled from Montreal and 4 from Thetford Mines to La Tuque. Interprovincially, Hull despatched 39 men to Sudbury, 58 to Pembroke, 28 to Sault Ste. Marie and 5 to Port Arthur, while Montreal sent 204 to Sault Ste. Marie. Offices in Ontario issued 773 reduced rate certificates, entirely provincial, this movement, for the most part, assisting workers in the logging and mining districts of the province. Of the offices transferring men within their respective zones, Fort William shipped 48 bushmen, 5 cooks, 3 cookees, one blacksmith, one teamster, one graderman, one bulldozer operator, one foreman and 9 highway labourers; Port Arthur 202 bushmen, 6 cooks, 7 cookees, 5 timber cruisers, 4 truck drivers, 4 tractor operators, 4 jack hammermen, one carpenter, one electrician, one night watchman, one scaler, one laundry man, one blacksmith, one harness repairman, one chambermaid, 6 mine labourers and 46 labourers for building and highway construction and Sudbury 97 bushmen, 4 cooks, 4 cookees, one chore boy and one mine labourer. Of the foregoing offices, Fort William also sent to Sudbury one miner and one carpenter; Port Arthur to Sudbury, 148 miners, 87 smeltermen and 10 mine labourers and Sudbury to Sault Ste. Marie, 16 railway labourers. In addition, North Bay transferred to Timmins 26 bushmen and one cookee and to Sudbury 9 bushmen, one blacksmith and one handyman. Pembroke forwarded to Sudbury one setter and one grader and to Toronto one carpenter. Applicants taking advantage of the reduced transportation rate in Manitoba were 319 in number, 15 of whom were bound for provincial situations and 304 for employment outside the province. Provincially, the Winnipeg office assisted in the desptach of 8 messmen for National Defence, 5 bushmen and one farm hand within its own zone, while Dauphin sent one bushman, to Winnipeg. The interprovincial movement also was from Winnipeg and included 167 bushmen, 18 miners, 14 cookees, 5 cooks, one baker, one carpenter and 98 construction labourers going to Port Arthur. In Saskatchewan, 135 workers were transported to points outside the province, 29 bushmen travelling to Winnipeg and 39 to North Bay, all from Regina. Yorkton sent to Winnipeg also, 67 sugar beet workers. Reduced rate certificates were granted in Alberta to 204 persons, 185 journeying to provincial employment and 19 to interprovincial, the entire movement emanating from Edmonton, except for one farm hand sent from Lethbridge to Medicine

Hat. From Edmonton to points within its own jurisdiction proceeded 145 bushmen, 6 cooks, 5 cookees, 5 miners, one blacksmith, one saw filer, one waitress, one clerk, and 18 labourers and to Calgary one machinist, while interprovincially 10 bushmen, 6 planermen and 2 cookees went to Prince George and one boilermaker to Vancouver.

Of the 1,807 persons who travelled by the reduced transportation rate during October, 1,056 journeyed over the Canadian National Railways, 723 over the Canadian Pacific Railway, 27 over the Temiskaming and Northern Ontario Railway and one over the Northern Alberta Railway.

In order to facilitate the movement of harvest labour within the Prairie Provinces there was, in addition to the 2·5 cents rate referred to above, a special harvest rate of 1·5 cents per mile allowed by the railway companies to all applicants upon presentation of a certificate supplied by employment offices in Manitoba, Saskatchewan and Alberta, the movement being confined entirely to the localities within their respective provinces. Under this arrangement a total of 865 workers was transferred during the harvesting season, 179 by Manitoba, 617 by Saskatchewan and 69 by Alberta. Of the entire number sent out, 213 travelled by the Canadian National Railways and 652 by the Canadian Pacific Railway. A monthly report of this activity for Manitoba and Alberta has been given in the two previous issues of the LABOUR GAZETTE, figures for Saskatchewan not being available for publication at the time.

Employment Conditions at the End of November

An earlier section of this report deals with the activities of Employment and Claims offices during the month of October, together with statistical summaries for that period. Later reports from these offices indicate that conditions at the end of November were as follows:—

Farm work for the season was practically completed in the maritimes. Hay stacks were being disposed of, as well as market produce and many Christmas trees were shipped. A steady demand existed for pulp cutters, but few were applying. The price offered for oysters was favourable, but that for smelts rather low, even though good catches of both were reported. Coal mines in the New Glasgow area operated 6 days per week. All manufacturing plants were very busy, seasonal output in some lines providing work for additional employees. Suitable weather enabled building tradesmen to continue outside construction, while inside work also progressed steadily. Highway work was slowing down. Transportation was heavy and trade, both wholesale and retail, very good. Placements of domestics continued in the women's department.

Lumbering operations throughout the province of Quebec were much hampered by lack of labour, many requests for bushmen remaining unfilled. Great activity was shown in many manufacturing centres, particularly Chicoutimi, Hull, Quebec and Three Rivers. At La Tuque, lack of material had forced a layoff of some men engaged in repair work, and sash and door factories showed a decline from last month. At Matane, the Price Company had ceased operations, but local factories were working normally. The output of the iron smelting industry at Montreal was high and textile and clothing production more active. In spite of the colder weather, and the resulting decline in building, tradesmen were still at work and construction and maintenance projects would provide employment for some weeks; there was also a considerable demand for skilled and unskilled workers. Road work, too, continued. Transportation was very active, owing to shipments overseas. Trade, with the approach of the holiday season, showed improvement. Casual help was becoming more difficult to obtain, as thousands of men were being absorbed into war industries. Domestics in the women's section, likewise, were scarce.

There were still requests for experienced farm hands in Ontario, but somewhat fewer than in previous months. Calls for bushmen far exceeded the supply, although lumber workers were beginning to be more plentiful, as construction and road work slackened; many men also were brought in from the west to relieve the shortage. Mining was quiet. All firms engaged in war work were in full production, but requests for skilled mechanics of whom there is great need, continued. Except for a seasonally slack period in the motor industry at Oshawa, a slight slowing down in textiles plants at Guelph, and a few instances where staff reductions have been made owing to completion of contracts, nearly all manufacturing concerns were busily engaged. At Chatham, the sugar beet run was almost completed, however some of the men to be laid off would likely be absorbed by the tobacco companies. Construction was quieter . Applicants for general labour were steadily increasing, with fewer requests for this type of help, but the volume of employment for skilled tradesmen was steady, fine weather greatly aiding the final progress of contracts. On highways, maintence crews continued work. Transportation on the Great Lakes, preceding the close of navigation, was exceedingly heavy. Trade was

fair. Competent restaurant and household help was in great demand in the women's division and numerous calls were received for charwomen. Household domestics were difficult to obtain, as so many women and girls preferred work in factories, where many already are employed.

There was a slightly increased demand throughout the prairie provinces for stock feeders and choremen for winter work on the farms, with suitable applicants very scarce. Logging was active; also many bushmen were shipped to outside points. Mines, likewise, were busy and few miners unemployed. Manufacturing plants worked steadily and oil development showed increased activity. Building construction progressed, although some projects were held up for lack of material and few large contracts were being started. Railroads were handling hundreds of cars loaded with coal, wheat, live stock, flour, feeds, vegetables and goods manufactured from agricultural products. Trade was brisk, Christmas buying being reflected in the heavy turn-over of wholesale business. In the women's section placements were made in hotel and domestic service, as well as in clerical positions.

Orders for farm hands in British Columbia were more promptly filled owing to the influx of men from the prairie provinces, however, this appeared to be of a temporary nature, as many of them were seeking work in the shipyards, or other industrial plants. Figures released for the first nine months of the year showed an all-time record had been established in lumber production, but despite these huge operations, there was no great movement of labour. Saw and shingle mills were very busy and arrangements were under way for large developments in the pulp and paper industry. Mining was active but few calls were received for men. The quota of herring for the Nanaimo area was increased from 30,000 to 35,000 tons, while salmon fishing was almost finished for the season. Lack of material held up some of the major building projects, but a few building tradesmen were requested, with ample men available for this class of work, the bulk of construction in the cities consisting of the the erection of homes and the labour turnover small. Very little activity was noted in shipping and stevedoring at New Westminster, while at Vancouver and Victoria, there was no difficulty in placing highly skilled men. Continued progress was reported in the shipyards and further expansion anticipated. Placements of women were made in domestic service, hotels and restaurants, but the number of orders received for household help far exceeded available applicants, although the arrival of girls and women from the prairie provinces and from seasonal employment somewhat relieved the situation.

EMPLOYMENT AND UNEMPLOYMENT IN CANADA

Industrial Situation as Indicated in Reports of Employers, Trade Unions and Value of Building Permits

IN view of the transference of the functions of the Employment Service of Canada to the Unemployment Insurance Commission, information formerly presented in this article concerning applications, vacancies and placements made by the offices of the Employment Service will now be found in the preceding article entitled "Activities of Unemployment Insurance Commission", under the heading "Report of Employment and Claims Offices for the month of October 1941". In this section information is given concerning the number of applications for work, existing vacancies and the number of placements made through the Employment Claims Offices of the Unemployment Insurance Commission. The latest available information concerning the employment situation in Canada is also given in another section, under the heading "Employment Conditions at the end of November".

The accompanying information as to the employment situation in Canada is based upon reports from the following sources:—

The Dominion Bureau of Statistics receives reports each month from most of the larger employers of labour throughout Canada in all industries except agriculture, fishing, hunting and highly specialized business, the returns being from firms employing fifteen workers or more. The number of firms so reporting October 1, was 12,720, the employees on their payrolls numbering 1,657,326, compared with 1,627,645 in the preceding month.

The Department of Labour receives reports from the local trade unions throughout Canada, showing the number of their members who were unemployed in the period under review. The number of unions reporting for October was 2,161 having an aggregate membership of 323,309 persons, 3·1 per cent of whom were without employment on November 1. It should be understood that the report on the number of unemployed workers refers only to organized labour, definite figures not being available as to the number of unorgan-

ized workers who were without employment during the period reviewed.

Recorded in the concluding section of this article and indicative of the employment situation in the building trades are the detailed statistics compiled by the Dominion Bureau of Statistics each month showing the value of building permits granted and the value of building materials.

During October the total value of building permits granted in 58 of the larger municipalities was $10,095,922 compared with a total of $8,466,440 in October, 1940.

The Employment Situation at the Beginning of October, 1941, as Reported by Employers

Industrial employment at the beginning of October showed its ninth consecutive advance in the longest period of uninterrupted expansion ever indicated in the record of nearly twenty-one years. The increase of 1·8 per cent at October 1 was larger than that reported at September 1, although it was smaller than the gain in any of the five months immediately preceding. The Dominion Bureau of Statistics tabulated data from 12,720 firms, whose staffs aggregated 1,657,326 persons at the date under review, as compared with 1,627,645 in the beginning of September. This increase of 29,681 workers considerably exceeded the average at October 1 in the years since 1920, but was smaller than at that date in 1940.

The crude index, based on the 1926 average as 100, rose from 162·7 at September 1, to a new high of 165·8 at October 1, when it was nearly 22 per cent above the October 1, 1940, figure of 136·2, the previous maximum for October. Since the expansion at the latest date was above the average at October 1 in the period, 1921-1940, the seasonally adjusted index showed a further gain, rising from 156·4 at September 1, 1941, to a new all-time maximum of 157·7 at October 1, 1941.

In eleven of the preceding years of the record, the trend of employment at November 1 has been downward, due to curtailment in the canning, construction and other seasonal industries. In the remaining years, when buoyancy in other divisions offset such downward movements, the gains, on the whole, have been relatively small, with three exceptions, namely, those in 1940, 1939, and 1935. The average change at the beginning of November in the period since 1920, has been a small decline, succeeded by larger losses at December 1 and January 1. It is therefore quite probable that the next report will show a stoppage in the upward climb of the curve of employment, or at any rate, a considerable diminution in the rate at which it has recently risen.

As compared with September 1, 1941, there was further pronounced expansion in the personnel of the co-operating manufacturing establishments, which absorbed an additional 18,000 employees. Although this general increase was considerably above normal in the experience of the last twenty years, it was not so large as that reported at the same date in either 1939 or 1940. The latest gain, which was the ninth recorded in as many months, was, with one exception, the smallest in this series; the exception is that at March 1.

The greatest improvement at October 1 over the preceding month was in iron and steel and vegetable food factories, in which the reported increases in the working forces aggregated approximately 7,400 and 6,500, respectively. Other large gains were in textile, chemical, non-ferrous metal and pulp and paper products. On the other hand, there were seasonal reductions in the animal food and lumber manufacturing industries. A comparison of the statistics for the durable and the non-durable classes shows that the employment in the former advanced by 1·5 per cent, while that in the latter increased by 2·6 per cent. The gain in the non-durable goods was largely seasonal in character.

Among the non-manufacturing industries, logging reported an important increase, which, however, was considerably smaller than that indicated at the beginning of October in either 1939 or 1940. This may have been due in some areas to inability to obtain the required labour. In mining, trade and building and highway construction, the trend was definitely upward, while communications, transportation, railway construction and maintenance and services reported curtailment. Except in transportation, these declines were of a seasonal character.

An analysis of the situation in the various industries is given in rather greater detail, following the sections dealing with employment in the provinces and cities.

The Course of Wartime Employment

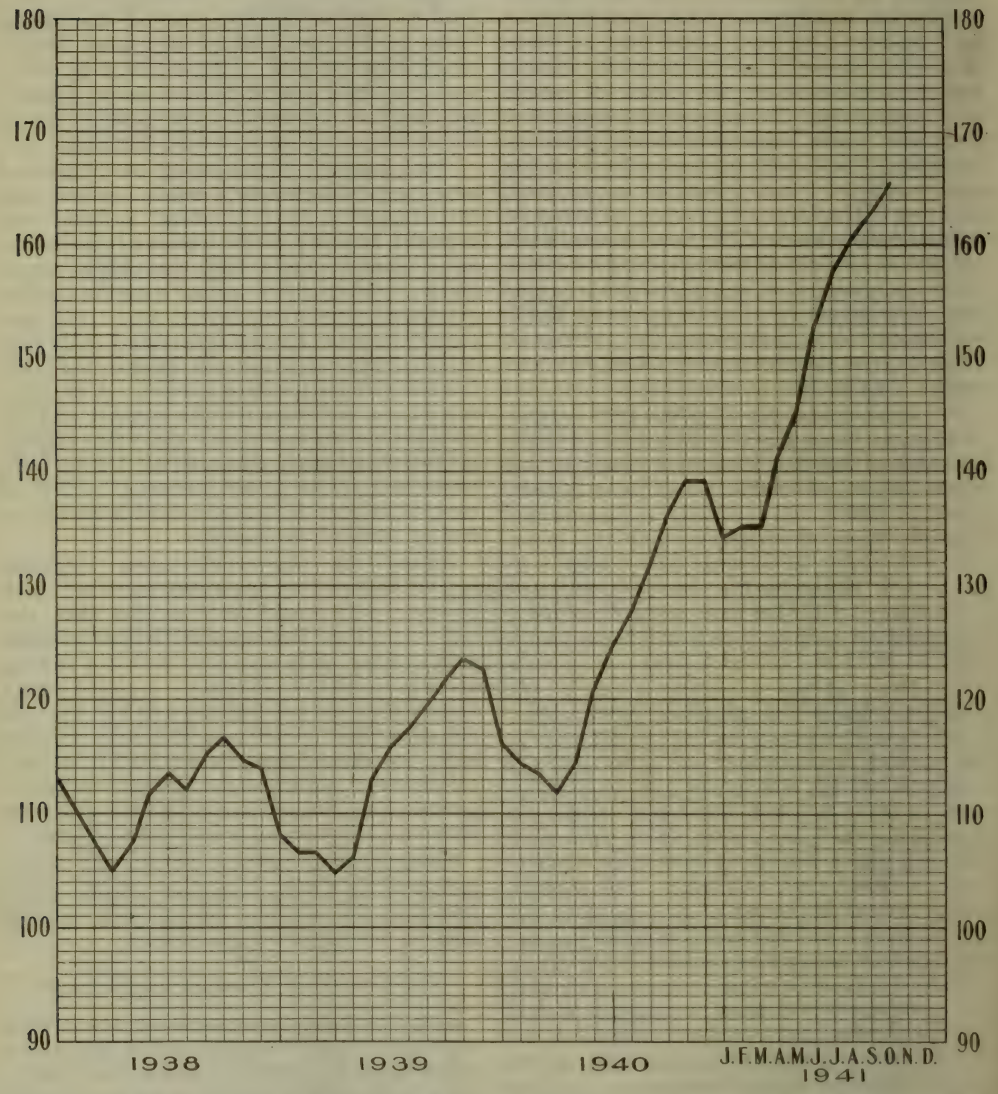
The trend of employment in the months since the outbreak of hostilities has been almost uninterruptedly favourable, the only exceptions to the general expansive movement being the seasonal losses indicated in the winter of 1939-40, and the smaller reductions reported at December 1, 1940, and January 1, 1941. While the growth of manufacturing has been particularly impressive in point of numbers absorbed into industry, the non-manufacturing

classes have also shared in the general activity. The index numbers of employment at the first of October, 1941, show increases in the twenty-five months, ranging from that of two per cent in construction to that of 188·6 per cent in logging. In manufacturing, the advance amounted to 60·5 per cent and represented the addition of some 363,000 persons to the staffs of the co-operating establishments. In addition, considerable numbers will also have been taken on by the smaller companies not included in these current surveys. The extension of working hours in many cases has also added substantially to the productive capacity of industry.

Within the manufacturing group, the most noteworthy growth in employment has been in the durable goods class, in which the co-operating producers have slightly more than doubled their personnel. The proportion that workers in this category constitute of the total number employed in all manufacturing industries has risen from 400 per thousand at the opening of the war, to 496 per thousand at the beginning of October.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



The non-durable goods have shown a growth in employment amounting to just over 36 per cent in the two years. A considerable part of this increase is due to the prevailing activity in the chemical industries, directly associated with the war effort. The gain in other branches of the non-durable class is of course largely due to the expanding demand for consumers' goods resulting from the general increase in current purchasing power, but there has also been a substantially higher production of such goods for the use of the armed forces at home and abroad.

The general increase in the non-manufacturing industries in the first twenty-five months of the war amounts to 16·6 per cent. In transportation, there has been a gain of 15·8 per cent, while that in communications is slightly larger. Despite a slackening in work on the highways, employment in construction has gained by approximately two per cent. The number of persons on the staffs of the co-operating logging companies is about three times as great as that reported in the autumn of 1939. In mining, services and trade there have been gains of 8·5 per cent, 15·8 per cent and 19·3 per cent, respectively, in the twenty-five months.

An analysis of the situation in the various provinces shows that, except in Saskatchewan, industrial activity at October 1, 1941, was at a much higher level than in the first month of war. The gains have ranged from that of 22·6 per cent in Alberta, to 55·1 per cent in Nova Scotia; in Quebec and Ontario, the co-operating firms have increased their staffs by 35·3 per cent and 48·4 per cent respectively. In Saskatchewan, curtailment in work on the highways has been largely offset by improvement in other industrial groups, there being, on the whole, little change in the level of employment at October 1, 1941, as compared with September 1, 1939.

TABLE I—EMPLOYMENT AND EARNINGS

Number of Persons Employed at Oct. 1 and at Sept. 1, 1941, by Establishments furnishing Statistics, and Earnings of these Employees in One Week in September and One Week in August.

(The payroll figures are preliminary and are subject to revision.)

Geographical and Industrial Unit	Number of Employees reported for		Aggregate Weekly Earnings reported for One Week in		Average Per Capita Earnings in One Week in	
	October 1	September 1	September	August	Sept.	August
(a) *Provinces*			$	$	$	$
Maritime Provinces	**131,210**	**122,801**	**3,007,679**	**2,784,956**	**22·92**	**22·68**
Prince Edward Island	2,351	2,529	49,938	55,020	21·24	21·76
Nova Scotia	78,564	73,497	1,825,347	1,699,916	23·23	23·13
New Brunswick	50,295	46,775	1,132,394	1,030,020	22·52	22·02
Quebec	**506,876**	**495,256**	**12,463,503**	**12,068,700**	**24·59**	**24·37**
Ontario	**699,476**	**686,904**	**19,420,456**	**18,773,958**	**27·76**	**27·33**
Prairie Provinces	**181,764**	**184,296**	**4,932,377**	**4,911,169**	**27·14**	**26·65**
Manitoba	84,699	85,601	2,296,664	2,285,049	27·12	26·69
Saskatchewan	35,634	36,693	919,558	940,989	25·81	25·64
Alberta	61,431	62,002	1,716,155	1,685,131	27·94	27·18
British Columbia	**138,000**	**138,388**	**3,870,367**	**3,833,038**	**28·05**	**27·70**
Canada	**1,657,326**	**1,627,645**	**43,694,382**	**42,371,821**	**26·36**	**26·03**
(b) *Cities*						
Montreal	235,901	229,604	6,070,391	5,842,423	25·73	25·45
Quebec City	25,495	25,821	559,481	555,955	21·94	21·53
Toronto	209,574	204,766	5,812,704	5,487,471	27·74	26·80
Ottawa	21,222	20,616	519,747	482,659	24·49	23·41
Hamilton	56,605	55,696	1,664,595	1,577,261	29·41	28·32
Windsor	33,038	33,208	1,153,340	1,184,660	34·91	35·67
Winnipeg	54,420	54,027	1,363,106	1,349,717	25·05	24·98
Vancouver	56,394	56,175	1,519,580	1,512,834	26·95	26·93
(c) *Industries*						
Manufacturing	962,317	944,298	25,784,186	24,755,219	26·79	26·22
Durable goods	467,715	461,049	13,784,491	13,213,654	29·47	28·66
Non-Durable goods	475,303	463,492	11,375,379	10,925,852	23·93	23·57
Electric Light and Power	19,299	19,757	624,316	615,713	32·35	31·16
Logging	51,621	41,421	973,083	798,079	18·85	19·27
Mining	85,713	85,385	2,833,549	2,816,061	33·06	32·98
Communications	27,117	27,259	742,221	720,586	27·37	26·43
Transportation	131,292	133,369	4,308,748	4,371,398	32·82	32·78
Construction and Maintenance	195,244	193,364	4,616,766	4,499,741	23·65	23·27
Services	39,151	40,978	641,992	654,107	16·40	15·96
Trade	164,871	161,571	3,793,837	3,756,630	23·01	23·25
Eight Leading Industries	**1,657,326**	**1,627,645**	**43,694,382**	**42,371,821**	**26·36**	**26·03**

TABLE II—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1927	110·3	108·1	.....	.....	.....	110·0	111·1	111·7	.....	.....	.....	107·8
Oct. 1, 1928	118·8	114·9	.....	.....	.....	114·3	120·4	126·4	.....	.....	.....	114·0
Oct. 1, 1929	125·6	123·7	.....	.....	.....	120·2	128·4	134·2	.....	.....	.....	118·2
Oct. 1, 1930	116·2	116·2	.....	.....	.....	113·0	114·6	130·0	.....	.....	.....	112·1
Oct. 1, 1931	103·9	102·6	.....	.....	.....	101·6	99·3	129·1	.....	.....	.....	95·9
Oct. 1, 1932	86·7	84·9	.....	.....	.....	85·8	86·1	94·6	.....	.....	.....	82·1
Oct. 1, 1933	90·4	90·9	.....	.....	.....	89·1	89·6	98·7	.....	.....	.....	85·6
Oct. 1, 1934	100·0	103·1	.....	.....	.....	96·0	104·8	95·7	.....	.....	.....	95·4
Oct. 1, 1935	106·1	112·9	.....	.....	.....	103·1	108·1	102·7	.....	.....	.....	106·0
Oct. 1, 1936	110·1	117·9	.....	.....	.....	106·0	112·6	108·6	.....	.....	.....	108·1
Oct. 1, 1937	125·7	134·9	100·6	132·7	159·5	127·3	130·4	107·6	99·2	120·4	112·2	117·9
Oct. 1, 1938	116·7	114·5	106·6	124·4	102·8	121·6	115·8	113·2	100·1	142·0	114·2	111·3
Oct. 1, 1939	121·7	117·9	103·2	130·5	103·4	126·4	121·4	116·4	104·9	134·7	121·8	118·7
Oct. 1, 1940	136·2	128·2	132·5	138·8	115·2	142·8	140·9	118·1	108·7	124·6	128·4	127·8
Jan. 1, 1941	134·2	130·0	112·7	137·5	121·9	139·6	141·1	116·2	113·0	113·4	123·1	116·0
Feb. 1	135·2	135·2	130·6	142·7	126·3	139·4	143·4	112·2	107·7	108·4	121·7	118·0
Mar. 1	135·3	135·1	144·0	147·3	119·7	137·7	145·7	111·3	107·5	107·0	120·0	116·8
Apr. 1	141·3	135·6	93·4	151·2	119·4	143·1	152·0	116·7	113·3	106·6	128·5	129·4
May 1	145·5	136·5	96·8	156·2	115·2	146·8	156·4	124·1	120·5	122·1	131·1	132·7
June 1	152·9	152·4	107·1	167·9	134·9	157·3	161·9	128·3	124·7	127·4	134·5	134·9
July 1	157·4	163·9	108·5	183·2	143·3	161·8	165·5	132·5	128·9	133·7	137·3	139·2
Aug. 1	160·6	164·2	134·6	184·5	140·7	167·6	166·5	135·6	130·9	134·2	143·8	146·6
Sept. 1	162·7	164·1[1]	130·2	182·1[1]	143·8[1]	169·9[1]	169·2	136·1	130·5	132·2	147·5	149·8
Oct. 1	165·8	175·4	121·1	194·8	154·6	173·9	172·4	134·3	129·2	128·7	146·1	149·4
Relative weight of Employment by Provinces and Economic Areas as at Oct. 1, 1941	100·0	7·9	0·2	4·7	3·0	30·6	42·2	11·0	5·1	2·2	3·7	8·3

NOTE.—The "Relative Weight" as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

[1] Revised.

In the cities, the expansion has been particularly impressive. The increases in the index numbers have ranged from almost 33 per cent in Winnipeg to 111 per cent in Windsor, while in Hamilton, likewise a centre of production in the heavy industries, the figure has risen by over 70 per cent. In each case the growth is very largely due to intensified war production. The proportion of workers in the eight cities for which statistics are segregated, to that in the Dominion as a whole has increased from 40 per cent in 1939, to 41·8 per cent in 1941.

The centralization of manufacturing production in these eight cities has resulted in an increase of 69·5 per cent in the index in manufacturing, as compared with that of 60·5 per cent in the Dominion as a whole. In these centres were employed just over one-half of all those reported in factories at October 1. On the other hand, the non-manufacturing industries have shown an increase slightly below the gain in the Dominion as a whole; that in the eight leading centres amounts to just over 13 per cent, while the general increase in the Dominion is 16·6 per cent.

Statistics of Earnings

The results of the seventh tabulation of statistics of weekly earnings as reported by establishments ordinarily employing 15 persons and over, are contained in the present report, the figures being preliminary.

The 1,657,326 men and women employed at October 1 by the 12,720 establishments furnishing information to the Dominion Bureau of Statistics were paid $43,694,382 for services they rendered in the final week in September. In their last report, these establishments had indicated a staff of 1,627,645 employees, whose earnings in the period of observation in August had amounted to $42,371,821. Thus a gain of 29,681, or 1·8 per cent, in the number of employees was accompanied by an advance of $1,322,561, or 3·1 per cent, in the aggregate payrolls. The payment of a cost-of-living bonus in many cases, and the enlargement of such allowance in others, contributed to the general gain in the reported earnings; overtime was also a factor in certain industries. The average pay envelope of those on the staffs of the co-operating employers rose from $26.03 in the last week in August to $26.36 in the period of observation in September.

In the last survey of employment and payrolls it was stated that the earnings of the 1,627,055 employees reported at September 1 by the establishments whose returns were then tabulated and amounted to $42,285,225 in the last week in August, a per capita average of

$25.99. There were slight revisions in the figures for most of the provinces, cities and industries, due to the inclusion of late returns and to the correction of errors in the reported information which became apparent only by comparison with the statistics for pay periods in the succeeding months.

The firms furnishing information for the first of October, as already stated, reported the disbursement of $43,694,382 in salaries and wages, as compared with $42,371,821 in the last week in August, while the payrolls that the same employers distributed to those on their staffs at June 1 for services rendered in

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

Industries	[1]Relative Weight	October 1, 1941	September 1 1941	October 1, 1940
Manufacturing	**58·1**	**185·0**	**181·5**	**143·8**
Animal products—edible	2·2	182·3	192·1	170·9
Fur and products	0·2	131·3	124·3	117·8
Leather and products	1·8	144·2	142·0	121·0
Boots and shoes	1·1	135·9	134·7	119·4
Lumber and products	4·0	123·0	128·0	107·9
Rough and dressed lumber	2·4	114·5	121·7	102·9
Furniture	0·6	117·2	116·2	102·0
Other lumber products	0·9	160·9	161·9	131·0
Musical instruments	0·1	90·5	92·9	76·1
Plant products—edible	3·7	192·4	172·2	171·3
Pulp and paper products	5·1	135·3	133·6	121·9
Pulp and paper	2·3	126·8	126·5	117·8
Paper products	0·9	187·7	181·4	149·5
Printing and publishing	1·9	128·4	126·5	117·8
Rubber products	1·1	143·5	139·1	118·5
Textile products	8·8	166·5	163·8	152·0
Thread, yarn and cloth	3·2	173·1	176·1	161·9
Cotton yarn and cloth	1·6	132·0	132·3	121·7
Woollen yarn and cloth	0·7	191·0	189·9	183·7
Artificial silk and silk goods	0·7	591·6	591·9	525·1
Hosiery and knit goods	1·4	146·1	144·2	138·8
Garments and personal furnishings	3·1	167·2	161·8	149·6
Other textile products	1·0	167·2	164·9	151·1
Tobacco	0·6	116·1	112·9	106·0
Beverages	0·8	236·3	222·1	190·5
Chemicals and allied products	3·0	397·4	383·5	213·1
Clay, glass and stone products	0·9	134·7	135·4	112·4
Electric light and power	1·2	151·6	155·2	148·5
Electrical apparatus	1·9	231·3	225·1	169·4
Iron and steel products	18·5	226·4	220·8	144·3
Crude, rolled and forged products	1·8	227·4	226·4	175·1
Machinery (other than vehicles)	1·5	227·5	223·4	158·1
Agricultural implements	0·5	105·9	104·8	83·2
Land vehicles	7·3	191·2	190·1	123·6
Automobiles and parts	2·0	230·7	247·9	180·0
Steel shipbuilding and repairing	1·4	526·4	494·6	288·0
Heating appliances	0·3	169·6	165·0	151·0
Iron and steel fabrication (n.e.s.)	1·0	251·1	246·8	177·9
Foundry and machine shop products	0·8	251·5	241·8	160·4
Other iron and steel products	3·9	310·0	291·7	159·0
Non-ferrous metal products	2·7	303·4	297·5	207·8
Non-metallic mineral products	0·9	186·8	189·2	179·7
Miscellaneous	0·6	246·0	237·7	155·0
Logging	**3·1**	**174·0**	**139·6**	**180·2**
Mining	**5·2**	**182·3**	**181·6**	**172·3**
Coal	1·6	95·9	94·9	93·1
Metallic ores	2·9	376·6	377·5	350·3
Non-metallic minerals (except coal)	0·7	166·6	164·2	158·3
Communications	**1·6**	**101·5**	**102·0**	**90·7**
Telegraphs	0·4	124·3	126·5	106·9
Telephones	1·2	95·3	95·4	86·3
Transportation	**7·9**	**104·2**	**105·9**	**94·3**
Street railways and cartage	2·2	153·0	153·2	139·1
Steam railways	4·3	89·7	90·0	81·3
Shipping and stevedoring	1·4	103·4	111·4	93·9
Construction and Maintenance	**11·8**	**155·4**	**153·9**	**121·1**
Building	4·3	164·6	158·2	127·2
Highway	5·0	208·7	203·4	156·3
Railway	2·5	97·5	104·3	80·5
Services	**2·4**	**175·7**	**183·9**	**147·3**
Hotels and restaurants	1·5	169·0	181·5	142·7
Personal (chiefly laundries)	0·9	187·3	188·1	155·5
Trade	**9·9**	**160·9**	**157·5**	**146·8**
Retail	7·5	167·9	163·2	152·2
Wholesale	2·4	142·3	142·3	132·7
All Industries	**100·0**	**165·8**	**162·7**	**136·2**

[1] The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

the last week in May amounted to $38,361,819. An index number based upon this figure had therefore risen to 110·5 in the last week in August, and to 113·9 in the last week in September. The upward movement has been steadily maintained during the summer, the index of earnings in the period of observation in June being 104·6 and in July, 107·5. Meanwhile, an index number of employment recalculated on the comparable base, rose to 102·9 at July 1, 105·0 at August 1, 106·5 at September 1 and 108·4 at October 1. The increase in payrolls distributed in the last five months has therefore considerably exceeded that in the numbers on the staffs, in spite of the employment of increasingly large numbers of inexperienced workers who presumably are usually taken on at the lower rates of pay. This situation results of course from several factors. The growing concentration of workers in the highly-paid heavy industries, the extension of the system of paying wartime cost-of-living allowances, the increases in the amounts paid, and the extensive use of overtime work, have contributed in varying degree to the growth in earnings, which is also probably seasonal in character.

Manufacturing.—The preliminary index numbers of payrolls in manufactuirng show even greater gains than those in all industries, despite the employment of growing numbers of inexperienced workers; from 100 in the last week in May, the earnings of those employed in factories rose to 104·7 in June, 108·4 in July, 112·0 in August and 116·6 in the period of observation in September. Meanwhile, the index of employment on a comparable base, has risen to 110·2 at the latest date. A comparison of these data with those prepared by United States Bureau of Labor Statistics shows similar movements; from May 15 to September 15, the American index of payrolls in manufacturing advanced by 13·2 per cent, and that of employment by 8·7 per cent; at October 15, the increase in the former was 15·8 per cent, and in the latter, 8·2 per cent from May, 1941.

The 962,317 persons employed at October 1 by the co-operating manufacturers throughout the Dominion were paid $25,784,186 for their services in the preceding week. The same firms had reported 944,298 employees at the beginning of September, and had disbursed $24,755,219 in earnings in the last week in August. The increase of 1·9 per cent in the number of workers was accompanied by one of 4·2 per cent in their aggregate earnings. The per capita average accordingly also showed a gain, rising from $26.22 in the last week in August, to $26.79 in the last week in September.

For the second consecutive month, the growth in the number of employees reported by producers of non-durable goods was greater at the first of October than that shown in the production of durable goods, but the contrary was the case in the indicated earnings; the former, with an increase of 2·5 per cent in employment, showed a 4·1 per cent advance in the earnings distributed, while in the durable goods group, an increase of 1·4 per cent in the number of employees was accompanied by a gain of 4·3 per cent in the payrolls reported.

The highest earnings in the manufacturing classes were again those reported in the production of miscellaneous non-metallic mineral products, largely petroleum products; those in the iron and steel, non-ferrous metal and printing and publishing industries were also usually high. These classes employ a large proportion of males, and require many highly skilled and experienced workers.

In general, the lowest per capita averages were reported in the tobacco, leather, textile and vegetable food groups, in most of which considerable numbers of females are employed; not only are the earnings in these categories affected by the sex distribution, but also the age distribution of workers therein, since the women workers tend, in the main, to belong to the younger age groups. In considering the relative earnings, it must also be noted that the existence or the absence of overtime work is also a factor, while the employment of any considerable number of casual workers greatly affects the per capita earnings in any industry. An illustration of this is found in the fruit and vegetable canneries, where the work, depending upon the supply of the foods to be processed, is irregular and the earnings are consequently below the general average in the food industries.

Logging.—In logging, there was a considerable increase in the number of employees reported, accompanied by a rather smaller gain in the aggregate earnings; in this period of seasonal expansion, it is probable that many of the additional workers were not employed throughout the pay period reported. The per capita average showed a decline, falling from $19.27 in the last week in August, to $18.85 in the last week in September. It must again be mentioned that the figures of earnings given in this report make no allowance for the value of board and lodging, frequently a part of the remuneration of employees in logging camps.

Mining.—Employment in mining showed a moderate gain, and there was a somewhat larger growth in the aggregate earnings,

probably due to seasonal causes; the percentage increases were 0·3 and 0·6, respectively. The statistics show that 85,713 persons were paid $2,833,549 for their services in the final week in September, a per capita figure of $33.06. The average per employee in the last week in August had been $32.98.

Communications—In communications, there was a decrease of 0·5 per cent in the number employed, but the payrolls disbursed were higher by three per cent, partly due to the payment of a retroactive cost-of-living bonus, statistics for which could not be separate from the regular salary and wage payments. The average pay envelope contained $27.37 in the period of observation in September, compared with $26.43 in the same week in August.

Transportation.—The transportation industries reported at October 1 an aggregate working force of 131,292 men and women, whose earnings in the preceding week amounted to $4,308,748. These figures were lower by 1·5 per cent and 1·4 per cent, respectively, than in the last return. As a result of this slight discrepancy in the percentages, there was a further small increase in the average earnings of the individual, which rose from $32.78 in the final week of August, to $32.82 in the same period in September.

Construction.—Construction, on the whole, was more active, there being a gain of 0·9 per cent in the number of workers, while the earnings showed an increase of 2·6 per cent. There was a reduction in employment in the railway construction and maintenance group, but building and roadwork showed an advance. The per capita earnings in the group as a whole rose from $23.27 in the last week in August, to $23.65 in the period of observation in September.

Services.—The service establishments furnishing returns showed a large seasonal decline in the number of their employees, together with a small gain in the aggregate earnings reported, those laid off being probably the lower paid members of the staffs, and the least regularly employed. The contents of the average pay envelope increased from $15.96 in August, to $16.40 in the last week in September. These averages are lower than in any other industrial group, partly because of considerable proportions of female and part-time workers, and partly because the earnings quoted exclude the value of board and lodging, in many cases a part of the remuneration of employees in hotels and restaurants. This group accounts for over 61 per cent of those in the service industry.

Trade.—In trade, there was a gain in the number of persons on the staffs, accompanied by a rather smaller rise in the aggregate payrolls distributed; the former were higher by 1·8 per cent, and the latter by one per cent. The reported per capita earnings therefore decreased, being $23.01 in the last week in September, as compared with $23.25 in the last week in August.

Finance.—In the financial group, 62,983 men and women were reported to have earned $1,829,954 in the last week in September, an average of $29.05. In the last bulletin, the reported employees had aggregated 63,201, and their earnings, $1,811,126, an average of $28.66 per employee. The inclusion of the data for the financial organizations raises the general per capita figure of earnings in the Dominion to $26.46 in the last week in September, from $26.13 in the same period in August.

Provincially.—A review of the data for the various provinces shows increased employment in Nova Scotia, New Brunswick, Quebec and Ontario, and in these provinces the aggregate earnings reported for the one week in September were greater than in the corresponding period in August; consequently the per capita earnings also rose. The trend of employment in the remaining provinces was downward; in Prince Edward Island and Saskatchewan, the aggregate payrolls were also lower in the period of observation in September than in August, while in Manitoba, Alberta and British Columbia, the disbursements in salaries and wages were higher, despite the declines in employment. In each of the Western Provinces the per capita earnings showed an increase.

Eight Leading Cities.—Employment advanced in Montreal, Toronto, Ottawa, Hamilton, Winnipeg and Vancouver, in each of which, as well as in Quebec City, there were increases in the payrolls disbursed. Higher average earnings were accordingly reported in these cities in the last week in September than in the same period in August. In Windsor, on the other hand, the number of employees and the aggregate and per capita earnings were lower; the losses in earnings were mainly due to curtailment in manufacturing, construction and services.

Employment by Economic Areas

There was a falling-off in industrial activity in Prince Edward Island and the four Western Provinces, much of the loss taking place in construction. On the other hand, important improvement was indicated in Nova Scotia, New Brunswick, Quebec and Ontario. The additions to staffs in Ontario were largest,

amounting to 12,572 persons, but the greatest proportionate gain was that of nearly eight per cent in New Brunswick. Employment in every province was at a higher level than at October 1, 1940. The improvement in Nova Scotia, New Brunswick, Quebec and Ontario resulted in new all-time high index numbers in those provinces. In British Columbia the latest figure was exceeded only by that recorded in the preceding month, while in the Prairie Area the volume of industrial employment at September 1 and October 1 was greater than in any earlier month since the latter part of 1929.

Maritime Provinces.—A pronounced expansion was indicated in Nova Scotia and New Brunswick, while there was a falling-off in Prince Edward Island; the movement in the Maritime Provinces as a whole was distinctly upward. The 917 co-operating employers enlarged their payrolls from 122,801 persons at September 1, to 131,210 at the beginning of October. This gain of 8,409 workers was larger than that indicated at the same date in any earlier autumn of the record; the trend has frequently been downward at October 1, there being, on the average, a slight decline at that date in the years since 1920. The index, at 175·4 at the latest date, was some 47 points above that at October 1, 1940; it was also the highest figure yet recorded.

Manufacturing as a whole showed a considerable advance at the date under review, mainly in iron and steel. Vegetable food, and some other plants were also busier, while animal foods reported seasonal curtailment. Among the non-manufacturing groups, logging, transportation and construction afforded more employment; the increase in the last-named was particularly noteworthy.

The 863 firms furnishing data for October 1, 1940, had employed 95,346 men and women, or 685 more than in the preceding month.

Quebec.—Another important gain was reported in Quebec, where industrial activity reached a new maximum. There were large increases in manufacturing, notably of textile and iron and steel products; food, chemical, pulp and paper, electrical apparatus and other divisions also reported greatly heightened activity. Lumber, clay, glass and stone plants, however, were seasonally slacker. Among the non-manufacturing classes, logging, construction and maintenance, mining, hotels and restaurants and trade afforded considerably more employment. On the other hand, shipping reported a large decline. Statistics were compiled from 3,182 establishments in Quebec with 506,876 workers, compared with 495,256 at the beginning of September. The index rose from 169·9 at September 1, 1941, to 173·9 at the date under review, as compared with 142·8 at October 1, 1940. Returns were then tabulated from 3,083 firms having 409,310 persons in their employ, a gain of 18,204 over their preceding report.

Ontario.—The trend continued decidedly upward in Ontario, according to 5,498 employers of 699,476 men and women, or 12,572 more than at the beginning of September. These additions to the staffs were smaller than those reported at October 1 in 1940, but exceeded the average at that date in the years for which statistics are available. The index rose from 169·2 in the preceding month, to 172·4 at the date under review; this figure, which constituted a new high, was over 22 per cent above that at October 1, 1940.

There were further important advances in manufacturing at the beginning of October, 1941, in which most industrial groups shared. The largest gains were in the vegetable food and iron and steel division, but there was also heightened activity in textile, leather, beverage, chemical, pulp and paper, electrical apparatus, non-ferrous metal and other classes. On the other hand, lumber and animal food products showed some slackening.

Among the non-manufacturing industries, logging and trade recorded decided improvement, but there were contractions in mining, shipping, hotels and restaurants, laundries and dry-cleaning businesses and in building and highway and railway construction and maintenance.

For October 1, 1940, 5,332 establishments had reported a staff of 562,807, as compared with 538,831 in the preceding month. The index then stood at 140·9, substantially below the latest figure of 172·4; this was the maximum to date.

Prairie Provinces.—Following six months of uninterrupted gains, there was a reduction in the Prairie Area, where all three provinces reported curtailment. An analysis of the returns by industry in this area shows heightened activity in manufacturing, mainly of vegetable food, textile, chemical and iron and steel products. Mining and retail trade also recorded improvement. On the other hand, transportation, hotels and restaurants, construction and wholesale trade released employees. The losses in construction were the largest. Statistics for the date under review were received from 1,789 firms with an aggregate working force of 181,764 persons, compared with 184,296 at September 1. The index, at 136·1 at September 1, fell to 134·3 at the latest date, but was otherwise the highest in any month since September, 1929. It was 16 points above that of 118·1 at the beginning of October in 1940, when the 1,730 co-operating employers had

reported 154,883 men and women on their payrolls, compared with 153,482 in the preceding month.

British Columbia.—The trend of employment at the beginning of October was downward in British Columbia, for the first time in seven months. The loss was seasonal, but was smaller than that indicated in fifteen of the other seventeen years since 1920 in which there has been curtailment at October 1.

Manufacturing on the whole showed little change; animal food plants released employees as the peak of seasonal activity was passed, but vegetable food and metal-using factories reported considerable improvement. Logging, coal-mining and trade afforded more employment among the non-manufacturing classes, while transportation, construction and services were quieter. The reductions in personnel were largely seasonal in character.

Data were tabulated from 1,334 firms, while staffs were reduced from 138,388 at September 1, to 138,000 at the beginning of October. An advance had been noted at October 1, 1940, but the index, at 127·8, was then much lower than at the date under review, when it stood at 149·4, about half a point lower than in the preceding month. An aggregate working force of 113,359 men and women was reported by the 1,296 employers furnishing statistics for October 1, 1940; this was an increase of 909 from their September 1, 1940 staffs.

Table II gives index numbers by economic areas.

Employment by Cities

The trend at the beginning of October was upward in Montreal, Toronto, Ottawa, Hamilton, Winnipeg and Vancouver, while there were moderate declines in Quebec City and Windsor. Employment in each of these eight centres was decidedly more active than at October 1, 1940, and in most cases, was also in greater volume than in any other month for which statistics are available; the exceptions are Quebec and Windsor, where the latest index numbers are slightly lower than in the preceding month, but are otherwise the highest on record.

Montreal.—There was a further large increase in the number at work in Montreal, where the 1,842 co-operating establishments employed 235,901 persons, or 6,297 more than at September 1. Manufacturing on the whole was much brisker, there being considerable gains in iron and steel and textile plants, together with smaller increases in food, tobacco, beverage, leather, lumber, printing and publishing, electrical apparatus, non-ferrous metal and some other lines. Construction, services and trade also afforded more employment, while transportation was quieter.

Improvement on a rather larger scale had been noted at the beginning of October of last year, when the index stood at 122·4, compared with 155·7 at the latest date; this is the highest figure recorded up to the present. For October 1, 1940, statistics had been furnished by 1,795 firms having 190,684 employees, as against 183,480 in the preceding month.

Quebec.—For the first time since January, there was a slackening in industrial activity in Quebec City, according to information from 219 employers whose staff declined from 25,821 at September 1 to 25,495 at the beginning of October. There were losses in construction, services, and transportation, but manufacturing afforded more employment. The increase in the last-named took place mainly in tobacco and chemical plants. The index, at 183·8, was many points higher than at the beginning of October, 1940, although the 218 establishments then reporting had added to their working forces. They had employed 20,156 men and women.

Toronto.—Further improvement was indicated in Toronto, resulting in a new all-time high index of employment. Statements were tabulated from 1,894 firms employing 209,574 workers, compared with 204,766 in their last return. Manufacturing showed very marked gains, particularly in the iron and steel division; non-ferrous metal, electrical apparatus, chemical, textile, vegetable food and printing establishments also afforded decidedly more employment. The trend in the non-manufacturing group as a whole was downward. Transportation, services and wholesale trade were brisker, but building released a fairly large number of workers. Somewhat larger additions to staffs had been made at October 1 of a year ago, when 1,828 employers had reported a combined working force of 172,986 persons; the index had stood at 133, many points below the latest figure of 163·4.

Ottawa.—Manufacturing, construction and trade were rather brisker, while the changes in other industries were relatively slight. The forces of the 243 establishments furnishing data aggregated 21,222 or 606 more than at September 1, 1941. A smaller increase had been recorded at the same date in 1940 by the 237 co-operating firms, whose payrolls had included 17,335 workers; the index of employment was then considerably lower than the latest figure of 161·1, which was the highest on record.

Hamilton.—Further important expansion was indicated in Hamilton, mainly in manufacturing, where the improvement was largely in food and iron and steel factories. Transportation, services and trade were also rather busier, while construction released a small number of persons. Statements were tabulated from 339 businessmen with 56,605 employees, compared

with 55,696 in the preceding month. A substantial increase in personnel had also been reported at October 1 of last year by the 335 employers whose statistics were then received, and who had a staff of 43,478. The index calculated from their returns was decidedly lower than that of 173·5 at the date under review, when it reached a new maximum.

Windsor.—There was a slackening in Windsor, where manufacturing, construction and services reported small declines. One hundred and ninety-nine concerns employed 33,038 persons, as against 33,208 at September 1. An advance had been indicated at the beginning of October of last year, when the 195 co-operating establishments had 24,558 employees. The index of 177·6 at October 1, 1940, was many points lower than that of 243·1 at the date under review; the latter index and that of 244·4 in the preceding month, were the highest on record for Windsor.

Winnipeg.—Another advance in industrial activity was shown in Winnipeg at October 1, when the 558 firms furnishing data employed 54,420 men and women, or 393 more than at the first of September. Manufacturing, retail trade and some other divisions afforded more employment, but construction, wholesale trade and communications released some workers. Curtailment had been recorded at the beginning of October a year ago by the 537 employers whose statistics were received, and who had 46,107 workers on their paylists; the index then, however, was several points lower, standing at 105·3, as compared with 130·5 at October 1, 1941. This is the highest figure to date in the nearly twenty years during which data for Winnipeg have been segregated.

Vancouver.—Employment in Vancouver at October 1 was brisker than in the preceding month, establishing a new maximum for the period since 1922 when the record for the city was commenced. Information was tabulated from 585 firms with an aggregate staff of 56,394 persons, compared with 56,175 at September 1.

Manufacturing, particularly of iron and steel products, reported improvement, and trade also afforded more employment; transportation, construction and services, however, showed moderate curtailment. A general advance had also been indicated at the beginning of October, 1940, when the index stood at 129·5, as compared with 160· at the date under review. Statements for October 1 of last year had been received from 563 establishments, whose employees had numbered 44,035.

Employment by Industries

Manufacturing.—As already stated, there was very pronounced expansion in employment in factories at October 1, when the 7,001 co-operating establishments reported a staff of 962,317 persons, or 18,019 more than in the preceding month. This increase was with one exception the smallest recorded in any month of the present year, in which the trend has been uninterrupedly favourable since the beginning of January.

The number added to the working forces, though less than at October 1 in 1940 or 1939 was larger than in any earlier October for which data are on record, greatly exceeding the average for that month in the years since 1920.

The unadjusted index, based on the 1926 average as 100, reached a new high level at the beginning of October, when it stood at 185·0, as compared with 181·5 at September 1, 1941, and with 143·8 at October 1, 1940, previously the maxmium for that date in the period since 1920. In recent years, the index numbers at October 1 were as follows: 1939, 119·7; 1938, 112·5 and 1937, 121·7. The 1937 figure was the highest in the pre-war years; the October 1, 1929, index had been 120·2.

The index of employment at October 1 was 28·7 per cent higher than at the same date in 1940, and 54·6 per cent above the October 1, 1939, figure. In the former comparison, the increase represents the employment of some 214,500 additional persons, while that over 1939 indicated a gain of approximately 340,000 men and women in the staffs of the co-operating manufacturers. While there has been an upward movement in practically all branches of manufacturing in the months since the outbreak of war, the most impressive increases have naturally been those to the heavy industries, notably in iron and steel, non-ferrous metal and electrical apparatus and machinery manufacturing; the expansion in the production of chemicals has also been outstandingly large.

On the average, employment in manufacturing as a whole at the beginning of October in the last twenty years has shown only a slight advance, the tendency having been downward in nine, and upward in eleven of these autumns. The greater-then-normal increase at October 1, 1941, accordingly resulted in a further important gain in the seasonally-adjusted index, which rose from its previous high of 176·5 at September 1, 1941, to 179·3 at October 1.

As compared with the preceding month, the greatest improvement at the beginning of October was in vegetable food and iron and steel, the persons added to the reported payrolls of firms in these industries aggregating 6,464 and 7,419, respectively; these gains, though above-average for October 1, were smaller than those indicated at the same date

in 1940. Heightened activity was also reported in the textile, leather, rubber, pulp and paper, tobacco, beverage, chemical, electrical apparatus, non-ferrous metal and other manufacturing divisions. In the edible animal products and lumber groups, there were substantial seasonal declines, while slight losses were noted in clay, glass and stone, musical instrument and petroleum product factories. Central electric stations also released some employees.

The manufacturers making returns for the beginning of October of last year, numbering 6,744, had employed 739,945 men and women, compared with 712,281 in the preceding month. Very marked gains had then also been reported in vegetable food and iron and steel factories.

Logging.—Statements were tabulated from 426 logging companies, whose payrolls were enlarged by 10,200 men to 51,621 at October 1. This seasonal expansion was on a decidedly smaller scale than that indicated in the early autumn of 1940, possibly due to the difficulty existing in certain areas in obtaining workers; however, the latest increase exceeded the usual gain from September to October in the years since 1920. The index, at 174·0 at October 1, 1941, was several points lower than at October 1 in 1940; it was also lower than in 1937, but was otherwise the highest October figure in the years since 1920.

Mining.—Improvement was reported in the extraction of coal and other non-metallic minerals, while metallic ore mining showed a small decline. The working forces of the 419 co-operating mine operators included 85,713 persons, compared with 85,385 in the preceding month. This seasonal gain was smaller than that noted at October 1, 1940, being also less-than-average in the experience of the last twenty years. Nevertheless, the index of employment at the latest date was higher than in any other October in the record.

Communications.—There were seasonal reductions in the personnel of telephone and telegraph companies; the employers furnishing data in the communications division reported 27,117 workers, compared with 27,259 at September 1. The index, at 101·5, was some eleven points higher than at the beginning of October in 1940, when a larger decrease had been noted in communications as a whole.

Transportation.—Employment in all three main branches of transportation showed a falling-off, that in shipping being most extensive. Statistics were received from 552 companies and branches in the transportation group, with 131,292 men and women on their staffs, as against 133,369 in their last return. The reduction was contra-seasonal. The index of employment in transportation, at 104·2, was considerably higher than at October 1, 1940, being also higher than in any other October in the years since 1930.

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Construction and Maintenance.—There was a contraction in railway construction and maintenance at the beginning of October, but building and road work afforded greater employment. A combined force of 195,244 persons was employed by 1,449 co-operating contractors, who had 193,364 on their payrolls in the preceding month. No general change had been recorded in construction at October 1 of a year ago, and employment was then in smaller volume. The latest index, at 155·4, was some 34 points higher than that at the beginning of October of last autumn. All three main branches reported improvement over the twelve months.

Services.—The closing of summer hotels caused a pronounced loss in employment, and laundries and dry-cleaning establishments were also slacker. The staff of the 616 firms whose returns were received totalled 39,151 at October 1, as compared with 40,978 at the beginning of September. The seasonal falling-off indicated at the corresponding date of last year had involved many more workers, and the index was then over 28 points lower than at the beginning of October of the present year, when it stood at 175·7.

Trade.—There was a substantial increase in this division, chiefly in retail stores, although wholesale houses were also more active; 2,196 trading establishments reported 164,871 employees, compared with 161,571 in the preceding month. This advance was not equal to that recorded at October 1 in either 1939 or 1940, but was much greater than the average gain noted at the beginning of October in the period since 1920. The index, at 160·9 at the latest date, was some 12 points higher than at October 1 of last autumn.

Finance.—For October 1, 764 firms and branches in these lines of business reported staffs aggregating 62,983 persons, compared with 63,201 in the preceding month. The index stood at 122·0, compared with 122·4 at the beginning of September, and with 113·6 at October 1, 1940. The addition of the figures for financial institutions to the returns furnished in the manufacturing, logging, mining, transportation, communications, construction, service and trade industries bring the total number of employees included in the October 1 survey of employment to 1,720,309 in 13,484 establishments, and lowers the general index of 165·8 in the industries above enumerated to 163·6; when the employees of the co-operating financial organizations were added to the figures for September 1, 1941, the index was lowered from 162·7 to 160·7. The October 1, 1940, index had stood at 136·2 without the figures from financial institutions, and at 135·1 when they were included.

Index numbers by industries are given in Table III.

Unemployment in Trade Unions at the Close of October, 1941

Unemployment in the following report has reference to involuntary idleness due to economic causes. Persons who are occupied at work outside their own trades, or who are involved in industrial disputes are excluded from these tabulations. As the number of unions making returns varies from month to month with consequent variation in the membership upon which the percentage of unemployment is based, it should be understood that such figures have reference only to the organizations reporting.

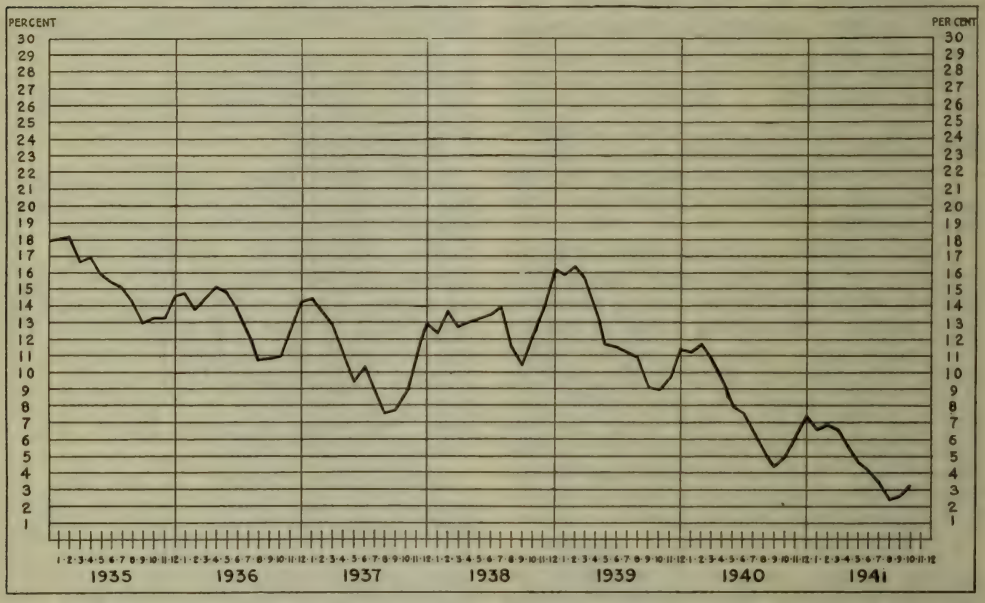
Reports were received at the close of October from 2,161 labour organizations comprising a membership of 323,309 persons, of whom 10,141, or a percentage of 3·1 were idle, in comparison with percentages of 2·7 at the end of September and 5·0 at the close of October, 1940. The October percentage was the lowest for any corresponding month since 1928.

The slight contraction in activity shown in October from the previous month was due principally to minor recessions in the manufacturing industries and among lumber workers and building tradesmen; these were sufficient to offset slightly better employment conditions among fishermen. Fractional employment advances over September were reflected in reports received from Nova Scotia, New Brunswick, Ontario and Manitoba unions, while in British Columbia there was a nominal decline. There was reduced activity, on a small scale, in Quebec, Saskatchewan and Alberta. In contrast with October, 1940, substantially higher employment levels were attained in Manitoba and New Brunswick. There were appreciable increases in activity, also in Quebec, Ontario, Saskatchewan and British Columbia; in Alberta there was a minor advance only. A nominal decline in work afforded was observed in Nova Scotia, which was the only province to reflect a contraction.

A separate compilation is made each month of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. Fractional advances over September in work provided were observed in Halifax, Saint John, Winnipeg and Regina, while in Toronto there was a nominal recession. In Montreal employment declined slightly and in Edmonton and Vancouver there were appreciable contractions in activity. In contrast with October, 1940, improvement was indicated in every city under review. Winnipeg and Edmonton reports reflected rather substantial employment increases. In Halifax, Saint John, Montreal, Regina and Vancouver there were advances, also, although to a lesser degree; in Toronto there was a nominal increase only.

From the chart which accompanies this article and shows the trend of unemployment from January, 1935, to date, it will be seen that the curve during October inclined slightly

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADES UNIONS



thus reflecting some contraction in activity from the preceding month. It rested, however, at a substantially lower level than at the close of October, 1940, thus indicating considerably better conditions.

Returns were tabulated from 669 unions in the manufacturing industries having an aggregate membership of 145,355 persons. Of these, 3,548, or a percentage of 2·4, were idle contrasted with a percentage of 1·6 at the end of the previous month, and 4·6 per cent at the close of October, a year ago. In comparison with September, fractional increases in activity were apparent among soft drink workers, printing pressmen, woodworkers, textile and carpet workers, tailors, iron and steel tradesmen and metal polishers. Cigar and tobacco, electric current, rubber, jewellery workers, mine, mill and smeltermen and gas workers were fully engaged during October, as in the preceding month. Among fur and clay, glass and stone workers the percentage of idleness remained unchanged, while among bakers and confectioners and papermakers there were nominal declines in work afforded; minor decreases were observed among butchers and meat cutters and general labourers. A noteworthy decline in employment was apparent among hat, cap, and glove workers, and among garment and leather workers there were rather marked recessions in activity. A large majority of the trades participated in the advance shown in October over the corresponding month, a year ago. Much higher employment levels were attained by woodworkers and among iron and steel tradesmen also, a noteworthy increase was apparent. As in the previous comparison cigar and tobacco, electric current, gas workers and mine, mill and smeltermen were reported as fully employed. On the other hand a substantial decline in activity was observed among leatherworkers.

Returns were received from 54 unions of coal miners combining a total membership of 21,015 persons, of whom 534, or a percentage of 2·5 were idle, in comparison with percentages of 2·0 in September and 2·6 at the close of October, 1940. Contrasted with the previous month employment rose substantially in British Columbia, while in New Brunswick, as in September, adequate work was provided. A fractional decrease was observed in Nova Scotia and in Alberta there was a noteworthy recession. In comparison with October, a year ago, considerable improvement was reflected by British Columbia reports; a fractional gain only was apparent in Alberta. New Brunswick members, as in the previous comparison, were reported as fully engaged. In Nova Scotia there was a nominal decline in work afforded.

There were 255 reports tabulated from unions in the building and construction trades. These organizations had a combined membership of 37,131 persons, of whom 2,862, or a percentage of 7·7 were idle, in comparison with percentages of 7·1 at the end of September and 9·9 at the close of October, 1940. In contrast with September, a minor gain was apparent among carpenters and joiners and a nominal increase in employment was observed among plumbers and steamfitters; among electrical workers the percentage of idleness remained unchanged. Minor contractions in work afforded were in evidence among steam shovel men, granite and stonecutters, painters, decorators and paperhangers, and hod carriers and building labourers. Viewed from the percentage standpoint, bridge and structural iron workers and tile layers, lathers and roofers indicated pronounced recessions in activity but as their memberships are small these changes had but little effect on the building group percentage as a whole. Compared with reports tabulated in October, 1940, advances of noteworthy pro-

TABLE I.—PERCENTAGE OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1930.....	5·4	3·7	14·0	10·4	9·6	10·6	13·3	11·6	11·1
Average 1931.....	8·5	9·2	19·3	17·2	15·7	15·6	19·4	17·6	16·8
Average 1932.....	9·6	14·4	26·4	23·7	20·0	15·8	22·6	21·6	22·0
Average 1933.....	16·0	13·0	25·2	24·4	20·3	17·2	21·7	20·8	22·3
Average 1934.....	8·7	7·9	22·8	18·1	17·7	13·2	17·8	20·2	18·2
Average 1935.....	6·9	8·6	20·9	14·3	12·6	9·8	15·4	16·4	15·4
Average 1936.....	6·8	7·4	18·9	12·0	10·1	9·6	12·0	11·9	13·2
Average 1937.....	5·5	5·2	15·6	8·3	9·0	9·0	12·0	10·6	10·7
Average 1938.....	4·9	10·0	17·4	12·1	11·9	9·1	12·3	14·0	13·1
Average 1939.....	7·1	9·0	16·0	11·1	9·6	8·9	12·3	12·0	12·2
Average 1940.....	3·1	3·7	11·0	6·0	7·3	6·9	9·7	7·6	7·8
Oct. 1930.....	4·1	4·6	14·5	11·2	8·8	7·7	9·2	10·5	10·8
Oct. 1931.....	8·6	9·2	23·6	18·3	17·7	12·7	16·4	19·7	18·3
Oct. 1932.....	11·5	16·7	27·6	22·7	21·4	13·4	21·7	21·1	22·0
Oct. 1933.....	12·5	9·8	25·1	20·3	19·4	13·3	16·5	21·7	19·8
Oct. 1934.....	4·7	6·7	22·2	16·5	13·9	9·7	11·0	19·9	16·2
Oct. 1935.....	4·7	8·6	21·5	11·3	10·2	8·9	7·9	13·4	13·3
Oct. 1936.....	5·2	8·0	18·3	8·6	8·2	8·2	5·9	9·8	11·0
Oct. 1937.....	2·8	5·0	13·0	6·7	9·6	6·6	7·4	12·3	8·9
Oct. 1938.....	6·0	11·2	16·8	11·5	11·8	6·3	8·5	12·2	12·3
Oct. 1939.....	8·5	6·4	13·8	6·6	4·4	7·2	4·3	9·9	9·0
Oct. 1940.....	1·1	4·2	6·9	3·8	6·8	5·9	4·8	4·9	5·0
Nov. 1940.....	1·7	3·4	9·2	4·8	6·2	7·8	4·7	7·0	6·2
Dec. 1940.....	2·6	2·3	11·1	5·9	6·6	6·7	4·8	9·0	7·4
Jan. 1941.....	3·3	3·3	9·2	6·0	4·5	6·0	6·2	6·5	6·6
Feb. 1941.....	2·8	3·5	9·7	6·2	5·7	5·5	8·0	6·1	6·9
Mar. 1941.....	3·1	3·3	7·9	6·1	5·1	5·8	11·2	7·3	6·6
April 1941.....	3·2	2·5	8·0	3·1	4·6	3·3	12·6	5·7	5·5
May 1941.....	2·5	2·8	7·3	1·5	5·3	1·8	12·0	4·2	4·6
June 1941.....	2·0	1·9	6·2	2·0	4·3	1·8	11·5	3·8	4·1
July 1941.....	2·0	1·5	4·1	2·7	4·1	1·5	6·9	4·8	3·5
Aug. 1941.....	1·8	1·7	3·7	1·6	2·3	2·1	2·1	1·9	2·4
Sept. 1941.....	1·8	1·8	3·7	2·1	2·8	1·6	1·9	2·5	2·7
October 1941.....	1·6	1·2	4·7	2·0	2·7	3·2	3·7	3·1	3·1

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping and stevedoring	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail shop-clerks)	Services	Governmental	Miscellaneous	All occupations
October, 1930	2·3	8·6	1·9	10·7	6·6	8·9	13·9	6·4	....	26·0	14·4	4·3	14·6	40·0	15·4	7·3	16·4	13·0	0	57·9	31·5	6·5	23·0	7·0	0·7	4·5	4·6	0	0·1	6·6	0·2	13·3	10·8
October, 1931	15·6	34·1	6·2	21·0	10·0	12·8	15·3	11·7	....	49·3	17·1	26·8	17·0	7·5	8·9	25·4	65·9	41·9	0	37·3	49·7	10·9	24·3	12·3	1·6	5·2	5·3	0	2·8	9·9	2·2	19·5	18·3
October, 1932	21·3	36·3	13·3	24·3	10·1	16·2	18·5	15·3	0	29·2	32·9	35·0	31·9	57·1	9·3	27·3	28·3	43·5	0	44·7	59·6	12·9	26·9	14·7	2·0	14·0	14·2	0	2·0	11·1	5·3	20·8	22·0
October, 1933	24·8	24·3	8·1	20·9	12·0	15·6	18·1	14·4	0	28·4	5·4	21·0	3·5	13·6	23·3	25·6	20·0	38·7	0	57·9	65·4	12·6	44·4	12·9	0·9	12·4	12·7	0	0·5	7·4	1·6	17·2	19·8
October, 1934	72·4	45·6	6·1	16·7	7·1	11·6	13·3	10·3	0	23·1	16·6	21·4	18·0	8·8	9·1	20·0	9·6	46·6	0	53·9	55·1	9·1	42·4	9·1	0·9	11·8	12·1	0	11·0	6·5	2·4	15·2	16·2
October, 1935	28·6	9·9	5·1	14·2	7·2	6·5	2·6	9·7	0	4·0	17·1	21·7	17·1	16·0	18·2	16·1	7·5	35·1	0	39·3	42·8	7·2	40·7	7·4	1·1	10·6	10·8	0	5·1	5·8	2·7	10·9	13·3
October, 1936	25·9	2·3	7·7	11·6	10·5	6·1	2·9	8·9	0	8·7	13·1	4·4	10·7	41·2	12·8	12·6	6·1	37·0	0	39·9	32·6	6·1	18·7	6·7	2·2	9·2	9·5	0	4·8	5·3	1·6	9·8	11·0
October, 1937	23·6	2·4	7·0	10·2	6·7	11·0	14·7	6·3	0	18·6	5·4	3·1	5·9	8·2	17·6	10·0	3·3	6·1	0	18·2	21·4	5·3	22·7	5·4	1·1	7·6	7·8	0	0	3·5	1·6	5·5	8·9
October, 1938	20·1	8·1	7·3	13·3	7·4	7·9	8·7	6·8	....	18·8	10·8	4·3	9·1	41·7	9·3	19·0	17·0	49·2	2·8	28·9	31·8	7·8	47·2	7·7	0·7	6·1	6·3	0	0·3	8·9	1·4	14·7	12·3
October, 1939	16·0	20·7	3·7	10·3	4·1	6·6	5·8	8·0	5·3	4·3	7·2	1·4	4·8	27·7	21·4	13·3	0·5	18·7	0	25·8	20·5	5·5	33·6	5·6	1·0	5·8	5·9	0	0	5·0	3·7	6·2	9·0
October, 1940	8·2	8·4	3·9	4·6	2·3	2·7	1·5	4·9	0	16·8	4·7	3·2	4·7	7·2	11·0	3·8	·2	1·2	0	15·6	9·9	4·5	30·6	4·5	·1	5·2	5·3	0	·1	2·3	·1	4·4	5·0
November, 1940	22·8	9·3	6·3	6·2	1·6	3·4	2·7	4·6	0	20·0	9·9	2·7	10·1	20·8	14·4	3·7	2·6	1·7	0	16·7	11·6	4·6	26·0	4·6	·3	5·4	5·5	0	·1	2·5	·6	4·2	6·2
December, 1940	22·9	28·5	7·5	6·8	5·2	3·3	2·7	4·5	0	18·7	9·7	2·5	9·7	23·9	17·6	4·2	2·8	1·2	6·7	20·8	15·6	5·4	19·0	6·2	·3	5·4	5·5	0	·1	2·8	1·3	4·0	7·4
January, 1941	21·9	9·4	6·7	4·8	2·7	3·1	2·2	4·7	0	18·8	3·9	4·1	2·0	14·7	17·8	3·3	1·3	·4	6·8	19·0	17·4	5·3	18·2	6·1	·2	5·3	5·4	0	0	3·0	1·9	3·9	6·6
February, 1941	21·5	9·6	8·3	4·2	2·6	2·7	2·0	4·0	13·2	14·2	3·4	3·2	1·9	12·8	11·6	2·8	1·3	·2	12·8	26·8	19·5	6·2	23·6	7·0	·2	4·3	4·4	0	0	3·2	2·6	3·8	6·9
March, 1941	35·1	2·2	10·8	3·5	2·4	2·9	2·7	3·3	0	14·4	2·9	8·8	1·1	0	9·1	2·1	1·3	·6	0	22·9	19·9	5·2	22·0	5·9	0	4·7	4·8	0	0	2·7	1·5	3·8	6·6
April, 1941	14·0	7·4	13·1	2·7	1·8	1·8	1·1	3·2	0	1·1	2·1	1·0	2·7	0	9·4	2·2	1·0	·7	0	16·4	15·2	3·6	22·8	3·4	·1	4·5	4·6	0	0	4·0	3·4	4·6	5·5
May, 1941	12·5	3·8	11·5	3·1	1·1	1·3	·5	2·9	0	1·4	4·7	1·7	6·2	1·4	8·0	2·0	·1	·7	0	18·9	10·0	2·6	20·3	2·1	·1	4·3	4·4	0	0	2·5	·6	4·1	4·6
June, 1941	16·9	3·2	11·9	3·1	1·1	1·6	·7	3·4	0	·7	5·7	·1	7·0	12·9	10·5	1·2	·3	1·4	0	15·5	7·9	2·1	16·6	1·7	·1	4·1	4·2	0	0	2·0	1·2	2·6	4·1
July, 1941	17·5	7·2	10·5	2·5	·3	1·2	·4	2·8	4·2	5·1	1·8	·0	2·4	1·2	3·0	3·2	·3	·8	0	11·3	7·3	1·8	14·9	1·4	·1	4·4	4·5	0	·1	1·2	·1	2·1	3·5
August, 1941	1·5	·6	4·4	1·4	·5	1·1	·5	2·6	4·3	1·1	·4	0	·5	0	5·9	1·4	·2	·4	0	11·5	6·9	1·8	13·2	1·5	·0	3·8	3·9	0	0	1·1	·1	2·0	2·4
September, 1941	10·4	0·6	4·2	1·6	0·5	1·0	0·5	2·3	0	1·2	0·2	0·1	0·2	0	9·3	1·5	0·1	0·4	0	9·6	7·1	2·3	15·3	2·0	0·1	3·7	3·7	0	0·1	1·0	0·5	1·5	2·7
October, 1941	6·3	6·5	4·1	2·4	0·6	1·1	0·6	2·1	0	0·4	3·4	0	4·1	5·7	15·3	1·1	0	0·4	0	11·5	7·7	2·4	18·5	2·0	0·1	3·6	3·7	0	0·3	1·1	0·1	1·8	3·1

portions occurred for carpenters and joiners, painters, decorators and paperhangers and hod carriers and building labourers; while viewed from the percentage standpoint, although involving but few members, steamshovel men were much better employed.

Returns were received from 875 unions in the transportation industries, whose combined membership was 77,421 persons, of whom 1,868, or a percentage of 2·4 were idle, contrasted with 2·3 per cent at the end of September and 4·5 per cent at the close of October a year ago. Compared with the previous month there was a nominal increase in activity for teamsters and chauffeurs; while steam railway employees, whose returns constitute over 77 per cent of the entire group membership, and street and electric railway employees, indicated that the percentages of unemployment in both cases were identical with those reported at the close of September; among navigation workers there was a moderate contraction in employment. In comparison with October, a year ago, an increase in activity of noteworthy proportions was apparent among navigation workers, and among steam railway employees, likewise, there was a much higher employment level; fractional increases only occurred for street and electric railway employees and teamsters and chauffeurs.

Reports were tabulated from 11 unions of retail shop clerks whose total membership was 3,903 persons, of whom 12, or a percentage of 0·3 were idle, in contrast with a percentage of 0·1 at both the end of the previous month and the close of October a year ago.

Returns were tabulated from 95 unions of civic employees, whose aggregate membership was 9,412. of whom 8, or a percentage of 0·1 were unemployed in comparison with 0·5 at the end of September and 0·1 at the close of October, 1940.

There were 158 returns received from unions in the miscellaneous group of trades, whose combined membership was 12,920 persons. Of these, 234, or a percentage of 1·8 were idle, compared with percentages of 1·5 at the close of the previous month and 4·4 at the end of October, a year ago. Barbers and unclassified workers indicated nominal increases over September, while the percentage of unemployment for stationary engineers and firemen remained unchanged. A moderate decline in activity was noted for hotel and restaurant employees and a fractional decrease in work afforded was observed among theatre and stage employees. Contrasted with October, 1940, employment levels were much higher for theatre and stage employees and stationary engineers and firemen. Barbers indicated a minor advance in activity; a fractional gain only was apparent among hotel and restaurant employees, while among unclassified workers there was a nominal decline.

Reports were tabulated from 4 unions of fishermen whose total membership was 1,972. Of these, 125, or a percentage of 6·3, were idle, in contrast with 10·4 per cent at the end of September and 8·2 per cent at the close of October, 1940.

There were 4 reports received from unions of lumber workers and loggers. These organizations had a combined membership of 2,981 persons, of whom 193, or a percentage of 6·5 were idle, in comparison with percentages of 0·6 in September and 8·4 at the end of October, a year ago.

Table I shows by provinces the percentage of members who were on an average unemployed each year from 1930 to 1940, inclusive, and also the percentage of unemployment for October of each year from 1930 to 1939, inclusive, and for each month from October, 1940, to date. Table II summarizes the returns in the various groups of industries for the same months as Table I.

Building Permits issued in Canada during October, 1941

The October report of building permits compiled by the Dominion Bureau of Statistics includes returns from 173 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 166 reported detailed operations. The remaining 7 advised that no permits had been issued during the month of October while 31 municipalities had failed to report at the close of November 12.

The total value of permits reported as issued in the month of October is $12,901,757. Revised values for the month of September include returns from 201 municipalities and aggregate $12,495,218. Reports were received from 57 of the original 58 municipalities and show a value of $10,095,922 for October. The corresponding revised value for September includes 58 returns and is $8,101,171, while the October, 1940 value was $8,466,440.

The total value of permits issued by all municipalities during the ten elapsed months of the current year is $114,807,992. The value of the 58 municipalities for the same period is $85,889,250, while their corresponding value in 1940 was $66,490,187.

During the month of October new construction of all types amounted to 77.4 per cent of the total value, while the percentage of new residential construction was 51.4.

TABLE I.—VALUES AND CLASSIFICATIONS OF BUILDING PERMITS ISSUED IN CANADA, BY PROVINCES, OCTOBER, 1941

Classification of Permits	Canada	Provinces			
		Prince Edward Island	Nova Scotia	New Brunswick	Quebec
	$	$	$	$	$
All Permits—Total Value	12,901,757	5,550	381,290	80,819	3,104,586
New construction	9,991,400	1,550	313,370	13,510	2,145,204
Additions, alterations, repairs	2,910,357	4,000	67,920	67,309	959,382
Residential	7,265,413	5,550	243,190	24,379	1,319,425
New construction	6,630,443	1,550	209,320	7,410	1,187,080
Additions, alterations, repairs	634,970	4,000	33,870	16,969	132,345
Institutional	1,506,841	.....	24,000	1,700	498,237
New construction	1,337,146	.....	23,000	.....	420,712
Additions, alterations, repairs	169,695	.....	1,000	1,700	77,525
Commercial	1,970,584	.....	70,600	53,740	774,445
New construction	1,026,495	.....	40,550	6,100	336,640
Additions, alterations, repairs	944,089	.....	30,050	47,640	437,805
Industrial	2,025,244	.....	43,500	1,000	448,339
New construction	958,350	.....	40,500	.....	193,150
Additions, alterations, repairs	1,066,894	.....	3,000	1,000	255,189
Other Building	133,675	.....	.....	.....	64,140
New construction	38,966	.....	.....	.....	7,622
Additions, alterations, repairs	94,709	.....	.....	.....	56,518

Classification of Permits	Provinces *(Concluded)*				
	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$
All Permits—Total Value	6,407,035	437,903	505,211	504,723	1,474,640
New construction	5,141,706	353,525	462,965	275,760	1,283,810
Additions, alterations, repairs	1,265,329	84,378	42,246	228,963	190,830
Residential	3,969,808	216,753	91,811	223,482	1,171,015
New construction	3,694,962	188,575	68,505	178,396	1,094,645
Additions, alterations, repairs	274,846	28,178	23,306	45,086	76,370
Institutional	511,494	.....	379,595	4,550	87,265
New construction	447,344	.....	370,000	.....	76,090
Additions, alterations, repairs	64,150	.....	9,595	4,550	11,175
Commercial	627,752	135,450	17,475	156,912	134,210
New construction	379,120	99,400	8,600	78,985	77,200
Additions, alterations, repairs	248,632	36,050	8,875	78,027	57,010
Industrial	1,254,420	85,100	15,200	112,300	65,385
New construction	600,650	65,000	15,200	12,300	31,550
Additions, alterations, repairs	653,770	20,100	.....	100,000	33,835
Other Building	43,561	600	1,130	7,479	16,765
New construction	19,630	550	660	6,179	4,325
Additions, alterations, repairs	23,931	50	470	1,300	12,440

TABLE II.—RECORD OF BUILDING PERMITS AND THEIR INDEXES, TOGETHER WITH AVERAGE INDEXES OF WHOLESALE PRICES OF BUILDING MATERIALS, 1926-1941. (1926=100).

Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials	Year	Value of Building Permits issued		Index of value of building permits	Average index of wholesale prices of building materials
	October	First 10 months	First 10 months	First 10 months		October	First 10 months	First 10 months	First 10 months
	$	$				$	$		
1941	12,901,757	114,807,992	(1) 63·6	(2)	1933	1,775,052	18,169,066	13·5	77·8
1940	12,430,766	94,160,076	(1) 41·9	95·9	1932	3,170,570	38,196,769	28·3	77·5
1939	5,623,900	49,539,913	36·7	88·1	1931	8,442,627	97,045,622	71·9	82·4
1938	9,548,687	52,732,080	39·1	90·1	1930	12,756,402	139,117,752	103·1	92·0
1937	4,401,837	47,362,820	35·1	94·9	1929	18,073,378	204,084,467	151·3	99·2
1936	4,262,607	34,946,019	25·9	85·9	1928	21,558,085	187,179,719	138·8	96·8
1935	4,030,318	40,711,114	30·2	81·2	1927	18,848,019	160,000,554	118·6	96·2
1934	2,598,024	22,313,170	16·5	82·8	1926	14,738,402	134,902,338	100·0	100·4

(1) Figures based on values reported by the original 58 municipalities. (2) Data not yet available.

TABLE III.—VALUE OF BUILDING PERMITS ISSUED BY 58 MUNICIPALITIES IN CANADA IN OCTOBER, 1941, AND IN OCTOBER, 1940

"N.P.I."—Indicates that no permits were issued during the current month.
"No Report"—Indicates that the municipality failed to furnish its monthly report.

Cities	Value of Permits Issued during—	
	October 1941	October 1940
	$	$
Prince Edward Island—		
Charlottetown	5,550	27,500
Nova Scotia—		
*Halifax	190,045	110,300
New Glasgow	12,790	26,275
*Sydney	105,750	19,200
New Brunswick—		
Fredericton	No report	3,090
*Moncton	18,830	40,783
*Saint John	61,214	21,362
Quebec—		
*Montreal (*Maisonneuve)	1,306,082	1,133,370
*Quebec	184,030	145,460
Shawinigan Falls	43,900	99,050
*Sherbrooke	147,100	134,400
*Trois-Rivieres	109,050	51,340
*Westmount	51,040	1,595
Ontario—		
Belleville	6,550	10,700
*Brantford	26,327	17,991
Chatham	126,085	52,055
*Fort William	72,469	38,339
Galt	29,292	7,610
*Guelph	20,438	16,750
*Hamilton	761,277	518,334
*Kingston	66,001	61,569
*Kitchener	105,240	94,634
*London	94,745	110,705
Oshawa	70,514	40,720
*Ottawa	187,650	1,147,100
Owen Sound	4,120	31,430
*Peterborough	35,669	50,854
*Port Arthur	97,089	44,140
*St. Catharines	115,935	92,004
*St. Thomas	16,440	15,364
Ontario—Conc.		
Sarnia	18,085	37,510
Sault Ste. Marie	117,338	54,368
*Stratford	10,325	14,554
*Toronto	950,946	776,249
East York Twp	241,115	173,154
*Windsor	1,138,457	197,233
Riverside	22,800	29,875
Woodstock	49,834	30,507
York Twp	671,700	105,250
Manitoba—		
*Brandon	15,605	233,030
St. Boniface	46,360	78,350
*Winnipeg	363,050	652,600
Saskatchewan—		
*Moose Jaw	8,156	3,085
*Regina	56,735	77,187
*Saskatoon	376,635	124,725
Alberta—		
*Calgary	158,323	97,928
*Edmonton	298,685	689,440
Lethbridge	27,115	48,260
Medicine Hat	16,400	2,480
British Columbia—		
Nanaimo	11,750	15,073
*New Westminster	63,525	69,345
Prince Rupert	433,867	27,975
*Vancouver	27,725	10,740
North Vancouver	647,280	552,685
Vernon	44,229	6,975
*Victoria	196,073	144,804
Total 58 Municipalities	10,095,922	8,466,440
Total 35 Municipalities	8,056,216	7,498,459

*Indicates a municipality whose records are available back to 1910.

EMPLOYMENT AND UNEMPLOYMENT IN GREAT BRITAIN AND THE UNITED STATES

Great Britain

AUGUST-SEPTEMBER RECORD

The British *Ministry of Labour Gazette* for October, 1941, summarizes the August-September employment situation in Great Britain as follows:—

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at September 15 was 100,048, a decrease of 16,079 as compared with August 11. Of this total 30,462 had been classified by interviewing panels as unsuitable for ordinary industrial employment.

Those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 7,924, a decrease of 7,642 as compared with August 11. Those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 9,511, a decrease of 2,471 as compared with August 11.

The corresponding figures for women and girls on the registers at September 15 were 96,546 wholly unemployed (of whom 3,477 had been classified by interviewing panels as unsuitable for normal full-time employment, and 3,088 had been classified as unable for good cause to transfer to another area although employment was not likely to be available locally), 16,049 temporarily stopped, and 543 unemployed casual workers. As compared with August 11, the numbers wholly unemployed showed a decrease of 7,098, those temporarily stopped a decrease of 6,335, and unemployed casual workers a decrease of 43.

The number of applications for unemployment benefit allowances on the registers at September 15 was 157,466, as compared with 191,178 at August 11, and 683,156 at September 16, 1940.

United States

Manufacturing employment in the United States showed virtually no change from mid-September to mid-October, although pay rolls advanced by more than the usual seasonal amount, according to a statement issued on November 29 by the United States Secretary of Labor, Miss Frances Perkins. Employment increases continued in durable goods industries, high-lighted by further marked expansions in shipbuilding and aircraft. These gains were offset by decreased employment in non-durable goods caused largely by a sharp seasonal decline in the canning and preserving industry. As a result, total manufacturing employment fell by 14,000 workers, or 0·1 per cent. Shortages of materials caused serious employment dislocations in many industries, notably plumbers' supplies, stoves, vacuum cleaners, washing machines, refrigerators, electrical appliances, metal furniture, structural steel, brass, bronze and copper, silk and rayon, and hosiery.

Total civil non-agricultural employment in October amounted to 40,749,000, according to revised estimates, an increase of approximately 34,000 over September. In each month since February of this year, non-agricultural employment has exceeded all previously recorded levels. Revised estimates show that there has been an increase of 3,374,000 since October 1940 and that non-agricultural employment exceeds the 1929 peak by more than 3 millions.

One of the important contributing factors to the increase in non-agricultural employment from mid-September to mid-October was a rise in construction employment. This increase was brought about largely by the building of new defense plant facilities financed by the Federal Government.

The Federal construction program in recent months has resulted in substantial employment gains comparable to those experienced during the final quarter of 1940 and early this year, when the Army cantonment program was under way. The only other major group to show a substantial rise in employment over the month was trade, where the usual seasonal expansion occurred. During the past year manufacturing employment has increased 1,854,000, compared to gains in excess of 300,000 in construction, trade, and the Federal, State, and local government services. The armed forces of the Nation now amount to 2,014,000, a rise of 1,281,000 since October 1940 in addition to the 3,374,000 increase of employment noted above.

Since the defense program was inaugurated in June 1940 there has been an increase of more than 2,500,000 wage earners in private manufacturing establishments, or 31 per cent. During this same interval, 18 defense industries which have handled a greater proportion of the defense production orders have shown an employment increase of more than 1,100,000, or 69 per cent. Approximately half of this increase has occurred in three basic industries: blast furnaces, steel works and rolling mills; foundries and machine shops; and electrical machinery, apparatus and supplies. Among the major defense industries the greatest percentage gains have occurred in aircraft and shipbuilding, and even in terms of the aggregate number of workers employed, the gains in these industries have been comparable to those in the basic metal working industries.

The employment index for all manufacturing industries combined in October stood at 135·1 of the 1923-25 average, and the pay-roll index reached 166·7. During the past year, there has been a considerably greater increase in pay rolls than in employment, reflecting expansion in working hours, overtime payments and wage-rate increases. Slight employment gains were reported in anthracite and bituminous coal mining. Employment in metal mines remained at the September level, while in quarries and in the oil fields employment was slightly curtailed. Wholesale trade employment showed the usual seasonal advance, while the increase in retail stores was of slightly less than seasonal proportions.

British Unemployment Insurance Fund

The income of the British Unemployment Insurance Fund in 1940 amounted to about £67 millions, and the expenditure about £33 millions. Added to the balance of the previous year, there was a credit balance of £54½ millions at the end of 1940. The decrease in expenditure was mainly due to the reduction of unemployment, though, as it was pointed out, the continuing expenditure of nearly £26 millions on unemployment benefit in a year of war and intense industrial activity was high enough to be surprising, and the opinion was expressed that that is itself a reason against excessive hopefulness as to what may be accomplished by Government action in solving the critical problems of reconstruction. The war in effect makes impossible any reasonable forecast of the future course of unemployment, beyond the general forecast that any great reduction of unemployment during the war is certain to be followed by a great rise of unemployment after it. For this and other reasons arising from the exceptional industrial dislocations caused by the present war, it was considered that reserves must be built up so that the Unemployment Insurance Scheme may serve as an adequate first line of defence against unemployment in the aftermath of the war. It therefore recommended that part of the balance should be devoted to final extinction of the Fund's debt, which at March 31, 1941, stood at over £38½ millions.

WAR EMERGENCY TRAINING PROGRAM

Statistical Summary for November, 1941

THE number in Canada's War Emergency Training classes reached 13,629 at the end of November according to reports from 105 technical and vocational schools and training centres in which training was in progress during that month. The highest previous total was that of October when 11,526 were reported in training.

The training program conducted in the schools falls into four divisions as follows:—

(*a*) Pre-employment classes designed to provide a general training in the use and care of tools and in the fundamental operations of trades for which workers are most needed with specialized training for such occupations as machine shop work, welding, metal working, and operations in connection with the production of aircraft;

(*b*) Part time classes for employed persons conducted at the request of employers in war production with the object of upgrading selected employees;

(*c*) R.C.A.F. classes which are now providing for the Air force all basic training in aero-engine and airframe mechanics and wireless operating (ground). Classes in radio mechanics are also conducted and in November classes were inaugurated in which educational refresher training is provided in pre-enlistment classes for air-crew personnel for the R.C.A.F. Enrolment in these classes is restricted to suitable trainees selected by the R.C.A.F. Instruction is given in mathematics, physics, English and such other subjects as the R.C.A.F. may determine, with the object of bringing trainees up to the educational standard required for enlistment as air-crew personnel.

(*d*) Navy and Army classes where training is provided for tradesmen and mechanics required by these services, the courses followed being approved by responsible officers of the service concerned.

At the first of November there were 4032 in the pre-employment classes; 644 in part-time classes for employed persons; 3,652 in the R.C.A.F. classes, and 3,198 in the Navy and Army classes. The numbers of new trainees entering the classes in November were as follows: pre-employment classes, 2,597; classes for employed persons, 370; R.C.A.F. classes, 1,058; and Navy and Army classes 1,563.

From the pre-employment classes the number placed in employment, in November, was 1,899; and from these classes 50 enlisted in the Armed Forces. From the R.C.A.F. classes 624 enlisted in the Airforce in November.

At the end of November trainees in the pre-employment classes numbered 4,626; there were 994 in the classes for employed persons; 4,012 in the R.C.A.F. classes and 3,997 in the Navy and Army classes.

To meet the varying needs and requirements of wartime industry and of the armed forces courses are adjusted from time to time in accordance with the needs in different localities and under different circumstances. In October and November arrangements were made whereby the number of women in the industrial (pre-employment) classes was increased in Ontario, where, at the end of November, there were 545 women in training. The trades in which they were receiving instruction included machine shop practice, fine instrument mechanics, electric wiring and work connected with the production of aircraft parts. Classes for cooks of the Canadian Women's Army Corps were also conducted. In British Columbia there were 45 women receiving instruction in the production of aircraft parts at the end of November.

Explanation of Tables

Dominion and provincial totals of the numbers in training at November 1; numbers enrolled in November; and the numbers in the classes at the end of November and also in the first eight months of the current fiscal year are shown in Table 1 with a separation being made of those in pre-employment classes, classes for employed persons, R.C.A.F. classes and Navy and Army classes. The table also shows for November and for the period from April 1, 1941 to November 30, 1941 the numbers placed in employment, the numbers who enlisted, the numbers who completed training but who were not immediately placed and the numbers who withdrew before completion of training. As indicated the placements, enlistments and withdrawals are applicable only to the pre-employment and R.C.A.F. classes.

Table 2 shows by provinces and schools the numbers in training at the end of November with the main categories of trade training being provided in the pre-employment classes in each school. The numbers who were placed, enlisted or who withdrew in November are also shown for each school.

An age classification of new trainees enrolled in pre-employment classes since April 1, 1941 and in the month of November is shown in

(*Continued on page 1543*)

TABLE 1.—NUMBERS PROVIDED TRAINING AND NUMBERS PLACED FROM APRIL 1, 1941, TO NOVEMBER 30, 1941, AND IN NOVEMBER, 1941

(SUBJECT TO REVISION)

	NUMBERS IN TRAINING				PLACEMENTS, ENLISTMENTS AND WITHDRAWALS FROM PRE-EMPLOYMENT AND R.C.A.F. CLASSES							
					Placed in Employment		Enlisted		Completed Training but not Reported Placed		Left before Training Completed	
	From April 1/41 to Nov. 30/41	At First of Nov.	Enrolled in November	At End of Nov.	From April 1/41 to Nov. 30/41	In Nov.	From April 1/41 to Nov. 30/41	In Nov.	From April 1/41 to Nov. 30/41	In Nov.	From April 1/41 to Nov. 30/41	In Nov.
DOMINION SUMMARY												
Pre-Employment Classes	23,811	4,032	2,597	4,626	13,803	1,888	440	50	1,280	259	3,421	401
Classes for Employed Persons (1)	1,601	644	370	994	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	8,857	3,652	1,058	4,012	109	11	3,910	624	136	4	611	99
Army and Navy Classes	14,048	3,198	1,563	3,997	.....	.....	.....	.....	.....	.....	.....	.....
Total	48,317	11,526	5,588	13,629	13,912	1,899	4,350	674	1,416	263	4,032	500
NOVA SCOTIA												
Pre-Employment Classes	516	155	23	133	339	41	7	1	.....	.....	27	3
R.C.A.F. Classes	16	.....	16	15	.....	.....	.....	.....	.....	.....	.....	1
Army Classes	684	214	36	190	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,216	369	75	338	339	41	7	1	.....	.....	27	4
NEW BRUNSWICK												
Pre-Employment Classes	483	129	.....	99	341	4	9	.....	20	20	48	6
R.C.A.F. Classes	642	215	64	185	.....	.....	315	81	30	4	90	9
Army and Navy Classes	734	293	76	303	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,859	637	140	587	341	4	324	81	50	24	138	15
QUEBEC												
Pre-Employment Classes	4,455	962	324	979	1,994	260	19	4	690	115	763	128
R.C.A.F. Classes	652	292	72	296	.....	.....	256	51	9	.....	91	17
Army Classes	1,177	428	137	440	.....	.....	.....	.....	.....	.....	.....	.....
Total	6,284	1,682	533	1,715	1,994	260	275	55	699	115	854	145

ONTARIO												
Pre-Employment Classes (2)	13,946	1,984	1,667	2,346	9,167	1,373	243	36	108	88	2,021	194
Classes for Employed Persons (1)	772	560	221	781	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	2,399	1,272	268	1,401	17	.....	859	115	18	.....	76	24
Army and Navy Classes	5,737	890	674	1,402	.....	.....	.....	.....	.....	.....	.....	.....
Total	22,854	4,706	2,830	5,930	9,184	1,373	1,102	151	126	88	2,097	218
MANITOBA												
Pre-Employment Classes	530	110	59	139	219	16	5	1	37	14	116	6
R.C.A.F. Classes	836	268	140	352	.....	.....	405	57	28	.....	51	2
Army Classes	1,362	281	164	425	.....	.....	.....	.....	.....	.....	.....	.....
Total	2,728	659	363	916	219	16	410	58	65	14	167	8
SASKATCHEWAN												
Pre-Employment Classes	646	170	72	178	304	58	23	2	89	.....	52	4
R.C.A.F. Classes	1,693	637	182	702	12	.....	936	107	.....	.....	93	10
Army Classes	785	386	58	414	.....	.....	.....	.....	.....	.....	.....	.....
Total	3,124	1,193	312	1,294	316	58	959	109	89	.....	145	14
ALBERTA												
Pre-Employment Classes	1,813	376	169	434	679	61	113	3	249	19	260	35
R.C.A.F. Classes	1,408	458	182	532	79	10	655	123	47	.....	121	12
Army Classes	1,599	366	107	371	.....	.....	.....	.....	.....	.....	.....	.....
Total	4,820	1,200	458	1,337	758	71	768	126	296	19	381	47
BRITISH COLUMBIA												
Pre-Employment Classes (3)	1,422	146	283	318	760	75	21	3	87	3	134	25
Classes for employed Persons (1)	829	84	149	213	.....	.....	.....	.....	.....	.....	.....	.....
R.C.A.F. Classes	1,211	510	134	529	1	1	484	90	4	.....	89	24
Army Classes	1,970	340	311	452	.....	.....	.....	.....	.....	.....	.....	.....
Total	5,432	1,080	877	1,512	761	76	505	93	91	3	223	49

(1) Part-time (evening) classes carried on at request of employers in war production with object of up-grading employees.
(2) Ontario pre-employment total at the end of November included 545 women.
(3) British Columbia pre-employment total at the end of November included 45 women.

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF NOVEMBER, 1941

—	Number in Training at November 30th (Subject to Revision)										Placements, Enlistments and Withdrawals from Pre-Employment and R.C.A.F. Classes in November			
	Industrial Classes													
	Part-time Classes for Employed Persons	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Navy and Army Classes	Total in Training at Nov. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
DOMINION SUMMARY															
Nova Scotia	.....	.....	.....	49	78	.....	6	133	15	190	338	41	1	.....	4
New Brunswick	.....	.....	.....	79	20	.....	.....	99	185	303	587	4	81	24	15
Quebec	.....	177	.....	729	17	15	41	979	296	440	1,715	260	55	115	145
Ontario	781	258	60	1,445	62	77	444	3,127	1,401	1,402	5,930	1,373	151	88	218
Manitoba	.....	.....	.....	77	41	21	.....	139	352	425	916	16	58	14	8
Saskatchewan	.....	79	.....	99	.....	.....	.....	178	702	414	1,294	58	109	.....	14
Alberta	.....	93	.....	264	33	10	34	434	532	371	1,337	71	126	19	47
British Columbia	213	110	.....	172	.....	36	.....	531	529	452	1,512	76	93	3	49
TOTAL	994	717	60	2,914	251	159	525	5,620	4,012	3,997	13,629	1,899	674	263	500
CENTRES AND SCHOOLS															
Nova Scotia—															
Halifax—N.S. Technical College	.....	.....	.....	48	.....	.....	6	54	.....	87	141	3	.....	.....	.....
New Glasgow—Training Centre	.....	.....	.....	.....	78	.....	.....	78	.....	73	151	17	1	.....	3
Trenton—Training Centre	.....	.....	.....	1	.....	.....	.....	1	.....	.....	1	21	.....	.....	.....
Truro	.....	.....	.....	.....	.....	.....	.....	.....	15	.....	15	.....	.....	.....	1
Sydney River Army Trade School	.....	.....	.....	.....	.....	.....	.....	.....	.....	15	15	.....	.....	.....	..
Yarmouth Army Trade	.....	.....	.....	.....	.....	.....	.....	.....	.....	15	15	.....	.....	.....	.....
TOTAL	.....	.....	.....	49	78	.....	6	133	15	190	338	41	1	.....	4
New Brunswick—															
Campbellton High School	.....	.....	.....	22	20	.....	.....	42	.....	43	85	.....	.....	.....	1
Edmundston R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	29	.....	29	.....	27	.....	1
Fredericton High School	.....	.....	.....	.....	.....	.....	.....	.....	12	36	48	4	.....	20	.....
Moncton High School	.....	.....	.....	40	.....	.....	.....	40	.....	40	80	.....	.....	.....	1
Moncton R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	80	.....	80	.....	18	.....	2
Newcastle High School	.....	.....	.....	.....	.....	.....	.....	.....	.....	29	29	.....	.....	.....	.....
Saint John Vocational	.....	.....	.....	17	.....	.....	.....	17	.....	139	156	.....	.....	.....	4
Saint John R.C.A.F. Classes	.....	.....	.....	.....	.....	.....	.....	.....	64	.....	64	.....	36	4	6
Woodstock Vocational	.....	.....	.....	.....	.....	.....	.....	.....	.....	16	16	.....	.....	.....	.....
TOTAL	.....	.....	.....	79	20	.....	.....	99	185	303	587	4	81	24	15
Quebec—															
Cartierville Aircraft and R.C.A.F. School	.....	177	.....	.....	.....	.....	.....	177	296	.....	473	16	51	41	81

Chicoutimi Arts and Trades				16				16			16				
Grand'Mere Arts and Trades				40				40			40	20			
Hull Technical				32				32			32	26			6
Lachine Arts and Trades				15				15			15	1			
Lauzon Arts and Trades				14				14		30	44	2			3
Maisonneuve Arts and Trades				20				20			20				4
Montreal Sherbrooke St., Tech. School				90			14	104		129	233	23			2
Montreal High School of Commerce										24	24				
Montreal—Octave Casgrain				165	16			181		20	201	35		51	20
Montreal—William Lunn				103	1			104		66	170		1	2	3
Port Alfred Arts and Trades				9				9			9				2
Quebec Technical				52		15	27	94		77	171	94	3	21	11
Rimouski Arts and Trades				22				22		94	116	7			
Shawinigan Technical Inst				51				51			51	10			3
Sherbrooke Arts and Trades				18				18			18	4			4
Thetford Mines Arts and Trades				18				18			18	1			1
Three Rivers Technical				46				46			46	18			3
Verdun Arts and Trades				18				18			18	3			2
TOTAL		177		729	17	15	41	979	296	440	1,715	260	55	115	145
Ontario—															
Belleville Vocational	162			67		13		242			242	23			8
Brantford Coll. and Voc				50				50		12	62	1			5
Chatham Vocational				20				20		85	105	38			2
Collingwood Collegiate	45							45			45				
Cornwall Vocational				86				86		85	171	32	1	1	11
Fort William Vocational		158						158			158	169			1
Galt R.C.A.F. Classes									876	116	992		1		6
Hamilton Tech. Inst	104			153		24		281		78	359	84	1	10	33
Hamilton Westdale Tech			16	41				57	64	111	232	28	4		7
Hamilton Ontario Training C									112	36	148				2
Kingston Coll. and Voc. Inst										117	117				
Kirkland Lake Coll. and Voc. Inst				37				37			37	18		4	
Kitchener Waterloo Vocational				67				67		56	123	16			2
London Tech. and Comm. High School		42		82	23			147		42	189	69		5	20
Niagara Falls Vocational												4			
North Bay C.I. & V				23				23			23	52			5
Oshawa Coll. and Voc. Inst				51		14		65		66	131	24			4
Ottawa Technical High				94			12	106	111	83	300	43	21		
Owen Sound Vocational	20			56				76		17	93	59		2	2
Peterborough Vocational				83				83		45	128	60			12
Sarnia Coll. Inst. and Tech				25				25		21	46	15			
St. Catharines Coll. and Voc	44			42				86			86	16	1		
St. Thomas Vocational												9			
Toronto Central Technical	153	16	25	58			418	670	238	190	1,098	173	122		67
Toronto Danforth Technical	54			155			14	223		80	303	208			10
Toronto Northern Vocational	156		19	41				216		64	280	8			5
Toronto Western Tech. Comm	43	22		64		26		155		25	180	183		7	
Welland Vocational														13	3
Weston Vocational		20		38	39			97		11	108	31			11
Windsor-Walkerville Voc				112				112		62	174	10		46	2
TOTAL	781	258	60	1,445	62	77	444	3,127	1,401	1,402	5,930	1,373	151	88	218

TABLE 2—WAR EMERGENCY TRAINING—MONTH OF NOVEMBER, 1941—*Concluded*

—	Number in Training at November 30th, 1941 (Subject to Revision)											Placements, Enlistments and Withdrawals from Pre-Employment and R.C.A.F. Classes in November			
	Industrial Classes														
	Part-time Classes for Employed Persons	Aircraft Production (Trade not specified)	Electricity and Radio Mechanics	Machine Shop	Sheet Metal Work	Welding	Other Trades	Total in Industrial Classes	R.C.A.F. Classes	Navy and Army Classes	Total in Training at Nov. 30	Placed in Employment	Enlisted	Completed Training but not placed	Left before Training completed
Manitoba—															
Winnipeg LaVerendrye School									18		18				
St. Boniface Voc. School				36		19		55		47	102		1	14	4
Winnipeg Dom. Prov. Voc. Sch.				41	41	2		84	334	143	561	16	57		4
Winnipeg Kelvin Tech. School										69	69				
Winnipeg St. John's Tech. Sch.										102	102				
Winnipeg Daniel McIntyre Coll.										40	40				
" 204 Princess St.,										24	24				
Total				77	41	21		139	352	425	916	16	58	14	8
Saskatchewan—															
Moose Jaw Technical School		18		40				58			58	4			1
Prince Albert Youth Training School		30		23				53			53	12	1		1
Regina Balfour Tech.		14		24				38		79	117	10	1		2
Saskatoon Technical Coll.		17		12				29		335	364	32			
Saskatoon R.C.A.F. Classes									252		252		32		
Moose Jaw R.C.A.F. Classes									216		216		41		3
Regina R.C.A.F. Classes									234		234		34		7
Total		79		99				178	702	414	1,294	58	109		14
Alberta—															
Calgary Inst. of Technology									73	60	223	8	77	2	7
Calgary D2H Airport				50	5	1		56	88		144	5	3		10
Calgary Exhibits Building		52		82			4	138	78	102	318	42	1	1	22
Calgary Western Canada High										87	87				
Calgary Mount Royal College										38	38				
Edmonton Oliver Building		22		30	28		18	98	23		121	6		16	3
Edmonton—10104-114 Street		5		86		1	4	96	106	60	262	10	35		4
Lethbridge Technical School										24	24				
Medicine Hat Badminton Club Building		14		16		8	8	46	74		120		10		1
Total		93		264	33	10	34	434	532	371	1,337	71	126	19	47

British Columbia—															
Kelowna Junior High				36				36			36	4			7
Nanaimo Thos. Hodgson Voc										74	74				
Nelson Junior High School				25				25			25				
Prince Rupert Booth Memorial	91							91			91				
Penticton High				36				36			36	2			4
Vancouver John Oliver High				18				18			18	6			2
Vancouver King Edward High				16				16			16	2	1		1
Vancouver MacDonald Annex										43	43				
Vancouver Technical	59			26		36		121	32	180	333	14		3	8
Vancouver Aircraft Sheet Metal		110						110			110	49			3
Vancouver R.C.A.F. Classes									497		497	1	90		24
Vancouver, 576 Seymour Street										11	11				
Victoria Machinery Depot	63							63			63				
Victoria High				15				15		33	48				
Victoria King's Road										38	38				
Victoria Central Junior High										73	73				
TOTAL	213	110		172		36		531	529	452	1,512	76	93	3	49

TABLE 3.—AGE CLASSIFICATION OF NEW TRAINEES ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO NOVEMBER 30, 1941, AND IN THE MONTH OF NOVEMBER, 1941

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.
Nova Scotia	203	9	142	6	39	5	10	3	7	.....	401	23
New Brunswick	139	.....	204	.....	59	.....	14	.....	1	.....	417	.....
Quebec	1,275	50	1,243	45	494	42	268	25	110	12	3,390	174
Ontario	4,219	580	3,513	613	1,773	269	974	133	347	51	10,826	1,646
Manitoba	68	8	151	24	86	16	62	9	22	2	389	59
Saskatchewan	93	13	193	30	92	13	64	15	5	2	447	73
Alberta	168	23	346	52	186	36	190	32	100	17	990	160
British Columbia	193	52	491	119	334	73	134	27	59	12	1,211	283
TOTAL	6,358	735	6,283	889	3,063	454	1,716	244	651	96	18,071	2,418

TABLE 4.—AGE CLASSIFICATION OF VETERANS OF 1914-18 WAR AND DISCHARGED SOLDIERS OF PRESENT WAR ENROLLED IN PRE-EMPLOYMENT INDUSTRIAL CLASSES FROM APRIL 1, 1941, TO NOVEMBER 30, 1941, AND IN THE MONTH OF NOVEMBER, 1941.

(SUBJECT TO REVISION)

—	Age 16 to 19		Age 20 to 29		Age 30 to 39		Age 40 to 49		Age 50 and over		Totals	
	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.	From April 1 to Nov. 30 1941	In Nov.
Nova Scotia	2	.....	4	.....	1	.....	5	1	2	.....	14	1
New Brunswick	13	.....	45	.....	7	.....	6	.....	.....	.....	71	.....
Quebec	12	4	50	9	15	3	30	5	14	3	121	24
Ontario	22	1	202	13	92	.....	265	14	82	2	563	30
Manitoba	4	.....	60	.....	24	.....	36	5	17	1	141	6
Saskatchewan	10	1	58	6	10	.....	42	9	3	1	123	17
Alberta	10	.....	44	9	20	3	112	14	35	2	230	28
British Columbia	4	1	58	9	30	5	40	8	17	.....	149	23
TOTAL	77	7	521	46	208	11	536	56	170	9	1,512	129

TABLE 5.—NUMBERS OF ENLISTED MEN IN TRAINING AS ARMY TRADESMEN BY TRADE CATEGORIES AS AT NOVEMBER 30, 1941

Province	Auto Mechanics	Driver Mechanics	Blacksmiths	Carpenters	Clerks	Draughtsmen	Electricians and Radio Mechanics	Fitters and Artificers	Tinsmiths and Coppersmiths	Plumbers	Welders	Other Trades	Total
Nova Scotia	.....	30	.....	.....	28	16	24	47	15	.....	.....	(1) 30	190
New Brunswick	94	18	16	30	28	9	15	38	.....	.....	21	(2) 34	303
Quebec	202	.....	21	25	24	.....	20	117	12	.....	10	.....	440
Ontario	487	117	15	52	110	1	137	336	14	8	37	(2) 88	1,402
Manitoba	174	70	20	34	37	.....	42	17	.....	.....	.....	(2) 24	415
Saskatchewan	114	88	31	60	48	.....	40	33	.....	.....	.....	.....	414
Alberta	97	.....	24	50	38	1	79	59	23	.....	.....	.....	371
British Columbia	127	.....	12	29	25	.....	59	101	14	21	.....	(3) 34	452
TOTAL	1,295	323	139	280	338	27	453	748	78	29	77	210	3,997

(1) Concretors. (2) Cooks. (3) Concretors, 14, Instrument Mechanics 20.

Table 3. In respect to the lower age groups in the table it may be said that selection officers have been instructed not to enroll any men between the ages of 20 and 25 who are eligible for military service, the only men between these ages admitted to the classes being those ineligible for service, rejected for enlistment or those who have been honourably discharged from the armed forces. Veterans of the 1914-18 war and discharged soldiers of the present war who are included in Table 3 are shown in a separate age classification in Table 4.

Table 5 is a classification by main trade categories of enlisted men in training as Navy and Army tradesmen and mechanics at the end of November.

The tables throughout apply only to training being given in technical and vocational schools or in training centres established where school facilities were not available, and do not include those trained in plants engaged in war work.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

THE Department of Labour is furnished from month to month with information regarding contracts awarded by various departments of the Government of Canada, which include among their provisions fair wages conditions for the protection of the labour to be employed.

The Fair Wage Policy of the Dominion Government was originally adopted in 1900 and was expressed in an Order in Council of June 7, 1922, which was subsequently amended by Orders in Council of April 9, 1924, and of December 31, 1934. The Fair Wages Order in Council contains certain conditions marked "A" which are applicable to contracts for building construction work, and certain other conditions marked "B" which apply in the case of contracts for the manufacture of various classes of Government supplies and equipment.

On May 30, 1941, an Order in Council, P.C. 3884, was passed rescinding the schedule of minimum wage rates set out in the "B" conditions which had been in effect since December, 1934, and establishing increased rates of 35 cents and 25 cents respectively for male and female workers over eighteen years of age. It also made provision for a system of permits to employ beginners and handicapped workers at sub-standard rates, and provided penalties for non-compliance with the prescribed rates.

On October 4, 1941, P.C. 3884 was revoked by the passage of Order in Council P.C. 7679 and minimum rates were prescribed for all employees of Government contractors and subcontractors. (The full text of this Order in Council appears at pages 1226 and 1227 of the LABOUR GAZETTE for October.)

The four major changes made by the new Order are: (1) the application of the minimum rates to *all* employees of contractors and subcontractors throughout an establishment of which any part may be engaged on Government orders, and not only as previously to those employees actually engaged on Government work; (2) the addition of a new minimum wage rate of 20 cents an hour for employees under 18 years of age whose rates previously had been set by provincial regulation; (3) the authorization of special beginners' rates; and (4) the exemption from the necessity of obtaining beginners' permits unless the number of beginners exceeds a quota of 20 per cent of the total number of employees in any establishment.

Respecting contracts for building and construction work, the "A" conditions of the Fair Wages Order in Council of 1922 as amended in 1924, were superseded in 1930, in so far as wages and hours are concerned by an Act of Parliament known as "The Fair Wages and Eight-Hour Day Act, 1930." This Act, however, has now in turn been superseded by "The Fair Wages and Hours of Labour Act, 1935," which came into force on May 1, 1936. This clause relating to wages and hours in the last named statute is in the terms following:—

"All persons in the employ of the contractor, subcontractor, or any other persons doing or contracting to do the whole or any part of the work contemplated by the contract shall during the continuance of the work be paid fair wages:

The working hours of persons while so employed shall not exceed eight hours per day or forty-four hours per week except in such special cases as the Governor in Council may otherwise provide or except in cases of emergency as may be approved by the Minister."

This Act, like the 1930 measure, applies not only to contracts made with the Government of Canada for the construction, remodelling, repair or demolition of any work, but also to workmen employed on works of this nature by the Government direct who are excluded from the operation of the Civil Service Act. It contains, however, a provision which did not appear in the 1930 legislation, which applies the fair wages policy to works of construction, remodelling, repair or demolition that are assisted by federal grant in the form of contribution, subsidy, loan, advance, or guarantee. Thus, with respect to works for the elimination of grade crossings, towards which assistance is granted from Dominion

public funds under Orders of the Board of Transport Commissioners, and certain other works being carried out under agreements with the provinces which are also assisted by grant of federal funds, the same labour conditions are enforced which apply to works of building and construction undertaken for the various departments of the Dominion Government.

The practice of the different departments of the Government, before entering into contracts for the construction, remodelling, repair or demolition of any work, is to obtain beforehand from the Department of Labour schedules setting forth the current wage rates for the different classes of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of contract.

Both in the case of contracts for building and construction work and in the case of contracts for the manufacture and supply of fittings and supplies, the Minister of Labour is empowered to determine any questions which may arise as to wages for overtime and as to the proper classification of any work for the purposes of wages and hours. In the event of a dispute arising as to what is the current or fair and reasonable rate of wages or what are the current hours fixed by the custom of the trade, or fair and reasonable hours, on contracts for governmental supplies and equipment the Minister of Labour is vested with authority to make binding decisions.

In the case of contracts for building and construction work and also of contracts for governmental supplies and equipment, the contractor is required to post and keep posted in a conspicuous place on the premises where the contract is being executed, occupied or frequented by the workmen, the fair wages clause or schedule inserted in his contract for the protection of the workmen employed. The contractor is also required to keep proper books and records showing the names, trades and addresses of all workmen in his employ and the wages paid out and time worked by such workmen, these records to be open for inspection by fair wages officers of the Government, any time it may be expedient to the Minister to have the same inspected.

It is further declared that the contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of contract until he has filed a statement showing: (1) the wages rates and hours of labour which are in force for the various classes of workmen; (2) whether any wages or payments remain in arrears; and (3) that all of the labour conditions of the contract have been complied with. In the event of default being made in the payment of the wages of any workmen employed, claim therefor may be filed with the minister of the department with which the contract has been made and payment of such claim may be made by the latter.

All workmen employed in the execution of these contracts shall be residents of Canada, unless the minister of the department with which the contract has been made is of opinion that Canadian labour is not available, or that other special circumstances exist which render it contrary to the public interest to enforce this provision.

In the case of contracts for building and construction works, clerks of works or other inspecting officers appointed by the Government to ensure the due observance of the contracts are specially directed by the Fair Wages Order in Council to do all in their power to see that the labour conditions are fully complied with and to report any apparent violations to the department with which the contract is made.

In the case of contracts for the manufacture of the classes of supplies coming under the "B" Conditions of the Fair Wages Order in Council it is required that the contractor's premises and the work being performed under contract shall be open for inspection at any reasonable time by any officer authorized by the Minister of Labour for this purpose, and that the premises shall be kept in sanitary condition.

Contracts for dredging work also contain provisions for the observance of current or fair and reasonable rates of wages and hours, and empower the Minister of Labour to deal with any dispute which may arise.

War Contracts

All contracts awarded by the Department of Munitions and Supply are subject to labour conditions for the protection of the workpeople concerned.

In the case of building and construction contracts, the labour conditions include fair wages schedules based on the rates current in the particular district where the work is being performed, and provide that the working hours shall not exceed eight per day and forty-four per week.

In the case of contracts for the manufacture and overhaul of aircraft, the labour conditions include one scale of minimum wage rates which has been approved for all work of this nature undertaken in Eastern Canada (Ontario, Quebec and the Maritime Provinces), and a separate and higher scale for all such contracts undertaken in Western Canada (comprising the area from Fort William to the Pacific Coast). These contracts are subject also to a working

week of not more than forty-eight hours, provision being made that any necessary and authorized overtime work shall be paid for at a rate of not less than one and one-half times the regular rate.

Contracts for shipbuilding and repair are all subject to labour conditions including fair wages schedules based on the rates current in the district where the work is being executed. Provision is made for the observance of working hours of not more than forty-eight per week and for a wage rate of not less than one and one-half times the regular rate for any overtime that is necessary and authorized by the Dominion Government inspector in the plant.

Contracts for the manufacture of equipment and supplies for the defence forces are subject to the "B" labour conditions of the Fair Wages Order in Council referred to in the introduction to this article.

As complete lists of the contracts awarded by the Department of Munitions and Supply are being issued weekly through the office of the Director of Public Information, and are being published in the press, this information will not be duplicated here.

Schedules Prepared and Contracts Awarded During November

During the month of November, the Department of Labour prepared, on request, 173 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into recently by the various Government departments (other than the Department of Munitions and Supply referred to above) appear hereunder:—

GROUP "A" CONTRACTS

(1) *Works of Construction, Remodelling, Repair or Demolition*

NOTE: The labour conditions of each of the contracts noted under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that: "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work, and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instances where such higher rates are fixed by provincial legislation."

DEPARTMENT OF PUBLIC WORKS

Construction of a wharf at Sydney, N.S. Name of contractors, Hall Construction Co., Ltd., Halifax, N.S. Date of contract, November 19, 1941. Amount of contract, approximately $24,994.92. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45
Boatmen (rowboat)	0 40
Carpenters and joiners	0 90
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Engineers, operating, steam:	
Single or double drums	0 65
Engineers, crane (steam, gas or elec.)	0 70
Enginemen, stationary	0 50
Labourers	0 40
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Pile driver and derrick foremen	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Plumbers and steamfitters	0 75
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Timbermen and cribmen (measuring, scribing and by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operators—small	0 50
Tractor operators—Letourneau, etc.	0 60
Watchmen	0 35

Re-installation of power and lighting cables in wharf extension at H.M.C. Dockyard, Halifax, N.S. Name of contractors, Canadian Comstock Co., Ltd., Montreal, P.Q. Date of contract, November 15, 1941. Amount of contract, $10,633.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 80
Cement finishers	0 60
Electricians (inside wiremen)	1 00
Labourers	0 40
Motor truck drivers	0 45
Motor truck drivers and truck	1 45
Painters (spray)	0 80
Painters and glaziers	0 70
Watchmen	0 35
Welders and burners (acetylene or electric)	0 70

Construction of a quay wall at Point Edward, Sydney, N.S. Name of contractors, M. H. McManus, Ltd., Halifax, N.S. Date of contract, October 31, 1941. Amount of contract, approximately $246,563.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 45

	Per hour
Boatmen (rowboats)	0 40
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Drill runners	0 50
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 60
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Motor boat operators	0 45
Painters (spray)	0 70
Painters and glaziers	0 62½
Pipefitters (surface—temp. work)	0 55
Pile driver and derrick foremen	0 75
Pile driver and derrick engineers	0 65
Pile driver and derrick men (rigging, setting and signalling)	0 55
Pile driver and derrick firemen	0 50
Pile driver and derrick labourers	0 45
Powdermen	0 50
Rodmen, reinforced steel	0 50
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Structural steel workers	0 75
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 50
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Welders and burners—on steel erection	0 75

Reconstruction of a wharf at Shelburne, N.S. Name of contractors, Barney Mosher and Merrill D. Rawding, Liverpool, N.S. Date of contract October 24, 1941. Amount of contract, approximately $62,248.40. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Boatmen (rowboats)	0 35
Carpenters and joiners	0 55
Cement and concrete mixer operators:	
Steam	0 60
Gas or elec.	0 45
Cement finishers	0 50
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Engineers, operating, steam single or double drums	0 60
Engineers, crane (steam, gas. or elec.)	0 65
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Motor boat operators	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Pile driver and derrick foremen	0 70
Pile driver and derrick engineers	0 60
Pile driver and derrick men (rigging, setting, and signalling)	0 50
Pile driver and derrick firemen	0 45
Pile driver and derrick labourers	0 40
Plumbers and steamfitters	0 60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber)	0 42
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Construction of heavy stores building at H.M.C. Dockyard, Halifax, N.S. Name of contractors, Fundy Construction Co., Ltd. Halifax, N.S. Date of contract, October 18, 1941. Amount of contract, $270,453.00, and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 60
Blacksmiths	0 70
Brick and hollow tile layers	1 00
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drill runners	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	0 95
Elevator constructors	0 97
Elevator constructors' helpers	0 68
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Linoleum layers	0 55
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters (spray)	0 75
Painters and glaziers	0 65
Plasterers	0 85
Plasterers' helpers	0 45
Plumbers and steamfitters	0 95
Powdermen	0 50
Roofers, felt and gravel: patent: comp.	0 45
Rodmen, reinforced steel	0 50
Sheet metal workers	0 70
Shovel operators (gas.)	1 00
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Structural steel workers	0 75
Stonecutters	0 70
Stonemasons	1 00
Stonemasons' helpers (mixing and tempering mortar)	0 45
Watchmen	0 35
Waxers and polishers (floor)	0 45
Welders and burners—on steel erection	0 75

Moving boathouse to new foundation and construction of new floats and moorings at H.M.C. Dockyard, Pilgrim Cove, Esquimalt, B.C. Name of contractors, Victoria Pile Driving Co., Ltd., Victoria, B.C. Date of contract, November 12, 1941. Amount of contract, approximately $24,388.51. A fair wages schedule was included in the contract as follows:—

	Per hour
Carpenters and joiners	$0 90
Cement finishers	0 60
Cement and concrete mixer operators (gas. or elec.)	0 55
Labourers	0 45
Electricians	1 00
Pile driver foreman	1 32½
Pile driver engineer	1 20
Pile driver man	1 07½
Pile driver boomman	1 07½
Pile driver bridgeman	1 07½
Pile driver fireman	0 76½
Pile driver derrick engineers	1 20
Pile driver derrick men	1 07½
Pile driver derrick foremen	0 76½
Watchmen	0 45
Wharf and dock builders	1 00

Installation of a complete heating system at the naval dock at Point Edward, Sydney, N.S. Name of contractors, Messrs. Regan, Farquhar and Co., Sydney, N.S. Date of contract, November 17, 1941. Amount of contract, $19,873.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 60
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Bricklayers	0 95
Bricklayers' helpers (mixing and tempering mortar)	0 45
Boilermakers on construction or erection	0 75
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Electricians	0 70
Labourers	0 40
Motor truck driver	0 45
Motor truck driver and truck	1 45
Machinists	0 60
Machinists' helpers	0 45
Plumbers and steamfitters	0 75
Pipelayers, caulkers and solderers	0 50
Welders and burners	0 65
Watchmen	0 35

Construction of an extension to the nurses' home at Westminster Hospital, London, Ont., for the Department of Pensions and National Health. Name of contractors, Frontenac Construction Co., Ltd., Toronto, Ont. Date of contract, November 4, 1941. Amount of contract, $33,490.00 and unit prices. A fair wages schedule was included in the contract as follows:—

	Per hour
Brick and hollow tile layers	$1 05
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Electricians (inside wiremen)	1 00
Labourers	0 40
Lathers (metal)	0 70
Lathers (wood)	0 65
Linoleum layers	0 55
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 60
Painters and glaziers	0 60
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 45
Plumbers and steamfitters	0 90
Shinglers (wood, asbestos)	0 85
Sheet metal workers	0 70
Stonecutters	0 95
Stonemasons	1 05
Stonemasons' helpers (mixing and tempering mortar)	0 45
Tile setters (asphalt)	0 70
Tile setters (ceramic)	0 90
Tile setters' helpers (all men assigned to help tradesmen)	0 45
Watchman	0 35
Waxers and polishers	0 45

Construction of approach to a wharf at Cocagne Bridge, Kent Co., N.B. Name of contractors, Messrs. Simon Daigle and Denis LeBlanc, Cormierville and St. Jean Baptiste, N.B., respectively. Date of contract, November 7, 1941. Amount of contract, approximately $6,913.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 55
Blacksmiths' helpers	0 40
Boatmen (rowboat)	0 35
Drivers	0 35
Drivers, horse and cart	0 50
Driver, team and wagon	0 60
Engineers, operating steam:	
Single or double drums	0 60
Three or more drums	0 70
Engineers, crane (steam, gas or elec.)	0 65
Enginemen (stationary)	0 45
Labourers	0 35
Motor boat operators	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Pile driver and derrick foreman	0 70
Pile driver and derrick engineers	0 60
Pile driver and derrick firemen	0 45
Pile driver and derrick men	0 50
Pile driver and derrick labourers	0 40
Timbermen and cribmen	0 42
Watchman	0 30

DEPARTMENT OF TRANSPORT

Erection of buildings at Grande Prairie, Alta. Name of contractors, Messrs. Turner, Remple and Donald, Grande Prairie, Alta. Date of contract, September 20, 1941. Amount of contract, $45,763.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Asphalt rakers	0 60
Asphalt tampers, smoothers and spreaders	0 50
Blacksmiths	0 70
Blacksmiths' helpers	0 50
Boilermakers on construction or erection	0 95
Brick and hollow tile layers	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 65
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 75
Drill runners	0 55
Electricians (inside wiremen)	0 85
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 90
Engineers on steel erection	0 95
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 55
Labourers—common	0 45
Labourers—building	0 50
Lathers—metal	0 80
Lathers—metal furring, tied-on lath work and attached ceilings	0 90
Lathers—wood	0 80
Linoleum layers	0 60
Machinists	0 70
Machinists' helpers	0 50
Mastic floor layers	0 85
Mastic floor rubbers and finishers	0 60
Mastic floor kettlemen	0 60
Mastic floor labourers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Ornamental iron workers	0 95
Painters (spray)	0 85
Painters and glaziers	0 80
Pipefitters (surface—temp. work)	0 60
Pipelayers, caulkers and solderers	0 56
Plasterers	1 05
Plasterers' helpers (mixing and tempering material)	0 55
Plumbers and steamfitters	1 05
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Powdermen	0 55
Pumpmen	0 55
Riggers (general)	0 60
Road grader operators:	
Horsedrawn	0 50
Including team	0 80
Gas.	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 65
Roofers, felt and gravel: patent: comp.	0 50
Roofers, sheet metal	1 00
Sheet metal workers	1 00
Shinglers (wood, asbestos)	0 90
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 95
Tile setters—asphalt	0 75
Tile setters' helpers (all men assigned to help tradesmen)	0 65
Tractor operators (small)	0 67½
Tractor operators (Letourneau, etc.)	0 70
Truss assemblers and erectors (wood)	0 60
Watchmen	0 40
Waxers and polishers (floor)	0 50
Welders and burners—acetylene or elec.	0 70
Welders and burners—on steel erection	0 95

Development work at St. Aldwyn, Sask. Name of contractors, Dufferin Paving and Crushed Stone Ltd., Toronto, Ont. Date of contract, October 17, 1941. Amount of contract, $24,620.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas.	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

Development work at Assiniboia, Sask. Name of contractors, Nelson River Construction Ltd., Winnipeg, Man. Date of contract,

November 1, 1941. Amount of contract, $231,-047.90. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 65
Blacksmiths' helpers	0 40
Carpenters and joiners	0 75
Cement finishers	0 55
Cement and concrete mixer operators—gas. or elec.	0 45
Compresser operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 80
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

Development work at Gananoque, Ont. Name of contractors, Storms Contracting Co., Ltd., Toronto, Ont. Date of contract, November 1, 1941. Amount of contract, $29,022,50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 65
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 65
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Development work at Portage la Prairie, Man. Name of contractors, Rayner Construction Ltd., Toronto, Ont. Date of contract, November 1, 1941. Amount of contract, $224,-677. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 54
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 85
Drill runners	0 50
Electricians (inside wiremen)	0 80
Engineers, operating, steam:	
Single or double drums	0 75
Three or more drums	0 80
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 40
Painters (spray)	0 75
Painters and glaziers	0 70
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 50
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 45
Including team	0 90
Gas	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators	0 60
Watchmen	0 35

Development work at London, Ont. Name of contractors, Johnson Bros. Co., Ltd., Brantford, Ont. Date of contract, November 1, 1941. Amount of contract, $54,245.75. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 85
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 90
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Development work at Sydney, N.S. Name of contractor, J. W. Stephens Ltd., Sydney, N.S. Date of contract, November 3, 1941. Amount of contract, $8,949.82. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 60
Asphalt rakers	0 55
Asphalt tampers, smoothers and spreaders	0 45
Axemen	0 45
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Drill runners	0 50
Electricians (inside wiremen)	0 70
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers on steel erection	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Labourers	0 40
Lathers—metal	0 60
Lathers—wood	0 60
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 70
Painters and glaziers	0 62½
Plumbers and steamfitters	0 75
Powdermen	0 50
Pumpmen	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas.	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Roofers, felt and gravel: patent: comp.	0 45
Roofers, sheet metal	0 70
Sheet metal workers	0 70
Shinglers (wood, asbestos)	0 90
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Structural steel workers	0 75
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Welders and burners—on steel erection	0 75

Development work at Saint John, N.B. Name of contractors, Coastal Asphalt Products Ltd., Saint John, N.B. Date of contract, November 3, 1941. Amount of contract, $27,337.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 70
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 65
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 80
Powdermen	0 50

	Per hour
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Development work at Arnprior, Ont. Name of contractors, H. J. McFarland Construction Co., Picton, Ont. Amount of contract, $182,630.50. A fair wages schedule was included in the contract as follows:

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmiths' helpers	0 40
Carpenters and joiners	0 60
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 65
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 65
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 45
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Development work at Estevan, Sask. Name of contractors, Carter-Halls-Aldinger Co., Ltd., Winnipeg, Man. Date of contract, October 27, 1941. Amount of contract, $453,475.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 65
Blacksmiths' helpers	0 40
Carpenters and joiners	0 75
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

Development work at Petrel, Man. Name of contractors, Tomlinson Construction Co., Ltd., Winnipeg, Man. Date of contract, November 3, 1941. Amount of contract, $21,681.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 54
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 65
Blacksmiths' helpers	0 45
Carpenters and joiners	0 80
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 85
Drill runners	0 50
Electricians (inside wiremen)	0 80
Engineers, operating, steam:	
Single or double drums	0 75
Three or more drums	0 80
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 40

	Per hour
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 95
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 90
Gas	0 60
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 60
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction of an extension to hangar at Airport, Ottawa, Ont. Name of contractors, Patterson Construction Co., Ottawa, Ont. Date of contract, November 5, 1941. Amount of contract, $8,654.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 70
Blacksmiths' helpers	0 50
Brick and hollow tile layers:	
Up to September 30, 1941	1 05
On and after October 1, 1941	1 10
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Carpenters and joiners	0 90
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 55
Compressor operators (gas. or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 80
Drill runners	0 55
Electricians (inside wiremen)	0 80
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 80
Engineers on steel erection	0 90
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 55
Labourers	0 45
Lathers—metal	0 70
Lathers—wood	0 65
Machinists	0 70
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck driver and truck	1 50
Painters (spray)	0 90
Painters and glaziers	0 75
Plasterers	1 00
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 05
Riggers (general)	0 60
Rodmen reinforced steel	0 55
Roofers, felt and gravel: patent: comp.	0 50
Roofers, sheet metal:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Sheet metal workers:	
Up to September 30, 1941	0 92
On and after October 1, 1941	0 95
Shinglers (wood, asbestos)	0 90
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Structural steel workers	0 90
Watchmen	0 40

Erection of an equipment garage at Dorval, P.Q. Name of contractors, L. Gordon Tarlton Ltd., Outremont, P.Q. Date of contract, November 5, 1941. Amount of contract, $22,-950.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asbestos insulation workers	$0 85
Blacksmiths	0 60
Boilermakers on construction or erection	0 87
Boilermakers' helpers	0 64
Brick and hollow tile layers	0 92
Carpenters and joiners	0 81
Cement finishers	0 64
Cement and concrete mixer operators:	
Steam	0 64
Gas. or elec.	0 58
Compressor operators (gas. or elec.)	0 58
Drivers	0 40
Driver horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 87
Engineers, operating, steam:	
Single or double drums	0 76
Three or more drums	0 80
Engineers on steel erection	0 87
Engineers, crane (steam, gas. or elec.)	0 76
Enginemen, stationary	0 58
Hod carriers	0 53
Hoist operators—tower (gas. or elec.)	0 76
Labourers	0 46
Lathers—metal	0 87
Lathers—wood	0 64
Machinists	0 75
Mastic floor layers	0 76
Mastic floor rubbers and finishers	0 58
Mastic floor kettlemen	0 64
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Ornamental iron workers	0 70
Painters (spray)	0 74
Painters and glaziers	0 74
Painters on steel erection	0 74
Plasterers	0 90
Plumbers and steamfitters	0 90
Riggers (general)	0 58
Rodmen, reinforced steel	0 64
Roofers, felt and gravel: patent: comp.	0 60
Roofers, sheet metal	0 82
Sheet metal workers	0 82
Shinglers (wood)	0 81
Shinglers (asbestos)	0 69
Steam shovel engineers	1 05
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 05
Structural steel workers	0 87
Tractor operators (small)	0 55
Tractor operators (Letourneau, etc.)	0 65
Watchmen	0 40
Welders and burners—acetylene or elec.	0 60
Welders and burners—on steel erection	0 87

Development work at Lethbridge, Alta. Name of contractors, Doncaster Construction Co., Edmonton, Alta. Date of contract, November 5, 1941. Amount of contract, $29,506.00 A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Brick and hollow tile layers	0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 90
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec	0 55
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Drill runners	0 50
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single drums	0 70
Double drums	0 75
Three or more drums	0 80
Enginemen, stationary	0 50
Hoist operators—tower (gas. or elec.)	0 50
Labourers	0 40
Machinists	0 70
Machinists' helpers	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 85
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 45
Powdermen	0 50
Pumpmen	0 50
Riggers (general)	0 55
Road grader operators:	
Horsedrawn	0 45
Including team	0 75
Gas	0 55
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 40

Repairs to runway at the airport, St. Hubert, P.Q. Name of contractors, Raymond, McDonnell & Co., Ltd., Montreal, P.Q. Date of contract, November 5, 1941. Amount of contract, $23,992. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 46
Blacksmiths	0 60
Brick and hollow tile layers	0 92
Carpenters and joiners	0 81
Cement finishers	0 64
Cement and concrete mixer operators:	
Steam	0 64
Gas. or elec	0 58
Compressor operators (gas. or elec.)	0 58
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Electricians (inside wiremen)	0 87
Engineers, operating, steam:	
Single or double drums	0 76
Three or more drums	0 80
Enginemen, stationary	0 58
Labourers	0 46
Machinists	0 75
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 74
Painters and glaziers	0 74
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Plumbers and steamfitters	0 90
Powdermen	0 50
Pumpmen	0 58
Riggers (general)	0 58
Road grader operators:	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Rodmen, reinforced steel	0 64
Sheet metal workers	0 82
Steam shovel engineers	1 05
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 05
Tractor operators (small)	0 55
Tractor operators (Letourneau, etc.)	0 65
Watchmen	0 40

Development work at Davidson, Sask. Name of contractors, Evans Gravel Surfacing Co., Ltd., Saskatoon, Sask. Date of contract, November 5, 1941. Amount of contract, $220,669. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Drivers, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 45
Labourers	0 35
Machinists	0 65
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45

	Per hour
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

Development work at Penhold, Alta. Name of contractors, Doncaster Construction Co., Ltd., Edmonton, Alta. Date of contract, November 7, 1941. Amount of contract, $16,-029.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	$ 45
Blacksmiths	0 70
Blacksmiths' helpers	0 42½
Boilermakers on construction or erection	0 90
Carpenters and joiners	0 95
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	1 00
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Engineers on steel erection	0 90
Engineers, crane (steam, gas. or elec.)	0 70
Labourers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Powdermen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (LeTourneau, etc.)	0 60
Watchmen	0 40
Welders and burners—on steel erection	0 90

Development work at Greenwood, N.S. Name of contractors, Municipal Spraying and Contracting Ltd. Halifax, N.S. Date of contract, November 8, 1941. Amount of contract, $390,585.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 50
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 55
Blacksmith helpers	0 40
Brick and hollow tile layers	0 75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 40
Carpenters and joiners	0 55
Cement finishers	0 50
Cement and concrete mixer operators:	
Steam	0 60
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 60
Drill runners	0 45
Electricians (inside wiremen)	0 60
Engineers, operating, steam:	
Single or double drums	0 60
Three or more drums	0 70
Engineers, crane (steam, gas. or elec.)	0 65
Enginemen, stationary	0 45
Hoist operators—tower (gas. or elec.)	0 45
Labourers	0 35
Machinists	0 60
Machinists' helpers	0 40
Motor truck drivers	0 40
Motor truck driver and truck	1 35
Painters (spray)	0 65
Painters and glaziers	0 55
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 60
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 60
Gas	0 45
Road roller operators (steam or gas.)	0 60
Rodmen, reinforced steel	0 45
Steam shovel engineers	0 90
Steam shovel cranemen	0 70
Steam shovel firemen	0 55
Steam shovel oilers	0 50
Shovel operators (gas.)	0 90
Tractor opertors (small)	0 45
Tractor operators (Letourneau, etc.)	0 55
Watchmen	0 30

Development work at Pearce, Alta. Name of contractors, Columbia Bithulithic Ltd., Vancouver, B.C. Date of contract, November 15, 1941. Amount of contract, $151,922.50. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 90
Cement and concrete mixer operators:	
Steam	0 70
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40

	Per hour
Driver, horse and cart	0 55
Driver, team and wagon	0 70
Drill runners	0 50
Electricians (inside wiremen)	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Pipefitters (surface-temp. work)	0 55
Pipelayers, caulkers and solderers	0 45
Powdermen	0 50
Pumpmen	0 50
Road grader operators:	
Horsedrawn	0 45
Including team	0 75
Gas	0 55
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 50
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 40

Development work at Ensign, Alberta. Name of contractors, W. H. Reed, Edmonton, Alta. Date of contract, November 14, 1941. Amount of contract, $53,715.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 42½
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 45
Compressor operators (gas. or elec.)	0 45
Drivers	0 40
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, operating, steam:	
Single or double drums	0 70
Three or more drums	0 75
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 40
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Powdermen	0 45
Pumpmen	0 45
Riggers (general)	0 50
Road grader operators:	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 40

Construction of a water supply main at Mountain View, Ont. Name of contractors, Armstrong Bros. Construction, Brampton, Ont. Date of contract, November 15, 1941. Amount of contract, $24,010.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Axemen	$0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Boatmen (rowboats)	0 40
Brick and hollow tile layers	0 90
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:	
Steam	0 65
Gas. or elec.	0 50
Compressor operators (gas. or elec.)	0 50
	Per day
Divers (full day's pay to be allotted whether employed full or part time)	$14 00
Divers' tenders (full day's pay to be allowed whether employed full or part time)	5 00
	Per hour
Drivers	$0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Drill runners	0 50
Dragline operators (steam or gas.)	$1 00
Dragline firemen	0 60
Dragline oilers	0 50
Electricians (inside wiremen)	0 70
Engineers, operating, steam:	
Single or double drums	0 65
Three or more drums	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 50
Labourers	0 40
Machinists	0 65
Machinists' helpers	0 45
Motor boat operators	0 45
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Painters (spray)	0 70
Painters and glaziers	0 60
Pipefitters (surface—temp. work)	0 55
Pipelayers, caulkers and solderers	0 50
Powdermen	0 50
Pumpmen	0 50
Rodmen, reinforced steel	0 50
Roofers, felt and gravel: patent: comp.	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35
Welders and burners—acetylene or elec.	0 65

Construction of a radio marine workshop at Victoria, B.C. Name of contractor, Mr. G. H. Wheaton, Victoria, B.C. Date of contract, November 21, 1941. Amount of contract, $16,605.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 75
Blacksmiths' helpers	0 50
Brick and hollow tile layers	1 12½
Brick and hollow tile layers' helpers (mixing and tempering mortar)	0 50
Cement finishers	0 60
Carpenters and joiners	0 90
Cement and concrete mixer operators—	
Steam	0 70
Gas. or elec	0 55
Compressor operators (gas, or elec.)	0 55
Drivers	0 45
Driver, horse and cart	0 60
Driver, team and wagon	0 85
Drill runners	0 55
Electricians (inside wiremen)	1 00
Engineers, operating, steam:—	
Single drum	0 70
Double drums	0 90
Engineers on steel erection	1 22½
Engineers, crane (steam, gas. or elec.)	0 75
Enginemen, stationary	0 55
Hoist operators—tower (gas. or elec.)	0 60
Labourers	0 45
Lathers—metal	0 75
Lathers—wood	0 75
Machinists	0 90
Machinists' helpers	0 50
Motor truck drivers	0 50
Motor truck drivers and truck	1 50
Ornamental iron workers	0 75
Painters (spray)	0 75
Painters and glaziers	0 75
Plasterers	0 90
Plasterers' helpers (mixing and tempering material)	0 50
Plumbers and steamfitters	1 00
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 50
Riggers (general)	0 60
Rodmen, reinforced steel	0 55
Roofers, felt and gravel: patent: comp	0 50
Roofers, sheet metal	0 90
Sheet metal workers	0 90
Shinglers (wood, asbestos)	0 90
Steam shovel engineers	1 12½
Steam shovel cranemen	0 90
Steam shovel firemen	0 74½
Steam shovel oilers	0 60
Shovel operators (gas.)	1 12½
Structural steel workers	1 22½
Watchmen	0 45

Road diversion at Aylmer, Ont. Name of contractors, Towland Construction Co., Ltd. London, Ont. Date of contract, November 25, 1941. Amount of contract, $6,920.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 55
Asphalt tampers, smoothers and spreaders	0 45
Blacksmiths	0 60
Blacksmiths' helpers	0 45
Carpenters and joiners	0 70
Cement finishers	0 60
Cement and concrete mixer operators:—	
Steam	0 65
Gas. or elec	0 50
Compressor operators (gas. or elec.)	0 50
Drivers	0 40
Driver, horse and cart	0 55
Driver, team and wagon	0 75
Labourers	0 40
Motor truck drivers	0 45
Motor truck driver and truck	1 45
Road grader operators:—	
Horsedrawn	0 45
Including team	0 80
Gas	0 50
Road roller operators (steam or gas.)	0 65
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 35

Construction of water supply main at Davidson, Sask. Name of contractor, Mr. R. B. McLeod, Saskatoon, Sask. Date of contract, November 27, 1941. Amount of contract, $8,825.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Blacksmiths	$0 60
Blacksmiths' helpers	0 40
Carpenters and joiners	0 70
Cement finishers	0 55
Cement and concrete mixer operators:—	
Steam	0 65
Gas. or elec	0 45
Compressor operators (gas. or elec.)	0 45
Dragline operators (steam or gas.)	1 00
Dragline firemen	0 60
Dragline oilers	0 50
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck driver and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Plumbers and steamfitters	0 80
Plumbers and steamfitters' helpers (all men assigned to help tradesmen)	0 42½
Powdermen	0 45
Pumpmen	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Watchmen	0 30
Welders and burners—acetylene or elec	0 60

Development work at Ralph, Sask. Name of contractors, Baragar Brothers, Elm Creek, Man. Date of contract, November 25, 1941. Amount of contract, $17,755.00. A fair wages schedule was included in the contract as follows:—

	Per hour
Asphalt rakers	$0 52½
Asphalt tampers, smoothers and spreaders	0 40
Blacksmiths	0 65
Blacksmiths' helpers	0 40
Carpenters and joiners	0 75
Cement finishers	0 55
Cement and concrete mixer operators—gas. or elec.	0 45
Compressor operators (gas or elec.)	0 45
Drivers	0 35
Driver, horse and cart	0 50
Driver, team and wagon	0 65
Drill runners	0 45
Electricians (inside wiremen)	0 75
Engineers, crane (steam, gas. or elec.)	0 70
Enginemen, stationary	0 45
Labourers	0 35
Motor truck drivers	0 40
Motor truck drivers and truck	1 40
Pipefitters (surface—temp. work)	0 50
Pipelayers, caulkers and solderers	0 45
Powdermen	0 45
Pumpmen	0 45
Road grader operators:—	
Horsedrawn	0 40
Including team	0 70
Gas	0 50
Road roller operators (steam or gas.)	0 70
Rodmen, reinforced steel	0 45
Steam shovel engineers	1 00
Steam shovel cranemen	0 75
Steam shovel firemen	0 60
Steam shovel oilers	0 50
Shovel operators (gas.)	1 00
Tractor operators (small)	0 50
Tractor operators (Letourneau, etc.)	0 60
Watchmen	0 30

GROUP "B" CONTRACTS

Manufacture and Supply of Equipment, Supplies, Interior Fittings, etc.

NOTE.—Each of the contracts noted under this heading contains the "B" Labour Conditions referred to in the introduction to this article.

ROYAL CANADIAN MOUNTED POLICE

Nature of Contract	Contractor
Scarlet Serge Lining	Bates and Innes, Ltd., Carleton Place, Ont.
Gymnasium Shoes	Dominion Rubber Co., Ltd., Ottawa, Ont.
Finger Print Form Holders	Walter H. Wickware, Ottawa, Ont.
Blue Beaver Cloth	Paton Mfg. Co., Ltd., Montreal, P.Q.
Brown Serge Cloth	Paton Mfg. Co., Ltd., Montreal, P.Q.
Blue Cloth Caps	William Scully Ltd., Montreal, P.Q.
Flags, medium and small	Woods Mfg. Co., Ltd., Ottawa, Ont.

POST OFFICE DEPARTMENT

Nature of Contract	Contractor
Metal dating stamps and type cancellers, etc.	Pritchard-Andrews Co. Ltd., Ottawa, Ont.
Rubber stamps, daters, etc.	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Letter Carriers' Uniforms	Pollack & Dorfman, Quebec, P.Q.
Letter Carriers' Uniforms	The Paris Wincey Mills Co. Ltd., Paris Ont.
Letter Carriers' Uniforms	Needlecraft Mills Ltd., St. Hyacinthe, P.Q.
Scales	Pritchard-Andrews Co., Ltd., Ottawa, Ont.
Mail Bag Fittings	Hamilton Cotton Co. Ltd., Hamilton, Ont.
Mail Bag Fittings	Canadian Spool Cotton Co., Montreal, P.Q.
Mail Bag Fittings	D. K. McLaren, Ltd., Montreal, P.Q.
Mail Bag Fittings	Mayer Sealing Devices Reg'd., Montreal, P.Q.
Mail Bag Fittings	United-Carr Fastener Co., Ltd., Hamilton, Ont.
Letter Pouches and Mail Bags	Hugh Carson Co. Ltd., Ottawa, Ont.
Mail Bagging	J. Spencer Turner Co. Ltd., Hamilton, Ont.
Stamping Machine Parts	Machine Works, Ltd., Montreal, P.Q.

RECENT INDUSTRIAL AGREEMENTS AND SCHEDULES OF WAGES

INDUSTRIAL agreements and schedules of wages and working conditions received in the Department are outlined in the LABOUR GAZETTE, from month to month. It is not always possible because of limitation of space to include all agreements received each month. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Manufacturing: Tobacco and Liquors

OTTAWA, ONTARIO.—A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 365.

Agreement in effect June 1, 1941, to May 31, 1942, and thereafter from year to year subject to notice. (For previous agreement, see LABOUR GAZETTE, November, 1938.) Hours: 44 per week in winter, 50 per week in summer; overtime at time and one-half. Minimum weekly wages: $23.86 for unskilled workers, $25.68 for brewhouse, skilled wash house workers, etc., $30 for coopers. Cost of living bonus of 3 cents per hour, in addition. Provision is also made for employment of union members, one week's vacation with pay, settlement of disputes, etc.

OTTAWA, ONTARIO.—A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 695.

Agreement in effect June 1, 1941, to June 1, 1942, and thereafter from year to year, subject to notice. Hours: 48 per week; overtime at time and one-half. Wages for shift engineers, 70 cents per hour. Provision is made for employment of union members, one week's vacation with pay, and settlement of disputes.

TORONTO, ONTARIO.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS, LOCAL 304.

Agreement in effect April 1, 1941, to March 31, 1942, and thereafter from year to year,

subject to notice. Hours are 44 per week; time and one-half for overtime. Minimum weekly wage rates: $27.28 for brew house, wash house and bottlers operating machines, $31.68 for coopers, $27.50 to drivers. A cost of living bonus of 3 cents per hour. Vacation with pay of one week to inside men, two weeks to drivers and helpers. Provision is made for the settlement of disputes.

LONDON, ONTARIO.—A CERTAIN BREWERY AND THE NATIONAL BEVERAGE WORKERS' UNION, LOCAL NO. 1.

Agreement in effect April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours are 45 per week for inside men, 52 for drivers; overtime, time and one-half. Minimum weekly wage rates: $27.50 for brew house and wash house; $33 for coopers; $28 for truck drivers. A cost of living bonus is also provided for. Provision is made for employment of union members, one week's vacation with pay and settlement of disputes.

WINDSOR, ONTARIO.—A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 232.

Agreement in effect April 1, 1941, to April 1, 1942, and thereafter from year to year, subject to notice. Hours are 44 per week in winter and 49 in summer; time and one-half for overtime. Minimum weekly wage rates: $28.95 for fermenting and cold storage men, kettlemen and wash houses men, $33 for coopers. There is also a cost of living bonus of $1.32 per week. Provision is made for one week's vacation with pay, employment of union members, and settlement of disputes.

WINNIPEG, MANITOBA. — A CERTAIN MALT MANUFACTURING PLANT AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS, LOCAL 105.

Agreement in effect April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours, 48 per week; overtime at time and one-half. Minimum weekly wage $26.40; casual labour 45 cents per hour; a bonus of $1 per week for each full week worked, payable half yearly. Provision is made for employment of union members, one week's vacation with pay and settlement of disputes.

TRANSCONA, MANITOBA. — A CERTAIN MALT MANUFACTURING COMPANY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 361.

Agreement in effect April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice, is similar to that noted above for a malt manufacturing company at Winnipeg. The company, by letter, notified the union of payment of a cost of living bonus of 3 cents per hour, from January 1, 1941, payable quarterly.

REGINA, SASKATCHEWAN.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 318.

Agreement in effect November 1, 1940, to September 30, 1941, and thereafter from year to year, subject to notice. Hours 44 per week (except operating engineers, 48 per week); overtime at time and one-half. Hourly wage rates: brew house, cellar and wash house men 60 cents, bottle shop men 57½ cents; operating engineers $135 per month, truck drivers $110 per month. Provision is made for the employment of union members, one week's vacation with pay and the settlement of disputes.

SASKATOON, SASKATCHEWAN. — A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 305.

Agreement in effect from January 2, 1940, to December 31, 1940, and thereafter from year to year, subject to notice. Hours, 44 per week (except operating engineers, 48 per week); overtime at time and one-half. Hourly wage rates: assistant barrel cooper man 60 cents, others 55 cents; tight barrel cooper man $115 per month, operating engineers $100, truck drivers $90; it was reported that from July 1, 1941, an increase of 10 per cent was made effective. Provision is made for the employment of union members, two weeks' vacation with pay and the settlement of disputes.

LETHBRIDGE, ALBERTA. — A CERTAIN BREWERY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 354.

Agreement in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week (except engineers, 48 hours); overtime at time and one-half. Minimum hourly wage rates: second cellar men, first wash house ferment cellar man, 80 cents; cellar and wash house helpers 76⅝ cents; labourers 67½ cents, engineers 81 and 83¼ cents; truck drivers $145.40 per month. Provision is made for employment of union members, apprentices, two weeks' vacation with pay and the settlement of disputes.

CALGARY, ALBERTA.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 124.

Agreement in effect April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours 44 per week (except engineers, 48 hours); overtime at time and one-half. Minimum hourly wage rates: first brew house man, wash house and fermenting cellar man 75 cents, helpers 71⅝ cents, labourers 62½ cents, tight barrel coopers 78⅛ cents, engineers 79 and 81½ cents, truck drivers $135 per month. Provision is made for employment of union members, and the settlement of disputes.

CALGARY, ALBERTA.—A CERTAIN MALT MANUFACTURING COMPANY AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 124, BRANCH 1.

Agreement in effect from April 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours: 48 per week; overtime at time and one-half. Minimum wage of $27.84 for all regular employees; casual labour 45 cents per hour. A bonus of $1 per week, payable half yearly. (The company notified the union that from January 1, 1941, a cost of living bonus of 3 cents per hour would be paid.) Provision is also made for employment of union members, one week's vacation with pay, and the settlement of disputes.

VANCOUVER, B.C.—CERTAIN BREWERIES AND THE INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 300.

Agreement in effect from January 1, 1941, to December 31, 1941, and thereafter from year to year, subject to notice. Hours: 44 per week (except engineers 48 hours); overtime, time and one-half. Minimum weekly wage rates: brew house, cellar and wash house employees and coopers, $34.70; bottlers, $34.15, truck drivers $34.70, engineers $39.15. Provision is made for employment of union members, apprentices, one week's vacation with pay and the settlement of disputes.

Manufacturing: Animal Foods

HAMILTON, ONTARIO.—A CERTAIN CREAMERY AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 700.

Agreement in effect July 15, 1941, to July 15, 1942, and thereafter from year to year subject to notice. Hours: 48 per week; overtime payable at 90 cents per hour. Wages $33.50 per week. Only union members employed. A nine days' vacation with pay.

Manufacturing: Textiles and Clothing

KITCHENER, ONTARIO.—A CERTAIN FELT MANUFACTURING COMPANY AND THE UNITED TEXTILE WORKERS' FEDERAL UNION, LOCAL 14.

Agreement in effect from July 26, 1941, to July 26, 1942. Hours, 55 per week; overtime at time and one half. Wage adjustments or increases may be discussed at any time between the parties. Provision is made for union recognition, one week's vacation with pay, and for the settlement of disputes.

WINNIPEG, MANITOBA. — CERTAIN MANUFACTURERS OF KNITTED WEAR AND THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION (LOCAL 237).

Agreements in effect from August 18, 1941, to December 31, 1942, or for another year if no notice of change given. Hours, 44 per week; overtime at time and one quarter. Wages were increased and the payroll of the week ending August 23, 1941, is accepted as the wage rates for the term of the agreement. Provision is made for a closed shop, regulations for apprentices and settlement of disputes by arbitration.

VANCOUVER, B.C.—A CERTAIN MANUFACTURER OF MEN'S CLOTHING AND THE UNITED GARMENT WORKERS OF AMERICA, LOCAL 190.

Agreement in effect since May 13, 1939, and supplementary agreement since April 4, 1938, both remaining in effect subject to notice. Hours, 44 per week; overtime at time and one half. Minimum wages for week workers is $16 to be gradually increased to $18 after two years; a piece rate scale is also attached to the agreement. Provision is made for a closed shop, union label, and settlement of disputes.

Manufacturing: Pulp, Paper and Paper Products

DALHOUSIE, N.B.—NEW BRUNSWICK INTERNATIONAL PAPER COMPANY AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 263) AND THE INTERNATIONAL BROTHERHOOD OF PULP SULPHITE AND PAPER MILL WORKERS (LOCAL 146) AND OTHER UNIONS.

This agreement which came into effect May 1, 1940, with supplementary agreement of July 31, 1940, was extended for the year May 1, 1941, to April 30, 1942. Hours, 48 per week; overtime (for other than tour work) at time and one half. Minimum hourly wage rates: paper makers—machine tender $1.67 and $1.72, down to 52 and 53 cents for sixth hand; digester cook 84 cents, screenman 62 cents, labourers 45 cents, maintenance mechanics 54 to 79 cents. Bonus: By the May 1, 1941, extension of agreement, a cost of living bonus of $1.25 per week is inaugurated, with provision for its adjustment with changes in the cost of living. Provision is made in the agreement for the employment of union members, adjustment of complaints.

PORTNEUF STATION, QUEBEC.—A MANUFACTURER OF ROOFING FELT AND THE NATIONAL CATHOLIC UNION OF THE PAPER INDUSTRY OF PORTNEUF STATION, INC.

Agreement reached following application for a board under the Industrial Disputes Investigation Act, and conciliation by an officer of the federal Department of Labour. Agreement in effect from June 20, 1941, to June 19, 1942, and thereafter from year to year, subject to notice. The company agrees to recognize the union and to meet regularly a committee of employees, members of the union, to discuss wages, hours, working conditions and grievances.

THREE RIVERS, GATINEAU AND TEMISKAMING, QUEBEC.—CANADIAN INTERNATIONAL PAPER COMPANY, INTERNATIONAL FIBRE BOARD LTD. (GATINEAU), MASONITE CO. OF CANADA, LTD. (GATINEAU) AND THE QUEBEC PROVINCIAL COUNCIL OF PAPER MILL UNIONS, INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 163 AT THREE RIVERS, LOCAL 251 AT GATINEAU), INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 163 AT THREE RIVERS, LOCAL 142 AT GATINEAU AND LOCAL 233 AT TEMISKAMING).

The agreement of May 1, 1940, was summarized in the LABOUR GAZETTE, October, 1940, and November, 1938, except the mill rules and wages rates for the mills at Gatineau. The mill rules and wage rates at Gatineau are similar to those summarized in the October, 1940, LABOUR GAZETTE for the Three Rivers mill, with the exception of paper makers who at Gatineau are paid from $1.82 and $1.85 for machine tenders, down to 69 and 70 cents for sixth hand. At Gatineau also: the wage rates for the International Fibre Board Ltd. range from 45 cents for labourers to 70 and 79 cents for press operators; the wage rates for the Masonite Company of Canada Ltd. ranges from 45 cents for labourers to 72 cents for machine tenders.

The extension of the agreement applying to all mills at Three Rivers, Gatineau and Temiskaming, is effective from May 1, 1941, to April 30, 1942, and provides for a cost of living bonus of $1.25 per week, with provision for its adjustment with changes in the cost of living.

TORONTO, ONTARIO.—THE DON VALLEY PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL 419.

Agreement in effect from January 1, 1941, to January 1, 1942, and thereafter from year to year, subject to notice. Hours, 50 per week for day workers, 48 for shift workers and 44 for girls. Provision is made for employment of union members, seniority, one week's vacation with pay, adjustment of grievances, etc. It was later reported that a cost of living bonus was being paid to the employees, $5 per week for married workers, $3 for unmarried.

THOROLD, ONTARIO.—BRANTFORD FELT AND PAPER COMPANY AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 368) AND THE INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS (LOCAL 329).

The agreement, which was summarized in the LABOUR GAZETTE, November, 1940, page 1199, October, 1939, page 1059, and December, 1938, page 1404, is extended from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week with later adjustments to be made with changes in the cost of living. A week's vacation with pay is also granted.

THOROLD, ONTARIO.—PROVINCIAL PAPER LTD., MONTROSE DIVISION, AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 290).

A supplement to the agreement summarized in the LABOUR GAZETTE, November, 1938, page 1295, and November, 1940, page 1199, is in effect from May 1, 1941. The hourly rates made effective from May 1, 1940, are increased by one cent per hour. A cost of living bonus of $1.25 per week for male employees and $1 for female employees, with provision for its adjustment with changes in the cost of living.

THOROLD, ONTARIO.—ONTARIO PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 101), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 84) AND OTHER UNIONS.

The agreement which was noted in the LABOUR GAZETTE, October, 1937, page 1152, August, 1939, page 849, and November, 1940, page 1199, is extended for the period May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week, with provision for later adjustments to be made with changes in the cost of living.

MERRITTON, ONTARIO.—INTERLAKE TISSUE MILLS CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 289) AND THE INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS (LOCAL 329).

The agreement which was summarized in the LABOUR GAZETTE, October, 1937, page 1151, and November, 1940, page 1200, has been extended for the period May 1, 1941 to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week, with provision for later adjustments according to changes in the cost of living.

IROQUOIS FALLS, ONTARIO.—ABITIBI POWER AND PAPER COMPANY LIMITED AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 109), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 90) AND OTHER UNIONS.

The agreement which came into effect May 1, 1940, has been renewed from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice. Hours, 48 per week for both day and tour workers. Overtime for other than tour workers, time and one half. Hourly wage rates: paper makers—$1.35 to $1.57 for machine tenders, down to 67 to 70 cents for fifth hand; digester cooks 96 cents, screenmen 56 cents, labourers 56 cents, maintenance mechanics 82 to 97 cents. Provision is made for the employment of union members, vacation with pay up to one week or less depending on the operating rates of the mill, for settlement of disputes, etc.

The extension from May 1, 1941, provided for a cost of living bonus of $1.25 per week, with later adjustments according to changes in the cost of living.

SAULT STE. MARIE, ESPANOLA AND STURGEON FALLS.—ABITIBI POWER AND PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 133 AT SAULT STE. MARIE) THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 67 AT SAULT STE. MARIE, 74 AT ESPANOLA AND 71 AT STURGEON FALLS) AND OTHER UNIONS.

The agreement which was summarized in the LABOUR GAZETTE, November, 1940, page 1200, has been extended for the year May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice. At the Sault Ste. Marie mill, a cost of living bonus of $1.25 per week is provided for, with further adjustments according to changes in the cost of living. As the Espanola and Sturgeon Falls mills are closed down, the cost of living bonus does not apply to them.

SMOOTH ROCK FALLS, ONTARIO.—ABITIBI POWER AND PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 33).

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1303, and August, 1939, page 850, has been renewed from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week, with later adjustments according to changes in the cost of living.

FORT WILLIAM, ONTARIO.—ABITIBI POWER AND PAPER CO. LTD., FORT WILLIAM DIVISION, AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 232) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 132) AND OTHER UNIONS.

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1304, is extended from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week, with later adjustments according to changes in the cost of living and a one week's vacation with pay.

PORT ARTHUR, ONTARIO.—PROVINCIAL PAPER LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 239) INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 40).

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1305, has been extended from May 1, 1941, to May 1, 1942, and thereafter from year to year subject to notice, with the addition of a cost of living bonus of $1.25 per week, with provision for its adjustment with later changes in cost of living.

PORT ARTHUR, ONTARIO.—THUNDER BAY PAPER CO. LTD AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 249), INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 134) AND INTERNATIONAL BROTHERHOOD OF OPERATING ENGINEERS (LOCAL 865).

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1305, has been extended from May 1, 1941, to May

1, 1942, and thereafter from year to year subject to notice, with the addition of a cost of living bonus of $1.25 per week with provision for its adjustment with later changes in the cost of living; a one week's vacation with pay.

DRYDEN, ONTARIO.—DRYDEN PAPER CO. LTD., AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 223), INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 105).

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1303, December, 1938, page 1405; and October, 1939, page 1059, has been extended from June 1, 1941, to June 1, 1942, and thereafter from year to year, subject to notice. Wage rates are increased by one cent per hour; a cost of living bonus to be paid, one week's vacation with pay: an apprenticeship system in the mechanical trades introduced.

KENORA AND FORT FRANCES, ONTARIO.—ONTARIO-MINNESOTA PULP AND PAPER CO. LTD., AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 238 AT KENORA AND 306 AT FORT FRANCES).

Agreement in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 48 per week for both day and tour workers. Wages per hour at Kenora for paper makers: from $1.72 and $1.75 for machine tenders down to 58 cents for sixth hand. Wages per hour at Fort Frances, for paper makers: from $1.37 and $1.69 for machine tender, down to 59 cents for sixth hand. A cost of living bonus at both mills of $1.25 per week, with provision for its adjustment with changes in the cost of living. Provision is made for employment of union members, one week's vacation with pay, seniority rules, and adjustment of disputes.

KENORA AND FORT FRANCES, ONTARIO.—ONTARIO-MINNESOTA PULP AND PAPER CO. LTD. AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 133 AT KENORA AND LOCAL 92 AT FORT FRANCES).

Agreement in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Provisions are similar to those noted above for the paper makers at these two mills, except the wage scale. Certain hourly wage rates at Kenora: digester cooks 93 cents, screen room stock runners 59 and 62 cents, labourers 56 cents, maintenance mechanics 71 to 91 cents. Certain hourly wage rates at Fort Frances: maintenance mechanics 71 to 96 cents. A cost of living bonus at both mills of $1.25 per week, with provision for its adjustment with changes in the cost of living.

KENORA, ONTARIO.—ONTARIO-MINNESOTA PULP AND PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 559.

In the agreement reported to be in effect from May 1, 1941, to April 30, 1942, certain hourly wage rates are: journeyman $1.01, maintenance men 91 cents, power house operators 80 and 85 cents; a cost of living bonus; one week's vacation with pay.

FORT FRANCES, ONTARIO.—ONTARIO-MINNESOTA PULP AND PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 731.

This agreement, which came into effect May 1, 1939, was amended May 1, 1940, to provide for an increase in wages of one cent per hour and one week's vacation; and again amended from May 1, 1941, to May 1, 1942, and thereafter from year to year subject to notice. Hours, 48 per week. Certain hourly wage rates at May 1, 1941: journeymen electricians $1.01, helper 61 cents, pump house operators 73 cents. A cost of living bonus of $1.25 per week, with provision for adjustment with changes in the cost of living. Provision is made from the original agreement for employment of union members, overtime pay at time and one-half and settlement of grievances.

FORT FRANCES, ONTARIO.—ONTARIO-MINNESOTA PULP AND PAPER CO. LTD. AND THE INTERNATIONAL BROTHERHOOD OF FIREMEN AND OILERS, LOCAL 146.

The agreement which was summarized in the LABOUR GAZETTE, August, 1939, page 852, was amended May 1, 1940, to provide for a change in wages and one week vacation with pay, and was extended from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice. Certain hourly wage rates: firemen 82 cents, helper 63 cents, oiler 66 cents, labourers 56 cents, boiler house repair men 83 to 91 cents. From May 1, 1941, a cost of living bonus of $1.25 is inaugurated, with adjustments according to changes in the cost of living.

PINE FALLS, MANITOBA.—MANITOBA PAPER CO. LTD., AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 245), INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 101) AND OTHER UNIONS.

The agreement which was summarized in the LABOUR GAZETTE, December, 1940, page 1305, is extended from May 1, 1941, to May 1, 1942, and thereafter from year to year, subject to notice, with the addition of a cost of living bonus of $1.25 per week, with provision for adjustments according to changes in the cost of living. One week's vacation with pay also reported.

POWELL RIVER, B.C.—POWELL RIVER CO. LTD., AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 142) AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 76).

Agreement in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 48 per week; overtime at time and one-half for other than tour work. Certain hourly wage rates: paper makers—machine tenders $1.18 to $1.66, down to 60 to 83 cents for fifth hand; digester cooks 92 cents, screen tenders 68 cents, labourers 56 cents, maintenance mechanics 60 to 96 cents. A cost of living bonus of $1.25 per week, with provision for its adjustment with changes in the cost of living. Provision is also made for employment of union members, seniority rules, one week's vacation with pay, and for adjustment of grievances.

OCEAN FALLS, B.C.—PACIFIC MILLS LTD. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 360) AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 312).

Agreement in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. This agreement is similar to the one summarized above for the Powell River Company, except for the basic hourly wage rates schedule which was not received in the department.

VICTORIA, B.C.—SIDNEY ROOFING AND PAPER CO. AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 367).

The agreement which was summarized in the LABOUR GAZETTE, October, 1939, page 1060, and December, 1938, page 1406, was renewed for the year July 15, 1940, to July 15, 1941, and year to year subject to notice, with increases in wages of 2 cents per hour for most classes and the addition of new classes of workers to the wage scale. A new agreement, in effect from October 21, 1941, to October 15, 1942, and thereafter from year to year, subject to notice, is similar to the 1940 agreement, except that hourly wage rates are increased by 3 cents per hour for most classes, making the minimum rate 50 cents; machine tenders 65 and 75 cents, machine tender (roofing plant) 55 cents, back tenders 50 and 60 cents. A cost of living bonus of $1.25 per week, with provision for its adjustment with changes in the cost of living.

Manufacturing: Printing and Publishing

OTTAWA, ONTARIO.—TWO BANK NOTE COMPANIES AND THE PLATE PRINTERS, MEMBERS OF THE OTTAWA PLATE PRINTERS UNION, NO. 6.

Agreement (following a strike) in effect from May 1, 1941, for the duration of the war and one year thereafter. Hours, 40 per week; overtime at time and one-half for first three hours and double time thereafter; wages for plate printers $58 per week. A cost of living bonus of $1.75 per week, with provision for adjustment with changes in the cost of living.

OSHAWA, ONTARIO.—A CERTAIN NEWSPAPER AND JOB PRINTING FIRM AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 969.

Agreement (following a strike) in effect June 30, 1941, for the duration of the war and three months thereafter. Hours, 44 per week for day work, 40 for night work. Overtime at straight time for first 4 hours in any week, time and one-half thereafter. Weekly wage rate for journeymen linotype operators and compositors: $29.92 for day work and $29.90 for night work. A cost of living bonus and union recognition are also provided for.

OSHAWA, ONTARIO.—TWO JOB PRINTING FIRMS AND THE INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 332.

Agreement in effect from July 1, 1941, to June 30, 1942, and thereafter from year to year, subject to notice. Hours, 48 per week; overtime at time and one-half. Minimum hourly wage rates: cylinder pressmen 70 cents, assistant pressmen 55 cents, night shifts 15 per cent extra. Provision is made for apprentices' wages and for the settlement of disputes.

TORONTO, ONTARIO.—DAILY NEWSPAPERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 91.

Agreement in effect from April 1, 1941, to March 31, 1944. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, April, 1939, page 432, and November, 1937, page 1268, with these exceptions: Weekly wage rates for journeymen are increased by $1, to $48 for day shifts, $49.50 for night shifts and $52.50 for "lobster shifts", with provision for a further increase of $1 per week from April 1, 1942; increases are also made in apprentices' wages (Hours are 40 per week for day shifts and 37½ per week for night shifts, with overtime at time and one-half). One week's vacation with pay during 1941 and during 1942, two weeks' vacation in 1943.

TORONTO, ONTARIO.—A CERTAIN COMMERCIAL PRINTING FIRM AND INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 466.

Agreement (after strike) in effect from June 18, 1941, to June 17, 1942, and till new agreement. Hours, 45 per week; overtime at time one one-half. Wage rates increased so that payment for 45 hours' work to be the equivalent of 46½ hours work at the former rates; night shifts, 15 per cent extra. No discrimination because of union activity; provision for settlement of disputes.

HAMILTON, ONTARIO.—A DAILY NEWSPAPER PUBLISHER AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 129.

Agreement in effect from January 1, 1941, to December 31, 1941. Hours, 8 per day, 7½ per night shift; work ends at 1 p.m. Saturday; overtime at time and one-half. Weekly wage rate for journeymen: $42.25 for day work, $43.75 for night work; (increases of $1 per week over last year), machinist operators $2 per week extra. Provision is made for employment of union members, apprentice regulations and settlement of disputes.

HAMILTON, ONTARIO.—A DAILY NEWSPAPER PUBLISHER AND INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 176.

Agreement in effect from January 1, 1941, to December 31, 1941, and thereafter from year to year, subject to notice. Hours, 48 per week, overtime at time and one-half. Weekly wage rate for journeymen pressmen: $41.25 (an increase of $1 per week). Provision is made for employment of union members, apprentice regulations and settlement of disputes.

ST. THOMAS, ONTARIO.—A DAILY NEWSPAPER PUBLISHER AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 459.

Agreement in effect January 20, 1941, to January 19, 1942, and till notice. Hours, 48 per week for day work, 45 for night work; overtime at time and one-half. Minimum wage rate $33 per week for day and night work. Provision is made for closed shop, apprentice regulations, one week's vacation with pay, and settlement of disputes.

REGINA, SASK.—CERTAIN JOB PRINTING FIRMS AND INTERNATIONAL BROTHERHOOD OF BOOKBINDERS, LOCAL 205.

Agreement in effect, May 1, 1941, to April 30, 1942. Hours, 44 per week; overtime at time and one-half for first three hours, and double time thereafter. Hourly wage rate for journeymen bookbinders: 88·64 cents; women from $10 per week during first six months to $16.65 after two years. Provision is made for apprentice regulations and for settlement of disputes.

REGINA, SASK.—A CERTAIN DAILY NEWSPAPER PUBLISHER AND INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 75.

Agreement in effect from May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1941, page 68, and August, 1939, page 853, with this exception: instead of one rate for pressmen ($38 per week) there are two rates—$42 for pressmen and $38 for assistant journeymen.

REGINA, SASK.—CERTAIN JOB PRINTING FIRMS AND INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS' UNION, LOCAL 75.

Agreement in effect from May 1, 1941, to April 30, 1942. The agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1941, page 68, and August, 1939, page 853, with the exception of wage rates: journeymen cylinder pressmen $39 (an increase of $2.70), cylinder assistant $28.70 (an increase of $1.90), cylinder assistant working part time on cylinder and platen $24.35 (an increase of $2.90), platen pressmen $36.75 (an increase of $2.55) platen assistants $20.

REGINA, SASK.—CERTAIN EMPLOYERS AND INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS UNION, LOCAL 116.

Agreement in effect, May 1, 1941, to April 30, 1942, and till new agreement. Hours, 46 per week for day work, 45 for night work; overtime at time and one half for first four hours and double time thereafter. Wage rate for journeymen stereotypers: 93.3 cents per hour for day work and $3 per week extra for night work. Provision is made for preferences to union members, apprentice regulations and the settlement of disputes.

REGINA, SASK.—A DAILY NEWSPAPER PUBLISHER AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 657.

Agreement in effect May 1, 1941, to April 30, 1942. Hours 45 per week for day work, 44 for night work; overtime, time and one half for first three hours, double time thereafter. Weekly wage rate for journeymen: $41.85 for day work, $44.85 for night work. Provision is made for closed shop, apprentice regulations and settlement of disputes.

MOOSE JAW, SASK.—A CERTAIN NEWSPAPER PUBLISHING AND JOB OFFICE ESTABLISHMENT AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 627.

Agreement in effect May 5, 1941, to May 4, 1942, and thereafter from year to year, subject to notice. Hours, 42 per week for day work and 41 for night work; overtime at time and half for first three hours, double time thereafter. Hourly wage rate for journeymen, 90 cents with 50 cents per shift extra for night work. Provision is made for closed shop, one week's vacation with pay, apprentice regulations and settlement of disputes.

MOOSE JAW, SASK.—CERTAIN JOB PRINTING OFFICES AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 627.

Agreement in effect from May 5, 1941, to May 4, 1942, and thereafter from year to year, subject to notice. This agreement is similar to the one noted above for the newspaper publishing and job office establishment, with these exceptions; Hours 44 per week for day work, 42 for night work. Hourly wage rate for journeymen, 88 7/11 cents. No provision for a vacation with pay.

CALGARY, ALBERTA.—TWO NEWSPAPER PUBLISHERS AND CANADIAN PRINTING TRADES UNION, LOCAL NO. 1.

Agreement in effect July 8, 1941, to July 7, 1944. Hours, 45 per week for both day and night work; overtime at time and one half. Wages for journeymen 85 and 92 cents per hour plus cost of living bonus for day work; $2.40 per week extra for night shift; $4 per week extra for "lobster" shift. Provision is made for closed shop and settlement of disputes.

VANCOUVER, B.C.—THREE NEWSPAPER PUBLISHERS AND INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS UNION, LOCAL 88.

Agreement in effect April 1, 1941, to March 31, 1942. Hours, 8 per day for day work 7½ for night work (The union reports a 40 hour week for day work, a 37½ hour week for night work); overtime at time and one half. Wages: $1.08¾ per hour for day work, $1.16 for night work. Provision is made for a closed shop, apprentice regulations and for settlement of disputes.

VANCOUVER, B.C.—THREE NEWSPAPER PUBLISHERS AND INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 226.

Agreement made January 9, 1941, is in effect from March 1, 1939, to February 28, 1942, and is similar to the agreement previously in effect and summarized in the LABOUR GAZETTE, December, 1938, page 1407 with these exceptions: The rates in effect 1938-1939 continued to February 28, 1940, from March 1, 1940, to February 28, 1941, journeymen $1.11 per hour for day work, $1.21 for night work; from March 1, 1941, $1.16 for day work, $1.26 per hour night work. (A 37½ hour week for both day and night work.)

Manufacturing: Miscellaneous Wood Products

SAINT JOHN, N.B.—A CERTAIN VENEERS MANUFACTURING ESTABLISHMENT AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 2533.

This agreement in effect July 1, 1940, to March 31, 1941, and thereafter from year to year, subject to notice, remains in effect for the current year. Hours, 48 per week, except for the vats and peeling beds, a 54 hour week; overtime, with certain exceptions, time and one half. Wages per hour: operators 35 to 60 cents, labourers 34 cents, taping and gaugers 23 and 26 cents. Provision is made for union recognition.

PRICEVILLE, QUEBEC.—A SAWMILL OWNER AND EMPLOYEES.

Agreement reached through conciliation by an officer of the federal Department of Labour, to be in effect from September 11, 1941, to November 15, 1942, and thereafter from year to year, subject to notice. Hours, 60 per week; overtime at 11 cents per hour over the regular rate. Wages of all employees are increased 5 cents per hour. The bonus of 5 per cent or of 10 cents per day usually paid some employees at the end of the season is to be replaced for them by an additional increase to the same amount. A cost of living bonus of $1.25 per week with adjustments according to changes in the cost of living.

MATANE, QUEBEC.—A SAWMILL OWNER AND EMPLOYEES.

Agreement reached through conciliation by an officer of the federal Department of Labour, to be in effect from September 11, 1941, to November 15, 1942, and thereafter from year to year subject to notice. This agreement is similar to the one noted above for sawmill employees at Priceville.

RIMOUSKI, QUEBEC.—A SAWMILL AND BOX FACTORY OWNER AND EMPLOYEES.

Agreement reached following strike and conciliation by an officer of the federal Department of Labour, to be in effect from September 10, 1941, to November 15, 1942, and thereafter

from year to year, subject to notice. This agreement is similar to the one noted above for sawmill employees at Priceville.

ATHELSTAN, QUEBEC.—A COOPERAGE FACTORY AND EMPLOYEES.

Agreement reached through conciliation by an officer of the federal Department of Labour, to be in effect from August 16, 1941, for the duration of the war or until a change in government laws and regulations as to wages for these workers. Wage rates in effect since the last increase on May 1, 1941, are to be maintained, with provision for payment of a cost of living bonus.

MATTAWA, ONTARIO.—A CERTAIN VENEER AND PLYWOOD FACTORY AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 2759.

Agreement in effect from April 1, 1941, to March 31, 1942. Hours, 60 per week, with the exception of employees on the drier, of the night shift and of the maintenance staff; overtime at time and one quarter. Provision is made for seniority rules and for settlement of disputes.

OSHAWA, ONTARIO.—A CERTAIN BOX AND CRATE FACTORY AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1951.

Agreement in effect from May 12, 1941, to October 1, 1942. Hours, 50 per week for day work, 55 for night work; overtime at time and one quarter. Employees are divided into four groups, with wage rates from 45 to 57½ cents per hour. Provision is made for closed shop, union check-off and for the settlement of disputes.

TORONTO, ONTARIO.—CERTAIN UPHOLSTERING FIRMS AND THE UPHOLSTERERS' INTERNATIONAL UNION, LOCAL 30.

Agreement in effect October 15, 1940, to September 15, 1941, and thereafter from year to year, subject to notice. Hours, 44 per week, except for labourers who may work an extra hour per day; overtime at time and one quarter. Minimum hourly wages: upholsterers, seat-makers and trimmers, 80 cents; operators, cutters, springers, 70 cents; cushion fillers and polishers 70 cents; labourers 52 cents. A cost of living bonus is provided for. There is provision for closed shop and for the settlement of disputes.

OWEN SOUND, ONTARIO.—A MANUFACTURER OF WOODEN-WARE AND NATIONAL UNION OF FURNITURE AND ALLIED WORKERS, LOCAL No. 1.

Agreement in effect from November 1, 1940, to February 15, 1941, and till 30 days' notice. Hours, 50 per week; overtime at time and one quarter. A minimum wage rate for boys of 19 cents per hour. An increase of 2½ per cent in wage rates under 50 cents per hour was granted. Provision is made for closed shop, seniority rights. An increase of 3 cents per hour was made effective May 1, 1941, for all except boys and stave sawyers.

NORMAN, ONTARIO.—A SAWMILL AND PLANING MILL OWNER AND THE UNITED BROTHERHOOD OF CARPENTERS, LOCAL 2807 (LUMBER AND SAWMILL WORKERS).

Agreement in effect from June 1, 1941, to June 1, 1942, and thereafter from year to year, subject to notice. Hours, 10 per day; overtime at time and one quarter. Hourly wage rates: band sawyer 92 cents, setters 62 cents, green lumber pilers 52 cents, dry lumber grader 52 cents, planing mill 42 and 44 cents, mechanics 62 to 75 cents, labourers 40 and 42 cents. Provision is made for the employment of union members and seniority rights.

FORT FRANCES, ONTARIO.—A SAWMILL AND PLANING MILL OWNER AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 2558 (SAWMILL WORKERS).

Agreement in effect from April 18, 1941, to April 15, 1942, and thereafter from year to year, subject to notice. Hours, 8 per day; overtime at time and one quarter. Hourly wage rates: sawyers $1.17, setters 66½ cents, green lumber graders 62 cents, planing mill 49½ to 66½ cents, mechanics 63 to 92 cents, labourers 49½ cents. Provision is made for seniority rights, and employment of union members.

Manufacturing: Metal Products

MONTREAL, QUEBEC.—THREE AIRCRAFT FACTORIES AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 712.

Agreement reached following a board under the Industrial Disputes Investigation Act, and later negotiations. This agreement is the same as the draft agreement comprising schedule "A" of the report of the board, as printed in the LABOUR GAZETTE, October, 1941, pages 1204-1207, with these exceptions:

Delete clause 3 (e) and 4 (a), and substitute:

"3 (*e*) Work on Sundays and holidays will not be paid at an overtime rate if the employee takes another day off or part of a day off in the same pay week, except through sickness or by permission, not necessarily obtained in advance.

"(*f*) If it is found necessary, to maintain continuity of production, to place certain departments or processess on a regular 7-day week basis, then workers assigned to such Sunday work shall be assigned one day off per week; they shall then not be paid double time for Sunday work, but if required to work on the assigned day off, shall be paid double time for work on such day.

"Three (3) days before any department or process is to be placed on a regular 7-day week basis, the Shop Committee will be informed of the reasons for doing so and shall have the right to make such representations and suggestions on the matter as it may deem proper.

"(*g*) Notwithstanding anything contained in this article, men may be hired with the definite understanding that they are regularly to perform an operation on Sundays which is essential to the proper maintenance of production: such men shall not be paid double time for Sunday work, but shall be assigned another regular day off and, if required to work on such day off, shall be paid double time.

"(*h*) It is understood and agreed by both parties that, in any case, Sunday work will be kept to a minimum.

"4. (*a*) *Classification of Shop Employees*:

"All employees of the Company paid on an hourly basis are covered by this Agreement, except foremen, assistant foremen, (provided more than twenty-five (25) workers are employed in his department, and limited to not more than one assistant foreman to each foreman unless there are in such foreman's department more than Two Hundred (200) workers to each assistant foreman), draftsmen, clerical employees in the shop or general officers, other

than those mentioned in 4 (*h*), stationary engineers, firemen, guards and watchmen."

Delete clause 4 (*i*) and substitute:

"4. (*i*) *Miscellaneous Light Labour*:

"This shall cover personnel employed in such operations as may be agreed upon as covered by this classification, by each Company with its Shop Committee."

For Clause 5 (*a*) (2), substitute:

"(2) Production Workers Class "A" 65c per hour".

For Clause 5 (*a*) (6), substitute:

"(6) Labourers, Sweepers and Material Truckers 45c per hour".

For Clause 5 (*a*) (8), substitute:

"(8) Miscellaneous light labour 40c per hour".

After Clause 5 (*a*), insert:

"5 (*b*) It is agreed that those who do not receive a raise in rate as a result of the application of the above minimum rates, shall receive a pay increase as follows:—

(1) Journeymen	5c. per hour
(2) Production Workers Class "A"	3c. per hour
(3) Production Workers Class "B"	2c. per hour
(4) Learners	Nothing
(5) Beginners	Nothing
(6) Labourers, sweepers and Material Truckers	2c. per hour
(7) Storemen, Stockchasers and floor clerks	2c. per hour
(8) Miscellaneous light labour	Nothing
(9) Inspectors:	
Class "A" Inspectors	5c. per hour
Class "B" Inspectors	3c. per hour
Class "C" Inspectors	3c. per hour
Class "D" Inspectors	2c. per hour
(10) Apprentices	Nothing
(11) Oilers	2c. per hour
(12) Millwrights (Journeyman)	5c. per hour
(13) Steam Fitters (Journeymen)	5c. per hour
(14) Electricians (Journeymen)	5c. per hour
(15) Carpenters	3c. per hour
(16) Plumbers (Journeymen)	5c. per hour
(17) Pneumatic tool repair men	3c. per hour
(18) Painters	3c. per hour

Clause 5 (*b*) in the draft agreement becomes 5 (*c*) in this; clause 5 (*c*) becomes 5 (*d*); clause 5 (*d*) becomes 5 (*e*) and clause 5 (*e*) becomes 5 (*f*).

For clause 6, substitute:

"6. WAGE ADJUSTMENTS:

"(*a*) All adjustments in wages during the life of this Agreement shall be made by means of a cost-of-living bonus, established in accordance with Order-in-Council P.C. 8253, July 1st, 1941, to be the date from which the cost-of-living bonus is calculated.

"(*b*) The cost-of-living bonus, if any, now being paid in accordance with telegram dated September 16th, 1941, from the Director-General of Aircraft Production, shall be cancelled and any amount paid on account shall be deducted from back pay accruing under Article 13.

"(c) Any increase in individual wage rates granted between July 1941 and the date of execution of this Agreement shall be absorbed in or shall absorb the increase resulting from this Agreement, and payments made on account of such increases shall be deducted from back pay accruing under Article 13, in each case".

For clauses 12 and 13, substitute:

"12. *Discharge*:

The Management of the Company agrees to promptly notify the Grievance Committee of the reason for discharge of any employee covered by this Agreement and such discharge shall be a discussable grievance as provided for in article 9 hereof.

"13. *Retroactive Wage Increase*:

Any change in wage rates resulting from the coming into force of this Agreement shall be retroactive to July 1st, 1941."

In clause 18, lines 3 and 4 delete "paragraph 10", and substitute "paragraph 9".

At end of clause 20 (*b*), add:

"During the period of such negotiations, this Agreement shall remain in full force and effect."

WHITBY, ONTARIO.—A CERTAIN FOUNDRY AND THEIR EMPLOYEES.

Agreement reached following an application for a board under the Industrial Disputes Investigation Act, and subsequent conciliation by an officer of the federal Department of Labour (LABOUR GAZETTE, July, 1941, page 785). Agreement in effect July 17, 1941, to July 16, 1942. Hours, 45 per week; overtime at time and one half. Provision is made for a cost of living bonus, one week's vacation with pay, seniority rights, and no discrimination against union employees.

ST. CATHARINES, ONTARIO.—IMPERIAL IRON CORPORATION, LTD. AND UNITED AUTOMOBILE WORKERS, LOCAL 199.

Agreement reached after report of board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, August, 1941, page 882). Agreement in effect July 30, 1941, to January 1, 1942, and till 30 days' notice. Hours: in foundry department, 9 per day, not more than 99 hours every two consecutive weeks; in other departments, a 50 hour week; overtime at time and one half. Minimum hourly wage rate for new employees, 40 cents; after 60 days employment, 50 cents including a cost of living bonus of 5 per cent. There are also clauses governing seniority rights, recognition of shop committee and grievance procedure.

ST. CATHARINES, ONTARIO.—A CERTAIN BRASS FOUNDRY AND THEIR EMPLOYEES.

Agreement reached following strike and conciliation by an officer of the federal Department of Labour. Agreement in effect August 15, 1941 to January 1, 1942, and until a new agreement reached. Hours, 50 per week; overtime at time and one half. A cost of living bonus is provided for. Seniority rights, recognition of a shop committee for the settlement of grievances are also provided for.

BRANTFORD, ONTARIO.—BRANTFORD COACH AND BODY LTD. AND THEIR EMPLOYEES.

Agreement reached following conciliation by an officer of the federal Department of Labour and the withdrawal of an application for a board under the Industrial Disputes Investigation Act. Agreement in effect August 20, 1941, to January 1, 1942, and thereafter subject to notice. Hours, 50 per week for all except shift workers who work on 8 hour shift basis; overtime at time and one quarter. Minimum hourly wage rates: unskilled labour 42 cents, semi-skilled 45 cents for adult males, youths and girls 35 cents. No discrimination on account of union activity; seniority rights and grievance procedure are also provided for.

PRESTON, ONTARIO.—A CERTAIN FOUNDRY AND INTERNATIONAL MOULDERS UNION, LOCAL 314.

Agreement in effect February 27, 1941, to January 31, 1942, and thereafter from year to year, subject to notice. Piece work rates are fixed, and the day rate for moulders is $6.45.

WINGHAM, ONTARIO.—A CERTAIN FOUNDRY AND INTERNATIONAL MOULDERS' UNION, LOCAL 492.

Agreement in effect March 26, 1941, to January 15, 1942, and thereafter from year to year, subject to notice. Hours, 8 per day. Wage rate for moulders on time rate, 71 cents per hour; piece work rates are fixed, with provision for settlement of further piece rates. No discrimination on account of union activity and union members given preference in employment.

SARNIA, ONTARIO.—A CERTAIN BRASS FOUNDRY AND THEIR EMPLOYEES.

Agreement reached following application for a board under the Industrial Disputes Investigation Act and conciliation by the Industrial Disputes Inquiry Commission. (*See* page 1354 of November issue.) Agreement in effect November 10, 1941, to November 9, 1942, and till 30 days' notice. Hours, 48 per week; overtime at time and one-half. Existing wage rates continued in effect, with cost of living bonus. No discrimination on account of union membership; seniority rules; grievance procedure, one week's vacation with pay.

FORT WILLIAM, ONTARIO.—A CERTAIN IRON FOUNDRY AND INTERNATIONAL MOULDERS' UNION, LOCAL 138.

Agreement in effect May 1, 1941, to July 31, 1941, and for three months' periods, subject to notice. Hours, 8 per day; overtime at straight time for first two hours and time and one half thereafter, except in machine shop department where time and one half for all overtime. Hourly wage rates: moulders and coremakers 73 to 78 cents, mechanics 66 to 76 cents, others 50 to 55 cents. No discrimination on account of union membership; recognition of shop committee; seniority rights.

PORT ARTHUR, ONTARIO.—PORT ARTHUR SHIPBUILDING CO. LTD. AND THEIR EMPLOYEES.

Aircraft workers are included in this Agreement, as noted below under "Construction: Shipbuilding".

WINNIPEG, MANITOBA.—WINNIPEG ELECTRIC COMPANY AND ELECTRIC APPLIANCE REPAIR DEPARTMENT EMPLOYEES.

Agreement in effect May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week. Monthly wage rates: repairmen $100 and $115, helpers $55 to $75. No discrimination on account of union membership; two weeks' vacation with pay; seniority rules; grievance procedure.

VANCOUVER, B.C.—A CERTAIN AIRCRAFT MANUFACTURING COMPANY AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 756.

Agreement in effect, June 1, 1941, for the duration of the war and completion of war contracts, and thereafter until notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, January, 1941, page 68. Minimum wage rates: toolmakers and electricians 95 cents, journeymen and maintenance men 90 cents, class A-1 specialists 70 cents, class A production workers 65 cents, class B production workers 50 cents, class C production workers 40 cents, class D production workers as per government schedules of January 23, 1940, engineers 65 cents, millwrights 65 cents, millwrights' helpers 55 cents, janitors and truck drivers 55 cents, labourers 45 cents. A cost of living bonus to be paid in accordance with Order in Council P.C. 7440 and amendments.

VANCOUVER, B.C.—RELIANCE MOTOR AND MACHINE WORKS LTD. AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 692.

The agreement which was noted in the LABOUR GAZETTE, May, 1941, page 590, was amended from October 15, 1941, to substitute the following minimum hourly wage rates: machinists and fitters 90 cents, specialists 65 cents, operators 55 and 60 cents, helpers 60 cents. A cost of living bonus is also provided for.

VANCOUVER, B.C.—A CERTAIN CAN FACTORY AND VANCOUVER METAL WORKERS' UNION, LOCAL 3.

Agreement following strike and conciliation by officers of the federal and provincial Departments of Labour. Agreement in effect August 26, 1941, to August 16, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week; overtime at time and one half. Wages: an increase of 5 cents per hour to all employees, with 5 cents per hour extra for work on second and third shifts. Provision is made for a cost of living bonus, no discrimination because of union activity, seniority, one week's vacation with pay, adjustment of grievances.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

ST. JOHNS, QUEBEC.—A CERTAIN MANUFACTURER OF VITREOUS EARTHENWARE AND THE NATIONAL BROTHERHOOD OF OPERATIVE POTTERS, LOCAL 78.

Agreement reached following conciliation by the Industrial Disputes Inquiry Commission, to be in effect October 1, 1941, to September 30, 1942, and till notice. Hours, 49 per week; overtime at time and one half. A cost of living bonus is provided for; also union recognition and adjustment of grievances.

TORONTO, ONTARIO.—A CERTAIN MANUFACTURER OF SOAPS, EDIBLE FATS AND GLYCERINE AND THE UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 151.

Agreement in effect October 10, 1941 to October 9, 1942, and thereafter from year to year, subject to notice. Hours, 45 per week for day employees, 48 for shift employees; overtime at time and one half. Hourly wage rates for adult males, from 55 to 85 cents; for females and males under 18 years, 40 to 60 cents. A cost of living bonus is provided for; one week's vacation with pay (two weeks after five years' service); seniority rights, maintenance of union membership; payment during sickness; adjustment of grievances.

HAMILTON, ONTARIO.—HAMILTON BY-PRODUCT COKE OVENS LTD. *and* INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 700.

This agreement came into effect October 1, 1940, for one year, and continues from year to

year, subject to notice. Hours, 48 per week; overtime at time and one half. Wage rates were increased by 6 cents per hour for skilled employees and by 5 cents per hour for unskilled employees. Rates for some trades are: certain engineers (boiler house, gas holder, etc.) 75 cents, millwright, machinist, pipefitters 73 cents, helpers 61 cents; labourers 46 cents, one week's vacation with pay; seniority rights, procedure for adjustment of grievances are also provided for.

COOKSVILLE, ONTARIO.—A CERTAIN BRICK FACTORY AND UNITED BRICK AND CLAY WORKERS OF AMERICA, LOCAL 668.

Agreement in effect, May 1, 1941, until 30 days' notice. Hours, 59 per week. Hourly wage rates, 45 to 55 cents for most classes, 60 to 80 cents for certain mechanics. Union recognition, seniority rights and grievance procedures are provided for.

Construction: Buildings and Structures

CANADA.—CANADIAN AUTOMATIC SPRINKLER ASSOCIATION AND UNITED ASSOCIATION OF PLUMBERS, LOCAL 379 (AUTOMATIC SPRINKLER FITTERS).

This agreement covers, throughout Canada, the installation of sprinkler systems, or systems used for fire extinguishing purposes, and is in effect from February 20, 1941, for the duration of the war, and thereafter subject to notice. Hours, 44 per week; overtime at time and one half. Hourly wage rate, 93½ cents when working in their home towns, $1.18½ for out of town work. Provision is made for the employment of improvers, and also for the settlement of disputes.

CANADA.—ELEVATOR MANUFACTURERS AND INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS.

Under the terms of the agreement summarized in the LABOUR GAZETTE, February, 1940, page 169, the following hourly wage rates were reported to be in effect: Local 96 at Ottawa—construction mechanics $1 (helpers 70 cents), maintenance mechanics 95 cents (helpers 63 cents); Local 50 at Toronto—mechanics $1.10, (helpers 77 cents); Local 90 at Hamilton—mechanics 95 cents (helpers 67 cents), maintenance mechanics 85 cents (helpers 60 cents); Local 102 at Winnipeg—mechanics $1 (helpers 70 cents); Local 122 at Edmonton—mechanics $1 (helper 70 cents).

HALIFAX, N.S.—MASTER PAINTERS AND THE PAINTERS, AND PAPERHANGERS AND GLAZIERS.

Agreement in effect July 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week; overtime at time and one half. Minimum wage rate for painters, paperhangers and glaziers, 70 cents per hour from August 1, to August 31, 1941, and 73 cents from September 1, 1941. For work on night shifts, 8 hours' pay for 7 hours' work.

OTTAWA, ONTARIO.—CERTAIN CONTRACTORS AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 586.

Agreement in effect August 25, 1941, to August 24, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at time and one half. Minimum hourly wage rates for journeymen electrical workers: 85 cents from September 1, 1941, to December 31, 1941, and 90 cents from January 1, 1942. For night shifts, 8 hours' pay for 7½ hours' work. Provision is made for settlement of disputes. This agreement is conditional on the Industrial Standards Act schedule (LABOUR GAZETTE, October, page 1317) remaining in effect.

OTTAWA, ONTARIO.—SHEET METAL EMPLOYERS' ASSOCIATION AND SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 47.

Agreement in effect May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week; overtime at time and one half. Minimum hourly wages rates for journeymen sheet metal workers: from May 1, to September 30, 1941, 92 cents; from October 1, 1941, 95 cents. Provision is made for closed shop and for the settlement of disputes.

KINGSTON, ONTARIO.—MASTER PLUMBERS AND UNITED ASSOCIATION OF PLUMBERS, LOCAL 221.

Agreement in effect July 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week; overtime, time and one half until midnight and double time thereafter. Minimum wage rate for journeymen plumbers and steamfitters: 90 cents. Provision is made for closed shop and for settlement of grievances.

TORONTO, ONTARIO.—CERTAIN BUILDING WRECKING CONTRACTORS AND INTERNATIONAL HOD CARRIERS BUILDING AND COMMON LABOURERS' UNION, LOCAL 756.

Agreement in effect April 1, 1941, to April 1, 1942. Hours, 44 per week; overtime after 9 hours' work Mondays to Fridays and after 3 p.m. Saturdays, time and one half. Hourly wage rates: labourers 50 cents, barmen 55 cents, but question of wages may be reopened if substantial change in the cost of living. Provision is made for closed shop and for the settlement of disputes.

TORONTO, ONTARIO.—CONTRACTING PLASTERERS' SECTION OF THE BUILDERS' EXCHANGE AND THE WOOD, WIRE AND METAL LATHERS' INTERNATIONAL UNION, LOCAL 97.

Agreement in effect June 1, 1941, to March 1, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at time and one half. Minimum hourly wage rates: on all nail on lathing on wood furring 75 cents; on all metal furring, tie-on, corner beads, triseal, simplex and all other types of lathing $1.05 until August 28, 1941, $1.10 thereafter. For work on second and third shifts, time and one seventh to be paid. Provision is made for the settlement of disputes.

TORONTO, ONTARIO.—CONTRACTING PLASTERERS' ASSOCIATION AND THE INTERNATIONAL HOD CARRIERS, BUILDING AND COMMON LABOURERS' UNION, LOCAL 781 (PLASTERERS' LABOURERS).

Agreement in effect April 1, 1941, to March 1, 1942, and thereafter from year to year subject to notice. Hourly wage rates for plasterers' labourers: 65 cents until August 28, 1941, and 70 cents thereafter; overtime at time and one half while attending plasterers who are on overtime. Provision is made for closed shop and for settlement of disputes.

HAMILTON, ONTARIO.—HAMILTON CONSTRUCTION ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 18.

The agreement which was noted in the LABOUR GAZETTE, June, 1941, page 699, and June, 1940, page 606, was supplemented by an agreement between the union and one contractor when it was agreed to work a 55 hour week on wartime housing until sufficient union members available.

HAMILTON, ONTARIO.—HAMILTON CONSTRUCTION ASSOCIATION AND BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL No. 1 (BRICKLAYERS).

Agreement in effect May 1, 1941, to April 30, 1942. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1940, page 863, with the exception of the hourly wage rate which is increased from $1 to $1.05.

BRANTFORD, ONTARIO.—CERTAIN CONTRACTORS AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 498.

Agreement in effect May 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week; overtime at time and one half to 10 p.m. (5 p.m. on Saturdays) and double time thereafter. Minimum hourly wages rate for carpenters: 80 cents. For work on night shifts, 8 hours' pay for 7 hours' work. Provision is made for closed shop.

LONDON, ONTARIO.—CERTAIN CONTRACTORS AND CANADIAN UNION OF WOODWORKERS, LONDON BRANCH (CARPENTERS).

Agreement in effect August 1, 1940, to December 31, 1941, and until revised or superseded. Hours, 44 per week; overtime at time and one half; except emergency work at straight time. Wage rate for carpenters: 85 cents per hour from January 1, 1941. For work on night shift, 9 hours' pay for 8 hours' work. Provision is made for preference of employment to union members and for adjustment of grievances.

WINDSOR, ONTARIO.—GENERAL CONTRACTORS' SECTION OF THE ESSEX BUILDERS' AND CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 494.

Agreement in effect July 1, 1941, to March 31, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at time and one half for first hour and double time thereafter. Minimum hourly wage rate: $1.05 (an increase of 10 cents over the previous year). For work on night shifts, 8 hours' pay for 7 hours' work. Provision is made for closed shop and settlement of disputes.

WINDSOR, ONTARIO.—MASTER PLUMBERS AND UNITED ASSOCIATION OF PLUMBERS, LOCAL 552.

Agreement in effect March 1, 1941, to February 28, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at double time. Minimum hourly wage rate for plumbers and steamfitters: $1.15 (an increase of 15 cents per hour). Provision is made for closed shop and for the settlement of disputes.

CALGARY, ALBERTA.—CALGARY ASSOCIATION OF MASTER TINNERS AND SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION, LOCAL 254.

Agreement in effect June 2, 1941 to March 31, 1942. Hours, 44 per week; overtime at time and one half to 10 p.m. and double time thereafter. Hourly wage rate: 90 cents. A joint committee to meet at call.

EDMONTON, ALBERTA.—EDMONTON GENERAL CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1325, AND AMALGAMATED BUILDING WORKERS OF CANADA, EDMONTON LOCAL No. 1.

Separate agreements with each of these unions, are the same as the conditions made binding in a schedule under the Industrial Standards Act (LABOUR GAZETTE, August, 1941, page 1015) with the addition of a clause granting preference of employment to union members. (Wage rate is 95 cents per hour, with a 44-hour week).

EDMONTON, ALBERTA.—EDMONTON SOCIETY OF DOMESTIC, SANITARY AND HEATING ENGINEERS, INC. AND UNITED ASSOCIATION OF PLUMBERS AND STEAMFITTERS, LOCAL 488.

Agreement in effect October 17, 1941, until six months after the cessation of hostilities and thereafter, subject to 30 days' notice. Hours, 44 per week; overtime at time and one half until midnight and double time thereafter. Minimum hourly wage rate for plumbers and steamfitters: $1.10, to be adjusted with changes in the cost of living. The agreement also has clauses re apprentices' regulations, employment of union members and adjustment of grievances.

VANCOUVER, B.C.—GENERAL CONTRACTORS' ASSOCIATION AND BRICKLAYERS, MASONS AND PLASTERERS' INTERNATIONAL UNION, LOCAL No. 1 (BRICKLAYERS AND MASONS).

Agreement in effect July 8, 1941, to July 7, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at double time. Minimum hourly wage rate for bricklayers, stone masons and marble masons, $1.22½; after July 7, 1942, this rate may be adjusted if cost of living is more than 17½ per cent higher than at September 1, 1939. For work on night shifts, 8 hours' pay for 7½ hours' work. No discrimination against job stewards.

VANCOUVER, B.C.—VANCOUVER FLOORLAYING CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 452 (FLOORLAYERS).

Agreement in effect July 1, 1941, to April 30, 1942, and thereafter from year to year, subject to notice. Hours, 44 per week, except on jobs where five day week is in effect; overtime at time and one half for first four hours and double time thereafter. Minimum hourly wage rate for floorlayers, scrapers and finishers, $1.10, sanding machine operators 75 cents. On night work, 8 hours' pay for 7 hours' work. Provision is made for closed shop; apprentice regulations.

VANCOUVER, B.C.—BUILDING AND CONSTRUCTION INDUSTRIES EXCHANGE AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 213.

Agreement in effect June 1, 1941, to May 31, 1942, provided for an hourly wage rate of $1.05 for electrical workers (an increase of 5 cents) from June 1, to August 31, 1941; $1.10 from September 1, 1941, to November 30, 1941; if union has made satisfactory progress towards stabilizing the labour situation in Vancouver, a further increase to $1.12½ from December 1, 1941.

VANCOUVER, B.C.—A CERTAIN CONTRACTOR AND AMALGAMATED BUILDING WORKERS OF CANADA, ELECTRICAL WORKERS UNIT, No. 3.

Agreement in effect October 6, 1941, for the duration of the war and wartime contracts. Hours, 44 per week; overtime at time and one half for first four hours and double time thereafter. Hourly wage rate for journeymen $1, helpers 50 and 62½ cents. A cost of living bonus is provided for. Closed shop.

VANCOUVER, B.C.—MASTERS LATHERS AND WOOD, WIRE AND METAL LATHERS' INTERNATIONAL UNION, LOCAL 207.

Agreement in effect August 11, 1941, to July 1, 1942, and thereafter from year to year, subject to notice. Wages for day work; first class $1 per hour, second class 90 cents, tie-work $1.12½; prices are also set for lath by the thousand. Overtime to be paid at time and one half. Closed shop.

VANCOUVER, B.C.—CERTAIN CONTRACTORS AND UNITED ASSOCIATION OF PLUMBERS, LOCAL 170.

Agreement reached through conciliation by an officer of the federal Department of Labour (LABOUR GAZETTE, October, page 1218). Agreement in effect September 1, 1941, to August 31, 1942, and thereafter from year to year, subject to notice. Hours, 40 per week; overtime at time and one half. Minimum hourly wage rates: journeymen $1.12½, helpers 62½ cents. For work on night shifts, 8 hours' pay for 7 hours' work. Provision is made for apprentice regulations; closed shop; for the settlement of disputes.

VICTORIA, B.C.—CERTAIN CONTRACTORS AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1598.

"This agreement to be for a period of three years, from November 1, 1941, or for the duration of the war. Should either party wish to change, add to, or amend this agreement, sixty days' notice in writing shall be given with the proposed changes, additions or amendments attached". Hours, 44 per week: overtime at time and one half for first four hours, and double time thereafter. Basic hourly wage rate: 90 cents. A cost of living bonus is provided for.

Construction: Shipbuilding

MONTREAL, QUEBEC.—A CERTAIN COMPANY ENGAGED IN SHIPBUILDING AND EMPLOYEES OF THEIR MARINE DEPARTMENT AND AUXILIARY SERVICES.

Agreement reached following a strike and conciliation by an officer of the federal Department of Labour. Agreement in effect November 1, 1940, to October 31, 1941, and thereafter from year to year, subject to notice. Hours, 47 per week for day work, 45 hours for night work; overtime at time and one half. Hourly wage rates: loftsmen and chief forger 97 cents for class A, 78 cents for class B; machinist (wood) 79 cents for class A, 65 cents for class B; platers and frame turners, riveters, caulkers, electric welders, shipwrights, joiners, blacksmiths, electricians, engineers, pipefitters, machinist (metal), tinsmith, 73 cents for class A, 60 cents for class B; holders-on, drillers, acetylene welders, burner, painter, 67 cents for class A, 55 cents for class B; rigger 66 cents for class A, 50 cents for class B; rivet heaters 61 cents for class A, 50 cents for class B; reamers, bolter-up, packers and stagers, 55 cents for class A, 45 cents for class B; helpers and labourers 48 cents for class A, 35 cents for class B, passer boys 31 cents for class A, 25 cents for class B; overhead crane men and oilers 57 cents in class A and 45 cents in class B. Provision is made for apprentice regulations, seniority rules, recognition of shop committee and for the settlement of disputes.

TORONTO, ONTARIO.—DUFFERIN SHIPBUILDING CO. LTD. AND THE ELECTRICAL WORKERS EMPLOYED BY THEM.

Agreement reached following the report of a board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, October, page 1188). Agreement in effect June 1, 1941, for the duration of the war and ten days after the cessation of hostilities. Hours, 48 per week; overtime at time and one half. Hourly wage rates: journeymen electrical workers 90 cents, improvers 70 cents, helpers 50 to 57 cents. A cost of living bonus is provided for. No discrimination against union members, apprentice regulations, seniority rules and procedure for adjustment of grievances are also included.

TORONTO, ONTARIO.—DUFFERIN SHIPBUILDING CO. LTD. AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 793.

Agreement reached following the report of a board under the Industrial Disputes Investigation Act (LABOUR GAZETTE, October, page 1188). Agreement in effect October 4, 1941, for the duration of the war and ten days after the cessation of hostilities. Hours, 48 per week; overtime at time and one half. Minimum hourly wage rate for engineers: 95 cents. A cost of living bonus is provided for. No discrimination against union members, apprentice regulations, seniority rules and procedure for adjustment of grievances are also included.

PORT ARTHUR, ONTARIO.—PORT ARTHUR SHIPBUILDING CO. LTD. AND THEIR EMPLOYEES (MEMBERS OF INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, WELDERS AND HELPERS, LOCAL 461, AND OTHER UNIONS).

Agreement reached following a board under the Industrial Disputes and Investigation Act (LABOUR GAZETTE, July, 1941, page 767) to be in effect from April 1, 1941, until ten days after the cessation of hostilities. This agreement is similar to schedules A, B and C published in the report of the board (LABOUR GAZETTE, July, pages 770 and 771), with these exceptions:

For hourly wage rates shown therein, substitute; anglesmith, blacksmith and boilermakers 80 cents; bolter-up 58 cents; burner and cutter (acetylene) and cable splicer 70 cents; caulker and chipper 80 cents; chipper 70 cents; coppersmith 85 cents: crane operator—locomotive 80 cents; crane operator—shop 65 cents; driller 75 cents; drill press operator (boiler shop) 65 cents; electrician 80 cents; hammersmith 82½ cents; holder-on 67 cents; labourer 45 cents; liner fitter and liner & rivet maker, 65 cents; machinist and machine fitter, and millwright, 80 cents; machine operator—boiler and plate shop 60 cents; packer 57 cents; patternmaker, pipe and steamfitter, 85 cents; plate shear operator and plate edge planer operator 68 cents; plumber 85 cents; rivetter 80 cents; rivet heater 65 cents; rivet passer 40 cents; reamer and coutersinker, 58 cents; riggers 68 cents; rivet tester, shipwright, ship carpenter, 80 cents; slinger 55 cents; ship fitter 80 cents; steam hammer operator 63 cents; stage builder and maintenance carpenter 70 cents; tank tester 80 cents; table punch operator 68 cents; template maker 80 cents; welder (oxyacetylene and electric)—pressure welding 85 cents, miscellanoeus welding 80 cents; joiner 80 cents; joiner (machine men woodwork) 75 cents; production workers—class A, 65 cents, class B, 52½ cents, Class C, 40 cents;

painter including spray 70 cents, painter (red leader) 55 cents.

Delete the second and third paragraphs following the list of wage rates, and substitute:

"Charge Hands are those who while working themselves, also direct and supervise the work of others, and are paid by the hour. They will receive five (5) cents per hour over the rates of the men over whom they have charge.

"The Company may employ Helpers at the common labour rate for a period of two months. After the first two months, for a further period of two months rate shall be 50 cents per hour, and for a further period of two months rate shall be 55 cents, and thereafter such Helpers are to be paid 57 cents per hour.

"All red leading inside and outside, and painting of outside of the hull of a vessel, below the main deck, shall be classed as "Red Leading" and all other painting shall belong to the other Painter classifications.

"Aircraft

"Class "A" Production workers start at 40 cents per hour and after three months are increased to 52½ cents.

"The period of advancement from Class "B" to Class "A" is to extend over 2½ years' service. Increases over this period shall be at the rate of 2½ cents per hour every six months providing there is an average showing of improvement on the part of the worker.

"In order for a Mechanic to qualify for Mechanic wage rates, he shall be competent to work directly from drawings, and carry out any operation in his craft without direction from others."

Delete paragraph *re* helper apprentices; and substitute:

"Helper Apprentices

"The Company may designate employees who shall be termed Helper Apprentices, and may pay these particularly designated employees an additional rate per hour over the Helper's rate of 2½ cents per hour for the first six months and an additional 2½ cents per hour for each succeeding six months. After the completion of four years the Helper Apprentice shall receive the Mechanic's minimum rate of pay.

"Men employed on night shift shall receive a bonus of five cents per hour over and above their regularly hourly rate.

"Cost-of-Living Bonus

"A cost-of-living bonus will be paid in accordance with the principles enunciated in Order in Council P.C. 7440, dated December 16, 1940, and amendment or amendments thereto as interpreted by the Federal Department of Labour, with the understanding that July 1, 1941, shall be the base from which increases in the cost of living shall be computed."

VANCOUVER, B.C.—TWO SHIPBUILDING COMPANIES AND THE AMALGAMATED BUILDING WORKERS OF CANADA, ELECTRICAL WORKERS SHIPYARD SECTION.

Agreement of one company in effect July 31, 1941, for the duration of the war and wartime contracts. This agreement is similar to the previous agreement which was summarized in the LABOUR GAZETTE, February, 1941, page 179, with these exceptions: only union members to be employed, if available. A cost-of-living bonus of 2½ cents per hour for electricians, 2 cents for electric crane operators, 1½ cents for first year helpers and 2 cents for experienced operators was made retroactive from March 1, 1941, to July 31, 1941. From July 31, 1941, and until altered pursuant to the terms of Order in Council P.C. 7440, the basic wages increased by a flat bonus of 4 cents per hour, making these hourly rates: electricians $1.04, electric crane operators 69 cents, first year helpers 54 cents, experienced helpers 66½ cents; these rates to be adjusted with the cost-of-living, based on principles of Order in Council P.C. 7440 and amendments.

A separate agreement with the same company was made between the above parties covering another shipyard. This agreement is similar to the above except that for the second shift, 7⅝ hours' work for 9 hours' pay. The wage rates and bonus conditions from July 31, 1941 are the same as in the above agreement.

The agreement with the second company came into effect January 24, 1941, for the duration of the war and wartime contracts and is similar to the agreement with the first mentioned company as summarized in the LABOUR GAZETTE, February, 1941, except that only union members may be employed, if available.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING COMPANY AND AMALGAMATED BUILDING WORKERS OF CANADA, PATTERNMAKERS' UNIT.

Agreement in effect July 1, 1941, for the duration of the war and wartime contracts. This agreement is similar to the previous agreement which was summarized in LABOUR GAZETTE, February, 1941, page 180, with the exception that the adjustment of the wage rate in accordance with cost-of-living is now to be based on the principles of Order in Council P.C. 7440 and amendments.

VANCOUVER, B.C.—A CERTAIN SHIPBUILDING COMPANY AND AMALGAMATED BUILDING WORKERS, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

Agreement in effect October 17, 1941, for the duration of the war and wartime contracts. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, April, 1940, page 386, with certain exceptions: the regular weekly hours are unchanged at 44 per week for day shift, 40 per second and third shifts, with changes in the arrangement of hours, and with 9 hours' pay for the second shift. Basic wage for shipwrights, joiners, boatbuilders and caulkers, 90 cents per hour, plus a cost-of-living bonus of 4 cents per hour retroactive to June 1, 1941. The wage rate to be adjusted with the cost-of-living as enunciated in Order in Council P.C. 7440 and amendments.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THE PAINTERS EMPLOYED BY THEM.

Agreement in effect July 9, 1941, for the duration of the war and wartime contracts. Hours: 44 per week for day shift, 40 for night shift; overtime at time and one half for first four hours and double time thereafter. Wage rate for painters 80 cents per hour, with adjustments to cover changes in the cost-of-living, in accordance with Order in Council P.C. 7440. No discrimination on account of union membership.

VICTORIA, B.C.—A CERTAIN SHIPBUILDING COMPANY AND THEIR FOUNDRY EMPLOYEES.

The agreement reached through conciliation of the Department of Labour, is in effect October 16, 1940, to October 15, 1942, and

thereafter from year to year by mutual consent, and provides for a 44-hour week for day shift, and a 40-hour week for second and third shifts; overtime at time and one half for first four hours and double time thereafter; no discrimination on account of union membership; a wage scale was included, with provision for its adjustment with changes in the cost-of-living.

An amendment, effective from June 1, 1941, provides for an increase of 5 cents per hour in the basic wages making these: moulders and coremakers, 90 cents, cupola tender 72½ cents, chippers and grinders 65 cents, helpers 60 cents; to this is added a cost-of-living bonus of 4 cents per hour, with provision for its adjustment in accordance with Order in Council P.C. 7440.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND UNITED BROTHERHOOD OF CARPENTERS, LOCAL 1598 (CARPENTERS AND SHIPWRIGHTS).

The agreements of March, 1941, which were noted in the LABOUR GAZETTE, June, 1941, page 700, were amended June 1, and June 4, 1941, respectively, to provide an increase in the basic wage rate of 7 cents, making the rate for carpenters, joiners, and shipwrights, 90 cents per hour; to this is added a cost-of-living bonus of 4 cents per hour with its adjustment according to Order in Council P.C. 7440.

VICTORIA, B.C.—TWO SHIPBUILDING COMPANIES AND AMALGAMATED BUILDING WORKERS OF CANADA, SHIPYARD SECTION (SHIPWRIGHTS AND CAULKERS).

The agreement with one company (noted in the LABOUR GAZETTE, February, 1941) was amended from June 1, 1941, to provide for an increase in the basic wage rate for shipwrights, boatbuilders and caulkers to 90 cents per hour, to which is added a cost-of-living bonus of 4 cents per hour, with provision for its adjustment according to Order in Council P.C. 7440.

In the case of the other company, for whom the original conditions as to wages and hours were agreed to by letter, an agreement was made between this company and the union, effective from July 30, 1941, for the duration of the war and wartime contracts, with an amendment of the same date, making effective the same conditions as in the other company's agreement and amendment.

Construction: Miscellaneous

VANCOUVER, B.C.—A CERTAIN CONTRACTOR AND AMALGAMATED BUILDING WORKERS OF CANADA (PILEDRIVERS AND CARPENTERS).

This agreement, dated September 29, 1941, covers the work on one contract for construction work for a shipbuilding company. Hours: 40 per week on building construction and 44 per week on drydock and ship construction work; overtime is also provided for. Hourly wage rates: piledrivers, bridgemen and framers, $1.07½; carpenters and joiners 97½ cents; shipwrights and caulkers 94 cents; labourers 55 cents. Only union members to be employed.

COLLECTIVE AGREEMENT ACT, QUEBEC

Recent Proceedings under the Act

THE Collective Agreement Act was assented to June 22, 1940, and was summarized in the LABOUR GAZETTE, August, 1940, page 812. It replaces the Collective Labour Agreements Act, 1938. Agreements and regulations under the "Collective Labour Agreements Act," the "Act respecting Workmen's Wages" and under the original Act, "The Collective Labour Agreements Extension Act, 1934," continue in effect for the period for which they were made or have been renewed or amended. Under the Collective Agreement Act, any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant-Governor in Council through the provincial Minister of Labour to have those terms of such agreements which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant-Governor in Council may deem in conformity with the spirit of the Act made obligatory on all employers and employees in the trade, industry, commerce or occupation throughout the province or within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date the Order in Council is adopted. The Order in Council may be amended or revoked by a further Order in Council on the recommendation of the Minister of Labour after consulting the parties to the agreement and after the required notice has been published in the *Quebec Official Gazette*. A parity committee (formerly called a joint committee) must be formed by the parties to an agreement made obligatory under this Act and the Minister may add to such committee representatives nominated by employers and employees not parties to the agreement. The committee is to make its own by-laws and when these are approved by Order in Council and noted in the *Quebec Official Gazette*, the committee is constituted a corporation. A parity committee may require certificates of competency from workers within the scope of the agreement

and such by-laws must be approved by Order in Council and published in the *Quebec Official Gazette*. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937. Proceedings under the Workmen's Wages Act were noted in the issues from July, 1937, to April, 1938. Proceedings under the Collective Labour Agreements Act are noted in the issues from May, 1938, to July, 1940. Proceedings under the Collective Agreement Act are noted in the issues beginning August, 1940.

Recent proceedings under the Act include the extension of one new agreement and the amendment of fourteen other agreements, all of which are summarized below. Requests for the amendment of the agreement for garages and service stations at Quebec and for the women's and children's millinery industry at Montreal were published in the *Quebec Official Gazette*, November 8; requests for extension of new agreements for funeral undertakers at Montreal and for barbers at Valleyfield, and for the amendment of the agreements for the men's and boys' clothing industry throughout the province and for barbers and hairdressers at Sherbrooke, in the issue of November 14; requests for amendment of the agreement for the dairy industry at Quebec and the tanning industry throughout the province, in the issue of November 29. In addition, Orders in Council were published in the *Quebec Official Gazette* during November, approving or amending the constitution and bylaws of certain parity committees and others approving the levying of assessments by certain parity committees.

Manufacturing: Fur and Leather Products

FUR MANUFACTURING INDUSTRY, QUEBEC CITY.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for this industry (LABOUR GAZETTE, November, 1940, page 1201, September, 1938, page 1042, and October, 1939, page 1065), by extending the terms of the agreement to March 1, 1943, and thereafter from year to year, subject to notice.

A cost of living bonus of $3 per week for the minimum rates of $29 and over, of $2 per week for the minimum rates of $19 to $28 and of $1 per week to operators and finishers is made effective as long as the index number of the Bureau of Statistics is not lower than 108.

FUR MANUFACTURING INDUSTRY (RETAIL) MONTREAL.—An Order in Council, dated November 27, and published in the *Quebec Official Gazette*, November 29, amends the previous Orders in Council for this industry (LABOUR GAZETTE, September, 1940, page 971.) The agreement is extended to May 1, 1944 and for another period of two years if no notice of change given by either party.

(This amendment does not apply to employers of more than 50 persons who are governed by Order in Council 8253.) A cost-of-living bonus of $2 per week to all skilled workers, including apprentice cutters or trimmers, but not apprentices receiving from $7 to $14 per week of 40 hours. This bonus is to be adjusted every six months with changes in the cost of living. Home work is prohibited.

Manufacturing: Pulp, Paper and Paper Products

PAPER BOX (UNCORRUGATED PAPER) MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated November 19, and published in the *Quebec Official Gazette*, November 22, amends the previous Orders in Council for this industry (LABOUR GAZETTE, April, 1939, page 528, September, page 950, May, 1940, page 496, December, page 1310, April, 1941, page 473, and June, page 704) by setting the minimum hourly wage rates for stationary enginemen at 49½ cents in zone I and 39 cents in zone II; for stokers, of 38½ cents in zone I and 34 cents in zone II.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for this industry (LABOUR GAZETTE, June, 1941, page 704, April, 1938, page 452, June, 1936, page 546, December, 1936, page 1181, October, 1939, page 1065, February, 1941, page 183, and April, 1941, page 473) by providing that in establishments where hours were less than the hours established in this agreement, such hours are not to be increased; if the wage rate of any employee is higher than the minimum established rate it may not be reduced.

Manufacturing: Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, corrects the Order in Council for this industry (LABOUR GAZETTE, December, 1940, page 1311 and November, 1941, page 1424) by striking out one company which had been named as one of the parties to the agreement.

A correction was published in the *Quebec Official Gazette*, November 29, in the wording of previous Orders in Council. This does not affect the summary as given in the LABOUR GAZETTE.

SASH, DOOR AND CASKET MANUFACTURING INDUSTRY, JONQUIERE AND KENOGAMI.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 15,

repeals the Order in Council making this agreement obligatory and amendments to it (LABOUR GAZETTE, November, 1940, page 1202, July, 1939, page 728, November, 1939, page 1183, April, 1941, page 473 and October, page 1315.

Construction: Buildings and Structures

ELEVATOR CONSTRUCTORS, PROVINCE OF QUEBEC.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 8, amends the previous Order in Council for this industry (LABOUR GAZETTE, September, 1941, page 1159) by providing that if necessary the agreement may remain in effect for 30 days after April 30, 1942, pending the approval of a new agreement. It is also provided that this agreement be administered by the Building Trades Joint Committee for Montreal.

BUILDING TRADES, CHICOUTIMI, AND LAKE ST. JOHN DISTRICT.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for these trades (LABOUR GAZETTE, August, 1941, page 1009, and November, page 1425). The original agreement exempted contracts of less than $5,000 in the county of Saguenay; by this amendment such contracts if in the town of Baie Comeau and within 15 miles of it are not so exempted.

The minimum wage rate for painters in zone I is raised from 45 to 50 cents per hour.

Another Order in Council, dated November 19, and published in the *Quebec Official Gazette*, November 22, makes a correction which does not affect the summary previously given in the LABOUR GAZETTE.

BUILDING TRADES, ST. JEROME.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for these trades (LABOUR GAZETTE, May, 1940, page 499, March, 1941, page 334, May, 1939, page 529, and September, 1941, page 1160) by adding to zone I the municipality of Ivry-sur-le-lac and all contracts in the rest of the county of $5,000 or more. Repair and improvement works of $250 or less are exempted from the agreement.

BUILDING TRADES, MONTREAL.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 8, amends the previous Order in Council for these trades (LABOUR GAZETTE, September, 1941, page 1160) by substituting 46 cents for 60 cents as the rate for kettlemen (hommes de chaudière). For the installation of portable tanks and boilers under two tons in weight, the rate is changed from 53 to 58 cents per hour.

BUILDING TRADES, HULL.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 15, amends the previous Orders in Council for these trades (LABOUR GAZETTE, July, 1938, page 798, November, page 1300, March, 1939, page 335, October, page 1066, December, page 1280, February, 1940, page 172, March, 1941, page 334 and August, page 1012) by exempting the maintenance of plants producing pulp and paper.

BUILDING TRADES, VAL D'OR AND AMOS.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for these trades (LABOUR GAZETTE, June, 1941, page 704, and October, page 1315) by striking out the exemption formerly granted to municipal corporations.

Service: Business and Personal

BARBERS, ST. JOHN AND IBERVILLE.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 8, makes obligatory the terms of an agreement between the section of the master barbers of "Le Syndicat professionel des Barbiers et Coiffeurs de St. Jean et d'Iberville" (The Professional Union of Barbers and Hairdressers of St. John and Iberville) and the section of employed barbers of the same "syndicat."

Agreement to be in effect from November 8, 1941, to March 7, 1942, and thereafter from year to year, subject to notice.

Hours: 56 per week.

Minimum wage rates for barbers: $13 per week, plus 50 per cent of receipts over $20; extra emjloyees 25 cents per hour, plus 50 per cent of receipts over $5 in a day.

Apprentices to serve two years and to be paid from $5 per week during second six months to $10 after 18 months.

A schedule of minimum prices to be charged customers is part of the agreement, and includes a charge of 35 cents for a haircut.

BARBERS, MONTREAL.—An Order in Council, dated November 6, and published in the *Quebec Official Gazette*, November 8, amends the previous Orders in Council for this trade (LABOUR GAZETTE, October, 1941, page 1315) by striking out the provision that employers were to provide uniforms.

Another Order in Council, dated November 19, and published in the *Quebec Official Gazette*, November 29, also makes certain slight changes which do not affect the summary as given in the LABOUR GAZETTE.

BARBERS, HULL.—An Order in Council, dated November 3, and published in the *Quebec Official Gazette*, November 8, amends the previous Order in Council for this industry (LABOUR GAZETTE, October, 1941, page 1316) by providing that barber shops in Hull close at 12 noon on Wednesdays.

Parity Committees

The constitution and by-laws of the parity committees set up under the following agreements were approved by Orders in Council, and published in the *Quebec Official Gazette*, November 8, 15, 22 and 29.

Dress Manufacturing Industry, Province of Quebec (amendment).

Garages and service stations, Montreal (amendment).

Building trades, St. Jerome (amendment).

Fur Manufacturing Industry, Quebec (amendment).

Barbers and hairdressers, Joliette.

Barbers and hairdressers, Missisquoi County. County.

Barbers and hairdressers, St. Hyacinthe.

Hardware stores, Quebec (amendment).

Building trades, Three Rivers (amendment).

Printing trades, Quebec.

Notices were published in the *Quebec Official Gazette*, November 8, 22 and 29, that authorization was given by Order in Council for the parity committees to levy assessments on employers and employees parties to the following agreements:

Dress Manufacturing Industry, Province of Quebec.

Building Materials Industry, Province of Quebec.

Barbers, Valleyfield (amendment).

Barbers and hairdressers, Joliette.

Barbers and hairdressers, Missisquoi County.

Shoe Manufacturing Industry, Province of Quebec (amendment).

Elevator Constructors, Province of Quebec.

Garages and service stations, Quebec.

Printing trades, Quebec (amendment).

INDUSTRIAL STANDARDS ACTS

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick, Ontario, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zone designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and of amendments to them are given in the LABOUR GAZETTE, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

New Brunswick

Construction: Buildings and Structures

CARPENTERS, MONCTON.—An Order in Council, dated November 20, 1941, and published in the *Royal Gazette*, New Brunswick, November 26, makes binding the terms of a schedule of wages and hours for carpenters and joiners in the city of Moncton and within 10 miles of it, from October 8, 1941, to December 31, 1941.

Hours: 8 per day, 48 per week.

Overtime: time and one half for first hour and double time thereafter; double time also for work on Sundays and six specified holidays.

Minimum wage rate for carpenters: 50 cents per hour.

Ontario

Construction: Buildings and Structures

CARPENTERS, CORNWALL.—An Order in Council, dated October 22, and published in *The Ontario Gazette*, November 1, makes binding the terms of a schedule of wages and hours for the carpentry industry in the town of Cornwall and adjacent suburban area, to be effective from October 15, 1941, "during pleasure."

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: time and one half for first three hours and double time thereafter unless special permit issued by the Advisory Committee for a lesser rate.

Minimum wage rate for carpenters: 75 cents per hour (an increase of 10 cents per hour).

Service: Business and Personal

BARBERS, SIMCOE.—An Order in Council, dated October 22, and published in *The Ontario Gazette*, November 1, makes binding the terms of a schedule of wages and hours for the barbering industry in the town of Simcoe, to be in effect from November 11, 1941, "during pleasure."

Hours are those during which barber shops are permitted by municipal by-law to be open.

Minimum wage rate for full time barbers: $18 per week, or $13 per week plus 65 per cent of proceeds in excess of $20 from the work of the employee. Wage rates are also set for part time work. A scale of minimum charges is part of the schedule and includes a charge of 40 cents for a haircut or trim for an adult.

Saskatchewan

Construction: Buildings and Structures

PLUMBERS, SASKATOON.—An Order in Council, approved November 7, and published in *The Saskatchewan Gazette,* November 15, amends the previous Order in Council for this trade (LABOUR GAZETTE, May, 1940, page 502) by changing the regular hours from a 40-hour week to a 44 hour week. (The minimum wage rate is $1 per hour.)

Alberta

Manufacturing: Vegetable Foods

BAKERY SALESMEN, CALGARY.—An Order in Council, dated November 4, and published in *The Alberta Gazette,* November 15, makes binding the terms of a schedule of wages and hours for bakery salesmen in the city of Calgary, from November 25, 1941, to November 24, 1942, and thereafter "during pleasure".

Hours: 54 per week for men, 48 per week for women.

Overtime: time and one half. No work on statutory holidays but employees to be paid for such holidays.

Vacation: one week's vacation with pay.

Minimum weekly wage rates: salesmen (male or female) and service men (male or female) $23, salesmen (inexperienced) and servicemen (inexperienced) $20 during first three months; stablemen—barn boss $22, assistants $20.

WORKMEN'S COMPENSATION IN ALBERTA

Annual Report of Provincial Board

DURING the year ending December 31, 1940, there were 14,632 accidents reported to the Alberta Workmen's Compensation Board compared with 13,504 in 1939, according to the twenty-third annual report of the Board issued recently. Of the total number of accidents, 47 were fatal, 89 resulted in permanent disability, and 14,496 in temporary disability.

Assessments collected by the Board during 1940 amounted to $1,494,935.26 which is in excess of the previous high year of 1929, when the assessments collected totalled $1,345,403.51. Total revenue accruing to the Board in 1940 amounted to $1,880,033.34. Compensation, pension payments, hospital, medical and other allied services resulted in a total expenditure of $1,183,415.04. This was made up as follows: Payments from pension fund to permanently disabled workmen and dependents of those fatally injured, $443,487.34; payments of compensation and other allowances to workmen, $402,322.01; other benefits and services to injured workmen, $15,497.49; payments for medical aid, $322,108.20. Total expenditure during the year amounted to $1,446,613.24 leaving an excess of revenue over expenditure for the year amounting to $433,420.10. The cost of administration, including an amount chargeable to the Electrical Protection Act, and mine rescue work, was $178,057.43.

Statistics for the year reviewed by the report may be summarized as follows: Number of employers within the scope of the Act as at December 31, 1940, 7,010; number of accidents reported during the year 1940, 14,632; number of accidents and claims not finally disposed of as at December 31, 1939, 1,377; number of claims disposed of by award of pension or payments of compensation, 6,384; number of claims disposed of by payment only of account for medical aid, 7,148; number of accidents disposed of for which no application for compensation was received, 87; number of accidents disposed of on which no compensation was due, 463; number of claims on which further payments have to be made, 1,031; number of accidents awaiting further reports and on which no payments have been made, 896.

"Handling objects" was the most frequent cause of accidents, followed by falling objects or bodies." The time loss in non-fatal claims totalled 209,495 days. The average time loss in permanent disability cases was 57·84 days or a total of 7,403 days, while the average time loss in temporary disability cases was 29·59 days, with a total time loss in this category of 209,495 days. The average age of injured workmen was 36 years.

Commenting on the increase in accidents the report states: "Since the increase in accident frequency occurred in the latter part of the year, the Board recognizes that it will be called upon to make disbursements on these claims in future years, and its reserves should be built up to meet these requirements.

"Unless adequate reserves are established during the period of increased industrial activity, employers of the future will be required to provide revenue for accident costs created in prior years. A transfer of $66,156.20 was made from the Accident Fund to the Disaster Fund as a further provision to meet extraordinary demands that might be created by a disaster of major proportion."

PRICES, RETAIL AND WHOLESALE, IN CANADA, NOVEMBER, 1941

Cost of Living, Prices of Staple Articles and Index Numbers

THE official index number of the cost-of-living in Canada, calculated by the Dominion Bureau of Statistics on the base period 1935 to 1939 as 100 advanced from 115·5 at October 1, to 116·3 at November 1, due mainly to increases in the food group although slight advances were recorded by the other groups with the exception of rent which was unchanged from the previous month. The index for the food group advanced more than two full points from 123·2 at October 1 to 125·4 at November 1, the movement being influenced mainly by sharp increases in the prices of eggs and smaller increases in the prices of fruits and vegetables. Comparative figures for the total index at certain dates are, 116·3 at November 1; 115·5 at October 1; 107·8 at November 1, 1940; and 100·8 at August 1, 1939.

After adjustment to the base 100·0 for August, 1939, the increase in the cost of living since that date was 15·4 points; foods in the same period being up 26·3 points; clothing 19·9 points; home furnishings and services 16·8 points; fuel and light 13·8 points; rent 7·1 points; and miscellaneous 5·3 points.

The index number of the cost-of-living was constructed on the basis of a survey of expenditure of 1,439 families of wage-earners and salaried workers with earnings between $450 and $2,500 in 1938. The average expenditure was $1,453.90 divided as follows: food (31·3 per cent), $443; shelter (19·1 per cent) $269.50; fuel and light (6·4 per cent), $90.50; clothing (11·7 per cent), $165.80; home furnishings (8·9 per cent), $125.70; miscellaneous (22·6 per cent), $319.40.

The last named group includes health (4·3 per cent), $60.80; personal care (1·7 per cent), $23.90; transportation (5·6 per cent), $79.30; recreation (5·8 per cent), $82.10; life insurance (5·2 per cent); $73.30. Other expenditure not directly presented in the index was $40.

The Dominion Bureau of Statistics has issued an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. The figures at certain dates since August, 1939, are: August, 1939, 100·0; September, 100·0; October, 103·8; November, 104·3; December, 104·3; January, 1940, 104·2; February, 104·3; March, 105·5; April, 105·5; May, 105·3; June, 105·3; July, 106·4; August, 106·8; September, 107·9; October, 108·4; November, 109·7; December, 110·0; January, 1941, 110·4; February, 110·1; March, 110·2; April, 110·7; May, 110·9; June, 112·7; July, 114·9; August, 117·7; September, 119·4; October, 120·1; November, 121·4.

Wholesale Prices

The movement of wholesale prices during November was slight. The Dominion Bureau of Statistics weekly index on the base 1926 as 100 was 93·9 for the last week of the month compared with 94·0 for the week ended November 14 and 93·7 for the week ended October 31. Group changes also were slight the largest being an advance of less than one half of one per cent in the index for the vegetable products group due to higher prices for grains and certain vegetables. The animal products group was somewhat lower, declines having been recorded in the prices of eggs, fresh meats, oils and fats.

Comparative figures for the general index at certain dates are 93·9 for the week ended November 28, 1941; 93·7 for the week ended October 31, 1941; 93·8 for the month of October, 1941; 84·0 for November, 1940; 72·3 for August, 1939, prewar; 63·5 for February, 1933, the low point during the depression; and 98·4 for August, 1929, the high point during that year. The general index has advanced about 30 per cent since August, 1939, and Canadian farm products about 26 per cent. The index for consumers' goods advanced about 33 per cent between August, 1939, and October, 1941, the latest date for which this information is available. Producers' goods were about 28 per cent higher in the same comparison.

Explanatory Note as to Retail Prices

The table of retail prices and rentals shows the prices at the beginning of November of seventy-six staple foodstuffs, groceries, coal, wood and coal oil and the rent of six-roomed houses in sixty-nine cities throughout Canada. All prices are for delivered goods. The exact quality for which the quotations are given is set forth in the case of each commodity and

DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

PRICES AS AT THE BEGINNING OF EACH MONTH

—	Adjusted to base 100·0 for August, 1939	On base of average prices in 1935–1939 as 100*						
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous
1913		79·7	88·3	74·3	76·9	88·0	70·3	
1914		80·0	91·9	72·1	75·4	88·9	70·3	
1915		81·6	92·7	69·9	73·8	96·8	70·9	
1916		88·3	103·3	70·6	75·4	110·8	74·5	
1917		104·5	133·3	75·8	83·8	130·3	81·5	
1918		118·3	152·8	80·2	92·2	152·3	91·4	
1919		130·0	163·3	87·6	100·7	175·1	101·2	
1920		150·5	188·1	100·2	119·9	213·1	110·3	
1921		132·5	143·9	109·2	127·6	123·4	112·5	
1922		121·3	121·9	113·7	122·2	147·0	112·5	
1923		121·7	122·8	116·6	122·2	145·1	111·7	
1924		119·5	120·9	117·4	1 9·2	141·7	109·6	
1925		120·6	126·3	117·4	116·8	141·3	107·5	
1926		121·8	133·3	115·9	116·8	139·1	106·1	
1927		119·9	130·8	114·5	114·4	135·6	105·1	
1928		120·5	131·5	117·3	113·2	135·5	104·8	
1929		121·7	134·7	119·7	112·6	134·8	105·0	
1930		120·8	131·5	122·7	111·8	130·6	105·4	
1931		109·1	103·1	119·4	110·0	114·3	103·3	
1932		99·0	85·7	109·7	106·8	100·6	100·4	
1933		94·4	84·9	98·6	102·5	93·3	98·2	
1934		95·6	92·7	93·2	102·1	97·1	97·8	
1935		96·2	94·6	94·0	100·9	97·6	95·4	98·7
1936		98·1	97·8	96·1	101·5	99·3	97·2	99·1
1937		101·2	103·2	99·7	98·9	101·4	101·5	100·1
1938		102·2	103·8	103·1	97·7	100·9	102·4	101·2
1939								
August 1	**100·0**	100·8	99·3	103·8	99·0	100·1	100·9	101·3
September 1	**100·0**	100·8	99·4	103·8	98·9	99·6	100·8	101·3
October 2	**102·7**	103·5	106·3	104·4	104·4	99·6	101·0	101·7
November 1	**103·0**	103·8	107·1	104·4	105·3	99·6	101·0	101·9
December 1	**103·0**	103·8	104·7	104·4	105·4	103·3	104·1	102·0
Year		101·5	100·6	103·8	101·2	100·7	101·4	101·4
1940								
January 2	**103·0**	103·8	104·5	104·4	105·5	103·3	104·3	101·8
February 1	**103·0**	103·8	104·5	104·4	105·8	103·3	104·3	101·9
March 1	**103·8**	104·6	104·8	104·4	105·7	107·8	105·9	101·9
April 1	**103·8**	104·6	104·8	104·4	105·9	107·8	106·1	101·8
May 1	**104·1**	104·9	104·4	106·9	106·1	107·8	106·2	101·8
June 1	**104·1**	104·9	103·8	106·9	106·0	109·1	106·5	101·8
July 2	**104·8**	105·6	105·3	106·9	107·9	109·1	106·9	102·2
August 1	**105·1**	105·9	105·4	106·9	108·4	109·1	106·9	103·0
September 2	**105·6**	106·4	105·4	106·9	108·5	112·4	108·9	102·8
October 1	**106·2**	107·0	106·1	107·7	108·0	113·5	109·7	102·8
November 1	**106·9**	107·8	108·7	107·7	108·5	113·5	110·0	102·8
December 2	**107·1**	108·0	109·1	107·7	108·5	113·5	110·7	102·8
Year		105·6	105·6	106·3	107·1	109·2	107·2	102·3
1941								
January 2	**107·4**	108·3	109·7	107·7	108·6	113·7	110·8	103·1
February 1	**107·3**	108·2	108·8	107·7	108·7	114·1	111·5	103·1
March 1	**107·3**	108·2	109·0	107·7	108·9	114·2	111·6	102·9
April 1	**107·7**	108·6	110·1	107·7	108·9	114·3	111·7	102·9
May 1	**108·5**	109·4	109·7	109·7	109·2	114·5	111·8	105·1
June 2	**109·6**	110·5	112·5	109·7	110·2	114·9	112·1	105·6
July 2	**111·0**	111·9	116·6	109·7	110·5	115·1	113·0	105·6
August 1	**112·8**	113·7	121·3	109·7	110·5	115·7	114·3	106·1
September 2	**113·8**	114·7	123·3	109·7	110·9	117·4	115·8	106·4
October 1	**114·6**	115·5	123·2	111·2	112·1	119·6	117·3	106·5
November 1	**115·4**	116·3	125·4	111·2	112·7	120·0	117·9	106·7

*** For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.**

The cost of living bonus provided for by P.C. 8253 must be based on the index shown in the left-hand column. For each rise of one point in the index the amount of the bonus or its increase shall be:—(1) twenty-five cents per week for all adult male employees, and for all other employees employed at basic wage rates of twenty-five dollars or more per week, and (2) one per cent of their basic weekly wage rates for male employees under twenty-one years of age and female workers employed at basic wage rates of less than twenty-five dollars per week.

every effort has been made to ensure that the quotations in each case refer to the same class of commodity in order that the statistics may be available for purposes of comparison from month to month, from city to city, etc. The prices of foods and groceries in each city, except the following are the averages of quotations reported to the Dominion Bureau of Statistics by a number of representative butchers and grocers; milk, bread, shoulder of veal, leg roast of pork, unsliced bacon, dairy butter, evaporated apples, vinegar and coal oil. Information as to the prices of the foregoing with the exception of milk and bread is obtained by the correspondents of the LABOUR GAZETTE. The prices of milk, bread, fuel and the rates for rent are obtained by the Bureau of Statistics and by the correspondents of the LABOUR GAZETTE.

The quotations for rent are the prevailing rates for six-roomed houses of two classes in districts extensively occupied by workingmen. The first class is of houses in good condition, favourably located in such districts with good modern conveniences. The second class is of houses in fair condition, less desirably located

AVERAGE RETAIL PRICES IN SIXTY-NINE CITIES IN CANADA FOR CERTAIN STAPLE FOODS AND FUEL AT CERTAIN DATES 1914 TO 1941

Commodities	Unit	Nov. 1914	Nov. 1915	Nov. 1916	Nov. 1918	Nov. 1920	Nov. 1922	Nov. 1926	Nov. 1929	Nov. 1933	Nov. 1937	Nov. 1939	Nov. 1940	Oct. 1941	Nov. 1941
		c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.	c.
Beef, sirloin steak	lb.	24·4	23·7	26·1	37·6	37·8	27·7	28·8	35·9	19·7	25·7	28·7	30·1	34·6	34·2
Beef, round steak	lb.	.....	.....	22·9	34·2	33·0	22·6	23·5	30·8	15·8	21·3	24·5	26·1	30·3	30·1
Beef, rib roast	lb.	.....	.....	20·7	30·9	30·1	20·9	21·6	28·4	14·9	19·1	21·5	25·4*a*	29·4*a*	29·4*a*
Beef, shoulder	lb.	17·1	16·2	17·1	26·6	24·2	15·0	15·7	22·4	10·5	13·9	16·6	17·8*b*	21·3*b*	21·4*b*
Beef, stewing	lb.	.....	.....	.....	.....	20·3	11·5	12·4	18·1	8·4	11·4	13·7	14·5	17·7	17·5
Veal, forequarter	lb.	18·0	17·6	19·8	27·6	28·7	18·4	19·7	24·9	11·5	14·8	16·9	19·3	21·2	21·4
Mutton, hindquarter	lb.	20·9	20·9	24·3	35·2	35·2	26·9	29·2	30·4	17·2	22·0	24·2	27·2*c*	31·9*c*	31·3*c*
Pork, fresh, from ham	lb.	20·0	19·8	23·4	37·3	41·7	27·9	29·8	30·0	15·8	22·9	23·8	25·9	29·9	29·5
Pork, salt mess	lb.	18·8	18·1	21·3	35·0	36·7	25·9	27·9	27·5	15·6	21·0	21·5	19·3	23·9	24·2
Bacon, not sliced	lb.	26·4	26·2	30·6	51·4	58·5	40·9	43·5	40·1	21·1	32·4	31·7	20·3	40·1	40·0
Bacon, sliced	lb.	.....	.....	.....	.....	63·3	45·3	48·1	44·4	24·2	35·8	35·3	32·5	43·2	43·4
Fish, salt cod	lb.	.....	.....	.....	.....	24·1	20·9	21·0	21·0	17·4	18·5	18·8	19·8	22·2	23·1
Fish, finnan haddie	lb.	.....	.....	.....	.....	21·7	20·1	20·6	20·4	16·1	17·6	18·1	18·8	20·8	21·4
Lard	lb.	18·4	18·2	22·5	37·1	36·9	22·9	24·0	21·5	13·2	17·1	13·7	10·5	17·6	18·1
Eggs, fresh	doz.	40·3	42·6	50·1	67·1	78·8	51·6	56·1	58·5	37·7	44·0*d*	41·9*d*	44·2*d*	43·0*d*	51·2*d*
Eggs, cooking	doz.	32·5	34·6	41·3	58·5	70 2	43·7	48·2	48·6	27·7	34·4*f*	32·8*f*	35·4*f*	37·6*f*	43·2*f*
Milk	qt.	8·8	8·6	9·4	13·5	15·5	11·7	11·8	12·6	9·7	11·0	10·9	11·1	11·7	11·8
Butter, dairy	lb.	30·0	32·3	41·4	52·1	61·5	38·8	38·0	43·6	21·0	28·6	28·6	.....	36·9	35·3
Butter, creamery	lb.	34·5	36·8	45·6	57·2	66·5	43·7	41·4	47·4	24·3	32·5	32·6	32·8	39·3	37·5
Cheese, Canadian mild	lb.	20·2	21·3	26·9	32·3	38·4	28·5*h*	30·7*h*	33·1*h*	19·7*h*	23·2*h*	22·8*h*	23·4	32·7	36·5
Bread, white	lb.	4·4	4·4	5·8	7·9	9·4	6·7	7·6	7·9	5·9	7·3	6·5	6·7	6·8	6·8
Flour	lb.	3·8	3·4	5·4	6·9	7·5	4·4	5·3	5·3	3·1	4·6	3·4	3·5	3·6	3·6
Rolled oats, bulk	lb.	4·9	4·7	5·4	8·2	8·0	5·5	5·8	6·5	5·1	5·9	5·3	5·3	5·5	5·7
Rice	lb.	6·6	5·9	6·7	12·6	16·5	10·6	11·0	10·3	8·1	8·2	8·3	9·1	10·4	10·5
Tomatoes, canned, 2½'s	tin	.....	.....	.....	.....	20·8	18·0	16·3	15·9	11·8	12·1	11·7	13·3	13·9	13·9
Peas, canned, 2's	tin	.....	.....	.....	19·7	20·7	18·2	17·0	16·2	12·3	11·7	11·3	11·8	12·4	12·6
Corn, canned, 2's	tin	.....	.....	.....	24·3	20·6	16·6	16·3	16·2	11·8	11·8	11·0	11·4	13·4	13·4
Beans, dry	lb.	6·8	7·9	11·2	16·5	11·1	8·5	8·0	11·3	4·4	6·2	6·9	7·1	6·4	6·6
Onions	lb.	.....	.....	.....	.....	5·1	4·5	4·7	5·2	3·3	4·3	3·7	3·5	4·9	5·2
Potatoes	75 lb.	79·2	96·7	152·5	160·0	183·1	95·7	160·1	184·5	91·4	78·5	124·3	102·2	123·3	122·4
Potatoes	15 lb.	.....	.....	.....	.....	41·2	23·6	38·9	42·1	21·9	20·1	29·1	25·0	29·1	29·2
Apples, evaporated	lb.	12·8	12·1	13·6	23·5	28·5	22·6	19·9	21·5	14·8	16·0	15·2	.....	15·0	15·2
Prunes, medium	lb.	13·1	12·8	13·3	19·2	26·6	19·8	15·7	15·3	12·2	11·7	11·5	11·5	12·4	12·6
Raisins, seedless, 16 oz.	pkg.	.....	.....	.....	.....	29·8	23·3	18·8	16·0	16·8	17·0	17·0	16·5	17·1	17·3
Currants, bulk	lb.	.....	.....	.....	.....	30·5	23·3	18·6	19·3	16·1	15·2	15·1	14·7	15·1	15·3
Peaches, canned, 2's	tin	.....	.....	.....	.....	42·2	34·1	28·9	27·0	20·0	18·2	16·2	15·7	15·9	16·1
Corn syrup, 5 lb.	tin	.....	.....	.....	.....	73·0	50·7	45·6	42·6	41·8	44·0	43·1	44·9	58·1	59·3
Sugar, granulated	lb.	8·1	7·6	9·4	12·3	16·0	9·0	7·9	7·2	8·0	6·5	7·2	7·5	8·6	8·6
Sugar, yellow	lb.	7·4	7·0	8·8	11·3	15·4	8·5	7·5	6·9	7·8	6·4	7·0	7·3	8·4	8·4
Tea, black	lb.	39·1	38·7	39·8	62·4	62·6	59·1	72·1	70·2	43·1	58·9	61·5	67·7	79·4	82·1
Coffee	lb.	39·6	39·6	39·7	46·4	61·7	53·2	61·1	60·6	39·7	35·7	42·4	45·5	48·1	48·7
Cocoa, ½ lb.	tin	.....	.....	.....	.....	32·7	28·1	27·2	27·3	22·7	19·8	19·3	19·7	19·3	19·2
		$	$	$	$	$	$	$	$	$	$	$	$	$	$
Coal, anthracite, U.S.	ton	8·64	8·45	9·99	12·55	20·35	18·49	16·82	16·17	15·07	14·34	14·83	15·72	16·45	16·52
Coal, bituminous	ton	5·99	5·82	7·07	10·18	15·01	12·30	10·41	10·08	9·29	9·37	9·63	9·99	10·53	10·63
Coke	ton	.....	.....	.....	.....	.....	.....	13·42	12·86	11·60	12·23	12·22	12·70	13·53	13·58
Wood, hard, long	cord	6·82	6·61	7·76	12·64	13·92	12·66	12·11	12·16	9·54	9·57	9·70	9·85	11·25	11·29
Wood, hard, stove	cord	.....	.....	.....	.....	15·95	14·76	14·51	14·51	11·37	11·49	11·72	12·05	13·40	13·46
Wood, soft, long	cord	5·03	4·87	5·23	9·17	10·78	9·47	8·94	8·69	7·28	7·28	7·15	7·47	8·04	8·12
Wood, soft, stove	cord	.....	.....	.....	.....	12·67	10·47	10·97	10·92	8·75	8·59	8·60	8·83	9·46	9·54

a. Rolled. *b*. Blade. *c*. Lamb. *d*. Grade A. *f*. Grade B. *h*. Kind most sold.

but still fairly central, without modern conveniences.

Localities in the list of cities on page 1585 affected by the "standstill" rental order (LABOUR GAZETTE, October, 1940, page 995) issued on September 24 by the Wartime Prices and Trade Board are: Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver and Victoria. On November 25 extension of this order was announced to include New Westminster, Nanaimo and Prince Rupert effective on and after December 1, 1940, and on December 5 a further extension was announced to include the city of Calgary effective on and after January 1, 1941 (LABOUR GAZETTE, December, 1940, page 1227). The rental figures in the table for the beginning of November, 1941, are, therefore, for these cities, the same as the beginning of January, 1940. (LABOUR GAZETTE, February, 1940, page 183).

On April 18, 1941, the Wartime Prices and Trade Board announced that the cities of Sault Ste. Marie, Port Arthur and Fort William in the Province of Ontario and the town of Truro, Nova Scotia, had been added to the areas under rent control and on April 23 extension of control to Niagara Falls, St. Catharines, Oshawa, Belleville and Peterboro was announced. In all these cities effective on and after May 1, 1941, the maximum rentals in force are those prevailing on January 2, 1941, or, if the accommodation was not rented on that date, the rental payable under the latest lease in 1940. The cities of Moncton, Hamilton and Regina were added to the list effective on and after July 1, 1941; effective on and after September 1, 1941, Brockville was included; and effective on and after October 1 the cities of Edmonton, Lethbridge and Medicine Hat were included. The rental figures in the table for the beginning of November, 1941, are therefore for these cities the same as at the beginning of January, 1941. (LABOUR GAZETTE, February, 1941, page 192).

Retail Prices

Retail prices of fresh meats at the beginning of November were little changed in the averages from the prices prevailing one month earlier but were materially higher than those one year earlier. Such changes as occurred during the month were mainly slightly downward. Sirloin steak averaged 34·2 cents per pound at November 1, 34·6 at October 1, and 30·1 cents at November 1, 1940. In the same comparison the figures for lamb were 31·3 cents, 31·9 cents and 27·2 cents per pound and for fresh loin of pork 32·8 cents, 32·9 cents and 25·9 cents per pound. The price of sliced bacon has averaged gradually higher month by month since early in the year an important factor being the increase in overseas demand. At November 1 the price averaged 43·4 cents per pound compared with 43·2 at October 1, and 32·5 at November 1, 1940. The price of lard continued upward during the month averaging 18·1 cents at November 1, an increase since May 1 of nearly 8 cents per pound having been recorded.

Higher prices for fresh eggs were general in all localities. The Dominion average price was 51·2 cents per dozen as compared with 43 cents October 1 and 44·2 cents at November 1, 1940. Stocks in cold storage were reduced to about half of those of the previous month but only slightly less than at November 1, 1940. The price of creamery butter averaged 37·5 cents per pound at November 1, compared with 39·3 at October 1, and 32·8 cents at November 1, 1940. Production in October, while lower than in the preceding month was about 10 per cent greater than in October, 1940. Stocks in storage at November 1 declined 5 per cent from the October total but were nearly 25 per cent greater than at November 1, 1940. The price of cheese has advanced in the average nearly 10 cents per pound in the last four months. The price at November 1 was 36·5 cents compared with 26·7 cents at August 1, and 23·4 cents at November 1, 1940. Stocks in storage at November 1 were reported to be about 43 per cent greater than one year ago. Tea at 82·1 cents per pound averaged about three cents per pound higher at November 1, than at October 1. The average for November, 1940, was 67·7.

The following are the prices reported for Welsh coal, "cobbles" and "French nut" at the beginning of November, 1941; Halifax, $18.25; Charlottetown, $17.40; Moncton, $18.50; Saint John, $17.50; Quebec, $16; Three Rivers, $16.50; Sherbrooke, $18.75; St. Hyacinthe, $17.50; Montreal, $17.75; Ottawa, $18.50; Kingston, $18.50; Belleville, $18.50; Oshawa, $18; Toronto, $16; St. Catharines, $18; Hamilton, $17.50; Brantford, $17.75; Galt, $17.50; Cobalt, $22.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Beef					Veal			Pork				Bacon	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Boneless fronts, per lb.	Shoulder roast, per lb.	Lamb, leg roast, per lb.	Fresh, loin, per lb.	Fresh, leg roast, from ham, per lb.	Fresh, shoulder, per lb.	Salt, regular mess, per lb.	Breakfast, not sliced, per lb.	Medium, sliced, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**34·2**	**30·1**	**29·4**	**21·4**	**17·5**	**23·5**	**21·4**	**31·3**	**32·8**	**29·5**	**25·3**	**24·2**	**40·0**	**43·4**
Nova Scotia (average)	**35·6**	**29·7**	**28·2**	**21·3**	**17·4**	**21·3**	**14·0**	**32·0**	**31·9**	**32·0**	**26·1**	**22·9**	**38·0**	**42·4**
1—Sydney	38·5	31·3	32·5	25	19·7	.....	13	31·3	35	33	29	23·1	38	42·3
2—New Glasgow	34·9	30·8	30·7	22·7	17·8	20	15	32·9	32·4	35	27·3	23·6	37	42·1
3—Amherst	32·4	27·9	25·9	20·5	15·7	22·5	.....	33·4	30	.....	25	21·4	.....	42·2
4—Halifax	36·1	28·6	25·9	19·8	18·1	17·5	14	29·8	31·8	28	25	21·1	39	41·7
5—Windsor	35	30	25	20	17·5	.....	.....	32	30	.....	25	24	.....	43·2
6—Truro	36·7	29·3	29·3	20	15·6	25	.....	32·7	32·3	.....	25·5	24·1	.....	42·8
7—**P.E.I.**—Charlottetown	**32·7**	**27·3**	**26·3**	**19·1**	**16·7**	**21·0**	**17·0**	**31·2**	**32·4**	**33·0**	**32·4**	**23·6**	**40·0**	**43·9**
New Brunswick (average)	**36·4**	**28·1**	**28·3**	**20·3**	**15·7**	**21·1**	**19·0**	**31·2**	**31·3**	**30·5**	**23·4**	**23·6**	.....	**42·4**
8—Moncton	35·7	27·1	28	19·7	15·1	20	.....	31	33·3	32	25·7	23·1	.....	44·6
9—Saint John	39·3	31·1	30	21·9	17·1	20	19	30	31·4	29	23·8	23	.....	41·1
10—Fredericton	38·1	29·2	30·3	19·4	15·6	23·2	.....	33·8	29·2	.....	22·3	24·8	.....	42·8
11—Bathurst	32·5	25	25	20	15	.....	.....	30	31·2	.....	21·7	23·4	.....	41
Quebec (average)	**32·1**	**29·6**	**26·6**	**20·0**	**13·9**	**21·4**	**18·7**	**31·2**	**27·4**	**24·3**	**22·3**	**23·4**	**37·7**	**41·5**
12—Quebec	31·6	29·9	22	20·3	11·7	21·9	20	27·6	21·9	21	20·5	22	.....	37·3
13—Three Rivers	32·6	29·1	26·1	19	15·3	20·1	.....	30·5	26·2	.....	22·7	22·2	.....	45·3
14—Sherbrooke	35·8	32·6	29·7	23·9	16·2	23	18	32·4	29·5	30	22·1	23·4	33	36·4
15—Sorel	30·6	28·3	26·3	17·5	13·3	19·4	.....	30·5	27·4	.....	19·8	22·4	.....	43·7
16—St. Hyacinthe	27·5	25·9	24·9	18·4	14·3	24·3	.....	31·3	25·5	.....	20·7	19·3	.....	44·5
17—St. Johns	36	34	31·5	21·7	14	22·7	.....	37·7	34	.....	26	24·5	.....	41
18—Thetford Mines	26·5	25	22·5	18	11·5	20	18	31	22·3	22	20·7	22·2	38	42·2
19—Montreal	35·7	31·5	28·9	20·1	14·9	19·8	.....	30·4	29·6	.....	24	26·9	42	42·4
20—Hull	32·6	29·7	27·1	21	13·5	21·1	.....	29	29·8	.....	24·1	27·3	.....	40·9
Ontario (average)	**34·7**	**31·3**	**30·8**	**22·4**	**18·4**	**24·9**	**22·9**	**31·7**	**35·1**	**30·9**	**26·4**	**25·3**	**39·5**	**42·9**
21—Ottawa	36·7	32·2	33·1	23·5	17·6	23·1	21·5	31·2	32·5	29	25·3	25·7	40	44
22—Brockville	40	34	34·3	23	19·4	20	.....	31·3	30·7	.....	24·3	25·8	.....	41·9
23—Kingston	32·4	28·9	29·4	21·9	16·3	25	18	29·5	33·9	30	25·9	26	.....	41·5
24—Belleville	30·8	28·7	29·1	20·2	15·4	25·4	.....	31·8	33·3	30	25·9	23·5	.....	41·5
25—Peterborough	34·1	31·6	30·7	23	18·7	25·3	.....	34·1	36·7	25	26·6	26·7	42	42·9
26—Oshawa	32·2	30·6	32·5	22·8	19·2	26	25	33·8	36·2	29	27·2	23·6	38	43·5
27—Orillia	35	30·3	29·5	21·7	18·7	25	.....	29·4	35·7	.....	28·3	24·3	.....	43·6
28—Toronto	37·2	32·6	35·1	24·8	20·6	25·4	18	32·2	36·2	32	24·9	27·1	37	45·6
29—Niagara Falls	37	33	33·9	25·2	16·9	25·9	.....	32	36·3	.....	27·5	27	.....	42·9
30—St. Catharines	35·7	32	32·7	24·2	16·9	23·6	20	31	36	30	26·5	26·7	38	41·4
31—Hamilton	35·4	32·7	31·4	22·7	20·8	26·8	23	32·5	36·4	30	28·1	28·2	43	43
32—Brantford	34·3	30·8	30·9	23·1	17·2	26·1	26·5	32·1	36·8	30	28·8	22·1	39	45·2
33—Galt	33·5	31	31·3	23	20	27	25	32	35·4	33	27	.....	40	44·5
34—Guelph	33·3	31·4	29·6	21·5	20·4	26	.....	31·5	35·4	.....	27·4	28·5	.....	42·6
35—Kitchener	33·7	31·9	30·7	21·9	18·8	26·2	.....	33·6	36·4	.....	25·1	20·7	.....	43
36—Woodstock	36·7	31·3	30·5	22·7	19	26·7	.....	31·3	35·8	.....	25	25	.....	41
37—Stratford	35·8	32	32·7	23·5	22·6	24	.....	32·2	35·7	.....	25·5	.....	.....	45·3
38—London	35·1	32·3	31·8	22·1	19·2	25·4	25	32·5	35·4	30	26·7	26·3	38	43
39—St. Thomas	34·7	30·6	31	21·4	18	25	25	31	37·1	35	27·7	.....	41	42·6
40—Chatham	33·4	31·4	30·7	22·7	16·4	26·6	.....	31·4	36·7	.....	28·3	25·2	.....	42·6
41—Windsor	32·4	30	29·3	21·6	18·3	25·9	24	30·2	34·1	31	27·8	25·1	.....	40·8
42—Sarnia	35	31·1	31·3	22·7	18·9	27·1	.....	31·7	33·9	.....	26·7	24·8	.....	42·7
43—Owen Sound	33·8	30·3	31·2	20·5	18·8	24·8	.....	30·1	33·6	.....	25·5	28	.....	43·9
44—North Bay	35·3	32·5	31	21·7	17	23	.....	31·3	36·7	.....	26	27	.....	44·4
45—Sudbury	32·3	30·2	28·7	22·2	17·3	26	23	32·7	35·8	32	27·2	23·8	39	40
46—Cobalt	39	32·5	29	23	21	.....	22	.....	33·5	29	25	24·7	38	41·9
47—Timmins	30·8	28·3	29	21·5	16·9	22·6	23	31·9	34·5	35	26·5	26·8	39	40·1
48—Sault Ste. Marie	34·4	31·3	26·3	21·9	16·5	22·3	23	30·9	29·8	28	23·3	22·9	38	42·5
49—Port Arthur	33·5	30·7	27·5	20	16·8	22·3	23	30·3	34·5	34	26·3	23·9	42	45·8
50—Fort William	36·3	32·3	29·7	21·7	18·7	24·6	25	32·4	36·9	35	26·7	24·3	.....	43
Manitoba (average)	**32·6**	**27·9**	**28·6**	**21·0**	**17·8**	**22·4**	**19·5**	**28·8**	**34·7**	**25·3**	**25·8**	**22·9**	.....	**45·0**
51—Winnipeg	33·4	28·3	27·2	20·6	18·6	21·4	19	29·1	35·7	25·5	27	22·9	.....	44·1
52—Brandon	31·7	27·5	30	21·3	17	23·3	20	28·7	33·7	25	24·5	.....	.....	45·8
Saskatchewan (average)	**28·3**	**24·5**	**25·3**	**18·2**	**14·1**	**19·9**	**17·8**	**26·8**	**27·2**	**24·7**	**20·1**	**21·7**	**40·0**	**41·2**
53—Regina	30·8	26·5	26	18·7	16·8	20·5	20	28·1	29·6	27	20·7	22·6	43	43·1
54—Prince Albert	21·7	19·3	20	16·7	10·7	17	16	25·7	21	18	15·7	18·3	37	37·6
55—Saskatoon	28·7	24·9	26·5	18·4	14·5	19·7	17	25·5	29	28·7	21·1	20·8	40	41·6
56—Moose Jaw	32·1	27·5	28·5	19·1	14·2	22·5	18	27·9	29·1	25	22·8	25	40	42·3
Alberta (average)	**32·3**	**28·4**	**27·0**	**19·3**	**16·2**	**19·9**	**17·5**	**29·5**	**32·5**	**28·0**	**24·8**	**22·6**	**35·0**	**44·8**
57—Medicine Hat	35	30	30	21·3	18·5	20	.....	31	33·3	.....	23·7	23·3	.....	44·9
58—Drumheller	33·3	31·3	24·3	20	16·7	21	20	28	33·3	28	25	21·7	35	42·8
59—Edmonton	27·2	23·7	24·1	15·7	13·5	19	15	27·3	32·6	.....	24·7	22·6	.....	42·9
60—Calgary	33·1	28·9	30·1	19·9	18·3	20·6	.....	31·2	34·1	.....	28·1	24·8	.....	46·1
61—Lethbridge	33	28·2	26·6	19·8	13·8	19	.....	30	29	.....	21·8	20·5	.....	47·4
British Columbia (average)	**37·5**	**32·5**	**33·2**	**23·2**	**22·1**	**27·2**	**27·6**	**33·8**	**34·3**	**30·3**	**26·6**	**25·6**	**44·5**	**48·9**
62—Fernie	33·3	28·3	32	20·7	15·8	24	.....	31	34	.....	27·7	23·5	.....	43·9
63—Nelson	35·7	33	34·7	25·7	23	27·5	25	34·3	39	38	29	26	43	47
64—Trail	37·5	33	32	23	23·3	27	25	34·7	36·8	32	27·2	26·5	46	47·9
65—New Westminster	36·7	31·8	33	22·2	22·7	25·2	21	32·4	32·7	29	25·7	24·9	40	48·7
66—Vancouver	38·6	32·9	32·5	22·9	24·1	27	.....	33	33·8	29	26·3	26·7	43	50·9
67—Victoria	42·6	36·6	37·1	23·9	25	30·6	29	34·2	36·3	28	27·1	27	50	50·3
68—Nanaimo	38·1	31·6	32·1	25·3	23·4	26·6	30	34·6	32·9	28	24·6	24·7	45	52·3
69—Prince Rupert	37·5	32·5	32·5	22	19·5	30	35·5	36·2	28·7	28	25·3	.....	.....	49·8

a. Price per single quart higher. b. Grocers' quotations.

AND RENTALS IN CANADA AT THE BEGINNING OF NOVEMBER, 1941

Ham, boiled, sliced, per lb.	Fish						Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs		Milk, in bottles, per quart	Butter		
	Cod steak, fresh, per lb.	Halibut, fresh and frozen, per lb.	Whitefish, fresh and frozen, per lb.	Salt cod, boneless, per lb.	Finnan haddie, per lb.	Salmon, pink, per lb. tin			Grade A, medium or large, per doz.	Grade B, medium or large, per doz.		Dairy prints, rolls, etc. per lb.	Creamery prints per lb.	
cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
64·6	**20·2**	**29·9**	**20·3**	**23·1**	**21·4**	**21·2**	**18·1**	**19·5**	**51·2**	**43·2**	**11·8**	**35·3**	**37·5**	
64·6	**13·9**	**34·3**	.....	**21·4**	**17·7**	**22·3**	**18·9**	**19·5**	**57·0**	**48·0**	**11·1**	**37·5**	**41·3**	
67·8	12·7	30·5	.....	19·8	17·6	19·8	18·3	18·4	60	45·6	13–14	35	40·5	1
64·2	15·7	33·1	.....	21·3	16·5	23·4	19·2	19·8	57	53	11	40	42	2
60·8	.....	.....	.....	20	17·8	23·3	19·1	19·7	52·7	44·4	10b	.....	41·5	3
65·5	15	37·4	.....	21·5	.....	21·6	18·4	19·5	57·8	49·5	12	.....	40·9	4
65	.....	.....	.....	21·4	.....	21·8	19·3	19·6	57·5	.....	10	.....	40·8	5
64·4	12	36	.....	24·1	18·7	23·7	19·2	19·8	57·2	47·3	10b	.....	41·9	6
65·3	**10·0**	**34·0**	.....	**23·3**	**18·3**	**21·4**	**18·7**	**19·3**	**48·9**	**43·1**	**9–10**	**37·0**	**39·3**	7
62·1	**15·4**	**34·8**	**18·0**	**21·0**	**18·3**	**21·8**	**18·6**	**19·5**	**51·1**	**44·1**	**11·8**	**40·0**	**40·7**	
62·4	13·7	32·4	.....	21·2	18·2	22·9	18·7	20·1	54·5	47·6	12	40	40·9	8
65·4	14	34·8	18	21·5	17·7	22·1	18·2	19·1	54·1	45	13	40	40	9
65·4	18·5	37·2	.....	21·6	19	21·1	19·3	19·6	48·1	42·4	12	.....	41·1	10
55	.....	.....	.....	19·7	.....	21	18·3	19·2	47·5	41·5	10 b	.....	40·8	11
65·7	**17·4**	**30·8**	**23·0**	**22·0**	**20·3**	**21·5**	**17·6**	**18·9**	**49·3**	**41·1**	**10·5**	**34·5**	**36·5**	
56·3	18	30·5	20	17·5	18	21	18	18·7	48·1	38·9	12	35	36·6	12
66·6	13	29·3	.....	20	21·5	20·4	17·8	19·2	51·1	40·9	11	.....	35·7	13
67·3	19	32·7	.....	22·5	20·5	22·8	18	18·8	52·3	43·5	11·1a	34	36·4	14
67·3	.....	.....	.....	.....	15	21·1	17·4	19·1	43·5	36·7	9	.....	36·9	15
64·4	18	30	25	.....	.....	21·9	16·9	19·1	48·3	42·4	9	.....	36·8	16
66·7	.....	.....	.....	.....	25	22	17·6	18·9	49·4	43·1	9	.....	36·6	17
66	.....	.....	.....	.....	.....	21·2	17·7	18·8	44·4	40·3	9	.....	37·3	18
69·9	18·2	32·3	24	24·9	23·3	21·2	17·5	18·6	56·8	41·2	12–13	.....	36·5	19
66·6	18	30	.....	25	19	22·2	17·2	18·5	49·9	42·8	12	.....	36·1	20
64·5	**20·5**	**29·6**	**23·4**	**22·3**	**20·8**	**21·4**	**18·2**	**19·1**	**53·3**	**45·8**	**12·3**	**35·4**	**37·2**	
67·3	25	31·4	15	24·7	20·4	21·6	18	19	57·7	48·6	12	.....	36·9	21
64·5	.....	25	.....	23·7	22·7	21·9	18·6	19·3	53·5	43·7	12	.....	36	22
61·2	19	30·5	23·7	19·1	19·6	23·3	17·9	18·9	56·1	48·6	12	.....	36·5	23
62·2	.....	38	.....	22·5	20·3	21·1	17·9	18·9	50·5	44·3	12	.....	37·3	24
62·7	18	.....	.....	.....	22	21·1	18·1	18·9	49·5	45·3	12	.....	36·5	25
65·6	.....	.....	.....	25	.....	22·7	18·5	19·5	56	49·4	12	.....	38	26
61	.....	.....	.....	20	20	21·2	18·8	19·2	51·6	45·8	12	.....	37·8	27
66·3	19·3	32·1	27·3	25	24	20·3	18·2	19	56·2	49	13	34	37·8	28
65·7	.....	39	27·5	23·5	18	20·9	18·5	19·2	57·4	52	12·5a	.....	37·5	29
62·2	22	.....	.....	23	16	20·8	17·9	18·7	52·8	50	12·5a	35·5	38·4	30
64·5	20·7	34·1	26·3	25	20·7	20·8	17·8	19	53·3	42·5	12·5a	.....	37·4	31
64·7	15	25	22·5	21	.....	22·5	18	19·1	51·4	49	12	.....	37·3	32
67	.....	.....	.....	25	26·3	21·6	18·5	19·1	51·4	46·4	12	37	37·5	33
65·2	.....	31	17	18	16·7	21·9	18·1	19·2	52·8	44·2	12	.....	37·2	34
64·8	.....	31·7	24	.....	25	22·2	18·2	19	47·9	43	12	.....	37·4	35
64·4	.....	.....	.....	24	19·3	21·1	18·5	18·8	49	42·5	12	.....	36·8	36
64·9	25	30	28	23·5	22·7	22·3	18·4	19·5	49·8	42	12	.....	37·8	37
65·5	14·8	24	20·3	23·1	22·3	20·3	18·1	19	51·7	45·8	12	.....	36·9	38
65·2	18·5	27	27	24·2	20·3	19·7	18·8	19·2	53·4	47·5	12	.....	39·2	39
65·7	.....	.....	.....	23	21	20·8	18·2	19·2	48·1	41·7	12	.....	36·8	40
65·1	17·5	28·1	24·3	17	21	19·1	18	18·9	53·4	45·3	13	.....	36·4	41
65·2	18	25	.....	21·7	21·5	21	18·6	19·3	53·7	47·2	12	.....	37·7	42
61·8	.....	.....	.....	.....	.....	20·5	17·8	18·7	49·3	43·3	12	.....	37·7	43
63·8	.....	.....	.....	.....	20	22·5	19·1	19·6	57·5	53	13	.....	37·1	44
63·5	.....	27	25	24	17	21	18	19·3	57·9	46·5	13	.....	36·8	45
63·6	.....	.....	.....	.....	.....	22·5	17	19·3	58·3	45	12	35	37·4	46
63·8	30	27·9	28	22·2	25	21·8	18·4	19·5	56·1	45·1	14	.....	36·5	47
63·8	24	.....	23	22·3	21·5	20·7	18·9	19·4	55·8	42	13	.....	37·3	48
66·3	20	.....	20	20	19·3	21·6	17·3	18·5	52·8	41·7	12	.....	36·7	49
66·8	.....	26·3	18·3	18·2	19	21·7	17·6	18·8	54·7	44	12	.....	37·3	50
66·0	**25·8**	**29·7**	**24·6**	**27·8**	**21·5**	**21·0**	**17·5**	**20·3**	**46·4**	**38·2**	**11·5**	**35·5**	**35·8**	
66	26·5	29·4	24·2	26·5	21·2	19·5	16·9	19·4	48·3	37·9	12	35	35·3	51
65·9	25	30	25	29	21·7	22·5	18	21·1	44·5	38·5	11	36	36·2	52
61·9	**26·5**	**27·6**	**11·2**	**24·1**	**21·2**	**20·5**	**17·3**	**20·8**	**42·6**	**34·6**	**12·8**	**30·7**	**35·2**	
62	26·5	27	12	25·5	21·6	21·4	17·1	21·7	42·9	32·9	13	30	35·1	53
66·6	.....	27·5	10	25	20·3	19·4	17·8	20	43·3	35·3	12	.....	35·9	54
60·5	25	27·2	9	20·7	21·2	20	17·6	20·8	43·8	35	13	30	34·8	55
64·4	28	28·8	13·7	25	21·5	21·2	16·6	20·7	40·3	35·2	13	32	35·1	56
62·8	**25·4**	**29·3**	**15·1**	**26·0**	**24·3**	**20·8**	**17·3**	**20·3**	**48·2**	**37·8**	**11·6**	.....	**35·5**	
60	27	30·7	.....	28	22·5	19·6	17·2	20·4	50·6	38·7	12	.....	35·3	57
64·4	25	29·3	.....	25	26·5	21·9	17·4	20·5	49	36·8	10	.....	36·7	58
60·5	25	28·3	19	23·7	23·6	20·9	16·9	19·6	43·7	37·5	12	.....	34·7	59
64	24·8	28·1	13·3	27·3	24·4	21·4	17·4	20·7	49·4	38·5	12	.....	35·5	60
65·3	25·3	30	13	26	24·7	20·1	17·7	20·3	48·2	37·4	12	.....	35·1	61
67·0	**21·1**	**26·7**	**16·4**	**25·6**	**25·7**	**20·0**	**18·6**	**20·5**	**48·4**	**41·3**	**11·8**	**35·0**	**37·4**	
66·4	26	29·7	13	27·3	26·7	20·3	18·1	21·4	47	40·2	11	.....	36·4	62
70	26·5	31·5	.....	26·5	28	18·8	18·7	22·3	51·4	38·8	12·5a	.....	35·1	63
68·7	25	31·3	16	27	29·7	21	19·5	22·3	50·2	.....	12·5a	35	36·7	64
56	18·6	21	**22**	23·8	23·5	19·5	18	19·2	44·2	42·5	10	.....	37·9	65
67·2	18	22·7	14·5	24·2	22·7	18·5	17·5	18·9	46·3	44·3	10	.....	37·6	66
66·4	15·8	30	.....	25·2	23·1	20·8	18·3	19·2	48·5	42·4	13	35	38·3	67
68·8	18	25	.....	.....	25	22·4	19·1	20·1	46·7	40	11a	.....	40·7	68
62·7	.....	**22·5**	.....	**25**	26·6	18·9	19·4	20·6	52·6	40·9	14·3a	.....	36·4	69

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING

LOCALITY	Cheese, Canadian, mild, per lb.	Bread, plain white, per lb.	Soda biscuits, per lb. package	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Cornflakes, 8 oz. package	Rice, first grade, per lb.	Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin	Canned Vegetables: Peas, choice, per 16 oz. tin	Canned Vegetables: Corn, choice, per 16 oz. tin	Canned Vegetables: Beans, baked, per 16 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.
	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Dominion (average)	**36·5**	**6·8a**	**19·0**	**3·6**	**5·7**	**9·3**	**10·5**	**13·9**	**12·6**	**13·4**	**11·3**	**6·6**	**5·2**
Nova Scotia (average)	**37·7**	**7·1**	**19·7**	**3·8**	**5·7**	**9·8**	**9·8**	**15·0**	**12·9**	**14·4**	**12·5**	**6·5**	**5·4**
1—Sydney	38·1	6·7-7·3	19·9	3·6	5·7	9·9	8·8	14·5	12·4	14·1	12·2	6·3	5·4
2—New Glasgow	37·5	6·7-7·3	19·9	3·7	5·9	10	10·3	14·8	12·6	14·3	13·1	6·3	5·5
3—Amherst	35·3	7·3	20	3·8	5·3	9·9	9·3	15	12·7	14·9	12	6·2	5·4
4—Halifax	37·1	6·7-8	20·2	3·7	6	9·6	10·5	15·3	12·4	14·7	11·9	7·1	5·5
5—Windsor	39·5	7·3c	18·3	3·9	5·7	9·5	10	15	13	13·7	13	6·6	5·4
6—Truro	38·7	6·7c	19·9	3·9	5·7	10·1	10	15·5	14·1	14·4	13	6·3	5·4
7—**P.E.I.**—Charlottetown	**33·9**	**7·3**	**20·0**	**3·7**	**6·2**	**9·9**	**10·3**	**14·7**	**14**	**14·3**	**11·7**	**6·7**	**5·7**
New Brunswick (average)	**37·0**	**7·5**	**19·2**	**3·6**	**5·8**	**9·7**	**10·2**	**14·8**	**12·9**	**14·0**	**11·8**	**6·5**	**5·7**
8—Moncton	36·2	8	20·4	3·7	5·7	10	10·6	14·9	13·3	14·9	11·7	6·8	5·6
9—Saint John	37·6	6·7-8	19·3	3·4	5·9	9·7	11	14·7	12·3	13·7	12·1	6·7	5·5
10—Fredericton	37·7	7·3	18·8	3·7	5·9	9·5	10·8	14·7	12·9	14·1	11·7	6·5	6
11—Bathurst	36·3	8c	18·1	3·6	5·6	9·7	8·5	14·7	13·2	13·4	11·5	6·1	5·5
Quebec (average)	**33·2**	**5·4**	**15·9**	**3·8**	**5·5**	**9·8**	**10·3**	**12·7**	**13·2**	**14·7**	**11·4**	**6·2**	**6·0**
12—Quebec	33·5	5-8b	18·1	3·7	5·7	9·5	11	13·2	12·9	15	11·7	6·4	5·7
13—Three Rivers	30·9	5·3	14·3	4	5·4	9·8	10	13·1	13·5	14·9	11·7	5·9	6·6
14—Sherbrooke	32·9	5·3	14·5	3·7	5·5	9·7	10·3	12·9	14·1	15·4	10·9	6·3	5·8
15—Sorel	31·7	4·7	16·2	3·4	5	9·8	9·4	12·3	11·7	15·5	11·3	6·6	6·6
16—St. Hyacinthe	31·2	4	15	3·7	5·9	9·9	10·5	12·3	13·5	14·1	11·5	5·8	5·5
17—St. Johns	36	5·3	17·2	4	5·5	10·2	12·1	12·6	16·6	15·2	11·6	6	6·2
18—Thetford Mines	32	5·3	15·4	3·9	5·4	9·8	9	12·3	12·9	13·7	11·7	5·5	5·5
19—Montreal	36·7	5·3-6·7	17·4	4·1	5·4	9·7	10·3	12·3	12	14·2	11·2	6·1	5·9
20—Hull	33·4	5·3-6·7	15	3·7	5·3	9·6	10·3	12·9	12	14·5	11·2	7	5·8
Ontario (average)	**38·3**	**6·3**	**17·6**	**3·5**	**5·5**	**9·2**	**10·9**	**13·4**	**12·0**	**12·7**	**10·9**	**6·3**	**5·1**
21—Ottawa	35·6	6·7	16·6	3·9	5·5	9·2	11·8	13·1	12·6	14·1	11·3	6·6	5·8
22—Brockville	33·6	6-6·7	14·9	3·8	5·5	8·9	11·4	13·7	12·9	13·7	10·7	6·5	5·1
23—Kingston	36·2	5·3-6·7	16·3	3·7	5·2	9·3	10·6	13·3	12·4	12·9	10·5	6·7	5·4
24—Belleville	40·7	5·3-6·7	16·4	3·5	5·2	9·1	10·4	13·1	11·9	12·8	12·1	6·5	5·2
25—Peterborough	36·3	5·3-6·7	16·9	3·4	5·3	8·8	10·9	11·7	11·9	12·7	11·1	6	5·9
26—Oshawa	39·9	5·3-6·7	17·8	3·3	5·9	9·1	10·4	13·5	12	12·5	10·7	6·6	5·5
27—Orillia	38·1	6·7	16·8	3·3	5·4	8·8	10·6	13·8	11·8	12·8	11·3	6·3	6
28—Toronto	40·5	6·7	18·1	3·6	5·3	8·9	10·7	13·1	11·6	12·1	11·2	6·3	5·2
29—Niagara Falls	39·5	6	18·4	3·7	5·3	9·2	11·1	12·9	12	12·3	11	7·4	4·9
30—St. Catharines	36·7	6·7	17·7	3·6	5	9·3	10·7	12·6	11·7	12·4	10·9	7·3	4·8
31—Hamilton	39·6	6-6·7	17·4	3·5	5·4	9	10·7	13	11·9	12·6	10·6	5·7	5·3
32—Brantford	41·5	6-6·7	17·9	3·4	5·4	9·1	11·4	13·7	11·8	12·5	10·5	5·9	5·1
33—Galt	39·4	6·7	19	3·4	5·5	8·9	11·2	13·7	12·5	12·8	10·7	5·8	5·3
34—Guelph	41·2	6	18·2	3·3	5·4	9	10·7	13·8	11·6	12·5	9·8	5·9	4·9
35—Kitchener	39·8	6·7	18·2	3·3	5·4	9	11·3	13·9	12·3	12·9	10·9	6·7	5·1
36—Woodstock	36·7	6	17	3	5·3	9	11	14	11·8	12·5	9·8	6·2	4·6
37—Stratford	38·1	5·3	17·5	3·2	5·6	9·3	11·9	13·3	11·5	12·4	10·1	6·5	5·3
38—London	39·8	6·7	18·9	3·4	5·5	9	10·7	13·2	11·7	12·2	10·2	5·8	5
39—St. Thomas	43·2	5·3-6·7	19·9	3·6	5·5	9·5	11·3	13·8	12	12·3	11·9	6·3	5·2
40—Chatham	41·2	5·3	19·2	3·6	5·2	8·9	11	13·7	11·4	11·8	8·9	5·3	4·7
41—Windsor	40·1	5·3-6·7	17·3	3·5	5·1	8·8	10·7	12·7	11·3	11·7	10·7	5·4	4·8
42—Sarnia	43·4	6	19·5	3·3	6	9·4	10·4	14	12·6	12·7	11·8	6·8	4·9
43—Owen Sound	37·3	6c	16·9	3·2	5·6	9·5	10·2	13·1	12·5	13·1	10·4	5·6	5
44—North Bay	37·3	6-6·7	16·7	3·9	6·4	9·8	12·2	13·8	12·1	13·1	11·4	6·8	5·1
45—Sudbury	37	6·7	16·6	3·7	5	9·1	9·7	13·4	12·1	13·2	10·1	5·9	5·5
46—Cobalt	36·4	6·7	16	3·9	5·7	9·8	11·6	15	12·7	14	10·7	5·8	5·1
47—Timmins	34·2	7·3	17	3·8	6	9·9	11·4	13·9	12·9	13·2	12·4	5·7	5·5
48—Sault Ste. Marie	37·4	6·7	15·9	3·6	5·4	9·3	11·5	14	12·1	13·6	12·4	7·7	5
49—Port Arthur	33·8	6-6·7	21·4	3·6	5·7	9·5	10·5	13·2	11·4	11·6	10·7	6·1	4·6
50—Fort William	35·5	6-6·7	16·4	3·6	5·5	8·9	10·3	13·1	11·6	11·9	11	6·3	4·1
Manitoba (average)	**34·6**	**7·0**	**18·2**	**3·5**	**5·9**	**8·9**	**10·8**	**14·9**	**12·8**	**12·8**	**11·1**	**6·9**	**3·4**
51—Winnipeg	34·5	6·4-8	17·3	3·4	5·7	8·8	10·7	14·5	12·7	12·7	11·3	6·9	3·1
52—Brandon	34·7	6·4-7·1	19·1	3·5	6·1	9	10·9	15·3	12·9	12·8	10·9	6·9	3·6
Saskatchewan (average)	**34·0**	**6·9**	**22·1**	**3·5**	**6·0**	**9·1**	**10·4**	**15·1**	**13·7**	**13·4**	**10·7**	**6·9**	**4·7**
53—Regina	34·8	6·4-7·2	20·5	3·5	6·8	9	10·4	14·9	13·2	13·3	11·6	6·9	4·7
54—Prince Albert	33·3	6·4	22·1	3·5	6	9·1	10·1	15·1	15	14·1	9·9	7·7	4·9
55—Saskatoon	34·1	7·2	23·1	3·6	5·3	9	11·2	15·2	13·8	13·3	11·4	6·5	4·2
56—Moose Jaw	33·8	7·2	22·6	3·3	5·9	9·1	10	15	13	12·7	9·8	6·3	5
Alberta (average)	**34·5**	**7·8**	**23·8**	**3·5**	**5·7**	**9·0**	**11·0**	**14·8**	**12·4**	**13·2**	**11·4**	**7·0**	**4·8**
57—Medicine Hat	36·4	8	23·8	3·6	5·7	8·9	11·5	14·6	12·8	12·8	10	6·9	4
58—Drumheller	34·7	7·1-8	22·6	3·5	5·7	9·5	12·1	15	12·8	14·1	11·4	7·1	5·1
59—Edmonton	32·1	7·2-8	21·1	3·5	6	8·8	9·8	14·2	12·1	13	11·6	7·3	5·4
60—Calgary	34·1	8	23·4	3·4	5·2	8·9	10·5	15·7	12	13	13	6·8	5·1
61—Lethbridge	35·3	8	23·3	3·7	5	9	11·2	14·6	12·5	13	11·1	6·9	4·6
British Columbia (average)	**35·5**	**9·0**	**23·4**	**3·8**	**6·1**	**9·2**	**9·5**	**14·3**	**13·1**	**13·4**	**11·9**	**8·0**	**4·9**
62—Fernie	35·1	8	22·5	3·7	5·7	9	10·2	14·4	13·2	13·5	11·8	8·3	4·3
63—Nelson	35·1	9	24·2	3·8	6·5	9·2	10	14·7	14·1	14·1	11·5	9·2	5·2
64—Trail	34·9	9	22·9	3·8	6	9·4	10·4	14·3	13·4	14·2	12·3	8·6	4·7
65—New Westminster	34·5	9-9·6	23·1	3·7	5·7	8·9	8·7	13·9	12·7	13·1	11·8	7·2	5·2
66—Vancouver	34·4	9-9·6	22·8	3·7	5	9	9·3	13·4	12·3	12·4	11·7	6·9	4·8
67—Victoria	35·7	9	23·4	3·9	6·7	9·3	9·7	13·9	12·3	12·7	11·8	7·8	5·1
68—Nanaimo	37·8	9	23·5	3·8	5	9·2	8·8	14·3	12·7	12·9	11·3	7·9	4·5
69—Prince Rupert	36·4	9-10	25	4·1	6	9·7	9·7	15·4	13·8	14·6	12·7	8·2	5·3

a. Chain stores, etc., sell bread, undelivered, at lower prices in many of the cities. b. Including fancy bread.
c. Grocers' quotations. d. Potatoes sold in paper bags 10 or 15 lbs.; other bags 15, 25, 50, 75 or 100 lbs.

AND RENTALS IN CANADA AT THE BEGINNING OF NOVEMBER, 1941

Potatoes (d)		Apples												
Per 75 lbs.	Per 15 lbs.	Fresh, cooking, per gal.	Evaporated, per lb.	Prunes, medium size, per lb.	Raisins, seedless per 16 oz. package	Currants, in bulk, per lb.	Bananas, medium size, per lb.	Oranges, medium size, per doz.	Lemon, medium size, per doz.	Jam, strawberry, per 32 oz. jar†	Peaches, choice, per 16 oz. tin	Marmalade, orange, per 32 oz. jar†	Corn syrup, per 5 lb. tin	
$	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
1·224	**29·2**	**21·3**	**15·2**	**12·6**	**17·2**	**15·3**	**10·8**	**41·3**	**37·1**	†	**16·1**	†	**59·3**	
1·277	**29·8**	**19·7**	**13·8**	**14·1**	**16·8**	**15·3**	**10·8**	**45·9**	**44·3**	**37·0**	**16·4**	**34·0**	†5·5	
1·355	31·5	25	.....	12·5	15·3	15	12·3	47·6	50·3	36·5	16·1	34·7	62	1
1·31	28·6	14·7	15	16·1	17	15·3	11·3	48·1	42·7	37·3	16·5	34·2	65·9	2
1·33	33·3	21·1	.....	13·6	17·1	15·3	10	44·7	44·2	36·6	15·4	34·3	66·3	3
1·317	29·6	19·6	12·5	13·6	18·1	16·7	10·3	46·6	40·8	36·7	16·6	33·5	67·3	4
1·20	26·8	18	.....	15	17	14·8	10	42·3	44·7	37·7	15	33	63·8	5
1·15	28·4	20	.....	13·5	16·5	14·7	10·9	46·2	43·3	37	18·5	34·3	67·5	6
1·081	**25·6**	**14·6**	**15·0**	**14·1**	**17·5**	**15·2**	**9·7**	**49·4**	**55·7**	**37·7**	**17·4**	**34·2**	**60·3**	7
1·057	**26·1**	**17·1**	**15·5**	**13·1**	**16·5**	**14·7**	**9·9**	**43·6**	**41·7**	**37·0**	**16·1**	**34·2**	**60·0**	
1·266	28·9	19·4	13	13	16·9	15	9·7	43	39·7	38·2	16·6	34·9	63	8
1·08	25·5	17·3	18	12·7	15·5	13·8	10	43·9	42	37·3	15·5	33·4	59·6	9
1·00	26·7	16·8	.....	12·9	16·9	15	10	44·8	44·1	36·2	15·9	34·1	60·5	10
·883	23·1	15	.....	13·6	16·5	15	10	42·5	40·8	36·1	16·2	34·3	56·7	11
1·084	**25·9**	**23·0**	**17·5**	**12·8**	**17·4**	**14·7**	**8·9**	**41·3**	**35·5**	**35·4**	**15·8**	**33·9**	**59·5**	
·943	25·8	18·3	.....	13·5	18·2	15·3	8·9	43·4	37·9	34·9	16·8	33·1	62·1	12
1·087	26	25	.....	12·5	16·9	15·1	9	42·7	34·7	35·2	16·5	32·7	61·8	13
1·049	23·8	.....	18	13·2	18·1	14·6	8·7	41·9	36·1	35·5	16·1	34	58·6	14
1·17	28·1	.....	.....	12·7	17·3	13·9	9·1	38·8	40	36	15	36·7	57·2	15
1·121	26·6	20	.....	12·7	18·1	14·2	8·9	44·5	35·1	36·1	15	32·7	59	16
1·082	24·2	20·6	.....	13·2	17·1	15·7	9·6	38·7	37·3	35	16·5	33·4	63·3	17
·885	23	.....	.....	12·1	18	13·8	8·6	42·3	37	35·1	15·9	36·4	58·7	18
1·183	27·9	30	17	12·5	17·3	14·2	8·8	39·6	30·1	34·1	15·1	32·8	57·8	19
1·239	27·6	24·3	.....	12·5	16	15·9	8·7	39·6	31·7	37	15·5	33·3	57·4	20
1·291	**30·8**	**22·2**	**13·9**	**12·5**	**17·1**	**15·6**	**10·0**	**41·0**	**35·5**	**35·7**	**15·6**	**31·4**	**57·9**	
1·292	30·7	25	.....	11·9	16·3	16·3	9·1	38·5	32·4	36·8	16	31·9	58·6	21
1·354	31·6	25	.....	12·6	18	14·7	9·9	42·9	40·3	37·6	15·5	31·7	63	22
1·393	32·5	23·3	15	12·9	16·8	15·2	10·1	41·5	36·5	35·8	15·6	29·9	56·8	23
1·275	32·3	19·1	10	12·7	16·3	14·7	9·9	42·3	35·9	35·1	15·4	29·9	57·1	24
1·267	30·2	19·2	.....	12·8	19·2	15·2	9·7	42·3	36·1	36	16·1	30·2	57·2	25
1·304	31·2	21·9	.....	12·7	17·4	14·8	10·1	44·3	36·7	35·7	15·8	30·2	59·7	26
1·318	30·7	22·8	.....	11·7	16·3	15·1	9·8	36·8	34·2	34·4	15	32	57·7	27
1·29	31·1	22	.....	11·1	16·6	14·9	9·6	41·5	31·8	33·9	14·7	29·7	55·9	28
1·355	32·4	.....	.....	12	17·7	15·8	10·2	40·6	36·5	36·1	15·1	31·8	53·9	29
1·36	34·1	.....	.....	13·3	15·5	15·3	10·1	39·3	35	35·5	14·1	30·9	56·5	30
1·279	30	22·6	.....	12	17·3	14·7	9·7	41·5	34·8	34·8	14·5	30·5	54·5	31
1·285	29·7	23·9	.....	13·4	17·4	14·9	9·5	39·2	33·3	34·3	15·1	31	57·2	32
1·288	31·8	18·2	.....	13·3	17·4	14·9	9·5	40·9	36	33·5	15·1	29·3	57	33
1·255	29·4	21·1	.....	13	16·7	15	9·8	38·3	33·2	34·9	14·7	30·3	57·3	34
1·156	28·7	21	.....	13·4	16·9	15·6	9·5	38·1	35·4	33·1	15·1	30·9	56·8	35
1·215	26·7	17·6	.....	12·3	15·8	14·9	9	41·4	33	36·3	15·3	30	59·6	36
1·186	28·6	17·2	.....	11·8	16·7	15·3	9·6	40·1	35·1	35·6	16	31·8	58·6	37
1·202	28·6	19·3	.....	12·3	16·6	14·7	9·5	40·4	33·1	34·5	15·5	30·7	57·3	38
1·259	29·1	17·3	.....	13·5	17·3	15	9·7	45·3	36·7	34·8	16·2	32·6	59·6	39
1·195	27·5	23·2	.....	12·8	17·4	14·9	9·3	40·3	31·5	34·1	15·7	31·7	58·5	40
1·201	25·9	19·4	.....	11·8	15·9	15·3	9·1	36·5	30·3	33·7	15·5	30·4	56·1	41
1·142	28·1	17·3	.....	12·7	18·3	15·6	9·6	42·5	33·5	35·6	16·7	31·7	57·8	42
1·26	30·5	19	.....	12·1	17	15·7	9·4	38·9	36·5	35·1	15·9	30·9	58·7	43
1·345	36·5	31·5	.....	13·1	17·6	17	10·3	45·8	37·7	37·1	17·3	34·1	61·4	44
1·168	28·4	28·3	.....	11·8	16·3	17·3	10·9	38	38·1	37·1	15·2	32·9	60·7	45
1·687	37·8	.....	17	12·7	18·5	17	10·3	47	38	37·5	17·4	34·5	56·3	46
1·473	36·8	.....	15	12·3	18·2	17·3	11·2	41·4	36·7	38	17·1	33·8	61·2	47
1·465	34·1	25·9	18	12·9	15·8	16·5	10·9	41·7	37·9	36·8	15·3	30·6	59·4	48
1·223	29·6	28·1	12·5	12	18·3	18·2	11·3	42·1	40·5	39·3	15	33·5	54	49
1·242	30·1	28·5	10	11·9	18·7	16·7	11·9	39·9	39·1	37·4	15·2	33·7	57·9	50
·807	**20·7**	.....	**15·0**	**12·9**	**17·3**	**15·8**	**12·8**	**39·8**	**37·1**	**70·4**	**16·2**	**55·4**	**58·0**	
·751	20	.....	15	12·4	18·5	15·1	12·3	38	37·4	69·4	15·7	54·8	55·8	51
·863	21·3	.....	15	13·3	16·1	16·4	13·3	41·6	36·8	71·4	16·7	56	60·2	52
·968	**24·2**	.....	**15·0**	**12·9**	**16·4**	**15·7**	**13·0**	**39·0**	**36·2**	**70·7**	**17·4**	**57·3**	**61·3**	
·879	23·5	.....	.....	13·4	17·7	14·8	12·4	36·7	33·7	70·6	17·1	58·8	61·4	53
1·073	26·8	.....	16	12·7	17·3	16·7	13·3	39·4	40·1	73	18·3	58·9	63·8	54
1·076	24·5	.....	15	13·3	15·6	15·5	12·7	38·5	34·6	69·2	16·6	56	63	55
·845	21·8	.....	14	12	15	15·7	13·5	41·2	36·2	70	17·5	55·5	57	56
1·066	**26·4**	.....	**16·0**	**12·1**	**18·5**	**15·2**	**14·7**	**38·9**	**35·5**	**68·0**	**17·7**	**54·9**	**60·8**	
·967	26·6	.....	.....	12·1	18·7	15·8	13·8	38·7	35·1	67·4	16·9	55·8	61·2	57
1·38	31·2	.....	17	11·6	18·6	15·6	15·6	39·4	37	70·3	18·3	57·4	64·1	58
·841	20·5	.....	15	12·6	18·2	15·1	14·5	39·7	35·5	64·8	16·8	53	57·8	59
1·226	30·3	.....	.....	11·9	18·8	14·4	14·7	38·8	39·1	68·1	17·7	51·9	59·5	60
·918	23·3	.....	.....	12·4	18·2	15·3	15	38	30·8	69·2	18·8	56·4	61·6	61
1·521	**34·7**	.....	**16·5**	**11·8**	**18·5**	**14·4**	**12·9**	**40·0**	**36·1**	**68·1**	**16·7**	**53·3**	**57·7**	
·937	25	.....	.....	14·3	18·6	15·6	15	42·5	38	67·8	18·4	57·4	64·5	62
1·35	29·7	.....	.....	10·6	19·6	15·3	14·3	40	39·3	71·7	17·8	59·5	64·3	63
1·317	32·9	.....	.....	12·4	19·7	15·1	13·3	38·4	37·8	73·3	18·8	60·9	58·7	64
1·642	35·4	.....	17	11·3	17	12·6	11·2	37·9	32·5	66	15	49·1	54·7	65
1·566	34·5	.....	14	10·5	17·1	13·5	11·5	37·7	30	63·3	15·4	48·6	52·1	66
1·803	41	.....	.....	11·1	18·3	13·2	12·2	39·4	37·3	65·2	15·3	49·5	53·5	67
1·753	38	.....	15	12·7	18·4	14·1	12·1	41·1	34·9	68·8	16	49·5	55·3	68
1·802	41·1	.....	20	11·4	19·4	15·4	13·2	43·1	38·7	68·5	16·5	52·2	58·7	69

† Ontario and east, 32 ounce jar; Manitoba and west, 4 pound tin.

RETAIL PRICES OF STAPLE FOODS, GROCERIES, FUEL AND LIGHTING,

LOCALITY	Sugar		Coffee, medium, per lb.	Tea, black, medium, per lb.	Cocoa, pure, unsweetened, per ½ lb. tin.	Vinegar in bulk per qt.	Salt, fine, table, per lb.	Starch, laundry, per lb.	Soap, laundry, per ½ lb. bar	Anthracite coal, United States, stove, per ton	Bituminous coal, per ton
	Granulated, per lb.	Yellow, per lb.									
	cents	cents	cents	cents	cents	cents	cents	cents	cents	$	$
Dominion (average)	**8·6**	**8·4**	**48·7**	**82·1**	**19·2**	**15·9**	**4·4**	**12·8**	**5·6**	**16·517b**	**10·628**
Nova Scotia (average)	**8·4**	**8·2**	**56·9**	**81·2**	**19·3**	**10·0**	**4·5**	**13·0**	**5·7**	.....	**8·583**
1—Sydney	8·6	8·3	56·1	80·4	19	10	4	12·8	5·6	.....	7·37- 7·72s
2—New Glasgow	8·1	8·1	56·2	81·2	21·8	10	4·6	13·7	5·9	.....	7·05- 7·30s
3—Amherst	8·3	8·1	58·3	81·8	16·9	.....	4·2	12·3	5·9	.....	6·70-10·25
4—Halifax	8·7	8·4	55·8	85·8	21·8	10	4·9	13·6	5·7	.....	9·22-11·22
5—Windsor	8·4	8·1	58·3	80	17·3	.....	4	12·3	5·6	.....	.....
6—Truro	8·4	7·9	56·7	78·1	19·1	.....	5·3	13	5·6	.....	8·50-10·50
7—**P.E.I.**—Charlottetown	**8·6**	**8·3**	**59·9**	**78·3**	**18·5**	**15·0**	**4·2**	**13·3**	**5·8**	**17·900**	**9·90-10·40**
New Brunswick (average)	**8·7**	**8·5**	**56·5**	**79·6**	**19·1**	**10·0**	**4·3**	**12·7**	**5·6**	**17·500**	**11·055**
8—Moncton	8·9	8·7	58·5	81·3	19·9	10	4·6	13·3	5·8	g	10·47-10·97g
9—Saint John	8·4	8·3	51·5	81·1	17·8	10	4·5	12·5	5·5	17·50	11·50-12·50
10—Fredericton	8·5	8·3	57·6	79·4	17·7	.....	4·1	12·7	5·8	.....	11·00-12·00]
11—Bathurst	8·8	8·6	58·3	76·4	21	.....	4	12·2	5·3	.....	10·00
Quebec (average)	**8·0**	**7·9**	**48·8**	**87·9**	**20·4**	**15·3**	**4·4**	**12·0**	**5·6**	**16·350***	***10·109**
*12—Quebec	8·1	7·9	47·9	91·8	20 5	15	4·6	12·7	5·7	15·50	10·50
*13—Three Rivers	8·4	8·1	52·3	86·7	21·6	.....	4·5	12·3	5·9	15·50	8·50- 8·75
*14—Sherbrooke	8	8	43·7	85·8	19·4	15	4·4	11·8	5·7	17·00	11·00
*15—Sorel	7·9	7·7	53·5	84·5	18·7	.....	4·2	11·3	5·4	16·00-16·50	10·00
*16—St. Hyacinthe	7·9	7·8	43·8	91·4	19·8	.....	4·7	11	5·4	15·75	9·75-12·25
*17—St. Johns	7·9	7·8	44·3	86·9	21·5	.....	4·6	12·3	5·6	15·50	10·50
*18—Thetford Mines	8	7·7	53·1	86·7	20·9	15	4·2	13·2	5·9	18·50	.....
*19—Montreal	7·9	7·7	48·7	89·8	19·3	16	4	11·6	5·3	16·75	8·00- 8·50
*20—Hull	8·3	8	51·7	87·4	21·7	.....	4·1	11·4	5·4	16·40	11·00
Ontario (average)	**8·5**	**8·4**	**47·9**	**84·3**	**18·9**	**14·0**	**4·4**	**12·5**	**5·6**	**16·372**	**12·029**
21—Ottawa	8·3	8·1	47·2	82·1	18·5	14	4·3	11·9	5·7	16·40	11·00
22—Brockville	8·2	8	44·6	82·1	20·8	.....	4·4	11·3	5·4	16·00	8·50- 9·00
23—Kingston	8·1	7·9	47·8	84·5	17·6	20	4·7	12·5	5·7	16·00	9·00- 9·50
24—Belleville	8·6	8·4	48·8	86·5	17·2	10	4·5	12·3	5·7	15·50	10·00-13·00d
25—Peterborough	8·6	8·5	57·2	83	18·7	12	4·7	12·3	5·5	16·75	11·50-14·75d
26—Oshawa	8·7	8·4	52·4	85·9	19·5	12	4·4	12·4	5·7	16·00	9·50-14·00d
27—Orillia	8·3	8·1	48·9	83·9	18·7	.....	3·9	11·2	5·5	16·50	10·75-14·00d
28—Toronto	8·2	7·9	50	84·4	18·3	13	4·1	11·8	5·3	14·75	12·25
29—Niagara Falls	8·8	8·7	47	87·9	19·2	.....	3·9	12·7	5·9	14·50-15·00g	9·00-11·00g
30—St. Catharines	8·6	8·4	46·7	88	19·8	11·3	4·6	12	6	15·75g	8·50-13·75g
31—Hamilton	8·3	8·2	47	86·7	19	10	4·4	11·8	5·3	15·50	9·50-13·00
32—Brantford	8·3	8·2	51·7	89·5	18·5	13	4·3	11·7	5·5	16·00	10·00-13·25d
33—Galt	8·7	8·5	47·7	85·5	20·1	10	4·1	12·5	5·2	16·00	10·50-13·50d
34—Guelph	8·5	8·3	45·8	84·3	18·5	.....	4·3	12·7	5·4	16·00	11·00-13·75d
35—Kitchener	8·6	8·4	43·8	86·1	19·8	.....	3·8	12·5	5·4	16·00	11·50-13·50d
36—Woodstock	8·4	8·3	49·3	83·7	18	.....	4·2	12·7	5·7	16·00	10·50-14·00d
37—Stratford	8·7	8·6	48·7	85·8	19	.....	4·4	13·1	5·9	16·00	13·00
38—London	8·3	8·3	48·6	87·6	16·7	11	4·1	11·9	5·6	16·50g	12·50-14·50g
39—St. Thomas	8·7	8·6	49·1	85·6	18·1	12·8	4·4	12·7	5·9	16·00g	13·00-13·50g
40—Chatham	8·4	8·2	46·5	85·3	16·9	.....	4·2	12·1	5·2	16·00g	10·00-12·50g
41—Windsor	8·3	8·1	41·4	79·2	18·7	15	4	11·8	5·3	16·00g	10·50-13·00g
42—Sarnia	8·9	8·7	48·1	89	18·5	.....	4·5	12·9	5·9	16·50	9·50-11·00
43—Owen Sound	8·4	8·2	55	85·2	20·1	.....	4·7	12·4	5·7	16·50	9·50-10·00
44—North Bay	8·9	8·7	54·4	86·4	20·4	.....	4·7	13·8	5·5	17·25	14·25-15·00d
45—Sudbury	8·7	8·3	44·6	80·9	19·7	15	3·9	13·7	5·9	18·00	11·50-16·00d
46—Cobalt	8·9	8·9	45·4	78·5	19·5	.....	5	13·2	5·5	19·00	13·50d
47—Timmins	8·7	8·7	42·6	81	21·1	18	4·8	13·9	5·7	19·50	12·75-17·00d
48—Sault Ste. Marie	8·7	8·5	44·6	85·1	20·2	16·3	4·4	13·1	5·2	17·00	10·50-13·00d
49—Port Arthur	8·2	8·2	45·3	76	16·2	20	4·5	12·8	5·3	16·50	11·75-14·75d
50—Fort William	8·4	8·3	45·4	79·2	21·1	18	4·7	12·1	5·3	16·50	11·75-14·75d
Manitoba (average)	**9·1**	**9·0**	**44·9**	**75·8**	**18·9**	**15·0**	**4·1**	**13·3**	**5·6**	**20·000**	**9·175**
51—Winnipeg	9·1	9	42·3	76·4	18·3	15	4·2	12·6	5·5	20·00	6·25-14·25h
52—Brandon	9·1	9	4,·4	75·2	19·5	15	4	13·9	5·6	.....	5·00-11·20h
Saskatchewan (average)	**9·5**	**9·6**	**45·5**	**76·5**	**20·7**	**18·5**	**4·1**	**14·3**	**5·5**	.....	**8·656**
53—Regina	9·3	9·5	45·9	77	19·8	15	3·5	14	5·4	.....	5·50-13·00h
54—Prince Albert	9·9	9·8	43·5	78	21·1	.....	4·7	14·5	5·9	.....	9·00-10·00h
55—Saskatoon	9·3	9·5	46·8	75·1	20	20·6	4·2	14	5·2	.....	7·25- 9·60h
56—Moose Jaw	9·4	9·4	45·8	78	21·7	20	4·1	14·5	5·3	.....	5·25- 9·65h
Alberta (average)	**9·1**	**9·3**	**44·8**	**77·7**	**18·0**	**15·0**	**4·2**	**14·2**	**5·5**	.....	**5·269**
57—Medicine Hat	9·3	9·2	42·8	79	16·9	.....	3·4	14·3	5·4	g	g
58—Drumheller	9	9·4	43·1	78·3	18·1	23	4·5	15·3	5·9	.....	4·50- 5·50h
59—Edmonton	9	9	46·1	74·4	18·1	15	4·1	13·7	5·3	g	3·25- 5·00h
60—Calgary	8·9	9·2	45·7	79·9	17·6	.....	4·6	13·6	5·5	g	6·65- 7·50h
61—Lethbridge	9·5	9·6	46·3	77	19·3	.....	4·4	14·3	5·5	.....	4·75- 5·00h
British Columbia (average)	**8·5**	**8·4**	**45·1**	**77·3**	**19·3**	**23·9**	**4·8**	**13·5**	**5·6**	.....	**11·107**
62—Fernie	9	9·2	47·7	73·2	17·2	.....	4·6	14·2	5·2	.....	.....
63—Nelson	8·9	8·9	48·2	80·8	18·7	25	5	14·7	5·9	.....	9·75-11·50
64—Trail	8·8	8·7	44·5	78·7	20·9	25	5·5	14·4	5·5	.....	9·25-10·25
65—New Westminster	7·9	7·9	40·5	75	16·8	24	4·2	12·4	5·7	.....	10·50-12·00
66—Vancouver	8	8·1	41·5	74·4	19·3	18	4·5	12	5	.....	10·50-12·00
67—Victoria	8·8	8	46·9	75·6	20·3	22	4·2	12·6	5·8	.....	10·00-12·25
68—Nanaimo	8·3	7·9	46·2	81·5	20·9	28	5	12·9	5·6	.....	9·50
69—Prince Rupert	8·6	8·6	45·2	79	20·5	25	5	14·9	6·3	.....	13·00-15·50

b. For prices of Welsh coal see text. c. Calculated price per cord from price quoted. d. Including semi-bituminous. but some at $30-$45, according to condition and conveniences. r. Few six-roomed houses occupied by workingmen; rent for a provincial sales tax of 2 per cent and in the cities of Montreal and Quebec an additional municipal tax of 2 per cent are not in- $20-$24.

AND RENTALS IN CANADA AT THE BEGINNING OF NOVEMBER, 1941

Coke, per ton	Wood: Hard (long), per cord	Wood: Hard (stove lengths), per cord	Wood: Soft (long), per cord	Wood: Soft (stove lengths), per cord	Wood: Millwood, cuttings, etc., per cord	Coal oil, per gallon	Matches, per box (300)	Rent: Six-roomed houses with modern conveniences, per month	Rent: Six-roomed houses with incomplete modern conveniences, per month	
$	$	$	$	$	$	cents	cents	$	$	
13·576	**11·286**	**13·455**	**8·121**	**9·540**	**8·077**	**28·4**	**9·8**	**25·607**	**18·835**	
10·700	**6·667**	**7·833**	**5·500**	**6·333**	**6·167**	**30·0**	**10·0**	**21·417**	**15·417**	
9·50	6·50	8·00	5·50	7·00	7·00	30	10·1	18·00–26·00	14·00–18·00	1
9·50	5·00	6·00	4·00	4·00	6·00c	30	10·3	15·00–25·00	10·00–15·00	2
11·00	.....	.....	.....	.....	.....	.....	9·8	15·00–20·00	10·00–17·00	3
12·50	8·00– 9·00	9·00–10·00	6·00– 8·00	7·00– 9·00	5·00– 6·00	30	9·9	20·00–32·00	15·00–22·00	4
.....	.....	.....	.....	.....	.....	.....	9·9	18·00–25·00	14·00–18·00	5
11·00	.....	.....	.....	.....	.....	.....	10	18·00–25·00	15·00–17·00	6
12·500	**9·000**	**10·500**	**6·500**	**7·500**	**7·500c**	**20·0**	**9·7**	**19·00–25·00**	**12·00–16·00**	7
13·250	**8·000**	**10·750**	**6·000**	**7·000**	**7·500**	**28·8**	**9·9**	**24·125**	**17·375**	
12·00g	8·00g	9·00–10·00g	6·00g	7·00g	g	31g	9·9	20·00–32·00	15·00–20·00	8
13·50	8·00	12·00	6·00	7·00	7·00– 8·00c	26·5	9·8	18·00–27·00	16·00–20·00	9
13·50	.....	.....	.....	.....	.....	.....	9·7	25·00	18·00	10
14·00	.....	.....	.....	.....	.....	.....	10·1	23·00	16·00	11
*13·750	*12·666	*13·606	*8·643	*9·856	*9·720	27·5	9·3	24·714	18·250	
12·00	13·33c	13·33c	12·00c	12·00c	8·25c	26	9·5	23·00–33·00	.....	12
13·50	8·00	12·00c	6·00	10·00c	8·00c	.....	9·5	23·00–31·00	17·00–23·00	13
14·75	11·00	12·00	8·00	9·00	9·00	28	9·4	23·00–30·00	18·00–25·00	14
.....	.....	.....	.....	.....	.....	.....	9·2	.....	.....	15
14·00	14·00	15·35	10·00	11·35	11·35	.....	9	18·00–25·00	14·00–20·00	16
13·50	12·00	13·00	8·00	9·00	.....	.....	9·3	.....	.....	17
15·50	.....	10·50c	.....	7·50c	.....	29	9·4	16·00–22·00	12·00–15·00	18
12·50–13·00	17·33c	18·67c	10·00	11·00	11·00–13·00	27	9·1	24·00–34·00	20·00–23·00	19
14·00	13·00	14·00	6·00– 7·00	9·00	.....	.....	9·4	18·00–26·00	14·00–18·00	20
14·362	**12·375**	**14·656**	**9·545**	**11·340**	**9·477**	**26·5**	**9·6**	**27·306**	**20·269**	
14·00	13·00	14·00	8·00	9·00	9·00–10·00	28	9·8	20·00–30·00	15·00–20·00	21
14·00	.....	.....	.....	.....	.....	.....	9·6	18·00–26·00	15·00–18·00	22
14·00	12·00	16·00	11·00	12·00c	13·00c	25	10·1	25·00–30·00	18·00–25·00	23
13·00	13·00	14·00	9·00	10·00	11·00	25	9·3	18·00–28·00	14·00–20·00	24
15·00–15·50	11·00	12·00	6·00	7·00	6·00	22	9·5	22·00–30·00	16·00–20·00	25
14·50	16·00	17·00	12·00	13·00	9·00	20	9·4	25·00–32·50	15·00–22·50	26
14·75	.....	.....	.....	.....	.....	.....	9·7	20·00–28·00	16·00–22·00	27
13·75	14·00	16·00	10·00	12·00	12·00	25	9·2	30·00–40·00	20·00–30·00	28
13·00g	g	g	g	g	g	g	9·8	20·00–32·00	16·00–24·00	29
13·50g	g	16·00g	g	g	g	25g	9·7	25·00–37·00	20·00–27·00	30
13·00	18·50	19·00	13·00	13·50	.....	25	9·4	28·00–36·00	17·00–28·00	31
14·00	.....	13·00–15·00	.....	10·00–11·00	9·00	28	9·3	23·00–33·00	18·00–25·00	32
14·00	.....	17·00–18·00	.....	13·00–14·00	.....	25	9·5	20·00–27·00	15·00–20·00	33
14·50	.....	.....	.....	.....	.....	.....	9	24·00–30·00	18·00–24·00	34
14·00–14·50	14·00–16·00	16·00–18·00	11·00–12·00	13·00–14·00	.....	.....	9·3	22·00–35·00	18·00–24·00	35
14·00	.....	.....	.....	.....	.....	.....	9·7	20·00–28·00	16·00–20·00	36
14·00	.....	.....	.....	.....	.....	.....	9·7	21·00–27·00	15·00–21·00	37
14·00–14·50g	g	18·00g	g	16·00g	g	25g	9·7	27·00–37·00	22·00–27·00	38
15·00g	g	16·00–18·00g	g	11·00–14·00g	8·00–12·00g	25g	9·6	24·00–32·00	20·00–24·00	39
14·00g	g	g	g	g	g	g	9·7	20·00–28·00	15·00–20·00	40
14·00–15·50g	g	18·00g	g	14·00g	7·00–10·00g	25g	9·5	25·00–37·00	20·00–27·00	41
14·50	.....	.....	.....	.....	.....	.....	9·7	20·00–30·00	15·00–22·00	42
14·00	.....	.....	.....	.....	.....	.....	9·2	21·00–27·00	15·00–22·00	43
15·00	.....	.....	.....	.....	.....	.....	9·9	.....	.....	44
15·50–16·50	.....	15·00–15·75	.....	10·50	9·75	30	9·7	30·00–40·00	25·00–30·00	45
.....	.....	10·50c	.....	9·00– 9·75c	.....	30	10	.....	.....	46
18·50	9·50	10·50	8·50	9·50	.....	35	9·6	p	p	47
12·00	7·00	9·50	.....	.....	6·50c	26	9·8	22·00–32·00	16·00–22·00	48
15·50	10·50	11·75	8·00	9·25	.....	30	9·9	23·00–33·00	17·00–23·00	49
15·50	9·00	10·00	8·00	9·00	.....	30	9·7	23·00–33·00	17·00–23·00	50
14·625	.....	.....	**8·938**	**9·688**	**7·500**	**31·5**	**9·8**	**26·750**	**19·500**	
14·00–15·00	.....	.....	7·50–11·75	8·50–12·75	7·50– 8·50	35	9·9	26·00–37·00	18·00–26·00	51
12·50–17·00	.....	.....	7·00– 9·50	7·50–10·00	7·00	28	9·7	18·00–26·00	14·00–20·00	52
16·500	.....	.....	**7·250**	**9·200**	**9·867**	**27·8**	**10·1**	**27·875**	**20·000**	
.....	.....	.....	8·00– 9·50	9·00–10·50	10·00	27	10·1	28·00–37·00	20·00–28·00	53
19·00	.....	.....	5·00– 5·50	6·50– 7·00	.....	30	10·1	20·00–29·00	15·00–21·00	54
.....	.....	.....	6·50– 9·00	7·00–11·00	8·00	29	10·1	22·00–32·00	17·00–22·00	55
14·00	.....	.....	.....	11·00–11·60c	11·60c	25	9·9	25·00–30·00	17·00–20·00	56
11·500	.....	.....	**5·500**	**6·500**	**4·167**	**30·0**	**10·3**	**26·125**	**18·625**	
g	g	g	g	g	g	g	10·4	22·00–27·00	15·00–22·00	57
.....	.....	.....	.....	.....	4·50	30	10·6	.....	.....	58
g	g	g	5·00g	6·00g	g	30	10	22·00–32·00	15·00–22·00	59
11·50g	g	g	6·00g	7·00g	4·00g	.....	10·1	22·00–30·00	18·00–20·00	60
.....	.....	.....	.....	.....	4·00	.....	10·5	22·00–32·00	15·00–22·00	61
10·250	.....	.....	**8·281**	**7·964**	**5·000**	**34·2**	**10·6**	**23·313**	**17·688**	
.....	.....	.....	.....	.....	.....	.....	10·9	16·00	14·00	62
10·50	.....	.....	8·00– 9·00	9·50–10·25	.....	40	10·8	20·00–30·00	18·00–20·00	63
.....	.....	.....	8·50– 9·75	9·50–11·25	.....	40	10·8	27·00–32·00v	22·00–25·00v	64
10·75	.....	.....	.....	5·00	3·50	30	9·8	18·00–25·00	14·00–18·00	65
10·75	.....	.....	.....	6·00	4·00	30	10·2	22·00–27·00	16·00–22·00	66
9·00	.....	.....	7·50	9·00	7·50	30	10·9	20·00–25·00	15·00–18·00	67
.....	.....	.....	.....	5·50	.....	.....	10·3	20·00–25·00	12·00–20·00	68
.....	.....	.....	6·00–10·00	8·00–12·00	.....	35	11·1	20·00–30·00	15·00–20·00	69

g. Natural gas used extensively. h. Including lignite. p. Six-roomed houses not extensively occupied by workingmen 4 and 5 roomed modern houses $25-$35 per month, semi-modern $10-$15. s. Delivered from mines.* In the province of Quebec cluded in the prices for fuel. v. Workingmen's houses are mostly of four and five rooms; rent, modern $24-$28, semi-modern

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA CALCULATED BY THE DOMINION BUREAU OF STATISTICS†

Average Prices in 1926=100

Commodities	Commodities	1913	1918	1920	1922	Nov. 1926	Nov. 1929	Nov. 1930	Nov. 1933	Nov. 1937	Nov. 1938	Nov. 1939	Nov. 1940	Oct. 1941	‡ Nov. 1941
*All commodities	567	64·0	127·4	155·9	97·3	97·7	95·7	79·5	68·9	83·1	73·5	80·3	84·0	93·8	93·9
Classified according to chief component material—															
I. Vegetable Products	135	58·1	127·9	167·0	86·2	96·3	93·5	62·6	61·0	84·5	60·2	68·5	70·9	80·2	80·1
II. Animals and Their Products	76	70·9	127·1	145·1	96·0	97·9	108·4	93·4	63·5	80·7	73·3	80·8	82·3	101·1	101·5
III. Fibres, Textiles and Textile Products	85	58·2	157·1	176·5	101·7	96·5	89·8	77·5	70·9	69·2	66·5	79·2	83·9	97·1	96·6
IV. Wood, Wood Products and Paper	49	63·9	89·1	154·4	106·3	98·8	93·1	85·8	64·4	75·7	76·2	85·0	91·6	98·3	98·4
V. Iron and Its Products	44	68·9	156·9	168·4	104·6	99·3	93·4	89·3	86·1	104·1	98·2	101·9	106·1	111·7	111·7
VI. Non-Ferrous Metals and Their Products	18	98·4	141·9	135·5	97·3	97·0	96·7	73·5	66·2	73·7	72·7	74·5	77·7	78·2	78·2
VII. Non-Metallic Minerals and Products	83	56·8	82·3	112·2	107·0	99·4	92·8	89·4	85·1	87·4	86·3	86·5	90·8	98·9	98·8
VIII. Chemicals and Allied Products	77	63·4	118·7	141·5	105·4	99·5	95·1	90·9	81·0	81·3	79·3	83·9	90·1	103·5	103·6
Classified according to purpose—															
I. Consumers' Goods	236	62·0	102·7	136·1	96·9	97·5	94·3	84·5	73·0	79·7	74·8	80·6	84·9	96·7	.....
Foods, Beverages and Tobacco	126	61·8	119·0	150·8	90·2	97·5	100·3	83·9	67·1	81·6	72·0	79·0	81·1	96·2	.....
Other Consumers' Goods	110	62·2	91·9	126·3	101·4	97·5	90·3	84·9	77·0	78·5	76·9	81·6	87·4	97·0	.....
II. Producers' Goods	402	67·7	133·3	164·8	98·8	97·2	95·1	73·4	64·3	82·4	67·9	75·4	78·9	85·7	.....
Producers' Equipment	24	55·1	81·9	108·6	104·1	100·8	94·5	90·9	85·4	94·5	95·3	96·5	102·1	108·0	.....
Producers' Materials	378	69·1	139·0	171·0	98·2	96·8	95·2	71·4	62·0	81·0	64·8	73·0	76·3	83·2	.....
Building and Construction Materials	111	67·0	100·7	144·0	108·7	97·9	98·2	85·7	80·7	91·8	87·5	93·9	98·5	111·1	.....
Manufacturers' Materials	267	69·5	148·1	177·3	95·8	96·5	94·5	68·2	58·8	79·2	60·9	69·4	72·5	78·5	.....
Classified according to origin—															
I. Farm—															
A. Field	186	59·2	134·7	176·4	91·2	95·9	91·1	63·5	60·8	79·6	58·7	66·8	69·4	79·5	.....
B. Animal	105	70·1	129·0	146·0	95·9	97·7	105·2	90·6	64·6	80·6	74·0	82·2	84·0	98·8	.....
Farm (Canadian)	70	64·1	132·6	160·6	88·0	98·0	101·5	66·3	54·6	83·9	64·9	64·9	66·9	74·1	74·3
II. Marine	16	65·9	111·7	114·1	91·7	103·4	109·7	92·0	69·5	76·0	70·5	80·8	84·1	101·4	.....
III. Forest	57	60·1	89·7	151·3	106·8	98·8	92·9	85·5	64·6	75·4	75·9	84·7	91·2	97·9	.....
IV. Mineral	203	67·9	115·2	134·6	106·4	98·8	92·1	85·7	81·7	88·2	85·9	87·6	92·1	97·3	.....
All raw (or partly manufactured)	245	63·8	120·8	154·1	94·7	97·4	97·2	70·4	59·3	81·1	64·6	72·1	76·2	85·3	.....
All manufactured (fully or chiefly)	322	64·8	127·7	156·5	100·4	97·4	93·5	82·8	71·7	80·7	73·9	80·3	82·7	93·2	.....

† The Dominion Bureau of Statistics issues reports on prices with comprehensive figures as follows:—weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and Other Countries).

‡ For the week ended November 28, 1941, monthly figures not yet available.

* Prior to 1926 number of commodities was 236, 1926 to 1933 inclusive 502, and since January, 1934, the number is 578.

PRICES IN GREAT BRITAIN AND OTHER COUNTRIES

THE following notes afford information as to recent changes in prices in Great Britain and certain other countries. Tables giving the official and certain other index numbers of cost-of-living, retail and wholesale prices, in Great Britain and certain of the principal industrial and commercial countries appeared in the October issue of the LABOUR GAZETTE. Since these monthly notes are all compiled from British and foreign sources the information contained therein usually deals with conditions prevailing some months previous to the date of publication in the LABOUR GAZETTE. In Great Britain both wholesale and retail trade are now subject to government control, the main objects of which are to conserve supplies of vital materials and to protect the public from unwarranted increases in prices. In order to achieve these ends the government of the United Kingdom has fixed retail and wholesale prices of some articles and is controlling the entire trade in some commodities, including importation and exportation.

Great Britain

COST OF LIVING.—The *Ministry of Labour Gazette* index number, on the base July, 1914 = 100, was 199 at October 1, showing no change from the previous month's level. There was a decrease of ½ of one per cent in food prices, due to lower prices for many kinds of fish, "following the introduction by the Ministry of Food of a revised schedule of maximum prices," and also to a reduction in the prices of potatoes. This small decrease in food prices was counteracted by slight advances in clothing, fuel and light and sundries.

New Zealand

WHOLESALE PRICES.—The index number of the Census and Statistics Department, on the base 1926-1930 = 1000, was 1328 for August, a decline of 0·2 per cent for the month, due entirely to the substantial decline in prices of meat and other animal foods. There were, on the other hand, increases in vegetable foods and in textile manufactures.

COST OF LIVING.—The index number of the Census and Statistics Department, on the base 1926-1930 = 1000, was 1073 for August, an increase of 0·4 per cent for the month. The advances in rent, clothing and miscellaneous commodities was partly offset by a decline in food prices (meat and dairy produce) and in fuel and light.

South Africa

WHOLESALE PRICES.—The index number of the Census and Statistics Office, on the base 1910 = 1000, was 1433 for September, an increase of 0·1 per cent for the month. Small increases were recorded in all groups except grain, meal, etc. and in "fuel and light."

COST OF LIVING.—The index number of retail prices, on the base 1938 = 1000, was 1091 for September, as compared with 1089 for August.

United States

WHOLESALE PRICES.—The Bureau of Labour Statistics index number, on the base 1926 = 100, was 92·4 for October, an advance of 0·7 per cent for the month. With the exception of slight declines in farm products and foods, all groups showed advances for the month. The greatest increase in any one group was one of 4·6 per cent in the metals and metal products group, due almost entirely to the rise of 11·9 per cent in motor vehicles.

COST OF LIVING.—The index number of the Bureau of Labour Statistics, on the base 1935-1939 = 100, was 109·4 at October 15, an increase of 1·2 per cent for the month. Food rose 0·8 per cent, clothing 1·8 per cent, rent 0·7 per cent, the fuel, electricity and ice group 0·3 per cent, housefurnishings 2·6 per cent and miscellaneous commodities 1·9 per cent.

RECENT LEGAL DECISIONS AFFECTING LABOUR

Quebec Workmen's Compensation Commission Fails to Collect Sum paid for Accident Suffered on Verdun Sidewalk

ON April 21, Mr. Justice Langlais, in Montreal Superior Court, dismissed an action by the Quebec Workmen's Compensation Commission against the municipality of Verdun for recovery of $115.14 which the Commission had paid out to one Donald Martin, an employee of Northern Electric Company, Limited, who had tripped on a man-hole cover which protruded above the level of the sidewalk. The court held that the accident was entirely the fault of the injured man and that there was no negligence on the part of the municipality. Therefore, no damages were payable, since the Commission had no claim against the municipality other than that possessed by the man himself. *Commission des Accidents du Travail de Québec v. Cité de Verdun* (1941) 79 Rapports Judiciaires de Québec, Cour Supérieure 316.

Truck Owner with no Employees and Himself Completely Subject to Orders of an Employer is not Liable to Contribute to Quebec Accident Fund

On June 2, Mr. Justice Archambault, in Montreal Superior Court, gave judgment in favour of A. Larose against Alex Bremner Limited for $262.44. The plaintiff had contributed this sum to the Quebec Accident Fund, having been compelled by the defendant company to register himself with the Workmen's Compensation Commission as an employer. He was a truck driver who owned his truck, but was paid by the hour, was obliged to present himself for work every morning at a specified time and to obey all the orders of the defendant company, and was not able to work elsewhere.

On the question of the status of the plaintiff, on which there are conflicting precedents, the court expressed the opinion that he was not an independent contractor but an employee. The question, however, was not regarded as crucial to the case and the judgment was based on other considerations which were held to be decisive in themselves.

The court held that, whether the plaintiff was an employee or not, he was not liable to contribute to the Accident Fund, and that, on the other hand, the defendant company was so liable. Under the Acts of both 1928 and 1930-31, the Commission was given "exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this act . . ." In exercise of this power, it had ruled in Regulation 6, gazetted on July 9, 1932, that a transport undertaking was subject to the Act only if it employed four or more workmen. The plaintiff had no employees and was therefore not an employer under the Act. At the

same time, the Commission had declared in Circular No. 17 of October 18, 1935, which was addressed to employers on the subject of the remuneration of truckers, that the terms of this circular also applied to drivers owning their own trucks who were paid by the trip, by the hour or the amount of goods carried.

It was clear, therefore, that if no application or contributions had been made, the Commission could not have forced the plaintiff to make them. It could, however, have prosecuted the defendant company and forced it to contribute. It was clear, moreover, that the company itself realized this. Otherwise, it would not have gone to the trouble of forcing the plaintiff and its other truck drivers to assume the obligation, and of receiving their money and transmitting it to the Commission. It followed, therefore, that the defendant company had resorted to a subterfuge to escape a legal obligation, and that the agreement which it had forced on the plaintiff was invalid. *Larose v. Alex. Bremner Ltd.* (1941) 79 Rapports Judiciaires de Québec, Cour Supérieure, 359.

Holder of Second-Class Engineman's Certificate doing First-Class Engineman's Work not entitled to Pay fixed for First-Class Enginemen

On May 30, the Quebec Court of King's Bench unanimously allowed with costs an appeal from a decision of Mr. Justice Curran of Montreal Superior Court who had given judgment in favour of the respondent for $334.50. The respondent was a stationary engineman who held a second-class certificate but was employed at work for which the holder of a first-class certificate was by law required. His claim was based on Minimum Wage Order 6, article 3, paragraph 10, which states that an employee must be paid according to the type of work done regardless of the certificate he holds, and on *Engineers Club of Montreal v. Payer* (LABOUR GAZETTE, May, 1941, p. 609) in which the holder of a fourth-class engineman's certificate employed as a fireman had been held to be entitled only to a fireman's rate of pay.

The court, however, accepted the appellant's contention that article 3, paragraph 10 of Order 6 provides merely that an engineman employed at a lower grade of work than that for which he is qualified is entitled only to the pay fixed for the lower grade. If it were interpreted as requiring also the inverse of this, it would conflict with the Stationary Engineman Act under which it is an offence to employ an engineman at a higher grade of work than that for which he is qualified. The fact that the Department of Labour had in the present instance permitted a man who had been employed for many years to continue in his existing capacity after the standard had been raised, was held to be irrelevant. *Canada Flooring Company, Limited v. Paquet* (1941) 71 Rapports Judiciaires de Quebec, Cour du Banc du Roi, 417.

Scientific Labour Policy

In the March issue of the *International Labour Review,* Professor Sargant Florence gives a clear account of what experience and experiment have shown about the effects of long working hours, mechanization, "speeding up", repetitive work, long journey, inadequate diet and related conditions on output and on workers. He stresses the limits overtime and "speeding up" have, as methods of increasing efficiency, and argues that it is only the policy of shifts that is truly efficient in producing additional output without prohibitive costs in money, fatigue and unrest. Some of the main objections, both of employers and workers to shift systems are discussed. In order to provide the additional workers demanded by the shift-work system he states that "new workers must be trained either to carry out the jobs required in their original form, or to carry out easier parts of the job, leaving the original workers to specialize in the more skilled operations. The policy of adding more shifts goes hand in hand with a policy of recruiting and selecting additional workers from unessential occupations, or industries, or from the unemployed or from those who have never been employed, and of training those workers in the essential operations required. In short a policy of multiple shifts in war time is not scientific unless combined with a scientific policy of recruitment and training."

According to the Annual Report of the Superintendent of Welfare on the administration of the British Columbia Mothers' Allowance Act, 1940-41, during the twelve months ending March, 1941, there was a decrease of 65 in the number of cases requiring attention, the total number of cases during the year being 1,697. Total expenditure, in the year reviewed amounted to $798,097.32, a decrease over the previous year. The decrease in both expenditure and case-load is attributed largely to the war and improved economic conditions.

SPECIAL WARTIME CONFERENCE OF INTERNATIONAL LABOUR ORGANIZATION

Proceedings Featured by Planning for Post-War Economic Reconstruction and Endorsation of Atlantic Charter

FEATURED by discussions and the adoption of resolutions dealing with advance preparation for post-war economic reconstruction, and particularly affirming support of the principles outlined in the Atlantic Charter, a special wartime Conference of the International Labour Organization, attended by approximately 150 delegates representing 33 countries, was held in Columbia University, New York, from October 27 to November 6.

This special Conference was unique in many respects, viz.:

(1) For the first time in its history a woman was elected as its president.

(2) One of the leading world statesmen, President Roosevelt, addressed its concluding session in a message of major importance.

(3) In the midst of a world war, so many democratic governments, including those in exile, were represented by strong delegations. Such names as Attlee, Perkins, Spaak, Van Zeeland, Van den Tempel, Hambro, Stanczyk, Hindahl, Masaryk, Krier, Dimitratos, and Soubbotitch—all men who hold or have held high Ministerial rank—was a convincing demonstration of the importance with which the problem of world economic reconstruction was approached.

(4) The common agreement to support the principles contained in the Atlantic Charter—expressed as "the desire to bring about the fullest collaboration between all nations in the economic field with the object of securing, for all, improved standards, economic advancement and social security"—brought a new conception of international war and peace policies.

The Governing Body of the I.L.O., which held a meeting prior to the Conference, met last in Geneva in February, 1940. In the early summer of 1940 when the Nazi invasion forces rolled into the Low Countries, threatening to isolate the Geneva headquarters, the then Director, Mr. John G. Winant, presently United States Ambassador to Great Britain, transferred the key services to Montreal where the Canadian Government and McGill University afforded facilities for the Office to continue to function. The rapid spread of the war in Europe prevented the holding of the I.L.O. Conference scheduled to meet in June, 1940. However, the Governing Body decided that the holding of a Conference was essential to the fulfilment of the policy of maintaining the activities of the Organization and would provide an invaluable opportunity for delegates of Governments and employers' and workers' organizations to meet and survey social developments throughout the world during this critical period and to discuss the present and future responsibilities of the International Labour Organization.

In view of present conditions the Governing Body decided that the Conference should be an extraordinary or special Conference of the International Labour Organization, which would not possess the usual constitutional powers of the normal annual meeting to adopt international labour conventions, etc. But the absence of normal constitutional powers did not in any way diminish the importance of the New York Conference.

The composition of the New York Conference was governed by the same principles as the ordinary annual sessions of the International Labour Conference. The States Members were therefore represented by delegations composed of two Government representatives, one employers' representative and one workers' representative, together with the necessary complement of advisers.

The agenda of the Conference, as decided by the Governing Body, was:—

(1) Report of the Acting Director of the International Labour Office.
(2) Methods of collaboration between the public authorities, workers' organizations and employers' organizations.

The discussion of the second question was on the basis of the report originally prepared for the session of the International Labour Conference convened for June, 1940.

Canadian Delegation

The Canadian delegation was composed as follows:

Delegates representing the Government of Canada: Hon. Norman A. McLarty, Minister of Labour, Ottawa; Hon. Leighton McCarthy, His Majesty's Minister for Canada at Washington, D.C.

Alternate Government Delegates: Hon. Peter Heenan, Minister of Labour for Ontario, Toronto; Hon. Edgar Rochette, Minister of Labour for Quebec, Quebec, P.Q.; Dr. Bryce M. Stewart, Ottawa, Deputy Minister of Labour and Canadian Government Member of the Governing Body of the I.L.O.

Delegate representing the Employers of Canada: W. C. Coulter, Toronto, Ontario, President of the Coulter-Copper and Brass Co. Ltd.

Delegate representing the Workers of Canada: Tom Moore, Ottawa, Ontario, President of the Trades and Labour Congress of Canada.

Technical Advisers to the Government Delegates: A. R. Mosher, Ottawa, President of the Canadian Congress of Labour; Alfred Charpentier, Montreal, President of the Confederation of Catholic Workers of Canada; Dr. Alfred Rive, First Secretary, Department of External Affairs.

Technical Advisers to the Employers' Delegate: A. R. Goldie, Galt, Ontario, Vice-Chairman, Babcock-Wilcox Company and Goldie-McCulloch, Ltd.; H. W. Macdonnell, Toronto, Ontario, Legal Secretary and Secretary of the Industrial Relations Committee, Canadian Manufacturers Association.

Technical Advisers to the Workers' Delegate: Arthur D'Aoust, Ottawa, Ontario, Secretary-Treasurer of the Trades and Labour Congress of Canada; John W. Bruce, Richmond Hill, Ontario, Canadian Organizer of the United Association of Plumbers and Steamfitters of the United States and Canada.

Observers: Louis Fine, Conciliation Officer, Department of Labour for Ontario, Toronto; James O'Connell Maher, Quebec, P.Q.

Secretary of Delegation: Dr. W. J. Couper, Special Assistant, Department of Labour, Ottawa.

Conference Agenda

The Conference agenda comprised:—

(1) The Report of the Acting Director of the International Labour Office, entitled *The I.L.O. and Reconstruction.* (This report was reviewed in the October issue of the LABOUR GAZETTE, pages 1256-58).

(2) A report on Methods of Collaboration between Public Authorities, Workers' Organizations and Employers' Organizations. This report is in three parts: (i) the main report, (ii) a supplement entitled War-time Developments in Government-Employer-Worker Collabortion, (iii) Suggestions for Discussion.

(3) Resolutions submitted by delegates.

Countries Represented

In addition to the United States, Great Britain, Canada, Australia, South Africa, New Zealand and India, the following countries were represented: Argentine, Belgium, Bolivia, Brazil, Chile, China, Colombia, Cuba, Czechoslovakia, Dominican Republic, Ecuador, Egypt, France (Vichy and Free France), Greece, Iran, Ireland, Luxemburg, Mexico, Netherlands, Norway, Panama, Peru, Poland, Thailand, Uruguay, Venezuela, and Yugoslavia.

Conference Proceedings

The proceedings of the first session were opened by the chairman of the Governing Body, Mr. Carter Goodrich, Professor of Economics, Columbia University. He immediately sounded the key-note of the Conference when he said:—

> This is no routine meeting. The Conference is an act of faith. It is called in the belief that there is need for common counsel on the part of the governments, employers and workers of the free peoples of the world. It is called in the belief that social justice and social security and the basic elements of economic democracy are not luxuries to be thought of only when the stern business of fighting is settled but that they are instead the essence of the conflict and the very stuff for which free men fight. For an organization based on this method of counsel and devoted to these ideals, there is a stand to take and work to do in wartime no less than in time of peace.

Following the address of the chairman of the Governing Body, the Conference heard speeches of welcome from the Hon. Herbert H. Lehman, Governor of the State of New York, the Hon. Fiorello H. La Guardia, Mayor of New York, and Dr. Nicholas Murray Butler, president of Columbia University.

The first duty of the Conference was the election of its president. Upon motion of Mr. Ralph Assheton, M.P., Parliamentary Under Secretary of State, Ministry of Labour and National Service, Great Britain, and British Government delegate, seconded by Mr. W. C. Coulter, employers' delegate, Canada, and Mr. Chu Hsueh-Fan, workers' delegate, China, the Conference unanimously elected its first woman president—Miss Frances Perkins, United States Secretary of Labor.

Miss Perkins reflected the views of the Washington administration as to ways of implementing the social and economic principles laid down in the Atlantic Charter by President Roosevelt and Prime Minister Churchill.

Her address echoed the purposes for which the Conference was called—to strengthen the resistance of the democracies in the struggle against totalitarianism and promote the building of a new international political and economic order after the war within the framework of democracy and on the basis of an enduring peace.

Emphasizing that the future democratic world must be an international world, Miss Perkins declared: "We have learned in world

tragedy that a world of separate national states living in open or under-cover war with one another is not a free world" and that "freedom cannot prevail while individuals or nations behave with complete disregard of the rights and interests of the rest of our world society."

Highlights of the post-war program presented by Miss Perkins included mobilization and extension of available world resources "to produce a more abundant life for people who have suffered the privations of war, from Chungking to London," and specific measures for the attainment of this "more abundant life."

Among such measures Miss Perkins enumerated control and curtailment of unemployment, continuous study and planning of ways and means to achieve higher standards for all peoples, reconstruction of the labour standards slowly built up over the last 100 years, extension of public responsibility in the fields of health, nutrition and housing, extension of special provisions for child welfare, reduction of trade barriers responsible for the deterioration of economic levels in many countries, free access for all nations to the raw materials of the world and guarantee of civil and democratic rights for all peoples.

I.L.O. and Reconstruction

At its third session, the Conference commenced its agenda by discussion of the Report of the Acting Director on "The I.L.O. and Reconstruction". This discussion was productive of many splendid contributions but the limits of space preclude any detailed reference. Outstanding in this respect was the address of the Rt. Hon. Clement R. Attlee, Lord Privy Seal, British Government Delegate. Mr. Attlee declared the task of the Conference "is to work out a system whereby economic and political freedom is preserved by preventing its abuse." In this repect, Mr. Attlee observed:—

> The conception of labour standards lies at the root of economic prosperity and industrial stability. The world experienced ten years ago a terrible economic crisis. It saw the spectacle of poverty in the midst of plenty. It saw the denial to millions of the opportunity to work. Few will doubt that the bitterness and frustration of those days provided the soil in which the rank growth of Nazism flourished. We have to see to it that when we utilize the discoveries of science and the bounty of Nature to obtain a great volume of production, we do not stultify our efforts by failing to provide for its consumption by those who need it. The maintenance of labour standards is a powerful means towards this end and is also an instrument for introducing into economic processes a greater measure of stability. Here, again, we must beware of allowing our desire for stability and security to stifle initiative or for our enthusiasm for development to destroy security.
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> While combines and cartels which are directed to the creation of monopolies, whereby all others may be held to ransom, are inimical to economic progress and to good reltaions between nations, the orderly production of commodities is necessary in order to avoid over or under production and catastrophic changes in price which are destructive of our economic life and social security. But it is essential that all such arrangements should be based not on the creation of scarcity but on the utilization of abundance. . . . .

Message of President Roosevelt

In concluding the Conference, President Roosevelt, of the United States, addressed the delegates in a special session at the White House. Paying tribute to the I.L.O. he said that when the world struggle was over it would continue to play its part "formulating those social policies upon which the permanence of peace will so much depend". "The essence of our struggle", he went on, "is that all men shall be free. There can be no real freedom for the common man without enlightened social policies. . . . Your concern is the concern of all democratic peoples."

In America they were beginning to feel the pinch of war, and workers in several industries had been switched over to producing aircraft or tanks for Britain, Russia, or China, and tens of thousands of automobile workers would have to be shifted to other jobs so that copper might "carry its deadly message from the mills of Connecticut Valley to Hitler". Still, they had not made any substantial sacrifices, and they could not grasp the full extent of the sacrifices made in China, Russia, Britain, and the overrun countries. The most heroic of all had been the struggle of the common men and women of Europe from Norway to Greece, and "so far as we in the United States are concerned, that struggle shall not be in vain." He went on:—

> "The people of this country insist on their right to join the common defence. To be sure, there are still some misguided among us —thank God, they are but few—both industrialists and leaders of labour, who place personal advantage above the welfare of their nation. . . . They do not represent the great mass of workers and employers. The American people have made an unlimited commitment that there shall be a free world. . . . . The American workman has got to be convinced that the defence of the democracies is his defence. Some of you have told this Conference. . . . . how all you have struggled for . . . . is being obliterated by the bar-

barians. To replace the Nazi workers shipped to the front. . . . Germany has imported about 2 million foreign civilian labourers. They have changed the occupied countries into great slave areas for the Nazi rulers. Berlin is the principal slave market of the world."

After declaring that the American worker had no illusions about the fate which awaited him if Hitler won, the President considered that the "choice of realism" in the present situation is "in terms of three shifts daily."

But they must never forget the goal which was beyond victory; this war, like the last, would produce nothing but destruction unless they prepared for the future now, and planned for the better world they aimed to build. There must be more abundant life for the masses in all countries. There were so many millions who had never been adequately fed or clothed. By undertaking to provide a decent standard of living for these millions the free peoples could furnish employment for every man and woman who sought a job. They were already engaged in surveying the immediate post-war requirements of the world —not to provide temporary remedies, but to achieve permanent cures; social and economic problems were not separate watertight compartments in the international any more than in the national sphere. Economic policy was merely a means for achieving social objectives.

He concluded by quoting the Atlantic Charter, and said the I.L.O. would be an invaluable instrument for peace in its planning of international action to carry its terms into effect.

Canadian Participation

The Canadian delegation actively participated in the Conference. Its members served on the various committees and sub-committees designated to deal with the agenda. In addition some members of the delegation were appointed to serve on the Governing Body. The government delegate on the Governing Body is Dr. Bryce M. Stewart, Deputy Minister of Labour, with Dr. Alfred Rive, First Secretary, Department of External Affairs, as substitute.

Representing the Employers on the Governing Body is W. C. Coulter, Chairman of Industrial Relations Committee of the Canadian Manufacturers' Association, while Tom Moore, president of the Trades and Labour Congress, is the Workers' representative.

Leading the Canadian delegation at the Conference was the Hon. Norman A. McLarty, then Minister of Labour, and now Secretary of State. In the course of his address during the discussion on the report of the Acting Director, the Hon. Mr. McLarty stated:—

> International co-operation is one of the leading principles of the Atlantic Charter. This fundamental agreement between the democracies is of great importance and justifies our hope for the future. Notwithstanding—I say this on my own responsibility—I wonder again and again whether, even in those circles which support the ideas of the Atlantic Charter wholeheartedly, the conviction is as strong as it should be that the only solution for the period ahead of us—the only possibility to prevent a new worldwide disaster—is elaborate, intensive international co-operation under the auspices of authoritative bodies in order to stabilize as much as possible our extremely dynamic economic life.
>
> Before long, the problems of social security and unemployment will become, more than ever, the centre of general interest in social policy. There is ample reason to fear that, immediately after the war ends, almost all Governments will be confronted with these problems in their crudest form. Temporarily, new difficulties will be added to old ones. The prospect of such overwhelming difficulties is not only a subject for theoretical and statistical treatises; what is needed now is to draft a series of practical plans.

Mr. Tom Moore, speaking during the same discussion at another session, pointed out that he represented organized workers in Canada who early sensed the menace of aggression and pledged their support against the challenge of the axis countries. He emphasized the seriousness of production loss caused by industrial accidents, and observed:—

> I would like to add to what the Director (in his report) says that while Governments can do much by the enforcement of factory inspection—prevention of excessive hours of work and similar measures—the greater responsibility for prevention of this enormous waste lies generally with employers and employees. It is they who can maintain plant safety by what we refer to as "good housekeeping". Green hands should not be put to work on intricate machines without instruction and efficient supervision. And regard should be had to all those other things—bad lighting, poor sanitation, etc.—which produce fatigue. To prevent accidents is a far greater contribution to national defence than any steps to suppress strikes by the arbitrary authority of the State. Even a country at war cannot afford to avoid its obligation to maintain and where possible improve the social security of the citizens, and I wish to commend the Acting Director for his chapter on this subject.

In conclusion he drew attention to the post-war rehabilitation plans already adopted in Canada, but considered that this was only the beginning of the tasks ahead. "The Director has pointed the way," he stated, "and it is our duty to examine the possibility of fulfilling our responsibilities for national planning for the post-war period and for co-ordinating these as an international entity. For this purpose, the I.L.O. must be given our unqualified support and made our instrument of international planning for the future."

Mr. John W. Bruce, adviser to the Canadian Workers' delegate, in speaking on the resolu-

tion concerning post-war reconstruction, in part, stated:—

It will require more than pious resolutions or declarations of faith when we face the absorbing into civil life of our returning warriors, and the adjusting of our social and industrial conditions to make provision for absorbing those who have been displaced by the closing down of the war industries, and the making of provision for the employment of those semi-skilled and partially-trained workers who cannot be placed upon the industrial scrap heap.

We must work with a purpose; that the vision of a new and better world, as envisaged by the workers, shall not be dimmed by the failure of Governments to implement their promises. Having found the means during the war period for the effective employment of men and women, old and young, it would be intolerable to have to again experience mass unemployment with its attendant misery and poverty when we secure a final victory and peace.

Resolutions Adopted by the Conference

The resolutions adopted by the Conference were featured not only by declarations dealing with the immediate urgency of concentrating and co-ordinating the efforts of the free peoples to defeat the present challenge to civilization but also dealt with the aftermath of the war and its social and economic problems.

Linking these two objectives, one adopted resolution declared that "the victory of the free peoples in the war against totalitarian aggression is an indispensable condition of the attainment of the ideals of the International Labour Organization" and expressed the need for advanced planning of a post-war program to attain those ideals. This resolution called for the feeding of peoples in need, reconstruction of the devastated countries, supply and transportation of raw materials and capital equipment, restoration of economic activity, reopening of trade outlets, resettlement of workers and their families under conditions of freedom and security, changing over of industry to the needs of peace, maintenance of employment and the raising of labour standards. Finally the resolution delineated the pattern to be followed by the I.L.O. in making its contribution to this program.

The Conference gave unanimous approval to a resolution—presented by the delegates of twenty nations, including the United States, Mexico and other Latin-American countries—which, paying tribute to the courage of "the brave peoples fighting against the most savage barbarians history has ever known," declared that "it is only the victory of free nations the world over, which are fighting for democracy and for the maintenance of the inalienable rights of man, which can save the world from hopeless chaos."

Affirming support of the Atlantic Charter, with special reference to its economic and social principles, the Conference, by resolution, requested that "the fullest use be made of the machinery and experience of the International Labour Organization in giving effect to those principles" and pledged "the full co-operation of the International Labour Organization in their implementation."

Another resolution adopted, introduced by a group of Latin-American delegates, stressed the dislocations produced by the war in the economy of South America and urged the I.L.O. to set up a permanent commission for the period of the war for the purpose of encouraging a common policy with regard to the exchange of goods between the countries of North and South America.

The Conference emphasized the necessity of minimum wage laws and a rational mobilization of the resources of large agricultural countries as a means of promoting greater social justice for the workers.

Representatives of the A.F. of L. and C.I.O. united in support of a resolution urging that "representative and responsible spokesmen of workers and employers acting jointly with their governments" be included in agencies set up by public authorities charged with the planning and application of policies which directly or indirectly affect the interest of workers and employers.

The resolution was sponsored by Robert J. Watt, international representative of the A.F. of L., and was supported by Frank Grillo, representing the C.I.O. It was approved unanimously.

The Conference adopted a program of policy (comprised in three resolutions) which declared that the collaboration which was the purpose of the I.L.O. was possible only under conditions of freedom of organization both for workers and employers and of free collective bargaining between those groups through representatives of their own choosing.

At one of the sessions the delegations of Poland, Greece, Czechoslovakia, and Yugoslavia signed a declaration announcing the formation of a *bloc* of those nations to serve as a basis after the war for a confederation of peoples from the Baltic to the Aegean who would work as a unit for common political, economic, and social objectives.

TEXT OF RESOLUTIONS

World Textile Office

The Conference of Representatives of Members of the International Labour Organization,

(1) Requests the Director of the International Labour Office to begin immediately the preparation of a definite scheme for the establishment under the aegis of the International

Labour Organization of a World Textile Office, based on the tripartite principle, to be responsible for the international organization of economic and social measures to secure prosperity and social justice in the textile industry;

(2) Authorizes the Director of the International Labour Office to initiate consultations with all parties concerned to the fullest extent which circumstances permit with a view to such a scheme being put into effect with a minimum of delay after the termination of hostilities.

Appreciation of Director's Efforts

Whereas, whilst it is impossible under present circumstances to assess the importance for the future of humanity of the work of the Directorate of the International Labour Organization in difficulties as serious as those which the Organization has overcome since June 1940, the States Members owe a special debt of gratitude for the fact that the life, the undying spirit, and the freedom of action of the Organization itself have been preserved, so that the most appropriate instrument for achieving social justice has been safeguarded;

Whereas in carrying out this task the heaviest responsibility has fallen on, and the greatest success has been achieved by, the last Director, Mr. John G. Winant, to whom this Conference, possible thanks to his efforts, owes an explicit declaration of gratitude; and

Whereas the present personal task of Mr. Winant, in representing in two great democracies the Roosevelt-Churchill doctrine of the freedom of the world, known as the "Atlantic Charter," implies a collaboration in the work of this Conference as important as if he were present in person;

The Conference of the International Labour Organization declares its gratitude to Mr. Winant, former Director of the International Labour Office, for his success in preserving the life, spirit and freedom of action of the Organization and expresses to him its warmest and most hearty sympathy in his present duties.

Post-War Reconstruction

Whereas the victory of the free peoples in the war against totalitarian aggression is an indispensable condition of the attainment of the ideals of the International Labour Organization; and

Whereas the close of the war must be followed by immediate action, previously planned and arranged, for the feeding of peoples in need, for the reconstruction of the devastated countries, for the provision and transportation of raw materials and capital equipment necessary for the restoration of economic activity, for the reopening of trade outlets, for the resettlement of workers and their families under circumstances in which they can work in freedom and security and hope, for the changing over of industry to the needs of peace, for the maintenance of employment, and for the raising of standards of living throughout the world; and

Whereas the accomplishment of these purposes will require the "fullest collaboration between all nations in the economic field"; and

Whereas such collaboration will set tasks of organization and administration calling for the highest ability and for the most sympathetic understanding of the needs of peoples; and

Whereas the International Labour Organization, which possesses the confidence of the free peoples and includes in its structure the representatives of workers and employers, is for these reasons peculiarly fitted to take part in this work in such a way as to minimize misunderstanding and unrest and to promote a stable and enduring peace:

The Conference of the International Labour Organization

Requests the Governing Body:

(*a*) to transmit this resolution forthwith to the Governments of all Member States, to call their attention to the desirability of associating the International Labour Organization with the planning and application of measures of reconstruction, and to ask that the International Labour Organization be represented in any Peace or Reconstruction Conference following the war;

(*b*) to suggest to the Governments of the Member States that they should, if they have not already done so, set up representative agencies for the study of the social and economic needs of the post-war world and that such agencies should consult with the appropriate organs of the International Labour Organization;

(*c*) to set up from its own membership a small tripartite committee, instructed to study and prepare (i) measures of reconstruction and (ii) emergency measures to deal with unemployment, which should be empowered to enlist the assistance of technically qualified experts and authorized to co-operate with governmental, inter-governmental and private agencies engaged in similar studies and with those agencies whose present activities in the social and economic field affect the conditions under which post-war programs will be carried out;

(*d*) to make full use of such existing organs of the International Labour Organization as the International Public Works Committee, the Permanent Agricultural Committee, the Permanent Committee on Migration for Settlement, and the Joint Maritime Commission, and from time to time to make such modifications in the composition of these agencies, and to set up such new agencies, as may be needed to meet the responsibilities implied in this resolution;

(*e*) to direct the program of work of the International Labour Office to fulfil the purposes of this resolution; and

(*f*) to report on the subject matter of this resolution to the next and subsequent meetings of the International Labour Conference so that the International Labour Organization shall be in a position to give authoritative expression to the social objectives confided to it, in the rebuilding of a peaceful world upon the basis of "improved labour standards, economic advancement and social security".

Regulation of Mercantile Marine

Whereas seafarers have made many sacrifices and shown great devotion to duty; and

Whereas the international character of shipping will become even more pronounced after the war than before; and

Whereas a speedy and satisfactory regulation of the economic and social position of seamen is therefore imperative for the future development of the shipping industry:

The Conference of the International Labour Organization authorizes the Director of the International Labour Office

(*a*) to consult all interested organizations, institutions and individuals in order that at the end of the war plans will be available for the immediate regulation of economic and social conditions in the mercantile marine; and

(*b*) to consult the Joint Maritime Commission regarding the desirability of the inclusion therein of Government representatives.

Provision for Next Conference

The Conference of the International Labour Organization places it on record for the informa-

tion of the Governing Body that the members of the present Conference advise that the next session of the International Labour Conference may be held outside of Geneva if circumstances should so require.

Atlantic Charter

Whereas by the Atlantic Charter the President of the United States of America and the Prime Minister of the United Kingdom have announced eight common principles in the national policies of their respective Governments on which they base their hopes for the better future of the world; and

Whereas these principles have been approved by all the Allied Governments; and

Whereas the Fourth, Fifth and Sixth of these principles are as follows:—

"Fourth, they will endeavour, with due respect for their existing obligations, to further the enjoyment by all States, great or small, victor or vanquished, of access, on equal terms, to the trade and to the raw materials of the world which are needed for their economic prosperity.

Fifth, they desire to bring about the fullest collaboration between all nations in the economic field with the object of securing for all improved labour standards, economic advancement and social security.

Sixth, after the final destruction of the Nazi tyranny, they hope to see established a peace which will afford to all nations the means of dwelling in safety within their own boundaries, and which will afford assurance that all the men in all the lands may live out their lives in freedom from fear and want."

and

Whereas the Constitution of the International Labour Organization proclaims that a lasting peace "can be established only if it is based on social justice";

The Conference of the International Labour Organization endorses the aforementioned principles of the Atlantic Charter, requests that the fullest use be made of the machinery and experience of the International Labour Organization in giving effect to these principles, and pledges the full co-operation of the International Labour Organization in their implementation.

Regional Office of Economic Information

Whereas the Convention establishing the Regional Office of Economic Information and Studies set up by the Regional Conference of River Plate Countries, in January 1941, provides that that Office should co-ordinate its researches with those undertaken by the International Labour Office, and such work could be most useful for securing improvement in the economic and social conditions of the American States:

The Conference requests the Governing Body to instruct the International Labour Office to give its support to the Regional Office of Economic Information and Studies and to collaborate in its work.

Support Free Peoples

The Conference of the International Labour Organization, meeting in New York from the 27th October to 5th November and attended by delegates from forty nations,

Having received the reports of the representatives from the countries occupied by the Axis armies,

Notes that in all the countries occupied by these armies freedom of association has been suppressed, as well as all other democratic rights and liberties;

Expresses its deepest sympathy with the millions of human beings in China, Great Britain, Russia and on the continent of Europe on whom the Axis war machine has inflicted indescribable sufferings and who are living at the present time in the most acute moral and material distress.

The Conference solemnly declares that it is only the victory of free nations the world over, who are fighting for democracy and for the maintenance of the inalienable rights of man, which can save the world from hopeless chaos.

The Conference expresses its warmest admiration and profound gratitude to the brave peoples who are fighting against the most savage barbarians that history has ever known, and thus saving mankind from complete defeat; by their heroic resistance these free men and women have not only saved the world from defeat but have also laid the foundations for the victory of democracy which can alone guarantee social progress and freedom.

The Conference urges all free peoples to contribute to the uttermost limit of their power for the victory of China, Great Britain, Russia and their Allies by supplying all the arms which their industry can produce.

The Conference insists that, after having made sure of victory, the most important task for the democracies will be to establish the principles of economic co-operation which should be laid down between all the nations of the world; it is important that a start should be made immediately with the study of the economic conditions which will make social progress possible, so that, when victory has been won, the free nations will be ready to face the great task of reconstruction in order that the blessings of peace on earth and good will among men may become real and universal.

Promotion of Export Trade

Whereas restrictions imposed upon export trade between certain American countries unquestionably represent a danger for industry and trade, which run the risk of being paralysed with the consequence of causing inevitable unemployment among large numbers of workers, creating thereby a serious internal situation in the countries concerned;

Whereas all American countries wish to export the maximum possible of their products and this would represent a more practical and effective collaboration in the present difficult period;

The Conference requests the Governing Body to take appropriate steps, and to consider the appointment of a committee for the purpose of encouraging the exchange of goods between the countries indicated above.

Attainment of Greater Social Justice

Whereas physiological data prove that there is inadequate nutrition of workers in various countries which are Members of the International Labour Organization;

The Conference emphasizes the necessity for the promulgation of laws where necessary fixing minimum rates of wages in order to ensure to the workers the means of satisfying the essential requirements of human beings who undertake their work in the conditions and with the exigencies of our present civilization;

Considers also that it is indispensable for countries which have extensive territory in relation to the number of their inhabitants to undertake agrarian reforms which will permit of a rational mobilization of their agricultural and pastoral riches and the proper satisfaction of aspirations or greater social justice for the workers.

Representation in Defence Effort

Whereas workers and employers of any country are so vital to the production and general mobilization and defence effort of any nation; and

Whereas wisdom and justice both dictate that the workers and employers of each country should by virtue of their importance to these efforts be accorded a voice in the determination of their economic and social interests;

The Conference recommends that in agencies set up by public authority which include among their functions the planning and application of public policies which directly or indirectly affect the interest of workers and employers, the policymaking and administrative agencies should include representative and responsible spokesmen of workers and employers acting jointly with their Governments.

RESOLUTIONS ADOPTED BY THE CONFERENCE ON THE REPORT OF THE COMMITTEE ON COLLABORATION

I

The Conference

(1) Recognizes the universal and permanent importance for all nations of effective collaboration between the public authorities and workers' organizations and employers' organizations, which occupy a place of increasing prominence in economic and social developments;

(2) Underlines the special importance of such collaboration—

(*a*) during the present war, because the success of the military operations largely depends on the result of the battle of production which will be won by the democracies only by the complete collaboration between the workers and the employers in the work of national defence;

(*b*) after victory, for the transition from war economy to peace economy and for the economic and social reconstruction of the world, which will be of interest to all countries, belligerent and neutral, and which will call for a gigantic and coordinated effort on the part of the public authorities, workers and employers;

(3) Declares that real collaboration is possible only within the framework of democratic political institutions which guarantee the freedom of association of workers and employers;

(4) Affirms that the application of the principle of collaboration requires that in law and in fact—

(*a*) the right of industrial organizations to represent workers and employers should be recognized by the State;

(*b*) the workers' and employers' organizations should recognize each other's right to represent workers and employers respectively;

(5) Recognizes that methods of collaboration vary with place, social pattern, prior experience, temperament and custom, from country to country and within the experience of a single nation, as is illustrated by the variety and adaptability of practices in countries dealing with similar situations which have been reported in the discussions of the Conference, and that positive results can best be assured by development along the lines of national experience, always provided that collaboration is based on the principles enunciated above and subject to the fundamental necessity for full participation of employers' and workers' organizations through representatives of their own designation being fully assured.

II

Whereas it is the desire of this Conference to secure that the International Labour Organization render the greatest possible service in extending the practice of collaboration, both in emergency organization and in the field of permanent industrial and economic organization,

The Conference

(1) Requests the Governing Body of the International Labour Office to take steps to ensure the fullest use of the resources of the Organization for—

(*a*) the exchange between Governments and organizations of workers and employers of information concerning both war-time and permanent machinery of collaboration so as to facilitate its widest developments, and

(*b*) aiding interested countries to make use in their machinery for emergency industrial and economic organization of the most suitable methods of collaboration in the field under consideration;

(2) Urges the Governments to provide the Office not only with a record of structural developments, but with adequate information on the operation of the machinery of collaboration, both where it is successful and where it falls short of achieving its purpose, so as to permit comparative analysis.

III

Whereas the question of methods of collaboration between the public authorities, workers' organizations and employers' organizations is very complex and it has been impossible on the present occasion, owing to shortness of time, to proceed to a detailed discussion of its many aspects,

The Conference requests the Governing Body of the International Labour Office to place the question on the agenda of the next Conference.

DEPARTMENT OF LABOUR, CANADA

PRICES IN CANADA AND OTHER COUNTRIES 1940

Issued as a supplement to THE LABOUR GAZETTE
MARCH, 1941

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TABLE OF CONTENTS

	Page
Introductory	3
Movement of Retail Prices and Cost of Living in Canada, 1940	3
Table I.—Dominion Bureau of Statistics index numbers of cost of living in Canada, 1935-1940	4
Table II.—Dominion Bureau of Statistics index numbers of the cost of living in Canada 1913-1940 (annual)	5
Cost of Living Index for Canada	6
Procedure in establishing index budget	7
Composition and construction of group indexes	8
Table III.—Weights used to calculate Dominion cost of living index	9
Food Index Numbers for Certain Cities in Canada	12
Table IIIA.—Dominion Bureau of Statistics index numbers of retail food prices for eight cities in Canada 1935-1940	13
Table IIIB.—Weights for retail price index numbers of foods for specified cities	14
Wholesale Prices in Canada, 1940	12
Table IV.—Wholesale prices of certain commodities	14
Table V.—Dominion Bureau of Statistics index numbers of wholesale prices in Canada by groups according to chief component materials	15
Table VI.—Dominion Bureau of Statistics index numbers of wholesale prices in Canada by groups according to purpose	16
Table VII.—Dominion Bureau of Statistics index numbers of wholesale prices in Canada by groups according to origin	17
Prices in Great Britain and Other Countries	18
Table VIII.—Index numbers of retail prices and cost of living in Canada and certain other countries	19
Table IX.—Index numbers of wholesale prices in Canada and certain other countries	20
Table X.—Index numbers of cost of living in Great Britain	21
Table XI.—Index numbers of wholesale prices in Great Britain	22
Table XII.—Index numbers of cost of living in Eire	22
Table XIII.—Index numbers of retail prices in South Africa	23
Table XIV.—Index numbers of wholesale prices in South Africa	23
Table XV.—Index numbers of household expenditures in Australia	24
Table XVI.—Index numbers of wholesale prices in Australia	24
Table XVII.—Index numbers of cost of living, New Zealand	25
Table XVIII.—Index numbers of wholesale prices in New Zealand	25
Table XIX.—Cost of living index numbers in India (Bombay)	26
Table XX.—Index numbers of wholesale prices in India (Bombay)	26
Table XXI.—Index numbers of cost of living in the United States	27
Table XXII.—Index numbers of wholesale prices in the United States	28

PRICES IN CANADA AND OTHER COUNTRIES, 1940*

THE movement of prices as indicated by the official figures available for the various countries was in the main upward during the year continuing the advance which commenced with the outbreak of war. Wholesale prices declined somewhat in Canada and the United States during the first half of the year but more than recovered the loss in the second half. In Great Britain there was an increase of about 23 per cent during the year, in Switzerland 22 per cent, New Zealand 12 per cent, South Africa 7 per cent, Canada 3 per cent and in the United States one per cent. In retail prices and the cost of living the advance in Great Britain during the year was about 12 per cent, New Zealand 5 per cent, Canada 4 per cent and the United States about one per cent.

Movement of Retail Prices and Cost of Living in Canada During 1940

The following statement on the movement of the new official index number of the cost of living for Canada is from a bulletin recently issued by the Dominion Bureau of Statistics, *Living Costs in Canada, 1940.*

"The Dominion Bureau of Statistics cost of living index for Canada advanced from 103·8 for December, 1939, to 108·0 for December, 1940. This increase of 4 per cent was mainly concentrated in the latter half of the year when prices for clothing, home furnishings, foods, and coal showed appreciable advances.

"The December, 1940, living cost index was 7·1 per cent above the corresponding index for August, 1939, and materially above the minor peak of 102·9 recorded in November, 1937. However, it remained far below levels of 1929 and 1930 when annual average cost of living indexes were 121·7 and 120·8 respectively. Living costs in these years were representative of the period from 1922 to 1930.

"A Dominion index of retail food prices advanced 4·2 per cent during 1940. This movement occurred between June and December, following a slight decline in the first half of the year. The December, 1940, food price index of 109·1 compared with earlier indexes of 103·8 in June and 104·7 in December, 1939. Butter, eggs, and meats were mainly responsible for the rise in the food group. The autumn seasonal increase in egg prices was slightly greater than in 1939, and December, 1940, butter prices were about 8 per cent above corresponding 1939 levels. Late summer advances in the retail price index for meats were partially cancelled by declines in the final three months, leaving the December, 1940, index for meats only 3·9 per cent above the corresponding December, 1939, index. One of the few important foods to record a net decline for 1940 was potatoes. A December, 1940, index for potatoes was 10·9 per cent lower than the December, 1939, figure.

"Higher prices for coal and coke carried the Dominion index for fuel and lighting up from 105·4 in December, 1939, to 108·5 in December, 1940. This group index was one of the few which was not substantially lower in 1940 than in 1929 and 1930.

"A Dominion index for rents of wage-earner family dwellings increased moderately from 104·4 at the end of 1939 to 107·7 at the end of 1940. Control of rentals in areas most affected by the war effort minimized variations in regional movements.

"Clothing price increases in 1940 were sharper than those in any other principal budget group, and the December, 1940, index of 113·5 for clothing was 9·9 per cent above the corresponding index for December, 1939. Men's clothing was more affected than other groups due to the greater importance of wool in its manufacture. The advance in footwear prices was less than 5 per cent.

"The broad group of home furnishings and services, including furniture, hardware, bedding, floor coverings, etc., advanced 6·3 per cent during 1940 which was a greater than average rise. Bedding and floor coverings recorded the sharpest increases in this group, but advances in other sections were fairly general.

"Miscellaneous living needs showed less change on the average, than other groups commented on above. The increase of less than one per cent in the miscellaneous index during 1940 was influenced by higher costs for tobacco."

Table I gives the new official index for Canada on the base average prices in the period 1935 to 1939 as 100 issued by the Dominion Bureau of Statistics. Monthly and annual figures are given for the six years 1935 to 1940 inclusive. Table II gives the index of the cost of living in Canada by years for the period 1913 to 1940. For the period 1913 to 1934 the former series, on the base average prices in 1926 as 100, was converted to the base average prices in the period 1935 to 1939 as 100.

* The Dominion Bureau of Statistics issues reports on prices with comprehensive figures, as follows: weekly, Index Numbers of Wholesale Prices (Canada); monthly, Prices and Price Indexes (Canada); quarterly, Price Movements in other Countries; annually, Prices and Price Indexes (Canada and other countries).

TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF COST OF LIVING IN CANADA
1935–1940

Average prices in 1935–1939=100

Month and Year	Food Index	Rent Index	Fuel and Light Index	Clothing Index	Home Furnishings Index	Miscellaneous Index	Total Index
1935							
January	92·2	93·7	102·9	97·9	95·0	98·9	95·6
February	93·7	93·7	102·9	97·9	95·1	98·9	96·1
March	93·5	93·7	102·8	97·9	95·0	98·9	96·0
April	92·7	93·7	102·9	97·9	95·0	98·9	95·8
May	92·5	93·7	99·3	97·9	95·1	98·9	95·5
June	92·5	93·7	98·8	97·8	95·1	98·9	95·4
July	93·5	93·7	98·8	97·8	95·0	98·7	95·7
August	94·5	93·7	99·6	97·8	95·0	98·7	96·1
September	95·6	93·7	99·6	97·4	96·1	98·7	96·5
October	97·2	95·0	100·7	97·4	96·1	98·5	97·2
November	98·2	95·0	101·4	97·4	96·1	98·5	97·6
December	98·7	95·0	101·5	97·3	96·6	98·5	97·8
Year	**94·6**	**94·0**	**100·9**	**97·6**	**95·4**	**98·7**	**96·2**
1936							
January	98·5	95·0	102·0	97·3	96·5	98·8	97·8
February	97·6	95·0	102·2	97·3	96·4	99·1	97·6
March	97·1	95·0	102·6	98·5	97·1	99·1	97·7
April	94·6	95·0	102·3	98·5	97·1	99·2	96·9
May	94·7	96·3	102·3	98·5	97·0	99·2	97·2
June	94·8	96·3	100·7	99·5	97·2	99·2	97·2
July	97·7	96·3	100·7	99·5	97·2	99·1	98·1
August	99·0	96·3	100·6	99·5	97·1	99·1	98·5
September	99·6	96·3	101·0	99·5	97·3	99·1	98·7
October	99·5	97·2	101·2	99·5	97·3	99·0	98·9
November	100·1	97·2	101·4	99·5	97·3	99·0	99·1
December	100·0	97·2	101·4	100·0	98·5	99·1	99·2
Year	**97·8**	**96·1**	**101·5**	**99·3**	**97·2**	**99·1**	**98·1**
1937							
January	100·3	97·2	99·9	100·0	98·9	99·6	99·4
February	100·4	97·2	100·0	100·0	98·8	99·8	99·4
March	99·9	97·2	99·9	100·4	100·4	99·8	99·5
April	100·6	97·2	99·9	100·4	100·5	99·9	99·7
May	101·4	100·3	99·4	100·4	100·5	99·9	100·5
June	101·8	100·3	97·3	101·6	102·1	100·0	100·8
July	103·7	100·3	97·2	101·6	102·1	100·3	101·5
August	105·6	100·3	97·9	101·6	102·1	100·3	102·1
September	105·7	100·3	97·9	101·8	103·1	100·3	102·3
October	106·5	102·1	98·7	101·8	103·1	100·3	102·9
November	106·4	102·1	99·0	101·8	103·0	100·3	102·9
December	105·6	102·1	99·6	101·8	103·0	100·2	102·6
Year	**103·2**	**99·7**	**98·9**	**101·4**	**101·5**	**100·1**	**101·2**
1938							
January	104·4	102·1	98·1	101·8	103·1	101·2	102·4
February	103·9	102·1	98·1	101·8	103·1	101·2	102·3
March	105·7	102·1	98·4	101·3	102·9	101·2	102·8
April	105·9	102·1	98·4	101·3	102·8	101·2	102·8
May	103·6	103·8	97·9	101·3	102·8	101·2	102·4
June	104·1	103·8	96·8	101·3	102·3	101·2	102·4
July	104·7	103·8	96·7	101·3	102·3	101·2	102·6
August	106·2	103·8	96·9	101·3	102·3	101·3	103·1
September	103·1	103·8	97·1	100·8	101·9	101·3	102·1
October	102·0	103·4	97·6	100·8	101·9	101·2	101·7
November	101·5	103·4	98·0	100·8	101·9	101·2	101·5
December	100·5	103·4	98·0	100·2	101·7	101·2	101·1
Year	**103·8**	**103·1**	**97·7**	**100·9**	**102·4**	**101·2**	**102·2**
1939							
January	99·9	103·4	101·0	100·2	101·7	101·1	101·1
February	98·7	103·4	101·0	100·2	101·7	101·1	100·7
March	98·5	103·4	100·4	99·9	101·2	101·1	100·6
April	98·3	103·4	100·4	99·9	101·1	101·4	100·6
May	98·2	103·8	100·2	99·9	101·1	101·4	100·6
June	98·1	103·8	99·8	100·1	101·0	101·3	100·5
July	99·0	103·8	99·3	100·1	100·9	101·3	100·8
August	99·3	103·8	99·0	100·1	100·9	101·3	100·8
September	99·4	103·8	98·9	99·6	100·8	101·3	100·8
October	106·3	104·4	104·4	99·6	101·0	101·7	103·5
November	107·1	104·4	105·3	99·6	101·0	101·9	103·8
December	104·7	104·4	105·4	103·3	104·1	102·0	103·8
Year	**100·6**	**103·8**	**101·2**	**100·7**	**101·4**	**101·4**	**101·5**
1940							
January	104·5	104·4	105·5	103·3	104·3	101·8	103·8
February	104·5	104·4	105·8	103·3	104·3	101·9	103·8
March	104·8	104·4	105·7	107·8	105·9	101·9	104·6
April	104·8	104·4	105·9	107·8	106·1	101·8	104·6
May	104·4	106·9	106·1	107·8	106·2	101·8	104·9
June	103·8	106·9	106·0	109·1	106·5	101·8	104·9
July	105·3	106·9	107·9	109·1	106·9	102·2	105·6
August	105·4	106·9	108·4	109·1	106·9	103·0	105·9
September	105·4	106·9	108·5	112·4	108·9	102·8	106·4
October	106·1	107·7	108·0	113·5	109·7	102·8	107·0
November	108·7	107·7	108·5	113·5	110·0	102·8	107·8
December	109·1	107·7	108·5	113·5	110·7	102·8	108·0
Year	**105·6**	**106·3**	**107·1**	**109·2**	**107·2**	**102·3**	**105·6**

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935–1939=100. See table II for the figures by years 1913–1940.

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA 1913–1940

Average prices in 1935–1939=100

—	Food	Rent	Fuel and Light	Clothing	Home Furnishings	Miscellaneous	Total
1913	88·3	74·3	76·9	88·0	70·3		79·7
1914	91·9	72·1	75·4	88·9	70·3		80·0
1915	92·7	69·9	73·8	96·8	70·9		81·6
1916	103·3	70·6	75·4	110·8	74·5		88·3
1917	133·3	75·8	83·8	130·3	81·5		104·5
1918	152·8	80·2	92·2	152·3	91·4		118·3
1919	163·3	87·6	100·7	175·1	101·2		130·0
1920	188·1	100·2	119·9	213·1	110·3		150·5
1921	143·9	109·2	127·6	123·4	112·5		132·5
1922	121·9	113·7	122·2	147·0	112·5		121·3
1923	122·8	116·6	122·2	145·1	111·7		121·7
1924	120·9	117·4	119·2	141·7	109·6		119·5
1925	126·3	117·4	116·8	141·3	107·5		120·6
1926	133·3	115·9	116·8	139·1	106·1		121·8
1927	130·8	114·5	114·4	135·6	105·1		119·9
1928	131·5	117·3	113·2	135·5	104·8		120·5
1929	134·7	119·7	112·6	134·8	105·0		121·7
1930	131·5	122·7	111·8	130·6	105·4		120·8
1931	103·1	119·4	110·0	114·3	103·3		109·1
1932	85·7	109·7	106·8	100·6	100·4		99·0
1933	84·9	98·6	102·5	93·3	98·2		94·4
1934	92·7	93·2	102·1	97·1	97·8		95·6
1935	94·6	94·0	100·9	97·6	95·4	98·7	96·2
1936	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	103·2	99·7	98·9	101·4	101·5	100·1	101·2
1938	103·8	103·1	97·7	100·9	102·4	101·1	102·2
1939	100·6	103·8	101·2	100·7	101·4	101·4	101·5
1940	105·6	106·3	107·1	109·2	107·2	102·3	105·6

For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935–1939=100.

Retail Commodity Prices

The retail price of beef averaged higher in 1940 than in the previous year. The price of sirloin steak in December, 1940, was 29·9 cents per pound as compared with 27·6 in December, 1939. The marketing of cattle was at a higher level than in the preceding year and prices also were considerably higher. The marketing of hogs was much higher in 1940 than in the previous year and the prices were somewhat lower. Exports of bacon to Great Britain were increased in 1940 over those for 1939 and a further increase was indicated as a result of a new agreement reached in October, 1940, though the prices agreed upon were lower. The retail price of fresh leg of pork averaged 23·2 cents per pound for 1940 and 23·7 cents for 1939. The price of breakfast bacon was 29·6 cents per pound and 30·6 cents respectively for the same years. Lard declined gradually during the year from 26 cents in December, 1939, to 21 cents at the end of 1940.

Egg prices were considerably higher in November and December, 1940, than for the same period in 1939 but differences were not great in the other months. Shipments to Great Britain were in greater volume than in the preceding year. The price of milk was unchanged from January to October at an average price of 11 cents per quart but increased fractionally in November when increases were reported from several cities.

The production of creamery butter during 1940 was somewhat less than in the preceding year and with the increased consumption stocks in storage at the beginning of 1941 were about 20 per cent lower than at the beginning of 1940. The price at the beginning of December, 1940, was 34·9 cents per pound as compared with 26·4 cents in July, 32·7 cents for December, 1939, and 26·1 cents in July, 1939. By an order of the Wartime Prices and Trade Board effective December 27 (Labour Gazette, January, 1941, page 5) the maximum wholesale price of butter of any quality or grade was fixed at the wholesale price prevailing in each locality for that quality or grade on December 12. The maximum price was expected to apply until toward the end of the winter season when the situation would be reviewed.

The price of cheese was at a relatively low level before the outbreak of war at 21·5 cents per pound at the beginning of August and September, 1939. By March, 1940, the price had risen to 26·5 cents since when there was a gradual decline to 23·4 cents in December. Exports to Great Britain were in greater volume and production increased considerably over that for 1939.

The price of bread was unchanged in the average from March to December, 1940, following a slight advance at the beginning of the year from an average of 6·5 cents per pound during the last seven months of 1939. The price of flour changed little during the year at prices slightly higher than in the autumn of 1939. The average for 1940 was 3·5 cents per pound as compared with 3·1 cents in 1939.

When an increase in bread prices was threatened following the imposition of a processing tax on wheat of 15 cents per bushel equivalent to 70 cents per barrel of flour for domestic consumption the Wartime Prices and Trade Board, effective August 7, ordered "that the maximum prices of flour and bread would be in the case of bread the prices prevailing on July 23, prior to the imposition of the tax and in the case of flour the prices of that date plus 35 cents per barrel." (LABOUR GAZETTE, August, 1940, page 756.) The order, in the nature of a standstill order to protect the consumers while the effect of the tax was being studied, was rescinded on September 6 (LABOUR GAZETTE, September, 1940, page 889) when after investigation the Board found that the average profits indicated from milling flour for domestic consumption were less than the amount of the levy imposed by the order. As the price of the flour with the tax included was no higher than during the first four months of the year the Board could see no justification on that account for an increase in the price of bread.

The only change during the year in the price of sugar was an advance in the Dominion average from 7·1 cents per pound to 7·5 cents after May 1 following an advance of 35 cents per 100 pounds in the wholesale price due to an increase in the basic price paid to producers through the Canadian Sugar Administrator and the United Kingdom Sugar Controller.

The 1940 potato crop was reported to be about 12 per cent greater than in 1939 when the total was somewhat below normal. Some decline in prices was recorded in the autumn of 1940 when the new crop was marketed. The Dominion average price in December, 1940, was $1.40 per 100 pounds as compared with $1.90 to $1.95 from March to June and $1.64 in December, 1939.

The price of United States anthracite coal advanced from an average price of $14.07 per ton at the outbreak of war to $14.90 by December, 1939. Little change in the average was recorded during the first five months of 1940. By the beginning of July the price had advanced to $15.50 per ton and by December was $15.76. Factors in the advance since the outbreak of war were the premium on United States funds, higher prices at the mines and the war exchange tax of 10 per cent on imports from non-empire countries. The price of coke rose from $12.18 per ton in the average for January to $12.73 for December.

Rent for workingmen's houses rose in a number of localities particularly those into which there was a movement of people due to increased military, industrial, or other activity arising chiefly out of the war. The powers of the Wartime Prices and Trade Board were extended by an Order in Council dated September 11, to include control over rentals (LABOUR GAZETTE, September, 1940, page 889). The Board was empowered to fix maximum rentals and to appoint local committees in designated areas to investigate and adjudicate upon local complaints as to housing and rentals. On September 24 the Board ordered that rental rates in effect in certain designated areas on January 2, 1940, be maximum, (LABOUR GAZETTE, October, 1940, page 995). This order affecting 15 localities on October 1 was extended later to six additional areas. The localities in the list for which rental figures are published in the LABOUR GAZETTE affected by the original order are, Sydney, New Glasgow, Halifax, Thetford Mines, Ottawa, Kingston, Windsor, Brandon, Vancouver, Victoria and by later order New Westminster, Nanaimo and Prince Rupert.

Cost of Living Index for Canada

In September, 1940, the Dominion Bureau of Statistics commenced publication of a new official index number of the cost of living for Canada on the base of average prices in the period 1935 to 1939 as 100 in a bulletin "An Official Cost of Living Index for Canada". A short description of the index with summary tables was published in the LABOUR GAZETTE for October, 1940, in a special article. Publication of the new index has been continued each month since. The figures as to the weighting system are now available in detail.

This index constructed by the Bureau in consultation with the Department of Labour and the Wartime Prices and Trade Board replaces that on the base of prices in 1926 as 100 formerly published by the Bureau and that published by the Department of Labour on the base 1913 as 100.

The latter index based to some extent on the weekly cost of a list of staple foods, fuel, and rent entering into a family budget for which figures were published since 1911, was constructed to represent approximately the changes in all items including clothing and sundries, as well as food, fuel and rent, pending a cost of living survey from the results of which a complete system of weighting could be made. It was designed to show changes in the cost of living for workingmen. The cost of living index of the Dominion Bureau of Statistics, on the base of prices in 1926 as 100, was to measure the general movement of retail prices and the cost of living in the Dominion as a whole and for comparison with

other general index numbers such as the index for wholesale prices.

The cost of living survey forming the basis of the new index number covered the expenditure of 1,439 families of wage earners and low salaried workers with earnings between $450 and $2.500 in the year ended September, 1938, except in the case of foods for which group, the budget quantities were computed from weekly records of expenditure secured at certain times in 1938 and 1939. A survey of this kind had been urged upon the Government by labour and other organizations and was in conformity with a recommendation of the Conference of British Commonwealth Statisticians, held at Ottawa in 1935, that surveys should be made in each country of the Commonwealth where a cost of living enquiry had not been conducted in recent years. This action was also in accordance with a resolution of a Conference of Official Labour Statisticians called by the International Labour Office at Geneva in 1925.

The new index number is constructed by calculating the cost in terms of the prices at the beginning of each month of a list of commodities and services using quantities for each item proportionate to the average annual consumption per family ascertained in the cost of living survey. For each group of commodities the list includes a number of representative staple articles in common use for which reliable and comparative prices can be obtained regularly. Goods which are not available every month cannot be included in a calculation designed to show monthly changes, and some lines of seasonal goods, especially in fruits and vegetables, are therefore necessarily excluded. The list used must, therefore, in as far as is possible, include articles which show at least the general trend of the prices of the goods not included. It is comparatively easy to construct a budget of family expenditure representing all varieties of goods available at any particular date or season in the year and to compare the cost with that on the same date in a previous year but such an extensive budget, including seasonal goods, cannot be made comparable from month to month or even at quarterly or half-yearly intervals.

Procedure in Establishing Index Budget

The following paragraphs as to the purpose of the index and the procedure adopted in establishing the budget used as a basis for its calculation are from a bulletin issued by the Dominion Bureau of Statistics *Living Costs in Canada, 1940.*

"This new index of living costs has been designed to provide an official record of movements in the general cost of living of urban wage-earner families in Canada. The budget upon which it is based remains unchanged from month to month and year to year, taking no account of fluctuations in income levels due to changes in wages and direct taxation. However, it reflects movements in sales taxes which affect the cost of items in the budget. It is the purpose of the index to measure changes in the cost of maintaining a constant budget over a considerable period of time.

"The cost of living index budget has been established from expenditure records secured especially for this purpose in 1938. The Bureau made every effort to ensure that the family expenditure records collected in 1938 came from families which were typical. Before the records were obtained a careful study of 1931 census data was made to discover the main characteristics of typical urban families. The results of that study led the Bureau to concentrate upon securing expenditure records from families satisfying the following conditions:

1. Husband and wife living in the home as joint heads, with from one to five children.
2. Self-supporting during the survey year, with family earnings ranging from $450 to $2,500 during that period.
3. Living in self-contained dwelling units, not sharing either kitchen or bathroom facilities with other families.

"A special preliminary canvass of 12 cities chosen for the 1938 survey was made to locate families meeting the above requirements. Approximately 50,000 homes were visited in this preliminary stage of the survey, and from the returns sent in by the field staff, the Bureau sorted out the families which were satisfactory according to the criteria noted above. From this list a random group of families was approached for complete annual records of income and expenditure. Each family provided a detailed account of expenditures in the year ending September, 1938, and in addition kept a journal of individual food purchases in three separate weeks, the first in October—November, 1938, the second in February, 1939, and the final one in June, 1939. The food index budget quantities were computed from these weekly records. The cities included in the 1938 survey were Charlottetown, Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, London, Winnipeg, Saskatoon, Edmonton, and Vancouver.

"The 1,439 families for which records were collected, averaged 4·6 persons, and the majority had two or three children. Family earnings in many cases were supplemented by other small sources of income, and total family incomes between $1,200 and $1,600 were the most common. There were approximately two

tenant families to every home-owning family, and about one family in three operated a motor car. The general distribution of living expenditures for these families which represented all the principal racial groups in Canada was as follows:

URBAN WAGE-EARNER FAMILY ANNUAL LIVING EXPENDITURES
(Year ending September 30, 1938)

Budget Group	Expenditure Averages	Percentage Distribution
	$	
Food	443·0	31·3
Shelter	269·5	19·1
Fuel and Light	90·5	6·4
Clothing	165·8	11·7
Home Furnishings	125·7	8·9
Miscellaneous	319·4	22·6
Health	60·8	4·3
Personal Care	23·9	1·7
Transportation	79·3	5·6
Recreation	82·1	5·8
Life Insurance	73·3	5·2
Total	1,413·9*	100·0

* Directly represented in the index. Other miscellaneous outlay brought total family living expenditure to $1,453·8.

"In selecting a new period to replace 1926, the Dominion Bureau of Statistics had to consider many types of indexes other than those for prices. Employment, industrial production, and car loadings were some of the series involved, and it was difficult to find a recent 12-month period which would provide a generally satisfactory reference level. For both prices and industrial production the years 1935-9 offered a period of rise and fall which tended to minimize differences in the base levels of various series relative to earlier periods. Although prices in the last four months of 1939 were affected by the outbreak of war, neither prices nor industrial activity reacted sufficiently in that interval to affect a five-year average materially. The years 1935-9 provide a base which is representative of pre-war conditions, and at the same time give a reference level for comparison with average conditions obtaining subsequent to recovery from the depression from 1929 to 1933. The 1935-1939 period had previously been selected by the United States Central Statistical Board for the calculation of revised index numbers for the United States.

Composition and Construction of Group Indexes

The index for the food group is calculated from the prices of 46 items secured in reports for the beginning of each month from about 1,600 grocers and butchers in 69 cities, both chain and independent stores being represented. The Dominion average price for each of the 46 items is multiplied by its appropriate quantity as shown by the survey and the aggregate of these products is divided by the corresponding aggregate for the base period.

It is stated that there are two tenant wage-earner families for each home-owning wage-earner family and the index is made on the assumption that housing costs generally are reflected in rental trends. Enquiries of rental agents are made in May and October in 61 cities as to the rates for workingmen's dwellings, houses, flats and apartments. An index for each of these three types of dwellings is made and these are combined in the proportion of 70 for houses, 15 for flats and 15 for apartments to give the group index. These proportions of course would vary from city to city. For example in Montreal flats are more numerous than other types of dwelling and in Toronto houses are the predominant type.

The index for the fuel and the light group is calculated similarly to that for rent, from data secured each month, an index being made for each of three types of fuel, coal, coke and gas as well as for electricity. Wood is not included, tests computing fuel indexes with and without wood showed only slight differences even though it is an important fuel in some localities. Account is taken of the different kinds of coal in different areas, the Maritime Provinces burning chiefly Nova Scotia coal, Quebec and Ontario mainly British and United States anthracite, the Prairie Provinces mainly Alberta coal and British Columbia its own bituminous coal. Account is also taken of the amount of each of the fuels and electricity which is typical of consumption in each area. The index for coal is made from data from 58 cities; the coke index from 26 cities in Ontario and Quebec; the gas index 16 cities in all parts of the Dominion; and the index for electricity includes data from 109 urban communities in Canada. The indexes for each of the four items are combined to produce the index for the group by giving coal a weight of 42 per cent, coke 11 per cent, gas 14 per cent and electricity 33 per cent.

In the clothing index there are 31 items of men's and women's wear as well as piece goods selected to reflect changes in clothing prices and to represent the basic materials used in clothing in about the same proportions as they would appear in a complete clothing budget. Some of the items chosen form only a small part of a complete clothing budget but are useful in measuring the trend of clothing prices because of their standard manufacture. Some items of considerable importance are omitted such as children's clothing and certain items of adult wear owing to difficulties of securing continuity in prices due to changes in quality and style. The Bureau has reduced its clothing list, having ascertained by tests

TABLE III.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX

	Commodity Weights	Sub-group Weight	Group Weight
	Weekly Quantities		
A. FOOD		..	31
1. **Chain Stores**		1	..
2. **Independent Stores**		2	..
Dairy Products		..	..
Milk	10·5 qts.	..	..
Butter	2·8 lbs..	..	..
Cheese	0·4 "	..	..
Eggs	1·4 doz.	..	..
Meats and Fish		..	..
Sirloin Steak	0·5 lbs.	..	..
Round Steak	0·9 "	..	..
Rolled Rib Roast	0·7 "	..	..
Blade Roast	1·1 "	..	..
Stewing Beef	1·0 "	..	..
Veal	1·0 "	..	..
Lamb	0·5 "	..	..
Pork, fresh loins	1·5 "	..	..
Pork, fresh shoulder	1·0 "	..	..
Bacon	0·7 "	..	..
Canned Salmon, lb. tin	0·2 tins	..	..
Finnan Haddie	0·1 lbs.	..	..
Vegetable Shortening	0·8 "	..	..
Lard	0·2 "	..	..
Cereals		..	..
Bread	12·1 "	..	..
Flour	2·9 "	..	..
Rice	0·3 "	..	..
Rolled Oats	0·5 "	..	..
Corn Flakes, 8 oz. pk.	1·3 pkgs.	..	..
Dry Groceries		..	..
Granulated Sugar	4·2 lbs.	..	..
Yellow Sugar	0·6 "	..	..
Tea	0·4 "	..	..
Coffee	0·2 "	..	..
Cocoa, ½-lb. tin	0·2 tins	..	..
Salt	0·5 lbs.	..	..
Vegetables		..	..
Beans	0·2 "	..	..
Onions	0·8 "	..	..
Potatoes	0·8 pks.	..	..
Canned Tomatoes, 2½'s	0·6 tins	..	..
Canned Peas, 16 oz.	0·7 "	..	..
Canned Corn, 16 oz.	0·4 "	..	..
Canned Beans, 16 oz.	0·5 "	..	..
Fruits		..	..
Raisins	0·2 lbs.	..	..
Currants	0·1 "	..	..
Prunes	0·1 "	..	..
Strawberry Jam	0·6 "	..	..
Marmalade	0·1 "	..	..
Canned Peaches, 16 oz.	0·2 tins	..	..
Corn Syrup, 5-lb. tin	0·04 "	..	..
Bananas	1·2 lbs.	..	..
Lemons	0·1 doz.	..	..
Oranges	0·7 "	..	..
B. RENTALS		..	19
Houses		70	..
Flats		15	..
Apartments		15	..
C. FUEL AND LIGHT		..	6
Coal		42	..
Coke		11	..
Gas		14	..
Electricity		33	..

TABLE III.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX—*Continued*

	Commodity Weights	Sub-group Weight	Group Weight
	Annual replacement allowances		
D. CLOTHING			12
Men's Wear		41	
Top Coats	0·4		
Suits	0·8		
Sweaters	0·4		
Overalls	1·0 prs.		
Socks	9.0 "		
Underwear, Athletic	1·5 set		
Balbriggan Combinations	1·0 "		
Underwear, Winter	1·0 "		
Pajamas	1·0 pr.		
Shirts, work	1·0		
Shirts, broadcloth	2·5		
Women's Wear		36	
Top Coats	0·5		
House Dress	1·5		
Slips, rayon	2·5		
Hosiery, silk	10·0 prs.		
Hosiery, woollen	3·0 "		
Vests, rayon	1·0		
Bloomers, rayon	4·0 prs.		
Bloomers, wool	1·0 "		
Nightgown, cotton	0·7		
Nightgown, rayon	1·6		
Smock	0·2		
Piece Goods		4	
Cotton Dress Print	3·0 yds.		
Wool	0·3 "		
Flannel	0·2 "		
Celanese or Rayon Material	0·7 "		
Flannelette	2·0 "		
Footwear		19	
Men's Work Boots	2.0 prs.		
Men's Oxfords	0·7 "		
Men's Rubbers	3·5 "		
Women's Shoes	2·0 "		
E. HOUSE FURNISHINGS AND SERVICES			9
Furniture		33	
Dining Room Suite, 9 pc	0·06 sets		
Bedroom Suite, 4 or 5 pc	0·06 "		
Kitchen Table	0·08		
Kitchen Chairs	0·20		
Studio Couch	0·08		
Bed Springs	0·05		
Mattress	0·16		
Floor Coverings		9	
Axminster Rug, 9′ x 12′	0·04		
Congoleum Rug, 9′ x 12′	0·15		
Linoleum	1·70 sq. yds.		
Furnishings		15	
Sheets, 81″ x 100″	1·0		
Towels, cotton terry, 22″ x 44″	3·0		
Blankets, all wool, 6-8 lbs., 72″ x 90″	0·5		
Table Oil Cloths	0·4 yds.		
Hardware		3	
Frying pan, steel, No. 9	0·2		
Frying pan, iron	0·1		
Saucepan, aluminum, 2-3 qts	0·25		
Saucepan, enamel, 2-3 qts	0·25		
Garbage can, galvanized, 15 x 17	0·25		
Kitchen Broom	1·0		
Dishes and Glassware		2	
Set of Dishes	0·1		
Glass Tumblers	2·0		
Cleaning Supplies		17	
Laundry Soap	24 bars		
Lux (inc. other flakes)	24 pkgs.		
Dutch Cleanser	9 cartons		
Chloride of Lime	2 pkgs.		
Laundry		6	
Sheets, Towels, Men's Shirts	Geometric average		
Telephones		15	

TABLE III.—WEIGHTS USED TO CALCULATE DOMINION COST OF LIVING INDEX—*Concluded*

	Commodity Weights	Per Cent	Sub-group Weight	Group Weight
F. MISCELLANEOUS ITEMS				23
1. **Health**			17	
	Annual replacement allowances			
(a) *Medicines*		23		
Aspirin Tablets, box of 12	1·3			
Epsom Salts, 1 pound	0·7			
Boracic Acid, 2 oz.	0·3			
Tincture of Iodine, 1 oz.	0·7			
Zinc Ointment, 1 oz.	0·7			
Scott's Emulsion, large bottle	1·3			
(b) *Hospital Charges*		17		
Semi-private Room	1			
Public Ward Bed	1			
(c) *Doctors' Fees*		42		
Office Consultation	Geometric average			
Ordinary Day Visit				
Ordinary Confinement				
(d) *Dentists' Fees*		18		
Amalgam Filling	Geometric average			
Porcelain Filling				
Gold filling				
Upper and Lower Dentures				
Ordinary Extraction				
Prophylaxis				
2. **Personal Care**			9	
	Annual replacement allowances			
(a) *Personal Cleaning Supplies*		58		
Talcum, tins	1·3			
Tooth Paste, tubes	21·7			
Tooth Brush	8·7			
Shaving Stick	2·2			
Toilet Soap, bars	52·2			
Vaseline, jar	1·3			
Razor Blades, packages of 5	13·1			
(b) *Barbers' Fees*		42		
Haircut (Men's)	Geometric average			
Shave				
3. **Transportation**			26	
(a) *Motor Operating Costs*		67		
Gasoline	42			
Tires and Tubes	6			
Repairs and Maintenance	9			
Licences	8			
Depreciation	35			
(b) *Rail Fares*		4		
(c) *Street Car Fares*		29		
4. **Recreation**			26	
(a) Theatre Admissions		23		
(b) Newspaper Costs		22		
(c) Magazine Costs		4		
(d) Tobacco Costs		51		
Cigars	Geometric average			
Cigarettes				
Cut Tobacco				
5. **Life Insurance**			22	

that 31 accurate price series will measure the trend of clothing prices better than a large list including items which fluctuate widely in price due to style and seasonal factors. There are four sub-groups and an index is made for each from the sum of the products obtained by multiplying the current price average for each item by its budget quantity and dividing this sum by the corresponding aggregate for the base period. These sub-groups are combined in the proportion of 41 per cent for men's wear, 36 per cent for women's wear, 4 per cent for piece goods and 19 per cent for footwear to give the index for the group. Clothing prices are secured monthly chiefly from department stores in eleven cities.

The home furnishings and services group is made up of eight sub-groups including laundry and telephone services with six sub-groups of home furnishing items. The prices of the

home furnishings items are secured monthly mainly from department stores in eleven cities. Laundry and telephone rates are secured from 23 cities the former annually and the latter monthly. A comparatively small number of carefully selected furnishing items is included in the index which adequately represent the entire group. The method of calculating the index is similar to that for clothing.

Five sub-groups, health maintenance, personal care, transportation, recreation and life insurance are included in the miscellaneous group. Certain other items of expenditure such as church contributions, bank savings, charity, etc. are not represented but in the 1938 survey these amounted to only about three per cent of the average wage-earner family living expenditure. Statistics for most of the items in the group are collected from 23 of the larger cities chosen to give adequate regional representation. In view of the stability of fees for doctors, dentists and hospitals these records are collected only at annual intervals and medical supplies quarterly.

Table III gives the items in detail used in the index together with the weights. The following paragraph as to the weighting system is from the report issued by the Bureau:

"There are two stages in the calculation of each of the six principal group indexes from which the composite number is calculated. In the first stage, the general procedure is to multiply current price averages by budget quantities. These products are added together and the resultant aggregate divided by a corresponding base period aggregate. The resultant number is multiplied by 100·0 to secure a sub-group index for the current period. This index is then multiplied by a sub-group weight indicative of the cost of goods in this sub-group relative to all goods in the group. When all sub-groups have been weighted similarly, the group index is found by adding up this second set of products and dividing by 100·0. This routine is repeated to secure the final composite cost of living index. The second and third stages of weighing are made necessary by the fact that it is not feasible to include all items in the family budget."

Food Index Numbers for Certain Cities in Canada

The Dominion Bureau of Statistics has recently issued a bulletin City Index Numbers of Retail Food Prices 1935 to 1940 and these are given in the accompanying table IIIA. The list of foods used in the calculation is the same for all cities being that used in the calculation of the index for the food group for the Dominion as a whole. The quantities of the various foods shown in Table IIIB, vary from city to city reflecting differences in the purchases of wage-earner families in each of the eight cities as shown by the cost of living survey 1938 and 1939. Complete cost of living indexes for each of these cities will be published when available.

Wholesale Prices in Canada, 1940

The accompanying table IV gives the wholesale prices of certain important commodities, while tables V, VI, and VII show the index number of wholesale prices in Canada calculated by the Dominion Bureau of Statistics, the commodities being arranged according to "chief component materials" in table V, "purpose" in table VI and "origin" in table VII.

This index moved within relatively narrow limits during 1940 the low point being 81·6 reached in June and the high 84·2 reached in December. The upward movement following the outbreak of war in September, 1939, was continued during the first quarter of 1940 but by June, 1940, the index had declined to about the same level as in December, 1939. From June to the end of the year the index advanced month by month being about three per cent higher in December, 1940, than in December, 1939, and about sixteen per cent higher than in August, 1939. The advance in the index following the opening of hostilities was due mainly to increases in the prices of a few commodities namely; grains, milled products, sugar, butter, cheese, fresh meats, textiles, pulp, newsprint, non-ferrous metals, scrap iron and steel and the subsequent decline was most pronounced in the prices of certain farm products mainly grains, milled products, hides, butter and cheese. The increase since June, 1940, was due mainly to higher prices for live stock, hides, butter, eggs, raw textiles, lumber, raw rubber, and paint materials. Raw and partly manufactured goods advanced 2·7 per cent during the year and 21·3 per cent since August, 1939. Fully and chiefly manufactured goods advanced 2·6 per cent and 14·3 per cent in the same comparison. In the classification according to chief component materials, increases ranged from 3·1 per cent for the Fibres, Textiles and Textile Products Group to 7·3 per cent for the Wood, Wood Products and Paper Group. The Vegetable Products group was the only group to decline being down 1·7 per cent. In a bulletin, *Price Movements in 1940,* issued by the Dominion Bureau of Statistics, it was stated that the increase during the year reflected new taxation on imports for non-war purposes, and a processing tax of 15 cents per bushel on wheat milled for domestic consumption while "in addition an 11 per cent exchange premium had obtained on all import settlements in terms of New York funds or related currencies since September, 1939."

TABLE IIIA.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF RETAIL FOOD PRICES FOR EIGHT CITIES IN CANADA, 1935-1940

Average prices in 1935-1939=100

—	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
1935								
January	98·7	91·7	91·4	93·7	92·4	93·3	95·1	87·8
February	96·4	92·1	92·3	92·8	95·0	95·1	96·4	91·8
March	98·0	92·7	93·3	94·6	95·4	96·6	96·0	91·2
April	93·9	91·5	90·7	93·1	94·0	92·6	94·7	91·2
May	94·1	89·4	90·6	93·6	94·6	93·3	94·2	93·2
June	95·0	90·3	91·7	93·2	94·6	92·4	94·9	93·1
July	94·4	89·9	92·7	93·4	95·0	91·4	95·4	92·6
August	97·2	97·1	92·0	93·5	94·4	94·0	96·8	95·1
September	97·2	96·2	92·1	94·9	94·8	91·3	95·5	94·9
October	99·1	96·5	95·3	97·2	94·5	93·0	96·3	95·8
November	101·9	99·7	96·9	99·8	95·6	94·4	99·0	98·5
December	101·3	101·2	97·7	99·5	98·9	97·0	101·5	97·2
Year	**97·3**	**94·0**	**93·1**	**94·9**	**94·9**	**93·7**	**96·3**	**93·5**
1936								
January	101·1	101·7	99·1	100·2	97·9	96·8	99·1	96·6
February	99·2	99·4	97·7	97·2	96·6	95·5	97·0	94·1
March	99·4	98·9	97·4	97·8	97·6	100·5	101·5	97·3
April	95·9	97·0	93·7	94·9	93·0	92·0	94·4	93·2
May	94·9	97·1	94·2	94·8	93·7	91·0	93·5	94·2
June	95·6	97·4	95·8	95·3	91·2	89·8	93·2	94·3
July	96·4	98·8	97·1	96·8	93·6	91·9	94·7	97·5
August	97·9	98·2	96·8	101·0	98·1	95·0	95·6	97·0
September	97·3	97·0	96·9	100·8	100·6	97·2	97·2	101·9
October	98·0	98·1	98·1	98·3	97·1	94·7	97·2	100·7
November	100·8	100·7	99·6	100·5	98·7	96·5	100·7	100·2
December	101·6	103·6	100·0	100·6	101·6	100·9	101·6	100·2
Year	**98·2**	**99·0**	**97·2**	**98·2**	**96·6**	**95·1**	**96·9**	**97·2**
1937								
January	100·2	100·9	98·9	100·0	101·4	103·6	101·9	99·8
February	100·6	100·8	99·0	100·6	101·8	105·6	101·1	102·9
March	98·8	98·9	98·0	100·7	99·2	104·8	102·8	102·8
April	99·9	99·8	98·4	100·3	101·4	103·4	102·1	103·4
May	99·1	100·2	98·3	101·1	101·5	103·2	104·4	105·9
June	99·1	98·8	97·5	102·2	102·1	103·0	103·3	104·8
July	101·6	100·4	101·6	102·4	103·2	102·6	104·1	104·4
August	104·8	103·3	102·2	105·5	103·3	103·2	106·3	106·2
September	102·0	103·1	101·9	103·0	102·7	102·0	104·8	108·8
October	103·2	103·1	104·2	104·8	101·6	104·4	103·8	108·4
November	105·8	105·1	104·5	104·4	103·2	106·7	105·5	108·9
December	104·9	106·0	104·6	106·1	104·4	109·5	106·3	107·5
Year	**101·7**	**101·7**	**100·8**	**102·6**	**102·1**	**104·3**	**101·3**	**105·3**
1938								
January	103·1	104·6	105·1	104·6	104·2	108·3	104·9	104·9
February	102·9	104·1	105·9	103·8	103·3	108·4	103·1	104·4
March	104·0	105·9	107·4	105·7	105·8	110·4	106·0	105·7
April	104·3	105·6	107·4	105·6	105·4	110·7	105·0	107·1
May	100·5	102·7	105·3	102·5	102·4	106·1	101·7	105·5
June	100·9	102·9	107·2	102·7	103·9	106·9	103·8	105·6
July	105·8	103·6	108·9	103·5	104·3	104·4	103·4	107·4
August	106·8	106·0	106·7	104·5	105·4	104·4	104·8	106·0
September	102·8	102·7	102·8	101·2	100·5	101·9	101·7	103·8
October	102·2	102·0	104·4	101·1	103·2	101·9	101·7	102·0
November	103·7	101·9	103·6	100·8	100·4	101·8	101·9	101·8
December	101·0	101·9	104·3	100·8	101·2	101·2	101·2	98·6
Year	**103·2**	**103·7**	**105·8**	**103·1**	**103·3**	**105·5**	**103·3**	**104·4**
1939								
January	100·2	99·6	104·1	100·3	103·4	102·1	100·0	98·0
February	98·7	99·7	103·0	99·1	102·3	99·3	98·6	96·0
March	98·0	98·9	103·0	98·8	101·9	101·2	98·8	97·0
April	94·1	99·3	100·4	98·7	102·2	98·4	98·8	96·4
May	97·1	100·1	101·3	97·8	100·0	96·0	97·8	97·9
June	97·0	98·0	100·0	98·2	98·8	96·1	98·6	96·8
July	98·3	99·7	101·5	101·7	100·6	97·6	99·5	98·2
August	99·6	100·5	100·6	100·2	100·6	97·9	100·3	98·1
September	97·4	100·0	99·7	99·0	100·7	97·4	100·0	97·4
October	106·2	106·9	109·4	106·7	108·2	108·3	108·5	104·2
November	107·9	107·5	109·3	106·7	107·8	109·2	111·9	104·9
December	106·1	108·4	107·9	106·4	106·9	109·1	109·4	103·9
Year	**100·1**	**101·5**	**103·3**	**101·1**	**102·8**	**101·0**	**101·8**	**99·1**
1940								
January	108·5	107·5	107·3	103·6	106·5	107·3	107·2	101·4
February	106·4	106·6	107·1	103·8	106·2	107·4	107·1	104·1
March	107·1	105·8	107·9	102·9	106·0	106·7	106·2	103·0
April	107·7	106·7	107·7	104·2	106·2	106·7	107·1	103·9
May	108·4	107·4	106·0	103·2	105·3	104·9	108·2	105·3
June	106·1	106·1	106·0	103·7	105·2	103·3	106·6	102·5
July	110·6	108·1	108·2	104·9	109·0	105·9	105·8	103·2
August	111·9	108·9	106·1	104·7	108·5	103·8	104·8	103·9
September	111·3	107·0	106·9	105·9	106·8	103·4	103·5	103·4
October	111·6	108·4	107·9	106·1	107·6	104·3	105·4	103·7
November	113·3	111·3	110·9	108·5	110·2	107·5	108·4	106·1
December	114·7	113·0	111·2	107·8	110·9	109·7	110·1	107·0
Year	**109·8**	**108·0**	**107·8**	**105·0**	**107·3**	**105·8**	**106·7**	**104·0**

TABLE IIIB.—WEIGHTS FOR RETAIL PRICE INDEX NUMBERS OF FOODS FOR SPECIFIED CITIES

(Average purchases per week for family of 4·6 persons)

—	Unit	Halifax	Saint John	Montreal	Toronto	Winnipeg	Saskatoon	Edmonton	Vancouver
Milk	qt.	9·2	10·4	9·8	10·4	12·3	11·7	11·4	10·9
Butter	lb.	2·4	2·7	2·8	2·6	2·9	3·0	3·0	3·0
Cheese	lb.	·2	·2	·3	·5	·4	·5	·4	·5
Eggs	doz.	1·4	1·3	1·3	1·4	1·7	1·6	1·7	1·8
Sirloin steak	lb.	·4	·4	·5	·5	·5	·5	·6	·5
Round steak	lb.	·7	·8	·9	·9	1·0	·9	1·1	·9
Rolled rib roast	lb.	·6	·7	·7	·7	·8	·7	·9	·7
Blade roast	lb.	1·0	1·0	1·1	1·1	1·2	1·1	1·3	1·1
Stewing beef	lb.	·8	·9	1·0	1·0	1·0	1·0	1·2	1·0
Veal	lb.	·2	·5	1·6	·5	1·3	1·0	·9	·7
Lamb	lb.	·8	·5	·5	·7	·5	·4	·4	·8
Pork, fresh loins	lb.	1·1	1·3	2·3	1·0	·8	·5	·7	·7
Pork, fresh shoulder	lb.	·8	·8	1·5	·6	·5	·3	·4	·4
Bacon	lb.	·7	·6	·5	·9	·7	·7	·7	·7
Canned salmon	lb. tin	·1	·1	·2	·2	·2	·2	·1	·1
Lard	lb.	·1	·2	·3	·1	·2	·2	·4	·2
Vegetable shortening	lb.	·7	·9	·6	·6	1·0	·6	·5	·7
Finnan haddie	lb.	·2	·1	·1	·1	·1	·1	·1	·1
Bread	lb.	9·0	10·1	12·8	11·9	13·1	10·5	10·6	10·9
Flour	lb.	3·6	4·8	2·2	2·5	4·3	4·1	3·4	4·2
Rice	lb.	·1	·1	·4	·2	·2	·1	·2	·2
Rolled oats	lb.	·6	·7	·4	·4	·8	·7	·8	·7
Corn flakes	8 oz. pkg.	1·4	1·8	1·0	1·8	1·0	1·5	1·1	1·1
Granulated sugar	lb.	4·4	4·7	4·1	3·8	5·4	4·7	5·4	4·8
Yellow sugar	lb.	·7	1·2	·4	·7	·8	·6	·5	·5
Tea	lb.	·4	·4	·3	·5	·4	·4	·4	·5
Coffee	lb.	·1	·2	·3	·2	·3	·2	·2	·2
Cocoa	½ lb. tin	·1	·2	·1	·2	·2	·2	·2	·2
Salt	lb.	·5	·7	·5	·4	·6	·4	·4	·5
Beans, dry	lb.	·3	·4	·2	·2	·1	·1	·1	·1
Onions	lb.	·7	·9	·8	1·0	·7	·5	·7	·9
Potatoes	pk.	·9	1·0	1·0	·8	·8	·7	·8	·8
Canned tomatoes	2½'s tin	·3	·4	·9	·4	·4	·5	·6	·4
Canned peas	16 oz. tin	·7	·7	·5	·9	·8	·7	·7	·6
Canned corn	16 oz. tin	·3	·3	·4	·4	·4	·4	·4	·3
Canned beans	16 oz. tin	·9	·7	·6	·4	·5	·4	·5	·4
Raisins	lb.	·2	·2	·1	·2	·3	·2	·2	·2
Currants	lb.	·1	·1	·1	·1	·1	·1	·1	·1
Prunes	lb.	·1	·1	·1	·1	·1	·1	·1	·1
Bananas	lb.	·9	·6	1·4	1·3	1·0	1·1	·6	·9
Oranges	doz.	·6	·5	·7	·8	1·0	·9	·8	·9
Lemons	doz.	·1	·1	·1	·1	·1	·1	·1	·1
Strawberry jam	lb.	·1	·1	·5	·6	·7	·8	·7	·7
Marmalade	lb.	·1	·1	·1	·1	·1	·1	·1	·1
Canned peaches	16 oz. tin	·3	·2	·1	·3	·2	·1	·2	·2
Corn syrup	5 lb. tin	·1	·1	·1	·1	·1	·1	·1	·1

TABLE IV.—WHOLESALE PRICES OF CERTAIN COMMODITIES, 1929-1940
DOMINION BUREAU OF STATISTICS

Commodities	Unit	Dec. 1929	Dec. 1932	Dec. 1937	Dec. 1939	Dec. 1940	Commodities	Unit	Dec 1929	Dec. 1932	Dec. 1937	Dec. 1939	Dec. 1940
		$	$	$	$	$			$	$	$	$	$
Oats	bush	0·634	0·210	0·495	0·388	0·333	Cotton, raw	lb.	0·183	0·082	0·102	0·140	0·139
Wheat	bush.	1·378	0·424	1·374	0·824	0·734	Cotton yarns	lb.	0·357	0·210	0·260	0·313	0·293
Flour	brl.	8·600	4·400	7·800	6·004	5·850	Wool, raw	lb.	0·240	0·090	0·235	0·270	0·310
Sugar, granulated	cwt.	5·270	4·180	5·085	5·560	5·893	Pulp, groundwood	ton	29·470	19·650	26·081	30·461	32·948
Rubber, raw	lb.	0·161	0·038	0·152	0·225	0·255	Pig-iron, malleable	ton	22·000	19·000	23·500	23·500	23·500
Cattle, good steers	cwt.	9·630	4·100	7·050	7·340	8·630	Steel bars	100 lb.	2·400	2·250	2·700	2·550	2·550
Hogs, bacon	cwt.	11·940	3·970	8·320	8·940	8·168	Copper	cwt.	19·750	7·021	10·614	11·150	11·500
Hides, beef	lb.	0·145	0·048	0·140	0·155	0·155	Lead	cwt.	6·500	3·386	4·402	4·760	5·000
Butter, creamery	lb.	0·430	0·238	0·314	0·292	0·358	Spelter	cwt.	6·000	3·971	4·298	4·760	5·150
Cheese	lb.	0·280	0·180	0·180	0·230	0·228	Coal, anthracite	ton	13·470	13·328	10·350	10·717	11·889
Eggs, fresh	doz.	0·678	0·406	0·354	0·339	0·365	Coal, Nova Scotia	ton	6·000	5·250	5·250	5·500	5·500
							Gasoline	gal.	0·195	0·180	0·160	0·155	0·165

TABLE V.—DOMINION BUREAU OF STATISTICS WEIGHTED INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, BY GROUPS, ACCORDING TO CHIEF COMPONENT MATERIALS, 1913-1940

(Average Prices in 1926=100)

Groups	I Vegetable Products	II Animals and their Products	III Fibres, Textiles and Textile Products	IV Wood, Wood Products and Paper	V Iron and its Products	VI Non-Ferrous Metals and their Products	VII Non-Metallic Minerals and their Products	VIII Chemicals and Allied Products	All Commodities
Number of Commodities 1913-1925	67	50	28	21	26	15	16	13	236
Number of Commodities 1926-1933	124	74	60	44	39	15	73	73	502
Number of Commodities 1934-1938	135	76	85	49	44	18	83	77	567
1913	58·1	70·9	58·2	63·9	68·9	98·4	56·8	63·4	64·0
1914	64·8	72·6	56·9	60·3	67·3	94·7	53·7	65·3	65·5
1915	75·6	74·0	58·3	56·5	73·9	106·9	52·7	68·1	70·4
1916	87·0	85·0	77·6	64·0	104·6	135·1	58·0	78·0	84·3
1917	124·5	110·4	114·6	79·8	151·8	143·9	71·6	98·1	114·3
1918	127·9	127·1	157·1	89·1	156·9	141·9	82·3	118·7	127·4
1919	136·1	140·8	163·8	109·6	139·1	133·5	93·6	117·5	134·0
1920	167·0	145·1	176·5	154·4	168·4	135·5	112·2	141·5	155·9
1921	103·5	109·6	96·0	129·4	128·0	97·0	116·6	117·0	110·0
1922	86·2	96·0	101·7	106·3	104·6	97·3	107·0	105·4	97·3
1923	83·7	95·0	116·9	113·0	115·8	95·3	104·4	104·4	98·0
1924	89·2	91·8	117·9	105·9	111·0	94·8	104·1	102·5	99·4
1925	100·6	100·3	112·5	101·6	104·5	103·9	100·3	99·6	102·6
1926	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1927	98·3	101·9	93·7	98·5	96·2	91·5	96·5	98·3	97·7
1928	93·0	108·1	94·5	98·7	93·2	92·0	92·5	95·3	96·4
1929	91·6	109·0	91·3	93·9	93·7	99·2	92·9	95·4	95·6
1930	77·7	99·1	81·8	88·7	91·1	80·7	91·3	92·8	86·6
1931	56·9	73·9	73·4	79·1	87·4	64·6	86·5	86·7	72·1
1932	54·8	59·7	69·7	69·1	86·3	59·0	85·5	83·9	66·7
1933	59·3	59·4	69·7	62·8	85·4	64·3	84·4	81·3	67·1
1934	66·6	67·2	72·9	65·4	87·0	64·3	86·0	81·2	71·6
1935	67·3	70·4	70·2	64·6	87·2	69·1	85·5	79·1	72·1
1936	72·6	71·8	69·7	68·5	88·0	70·1	85·4	77·9	74·6
1937	88·4	78·4	72·7	76·7	101·8	83·3	86·6	81·4	84·6
1938	73·8	76·7	67·5	77·5	100·4	70·9	86·7	79·9	78·6
1939	63·7	74·6	70·0	79·2	98·4	71·3	85·3	79·8	75·4
1940	72·1	79·2	83·5	89·3	104·0	76·8	89·1	87·9	82·9
Mar. 1933	51·8	58·4	67·7	62·7	85·0	59·8	84·8	81·8	64·3
June 1933	61·5	58·5	69·9	61·7	85·3	68·0	82·7	80·8	67·5
Sept. 1933	62·5	60·6	71·7	63·8	85·5	67·5	85·0	81·5	68·9
Dec. 1933	60·4	63·7	71·7	64·4	86·7	66·5	85·8	80·8	69·0
Mar. 1934	65·8	70·4	74·5	65·3	87·2	66·0	86·2	81·0	72·1
June 1934	67·4	67·1	73·8	66·2	87·5	64·1	85·6	81·9	72·0
Sept. 1934	68·6	67·4	71·8	65·3	86·6	62·1	86·1	81·7	71·9
Dec. 1934	66·7	66·2	71·5	64·5	86·8	63·7	86·1	80·4	71·1
Mar. 1935	67·4	69·7	70·4	64·4	87·6	65·2	85·8	80·5	71·9
June 1935	66·1	68·7	70·4	63·9	87·2	69·6	85·1	79·8	71·4
Sept. 1935	67·5	72·1	68·8	65·1	87·2	71·1	85·2	76·9	72·4
Dec. 1935	67·1	73·0	69·6	65·9	87·2	71·5	85·4	77·5	72·7
Mar. 1936	66·7	70·5	69·6	67·8	87·3	69·3	85·9	77·2	72·4
June 1936	66·9	69·7	69·2	68·1	87·7	67·7	85·7	77·2	72·3
Sept. 1936	77·4	73·6	69·7	68·8	88·2	70·2	85·4	78·5	76·4
Dec. 1936	84·3	73·9	71·0	69·6	91·4	77·8	85·8	79·1	79·7
Mar. 1937	90·6	74·9	73·8	77·3	100·1	97·6	85·5	81·6	85·5
June 1937	87·0	77·5	74·9	77·8	103·0	84·3	86·8	81·6	84·6
Sept. 1937	86·5	81·8	71·7	77·2	105·3	83·4	87·4	81·7	85·0
Dec. 1937	85·3	78·2	69·0	75·5	104·1	72·3	87·1	80·7	82·7
Mar. 1938	85·1	79·2	67·9	79·0	103·4	71·3	87·0	80·5	83·1
June 1938	78·6	78·0	67·4	76·8	101·4	67·8	87·1	80·1	80·1
Sept. 1938	61·7	76·4	66·9	76·9	98·2	70·8	86·7	79·4	74·5
Dec. 1938	60·2	72·9	66·3	76·2	98·1	71·5	86·3	79·0	73·3
Mar. 1939	60·7	73·3	65·8	76·3	97·4	70·1	85·2	77·9	73·2
June 1939	61·9	71·3	66·4	77·1	97·4	69·2	84·6	77·7	73·3
Sept. 1939	68·4	77·5	72·1	82·5	99·3	74·5	84·6	80·9	78·2
Dec. 1939	71·9	80·3	81·6	85·1	102·0	75·3	86·5	86·5	81·7
Jan. 1940	73·8	79·9	82·0	86·3	102·8	76·2	87·1	85·5	82·6
Feb. 1940	74·0	80·1	82·8	86·6	102·6	76·3	87·2	85·7	82·8
Mar. 1940	74·9	79·9	83·5	87·2	102·5	76·4	87·3	85·6	83·2
April 1940	76·1	77·6	83·7	87·4	102·4	76·3	87·1	85·5	83·1
May 1940	72·8	76·4	83·7	87·7	102·3	76·5	88·8	85·4	82·1
June 1940	70·5	76·8	83·8	88·1	102·6	76·7	88·7	85·6	81·6
July 1940	71·0	77·1	83·6	90·4	102·8	76·2	89·9	89·0	82·4
Aug. 1940	70·3	77·0	83·6	91·0	105·7	77·0	90·2	91·0	82·7
Sept. 1940	69·8	78·8	83·7	91·7	106·0	77·3	90·7	90·4	83·1
Oct. 1940	69·7	80·4	83·7	91·5	106·1	77·7	90·8	90·3	83·3
Nov. 1940	70·9	82·3	83·9	91·6	106·1	77·7	90·8	90·1	84·0
Dec. 1940	70·8	83·6	84·4	91·5	106·1	77·7	90·8	90·8	84·2

TABLE VI.--DOMINION BUREAU OF STATISTICS WEIGHTED INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, BY GROUPS, ACCORDING TO "PURPOSE", 1913–1940

(Average Prices in 1926=100)

Groups	I. Consumers' Goods			II. Producers' Goods				
						Producers' Materials		
	All	Foods, beverages and tobacco	Other	All	Producers' equipment	All	Building and construction	Manufacturers
Number of commodities {1913–1925....	98	74	24	146	15	131	32	99
Number of commodities {1926–1933....	204	116	88	351	22	329	97	232
Number of commodities {1934–1938....	236	126	110	402	24	378	111	267
1913	62·0	61·8	62·2	67·7	55·1	69·1	67·0	69·5
1914	62·1	65·0	60·1	70·1	52·4	72·1	62·8	74·2
1915	62·8	68·7	58·8	77·1	51·2	80·0	60·5	84·6
1916	72·2	81·2	66·2	89·7	55·7	93·5	69·5	99·1
1917	90·5	109·1	78·1	120·6	65·3	126·7	87·4	136·0
1918	102·7	119·0	91·9	133·3	81·9	139·0	100·7	148·1
1919	115·2	127·9	106·7	139·8	90·7	145·2	117·8	151·6
1920	136·1	150·8	126·3	164·8	108·6	171·0	144·0	177·3
1921	108·9	105·1	111·5	113·3	113·8	113·3	122·7	110·8
1922	96·9	90·2	101·4	98·8	104·1	98·2	108·7	95·8
1923	94·7	91·2	97·0	97·6	102·5	97·1	111·9	93·7
1924	94·2	90·4	96·8	99·4	102·7	99·0	106·6	97·5
1925	97·0	97·7	96·5	104·9	99·2	105·5	102·9	106·2
1926	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1927	95·7	99·4	93·3	98·5	101·1	98·2	96·1	98·6
1928	95·6	99·6	92·9	96·7	93·7	97·0	97·4	96·9
1929	94·7	100·0	91·1	96·1	94·6	96·3	99·0	95·9
1930	89·3	93·1	86·8	82·5	92·9	81·3	90·8	79·7
1931	76·2	70·4	80·0	67·1	90·0	64·6	81·9	61·7
1932	71·3	61·5	77·8	62·4	88·7	59·5	77·2	56·5
1933	71·1	63·8	76·0	63·1	86·0	60·5	78·3	57·5
1934	74·1	69·7	77·0	67·8	88·9	65·5	82·5	62·6
1935	73·6	70·4	75·7	69·5	89·8	67·2	81·2	64·8
1936	74·7	73·4	75·6	72·4	90·1	70·5	85·4	67·9
1937	79·5	81·2	78·4	86·1	93·8	85·2	94·4	83·6
1938	77·2	77·1	77·2	75·8	95·1	73·7	89·1	71·1
1939	75·9	73·9	77·2	70·4	95·4	67·6	89·7	63·9
1940	83·4	79·3	86·0	78·8	100·0	76·4	96·2	73·0
Mar. 1933	69·3	59·8	75·7	59·5	87·1	56·4	75·1	53·2
June 1933	70·4	63·9	74·8	64·6	84·8	62·4	78·9	59·6
Sept. 1933	72·7	65·7	77·3	65·6	85·6	63·4	80·8	60·4
Dec. 1933	73·3	67·4	77·3	64·3	87·2	61·8	80·6	58·6
Mar. 1934	75·9	72·8	78·0	67·1	87·9	64·8	82·2	61·8
June 1934	74·1	69·7	77·1	68·8	89·2	66·5	83·9	63·6
Sept. 1934	73·9	69·6	76·7	68·9	89·5	66·6	82·7	63·9
Dec. 1934	72·9	67·9	76·2	68·3	89·6	65·9	81·4	63·3
Mar. 1935	73·6	70·1	75·9	69·1	89·7	66·8	81·1	64·4
June 1935	72·7	68·6	75·5	69·3	89·9	67·0	81·0	64·6
Sept. 1935	73·4	71·0	75·0	70·1	89·8	67·9	81·2	65·6
Dec. 1935	74·4	72·5	75·6	69·4	90·1	67·1	82·1	64·5
Mar. 1936	73·8	70·8	75·8	69·3	90·3	67·0	84·2	64·1
June 1936	73·7	71·2	75·4	68·5	90·0	66·1	84·8	62·9
Sept. 1936	75·5	75·6	75·5	75·4	89·7	73·8	86·0	71·7
Dec. 1936	76·9	77·4	76·5	80·4	91·8	79·1	88·0	77 6
Mar. 1937	78·3	79·4	77·5	88·8	91·9	88·4	97·3	86·9
June 1937	79·5	80·3	79·0	85·8	94·3	84·9	96·4	83·0
Sept. 1937	80·3	82·1	79·1	85·9	94·5	84·9	94·3	83·3
Dec. 1937	79·1	80·3	78·3	82·7	94·2	81·4	91·7	79·6
Mar. 1938	79·0	81·2	77·6	82·5	94·5	81·2	91·0	79·5
June 1938	77·4	78·1	76·9	78·6	95·5	76·7	89·0	74·6
Sept. 1938	76·0	74·3	77·2	68·7	95·5	65·7	87·8	62·0
Dec. 1938	76·0	75·0	76·7	68·4	95·2	65·4	89·1	61·4
Mar. 1939	74·1	72·2	75·4	68·1	94·9	65·1	87·4	61·3
June 1939	73·7	71·9	74·9	68·1	94·9	65·1	88·5	61·1
Sept. 1939	77·2	77·0	77·4	74·2	95·7	71·8	91·8	68·4
Dec. 1939	81·3	79·0	82·9	77·9	96·6	75·8	94·2	72·7
Jan. 1940	82·3	79·6	84·1	79·0	96·6	77·0	94·0	74·1
Feb. 1940	82·7	79·6	84·8	79·1	96·6	77·2	94·0	74·4
Mar. 1940	83·0	79·6	85·2	80·0	96·6	78·1	94·7	75·3
April 1940	82·4	78·7	84·8	80·4	96·6	78·6	95·1	75·8
May 1940	82·0	77·9	84·7	78·9	100·3	76·5	95·3	73·3
June 1940	82·3	78·3	84·9	77·3	100·4	74·7	95·2	71·2
July 1940	83·4	79·0	86·4	77·6	102·2	74·9	96·0	71·3
Aug. 1940	83·7	78·2	87·3	78·0	102·0	75·3	97·4	71·5
Sept. 1940	84·1	78·8	87·6	78·3	102·2	75·6	97·9	71·8
Oct. 1940	84·2	79·4	87·4	78·3	102·2	75·6	98·2	71·8
Nov. 1940	84·9	81·1	87·4	78·9	102·1	76·3	98·5	72·5
Dec. 1940	85·2	81·8	87·5	79·3	102·2	76·7	98·3	73·0

TABLE VII.—DOMINION BUREAU OF STATISTICS WEIGHTED INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, BY GROUPS, ACCORDING TO "ORIGIN", 1913-1940

(Average Prices in 1926=100)

Groups	Raw and partly manufactured	Fully and chiefly manufactured	I. Farm (domestic and foreign)			II Marine	III Forest	IV Mineral
			Field	Animal	Canadian			
Number of Commodities (1913-1925)	107	129	87	53	36	8	21	67
Number of Commodities (1926-1933)	232	276	167	90	59	16	52	183
Number of Commodities (1934-1938)	245	322	186	105	70	16	57	203
1913	63·8	64·8	59·2	70·1	64·1	65·9	60·1	67·9
1914	66·2	65·6	65·2	70·7	70·2	63·9	58·4	64·9
1915	72·5	71·1	75·6	73·7	77·9	65·0	56·1	68·9
1916	86·4	84·6	87·6	86·1	89·8	69·8	61·8	85·5
1917	113·6	113·5	124·5	112·5	128·5	87·2	76·9	107·7
1918	120·8	127·7	134·7	129·0	132·6	111·7	89·7	115·2
1919	130·3	132·1	142·5	142·6	146·7	115·8	107·9	114·3
1920	154·1	156·5	176·4	146·0	160·6	114·1	151·3	134·6
1921	107·2	116·1	106·6	108·2	103·7	91·2	136·9	117·8
1922	94·7	100·4	91·2	95·9	88·0	91·7	106·8	106·4
1923	91·1	103·1	93·1	95·7	81·5	85·4	112·8	106·6
1924	94·8	101·9	96·6	90·9	88·1	92·9	107·6	104·6
1925	100·8	103·8	104·0	100·5	101·0	97·5	103·3	101·7
1926	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1927	99·9	96·5	97·9	100·5	102·1	100·2	98·3	94·6
1928	97·4	95·0	92·2	105·1	100·7	100·6	98·6	91·5
1929	97·5	93·0	90·1	105·5	100·8	105·3	93·7	92·8
1930	82·2	87·3	76·3	95·6	82·3	95·3	88·5	88·4
1931	61·9	74·8	57·7	73·9	56·3	75·6	79·0	81·9
1932	55·0	69·8	55·1	60·6	48·4	63·8	69·2	81·4
1933	56·6	70·2	59·3	61·0	51·0	62·9	63·0	80·6
1934	63·5	73·4	64·8	68·2	59·0	71·1	65·5	82·2
1935	66·9	72·8	65·1	70·6	63·5	69·2	64·7	82·8
1936	70·8	73·7	69·2	72·4	70·1	69·2	68·5	82·8
1937	84·3	80·5	83·1	79·0	87·1	71·8	76·4	88·8
1938	72·7	78·2	70·3	76·7	73·6	70·2	77·2	86·5
1939	67·4	75·3	61·8	75·5	64·3	71·2	78·9	85·8
1940	75·3	81·7	70·0	81·5	67·1	79·6	88·9	90·5
Mar. 1933	52·1	67·8	52·5	59·5	44·6	58·5	63·1	80·0
June 1933	57·6	70·2	61·1	59·9	52·5	60·3	61·9	79·8
Sept. 1933	59·9	71·5	62·7	62·7	54·6	66·5	64·0	81·6
Dec. 1933	58·9	72·0	60·3	65·3	53·6	66·8	64·7	82·2
Mar. 1934	62·3	75·1	64·2	71·0	56·9	68·5	65·5	82·7
June 1934	64·6	73·0	65·3	68·0	59·6	69·2	66·4	82·1
Sept. 1934	64·8	73·5	66·7	67·5	61·2	75·3	65·4	81·8
Dec. 1934	64·3	72·5	64·9	67·7	61·6	70·5	64·6	82·1
Mar. 1935	65·2	73·3	65·4	70·0	62·7	71·8	64·5	82·5
June 1935	65·0	71·5	64·4	68·5	61·4	69·1	64·0	81·6
Sept. 1935	67·3	72·4	65·1	72·1	65·2	68·7	65·1	82·8
Dec. 1935	67·2	72·9	64·6	73·4	65·5	68·0	66·0	83·0
Mar. 1936	67·3	72·1	64·4	71·4	65·5	69·3	67·7	82·7
June 1936	66·6	71·9	64·2	70·1	64·5	67·3	68·0	82·4
Sept. 1936	73·0	75·1	73·1	73·7	75·0	71·8	69·1	82·9
Dec. 1936	79·3	77·3	79·5	75·5	82·4	69·6	69·8	85·1
Mar. 1937	86·9	79·7	85·2	77·1	90·0	66·3	77·1	90·2
June 1937	83·2	80·3	82·3	77·4	83·7	71·7	77·5	89·2
Sept. 1937	83·7	81·3	81·5	81·5	86·3	76·4	77·0	89·9
Dec. 1937	80·8	80·2	80·3	78·5	84·2	73·6	75·3	87·7
Mar. 1938	79·7	82·0	80·0	79·2	83·0	73·3	78·6	87·5
June 1938	75·4	79·2	74·1	77·1	76·6	67·8	76·4	86·6
Sept. 1938	65·5	75·6	60·2	76·2	63·8	70·6	76·7	86·1
Dec. 1938	64·9	73·6	58·9	73·7	64·6	67·4	75·9	85·6
Mar. 1939	65·1	73·2	58·9	73·8	65·1	67·6	76·0	84·8
June 1939	65·0	73·1	59·9	71·6	63·3	67·2	76·8	84·3
Sept. 1939	70·7	77·5	65·9	77·8	64·2	75·8	82·1	85·5
Dec. 1939	74·2	81·1	69·9	82·2	69·1	79·8	84·8	87·8
Jan. 1940	75·3	81·7	71·4	82·1	70·0	77·7	85·9	88·5
Feb. 1940	75·9	81·8	71·4	82·7	70·3	77·8	86·2	88·9
Mar. 1940	76·4	82·0	72·1	82·7	71·3	78·4	86·9	89·0
April 1940	76·8	81·7	73·2	80·8	72·1	75·0	86·9	88·8
May 1940	75·3	80·6	70·5	79·3	68·0	78·3	87·4	89·7
June 1940	74·0	80·1	68·6	79·1	64·3	78·2	87·8	89·9
July 1940	74·7	80·6	68·9	79·6	64·6	77·2	90·3	90·7
Aug. 1940	73·9	81·6	68·7	79·4	62·7	79·1	90·8	91·7
Sept. 1940	74·3	81·8	68·4	80·7	63·8	82·3	91·3	92·0
Oct. 1940	74·8	82·0	68·3	82·1	64·6	83·9	91·1	92·1
Nov. 1940	76·2	82·7	69·4	84·0	66·9	84·1	91·2	92·1
Dec. 1940	76·2	83·2	69·6	85·1	67·1	82·9	91·1	92·1

Prices in Great Britain and Other Countries

The accompanying tables numbered VIII to XXII give such index numbers of retail prices of foods and cost of living and of wholesale prices in several of the principal commercial and industrial countries as are available for 1940 and for preceding dates, to show the movements of prices in comparison with those in Canada. The information in the following tables is obtained for the most part from publications of the governmental or other authority constructing the index number, but in some cases from the Monthly Bulletin of Statistics of the League of Nations, which publishes figures for some countries. The quarterly supplement to Prices and Price Indexes issued by the Dominion Bureau of Statistics, Ottawa, also contains index numbers for many countries.

As a result of war conditions the information for certain countries is not as complete in the present report as heretofore, there being no data for some countries since September, 1939. From some other countries the information is received later than previously.

Great Britain and Northern Ireland

Cost of Living.—The Ministry of Labour's index number (Table X) is based on the standard of living of a workingman's family prior to the outbreak of war in 1914. The cost of living, on this basis, at the end of November, 1940, had risen about 26 per cent over the September 1, 1939, level. Food prices had risen 25 per cent. As the war progressed, maximum prices of an increasing number of foods were set by the Minister of Food. Of the rise of 26 per cent in the cost of living, 1·8 per cent was due to taxes on sugar, tobacco, cigarettes and matches, and a further 1·1 per cent resulted from the Purchase Tax. (This tax which became effective October 21, is levied when the goods pass from the wholesaler to the retailer and is at the rate of one third of the wholesale value of certain classes of goods and one sixth of the wholesale value of certain other classes of goods. The only items used in compiling the cost of living index number which are subject to the purchase tax are clothing, clothing material, domestic ironmongery and pottery, and the tax is not chargeable on garments or shoes for young children's wear. This tax was not immediately felt by consumers as it did not apply to stock held by retailers at that time.) Clothing prices rose steadily from the beginning of the war and had increased by about 54 per cent in these sixteen months. The fuel and light and the sundries groups each were about 22 per cent higher at November 30, 1940, than at September 1, 1939, while rent had only increased by one per cent.

Wholesale Prices.—The Board of Trade index number of wholesale prices showed a rise of 24·7 per cent in wholesale prices in the first four months of the war, the increase in food and tobacco (30·6 per cent) being greater than that for industrial materials and manufactures (21·6 per cent). During the year 1940 there was a further increase of 21·2 per cent, the increases in the food group and in the industrial materials and manufactures group being about equal. Thus, from August, 1939, to December, 1940, the total increase for all groups combined was 51·1 per cent, the advance in food and tobacco prices being 58·5 per cent, and in industrial materials and manufactures, 47·2 per cent.

The rise of 30·6 per cent in food and tobacco prices between August and December, 1939, was made up of an increase of 54 per cent in cereals, one of 24½ per cent in meat, fish and eggs, and one of 21 per cent in "other food and tobacco". In the year 1940, however, the increase in the "other food and tobacco" was 31 per cent, more than twice as great an increase as in the cereals group and in the meat, fish and eggs group. Among "other foods and tobacco", the rise in vegetables and fruit was outstanding, the prices of tomatoes, onions, apples, oranges and bananas being from 70 to nearly 300 per cent higher in December, 1940, than in December, 1939. Price control was instituted for oranges, onions and bananas in the latter part of the year. Potatoes were 50 per cent higher in December, 1940, than a year earlier, milk about 40 per cent; butter was practically unchanged due to price control, but margarine and imported cheese rose about 20 per cent; tea and cocoa showed little change, but coffee was 20 to 40 per cent dearer. Increased duties on tobacco resulted in a price rise of between 40 and 50 per cent, cereals rose about 14 per cent during the year due to higher prices for barley, maize and rice. Meat and bacon prices were controlled and there was no change after February, 1940, except poultry which was 50 per cent higher; the price of eggs was also controlled throughout the year, the prices in December, 1940, being 45 per cent higher than a year earlier.

The rise of 21·6 per cent in industrial materials and manufactures between August, 1939, and December, 1939, and the further rise of 21 per cent during 1940, amounted to a total increase of 47·2 per cent for the whole period. Price control was in effect for a number of commodities, the prices under control being changed from time to time. In the whole period prices of coal advanced 29·7 per cent, iron and steel 39·4 per cent, non-ferrous metals 22·4 per cent, cotton 57·5 per cent,

TABLE VIII.—INDEX NUMBERS OF RETAIL PRICES AND COST OF LIVING IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States			Great Britain		Eire	Germany	Sweden		India	Japan	Australia	New Zealand
Description of Index	Foods 69 cities Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Foods, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, National Industrial Conference Board	Foods	Cost of Living	Cost of Living	Cost of Living	Foods	Cost of Living	Cost of Living Bombay	Cost of Living, Tokyo	Foods, groceries and housing, 30 towns	Cost of Living
Base Period	1935-1939	1935-1939	1935-1939	1935-1939	1923	July 1914	July 1914	July 1914	1913-1914	July 1914	July 1914	July 1933 –June 1934	July 1914	1923-1927= 1000	1926-1930= 1000
1913	88·3	79·7	(c) 79·9	(c) 70·7		(b)	(b)	(c)							
1914—July	(a) 91·9	(a) 80·0	(h) 83·9	(h) 72·6	61·3	100	100	100		100	100				628
1915—July	(a) 92·7	(a) 81·6	(h) 83·9	(h) 74·0	61·0	132	125								(a) 676
1916—July	(a) 103·3	(a) 88·3	(h) 100·6	(h) 82·4	65·4	161	148								(a) 724
1917—July	(a) 133·3	(a) 104·5	(h) 125·4	(h) 97·8	77·6	204	180								(a) 786
1918—July	(a) 152·8	(a) 118·3	(h) 149·6	(h) 118·0	(e) 90·5	210	203			258	219				(a) 850
1919—July	(a) 163·3	(a) 130·0	(e) 148·5	(e) 121·0	102·4	209	208			318	257				(a) 912
1920—July	(a) 188·1	(a) 150·5	(e) 185·0	(e) 149·4	122·6	258	252			287	270				(a) 1019
1921—July	(a) 143·9	(a) 132·5	(f) 129·2	(f) 125·3	101·3	220	219			231	236			(a) 977	(a) 1034
1922—July	(a) 121·9	(a) 121·3	(e) 121·0	(e) 119·5	97·2	180	184			178	190		(a) 236		(a) 952
1926—July	(a) 133·3	(a) 121·8	(e) 137·8	(e) 126·4	103·4	161	170	182	142·4	156	172		(a) 199	(a) 1015	(a) 1010
1928—July	(a) 131·5	(a) 120·5	(e) 129·7	(e) 122·1	100·3	157	165	173	152·6	155	173		(a) 184	(a) 1004	(a) 1006
1929—July	(a) 134·7	(a) 121·7	(e) 131·3	(e) 122·1	100·3	149	161	174	154·4	148	169		(a) 181	(a) 1044	(f) 1003
1930—July	(a) 131·5	(a) 120·8	(e) 128·1	(e) 120·3	95·8	141	155	168	149·3	138	164		(a) 155	(g) 963	(f) 980
1933—July	(a) 84·9	(a) 94·4	(e) 82·2	(e) 90·8	75·7	118	138	(f) 149	118·7	120	153		143	(g) 771	(f) 796
1937—July	103·7	101·5	106·3	(e) 102·8	88·9	140	155	(f) 170	126·2	138	162	107	172	(g) 872	(f) 927
1938—July	104·7	102·6	98·5	(e) 100·9	86·5	146	159	(f) 173	126·8	143	166	106	199	(g) 914	950
1939—January	99·9	101·1	95·8	(e) 100·2	85·4	138	155	(f) 174	125·8	145	167	105	(c) 211	(g) 938	966
April	98·3	100·6	94·2	(e) 99·1	85·0	135	153	(f) 172	125·9	145	168	103	(c) 217	(g) 934	972
July	99·0	100·8	94·3	(e) 98·6	84·9	139	156	(f) 173	127·3	147	169	105	(c) 221	(g) 932	987
October	106·3	103·5	97·6	(e) 100·6	85·8	150	165	(f) 192	125·8	150	171	108	(c) 235	(g) 936	997
1940—January	104·5	103·8	94·8	(e) 99·6	84·6	157	174		127	154	178	114	(c) 247	(g) 931	1008
February	104·5	103·8	96·6		85·1	161	177	197	127			112	(c) 251		1013
March	104·8	104·6	95·6	99·8	84·8	161	179		129			110	(c) 254		1012
April	104·8	104·6	96·2		85·0	158	178		129	163	186	110	(c) 259	(g) 948	1017
May	104·4	104·9	97·0		85·2	159	180	204	130			111	(c) 263		1029
June	103·8	104·9	98·3	100·5	85·5	158	181		131			111	(c) 263		1026
July	105·3	105·6	97·4		85·7	168	187		132	170	193	113		(g) 944	1027
August	105·4	105·9	96·2		85·4	164	185	206	133			114			1042
September	105·4	106·4	97·2	100·4	85·7	166	187		132						1050
October	106·1	107·0	96·2	100·2	85·5	169	189		130						1048
November	108·7	107·8	95·9	100·1	85·5	172	192	214	130						1052
December	109·1	108·0	97·2	100·7	85·8	173	195								

(a) Average for year. (b) First of month. (c) Middle of month. (e) Figure for previous month. (f) Figure for following month. (g) Quarter beginning in specified month. (h) December. (f) September.

TABLE IX.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA AND CERTAIN OTHER COUNTRIES (Base figure 100 except where noted)

Country	Canada		United States	Great Britain		Germany	Switzerland	South Africa	India	Japan	Australia	New Zealand
Authority	Dominion Bureau of Statistics	Bank of Commerce	Bureau of Labour Statistics	Board of Trade	Statist	Federal Statistical Bureau	Official (g)	Census and Statistics Office	Labour Office, Bombay	Bank of Japan	Commonwealth Statistician	Government Statistician
Number of Commodities	567 (h)	81	784	200	45	400	78	188	43	56	92	180
Base period	1926	1923	1926	1930	1867-1877	1913	July, 1914	1910=1000	July, 1914	1913	1911=1000	1926-1930=1000
		(c)			(d)		(b)	(b)				
1913	64·0	.....	69·8	.....	85·0	100	.....	1125	.....	(a) 100	1088	.....
1914—July	64·4	.....	67·3	.....	82·4	.....	100	(a) 1090	100	.....	(a) 1098	(a) 748
1915—July	70·3	.....	69·3	.....	106·4	.....	.....	(a) 1204	.....	.....	(a) 1822	.....
1916—July	81·4	.....	83·4	.....	130·5	.....	.....	(a) 1379	.....	.....	(a) 1505	.....
1917—July	118·6	.....	123·0	.....	176·9	.....	.....	(a) 1583	.....	.....	(a) 1715	.....
1918—July	127·7	.....	132·0	.....	193·1	.....	.....	(a) 1723	(a) 237	.....	(a) 1954	.....
1919—July	129·8	136·15	141·1	.....	206·4	.....	.....	1810	(a) 222	.....	(a) 2008	.....
1920—July	164·1	186·49	165·8	.....	254·6	.....	.....	2613	221	(a) 259·4	2671	.....
1921—July	104·8	107·36	93·4	.....	158·2	.....	178·6	1688	200	(a) 200·3	1813	.....
1922—July	98·7	98·65	99·4	.....	134·0	.....	161·3	1423	190	(a) 195·8	1789	.....
1926—July	(e) 100·1	98·09	99·5	.....	126·0	133·1	145	1368	149	(a) 178·8	1843	.....
1928—July	96·0	95·66	98·3	.....	120·8	141·6	144·1	1335	147	(a) 170·8	1795	(a) 994
1929—July	97·2	104·25	98·0	.....	115·2	137·8	142·8	1289	145	(a) 166·1	1813	(a) 988
1930—July	85·3	86·24	84·0	99·7	94·4	125·1	125·8	1121	124	(a) 136·8	1644	(a) 963
1933—July	70·5	72·39	68·9	86·8	81·7	93·9	91·7	1072	100	(a) 135·6	1455	(a) 904
1937—July	87·6	91·86	87·9	111·5	105·6	106·4	112·4	1141	106	180·5	1703	(a) 1021
1938—July	78·6	79·04	78·8	100·6	91·1	105·6	106·4	1160	100	192·2	1726	1035
1939—January	73·2	70·22	76·9	97·2	88·7	106·5	105·7	1145	100	195·7	1690	1047
April	73·4	70·16	76·2	97·2	90·5	106·4	105·9	1126	100	201·1	1692	1056
July	72·6	69·89	75·4	98·1	88·7	107·0	106·5	1123	100	204·3	1613	1065
October	79·3	76·77	79·4	110·9	105·8	107·1	120·1	1172	121	221·4	1687	1090
1940—January	82·6	80·67	79·4	125·3	124·1	108·2	127·7	1230	128	241·7	1649	1120
February	82·8	80·23	78·7	128·3	124·5	108·4	129·7	1238	124	239·2	1658	1135
March	83·2	80·27	78·4	128·8	123·4	109·4	132·1	1248	119	235·7	1681	1155
April	83·1	80·53	78·6	132·2	126·0	110	134·2	1258	121	237·2	1704	1175
May	82·1	77·94	78·4	133·7	128·0	110	134·9	1266	118	235·6	1706	1185
June	81·6	77·12	77·5	134·4	130·0	110	139	1266	114	.....	1702	1190
July	82·4	77·87	77·7	139·7	129·5	111	141	1269	115	.....	1699	1205
August	82·7	76·71	77·4	140·1	131·5	111	146	1273	112	.....	1731	1225
September	83·1	77·70	78·0	141·1	131·6	111	152	1287	.....	.....	1764	1236
October	83·3	78·27	78·7	142·7	131·8	111	156	1312	.....	.....	.....	1253
November	84·0	79·50	79·6	146·9	132·7	111	.....	.....	.....	.....	.....	1258
December	84·2	78·85	80·0	148·6	.....	111	.....	.....	.....	.....	.....	.....

(a) Average for year. (b) First of month. (c) 15th of month. (d) End of month. (e) New series. (g) Until end of 1927 "Dr. Lorenz." (h) Prior to 1926, the number of commodities was 236, from January 1926 to December 1933, 502, and since January 1934, the number is 567.

wool 62·8 per cent, other textiles 48·9 per cent, chemicals and oils 31·8 per cent, miscellaneous commodities 68 per cent.

United States

Cost of Living.—The Bureau of Labour Statistics revised indexes of the cost of goods purchased by wage earners and lower salaried workers in large cities is shown in table XXI. This records an increase of only 1·1 per cent between December, 1939, and December, 1940. There was an increase of 2·4 per cent in food prices and a decrease of 2·2 per cent in furniture; other groups showed changes of only a fraction of one per cent.

Wholesale Prices.—In spite of the great increase in industrial activity, the price level remained practically stable throughout the year. The index number of the Bureau of Labour Statistics (Table XXII) was one per cent higher in December, 1940, than in December, 1939. There was a gradual decline amounting to 2·5 per cent between January and August, 1940, which was regained during the last four months of the year. Comparing December, 1940, with December, 1939, farm products were 3·1 per cent higher, textile products 4 per cent lower, building materials 6·8 per cent higher, and other groups showed lesser changes.

TABLE X.—INDEX NUMBERS OF COST OF LIVING IN GREAT BRITAIN

Ministry of Labour
Base: July, 1914=100

—	Food	Rent	Clothing	Fuel and light	Other	Cost of living
1915—July	132	100	125	125	105	125
1916—July	161	.....	160	135	120	145–150
1917—July	204	100	205	140–145	140	180
1918—July	210	102	320	175–180	180	200–205
1919—July	209	106	360	185–190	195	205–210
1920—July	258	115–120	425	230	220	252
1921—July	220	145	290	260	210	219
1922—July	180	153	240	190	195	184
1923—July	162	147	220	180–185	185	169
1924—July	162	147	225	185	180	170
1925—July	167	147	230	180	180	173
1926—July	161	150	220	195	180	170
1927—July	159	151	210–215	170	180	166
1928—July	157	151	220	165	180	165
1929—July	149	153	215–220	165–170	180	161
1930—July	141	153	210–215	170	175	155
1931—July	130	154	195	170	175	147
1932—July	125	154	185–190	165–170	170–175	143
1933—July	118	156	180–185	165–170	170–175	138
1934—July	122	156	185–190	165–170	170–175	141
1935—July	126	158	185–190	165–170	170	143
1936—July	129	159	190	170–175	170	146
1937—July	140	159	205	175	175	155
1938—July	146	160	210	185–190	175	159
1939—January	138	161	205–210	180–185	175	155
April	135	161	205–210	185	170–175	153
July	139	162	205–210	180	180	156
October	150	162	220–225	185	180–185	165
1940—January	157	162	250	200	190	174
February	161	162	260	202	190	177
March	161	162	265–270	205	193	179
April	158	162	270–275	205	193	178
May	159	164	280	208	210	180
June	158	164	285	212	210	181
July	168	164	290	212	210	187
August	164	164	290	212	219	185
September	166	164	295	212	219	187
October	169	164	300	214	219	189
November	172	164	305–310	215	220	192
December	173	164	320	219	221	195

TABLE XI.—INDEX NUMBERS OF WHOLESALE PRICES IN GREAT BRITAIN

BOARD OF TRADE
Base: 1930=100

—	Cereals	Meat, Fish and Eggs	Other Food and Tobacco	Total Food and Tobacco	Coal	Iron and Steel	Non-ferrous Metals	Cotton	Wool	Other Textiles	Chemicals and Oils	Miscellaneous	Total Industrial Materials and Manufactures	Total all Articles
1930—July.....	98·5	97·6	103·1	100·1	96·0	100·1	95·0	101·6	101·9	96·3	100·7	100·0	99·5	99·7
1931—July.....	76·1	80·3	98·5	85·9	99·1	91·1	77·3	78·8	78·4	76·7	88·5	85·1	85·8	85·8
1932—July.....	85·2	73·0	97·0	85·9	98·7	90·8	75·6	73·6	71·3	74·0	88·8	76·8	81·7	83·1
1933—July.....	86·2	72·5	86·3	82·0	97·1	94·9	94·3	84·8	90·1	75·7	90·9	87·4	89·5	86·8
1934—July.....	85·2	78·6	87·9	84·3	98·9	98·9	83·8	89·1	89·1	62·7	86·7	89·0	89·0	87·3
1935—July.....	82·8	77·8	92·2	85·0	99·1	100·3	87·2	86·3	92·6	68·1	89·6	86·1	89·7	88·1
1936—July.....	92·0	81·2	95·2	89·9	105·0	108·1	88·9	92·4	101·1	70·7	93·2	92·3	95·5	93·6
1937—July.....	126·8	87·3	99·5	102·9	125·4	137·6	123·1	101·3	133·4	77·7	100·0	113·3	116·1	111·5
1938—January...	132·5	89·7	99·7	105·0	131·0	141·2	96·2	88·0	107·3	70·8	97·1	104·8	109·0	107·7
July.....	108·9	85·2	100·0	97·8	118·5	138·8	93·5	83·5	99·7	69·0	94·7	89·5	101·9	100·6
1939—January...	93·8	87·1	95·6	92·5	122·6	130·0	96·6	80·0	98·2	69·8	92·6	88·7	99·6	97·2
July.....	83·0	84·1	103·3	91·2	117·1	129·3	98·4	81·6	102·3	75·0	93·3	93·7	101·7	98·1
1940—January...	133·8	111·3	122·8	122·3	134·0	142·4	121·9	122·4	135·8	107·3	108·7	126·2	126·7	125·3
February.	134·9	112·2	129·7	125·7	134·0	150·5	122·2	119·5	138·9	111·0	112·3	126·0	129·4	128·3
March....	131·1	110·1	128·9	123·7	134·2	151·5	123·0	121·6	161·5	109·5	113·8	125·1	131·4	128·8
April.....	130·6	109·9	134·7	125·7	135·0	152·7	123·0	126·8	162·9	110·5	114·0	137·3	135·4	132·2
May	131·6	110·4	140·1	128·2	139·1	152·8	123·7	125·8	162·6	111·7	115·6	138·6	136·4	133·7
June.....	133·1	111·6	143·4	130·3	140·5	152·7	124·2	123·9	162·6	106·6	117·6	139·9	136·4	134·4
July.....	135·0	114·5	150·3	134·4	140·5	163·8	123·8	124·5	159·1	105·7	118·4	154·1	142·3	139·7
August....	143·0	116·3	145·6	135·5	140·5	163·3	123·6	126·7	156·5	104·9	119·3	154·4	142·3	140·1
September	145·8	118·5	152·1	139·6	140·5	163·4	123·0	129·8	157·6	106·2	120·0	149·2	141·6	141·1
October ..	145·7	120·0	160·2	143·1	140·3	163·5	123·4	127·8	162·2	108·9	121·2	149·4	142·3	142·7
November	146·3	120·5	159·6	143·2	151·4	179·0	123·4	127·1	165·2	109·6	122·3	155·5	148·6	146·9
December	147·5	120·7	162·1	144·5	152·3	179·5	123·3	128·2	167·0	110·3	122·6	161·4	150·4	148·6

TABLE XII.—INDEX NUMBERS OF COST OF LIVING IN EIRE

IRISH TRADE JOURNAL AND STATISTICAL BULLETIN
Base: July, 1914=100

—	Food	Clothing	Rent	Fuel and Light	All Items
1931—February	151	206	.....	.....	164
May	139	202	131	.....	156
August	143	196	.....	.....	157
November	155	198	132	.....	165
1932—February	151	197	.....	.....	162
May	144	201	132	.....	159
August	134	205	.....	.....	153
November	135	206	132	.....	155
1933—February	130	203	.....	.....	151
May	126	203	132	.....	148
August	129	200	.....	.....	149
November	140	200	131	.....	156
1934—February	133	202	.....	.....	152
May	129	200	131	.....	149
August	134	201	.....	.....	152
November	143	200	131	.....	157
1935—February	136	199	.....	.....	153
May	132	198	.....	.....	151
August	140	200	.....	.....	156
November	150	200	130	.....	162
1936—February	145	201	.....	.....	159
May	141	202	.....	.....	157
August	145	203	.....	.....	159
November	155	204	131	.....	166
1937—February	153	212	.....	.....	167
May	152	219	.....	176	167
August	154	222	.....	176	170
November	165	226	128	.....	177
1938—February	159	226	.....	183	173
May	156	226	.....	179	171
August	159	226	.....	179	173
November	163	225	129	184	176
1939—February	160	225	.....	184	174
May	157	225	.....	180	172
August	158	225	.....	180	173
November	178	246	129	207	192
1940—February	177	270	.....	217	197
May	180	289	.....	236	204
August	182	.....	.....	.....	206
November	194	.....	131	.....	214

TABLE XIII.—INDEX NUMBERS OF RETAIL PRICES IN SOUTH AFRICA

CENSUS AND STATISTICS OFFICE
Base: Union average, 9 towns, 1938=1000

—	Food only	Food, fuel, light and rent	Food, fuel, light, rent and sundries
1914	930	872	814
1915	995	899	855
1916	1033	924	908
1917	1149	996	996
1918	1165	1029	1064
1919	1263	1098	1177
1920	1660	1355	1458
1921	1350	1192	1320
1922	1105	1053	1101
1924	1118	1069	1083
1927	1102	1076	1069
1929	1072	1066	1066
1930	1024	1038	1041
1933	917	942	932
1934	964	955	945
1935	947	946	940
1936	942	949	943
1937	954	966	965
1938	1000	1000	1000
1939—January	982	993	995
April	1016	1011	1006
July	987	995	996
October	982	994	995
1940—January	1000	1004	1012
February	1008	1008	1019
March	1015	1012	1024
April	1024	1017	1029
May	1036	1023	1035
June	1033	1022	1037
July	1026	1018	1036
August	1022	1016	1035
September	1026	1016	1041
October	1049	1028	1050
November	1033	1019	1045

TABLE XIV.—INDEX NUMBERS OF WHOLESALE PRICES IN SOUTH AFRICA

CENSUS AND STATISTICS OFFICE
Base: 1910=1000

—	Metals	Jute, Leather Hides, etc.	Grains, Meals, etc.	Dairy Products	Groceries	Meat	Building materials	Chemicals	Fuel and Light	Soft Goods	Miscellaneous	All Groups
1914	1221	1366	1108	1060	954	1266	1087	1018	928	1113	1052	1090
1915	1696	1511	1199	1135	1035	1301	1195	1278	990	1362	1275	1204
1916	2292	1739	1342	1168	1127	1383	1401	1561	1148	1765	1669	1379
1917	3245	2054	1449	1222	1212	1520	1753	1872	1349	2297	2178	1583
1918	3898	2265	1471	1283	1272	1650	2074	1833	1470	2900	2572	1723
1919	3198	2332	1706	1600	1403	1723	2084	1424	1510	2355	2475	1854
1920	3339	2705	2693	2023	1901	2116	2445	1271	1658	4418	3174	2512
1921	2607	1649	1472	1589	1728	1638	2082	1261	1743	3324	2899	1805
1922	1651	1411	1262	1209	1322	1362	1630	1178	1454	2361	2029	1445
1924	1517	1568	1403	1366	1386	1365	1380	984	1244	2196	1720	1448
1927	1264	1731	1476	1339	1285	1268	1282	992	1196	1869	1674	1397
1929	1122	1624	1312	1327	1235	1261	1234	823	1075	1858	1659	1305
1930	1135	1357	1023	1086	1149	1089	1233	801	1032	1783	1642	1155
1933	1041	1002	1012	974	1053	960	1107	745	953	1354	1560	1047
1934	1056	1013	1218	1087	1021	1221	1126	738	902	1398	1517	1143
1935	1052	1042	1023	898	1001	1158	1132	729	932	1392	1519	1066
1936	1081	1048	1188	935	979	1137	1116	719	934	1337	1503	1109
1937	1360	1145	1140	945	1008	1206	1193	827	911	1416	1551	1136
1938	1393	1023	1226	1022	984	1308	1195	833	921	1406	1574	1174
1939—January	1340	1001	1177	1005	975	1307	1171	748	918	1382	1547	1145
April	1338	1034	1140	1003	967	1251	1168	736	911	1393	1532	1126
July	1323	1056	1128	1019	969	1249	1181	735	907	1390	1530	1123
October	1446	1247	1157	1021	1001	1312	1271	747	923	1469	1633	1172
1940—January	1661	1642	1174	1012	1034	1278	1396	814	992	1623	1761	1230
February	1695	1602	1176	1014	1038	1268	1434	836	996	1653	1805	1238
March	1732	1563	1174	1022	1035	1300	1459	839	1007	1674	1855	1248
April	1750	1499	1189	1024	1036	1309	1495	849	1008	1688	1881	1258
May	1775	1520	1190	1023	1037	1292	1512	876	1009	1737	1914	1266
June	1805	1453	1176	1022	1037	1292	1526	888	1009	1755	1959	1266
July	1828	1322	1173	1063	1040	1296	1547	904	1011	1758	1964	1269
August	1850	1272	1182	1063	1037	1308	1553	912	1005	1767	1984	1273
September	1856	1243	1209	1060	1042	1312	1558	915	1036	1770	2011	1287
October	1868	1240	1268	1059	1051	1336	1560	916	1035	1780	2024	1312

TABLE XV.—INDEX NUMBERS OF HOUSEHOLD EXPENDITURES IN AUSTRALIA (30 TOWNS)

COMMONWEALTH STATISTICIAN

Base: Weighted average of 6 capital cities, 1923-1927=1000

—	Food and Groceries	Housing (4 and 5 rooms)	Food, Groceries and Housing Combined	Clothing	Miscellaneous	Total Household Expenditure
1921	954	823	807	1290	1009	1013
1926	1027	992	1015	993	990	1006
1927	1004	998	1002	982	1000	997
1928	989	1032	1004	1002	1001	1003
1929	1047	1037	1044	999	998	1026
1930—1st quarter	985	1052	1009	982	996	1001
1931—1st "	864	928	887	886	973	901
1932—1st "	823	811	819	826	955	844
1933—1st "	741	790	757	799	944	799
1934—1st "	770	790	777	797	940	809
1935—1st "	798	818	805	785	945	824
3rd "	819	832	824	793	939	836
1936—1st "	812	852	826	795	936	838
3rd "	835	873	848	794	958	841
1937—1st "	849	885	861	798	955	862
3rd "	857	902	872	814	962	874
1938—1st "	865	914	882	826	963	882
2nd "	883	922	896	831	961	891
3rd "	907	929	914	831	961	902
4th "	904	936	914	832	961	902
1939—1st "	939	941	938	832	960	916
2nd "	929	946	934	836	960	915
3rd "	.....	.....	932	.....	.....	914
4th "	.....	.....	936	.....	.....	923
1940—1st "	.....	.....	931	.....	.....	927
2nd "	.....	.....	948	.....	.....	951
3rd "	.....	.....	944	.....	.....	956

TABLE XVI.—INDEX NUMBERS OF WHOLESALE PRICES IN AUSTRALIA (MELBOURNE)

COMMONWEALTH STATISTICIAN

Base: 1911=1000

—	Metals and Coal	Wool, Cotton, Leather, etc.	Agricultural Produce, etc.	Dairy Produce	Groceries	Meat	Building Materials	Chemicals	All Groups
1914	1099	1032	1207	1137	1021	1507	1081	1253	1149
1915	1284	1017	2162	1530	1133	2435	1275	1528	1604
1916	1695	1423	1208	1485	1322	2515	1491	1760	1504
1917	2129	2008	1157	1423	1343	2403	1884	2171	1662
1918	2416	2360	1444	1454	1422	2385	2686	3225	1934
1919	2125	2363	1985	1651	1516	2348	2851	2898	2055
1920	2298	2624	2439	2209	1918	3279	3226	2825	2480
1921	2173	1362	1767	2000	1976	2158	2733	2303	1903
1922	1942	1681	1628	1648	1869	1787	2005	1965	1758
1923	1826	2148	1778	1837	1746	2579	2025	1933	1944
1924	1835	2418	1647	1655	1721	2223	1815	1806	1885
1925	1852	1967	1797	1636	1723	2212	1711	1790	1844
1926	1938	1582	2001	1784	1731	1931	1665	1816	1832
1927	1962	1650	1826	1823	1724	2111	1624	1866	1817
1928	1912	1781	1726	1751	1707	2015	1744	1923	1792
1929	1912	1556	1792	1853	1690	2246	1754	1942	1803
1930	1866	1127	1484	1627	1666	2025	1875	1982	1596
1931	1826	1039	1121	1399	1794	1508	2025	2166	1428
1932	1736	1000	1230	1303	1767	1348	2043	2127	1411
1933	1713	1118	1175	1195	1714	1487	2061	2106	1409
1934	1660	1261	1288	1274	1735	1540	2015	2018	1471
1935	1602	1217	1344	1325	1729	1508	1964	1996	1469
1936	1566	1331	1480	1351	1731	1684	1989	1997	1543
1937	1772	1406	1604	1451	1750	1678	2430	2006	1656
1938—January	1762	1097	1579	1515	1751	1663	2369	2049	1596
July	1744	1054	1945	1568	1746	2084	2180	2063	1726
1939—January	1759	1055	2003	1561	1746	1576	2137	2063	1690
July	1748	1015	1763	1552	1748	1576	2107	2083	1613
1940—January	1821	1417	1478	1541	1793	1709	2442	2094	1649
February	1827	1389	1454	1568	1792	1794	2604	2094	1658
March	1836	1389	1486	1575	1786	1868	2711	2165	1681
April	1866	1375	1537	1616	1783	1898	2711	2165	1704
May	1839	1377	1510	1640	1776	2008	2711	2275	1706
June	1857	1360	1508	1628	1773	1916	2859	2275	1702
July	1857	1381	1513	1559	1740	1903	2950	2350	1699
August	1857	1375	1555	1546	1736	2027	3138	2350	1731
September	1857	1392	1657	1536	1770	1997	3138	2350	1764

TABLE XVII.—INDEX NUMBERS OF COST OF LIVING, NEW ZEALAND

CENSUS AND STATISTICS OFFICE

Base: 1926–1930=1000

—	Food	Rent	Fuel and Light	Clothing, Drapery, and Footwear	Miscellaneous	Total
1914—July	703	535	585	686	601	628
1915—12 Months	803	538	593	746	646	676
1916	857	541	637	871	712	724
1917	920	553	728	1031	794	786
1918	985	566	782	1216	898	850
1919	1027	581	852	1476	975	912
1920	1165	613	1013	1653	1131	1019
1921	1134	680	1131	1509	1153	1034
1922	958	724	1045	1274	1103	952
1923	965	792	998	1173	1055	959
1924	1005	859	985	1139	1033	984
1925	1030	912	993	1111	1015	1004
1926	1026	962	1002	1060	1013	1010
1927	983	1000	1005	1017	1033	1001
1928	1004	1014	1011	995	1002	1006
1929	1013	1019	992	980	986	1004
1930	974	1007	991	947	986	981
1931	845	953	987	869	986	906
1932	775	844	958	814	973	838
1933	732	766	890	816	976	795
1934	774	758	841	832	973	808
1935	835	774	865	828	980	837
1936	870	804	887	837	993	864
1937	956	828	924	915	1050	923
1938	991	858	964	936	1054	951
1939—February	1018	874	990	940	1067	969
May	1039	884	990	956	1074	983
August	1060	893	991	967	1081	995
November	1126	893	991	976	1124	1024
1940—January	1073	.....	993	.....	.....	1008
February	1064	903	994	1003	1139	1013
March	1060	.....	998	.....	.....	1012
April	1073	.....	1004	.....	.....	1017
May	1078	913	1005	1031	1162	1029
June	1071	.....	1006	.....	.....	1026
July	1074	.....	1007	.....	.....	1027
August	1070	922	1008	1097	1185	1042
September	1095	.....	1010	.....	.....	1050
October	1087	.....	1010	.....	.....	1048
November	1087	.....	1010	1119	1196	1052

TABLE XVIII.—INDEX NUMBERS OF WHOLESALE PRICES IN NEW ZEALAND

CENSUS AND STATISTICS OFFICE

Base: Average annual aggregate expenditure, four chief centres, 1926–1930=1000

—	Foodstuffs, etc., of vegetable origin	Textile Manufactures	Wood and Wood Products	Animal Products	Metals and their Products	Non-metallic Minerals and their Products	Chemicals and Manures	All Groups Combined
1914	634	535	582	843	919	821	954	748
1928	1009	998	977	1023	971	974	981	994
1929	991	969	989	1024	963	998	968	988
1930	965	915	1003	957	973	990	957	963
1931	938	837	952	769	975	977	888	902
1932	961	791	907	672	964	1002	828	878
1933	954	787	924	696	1062	1031	836	904
1934	956	781	935	736	1063	1009	846	909
1935	1018	780	954	807	1056	1028	840	937
1936	979	769	997	869	1069	1050	826	946
1937	1036	810	1082	924	1249	1106	833	1021
1938	1011	806	1150	973	1296	1094	840	1036
1939—January	1043	802	1176	1000	1278	1104	856	1047
July	1130	817	1183	997	1269	1101	861	1065
October	1218	818	1188	454	1283	1182	865	1090
November	1282	828	1190	965	1289	1202	876	1111
December	1228	828	1191	1015	1305	1220	866	1115
1940—January	1163	863	1193	1053	1331	1218	866	1120
February	1144	880	1195	1086	1362	1231	895	1135
March	1150	907	1195	1073	1420	1256	900	1155
April	1159	912	1196	1106	1481	1266	901	1175
May	1163	921	1212	1119	1510	1255	906	1185
June	1162	922	1210	1105	1543	1265	917	1190
July	1172	945	1221	1097	1590	1265	931	1205
August	1200	977	1242	1062	1668	1267	937	1225
September	1195	1017	1249	1067	1685	1276	940	1236
October	1208	1093	1249	1053	1698	1289	940	1253
November	1217	1099	1257	1059	1710	1279	940	1258

TABLE XIX.—COST OF LIVING INDEX NUMBERS IN INDIA (BOMBAY)

Base: July 1933 to June 1934 = 100

—	Food	Fuel and Lighting	Clothing	House rent	Miscel-laneous	Cost of Living
1935—January	101	106	90	100	93	99
April	99	103	90	100	96	98
July	105	105	86	100	98	101
October	104	103	86	100	97	101
1936—January	108	102	85	100	98	103
April	105	96	85	100	96	100
July	107	98	84	100	96	101
October	107	101	83	100	96	102
1937—January	110	101	83	100	98	104
April	112	110	83	100	97	105
July	115	110	84	100	98	107
October	118	106	86	100	97	108
1938—January	116	107	86	100	97	107
April	112	106	86	100	96	105
July	115	106	85	100	96	106
October	114	105	85	100	94	105
1939—January	112	105	85	100	96	105
April	110	98	85	100	94	103
July	114	100	85	100	96	105
October	119	98	88	100	98	108
November	119	100	89	100	98	109
December	126	100	91	100	99	113
1940—January	128	100	92	100	99	114
February	124	101	94	100	98	112
March	121	101	94	100	97	110
April	121	101	91	100	98	110
May	122	101	91	100	99	111
June	124	101	90	100	96	111
July	127	103	90	100	96	113
August	129	103	90	100	96	114

TABLE XX.—INDEX NUMBERS OF WHOLESALE PRICES IN INDIA (BOMBAY)

Labour Office, Bombay
Base: July, 1914 = 100

—	Cereals	Pulses	Sugar	Other Food	Total Food	Oil Seeds	Raw Cotton	Cotton Manufactures	Other Textiles	Hides and Skins	Metals	Other Raw and Manufactured Articles	Total Non-Food	General Average
1920—July	151	145	452	181	216	171	144	318	174	164	288	194	220	221
1921—July	186	152	234	185	191	170	137	270	184	156	244	198	206	200
1922—July	170	134	220	228	188	151	196	255	192	142	177	189	192	190
1923—July	127	90	215	317	178	132	217	211	196	139	182	169	178	178
1924—July	143	98	211	260	174	150	265	232	187	150	166	166	189	184
1925—July	141	102	159	184	148	140	182	208	144	139	153	155	163	158
1926—July	146	128	144	148	143	140	144	180	130	147	150	148	152	149
1927—July	139	129	130	162	141	143	154	163	142	139	136	159	149	147
1928—July	130	124	129	196	143	131	169	172	123	146	137	140	149	147
1929—July	152	141	140	171	153	147	126	168	103	157	135	133	142	145
1930—July	117	115	125	144	124	102	75	154	95	143	126	131	123	124
1931—July	71	78	106	136	91	84	74	143	84	146	112	142	117	108
1932—July	85	90	116	162	106	73	75	109	95	132	108	132	105	106
1933—July	86	75	109	146	100	69	90	110	77	99	108	118	99	100
1934—July	78	72	102	141	94	64	86	100	73	99	109	117	96	95
1935—July	85	77	106	148	100	98	96	97	76	99	105	116	99	99
1936—July	81	72	106	121	92	100	98	95	73	99	107	110	100	97
1937—July	95	87	111	141	106	100	90	96	82	99	139	120	107	105
1938—July	80	76	127	149	101	95	65	95	79	99	133	124	100	100
1939—July	81	86	130	147	103	94	67	88	79	99	134	120	99	100
October	95	108	158	164	121	98	76	92	83	99	227	130	122	121
November	117	121	171	183	139	108	86	97	83	99	247	129	129	133
December	111	111	159	177	132	109	102	117	83	99	257	128	137	135
1940—January	105	105	143	167	124	107	108	114	83	99	221	128	130	128
February	107	103	137	156	121	101	100	111	83	99	208	131	126	124
March	100	98	130	150	115	104	98	105	83	99	188	132	121	119
April	102	100	134	146	116	107	98	104	83	99	198	134	124	121
May	94	94	136	147	111	103	88	104	83	99	200	134	121	118
June	98	93	136	143	112	98	70	100	83	99	191	134	115	114
July	103	91	134	144	115	100	72	98	83	99	192	135	116	115
August	96	91	136	137	110	97	75	94	83	99	180	135	113	112

TABLE XXI.—INDEX NUMBERS OF COST OF LIVING IN THE UNITED STATES

BUREAU OF LABOUR STATISTICS

Cost of Goods Purchased by Wage Earners and Lower Salaried Workers in Large Cities
[1935-39=100]

Period	Food	Clothing	Rent	Fuel, electricity, and ice	House-furnishings	Miscellaneous	Total
1913—Average	79·9	69·3	92·2	61·9	59·1	50·9	70·7
1914—December	83·9	70·0	92·2	62·5	61·5	52·4	72·6
1915—December	83·9	72·6	93·6	62·5	65·4	54·6	74·0
1916—December	100·6	83·2	94·3	67·1	75·5	57·6	82·4
1917—December	125·4	103·3	92·3	76·8	89·0	71·5	97·8
1918—December	149·6	147·9	97·1	90·4	121·2	83·1	118·0
1919—June	148·5	160·1	101·0	89·3	128·8	85·5	121·0
December	160·0	198·4	109·6	94·8	152·3	94·3	135·3
1920—June	185·0	209·7	119·1	104·8	169·7	100·7	149·4
December	146·4	187·8	131·4	119·0	164·4	104·7	138·3
1921—May	121·2	161·5	139·2	112·9	141·6	104·7	126·6
September	129·2	139·5	140·0	112·7	127·8	104·0	125·3
December	126·1	133·4	142·3	113·8	124·4	103·5	123·6
1922—March	118·3	127·3	142·0	110·5	117·7	101·8	119·3
June	121·0	124·9	142·5	110·0	115·5	100·9	119·5
September	118·1	123·5	142·8	115·8	115·7	100·7	118·7
December	122·4	123·6	143·8	117·3	119·3	100·4	120·4
1923—March	119·7	125·4	144·5	116·5	124·7	100·5	120·2
June	123·7	125·7	146·0	113·2	127·4	100·5	121·6
September	126·6	126·7	147·4	114·5	127·5	101·1	123·1
December	126·0	126·7	149·6	116·0	127·4	101·5	123·5
1924—March	121·3	126·3	150·4	114·7	126·5	101·2	122·0
June	121·5	125·1	152·0	112·0	123·1	101·3	121·8
September	123·1	123·8	152·2	113·5	122·1	101·3	122·2
December	125·9	123·0	152·6	114·2	122·7	101·7	123·2
1925—June	131·9	122·6	152·2	112·4	121·3	102·3	124·9
December	140·6	121·8	152·0	121·3	121·1	102·6	128·2
1926—June	137·8	120·7	150·6	114·7	118·6	102·5	126·4
December	136·8	119·6	150·0	118·6	117·3	102·8	126·1
1927—June	137·5	118·5	148·4	114·1	115·7	103·1	125·7
December	132·5	116·9	146·9	115·4	115·2	103·6	123·8
1928—June	129·7	116·7	144·8	112·0	112·8	103·6	122·1
December	130·6	116·0	143·3	114·3	112·1	104·3	122·4
1929—June	131·3	115·4	141·4	111·1	111·7	104·5	122·1
December	133·8	114·7	139·9	113·6	111·3	104·9	122·8
1930—June	128·1	113·8	138·0	109·9	109·9	105·2	120·3
December	116·5	109·4	135·1	112·4	105·4	104·9	115·3
1931—June	102·1	103·5	130·9	107·3	98·1	104·3	108·2
December	96·5	96·3	125·8	109·1	92·6	103·3	104·2
1932—June	85·7	91·1	117·8	101·6	84·8	101·8	97·4
December	82·0	86·2	109·0	102·5	81·3	100·2	93·5
1933—June	82·2	84·8	100·1	97·2	81·5	97·8	90·8
December	88·1	94·4	95·8	102·9	91·1	98·1	93·9
1934—June	93·0	96·6	94·0	100·3	92·9	97·9	95·3
November 15	95·4	96·5	93·9	101·8	93·6	97·8	96·2
1935—March 15	99·7	96·8	93·8	102·1	94·2	98·1	97·8
July 15	99·4	96·7	94·1	99·0	94·5	98·2	97·6
October 15	100·0	96·9	94·6	100·5	95·7	97·9	98·0
1936—January 15	101·5	97·3	95·1	100·8	95·8	98·2	98·8
April 15	98·4	97·4	95·5	100·8	95·7	98·4	97·8
July 15	102·6	97·2	96·5	99·1	95·9	98·7	99·4
September 15	104·8	97·5	97·1	99·9	96·6	99·0	100·4
December 15	101·6	99·0	98·1	100·5	97·9	99·1	99·8
1937—March 15	105·0	100·9	98·9	100·8	102·6	100·2	101·8
June 15	106·0	102·5	101·0	99·2	104·3	100·9	102·8
September 15	107·9	105·1	102·1	100·0	106·7	101·7	104·3
December 15	102·7	104·8	103·7	100·7	107·0	102·0	103·0
1938—March 15	97·5	102·9	103·9	101·2	104·7	101·6	100·9
June 15	98·2	102·2	104·2	98·6	103·1	101·8	100·9
September 15	98·1	101·4	104·2	99·3	101·9	101·6	100·7
December 15	97·2	100·9	104·3	100·0	101·7	101·0	100·2
1939—March 15	94·6	100·4	104·3	100·1	100·9	100·5	99·1
June 15	93·6	100·3	104·3	97·5	100·6	100·4	98·6
September 15	98·4	100·3	104·4	98·6	101·1	101·1	100·6
December 15	94·9	101·3	104·4	99·9	102·7	100·9	99·6
1940—March 15	95·6	102·0	104·5	100·6	100·5	100·8	99·8
June 15	98·3	101·7	104·6	98·6	100·1	100·6	100·5
September 15	97·2	101·6	104·7	99·3	100·3	101·4	100·4
October 15	96·2	101·6	104·7	99·9	100·4	101·6	100·2
November 15	95·9	101·6	104·7	100·3	100·6	101·7	100·1
December 15	97·2	101·6	104·9	100·7	100·4	101·8	100·7

TABLE XXII.—INDEX NUMBERS OF WHOLESALE PRICES IN THE UNITED STATES

BUREAU OF LABOUR STATISTICS

Base: 1926=100

—	Farm products	Foods	Hides and leather products	Textile products	Fuel and lighting	Metals and metal products	Building materials	Chemicals and drugs	House furnishing goods	Miscellaneous	All commodities
1913	71·5	64·2	68·1	57·3	61·3	90·8	56·7	80·2	56·3	93·1	69·8
1914	71·2	64·7	70·9	54·6	56·6	80·2	52·7	81·4	56·8	89·9	68·1
1915	71·5	65·4	75·5	54·1	51·8	86·3	53·5	112·0	56·0	86·9	69·5
1916	84·4	75·7	93·4	70·4	74·3	116·5	67·6	160·7	61·4	100·6	85·5
1917	129·0	104·5	123·8	98·7	105·4	150·6	88·2	165·0	74·2	122·1	117·5
1918	148·0	119·1	125·7	137·2	109·2	136·5	98·6	182·3	93·3	134·4	131·3
1919	157·6	129·5	174·1	135·3	104·3	130·9	115·6	157·0	105·9	139·1	138·6
1920	150·7	137·4	171·3	164·8	163·7	149·4	150·1	164·7	141·8	167·5	154·4
1921	88·4	90·6	109·2	94·5	96·8	117·5	97·4	115·0	113·0	109·2	97·6
1922	93·8	87·6	104·6	100·2	107·3	102·9	97·3	100·3	103·5	92·8	96·7
1923	98·6	92·7	104·2	111·3	97·3	109·3	108·7	101·1	108·9	99·7	100·6
1924	100·0	91·0	101·5	106·7	92·0	106·3	102·3	98·9	104·9	93·6	98·1
1925	109·8	100·2	105·3	108·3	96·5	103·2	101·7	101·8	103·1	109·0	103·5
1926	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1926—January	107·4	102·6	103·3	106·3	98·7	99·9	102·3	101·6	101·4	116·8	103·6
July	98·6	98·8	99·0	98·5	99·5	100·7	99·4	100·4	99·9	97·5	99·5
1927—January	96·5	96·9	101·0	94·3	97·7	98·8	97·5	97·6	97·9	90·3	96·6
July	97·6	93·9	111·7	94·3	84·2	97·7	93·7	95·3	98·0	89·3	94·1
1928—January	106·1	98·5	121·0	96·7	80·8	98·1	90·8	96·3	98·6	89·0	96·3
July	107·1	102·3	124·2	96·8	82·8	98·6	94·4	94·5	96·9	80·8	98·3
1929—January	105·9	98·8	113·6	96·4	82·5	103·6	96·6	95·9	96·6	80·5	97·2
July	107·6	102·8	109·2	92·8	82·0	105·0	96·7	93·4	97·2	81·3	98·0
1930—January	101·0	97·2	105·1	89·4	79·9	101·2	96·2	93·0	97·3	78·7	93·4
July	83·1	86·3	100·7	80·0	75·4	94·3	88·9	87·8	96·2	71·7	84·0
1931—January	73·1	80·7	88·7	71·3	73·3	86·9	83·8	84·5	88·3	72·2	78·2
July	64·9	74·0	89·4	66·5	62·9	84·3	78·1	78·9	85·7	69·7	72·0
1932—January	52·8	64·7	79·3	59·6	67·9	81·8	74·8	75·7	77·7	65·6	67·3
July	47·9	60·9	68·6	51·5	72·3	79·2	69·7	73·0	74·0	64·3	64·5
1933—January	42·6	55·8	68·9	51·9	66·0	78·2	70·1	71·6	72·9	61·2	61·0
July	60·1	65·5	86·3	68·0	65·3	80·6	79·5	73·2	74·8	64·0	68·9
1934—January	58·7	64·3	89·5	76·5	73·1	85·5	86·3	74·4	80·8	67·5	72·2
July	64·5	70·6	86·3	71·5	73·9	86·8	87·0	75·4	81·6	69·9	74·8
1935—January	77·6	79·9	86·2	70·3	72·9	85·8	84·9	79·3	81·2	70·7	78·8
July	77·1	82·1	89·3	70·2	74·7	86·4	85·2	78·7	80·4	67·7	79·4
1936—January	78·2	83·5	97·1	71·7	75·1	86·7	85·7	80·5	81·4	67·8	80·6
July	81·3	81·4	93·4	70·5	76·2	86·9	86·7	79·4	81·2	71·0	80·5
1937—January	91·3	87·1	101·7	77·5	76·6	90·9	91·3	87·7	86·5	76·2	85·9
April	92·2	85·5	106·3	79·5	76·8	96·5	96·7	86·9	89·0	81·1	88·0
July	89·3	86·2	106·7	78·3	78·1	96·1	96·7	83·9	89·7	79·0	87·9
October	80·4	85·5	106·7	73·5	78·5	96·4	95·4	81·2	91·0	76·2	85·4
1938—January	71·6	76·3	96·7	69·7	78·3	96·6	91·8	79·6	88·3	75·2	80·9
April	68·4	72·3	92·1	67·2	76·8	96·3	91·2	77·5	87·3	73·4	78·7
July	69·4	74·3	91·5	66·1	76·8	95·2	89·2	77·7	86·4	72·9	78·8
October	66·8	73·5	93·4	66·2	75·4	95·3	89·8	77·1	85·7	72·6	77·6
1939—January	67·2	71·5	93·1	65·9	72·8	94·4	89·5	76·7	85·4	73·2	76·9
February	67·2	71·5	91·9	66·1	73·0	94·3	89·6	76·3	85·2	73·5	76·9
March	65·8	70·2	91·8	66·6	73·1	94·3	89·8	76·5	85·2	74·1	76·7
April	63·7	68·6	90·9	66·9	73·9	94·0	89·6	76·0	85·4	74·4	76·2
May	63·7	68·2	91·6	67·5	73·4	93·5	89·5	75·9	85·5	74·2	76·2
June	62·4	67·6	92·3	67·3	73·0	93·2	89·5	75·7	85·6	73·8	75·6
July	62·6	67·5	92·5	67·6	72·8	93·2	89·7	75·0	85·6	73·4	75·4
August	61·0	67·2	92·7	67·8	72·6	94·2	89·6	74·6	85·6	73·3	75·0
September	68·7	75·1	98·5	71·7	72·8	92·8	90·9	77·3	86·6	76·6	79·1
October	67·1	73·3	104·6	75·5	73·9	95·8	92·8	78·1	87·8	77·6	79·4
November	67·3	72·3	104·0	76·4	74·1	96·0	93·0	78·0	88·4	77·0	79·2
December	67·6	71·9	103·7	78·0	72·8	96·0	93·0	78·1	88·5	77·4	79·2
1940—January	69·1	71·7	103·6	77·9	72·7	95·8	93·4	78·1	87·9	77·7	79·4
February	68·7	71·1	102·4	75·4	72·4	95·3	93·2	78·1	88·2	77·3	78·7
March	67·9	70·2	101·8	74·0	72·2	95·5	93·3	77·0	88·0	76·9	78·4
April	69·4	71·6	101·8	72·9	71·8	94·5	92·5	76·8	88·4	77·7	78·6
May	67·9	71·4	101·3	72·9	71·7	94·5	92·5	76·7	88·5	77·7	78·4
June	66·2	70·3	99·2	72·6	71·4	94·7	92·4	76·1	88·5	77·3	77·5
July	66·5	70·3	99·0	72·4	71·1	95·1	92·7	77·0	88·5	77·7	77·7
August	65·6	70·1	96·9	72·3	71·1	94·9	93·5	76·7	88·5	76·7	77·4
September	66·2	71·5	98·3	72·5	71·0	95·4	95·6	76·8	88·5	76·5	78·0
October	66·4	71·1	100·4	73·6	71·6	97·3	97·8	76·9	88·6	76·9	78·7
November	68·2	72·5	102·3	74·5	71·9	97·6	98·9	77·5	88·6	77·5	79·6
December	69·7	73·5	102·3	74·8	71·7	97·6	99·3	77·7	88·9	77·3	80·0

DEPARTMENT OF LABOUR, CANADA

WAGES AND HOURS OF LABOUR IN CANADA

1929, 1939 and 1940

▼

REPORT No. 24

Issued as a Supplement to THE LABOUR GAZETTE, APRIL, 1941

▼

Minister—HON. NORMAN A. McLARTY
Deputy Minister—BRYCE M. STEWART
Associate Deputy Minister—A. MacNAMARA

Ottawa
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THE LABOUR GAZETTE

Since its inception the LABOUR GAZETTE has maintained a continuous record of industrial, social and economic conditions in Canada as reflected in legislation, employment and unemployment, price trends, labour disputes, industrial relations programs, conventions and recommendations of labour bodies, etc.

One of the particular functions of the department is the promotion of industrial harmony, and prominence is therefore given in the LABOUR GAZETTE to proceedings under the Industrial Disputes Investigation Act and the Conciliation and Labour Act.

Complete information is also given with respect to proceedings under other measures administered by the department, including the Employment Offices Co-ordination Act, the Combines Investigation Act, the Technical Education Act, the Government Annuities Act, the Relief Acts, the Fair Wages and Eight Hour Day Act, the Youth Training Act, etc.

Included in the statistical information published is a monthly analysis of prices, wholesale and retail, in Canada, indicating trends in the cost of living, the prices of staple articles, and index numbers of price movements over a series of years.

Since the outbreak of the war in September, 1939, a monthly record has been maintained in the LABOUR GAZETTE of the activities of the Wartime Prices and Trade Board, and also of the effect of the war on labour standards and social legislation. Within the past few months there have also been included operations under the National Labour Supply Council and the War Emergency Training Program.

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TABLE OF CONTENTS

	Page
Introductory Note	3
General Summary	5
Tables of Index Numbers	6
I. Tables of Wages and Hours in Certain Cities—	
(*a*) Building trades	14
(*b*) Metal trades	28
(*c*) Printing trades	32
(*d*) Electric railways	36
II. Civic Employees—	
(*a*) Policemen	43
(*b*) Firemen	43
(*c*) Labourers	44
Transportation and Grain Elevators—†	
(*a*) Steam railways	45
(*b*) Steamships	46
(*c*) Trucking and Cartage—Local	51
(*d*) Stevedoring	52
(*e*) Grain elevators	52
IV. Electric Current Production and Transmission	53
V. Telephone Employees	57
VI. Laundries	59
VII. Lumbering—	
(*a*) Logging	61
(*b*) Sawmilling	67
VIII. Mining—	
(*a*) Coal	69
(*b*) Metal	71
IX. Common Labour in Factories	78
X. Wages and Hours in Manufacturing—	
Cotton yarn and cloth	81
Woollen yarn and cloth	84
Knitted goods, including hosiery	86
Silk yarn and fabrics	91
Shirts	92
Ready-made clothing	93
Flour	97
Bread and cake	98
Biscuits	101
Candy	102
Meat products	103
X. Wages and Hours in Manufacturing—*Conc.*	
Brewery products	106
Pulp and paper	108
Paper boxes	114
Sash, doors, etc	115
Furniture	117
Carriages, wagons, truck bodies, etc	119
Crude, rolled and forged products	119
Foundry and machine shop products	121
Machinery, engines, boilers, tanks, etc	125
Automobiles	128
Automobile parts	128
Agricultural implements	129
Stoves, furnaces, etc	130
Shipbuilding	131
Electrical apparatus, etc	133
Electric batteries	134
Radio sets and parts	135
Sheet metal products	135
Leather (tanning)	136
Boots and shoes	137
Harness, leather belting, etc	140
Fur goods	140
Rubber products	141
Cigars	143
Tobacco and cigarettes	143
XI. Lithographing, Photo-engraving, Stereotyping and Electrotyping	144
Appendix A. Wages in Agriculture, 1920, 1926, 1929-1939	146
Appendix B. Numbers and Earnings of Steam Railway Employees in Canada, 1939	148
Appendix C. Numbers and Earnings of Coal Miners in Canada, 1921-1939	149
Appendix D. Wages and Hours of Labour in Federal Government Contracts and under Provincial Legislation	150
Federal Government contracts	150
Minimum wages	151
Wages and Hours under Quebec Collective Agreement Act and Industrial Standards Acts	183
Maximum hours	207

† For electric street railways, by cities, see Table I (*d*).

Introductory Note

The present is the twenty-fourth report in the series on wages and hours of labour in Canada. The first report in this series was issued as a supplement to the LABOUR GAZETTE for March, 1921, and contained figures as to wages and hours of labour for certain trades in various cities in Canada from 1901 to 1920, with index numbers by groups based on wages in 1913 as 100. It also contained samples of wage rates for common labour in factories, miscellaneous factory trades in a small number of industries, and wages in lumbering from 1911 to 1920, with index numbers. Subsequent reports were also supplements to the LABOUR GAZETTE early each year, except No. 4 on Wages and Hours of Labour in Canada, 1921 and 1922, and No. 5 on Hours of Labour in Canada and Other Countries, issued separately. These reports brought the figures down to date with extensions from time to time to include additional industries and classes of labour. In most cases these additions contained data back to 1920. Wages and hours on steamships on the Atlantic and Pacific coasts and on the Great Lakes and St. Lawrence river were first covered in Report No. 21, with data for 1929, 1936 and 1937.

Certain of these reports, however, contained special features. Report No. 5 (1923) dealt with Hours of Labour in Canada and Other Countries. Report No. 3 (February, 1922) included an appendix with statistics of wages and hours in coal mining in Canada from 1900 to 1921 with index numbers for the three principal districts. Report No. 7 (January, 1925) included an appendix with figures for agriculture from 1914 to 1923. Report No. 11 (January, 1928) contained an appendix on wages of employees of steam railways, considerably increasing the information for the years since 1917 with a more extensive record from 1901 to 1927 and also a new series of index numbers. Each report from No. 7 (January, 1925), to No. 14 (January, 1931), contained data not only for the previous year but back in 1920, except that figures for 1922, 1923 and 1924, the years of least change, were omitted from some of the tables owing to lack of space. Report No. 15, issued in January, 1932, contained data for the years 1926, 1930 and 1931, with figures for 1920 also in some cases. Report No. 16, issued in January, 1933, afforded figures for 1930, 1931 and 1932 with figures for 1920 and 1926 also in some tables. Subsequent reports in each case have included figures for the calendar year just ended for the preceding year, for 1929, and for other years in some cases.

In Report No. 15 (January, 1932) the number of cities for which data were given in Table I as to building trades and electric railways was increased to approximately forty, and in the case of printing trades to fifteen, and these cities have since been covered in subsequent reports. Previously this table covered only thirteen cities, except that data for building trades in Windsor, Ont., were included, beginning with the report for 1928. Sheet metal workers employed in building and construction have been included with building trades since 1927, while sheet metal workers in factories have been included in the table on manufacturing industries. The section of the table on metal trades previously given was omitted from Reports Nos. 15 and 16 for 1931 and 1932 but figures for these trades appeared in the tables of sample rates of wages and hours in the sections of Table X on foundries and machine shops and other metal manufacturing industries. This section of Table No. 1 was, however, included in Report No. 17 with figures for 1920, 1926 and 1930 to 1933 and has been continued in subsequent reports. As in previous reports figures on wages for the metal trades in mines and on railways appear in the tables in those industries.

Report No. 24 includes an additional table of index numbers on the basis of wages in 1935-1939=100. This was constructed from the groups in the table previously published with the inclusion of four new groups, namely, metal mining, steamships, laundries and telephone employees.

The appendix on wages and hours under provincial minimum wage legislation, included first in Report No. 12, issued in January, 1929, was enlarged in Report No. 18 (January, 1936), and in subsequent reports to include also data as to wage rates in certain collective labour agreements enforceable under legislation in several of the provinces. Report No. 20 (January, 1937), contained a section on hours of labour under provincial legislation. The present report contains a similar appendix with the information revised to date. Report No. 20 also included an appendix on average weekly earnings in merchandising and service establishments, containing a summary table compiled from a report issued by the Dominion Bureau of Statistics for 1935. Reports Nos. 21 and 22 contained similar data for 1936 and 1937. For subsequent years no data have been collected.

WAGES AND HOURS OF LABOUR IN CANADA

1929, 1939 and 1940

GENERAL SUMMARY

THE present bulletin contains data for the years 1929, 1939 and 1940, but the tables on building, printing, metal trades and electric street railways give figures for 1920, 1926, and 1929 to 1940, while the table on steam railways is for the years 1920 to 1940, inclusive. In the appendices information is given as to minimum wage rates under provincial legislation, wages and hours of labour under collective agreements and schedules of wages and hours made obligatory by orders in council in certain provinces, also as to the federal government fair wage policy and hours of work under provincial legislation. There are also tables giving wages in agriculture in 1939 and certain previous years, average earnings of steam railway employees in recent years with numbers employed in 1939, average earnings of coal miners with numbers employed and days worked from 1921 to 1939.

There are two tables of index numbers of rates of wages in this year's report: the first is a continuation of that which has appeared annually in these reports since 1921 with the base (1913=100); the second is the same table with a new base (1935-1939=100) and four new industrial groups—metal mining, steamships, laundries and telephone employees.

These tables of index numbers of rates of wages contain figures showing changes in a number of occupational groups, from 1901 to 1940, and for certain other groups from 1911, 1913 and 1920 to 1940. Index numbers for other industries have not been calculated as figures for early years have not been compiled and published.

Changes in Wages

The recovery in wages which first appeared in logging and sawmilling and in common factory labour in 1934 and extended to all groups in 1935 has continued since that time. In 1939, however, the general rise in wage levels was slight, one-half of one per cent, and in 1940 this upward trend was much more pronounced, over three per cent, reflecting the greater industrial activity resulting from war orders, and some increase in the cost of living. As the figures are obtained each year for the first of September or earlier, changes in wages after that month are not reflected in the report except in a few cases such as building trades and electric railways for which later figures are usually available from new agreements.

The index numbers show average increases of about 4½ per cent in manufacturing, 3½ per cent for common labour in factories, 3 per cent for electric railways, 2½ per cent for building trades and one per cent in coal mining. As for the new groups appearing in Table B increases occurred as follows: metal mining 0·7, steamships 5·0, laundries, 1·4 and telephone employees 1·0 per cent. In metal mining, many miners also receive bonuses based on the prices of metals, production, etc. The average increase for all groups (weighted according to the approximate number of employees) was 3·1 per cent.

In manufacturing, all industries included show wage increases in 1940 except cigar manufacturing. The largest increases were experienced in those industries where the demand for labour was increased under war conditions. The woollen industry had the largest average increase in wage rates—8½ per cent. An increase of 6½ per cent was reported by firms engaged in the production of electric batteries; in the ready-made clothing industry there was a 6 per cent increase, and in leather tanning one of 5½ per cent. In the manufacture of machinery and in foundry and machine shops there appeared increases of 4 to 5 per cent. Average increases of approximately 4½ per cent occurred in the electrical apparatus, pulp and paper, furniture and fur industries. There was a 4 per cent increase in industries making automobile parts, carriages, wagons, truck bodies, etc., stoves, furnaces, etc., sash, doors, etc. Shirt manufacturing showed a rise in wages of 3½ per cent, while the production of radio sets and parts, agricultural implements, and boots and shoes showed 3 per cent. In food and drink manufacturing (flour, bread and cake, biscuits, candy, and brewery products) wages averaged 2½ per cent higher. There was a 2 per cent increase in the automobile, tobacco and cigarette industries, and 1½ per cent in the manufacture of rubber goods. The only decrease (1·8 per cent) occurred in cigar manufacturing.

In the industries for which index numbers have not been calculated there were wage increases for longshoremen (ocean navigation) of 20 per cent at Sorel, 10 per cent at Halifax, Saint John, Quebec and Montreal, and 5 per cent at both Vancouver and Victoria. As for longshoremen doing work for inland and coastwise shipping, there was a 20 per cent increase in rates of wages at Sorel, 6½ per cent at Point Edward, and 9 per cent at Port McNicoll. Employees in grain elevators received an average increase of about 2 per cent as did those employed in electric current production and transmission. In local transportation there was an upward trend noted in the wages paid motor truck drivers in some of the larger cities in both Eastern and Western Canada. With regard to civic employees, wage increases were more numerous than in 1939, particularly in the western provinces.

TABLE A.—INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA 1901-1940

(Rates in 1913=100)

Year	Building Trades (a)	Metal Trades (b)	Printing Trades (c)	Electric Railways (d)	Steam Railways (e)	Coal Mining (f)	Average* Unweighted	Average* ** Weighted	Common Factory Labour	Miscellaneous Factory Trades (g)	Logging and Sawmilling (g)	** General average weighted
1901	60·3	68·6	60·0	64·0	68·8	82·8	67·4	66·5	.....	.....	.....	.....
1902	64·2	70·2	61·6	68·0	72·0	83·8	70·0	69·3	.....	.....	.....	.....
1903	67·4	73·3	62·6	71·1	75·1	85·3	72·5	72·3	.....	.....	.....	.....
1904	69·7	75·9	66·1	73·1	76·9	85·1	74·5	74·4	.....	.....	.....	.....
1905	73·0	78·6	68·5	73·5	74·5	86·3	75·7	75·5	.....	.....	.....	.....
1906	76·9	79·8	72·2	75·6	79·3	87·4	78·6	78·7	.....	.....	.....	.....
1907	80·2	82·4	78·4	81·4	81·0	93·6	82·8	81·7	.....	.....	.....	.....
1908	81·5	84·7	80·5	81·8	86·1	94·8	84·9	84·5	.....	.....	.....	.....
1909	83·1	86·2	93·4	81·1	86·3	95·1	85·9	85·5	.....	.....	.....	.....
1910	86·9	88·8	87·8	85·7	90·1	94·2	88·9	88·8	.....	.....	.....	.....
1911	90·2	91·0	91·6	88·1	95·7	97·5	93·4	92·6	94·9	95·4	96·3	94·1
1912	86·0	95·3	96·0	92·3	97·9	98·3	96·0	97·1	98·1	97·1	98·8	97·3
1913	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1914	100·8	100·5	102·4	101·0	101·4	101·9	101·3	101·1	101·0	103·2	94·7	101·3
1915	101·5	101·5	103·6	97·8	101·7	102·3	101·4	101·6	101·0	106·2	89·1	102·2
1916	102·4	106·9	105·8	102·2	105·9	111·7	105·8	105·4	110·4	115·1	109·5	109·5
1917	109·9	128·0	111·3	114·6	124·6†	130·8	119·9	122·4	129·2	128·0	130·2	125·6
1918	125·9	155·2	123·7	142·9	158·0	157·8	143·9	145·9	152·3	146·8	150·5	147·2
1919	148·2	180·1	145·9	163·2	183·9	170·5	165·3	169·5	180·2	180·2	169·8	173·4
1920	180·9	209·4	184·0	194·2	221·0	197·7	197·9	202·2	215·3	216·8	202·7	207·7
1921	170·5	186·8	193·3	192·1	195·9	208·3	191·2	186·8	190·6	202·0	152·6	189·9
1922	162·5	173·7	192·3	184·4	184·4	197·8	182·5	176·6	183·0	189·1	158·7	180·2
1923	166·4	174·0	188·9	186·2	186·4	197·8	183·3	178·3	181·7	196·1	170·4	184·2
1924	169·7	175·5	191·9	186·4	186·4	192·4	183·7	179·5	183·2	197·6	183·1	186·4
1925	170·4	175·4	192·8	187·8	186·4	167·6	180·1	178·4	186·3	195·5	178·7	185·1
1926	172·1	177·4	193·3	188·4	186·4	167·4	180·8	179·4	187·3	196·7	180·8	186·3
1927	179·3	178·1	195·0	189·9	198·4	167·9	184·8	185·6	187·7	199·4	182·8	190·4
1928	185·6	180·1	198·3	194·1	198·4	168·9	187·4	188·3	187·1	200·9	184·3	192·2
1929	197·5	184·6	202·3	198·6	204·3	168·9	192·7	195·0	187·8	202·1	185·6	196·0
1930	203·2	186·6	203·3	199·4	204·3	169·4	194·4	197·3	188·2	202·3	183·9	197·1
1931	195·7	182·9	205·1	198·6	199·2‡	169·4	191·8	188·7	183·4	197·3	163·0	189·1
1932	178·2	174·7	194·2	191·1	183·9	164·0	181·4	179·4	173·6	184·3	141·3	177·7
1933	158·0	169·2	184·3	182·7	179·7	161·9	172·6	170·2	168·1	175·7	121·7	168·3
1934	154·8	168·0	183·5	182·4	173·7	162·9	170·9	167·1	170·8	180·5	145·1	170·5
1935	159·8	169·7	184·5	183·7	183·9	165·8	174·6	172·4	174·9	184·7	152·3	175·4
1936	160·8	170·1	185·2	185·5	183·9	165·9	175·2	172·9	179·7	188·8	165·9	178·6
1937	165·3	187·4	187·8	190·5	196·1	166·8	182·3	182·9	195·5	203·7	188·1	191·7
1938	169·4	189·3	190·7	193·7	204·3	174·4	187·0	187·8	199·7	210·3	197·2	197·4
1939	170·7	189·8	191·5	194·9	204·3	174·5	187·6	188·4	201·4	211·8	194·3	198·3
1940	174·6	198·2	194·6	200·4	204·3	176·2	191·4	192·2	208·2	221·0	201·1	204·4

* Average of previous six columns.

** Weighted according to average numbers of workers in each group in 1921 and 1931.

† Including some increases effected near the end of the year.

‡ Including a ten per cent decrease for certain classes toward the end of the year.

(a) Seven trades from 1901 to 1920, eight from 1921 to 1926, nine for 1927 to 1940; 13 cities to 1927, 14 cities to 1930, thereafter 31 to 42 cities.

(b) Five trades from 1901 to 1926, four for 1927 to 1940.

(c) Two trades from 1901 to 1920, four for 1921 and 1922, six from 1923 to 1940.

(d) Two classes from 1901 to 1920, five classes 1921 to 1940.

(e) Twenty-three classes.

(f) Four classes 1901 to 1920, twelve classes 1921 to 1940.

(g) The number of samples (and industries) increased from time to time since 1920; machine operators, helpers, etc., also included.

For previous years it will be seen from the index numbers, Table A, that by 1920 wages had reached levels about 100 per cent higher than in 1913, in some groups the increase being over one hundred per cent while for building and printing trades the increases were appreciably less, being only about 80 per cent. After 1920 all groups showed some decreases, although printing trades and coal mining reached the peak in 1921 instead of 1920, declining somewhat thereafter. The decreases in coal mining in 1925 were comparatively steep and tended to reduce the average for the six groups averaged for the period back in 1901. From 1925 to 1930 the movement was upward in each group. In 1930 the index numbers for most of the groups were slightly higher but that for lumbering declined slightly.

TABLE B.—INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA
1901-1940
(Rates in 1935-39=100)

Year	Building Trades (a)	Metal Trades (b)	Printing Trades (c)	Electric Railways (d)	Steam Railways (e)	Coal Mining (f)	Common Factory Labour	Miscellaneous Factory Trades (g)	Logging and Sawmilling (g)	Metal Mining	Steamships	Laundries	Telephone Employees	General Average Weighted*
1901	31·5	37·8	32·0	33·7	35·4	48·8	.....	.....	.....	62·9	48·3	.....	.....	37·3
1902	38·9	38·7	32·8	35·8	37·0	49·4	.....	.....	.....	63·3	48·5	.....	.....	40·1
1903	40·8	40·4	33·3	37·5	38·6	50·3	.....	.....	.....	61·2	48·3	.....	.....	41·6
1904	42·2	41·9	35·2	38·5	39·5	50·2	.....	.....	.....	59·7	48·9	.....	.....	42·5
1905	44·2	43·4	36·5	38·7	38·3	50·9	.....	.....	.....	60·3	49·2	.....	.....	43·2
1906	46·5	44·0	38·4	40·0	40·8	51·6	.....	.....	.....	64·2	50·0	.....	.....	45·0
1907	48·5	45·4	41·7	42·9	41·6	55·2	.....	.....	.....	63·4	51·1	.....	.....	46·5
1908	49·3	46·7	42·8	43·1	44·3	55·9	.....	.....	.....	64·4	52·4	.....	.....	48·0
1909	50·3	47·5	44·4	42·8	44·4	56·1	.....	.....	.....	65·0	53·1	.....	.....	48·6
1910	52·6	49·0	46·7	45·2	46·3	55·6	.....	.....	.....	64·2	53·2	.....	.....	50·2
1911	54·6	50·2	48·8	46·4	49·2	57·5	49·9	47·7	53·6	64·9	54·0	.....	.....	50·6
1912	52·1	52·6	51·1	48·7	50·3	58·0	51·6	48·6	55·0	68·2	55·1	.....	.....	51·4
1913	60·5	55·2	53·2	52·7	51·4	59·0	52·6	50·0	55·7	67·1	57·2	47·8	.....	53·7
1914	61·0	55·4	54·5	53·2	52·4	60·1	53·1	51·6	52·7	67·2	58·1	50·0	.....	54·4
1915	61·4	56·0	55·1	51·6	52·3	60·4	53·1	53·1	49·6	68·1	59·4	48·3	.....	54·8
1916	62·0	59·0	56·3	53·9	54·4	65·9	58·0	57·6	61·0	75·2	60·4	51·6	.....	58·7
1917	66·5	70·6	59·2	60·4	64·0†	77·2	67·9	64·0	72·5	83·4	71·0	57·8	.....	66·7
1918	76·2	85·6	65·8	75·3	81·2	93·1	80·1	73·4	83·8	90·6	86·5	66·7	.....	78·6
1919	89·7	99·3	77·6	86·0	94·6	100·6	94·7	90·1	94·5	90·9	95·4	76·4	.....	92·3
1920	109·5	115·5	97·9	102·4	113·6	116·6	113·2	108·5	112·9	105·8	115·7	89·7	95·1	110·3
1921	103·2	103·0	102·9	101·3	100·7	122·9	100·2	101·1	85·0	97·9	105·6	99·0	94·6	100·8
1922	98·4	95·8	102·3	97·2	94·8	116·7	96·2	94·6	88·4	90·5	95·4	99·9	89·9	95·6
1923	100·7	96·0	100·5	98·2	95·8	116·7	95·5	98·1	94·9	94·5	100·7	101·3	91·3	97·8
1924	102·7	96·8	102·1	98·3	95·8	113·5	96·3	98·8	101·9	94·6	99·2	101·6	91·8	98·9
1925	103·1	96·7	102·6	99·0	95·8	98·9	97·9	97·8	99·5	95·9	99·4	100·7	91·9	98·3
1926	104·2	97·8	102·9	99·3	95·8	98·8	98·5	98·4	100·7	95·8	99·2	101·6	92·5	98·9
1927	108·5	98·2	103·8	100·1	102·0	99·1	98·7	99·7	101·8	95·9	100·4	102·5	94·2	101·0
1928	112·3	99·3	105·5	102·3	102·0	99·6	98·4	100·5	102·6	95·8	111·1	103·3	96·0	102·1
1929	119·6	101·8	107·7	104·7	105·0	99·6	98·7	101·1	103·3	96·4	105·7	103·5	97·1	104·1
1930	123·0	102·9	108·2	105·1	105·0	99·9	98·9	101·2	102·4	95·5	106·9	103·7	97·6	104·7
1931	118·5	100·9	109·2	104·7	102·4‡	99·9	96·4	98·7	90·8	95·2	102·3	103·2	97·9	101·6
1932	107·9	96·4	103·4	100·7	94·6	96·8	91·3	92·2	78·7	92·2	95·1	100·7	91·3	94·7
1933	95·6	93·3	98·1	96·3	92·4	95·5	88·4	87·9	67·8	91·1	89·3	98·6	90·6	89·7
1934	93·7	92·7	97·7	96·2	89·3	96·1	89·8	90·3	80·8	93·4	88·6	97·7	96·6	90·9
1935	96·7	93·6	98·2	96·8	94·6	97·8	92·0	92·2	84·8	95·2	89·2	98·2	95·9	93·3
1936	97·3	93·8	98·6	97·8	94·6	97·9	94·5	94·4	92·4	97·6	90·6	98·7	96·7	95·0
1937	100·1	103·4	99·9	100·4	100·8	98·4	102·8	101·9	104·7	101·9	101·2	100·0	101·6	101·8
1938	102·5	104·4	101·5	102·1	105·0	102·9	105·0	105·2	109·8	102·4	109·0	101·4	102·8	104·7
1939	103·3	104·7	101·9	102·7	105·0	102·9	105·9	106·0	108·2	102·8	110·0	101·7	103·1	105·1
1940	105·7	109·3	103·6	105·6	105·0	104·0	109·5	110·6	112·0	103·5	115·5	103·1	104·1	108·3

* Weighted according to average number of workers in each group in 1921 and 1931 except metal mining where years 1921, 1931 and 1938 were used.

† Including some increases effected near the end of the year.

‡ Including a 10 per cent decrease for certain classes toward the end of the year.

(a) Seven trades from 1901 to 1920, eight from 1921 to 1926, nine from 1927 to 1940; 13 cities to 1927, 14 cities to 1930, thereafter 31 to 42 cities.

(b) Five trades from 1901 to 1926, four from 1927 to 1940.

(c) Two trades from 1901 to 1920, four for 1921 and 1922, six from 1923 to 1940.

(d) Two classes from 1901 to 1920, five classes 1921 to 1940.

(e) Twenty-three classes.

(f) Four classes 1901 to 1920, twelve classes 1921 to 1940.

(g) The number of samples (and industries) increased from time to time since 1920; machine operators, helpers, etc., also included

In 1931 all groups were downward except printing trades and coal mining. In 1932 and 1933 all groups were down, the greatest decreases being in lumbering and building trades. In 1934 lumbering showed substantial increases, factory labour also advanced appreciably and coal mining slightly while the other groups were lower. In 1935 all groups were appreciably higher and the upward movement has continued since, though in 1939 the increases were slight in all groups except logging and sawmilling where decreases occurred.

In 1940 the upward movement of wage rates was greatly accelerated, reflecting the improvement in employment and the rise in the cost of living. There were increases in all groups except steam railways where rates were unchanged.

Building Trades

In the building trades up to 1919 there were smaller increases than in most of the other groups, but in 1920 there were considerable increases. In 1921 decreases of 10 cents per hour were general and in 1922 decreases of 5 cents per hour were numerous. In 1923, 1924 and 1925, while there were upward movements in the average, it was due to increases in particular trades and in certain cities, and not to a general upward movement for most of the trades and localities. From 1926 to 1930, the upward movement was somewhat more general. During 1931 there were numerous decreases, in some localities the reduction being general, while in others it was confined to certain trades. During 1932 and 1933 the decreases were general, averaging about 10 per cent, while in 1934 there were decreases in some trades in certain cities but no general downward tendency appeared. In some cases there were increases so that the average decrease was about 3 per cent. In 1935, increases occurred chiefly in Quebec and Ontario, some of them due to the agreements which established minimum wages under provincial legislation as outlined in Appendix D. In 1936 the upward movement continued with, however, decreases in certain trades in a few localities. In 1937 there were increases in several of the localities and in 1938 increases became fairly general. In 1939 there were increases in only a few cases, but in 1940 increases were widespread and in some cases substantial.

Metal Trades

In the metal trades the increase in wage rates from 1915 to 1918 was greater than in most of the other groups, there being a good demand for labour in the manufacture of munitions. During the industrial activity in 1919 and 1920 further increases were made, but in 1921 and 1922 considerable decreases occurred. In 1923 and 1924 some recovery was experienced, in 1925 there was practically no change, from 1926 to 1930 there were some slight changes upward, but during 1931 the changes were downward, while during 1932 and 1933 the decreases averaged 5 per cent and 3 per cent, respectively. In 1934 there were comparatively few decreases, with some increases, so that the average was down less than one per cent. In 1935 wages recovered, being slightly higher than in 1934, and this slight recovery continued in 1936 and became substantial in 1937. In 1938 and 1939, however, the advances were slight. In 1940, increases averaged 4½ per cent, labour conditions having improved greatly because of the growing production of munitions.

Printing Trades

In the printing trades up to 1920 increases were somewhat less than in most of the other industries, but in 1921 when many of the three or five-year agreements between employers and the unions expired, rates were advanced and hours were reduced in many cases. Increases appeared each year thereafter down to 1931. During 1932 decreases of 10 per cent were general in the western provinces and were made in some cities in the east. In 1933 the decreases were general, averaging 5 per cent. In 1934 while there were further decreases, there were some increases, the average being down less than one per cent. In each year from 1935 to 1940 there were a few increases.

Electric Street Railways

In electric railway service, rates had almost doubled by 1920, but declined slightly in 1921 and 1922, recovering somewhat in 1923 and very gradually each year thereafter until 1931 after which reductions occurred until 1934.

Since 1930, on many of these railways, with reduced traffic, operating costs were lowered to some extent by reducing hours per day, and therefore daily wages, instead of reducing hourly rates. In 1934 very few changes in wages were made so that the index number was practically unchanged. Some increases occurred in each year from 1935 to 1939. In 1940 the increases were numerous.

Steam Railways

In steam railway employment, wage increases were considerable in 1918, 1919 and 1920, but in 1921, decreases averaging about 12 per cent for all classes were made and in 1922 decreases

for shop crafts, maintenance of way employees and for freight handlers, clerks, etc., were made, averaging about 10 per cent. In 1926, at the end of the year, wages of conductors, trainmen, brakemen, baggagemen, and yardmen were advanced about 6 per cent, that is, by half the amount of the reduction in 1921, and during 1927 similar increases were made in rates for other classes. In 1929, increases were secured by shop and maintenance of way employees and by certain classes of train crews on some lines. In 1931, while practically all classes were to a great extent on short time, changes in rates were not made until the end of the year when a 10 per cent deduction from each employee's pay was made for train, engine and telegraph service employees from December first. In the early months of 1932 the same deduction was applied to other classes.

In 1933, earnings of employees in engine, train and telegraph services were subjected to a deduction of 20 per cent from May to October, inclusive, and 15 per cent thereafter. The deduction for most of the other classes was increased to 15 per cent in December.

Toward the end of 1934 amendments to the agreements between the railway companies and the employees provided that the general deduction of 15 per cent would be changed to one of 12 per cent on January 1, 1935, and to 10 per cent on May 1, 1935. Early in 1937 an amendment to each agreement provided that the deduction would be as follows: February 1, 9 per cent; April 1, 8 per cent; June 1, 7 per cent; August 1, 6 per cent; October 1, 5 per cent; December 1, 4 per cent; February 1, 1938, 2 per cent; April 1, 1938, none.

Coal Mining

In coal mining the index number reached its peak in 1921, increases having been made in the closing weeks of 1920. In 1922 decreases were made in Nova Scotia and Vancouver Island and in 1923 and 1924 slight decreases occurred in the latter. A substantial decrease occurred in Alberta and southeastern British Columbia in 1924. In 1925 decreases occurred in the three principal districts, being especially steep in Alberta and southeastern British Columbia. Slight increases, however, were provided for a number of classes in some of the mines in Alberta toward the end of the year. In 1926, reductions were effected in Nova Scotia but wages in the other fields were practically unchanged. Slight increases were made in some mines in Alberta in 1928. In Nova Scotia in February, 1930, rates for labourers were changed by increases of 5 cents to 15 cents per day and certain other datal classes were slightly increased. During 1931 rates of wages were steady but the industry suffered greatly from short time, that is, collieries were operated less than six days per week to a great extent. In 1932 in Nova Scotia rates were reduced 10 per cent in March, except that a minimum of $3.25 per day was provided for in the principal mines. In the other districts rates were reduced only in a few of the smaller mines. In 1933, wages in the Drumheller district in Alberta were reduced more than 10 per cent. In Nova Scotia, rates were unchanged in the principal mines but there were reductions of about 15 per cent in certain mines of medium size. In 1934 partial restorations of these reductions were made in some Nova Scotia mines, while decreases occurred in New Brunswick. In 1935, increases of about 5 per cent were made in Nova Scotia and in Alberta in the Drumheller and Edmonton districts. In 1937 datal rates in several of the principal mines in Nova Scotia were increased by nearly 10 per cent. In 1938 the rates were increased 5 to 10 per cent in the various districts in Alberta and in the Crow's Nest Pass district in British Columbia. In the principal mines on Vancouver Island in British Columbia average increases of 7 per cent were made. In 1939 there were practically no changes in rates except that in Saskatchewan the terms of settlement of a strike provided that the rates in a new agreement would be retroactive to December 11 with a minimum rate of 40 cents per hour for labourers. In Alberta in a small number of mines increases in wages were made similar to those in other mines in 1938. In 1940 there were slight increases in Nova Scotia, New Brunswick and Saskatchewan.

The index number for 1901 to 1934 does not include New Brunswick, Saskatchewan and the Princeton district in British Columbia. The inclusion of these figures for 1934, when weighted according to numbers of miners employed, made no change in the result.

Factory Labour

Factory labour had shown almost the greatest percentage increases up to 1920, both for common labour and for the various trades, but steep decreases appeared from 1921 to 1923 after which the trend was upward until 1931 when a considerable number of decreases occurred. In 1932 decreases in rates were numerous and steep in some cases. There was, however, a pronounced tendency to reduce hours per week or per day or both, frequently on a short time basis, with relatively small reductions in hourly rates. In some cases, where hours per day were reduced more than daily wages, the hourly rate became higher. In 1933, rates were again generally downward but less steeply. In 1934 there were numerous increases in nearly all of the manufacturing

industries but comparatively few decreases so that the index number rose by nearly 3 per cent. In 1935 the upward movement continued. In Ontario and Quebec this was due to some extent to agreements establishing minimum rates in various localities and industries under provincial legislation. In 1936 wages were increased in many establishments in all manufacturing industries and in 1937 and 1938 the upward movement continued. In 1939 there were comparatively slight increases in nearly all of the industries. In 1940 there appears an average increase of over 4 per cent for skilled and semi-skilled classes and 3½ per cent for unskilled labour.

Logging and Sawmilling

In logging and sawmilling steep increases in wages appeared up to 1920, followed by particularly steep decreases in 1921, after which substantial increases occurred in 1923 and 1924, with a decrease in 1925 and slight increases each year thereafter until 1930 when more decreases than increases appeared. During 1931 decreases were general, and again in 1932, wage reductions of 20 per cent were quite common. In 1933, wages were still downward but there was a pronounced upward trend toward the end of the year for the ensuing season. In 1934, substantial increases in wages were general both in logging and in sawmills so that the index number rose by about 20 per cent. Provincial regulations as to wages in logging in New Brunswick and Quebec came into force that year. In 1935 the increases averaged 5 per cent. In 1936 wages were again upward, the increases averaging nearly 9 per cent. In 1937 the average increase was over 13 per cent and in 1938 was 5 per cent. In 1939 there was an average decrease of over one per cent as the number of decreases in wages reported exceeded the number of increases except in British Columbia where increases were more numerous. In 1940, war orders greatly improved conditions in the industry and wage increases averaged 3½ per cent.

Nature and Scope of Report

The main object of these reports is to show the changes in wage rates and in hours of labour during the periods covered. The figures given in each report afford a continuous record for the years included, the data being from the same sources as far as possible. Whenever a new source of information becomes available, the figures for previous years are secured, if possible, and the record is revised accordingly.

Information is compiled from reports secured annually from representative employers and trade unions, and also from union agreements. The information is obtained in June for building trades, civic employees, steamships, trucking and cartage, longshoremen, logging and sawmilling, pulp and paper mills, and for iron and steel products, including automobiles, parts and accessories. For other trades and industries the information is secured chiefly in September. For the classes covered in June, later information is frequently received and used.

Figures are secured from practically all the large establishments in the various industries and from a representative number of the smaller establishments. These reports are supplemented by figures obtained by officers of the Department and by resident correspondents of the Labour Gazette in the principal industrial centres.

Wages in manufacturing are shown by samples numbered one, two, etc., each sample showing the predominant rate in a certain establishment; in some cases, for large establishments two or three samples are given; in other cases where the same rate is paid by a number of firms a sample may represent several such firms in order to avoid repetition. Additional samples of rates above or below the predominant rates have been included where an appreciable number of workers were receiving such rates; where it appears to be preferable a range of predominant rates is used. The locality in each case is not given as it would in many instances make possible the identification of the particular establishment. For common labour in factories sample rates are given by localities for the principal manufacturing centres only.

For the following industries wages are given in the form of samples as in the case of factory labour; steamships, grain elevators, electric current production and transmission, telephones, laundries, logging and sawmilling, and metal mining.

Figures for particular localities are given for building, metal, and printing trades, electric railways and civic employees in Tables I and II, and for trucking and cartage, and longshoremen in Table III, also for common labour in factories in Table IX.

The statistics as to building trades show the prevailing rates of wages and hours of labour for nine classes of labour for the years 1920, 1926, and for 1929 to 1939 inclusive, for the building season beginning in the spring of each year. During the year 1931, however, changes

occurred later in the season more extensively than is usual, and the rates in effect at the end of the year were therefore obtained and included. For 1933 a similar survey was made again toward the end of the year in several cities. As in all previous years, changes in rates reported down to the end of the year, from the sources mentioned above, are included. In Nova Scotia, Quebec, Ontario, Saskatchewan and Alberta, the rates include agreement rates made obligatory on all employers affected under provincial legislation as to collective agreements and industrial standards; in British Columbia they include minimum rates for the construction industry under the Male Minimum Wage Act, and in Manitoba under the Fair Wages Act. Such rates of wages and hours of labour are given in Appendix D.

On steam railways, wages of employees on the regular staffs are fixed according to agreements between the several railways and the employees, members of the organizations of railway employees, the principal railways having the same rates for nearly all the principal classes. The figures published are taken from these agreements.

In water transportation the organizations of various classes of employees negotiate scales of wages, hours and working conditions with many of the steamship companies although agreements are not always signed; other operators tend to pay about the same rates.

In coal mining, the wages in the principal districts are arranged by agreements between the coal mining operators and the employees, in most cases represented by unions and in others by committees of employees. The figures published from 1920 to 1933 were taken from such agreements. The figures for average earnings of contract miners, however, were received from representative employers in each district. In some of the mines in these districts the wages of unorganized employees are somewhat lower than the rates in the agreements. For Report No. 18, and subsequent reports, statements as to wage rates and hours of labour have been requested from the operators of all the larger mines throughout Canada and the figures so secured have been compiled by provinces or districts. The resulting figures include those for many mines not operated under agreements as to wages and working conditions, and cover the mines in New Brunswick, Saskatchewan and the interior of British Columbia for which figures were not previously published.

In metal mining the rates of wages and hours of labour are shown as samples for mines in the various parts of Canada, secured from representative employers.

In logging, Table VII, the data each year is for the season beginning in the autumn and ending in the spring in Eastern Canada.

Data as to Hours

In earlier reports the hours of labour shown throughout were the standard or regular hours per week, per day, etc., and did not indicate the hours actually worked either overtime or on short time. During 1931 a number of establishments in many of the manufacturing industries reported operations on a short time basis. In the report for that year, No. 15, covering the years 1926, 1930 and 1931, standard or full-time weekly hours were shown as before, with full-time weekly or daily earnings where hourly wages were not used.

In Report No. 16, however, with figures for 1930, 1931 and 1932, in the tables on manufacturing industries, the hours of labour for these years were those reported by employers, whether short time or regular hours, and the wage rates were brought to an hourly basis, except in certain industries, clothing, bread, cake, biscuit, candy, brewing and paper box making for which regular hours were reported chiefly, employees being usually paid by the week. The same procedure has been followed in subsequent reports except that wages for boot and shoe manufacturing are given on a weekly basis with the hours shown as reported. In this industry, as in some instances in clothing manufacturing, the hours actually worked by individual piece workers are not always reported and the hours shown are those on which the department or factory is operated.

Index Numbers of Wage Rates

This report contains two tables of index numbers of wage rates: Table A is on the basis of wage rates in 1913 as 100, and Table B is on the basis of wage rates in the period 1935-1939 as 100. The figures in Table A were calculated as outlined in the following paragraphs.

In Report No. 1 tables of index numbers were given in order to show the general trend of the movement in rates of wages. The first set of index numbers was for the rates of wages from 1901 to 1920 in the thirteen selected cities. From the record for each trade or occupation in each locality, an index

number was calculated both from the hourly rates and from the weekly rates, and these index numbers were averaged for all localities, by groups, thus indicating the relative changes in weekly rates and in hourly rates. The year 1913 was taken as the base period, that is the rate for 1913 in each case was taken as 100, so that the index numbers showed the percentage changes in rates from year to year prior to and since that date. An average index number was made for the five groups of trades for which figures were available back to 1901. In making the average index numbers the simple arithmetical averages were taken, no allowance being made for the importance of each trade or group by using a system of weighting. In Report No. 3 this table of index numbers for the thirteen cities was brought down to September, 1921. In Report No. 4 an index for coal mining, published in detail in Report No. 3, was added to the table making six groups back to 1901.

In subsequent reports the index numbers of hourly rates from 1901 to 1921 have been reproduced, with figures since 1921 calculated by ascertaining the average increase or decrease per cent in the figures for each group each year from the figures for the preceding year and adjusting the group index number accordingly. The index numbers therefore show approximately the movement of wage rates in each group for the past year as compared with the movement in previous years and show current levels as compared with levels in 1913. In Report No. 3 index numbers of daily wages in coal mining were given, calculated in the same manner as the index numbers in Report No. 1. The index number for the coal mining group since 1921 has been calculated in the same manner as those for the other groups. The index numbers for metal trades, previously calculated from Section *b* which was omitted from Table I for 1931 and 1932, were calculated from the average percentage changes in the samples for such trades in Table X for those years.

A table of index numbers of wages for factory trades, for common labour in factories, and for lumbering (logging and sawmilling) calculated from the sample rates published was also given for the period 1911 to 1920 in Report No. 1. These figures have been brought down to 1939 in the same manner as the other index numbers since 1921 were calculated.

Weighted Average Index Numbers

Beginning with Report No. 19, in addition to the simple average for the six groups with figures from 1901 to 1937, weighted averages have been calculated for these six groups and also for all nine groups in those years for which figures are available. The index number for each group is weighted by the average number of wage-earners in the industry represented, as shown by the decennial or the annual industrial census of 1921 and of 1931, the average of the figures for these two dates being taken in each case.

The weights were as follows (in thousands): building trades 143; metal trades 131; printing trades 25; electric railways 18; steam railways 161; coal mining 28; common factory labour 110; miscellaneous factory trades 363; logging and sawmilling 77.

It will be observed that this weighting has most effect in modifying the effect on the general averages of the figures for coal mining and lumbering in which from time to time since 1920 the changes have been quite different from those in the other groups.

Weighting, within groups, although desirable, has not been done. In such groups by occupations or industries weighting makes comparatively little difference as rates of wages for the various classes of labour tend to rise and fall to the same extent even in different localities. In the three groups, Common Factory Labour, Miscellaneous Factory Trades, and Logging and Sawmilling, the index numbers, being calculated from samples, the averages are automatically weighted by the number of samples which vary according to the number of workers in the various occupations and industries.

Index Number on Basis of Wages in 1935-1939 as 100

The index number previously published (Table A) outlined above was on the basis of wages in 1913 as 100 to correspond with the index number of changes in the cost of living, published by the Department in the LABOUR GAZETTE, and which was also on the basis of prices in 1913 as 100. A new official cost of living index number for Canada was constructed by the Dominion Bureau of Statistics on the basis of prices in 1935-1939 as 100. This was published in the LABOUR GAZETTE for October, 1940, and in subsequent issues. It is, therefore, desirable to have a wage index number on the same base. The figures in the old index number have therefore been converted to the base 1935-1939.

For each group the figures in the earlier index were averaged from 1935 to 1939, and the resulting average divided into the figures for each year from 1901 to 1940, multiplied by 100. The average for all groups in each year was made by averaging the group figures

weighted according to the approximate number of workers in each, as had been done for the earlier index since 1935 as described above.

Index figures for four new groups have been calculated and were included in the new index, Table B. The weights for these were as follows: metal mining 30, steamships 16, laundries 19 and telephone employees 18. The weight for metal mining was derived from the number of employees in 1921, 1931 and 1938, whereas for the other industries the weights were derived from the number employed in 1921 and 1931 as shown by the census. In metal mining there has been a much greater increase in numbers employed than in other industries.

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
NOVA SCOTIA								
Sydney—								
1920	·95	48	·75	48	·80	48	·75	48
1926	1·00	48	.80	48	.80	48	.80	48
1929	.....	.....	.80	44	.....	.....	.....	.....
1930	1.05–1.10	48	.80	44	.80	48	.80	44
1931	1.05	48	.80	44	.80	48	.75	44
1932	.95	48	.70	44	.70	48	.65– .70	44
1933	.95	48	.70	44	.50	48	.65	44
1934	.90	48	.70	44	.50	48	.50– .65	44
1935	.90	48	.60– .70	44	.50	48	.50– .65	44
1936	.80– .90	48	.60– .70	44	.50	48	.50– .65	44
1937	.80– .90	44–48	.65– .80	44	.70	48	.50– .62½	44–48
1938	.80– .95	44	.65– .80	44	.70	44–48	.62½–.75	44
1939	.95	44	.70– .80	44	.70	44–48	.62½–.75	44
1940	.95	44	.90	44	.70	44	·62½–.75	44
Halifax—								
1920	.75	44	.66	44–54	.70	44	.66	44
1926	.90	44	.57	44	.60	44	.57	44
1929	1.00	44	.73	44	.80	44	.73	44
1930	1.15–1.25	44	.73	44	.90	44	.73	44
1931	1.15	44	.73	44	1.00	44	.73	44
1932	.97½	44	.67½	44	.85	44	.67½	44
1933	.80– .97½	44	.55	44	.80	44	.50	44
1934	.97½	44	.55	44	.80	44	.50	44
1935	.97½	44	.55– .60	44	.80	44	.50– .55	44
1936	.97½*	44*	.60*	44*	.80*	44*	.50– .55	44
1937	.97½*	44*	.60*	44*	.80*	44*	.50– .55	44
1938	.97½*	44*	.65*	44*	.85*	44*	.50– .55	44
1939	1.00*	44*	.70*	44*	.85*	44*	.60	44
1940	1.00*	44*	.70*	44*	.95*	44*	.65	44
PRINCE EDWARD ISLAND								
Charlottetown—								
1920	.75 1.00	54	.40– .60	54	.45– .60	54	.41– .60	54
1926	.70– .80	54	.40– .60	54	.45– .60	54	.35– .50	54
1929	.....	.....	.60	54	.....	.....	.....	.....
1930	.85– .90	48	.45– .60	54	.50– .60	48–54	.40– .60	48–54
1931	.85– .90	48	.45– .55	54	.50– .60	48–54	.40– .60	48–54
1932	.80	48	.40– .50	54	.50	54	.40– .50	54
1933	.75	48	.45	54	.50	48	.45	54
1934	.75	48	.40– .50	48–54	.50	48	.40– .50	48–54
1935	.75	48	.35– .55	48–54	.50	48	.35– .50	48–54
1936	.75	48	.45– .55	48	.45– .60	48	.35– .55	48
1937	.75	44–48	.45– .55	44–48	.45– .60	44–48	.35– .55	44–48
1938	.70	48	.45– .55	48	.40– .50	48	.40– .45	48
1939	.70– .75	44–48	.45– .55	44–48	.50– .60	44–48	.40– .55	44–48
1940	.70– .75	44–48	.45– .55	44–48	.60	44–48	.40 .55	44–48
NEW BRUNSWICK								
Moncton—								
1920	.91	48	.70	48	.65– .70	48	.55– .65	48–54
1926	.91– .94	48	.50. .60	59	.....	.....	.50	48–54
1929	1 12½	44	.65– .70	.....	.....	.....	.....	.....
1930	1.12–1 15½	44	.60– .65	54	.65	48	.50– .60	48–54
1931	1.12½	44	.50– .65	54	.65	48	.50– .60	48–54
1932	.90	44	.50	48	.60	48	.50	44
1933	.50– .70	44–48	.35– .40	44–60	.....	.....	.25– .55	44–60
1934	.50– .75	44–48	.35– .55	44–54	.60	44–48	.40– .50	44–54
1935	.50– .75	44–48	.35– .55	44–54	.60	44–48	.40– .50	44–54
1936	.50– .75	48–54	.35– .55	48–54	.52– .60	48	.40– .55	48·54
1937	.60– .75	44–54	.40– .55	44–54	.52– .60	44–48	.40– .55	44–48
1938	.80	44–54	.40– .55	44–54	.50– .60	48	.40– .55	44–54
1939	.80	44–48	.45– .55	44–48	.50– .60	44–48	.55	44–48
1940	.80	44–48	.45– .55	44–48	.60	44	.55– .60	44–48
Saint John—								
1920	.75– .80	48–50	.60– .65	48–54	.50	48	.75	44–48
1926	1.00	44–48	.50– .60	44–48	.50	48	.50– .65	44–48
1929	1.00	44–48	.60	48	.60	44	.60	44–48
1930	1.15	44–48	.75	44–48	.65	48	.65	44–48
1931	1.15	44–48	.75	44–48	.65	48	.65	44–48
1932	1.00	44–48	.60	44–48	.65	44–48	.65	44–48
1933	.90	44	.50– .60	44–48	.60– .75	44–48	.55	44–48
1934	.90	44	.50– .60	44–48	.50– .65	44–48	.50– .55	44–48
1935	.90	44	.50– .60	44–48	.50– .65	44–48	.50– .55	44–48
1936	.90	44	.50– .60	44–48	.50– .65	44–48	.40– .55	44–48
1937	.90	44	.50– .60	44–48	.50– .65	44–48	.40– .55	44–48
1938	.90	44	.50– .60	44–48	.50– .65	44–48	.50– .55	44–48
1939	.90	44	.50– .60	44–48	.50– 65	44–48	.50– .55	44–48
1940	.90*	44–48*	.60*	44–48*	.65	44–48	.55*–.60	44–48*

*Rate and hours approved under Industrial Standards Acts: Nova Scotia, 1936; New Brunswick, 1939.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES

Trades

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
.95	48	.75- .80	48	.....	.....	1.00	48	.45- .50	48
.....	.....	.70- .75	44	.....	.....	.....	.....	.....	.....
.....	.....	.75	44	.....	.....	.....	.....	.35- .40	48-54
.....	.....	.75	44	.....	.....	.....	.....	.35- .40	44
1.00	44	.75	44	.....	.....	.....	.....	.35- .40	44
.80	44	.75	44	.....	.....	.....	.....	.30- .35	44-54
.80	48	.75	44	.55- .90	48	.....	.....	.25- .35	48-54
.80	48	.75	44	.55	48	.....	.....	.25- .35	44-54
.80	48	.75	44	.55	48	.....	.....	.25- .35	44-54
.75- .80	48	.70- .80	44	.70	44-48	.....	.....	.25- .35	44-54
.75- .80	44-48	.70- .80	44	.70	44	.65	44	.30- .35	44-48
.80	44	.70- .80	44	.70	44	.70	44-48	.35- .40	44-48
.80	44	.70- .80	44	.70	44	.70	44-48	.35- .40	44-48
.80	44	.75	44	.70	44	.70	44-48	.35- .45	44-48
.75	44	.70	44	.70	44	.75- .80	44	.40- .45	48-54
.90	44	.60	44	.60	44	.80	44	.25- .35	44-54
1.00	44	.85	44	.77	44	.90	44	.40	44-54
1.00	44	.90	44	.85	44	.90	44	.35- .45	44-54
1.00	44	1.00	44	.85	44	.90	44	.35- .40	44-54
.85	44	.85	44	.75	44	.90	44	.35- .40	44-48
.70	44	.70- .85	44	.65- .70	44	.70- .80	44	.30- .40	44-54
.70	44	.75	44	.55- .70	44	.70	44	.30- .40	44-54
.70- .75	44	.75	44	.65- .70	44	.70	44	.30- .40	44-48
.70- .80	44	.75*	44*	.65- .70	44	.70	44	.30- .40	44-48
.70- .80	44	.75*	44*	.65- .70	44	.70	44	.30- .40	44-48
.75*- .80	44*	.85*	44*	.65- .70	44	.70	44	.30- .40	44-48
.80*	44*	.85*	44*	.70	44	.70	44	.30- .40	44-48
.85*	44*	.95*	44*	.70	44	.70	44	.30- .40	44-48
.60- .80	54	.60	48-54	.55	54	.50- .75	54	.35- .40	54
.55- .65	48	.60	48	.45- .60	54	.45- .50	54	.35- .50	54
.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
.70- .75	48	.60	48	.70- .75	48	.90	48	.30- .45	54
.70	48	.60	48	.70- .75	48	.90	48	.30- .40	48-54
.70	48	.50- .60	48	.70	48	.80	48	.25- .35	54
.70	48	.50	48	.65	48	.75	48	.25	54
.70	48	.50	48	.65	48	.75	48	.25- .35	48-54
.70	48	.50	48	.60	48	.75	48	.25- .35	48-54
.75	48	.50- .65	48	.60	48	.75	48	.25- .35	48-54
.75	44-48	.40- .65	44-48	.60	44-48	.75	44-48	.25- .35	44-54
.75	48	.40- .50	48	.45- .50	48	.70	44-48	.30- .35	48
.75	44-48	.50- .60	44-48	.50- .60	44-48	.70	44-48	.30- .35	44-48
.75	44-48	.50- .60	44-48	.50- .60	44-48	.65- .75	44-48	.35	44-48
.91	48	.77- .85	48	.60- .68	48	.91	48	.40- .50	40
.91- .94	48	.65	48	.60	48	.80	48	.30- .35	48-60
1.12½	44	.85	44	.....	.....	.90	54	.30- .40	54
.90	48	.85- .90	44	.60	48	.90	48	.30- .40	48-54
1.00	48	.90	44	.60- .65	48	.75- .90	48	.30- .40	48-54
.90	44	.80	44	.55	48	.60	48	.30- .35	48-54
.50- .70	44	.70	44	.50	48	.....	.....	.25- .35	44-60
.50- .75	44-48	.70	44-48	.55- .60	44-48	.70	44-48	.25- .35	44-60
.75	44-48	.70	44-48	.55- .60	44-54	.70	44-48	.25- .35	44-60
.75	48	.60- .75	44-48	.55	44	.....	.....	.25- .35	44-54
.60- .75	44-48	.60- .65	44-48	.55- .75	44-54	.....	.....	.25- .35	44-54
.60- .80	44-48	.60- .65	44-48	.55- .75	44-54	.....	.....	.25- .35	44-54
.60- .80	44-48	.60- .65	44-48	.55- .75	44-54	.55- .65	44-54	.30- .35	44-54
.80	44-48	.60- .70	44-48	.50- .75	44-54	.65	44	.30- .35	44-48
.80	48	.65	48	.60	48	.80	48	.45	48-54
1.00	44-48	.65	48	.60	48	.80	48	.30- .45	48-54
1.00	44-48	.75	44-48	.60	48	.80	44	.35	48-54
1.15	44-48	.75	44-48	.75	48	.80	44	.35- .40	48-54
1.15	44-48	.75	44-48	.65- .75	48	.80	44	.35- .40	48-54
1.00	44-48	.65- .75	44-48	.65	44-48	.80	48	.30- .40	48-54
.90	44	.60	44-48	.50- .60	44-48	.80	44	.30- .35	44-54
.90	44	.50- .65	44-48	.50- .65	44-48	.60- .70	44	.30- .35	44-54
.90	44	.60- .70	44-48	.50- .63	44-48	.60 .70	44	.30- .35	44 54
.90	44	.60- .70	44-48	.50- .65	44-48	.60- .70	44-48	.30- .35	44-54
.90	44	.60- .70	44-48	.50- .65	44-48	.60- .70	44-48	.30- .40	44-54
.90	44	.60- .70	44-48	.50- .65	44	.60- .70	44-48	.30- .40	44-54
.90	44	.60- .70	44-48	.50- .65	44	.60- .70	44-48	.30- .40	44-54
.90*	44*	.65- .70	44-48	.50- .65	44	.60- .80	44-48	.30- .40	44-48

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
QUEBEC								
*Quebec—***								
1920	.75	50	.50– .60	48–60	.50– .65	54	.50– .60	54
1926	.90	54	.45– .55	54–60	.45– .55	54	.40– .60	44–54
1929	1.00	54	.55	54–60	.50– .65	54	.50– .60	44–54
1930	1.00	44–54	.50– .60	44–54	.50– .65	44–54	.50– .60	44–54
1931	1.00	44–54	.50– .60	44–54	.50– .65	44–54	.50– .60	44–54
1932	.90–1.00	44–54	.50– .55	48–54	.50– .60	48	.50– .60	48–54
1933	.75	40–54	.40– .55	40–54	.45– .55	40–48	.40– .50	40–54
1934	.70	40–48	.35– .50	40–48	.40– .55	40–48	.30– .50	40–54
1935	.70– .80	40–48	.50– .60	40–48	.45– .65	40–48	.45– .55	40–48
1936	.70– .80	44–48	.50– .60	40–48	.45– .65	44–48	.45– .55	44–48
1937	.75– .80	44–48	.55– .60	40–48	.50– .65	44–48	.50– .55	44–48
1938	.75– .80	44–48	.55– .60	44–48	.55– .65	44–48	.50– .55	44–48
1939	.75– .80	44–48	.55– .60	44–48	.55. 65	44–48	.50– .55	44–48
1940	.80	44–48	.60	44–48	.60	44–48	.55	44–48
*Montreal—***								
1920	1.00	44	.67½	48	.65– .80	54	.65	50–54
1926	1.00	50	.65– .75	44–60	.60– .70	44–46½	.60– .70	44–49
1929	1.20	44–50	.80– .85	44–55	.70– .80	44–46½	.65– .80	44–50
1930	1.20	44	.75– .85	44–55	.75– .90	44–46½	.65– .85	44–49
1931	1.00–1.20	44	.65– .85	44–55	.75– .90	44–46½	.65– .85	44–49
1932	.75– .85	44	.60– .75	44–55	.75	54	.65	44–49
1933	.50– .75	40–50	.30– .65	40–60	.65	44	.45– .60	40–50
1934	.40– .70	40–50	.30– .60	40–55	.50– .65	40–48	.30– .60	40–50
1935	.70– .90	40–48	.60– .70	40–48	.65– .70	40–48	.60– .65	40–48
1936	.70– .90	40–48	.60– .70	40–48	.65– .70	40–48	.66	40–48
1937	.80– .90	44–48	.70	44–48	.75	44–48	.66	44–48
1938	.80– .90	44	.70	44	.75	44	.66	44
1939	.80– .90	44	.70	44	.75	44	.66	44
1940	.88	44	.77	44	.83	44	.70	44
ONTARIO								
Ottawa—								
1920	1.00	44	.85	44	.80	44	.75	44
1926	1.10	44	.75	44	.80	44	.65	44
1929	1.25	44	.90	44	.80	44	.70	44
1930	1.25	44	.90	44	.80	44	.70	44
1931	1.25	44	.90	44	.80	44	.70	44
1932	1.00–1.12½	44	.80	44	.70– .80	44	.60	44
1933	.75–1.12½	44	.70	44	.70	44	.50– .60	44
1934	.75–1.00	44	.70	44	.70	44	.50– .60	44
1935	.75–1.00	44	.70*	44*	.70	44	.60*	44*
1936	.85*–1.00	44*	.70*	44*	.70*	40*	.65*	44*
1937	.85– .95	44	.80*	44*	.70	40	.65	44
1938	.90*	44*	.85*	44*	.80*	40*	.65	44
1939	.90–1.00	44	.85*	44*	.80*	40*	.70*	44*
1940	1.00	44	.85*	44*	.80*	40*	.70*	44*
Kingston—								
1920	.85	48	.75	44	.70	44	.70	44
1926	1.00	44	.85	44	.70	44	.70	44
1929	1.10	44	.90	44	.85	44	.80	44
1930	1.10	44	.90	44	.80	44	.80	44
1931	1.10	44	.90	44	.80	44	.80	44
1932	1.10	44	.90	44	.80	44	.70– .80	44
1933	.95	44	.75	44	.70	44	.70	44
1934	.95	44	.75	44	.70	44	.70	44
1935	.95	44	.75	44	.70	44	.70	44
1936	.95	44	.75*	44*	.70	44	.70*	44*
1937	.95	44	.80*	44*	.70– .75	44	.70	44
1938	1.00	44	.80	44	.70– .75	44	.70*	44*
1939	1.00	44	.80	44	.70–*.75	44*	.70*	44*
1940	1.00	44	.85	44	.75– .80	44	.75	44

*Minimum rate and hours approved under the Industrial Standards Act, Ontario, 1935.

**Beginning in 1934 agreements approved by Order in Council under the Collective Labour Agreements Extension Act, Quebec, 1934, established minimum rates of wages for various trades in certain cities, towns and other defined jurisdictional territory throughout the province. On May 1, 1937, the Collective Labour Agreements Extension Act, Quebec, 1934, was replaced by the Act entitled an Act Respecting Workmen's Wages. On March 18, 1938, the Act respecting Workmen's Wages was replaced by an Act entitled The Collective Labour Agreements Act. On June 22, 1940 this latter Act was replaced by an Act entitled the Collective Agreement Act. The rates indicated for 1940 and the minimum rate in each range for previous years are those approved under these acts.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
.70	54	.50- .60	54-60	.50- .55	54	.65- .70	48-54	.45	54
.85	54	.45- .60	54-60	.45- .55	55	.45- .60	54	.30- .40	54-60
1.00	54	.50- .60	54-60	.50- .65	54	.60- .80	48-60	.30- .45	54-60
1.00	44-54	.50- .60	44-60	.50- .65	44-54	.60- .80	44-60	.30- .45	44-60
1.00	44-54	.50- .60	44-54	.50- .60	44-54	.60- .80	44-55	.30- .45	44-60
.90-1.00	44-48	.50- .60	44-48	.50- .60	44-49½	.60- .80	44-48	.30- .40	44-54
.75	40-54	.40- .55	40-48	.40- .55	40-48	.50- .65	40-48	.30- .35	40-54
.70	40-48	.40- .55	40-48	.40- .55	40-48	.50- .65	40-48	.25- .35	40-54
.70	40-48	.45- .65	40-48	.45- .65	40-48	.50- .65	40-48	.35- .40	40-48
.70	44-48	.45- .65	44-48	.45- .65	44-48	.50- .65	40-48	.35- .40	44-48
.75	44-48	.50- .65	44-48	.50- .65	44-48	.70- .75	44-48	.40	44-48
.75	44-48	.55- .65	44-48	.55- .65	44-48	.70	44-48	.40	44-48
.75	44-48	.55- .65	44-48	.55- .65	44-48	.70	44-48	.40	44-48
.80	44-48	.60- .65	44-48	.60- .65	44-48	.70	44-48	.40	44-48
.80	54	.75	44	.60- .65	44-50	.75	44	.45	50
1.00-1.12½	44-49½	.65- .85	44-49½	.70	44-50	.75	44	.30- .40	50-60
1.12½	44-50	.85	44	.75	50	.75- .90	44	.35- .40	54-60
1.05	44-49½	.90	44	.80	44	.75-1.00	44	.35- .45	44-60
.85-1.05	44-49½	.90	44	.80	44	.75-1.00	44	.30- .40	44-60
.85	44-49½	.75	44	.65	44	.75-1.00	44	.30- .40	44-60
.50- .75	40-50	.50- .75	44	.50- .65	44	.70	44	.15- .40	44-60
.67	40	.50- .75	40-54	.50- .60	40-50	.65- .70	40	.15- .40	40-60
.70- .80	40	.65- .75	40-44	.60- .70	40-44	.50- .75	40	.30- .40	40-48
.70- .80	40-48	.65- .75	40-44	.60- .70	40-44	.50- .75	40-44	.35- .40	40-48
.80	44-48	.75	40-44	.65- .70	40-44	.80	44	.40	44-48
.80	44	.75	40-44	.65- .75	44	.80	44	.40	44-48
.80	44	.75	40-44	.65- .75	44	.80	44	.40	44-48
.88	44	.85	44	.75	44	.88	44	.44	44-50
.85	44	.80	44	.75	44	.87½-1.00	44	.60	44-50
1.00	44	.85	44	.83	44	1.00	44	.45- .50	44-54
1.00	44	1.00	44	.95	44	1.05	44	.45- .50	44-54
1.00	44	1.05	44	1.00	44	1.05	44	.45- .50	44-54
1.00	44	1.05	44	1.00	44	1.05	44	.45- .50	44-54
.85	44	.92½	44	.90	44	.90	44	.40- .45	44-54
.75	44	.75	40-44	.75	40-44	.60- .90	44	.35- .40	44-54
.75	44	.75	40-44	.75	40-44	.60- .80	44	.35- .40	44-54
.80*	44*	.75*	40*	.75	40-44	.80	44	.35- .40	44-54
.80*	44*	.83*	40*	.75	40-44	.80	44	.40*	44-50*
.80	44	.85	40	.82	40-44	.80	44	.40	40-50
.85*	44*	.95*	40*	.85	40-44	.80	44	.40*-.50	40-50
.85*	44*	.95*	40*	.85	40-44	.80	44	.40*-.50	40-50
.85*	44	.95*	40	.85*	40-44	.80	44	.40- .50	40-50
.85	48	.80	44	.80	44	.75	48	.....	.....
1.00	44	.90	44	.80	44	1.00	44	.35- .40	44
1.10	44	.90	44	.90	44	1.10	44	.40	44
1.10	44	.90-1.00	44	.90	44	1.10	44	.30- .40	44
1.10	44	.90	44	.90	44	1.10	44	.30- .40	44
1.10	44	.75- .90	44	.70- .90	44	1.10	44	.35	44
.95	44	.75- .80	44	.80	44	.95	44	.35	44
.95	44	.65- .80	44	.65- .80	44	.95	44	.35- .40	44
.95	44	.65- .80	44	.60- .70	44	.95	44	.35- .40	44
.95	44	.65- .80	44	.60- .70	44	.95	44	.35- .40	44
.95	44	.70- .80	44	.60- .75	44	.95	44	.35- .40	44
1.00	44	.70- .80	44	.60- .75	44	1.00	44	.35- .40	44
1.00	44	.70- .80	44	.60- .75	44	1.00	44	.35- .40	44
1.00	44	.80	44	.70- .80	44	1.00	44	.35- .40	44

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ONTARIO—*Continued*								
Belleville—								
1920	.75	54	.65	60	.....	.....	.....	.....
1926	.90	54	.75	54	.75	48	.60–.75	54
1929	1.00	54	.80	54	.75	48	.70–.75	54
1930	1.00	44–54	.80	44–54	.75	48	.70–.75	54
1931	1.00	44–54	.80	44–54	.75	48	.70–.75	54
1932	.90	54	.50–.70	54	.60	48–54	.50–.65	54
1933	.75	54	.50–.60	54	.60	54	.40–.50	54
1934	.65–.75	48–54	.50–.60	48–54	.60	48	.35–.50	48
1935	.75–.90	48–54	.50–.70	48–60	.60–.75	48	.35–.60	48–60
1936	.75–.80	48–54	.50–.70	48–54	.60–.70	48–54	.35–.60	48–54
1937	.75–.90	44–54	.50–.70	44–54	.60–.70	44–54	.35–.60	48–54
1938	.75–.90	44–54	.50–.70	44–54	.65–.70	44–54	.40–.60	48–54
1939	.75–.90	44–54	.50–.70	44–54	.65–.70	44–54	.40–.60	48–54
1940	.75–.90	44–54	.70*	44–48	.65–.70	44–54	.45–.60	48–54
Peterborough								
1920	.85	48	.75–.85	44–54	.75–.85	48	.60–.70	44
1926	1.00	48	.60–.75	44–54	.62½	48	.50	44
1929	1.10	48	.75	54	.50–.65	48	.50	44
1930	1.10	44–48	.60–.80	44–54	.50–.65	44–48	.50	44
1931	1.10	44–48	.60–.70	44–54	.50–.65	44–48	.50	44
1932	1.00	44–48	.60–.70	44–54	.50–.65	44–48	.50	44
1933	.75–.85	40–44	.50–.60	44–48	.40–.50	48	.45	44
1934	.75	44	.45–.50	44–48	.40–.50	48	.40–.50	44
1935	.75	44	.50–.65	44–48	.40–.50	48	.40–.50	44
1936	.75	44–48	.50–.60	44–48	.40–.50	48	.40–.50	44
1937	.85	44	.50–.60	44–48	.40–.60	44–48	.40–.50	44
1938	.85–.90	44	.60–.70	44–48	.50–.65	44–48	.40–.50	44–48
1939	.80–.90	44	.60*–.70	44–50*	.50–.65	44–48	.40–.50	44–48
1940	.80–.90	44	.60–.70	44–48	.50–.70	44–48	.45–.60	44–48
Toronto—								
1920	1.00	44	.90	44	.87½	44	.75	44
1926	1.12½	44	.80–.90	44	.80	44	.65–.75	44
1929	1.25	44	1.00	44	1.15	44	.90	44
1930	1.35	44	1.10	44	1.25	44	.85–.90	44
1931	1.10	44	1.10	44	1.25	44	.75–.85	44
1932	1.00	40	.90	40	1.00	40	.75–.82½	44
1933	.90	40–44	.60–.80	40–44	1.00	40	.50–.75	44
1934	.75–.90	40–44	.60–.80	40–44	.85–1.00	40	.50–.75	44
1935	.90*	40*	.80*	40*	1.00*	40*	.75*	40*
1936	.90*	40*	.80*	40*	1.00*	40*	.75*	40*
1937	.90*	40*	.85	40–44	1.00	40	.75	40
1938	1.05	40	.95	40	1.00	40	.75	40
1939	1.00	40	.90	40	1.00	40	.75*	40*
1940	1.05	40	.95	40	1.10	40	.80	40
St. Catharines—								
1920	.90	44	.85	44	.70	44–50	.70	44
1926	1.00	44	.85	44	.....	44–50	.75	44
1929	1.15	44	1.00	44	.60–.75	44–50	.80	44
1930	1.25	44	1.00	44	.60–.75	44–50	.80	44
1931	1.25	44	.90	44	.60–.75	44–50	.80	44
1932	1.10	40–44	.90	44	.60–.70	44–50	.70	44
1933	.90	44	.60–.75	44	.65	44–50	.65	44
1934	.90	44	.60–.75	44	.65	44–50	.65	44
1935	.90	44	.60–.75	44	.65–.70	44	.60–.75	44
1936	.90	44	.60–.75	44	.65–.70	44	.65*	44*
1937	.90	44	.70	44	.65–.70	44	.65	44
1938	.90	44	.70	44	.65–.70	44	.65	44
1939	.90	44	.70	44	.65–.70	44	.65	44
1940	.90	44	.80*	44	.65–.70	44	.65	44
Hamilton—								
1920	1.02½	44	.85	44	.85	44	.67½	44
1926	1.12½	44	.80	44	.75	44	.70	44
1929	1.25	44	1.05	44	.85	44	.75	44
1930	1.25–1.35	44	1.00	44	.85	44	.75	44
1931	1.25	44	.90	44	.95	44	.75	44
1932	1.10	44	.90	44	.95	44	.75	44
1933	.90	40	.75	40	.75	44	.60–.70	40–44
1934	.90	40	.75–.80	40	.75	44	.60	40
1935	.90	40	.75–.80	40	.75	44	.60*	40*
1936	.90	40	.70–.80	40–44	.75	44	.65*	40*
1937	.90	40	.75–.80	40	.75	44	.65	44
1938	.90	40	.75	40	.75	44	.65	44
1939	.90	40	.75	40	.75	44	.65*	44*
1940	1.00	40	.80	40	.80	44	.70	44

*Minimum rate and hours approved under the Industrial Standards Act, Ontario, 1935.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
.75	54	.70	54	.60	48	.....	.....	.....	.....
.90	54	.70- .75	48	.60- .75	48	.90	54	.40- .45	54
1.00	54	.70- .75	48	.60- .70	48	.90	54	.40	54
1.00	44-54	.70- .90	48	.60- .70	48	1.00-1.25	44-54	.35- .40	54
1.00	44-54	.70-1.00	48	.60- .70	48	1.00	44-54	.35- .40	54
.90	54	.70- .90	48-54	.70	48-54	.90	48-54	.30- .40	54
.75	54	.60- .70	40-54	.50- .70	40-54	.75- .80	48-54	.30- .40	54
.65- .75	48-54	.60	40-48	.55- .60	40-50	.80	48	.25- .40	48-54
.75- .80	48-54	.60- .75	40-48	.55- .70	40-48	.75- .90	48-54	.30- .40	48-54
.70- .80	48-54	.60- .75	40-48	.55- .70	40-48	.75- .90	48-54	.30- .40	48-54
.70- .80	48-54	.60- .75	40-48	.55- .70	40-48	.90	48-54	.30- .40	48-54
.75- .80	44-54	.60- .75	44-48	.55- .70	44-48	.90	48-54	.30- .40	48-54
.75- .80	44-54	.60- .75	44-48	.55- .70	44-48	.90	48-54	.30- .40	48-54
.75- .80	44-48	.60- .75	44-48	.60- .70	44-48	.90	48	.30- .40	48-54
.85	48	.75- .90	48	.65- .75	48	1.00	48	.40- .60	48-54
1.00	48	.65- .75	44	.55- .75	48-54	1.00	48	.35- .40	48-54
.....	.....	.65- .75	44	.65- .75	48-54	.....	.....	.....	.....
1.00-1.10	44	.70- .90	44	.60- .80	44-50	1.00-1.10	48	.35- .45	48-54
1.00	44	.60- .75	44	.60- .80	44-50	.90-1.00	48	.35- .45	48-54
1.00	44	.60- .75	44	.60- .75	44-48	.80	44	.35	48-54
.70- .75	44	.60- .75	44	.50- .70	40-48	.75	44	.30- .35	44-50
.70- .75	44	.60- .75	44	.50- .70	40-48	.75	44	.25- .35	44-50
.70- .75	44	.60- .70	44	.40- .70	44-48	.75	44	.25- .40	44-50
.70- .75	44-48	.60- .70	44	.45- .70	44-48	.75	44	.25- .40	44-50
.70- .80	44-48	.60- .70	44	.50- .70	44-48	.....	.....	.30- .40	44-50
.75- .80	44-48	.65- .75	44	.50- .70	44-48	.75	44	.35- .40	44-50
.75- .80	44-48	.65- .75	44	.50- .70	44-48	.75	44	.35- .40	44-50
.75- .80	44-48	.65- .75	44	.50- .70	44-48	.75	44	.35- .40	44-48
1.00	44	.90	44	.90	44	1.00	44	.55- .65	44-60
1.25	44	1.00	44	.85	44	1.00	44	.35- .65	44-60
1.32½	44	1.25	44	1.07½	44	1.20	44	.50	44-60
1.37½	40	1.25	40-44	1.15	44	1.25	44	.40- .65	44-60
1.12½	40	1.25	40	1.07½	44	1.25	44	.40- .60	44-60
1.00	40	1.00	40	.90	40	1.00	40	.30- .50	40-48
.75-1.00	40	.85	40	.75	40	.87½	40	.35- .50	40-48
.75-1.00	40	.85	40	.75	40	.87½	40	.40- .50	40-48
.90*	40*	.90*	40*	.75*	40*	.87½	40	.50*	40-48*
.90*	40*	.90*	40*	.82½	40	.87½	40	.50*	40-48*
.90*	40*	.90	40	.87½	40	.87½	40	.35- .50	40-50
.90*	40*	1.00	40	.97½	40	.95	40	.35- .50	40-50
.90	40	1.00	40	.92½	40	.95	40	.35- .50	40-50
1.00	40	1.00	40	1.00	40	.95	40	.40- .50	40-50
.90	44	.70- .80	44	.70	44	.....	.....	.35- .50	44-50
1.00-1.15	44	.90	44	.90	44	.....	.....	.40- .50	44-50
.....	.....	1.00	44	.....	.....	.....	.....	.40	44-50
1.25	44	1.00	44	1.00	44	.....	.....	.40- .45	44-50
1.25	44	1.00	44	1.00	44	.....	.....	.40- .45	44-50
1.10	44	.90	44	.90	44	.....	.....	.40	44-50
.90	44	.75	44	.75	44	.....	.....	.35	44-50
.90	44	.75	44	.75	44	.....	.....	.35	44
.90	44	.75	44	.70- .75	44	.....	.....	.35- .40	44
.80- .90	44	.75	44	.75	44	.....	.....	.35- .40	44
.90	44	.75	44	.75	44	.....	.....	.35- .40	44
.90	44	.75	44	.75	44	.....	.....	.35- .40	44
.90	44	.75	44	.75	44	.....	.....	.35- .40	44
.80- .90	44	.75	44	.75	44	.....	.....	.35- .40	44
1.00	44	.85	44	.85	44	.87½	44	.50- .60	44-50
1.12½	44	.90	44	.85	44	1.00	44	.40	55-60
1.25	44	1.07	44	1.06¼	44	1.12½	44	.50	44-60
1.25	44	1.10	40-44	1.00-1.06½	44	1.25	44	.40- .50	44-60
1.25	44	1.10	40	1.00	44	1.25	44	.40- .45	44-60
1.00	44	1.10	40	1.00	44	1.25	44	.40	44-60
.90	40	.80- .90	40	.75	44	.87½	44	.40	44-60
.90	40	.80	40	.75	44	.87½	40	.30- .45	44-54
.90	40	.80*	40*	.75	44	.87½	40	.30- .45	44-54
.90	40	.80*	40*	.60- .75	40-44	.87½	40	.30- .45	40-50
.90	40	.80	40	.60- .75	40-44	.87½	40	.35- .45	40-50
.90	40	.85	40	.75	40-44	.95	40	.35- .45	40-50
.90	40	.85*	40*	.75	40-44	.95	40	.35- .45	40-50
.90	40	.85*	40*	.75	40-44	.95	40	.35- .45	40-54

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
ONTARIO—*Continued*	$		$		$		$	
Brantford—								
1920	1.00	44	.80	44	.75	44	.60	50
1926	1.00	44	.80	44	.70–.75	44	.60–.65	44
1929	1.15	44	.80	44	.60–.70	44	.65–.70	44
1930	1.15	44	.90	44	.60–.70	44	.65–.70	44
1931	1.00	44	.90	44	.65–.70	44	.60–.75	44
1932	.90	44	.70–.80	44	.60–.70	44	.60	44
1933	.75–.90	44	.70	44	.60	44	.55	44
1934	.90	44	.70	44	.50–.70	44	.50	44
1935	.90	44	.70*	44*	.50–.70	44	.50–.60	44
1936	.90	44	.70*	44*	.50–.70	44	.50–.70	44
1937	.90	44	.70	44	.50–.70	44	.50–.70	44
1938	.90	44	.70*	44*	.50–.70	44	.50–.70	44
1939	.90	44	.70	44	.60–.70	44	.55–.65	44
1940	.90	44	.70	44	.60–.70	44	.55–.65	44
Guelph—								
1920	1.00	44–48	.75	44	.60	50	.60	48
1926	1.10	44	.80	44	.65	50	.60	48
1929	1.12½	44						
1930	1.20	44	.80	44	.65	50	.60	48
1931	1.12½	44	.80	44	.65	50	.60	48
1932	1.00	44	.60–.70	44	.50–.60	44	.50	48
1933	.50–.75	44	.40–.60	44	.40–.50	44	.40	44
1934	.75–.90	44	.60–.70	44	.50–.75	44	.40–.60	44
1935	.70–.90	44	.60–.70	44	.50–.75	44	.50–.60	44
1936	.75–.90	44	.60–.70	44	.70	44	.50–.60	44
1937	.75	44	.50–.70	44	.50–.65	44	.40–.50	44
1938	.75–.80	44	.60–.70	44	.50–.70	44	.40–.60	44
1939	.80	44	.60–.70	44	.50–.70	44	.45–.60	44
1940	.90	44	.60–.70	44	.60–.70	44	.45–.60	44
Kitchener—								
1920	1.00	50	.85	44	.75	50		
1926	1.00–1.05	50	.50–.85	55	.65–.75	50	.60	50–59
1929	1.15	50	.60–.85	50–59	.60–.80	48–50		
1930	1.00–1.20	50–59	.60–.85	50–55	.60–.80	48–50	.50	50–59
1931	1.00	44–50	.60–.85	48	.60–.70	48–50	.50	50
1932	.80	44	.65	44	.50–.65	48	.50	50
1933	.80	44	.40–.60	44–54	.50–.60	48	.60	44
1934	.80	44	.40–.60	44–54	.50–.60	44–50	.40–.50	44
1935	.80	44	.40–.70	44–54	.50–.60	44–50	.35–.50	40–44
1936	.80*	44*	.60*–.70	44–48*	.60–.70	44–50	.50*	44*
1937	.80	44	.60–.70	44–48	.60–.70	44–50	.50–.60	44
1938	.80–.90	44	.60–.70	44–48	.60–.70	50	.50	44–50
1939	.80*–.90	44*	.60*–.70	44–50*	.60–.70	50	.50*	44*
1940	.80*–.90	44	.60*–.70	50*	.60–.70	50	.50*	44*
London—								
1920	1.00	44	.75	44	.75	44	.70	44
1926	1.10	44	.60–.80	44	.75–.90	44	.60–.65	44
1929	1.20	44	.75–.85	44	.75	44	.65	44
1930	1.20	44	.70–.80	44	.70–.85	44	.60–.75	44
1931	1.00	44	.60–.75	44	.70–.75	44	.55–.70	44
1932	1.00	44	.60–.75	44	.60–.75	44	.55–.70	44
1933	.80	44	.40–.65	44	.40–.60	44	.40–.60	44
1934	.80	44	.40–.65	44	.50–.60	44	.50–.60	44
1935	.80	44	.50–.70	44	.80*	40*	.50–.60	44
1936	.80–.90	44	.50–.70	44	.80*	40*	.50–.60	44
1937	.90	44	.50–.70	44	.80*	44*	.50–.60	44
1938	1.00	44	.60–.75	44	.80	44	.55–.60	44
1939	1.00	44	.60–.75	44	.80	44	.55–.60	44
1940	1.00	44	.70–.75	44	.85	44	.60	44
St. Thomas—								
1920	1.00	54	.60–.70	60	.50	55	.65–.70	54
1926	1.00–1.10	54	.60–.62½	55–60	.52½	48	.60	54
1929	1.10	54	.65	60				
1930	1.10	54	.60–.65	54	.57½	54	.65	48–54
1931	1.10	50	.50–.65	50–54	.60	54	.65	48–54
1932	1.10	50–54	.50–.62½	44–48	.60	54	.60	48–54
1933	.95	44–54	.50–.60	44–48	.50–.60	54	.60	44–54
1934	.95	44–54	.50–.60	44–48	.60	54	.50	44
1935	.95	44	.50–.70	44–48	.70	44–54	.50–.60	44
1936	.80	44	.50–.60	44–48	.50–.70	44–54	.55	44
1937	.90	44	.50–.60	44–48	.70	48	.65	48
1938	.90–1.00	44	.60–.70	44–48	.70	48	.65	48
1939	.90–1.00	44	.60–.70	44–48	.70	44	.60	44
1940	.90–1.00	44	.60–.70	44	.70	44	.60	44

*Minimum rate and hours approved under the Industrial Standards Act, Ontario, 1935.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades—*Con.*

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
1.00	44	.85	44	.75	50	1.00	44	.....	.....
1.00–1.25	44	.85	44	.60– .70	50	.90	44	.30– .50	44–60
1.15	44	.85	44	.60– .75	44	.....	.....	.40	44–50
1.15	44	.85– .90	44	.60– .75	44	1.15	44	.30– .45	44–60
.80–1.00	44	.90	44	.60– .75	44	1.00	44	.25– .45	44–60
.80	44	.90	44	.60– .75	44	1.00	44	.40	44–60
.75– .90	44	.75	44	.50– .65	44	.90	44	.35– .40	44–48
.90	44	.75	44	.50– .65	44	.90	44	.35– .40	44–48
.90	44	.75	44	.50– .65	44	.90	44	.35– .40	44–48
.90	44	.75	44	.50– .65	44	.90	44	.35– .40	44–48
.90	44	.75	44	.50– .65	44	.90	44	.35– .40	44–48
.90	44	.75	44	.60– .70	44	.90	44	.35– .40	44–48
.90	44	.75	44	.60– .70	44	.90	44	.35– .40	44–48
.90	44	.75	44	.60– .70	44	.90	44	.35– .40	44–48
1.00	48	.75	50	.....	.....	1.00	48	.50	54
1.10	44	.65	48	.....	.....	1.00	48	.40– .50	44
1.12½–1.20	44	1.00	48	.60	44	1.12½	44	.45– .50	44
1.12½	44	1.00	48	.60	44	1.12½	44	.40	44
1.00	44	.90	48	.60	44	1.00	44	.35– .40	44
.75	44	.55– .75	44	.60	44	.....	.....	.30– .40	44
.90	44	.75	44	.60– .70	44	.80	44	.30– .40	44
.90	44	.75	44	.60– .70	44	.80	44	.25– .40	44
.80	44	.75	44	.60– .70	44	.....	.....	.25– .40	44
.80	44	.75	44	.65	44	.....	.....	.35– .40	44
.80	44	.75	44	.65– .70	44	.80	44	.35– .40	44–48
.80	44	.75	44	.65– .70	44	.80	44	.35– .40	44–48
.80	44	.75	44	.60– .70	44	.75	44	.35– .40	44–48
1.00	.50	.75	50	.....	.....	.....	.....	.....	.....
1.00–1.05	50	.80	44	.70– .85	44	.80– .90	44	.40– .50	50
1.15*	50	.75– .80	44–50	.60– .85	44–50	.....	.....	.35– .45	55–59
1.00–1.20	50–59	.80	44	.65– .85	44	1.00–1.20	44	.30– .50	50–59
.80	44	.80	44	.65– .85	44–49	.90–1.00	44	.40	48–59
.80	44–50	.80	44	.70– .75	44	.80	44	.35	48–59
.80	44	.60– .75	44	.60– .65	44	.65– .80	44	.30– .40	44–50
.80	40–44	.60– .70	44	.50– .70	44	.....	.....	.30– .40	44–50
.80	40–50	.60– .75	44	.50– .70	44	.65– .85	44	.25– .40	44–60
.80*	44*	.60– .75	44	.50– .70	44	.65– .80	44	.40*	44–48*
.80	44	.60– .75	44	.50– .70	44	.75– .80	44	.40	44–48
.80	44	.60– .75	44	.60– .70	44	.75– .80	44	.40	48–50
.80*	44*	.60– .75	44	.60– .70	44	.75– .80	44	.40*	44–50*
.80*	44*	.65– .75	44	.60– .70	44	.75– .80	44	.40*	44–50*
.85	44	.75	44	.69	50	1.00	44	.50– .55	44–50
1.10	44	.75– .90	44	.70– .80	44	1.00–1.10	44	.40– .50	44–50
1.20	44	.85	44	.50– .60	44	1.20	44	.40– .50	44–50
1.20	44	.75– .90	44	.50– .60	44	1.20	44	.35– .55	44–50
1.00	44	.55– .75	44	.55– .65	44	1.20	44	.35– .50	44–50
1.00	44	.55– .75	44	.55– .65	44	1.00	44	.35– .45	44–48
.80	44	.60– .75	44	.60– .75	44	.....	.....	.30– .45	44
.80	44	.60– .75	44	.60– .75	44	.87½	44	.30– .45	44
.80	44	.80*	40*	.60– .75	44	.87½	44	.35– .45	44
.80	44	.80*	40*	.60– .70	44	.87½	44	.35– .45	44–48
.80	44	.80*	40*	.60– .70	44	.87½	44	.35– .50	44–50
.90*	44*	.80*	40*	.60– .70	44	.95	44	.35– .50	44–50
1.00	44	.80	40	.60– .70	44	.95	44	.35– .50	44–50
1.00	44	.80	40	.60– .70	44	.95	44	.35– .50	44–50
.85	54	.70	.....	.....	.....	.....	.....	.45– .50	60
.85– .90	54	.75	44–50	.60– .65	44	.85	54	.40– .45	60
1.00	54	.75	49	.....	.....	.85	54	.40	54–60
1.00	54	.70– .75	49–54	.62½	49	.85	54	.35– .45	50–60
1.00	54	.70– .75	49–54	.62½	49	.85	54	.35– .45	50–60
.85	54	.70– .75	49–54	.62½	49	.85	54	.35– .40	50
.75– .85	50	.50– .75	44–54	.....	.....	.75	54	.30– .40	44–50
.65– .75	50	.50– .75	44–54	.62½	48	.75	54	.25– .30	44–60
.65– .80	44–48	.75	44–54	.62½–.70	44	.75	54	.30– .40	44–60
.65– .80	44–48	.75	44	.62½	44	.75	60	.30	44–60
.65– .75	44–48	.75	44	.62½	44	.90	44	.35	44–60
.75– .90	44–48	.80*	44*	.62½	44	.90	44	.35– .45	44–60
.75– .80	44–48	.80*	44*	.62½–.70	44–48	.90–1.00	44	.35– .50	44–60
.75– .80	44–48	.80*	44*	.62½–.70	44	.90–1.00	44	.35– .40	44–60

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ONTARIO—*Concluded*								
Windsor—								
1920	1.25	44	1.00	54	1.00	48	.75	48
1926	1.35	44	1.00	44	1.25	44	.85	44
1929	1.45	44	1.10	44	1.37½	44	.85	44
1930	1.45	44	1.10	44	1.37½	44	.85	44
1931	1.25	44	1.00	44	1.25	40	.75	44
1932	1.25	44	1.00	44	1.25	40	.75	44
1933	.90–1.25	40–44	.75–1.00	44	1.25	40	.50– .75	44
1934	.90	40–44	.80	44	1.00	40	.50– .60	44
1935	.90*	40*	.80*	40*	1.00	40	.50– .65	44
1936	.90*	40*	.80*	40*	1.00*	40*	.60– .70	44
1937	1.15*	40*	1.00*	40*	1.15*	40*	.60– .75	44
1938	1.15*	40*	1.00*	40*	1.15*	40*	.60– .75	44
1939	1.15	40	.95	40	1.15	40	.60– .65	44
1940	1.15	40	.95	40	1.15	40	.65	44
Port Arthur—								
1920	1.25	44	1.00	44–54	.90	48	.65– .70	54
1926	1.10	44	.55– .75	44–54	.75	44–54	.65	54
1929	1.25	44	.70– .80	44–54	.75	44	.60– .75	44
1930	1.25	44	.60– .75	44–54	.75–1.00	44–50	.60– .75	44–54
1931	1.00	44	.55– .75	44–54	.75–1.00	44–50	.50– .70	44–54
1932	1.00	44	.55– .75	44–49	.75–1.00	48	.50– .60	44–54
1933	1.00	44	.55– .75	44	.60– .75	44–48	.50– .60	44–54
1934	1.00	44	.55– .75	44	.60– .75	44–48	.50– .60	44–54
1935	1.00	44	.50– .70	44	.60– .75	44–48	.50– .60	44–54
1936	1.00	44	.50– .70	44–50	.60– .70	44	.50– .60	44–54
1937	1.00	44	.50– .70	44–50	.55– .75	44	.50– .60	44–54
1938	1.00	44	.55– .70	44–54	.65– .75	44	.50– .60	44–54
1939	1.00	44	.55– .70	44–54	.65– .75	44	.50– .60	44–54
1940	1.00	44	.60– .70	44–54	.65– .85	44	.50– .60	44–54
Fort William—								
1920	1.25	44	1.00	44–54	.85	48	.65	44–50
1926	1.10	44	.60– .75	44–54	.75	44–54	.65	54
1929	1.25	44	.65– .75	44–54	.75	44	.60– .75	44
1930	1.25	44	.55– .75	44–54	.75–1.00	44–54	.60– .75	44–54
1931	1.00	44	.55– .75	44–54	.75–1.00	44–54	.50– .70	44–54
1932	1.00	44	.55– .75	44–49	.75–1.00	48	.50– .60	44–54
1933	1.00	44	.55– .75	44	.60– .75	44–48	.50– .60	44–54
1934	1.00	44	.55– .75	44	.60– .75	44–48	.50– .60	44–54
1935	1.00	44	.50– .70	44	.60– .75	44–48	.50– .60	44–50
1936	1.00	44	.50– .70	44–50	.60– .70	44–48	.50– .60	44–54
1937	1.00	44	.50– .70	44–54	.65– .75	44	.50– .60	44
1938	1.00	44	.55– .70	44–54	.65– .75	44	.50– .60	44–54
1939	1.00	44	.55– .70	44–54	.65– .75	44	.50– .60	44–54
1940	1.00	44	.60– .70	44–54	.65– .85	44	.50– .60	44–54
MANITOBA								
Winnipeg—								
1920	1.25	44	1.00	44	92½	44	.87½	44
1926	1.35	44	1.00	44	1.00	44	.85	44
1929	1.45	44	1.10	44	1.10	44	.90	44
1930	1.45	44	1.10	44	1.10	44	.95	44
1931	1.35	44	1.00	44	1.00	44	.85	44
1932	1.35	44	1.00	44	1.00	44	.70– .80	44
1933	1.05	44	.75	44	.90–1.00	44	.70	44
1934§	1.00	44	.75	44	.85– .90	44	.70	44
1935§	1.00	44	.75	44	.85	44	.70	44
1936§	1.00	44	.75	44	.85	44	.70	44
1937§	1.10	44	.85	44	.85	44	.70	44
1938§	1.10	44	.85	44	.85	44	.70	44
1939§	1.10	44	.85	44	.85	44	.70	44
1940§	1.10	44	.85	44	.85	44	.70	44

*Minimum rate and hours approved under the Industrial Standards Act, Ontario, 1935.
§Minimum rates and hours approved under the Fair Wage Act, Manitoba, 1916 as amended in 1934.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
1.00	44	1.06¼	44	1.00	44	1.25	44	.65	50
1.50	44	1.25	44	.90	44	1.37½	44	.60	54
1.50	44	1.35	44	1.12½	44	1.37½	44	.65	44-54
1.50	44	1.35	44	1.12½	44	1.37½	44	.45- .65	44-54
1.25	44	1.35	44	1.12½	44	1.37½	44	.45- .50	44-54
1·25	44	1.00	44	1.00	44	1.12½	44	.45	44-49½
1.25	40-44	1.00	40-44	.90	40	1.12½	40	.40- .45	44-50
1.00	40-44	.75-1.00	40-44	.75	40-44	.85	40	.40- .50	44-50
.90	40	1.00*	40*	.85	40-44	.85	40	.50*	44-48*
.90*	40*	1.00*	40*	.70- .75	40-44	.85	40	.50*	44-48*
.90	40	1.00	40	.70- .85	40-44	.85	40	.50	40-48
.90	40	1.15*	40*	.70- .85	40-44	.85	40	.55*	40-48
.90	40	1.00*	40*	.70- .85	40-44	.85	40	.55*	40-48
.90	40-44	1.00*	40*	.75- .85	40-44	.85	40	.55	40-48
1.00	44	1.00	44	.....	.....	1.25	48	.60	48-60
1.00	44	.90	44-48	.....	.....	.....	.....	.35- .40	48-60
1.25	44	1.00	44	.75	44	1.00	44-48	.35- .40	48-60
1.00-1.25	44-54	1.00	44-48	.75- .90	44-54	1.00	44-48	.35- .50	48-60
1.00	44-54	.75-1.00	44-48	.60- .75	44	1.00	44-48	.30- .45	48-60
.75-1.00	44-48	.75-1.00	44-49	.60- .75	44	.90	44	.30- .40	44-60
.75-1.00	44	.75- .85	44-49	.60- .75	44	.75	44	.30- .40	44-60
.75-1.00	44	.75- .85	44	.60- .75	44	.75	44	.30- .40	44-60
.75-1.00	44	.90*	40*	.60- .75	44	.75- .90	44	.35- .40	44-60
.70-1.00	44	.90*	40*	.60- .75	44	1.00	44	.35- .40	44-60
.90-1.00	44	.90	40	.60- .75	44	1.00	44	.35- .40	44-60
.80-1.00	44	.90	40-44	.65- .75	44	.75-1.00	44	.35- .45	44-60
.80-1.00	44	.90	44	.65- .75	44	.75-1.00	44	.35- .45	44-60
.80-1.00	44	.90	44	.65- .75	44	.75-1.00	44	.35- .45	44-60
1.00	44	1.00	44	.....	.....	1.25	48	.60	48-60
1.00	44	.90	44-48	.....	.....	.....	.....	.35- .40	48-60
1.25	44	1.00	44	.75	48	1.00	44-48	.35- .40	48-60
1.00-1.25	44-54	1.00	44-48	.75- .90	44-54	1.00	48	.35- .50	48-60
1.00	44-54	.75-1.00	44-48	.60- .75	44	1.00	44-48	.30- .45	44-60
.75-1.00	44-48	.75-1.00	44-49	.60- .75	44	.90	44	.30- .40	44-60
.75-1.00	44	.75- .85	44-49	.60- .75	44	.75	44	.30- .40	44-60
.75-1.00	44	.75- .85	44	.60- .75	44	.75	44	.30- .40	44-60
.75-1.00	44	.90*	40*	.60- .75	44	.75- .90	44	.35- .40	44-60
.70-1.00	44	.90*	40*	.60- .75	44	1.00	44	.35- .40	44-60
.90-1.00	44	.90	40	.60- .75	44	1.00	44	.35- .40	44-60
.80-1.00	44	.90	40-44	.65- .75	44	.75-1.00	44	.35- .45	44-60
.80-1.00	44	.90	40-44	.65- .80	44	.75-1.00	44	.35- .45	44-60
.80-1.00	44	.90	44	.65- .75	44	.75-1.00	44	.35- .45	44-60
1.12½	44	1.00	44	.90	44	1.00	44	.55- .60	50
1.25	44	1.12½	44	.90	44	1.10	44	.40- .50	50-60
1·35	44	1.20	44	.90	44	1.25	44	.42½- .50	44-60
1.45	44	1.25	44	.90	44	1.25	44	.42½- .50	44-60
1.45	44	1.15	44	.85	44	1.15	44	.40- .50	44-60
1.35	44	1.15	44	.85	44	1.15	44	.40- .50	44-60
1.05	44	1.00	44	.70- .85	44	.95	44	.30- .45	44-50
1.00	44	.90	44	.70- .85	44	.90	44	.37½- .42½	44-48
1.00	44	.90	44	.70- .85	44	.90	44	.37½- .42½	44-48
1.00	44	.90	44	.70	44	.90	44	.37½- .42½	44-48
1.10	44	.95	44	.70	44	.90	44	.40- .45	44-48
1.10	44	.95	44	.70	44	.90	44	.40- .45	44-48
1.10	44	.95	44	.70	44	.90	44	.40- .45	44-48
1.10	44	.95	44	.70	44	.90	44	.42½- .50	44-48

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
MANITOBA—*Concluded*								
Brandon—								
1920	1.15–1.25	44	1.00	44	.75	50	.....	.....
1926	1.25	44	1.00	44	.75	50	.....	.....
1929	1.35	44	1.00	44	1.00	44	.85	44
1930	1.30–1.45	44	1.00	44	.75	50	.....	.....
1931	1.10–1.25	44	.90	44	.75	44	.....	.....
1932	1.00	44	.85	44	.75	44	.....	.....
1933	1.00	44	.70	44	.75	44	.65	44
1934§	.90	44	.70	44	.75	44	.65	44
1935§	.90	44	.70	44	.75	44	.65	44
1936§	.90	44	.70	44	.75	44	.65	44
1937§	.90	44	.70	44	.75	44	.65	44
1938§	.90	44	.70	44	.75	44	.65	44
1939§	.90	44	.70	44	.75	44	.65	44
1940§	.90	44	.70	44	.75	44	.65	44
SASKATCHEWAN								
Regina—								
1920	1.25	44	1.00	44	.90	44	.87½	44
1926	1.25	44	.80– .95	44–60	1.00	44	.75– .82½	44
1929	1.45	44	1.00	44–50	1.05	40	.87½	44
1930	1.45	44	1.00	44–50	1.10	44–49	.87½	44
1931	1.35	44	.90	44–50	1.05	44	.75	44
1932	1.35	44	.90	44	.90	44	.65– .75	44
1933	1.00	44	.50– .75	44–48	.80– .90	44	.60	44
1934	1.00	44	.60– .75	44	.80	44	.60	44
1935	1.00	44	.65– .75	44	.80	44	.60– .65	44
1936	1.00	44	.65– .75	44	.80	44	.60	44
1937	1.10	44	.75†	44†	.80†	44†	.60– .70	44
1938	1.10†	44†	.75†	44†	.90†	44†	.65†– .70	44†
1939	1.10	44	.75†	44†	.90†	44†	.65†– .70	44†
1940	1.10	44	.75†	44†	.90†	44†	.65– .70	44
Saskatoon—								
1920	1.25	44	.75– .85	50	.80½	47	.70	55
1926	1.25	44	.75– .85	50–54	.70–1.00	49–54	.60– .80	49½–55
1929	1.45	44	.90	50–60	1.00	50	.80	50
1930	1.45	44	.70– .90	50–60	1.00	44	.75– .85	44–50
1931	1.35	44	.70– .90	50–55	1.00	44	.60– .80	44–60
1932	1.35	44	.60– .90	50–55	.70–1.00	44	.60– .70	44
1933	.75–1.00	44	.60– .75	44–54	.70–1.00	44	.50– .70	44
1934	.75–1.00	44	.50– .75	44–54	.70–1.00	44	.50– .60	44
1935	.75–1.00	44	.50– .75	44–54	.70– .80	44	.50– .65	44–50
1936	1.00	44	.50– .75	44–50	.70– .80	44	.50– .70	44–50
1937	1.00	44	.50– .75	44–50	.70	44	.50– .70	44–50
1938	1.00	44	.50– .75	44–50	.70	44	.50– .70	44–50
1939	1.00	44	.50– .75	44–50	.70– .80	44	.50– .70	44–50
1940	1.00	44	.50– .75	44	.70– .80	44	.60– .70	44–50
ALBERTA								
Calgary—								
1920	1.25	44	1.00	44	.85–1.00	48	.75– .80	44–49½
1926	1.15	44	.90– .95	44	.90–1.00	44	.70– .75	44–49½
1929	1.45	44	1.00	44	1.10	44	.95	44
1930	1.45	44	1.00	44	1.10	44	.95	44
1931	1.45	44	1.00	44	1.00	44	.75–.90	44
1932	1.25	44	.85	40–44	1.00	44	.75	44
1933	.90–1.00	40	.75– .85	40–44	.80	44	.75	44
1934	.90	40	.75	40–44	.90	44	.75	44
1935	.90	40	.75	40–44	.90	40–44	.75	44
1936	.90	40	.75	40–44	.90‡	40–44‡	.80‡	40‡
1937	.90	40–44	.75	40–44	.90‡	40‡	.80‡	40‡
1938	1.10	40–44	.80	40–44	.90	40	.80	40–44
1939	1.10	44	.80	40–44	.90	40	.75– .80	44
1940	1.20	44	.90	44	.90	44	.75– .80	44

§Minimum rates and hours approved under the Fair Wage Act, Manitoba, 1916, as amended in 1934.
†Minimum rate and hours approved under the Industrial Standards Act, Saskatchewan, 1937.
‡Minimum rate and hours approved under the Industrial Standards Act, Alberta, 1935.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades—*Con.*

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
1.05	44	.80	50-54	.80	50	1.00	44	.55	50
1.25	44	.80	44-54	.80	44	1.00	44	.50	48
1.35	44	1.12½	44-54	.80	44	1.12½	44	.35- .45	50
1.35	44	.80-1.12½	44-54	.80	44	1.10	44	.35- .55	48-60
1.25	44	.90-1.12½	44-54	.75	44	1.15	44	.30- .50	48-60
1.00	44	.90-1.00	44	.75	44	.95	44	.30- .40	44-60
1.00	44	.80-1.00	44	.70	44	.85	44	.25- .40	44-54
.90	44	.80-1.00	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.32½- .37½	44-48
.90	44	.80	44	.65	44	.80	44	.35- .40	44-48
1.20	44	1.00	44	.80	50	1.00	44	.55	54
1.15-1.30	44	1.00	44	.80- .90	44-49	1.10	44	.35- .50	44-60
1.30	44	1.20	44	1.00	44-49	1.25	44	.40- .60	44-60
1.40	44	1.25	44	1.00	44-49	1.25	44	.40- .50	44-60
1.30	44	1.00	44	.90	44	1.25	44	.40	44-60
1.10	44	1.00	44	.85	44	1.15	44	.40	44
1.00	44	.90	44	.75	44	.80	44	.30- .40	44-50
1.00	44	.90	44	.75	44	.80	44	.35- .40	44-50
1.00	44	.90	44	.75	44	.85	44	.35- .40	44-50
1.00	44	.90	44	.75	44	.85	44	.35- .40	44-50
1.00	44	.90	44	.75	44	.85	44	.35- .40	44-50
1.00	44	.90†	44†	.75†	44†	.85	44	.35- .40	44-50
1.00	44	.90†	44†	.75†	44†	.85	44	.40	44-50
1.00	44	1.00†	44†	.75†	44†	.85	44	.40	44-50
1.25	44	.90-1.00	44	.90	44	1.00	44	.40- .50	55-60
1.15-1.25	44	1.00-1.10	44	.80-1.00	44-54	1.10-1.25	44	.35- .45	55-60
1.35	44	1.25	44	1.00	50	1.35	44	.45	50
1.25-1.45	44	1.25-1.30	44	1.00-1.15	44-60	.....	.....	.35- .55	50-60
1.25-1.35	44	1.30	44	1.00-1.15	44-60	1.35	44	.30- .45	44-60
1.00-1.35	44	1.05-1.30	44	.80-1.15	44-48	1.00	44	.25- .45	44-60
.80-1.00	44	.90-1.05	40-44	.75-1.00	44-48	.....	.....	.25- .40	44-60
.90-1.00	44	1.00	40-44	.75-1.60	40-48	.....	.....	.25- .40	44-60
.75-1.00	44	1.00	40-44	.75-1.00	40-44	.....	.....	.25- .40	44-60
.75-1.00	44	1.00	40-44	.75- .90	40-44	.....	.....	.25- .40	44-60
.75-1.00	44	1.00†	40†	.75- .90	40-44	.....	.....	.30- .40	44-60
.75-1.00	44	1.00†	40†	.75- .90	44	.....	.....	.30- .40	44-60
.75-1.00	44	1.00†	40†	.75- .90	44	.....	.....	.30- .40	44-60
.75-1.00	44	1.00†	40†	.75- .90	44	.....	.....	.30- .40	44-60
1.25	44	1.00	44	.90	44	1.00	44	.60	40
1.15	44	1.00	44	.90	44	1.10	44	.30- .50	44-60
1.40	44	1.15	40-44	1.12½	44	1.10	44	.40- .60	44-60
1.40	44	1.20	40-44	1.12½	44	1.25	44	.35- .50	44-60
1.40	44	1.20-1.25	40-44	1.10-1.12½	44	1.12½	44	.30- .50	44-54
1.15	40	1.05	40	1.00	40-44	1.00	40-44	.30- .45	44
1.00	40	1.00	40	.90	40	1.00	40	.35- .45	48
.90	40	.90-1.00	40	.80- .90	40	1.00	40	.35- .45	44-48
.90	40	.90	40	.80	40	1.00	40	.35- .45	44-48
.90‡	40‡	.95	40	.80	40-44	1.00	40	.35- .45	40-48
.90‡	40‡	.95	40	.80	40-44	1.00	40	.40- .50	40-48
.90	40	.95‡	40‡	.80	40-44	1.00	40	.40- .50	40-48
.90	44	.95‡	40‡	.80	40-44	1.00	40	.40- .50	40-48
1.10	44	.95	40	.80	40-44	1.00	40	.40- .50	44-48

TABLE I.—RATES OF WAGES AND HOURS OF

(a) Building

Locality	Bricklayers and Masons		Carpenters		Electrical Workers		Painters	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ALBERTA—*Concluded*								
Edmonton—								
1920	1.25	44	.85	44	.85- .92	44	.85	44
1926	1.25	44	.80	44	.85	44	.70- .80	44
1929	1.35	44	1.00	44	1.10	44	.95	44
1930	1.45	44	1.00	44	1.00-1.10	44	1.00	44
1931	1.40	44	1.00	44	1.00-1.10	44	1.00	44
1932	1.20	44	.85	44	1.00	44	.80	44
1933	.90-1.05	40-44	.60- .75	44	.85	44	.60- .80	44
1934	1.00	40-44	.60- .75	44	.85	44	.60- .75	44
1935	1.00	40-44	.65- .75	44	.85	44	.75	44
1936	1.00	44	.75‡	44‡	.85	44	.75	44
1937	1.00	44	.75‡	44‡	.85	44	.75	44
1938	1.10‡	44‡	.90‡	44‡	.85	44	.75	44
1939	1.10	44	.90‡	44‡	.85	44	.80‡	44‡
1940	1.10	44	.90‡	44‡	.85	44	.80‡	44‡
BRITISH COLUMBIA								
Vancouver—								
1920	1.12½	44	.87½-.90½	44	1.00	44	.87½	44
1926	1.12½	44	.93½	44	.90-1.00	44	.87½	44
1929	1.35	40	1.00	44	1.12½	44	.90	44
1930	1.35	40	1.00	44	1.00-1.17½	40-44	.90	44
1931	1.35	40	1.00	44	1.00-1.17½	40-44	.80	40-44
1932	1.22½	40	.87½	40-44	1.00	44	.75	40-44
1933	1.22½	40	.65- .87½	40-44	.75-1.00	40-44	.62½-.80	40-44
1934	1.10	40	.62½-.87½	40-44	.75-1.00	40-44	.62½-.80	40-44
1935	1.10	40	.62½-.80	40-44	.75-1.00	40-44	.62½-.80	40-44
1936	1.10	40	.62½-.80	40-44	.75-1.00	40-44	.62½-.80	40-44
1937	1.10	40	.62½-.90	40-44	.75-1.00	40-44	.62½-.80	40-44
1938	1.10	40	.75*-.90	40-44	.75-1.00	40-44	.62½-.80	40-44
1939	1.10	40	.75*-.90	40-44	.75-1.00	40-44	.62½-.80	40-44
1940	1.10	40	.75*-.90	40-44	.85-1.00	40-44	.62½-.80	40-44
Victoria—								
1920	1.00	44	.75- .85	44	1.00	44	.70	44
1926	1.12½	44	.75- .81½	44	.87½	44	.70	44
1929	1.12½	44	1.00	44	1.00	44	.85	44
1930	1.25	40	1.00	44	1.00-1.10	40-44	.85	40
1931	1.25	40	.87½	40	.87½	40	.75	40
1932	1.00	40	.75	40	.75- .87½	40	.75	40
1933	1.00	40	.65	40	.65- .75	40	.62½	40
1934	.75- .87½	40	.50- .65	40	.60- .75	40	.50- .62½	40
1935	.75- .90	40	.50- .70	40	.50- .75	40	.50- .65	40
1936	.75- .90	40	.50- .70	40	.50- .75	40	.50- .65	40
1937	.75- .90	40	.70*	40-44	.50- .75	40-44	.60- .65	40
1938	1.00	40	.70*-.80	40-44	60- .75	40-44	.60- .65	44
1939	1.00	40	.75*-.80	40-44	.60- .75	40-44	.65	44
1940	1.12½	40	.75*-.90	40-44	.75	40-44	.65	44
Prince Rupert—								
1920	1.25	44	.87½	44	.90	44	.90	44
1926	1.25	44	.87½	44	.90	44	.90	44
1929	1.25	44	.93¾	44	.90	44	1.00	44
1930	1.25	44	.93¾	44	.93¾-1.00	44	1.00	44
1931	1.25	44	.93¾	44	.93¾-1.00	44	1.00	44
1932	1.25	44	.85	44	1.00	44	.90	44
1933	1.25	44	.85	44	1.00	44	.90	44
1934	1.00-1.25	44	.85	44	1.00	44	.90	44
1935	1.00	44	.85	44	1.00	44	.90	44
1936	1.00	44	.85	44	1.00	44	.90	44
1937	1.25	44	.85	44	1.00	44	.90	44
1938	1.00-1.25	44	.85	44	1.00	44	.80	44
1939	1.00-1.25	44	.85- .90	44	1.00	44	.80	44
1940	1.10-1.25	44	.90	44	1.00	44	.80	44

‡Minimum rate and hours approved under the Industrial Standards Act, Alberta, 1935.
*Rate of wages and hours approved under the Male Minimum Wage Act, British Columbia, 1934.

LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Continued

Trades—*Concluded*

Plasterers		Plumbers		Sheet Metal Workers		Stonecutters		Labourers	
Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
$		$		$		$		$	
.80- .90	44	1.00	44	.90	44	1.00	44	.65- .70	48
1.15	44	1.00	44	.90	44	1.00	44	.40- .50	44-48
1.50	44	1.15	44	1.10	44	1.00	44	.45- .65	44-48
1.50	44	1.20	44	1.12½	44	1.10	44	.45- .60	44-48
1.40	44	1.20	44	1.15	44	1.10	44	.45- .55	44-48
1.15	44	1.05	44	1.00	40	1.10	44	.45	44
1.00	44	1.05	44	1.00	40	.....	.....	.35- .45	44
.90-1.00	44	1.05	44	.75	40-44	1.00	44	.35- .50	44
.90	44	.95†	40†	.75	40-44	1.00	44	.35- .50	44
.90	44	.95†	40†	.75	44	1.00	44	.35- .50	44
.90	44	.95†	40†	.75	44	1.00	44	.40- .50	44
1.00	44	1.00†	44†	.75	44	1.00	44	.40- .50	44
1.05†	44‡	1.05†	44†	.90†	44†	1.00	44	.40- .50	44-48
1.05	44	1.05†	44†	.90†	44†	1.00	44	.45- .50	44-48
1·12½	44	1.00	44	1.00	44	1.06½	44	.60- .65	44
1.18¾	44	1.05	44	1.00	44	1.00	40-44	.45- .56¼	44
1.30	40	1.18¾	40	1.12½	44	1·12½	40-44	.50	44
1·35	40	1.25	40	1·12½	44	1.25	40	.50- .62½	44
1·28½	40	1.12½	40	1.06¼	40-44	1.25	40	.50	44
1.00-1.25	40	1.00	40	1.00	40-44	1.25	40	.40- .50	40-48
1.00	40	.90-1.00	40-44	.90	40-44	1.00	40	.35- .50	40-48
1.00	40	.75-1.00	40-44	.65- .90	40-44	1.00	40	.35- .50	40-48
1.00	40	1.00	40-44	.90	40.44	1.00	40	.45*-.50	40-48*
1.00	40	1.00	40-44	.90	40-44	1.00	40	.45*-.50	40-48*
1.00	40	1.00	40-44	1.00	40-44	1.00	40	.45*-.50	40-48*
1.00	40	1.00	40-44	1.00	40-44	1.00	40	.45*-.50	40-48*
1.00	40	1.00	40-44	1.00	40-44	1.00	40	.45*-.50	40-48*
1.00	40	1.00	40-44	1.00	40-44	1.00	40	.45*-.50	40-48*
.87½	44	.90	44	.87½	44	1.00	44	.55	44
1.00	44	1.00	44	.90	44	1.00	40-44	.45- .66¼	44
1.25	40	1.12½	44	1.00	44	1.00	40-44	.50	44
1.25	40	1.12½	40	1.06¼	40	1.25	40	.50- .56¼	44
1.00	40	1.00	40	1.00	40	1.25	40	.50- .56¼	40-44
.75-1.00	40	1.00	40	.87½	40	1.00	40	.40- .50	40-44
.75	40	.80-1.00	40	.87½	40	1.00	40	.40- .50	40-44
.62½-.75	40	.75-1.00	40	.75	40	.75	40	.40- .50	40-44
.75- .90	40	.75-1.00	40	.70	40	.80	40	.45*-.50	40-44
.75- .90	40	.75- .80	40	.70	40	.75-1.00	40	.45*-.50	40-44
.75- .90	40	.75- .80	40	.70	44	.75-1.00	40	.45*-.50	40-44
.90	40-44	.90	40	.75	44	.80-1.00	40	.45*-.50	40-44
.90	40-44	.90	40	.75	44	.80-1.00	40	.45*-.50	40-44
.90	40-44	.90	40	.80- .90	44	.80-1.00	40	.45*-.50	40-44
1.25	44	1.00	44	1.00	44	.....	.....	.50- .62½	44-48
1.25	44	1.00	44	1.00	44	.....	.....	.57½	44
1.25	44	1.12½	44	1.12½	44	.....	.....	.50- .57½	44-48
1.25	44	1.12½	44	1·12½	44	.....	.....	.50- .57½	44
1.25	44	1.06½	44	1.06	44	.....	.....	.50- .57½	44
1.25	44	.90	44	.90	44	.....	.....	.50	44
1.25	44	.90	44	.90	44	.....	.....	.40- .50	44-48
1.25	44	.90	44	.75- .90	44	.....	.....	.40- .50	44-48
1.00	44	.90	44	.75	44	.....	.....	.45*-.50	44-48*
1.00	44	.90	44	.75	44	.....	.....	.45*-.50	44-48*
1.25	44	.90-1.00	44	.75- .90	44	.....	.....	.45*-.50	44-48*
1.00	44	.90-1.00	44	.75- .90	44	.....	.....	.45*-.50	44-48*
1.00	44	.90-1.00	44	.75-1.00	44	.....	.....	.45*-.50	44-48*
1.00-1.25	44	1.00	44	1.00	44	.....	.....	.45*-.50	44-48*

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(b) Metal Trades

NOTE.—Where a range appears figures represent predominant rates.

Locality	Blacksmiths		Boilermakers		Machinists		Moulders	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
NOVA SCOTIA								
Halifax—								
1920	.60- .80	44-54	.65- .76½	48-54	.65- .85	44-54	.70- .80	44-48
1926	.55- .75	44-50	.55- .75	44-50	.50- .75	44-50	.70- .75	44-48
1929	.60- .65	44-50	.60- .65	44-50	.60- .65	44-50	.70	48
1930	.55- .75	44-50	.55- .75	44-50	.60- .75	44-50	.70- .80	44-48
1931	.55- .75	44-50	.55- .75	44-50	.65- .75	44-50	.72½- .80	44-48
1932	.55- .75	44-50	.55- .75	44-50	.58½- .75	44-50	.67½- .75	44-48
1933	.55- .75	44-50	.55- .75	40-44	.58½- .75	44-48	.62- .65	44-48
1934	.55- .75	44-48	.55- .75	40-44	.58½- .75	40-44	.60- .65	44-48
1935	.58½- .80	40-44	.55- .80	40-44	.58½- .80	40-44	.60- .65	44-48
1936	.58½- .80	40-44	.55- .80	40-44	.58½- .80	40-44	.60- .65	44-48
1937	.65- .90	40-44	.55- .90	40-44	.60- .90	40-44	.65- .70	40-48
1938	.65- .90	40-44	.55- .90	40-44	.60- .90	40-44	.65- .75	44-48
1939	.55- .90	40-44	.55- .90	40-44	.60- .90	40-44	.65- .75	44
1940	.67- .90	40-44	.67- .90	40-44	.65- .90	40-44	.70- .85	44-48
NEW BRUNSWICK								
Saint John—								
1920	.60- .65	48-54	.60- .65	54	.54½- .73	50	.51- .60	54
1926	.53½- .65	44-55	.60	54	.40- .65	44-55	.45- .70	50
1929	.55- .65	44-54	.60- .70	44-54	.50- .65	44-54	.50- .65	50-54
1930	.55- .65	44-54	.50- .80	45½-50	.45- .70	40-55	.35- .65	45-50
1931	.55- .65	50	.60- .70	49½-50	.45- .70	40-55	.35- .60	48-50
1932	.50- .65	40-44	.54- .60	44-54	.40- .60	44-55	.35- .54	44-48
1933	.47- .60	40-44	.45- .55½	44-54	.50- .60	40-54	.35- .51	40-44
1934	.38- .60	40-44	.45- .55½	44-54	.40- .56	40-54	.35- .51	40-44
1935	.43- .60	44	.51- .57½	44-49½	.40- .57½	44-50	.40- .51	40-44
1936	.43- .58½	44	.55½	44	.40- .60	44-49½	.40- .51	40-44
1937	.50- .60	44-50	.57½- .62½	44-49½	.47- .65½	44-50	.45- .55	40-48
1938	.50- .60	44-45	.57- .65	44	.42- .65½	44-45	.45- .55	40-48
1939	.50- .60	40-44	.57- .65	44	.50- .65½	40-44	.45- .55	32-48
1940	.50 -.65	44-45	.55- .70	44-55	.55- .70	44-45	.50- .65	44-45
QUEBEC								
Quebec—								
1920	.50- .68	49½-60	.60	54	.40- .65	49½-60	.37½- .58	48-60
1926	.50- .60	49½-54	.40- .50	49½	.40- .60	49½-54	.30- .57	60
1929	.50- .60	50-54	.40- .65	54	.40- .60	50-54	.37½- .57	60
1930	.50- .60	50-54	.40- .65	54	.40- .65	50-54	.33½- .57	60
1931	.50- .55	44-48	.40- .55	44-54	.40- .60	44-54	.33½- .57	60
1932	.50- .55	44-48	.40- .55	44-54	.40- .60	44-54	.33½- .50	60
1933	.50- .55	44-48	.40- .55	44-54	.40- .55	44-54	.30- .40	60
1934	.50- .55	44-48	.40- .55	48	.40- .55	44-48	.30- .60	48
1935	.50- .55	44-48	.40- .55	48	.40- .55	44-48	.35- .50	48
1936	.50- .55	44-54	.50- .55	48	.40- .55	44-54	.35- .50	48
1937	.50- .60	44½-54	.50- .55	44½-48	.40- .60	44-54	.35- .50	44½-49
1938	.50- .64	48-54	.50- .55	48-54	.40- .64	44-54	.35- .50	48
1939	.50- .64	40-54	.50	40	.40- .69	40-54	.37½- .50	40-48
1940	.58- .67	48-60	.58- .60	48-60	.45- .75	48-60	.37½- .58	44-60
Montreal—								
1920	.55- .82½	45-58	.73½- .80	47-49½	.55- .85	44-60	.70- .87½	45-54
1926	.52½- .70	44-60	.50- .78	47-58	.45- .75	44-60	.60- .80	40-50
1929	.60- .70	44-58	.50- .85	47-58	.50- .80	44-58	.60- .82½	45-55
1930	.52½- .75	44-55	.50- .78	47-49½	.50- .85	44-55	.60- .88	44-49½
1931	.50- .75	40-55	.50- .78	44-48	.50- .80	40-55	.65- .88	40-49½
1932	.50- .75	40-54	.50- .78	40-47	.45- .75	40-55	.50- .85	40-49½
1933	.44- .70	40-54	.50- .78	40-47	.45- .75	40-55	.50- .75	40-49
1934	.40- .70	44-50	.50- .78	40-55	.45- .75	40-55	.50- .70	40-50
1935	.40- .75	44-50	.50- .80	40-47½	.45- .75	40-55	.40- .65	40-48
1936	.45- .75	40-55	.50- .80	40-47½	.45- .80	40-55	.40- .65	40-44
1937	.45- .80	40-55	.50- .90	40-49	.44- .85	40-55	.45- .80	40-48
1938	.45- .80	40-55	.50- .90	40-47	.47½- .85	40-55	.50- .85	40-48
1939	.45- .80	40-55	.50- .90	40-47	.50- .85	40-55	.50- .85	40-55
1940	.50- .80	40-60	.55- .90	40-48	.50- .90	40-60	.50- .90	36-60

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(b) **Metal Trades**—Continued

Locality	Blacksmiths		Boilermakers		Machinists		Moulders	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ONTARIO								
Ottawa—								
1920	.60– .70	50	.68– .75	48–50	.48– .78	50	.62– .70	50–54
1926	.45– .65	44–50	.58½–.75	44–50	.45– .65	44–50	.55– .65	44–50
1929	.55– .65	44–50	.60– .75	44–50	.60– .70	44–50	.55– .68	44–50
1930	.45– .70	44–50	.55– .75	44–50	.50– .70	44–50	.50– .68	44–50
1931	.45– .70	44–50	.58½–.75	44–50	.47½–.70	44–50	.42– .68	44–50
1932	.45– .63	44–50	.55– .68	44–50	.45– .63	40–50	.42– .63	40–50
1933	.35– .60	40–50	.40– .61	44	.45– .61	40–50	.40– .60	41–50
1934	.35– .60	40–50	.40– .61	44	.40– .60	44–50	.40– .60	40–50
1935	.35– .60	44–50	.43– .61	44	.40– .65	44–50	.40– .60	40–50
1936	.35– .60	44–50	.40– .61	44	.40– .65	44–50	.40– .60	40–50
1937	.35– .65	44–50	.40– .67	44	.44– .65	44–55	.48– .65	40–50
1938	.45– .65	44–50	.40– .67	44	.45– .65	44–50	.48– .65	40–50
1939	.40– .65	44–50	.40– .67	44	.45– .75	41–50	.45– .65	36–45
1940	.45– .65	44–50	.40– .67	44	.50– .80	44–50	.45– .70	40–50
Toronto—								
1920	.65– .86	48–52	.60– .88	44–48	.55– .90	44–50	.70– .95	48–50
1926	.45– .75	44–56	.55– .75	44–48	.45– .75	44–54	.50– .90	44–54
1929	.60– .65	44–50	.60– .75	44–48	.55– .70	44–54	.60– .70	44–54
1930	.55– .75	44–54	.60– .75	44–48	.50– .80	44–54	.50 –.90	44–54
1931	.50– .75	44–55	.55– .75	44–48	.50– .80	44–55	.47½–.90	44–54
1932	.47– .70	44–54	.49½–.75	44–48	.45– .75	44–54	.45– .80	40–55
1933	.40½–.70	44–54	.44½–.65	44–48	.40– .75	44–54	.45– .80	40–54
1934	.36– .70	40–56	.48½–.70	40–48	.45– .75	40–56	.45– .80	40–50
1935	.40– .70	40–56	.48½–.70	40–48	.45– .75	40–56	.50– .80	40–50
1936	.40– .70	40–54	.54– .70	40–48	.45– .75	40–54	.50– .85	40–50
1937	.47– .75	40–50	.42– .70	40–48	.45– .80	40–55	.50– .85	24–55
1938	.47– .75	36–50	.40– .70	40–48	.50– .85	37½–60	.50– .85	24–50
1939	.47– .75	36–50	.40– .70	40–48	.50– .90	37½–50	.50– .85	24–48
1940	.50– .80	40–58	.44– .70	44–56	.50– .96	40–59	.55– .89	32–59
Hamilton—								
1920	.50– .80	48–55	.53– .70	50–60	.50– .85	44–60	.50– .95	48–50
1926	.40– .65	44–59	.40– .60	50–59	.40– .75	44–59	.45– .75	44–54
1929	.55– .70	48–59	.45– .60	50–59	.50– .70	49½–60	.55– .80	44–54
1930	.45– .65	45–59	.42½–.65	50	.40– .75	44–59	.45– .80	40–54
1931	.45– .65	44–58½	.45– .65	50–59	.40– .75	40–59	.45– .80	44–54
1932	.45– .63	48–58½	.38½–.48½	59	.40– .75	40–59	.40– .75	44–54
1933	.42– .61	44–58½	.38½–.48½	59	.40– .70	40–59	.40– .72	44–54
1934	.43– .61	45–59	.38½–.53½	59	.40– .70	40–59	.45– .72	40–50
1935	.43– .63	45–59	.38½–.53½	59	.40– .75	40–59	.45– .72	40–50
1936	.45– .65	45–59	.38½–.53½	59	.40– .75	40–59	.45– .72	40–50
1937	.50– .75	42½–50	.47½–.65	48–59	.45– .88	40–59	.50– .90	40–50
1938	.50– .78	44–59	.47½–.65	48–55	.45– .85	40–59	.50– .90	40–50
1939	.50– .75	44–59	.47½–.65	48–50	.45– .85	40–59	.50– .90	35–48
1940	.50– .75	44–59	.48½–.65	48–59	.50– .90	44–60	.50– .90	36–50
London—								
1920	.47½–.63	49½–50	.66– .75	50	.60– .76	50	.65– .87	50
1926	.40– 60	49½–50	.50– .70	50	.45– .70	49½–50	.55– .73	50
1929	.55– .60	50–59	.55– .70	50–59	.42– .65	50–59	.58– .72	50–59
1930	.50– .60	44–49½	.55– .70	44	.45– .68½	44–50	.48– .75	44–50
1931	.40– .54	44–49½	.49– .57	44	.35– .68½	44–50	.43– .70	44–50
1932	.40– .50	40–49½	.49– .57	44	.35– .68½	40–50	.40– .70	44–50
1933	.40– .51	40–44	.49– .57	44	.35– .50	40–53	.40– .60	40–53
1934	.37– .51	40–44	.41– .47	44	.33– .55	40–50	.37– .60	40–50
1935	.40– .51	40–49½	.44– .52	40	.37– .55	40–50	.41– .60	40–44
1936	.43– .51	40–49½	.44– .52	40	.37– .60	40–50	.41– .60	40–44
1937	.43– .55	44–50	.49– .57	44	.40– .60	44–54	.45– .66	42½–45
1938	.43– .55	44–55	.49– .57	44	.40– .60	44–55	.45– .68	44–45
1939	.43– .55	44–56	.49– .57	44	.40– .60	44–59	.45– .66	40–44½
1940	.45– .65	44–55	.49– .57	44	.40– .60	44–68	.45– .66	44–45

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(b) **Metal Trades**—Continued

Locality	Blacksmiths		Boilermakers		Machinists		Moulders	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ONTARIO—*Concluded*								
Windsor—								
1920	.67- .90	49½-50			.67- .90	49½-50	.80	50
1926	.55- .75	49½			.55- .90	48-50	.50- .70	50
1929	.55- .95	44-55			.60-1.00	44-55	.70-1.00	44-54
1930	.50- .66	49½			.60-1.00	44-55	.60- .90	44-55
1931	.40- .60	49½-55			.60-1.00	44-50	.45- .80	44-55
1932	.40- .65	49½-55			.50- .95	44-50	.36- .80	44-55
1933	.30- .60	44-55			.45- .80	44-50	.30- .65	44-55
1934	.40- .69	44-48			.45- .80	40-55	.40- .65	40-54
1935	.45- .69	40-52½			.45- .90	44-55	.40- .65	40-54
1936	.45- .71	40-48			.55- .90	44-54	.50- .67	40-54
1937	.60- .90	40-54			.55-1.05	40-54	.52- .80	40-52
1938	.60- .90	40-50			.55-1.05	40-50	.60- .83	32-48
1939	.60- .90	35-44			.55 1.05	32-46½	.60- .80	22-45
1940	.60- .93	40-50			.55-1.10	40-55½	.60- .85	40-48
MANITOBA								
Winnipeg—								
1920	.70- .80	50	.65- .82	50	.60- .80	48-50	.57½-.80	50
1926	.40- .72	44-50	.60- .72	50	.50- .75	44-50	.50- .70	44-50
1929	.60- .75	50	.60- .74	50	.60- .74	50	.60- .75	44-50
1930	.40- .77	44-54	.60- .74	44	.50- .75	44-50	.50- .80	44-50
1931	.40- .70	40-50	.60- .74	44	.50- .78	40-50	.50- .74	40-50
1932	.40- .68	40-50	.58- .71	44	.50- .75	40-50	.45- .75	40-50
1933	.40- .68	40-50	.56- .68	44	.45- .65	40-50	.50- .70	40-50
1934	.40- .68	40-50	.54- .68	44	.45- .65	44-50	.50- .70	40-50
1935	.40- .70	44-50	.57½-.72	50	.45- .70	44-50	.50- .70	40-50
1936	.40- .70	44-50	.55- .72	50	.45- .75	44-50	.50- .70	40-50
1937	.45- .73	44-50	.57½-.76	50	.45- .80	40-50	.53- .70	40-50
1938	.45- .73	40-50	.57½-.76	50	.45- .80	40-50	.53- .70	40-50
1939	.40- .73	44-60	.55- .76	50	.50- .80	40-50	.53- .70	40-54
1940	.40- .75	40-50	.55- .79	50	.50- .80	40-50	.53- .70	40-50
SASKATCHEWAN								
Regina—								
1920	.85	44			.90	50	.78	50
1926	.55½-.85	44-55	.85	48	.60- .85	48	.60- .65	44
1929	.65- .85	50	.85	48	.65- .85	44	.65	44
1930	.60- .85	48-50	.73- .85	48-55	.66- .85	44-48		
1931	.58½-.85	44-48	.85	48	.45- .85	44-48		
1932	.58½-.85	40-44	.85	40-44	.45- .85	40-44		
1933	.65- .85	40-44	.85	40	.45- .85	44	.55	44
1934	.85	40	.85	40	.45- .85	40-44	.45- .55	44
1935	.85	40	.85	40	.50- .85	40-44	.45- .55	44
1936	.85	40	.85	40	.50- .85	40-44	.45- .55	44
1937	.55- .90	40-55	.90	40	.50- .90	40-44	.45- .55	44
1938	.55- .90	40-55	.90	40	.50- .90	40-44	.45- .55	44
1939	.55- .90	40-55	.90	40	.55- .90	40-49	.45- .55	44
1940	.50- .90	40-44	.90	40	.55- .90	40-49	.45- .55	44
ALBERTA								
Calgary—								
1920	.85- .95	44	.85	44	.85	44	.85	44
1926	.70- .80	44			.60- .77	44-50	.65- .77	44
1929	.77- .80	44	.75- .80	44	.77- .82	44	.77- .82	44
1930	.70- .85	44-48	.80- .90	48	.63- .85	44-48	.75- .82	44
1931	.70- .85	44-52	.67- .90	48	.50- .80	44-52	.69- .78	44
1932	.70- .85	40-52	.80	40	.50- .74	40-44	.69- .74	44
1933	.70- .85	40-44	.80	40	.50- .72	40-44	.65- .75	44
1934	.70- .85	40-44	.80	40	.55- .80	40-44	.60- .74	44
1935	.72- .85	40-44	.85	40	.55- .85	40-44	.60- .74	44
1936	.70- .85	40-44	.85	40	.60- .85	40-44	.67- .74	44
1937	.70- .90	40-44	.90	40	.65- .90	40-44	.55- .75	44
1938	.65- .90	40-44	.90	40	.60- .90	40-44	.55- .75	44
1939	.65- .90	40-44	.90	40	.50- .90	40-44	.60- .75	44
1940	.65- .95	40-44	.90	40	.50- .90	40-48	.60- .75	44

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(b) **Metal Trades**—Concluded

Locality	Blacksmiths		Boilermakers		Machinists		Mouldres	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$		$	
ALBERTA—*Concluded*								
Edmonton—								
1920	.70– .80	44–50	.80– .85	44–50	.70–1.00	44–50	.70– .87½	44–50
1926	.60– .85	44–54	.....	.....	.60– .90	44–54	.75	44–54
1929	.60– .85	44–54	.....	.....	.60– .85	44–54	.75– .80	44–54
1930	.60– .85	44–54	.....	.....	.60– .90	44–54	.75– .80	44
1931	.60– .85	44–54	.....	.....	.65– .90	44–54	.....	44–54
1932	.50– .85	44–50	.....	.....	.60– .90	44–50	.....	44–50
1933	.50– .75	44–50	.....	.....	.50– .90	44–50	.55– .65	44–50
1934	.40– .75	44–50	.....	.....	.40– .90	44–50	.60– .65	44–50
1935	.50– .75	44–50	.....	.....	.50– .90	44–50	.60– .65	44–50
1936	.50– .70	44–49	.....	.....	.50– .75	44–49	.60– .65	44–49
1937	.50– .80	44–49	.....	.....	.40– .80	44–49	.65– .70	44–49
1938	.50– .80	44–49	.....	.....	.50– .70	44–49	.65– .70	44–49
1939	.50– .80	44–49	.....	.....	.50– .70	44–49	.65– .70	44–49
1940	.50– .80	44–50	.....	.....	.50– .70	44–50	.65*–.70	44–49
BRITISH COLUMBIA								
Vancouver—								
1920	.75– .93	44	.78– .95	44	.75– .95	44	.75– .90½	44
1926	.61¼–.83	44–48	.75– .85	44–48	.70– .85	44	.75– .82	44
1929	.75– .87½	44–48	.75– .85	44–48	.75– .80	44	.75– .81¼	44
1930	.65– .83	44–48	.75– .90	44–48	.75– .87½	44	.75– .87½	44
1931	.65– .83	44–48	.75– .90	44–48	.65– .85	44	.68½–.85	44
1932	.65– .83	44–48	.67½–.83	44–48	.60– .80	44	.67½–.75	44
1933	.62½–.83	40–44	.75– .83	40–44	.50– .75	44	.66– .78	44
1934	.60– .83	40–44	.72– .83	40–44	.55– .75	44	.61– .75	36–44
1935	.60– .85	40–44	.72– .85	40–44	.60– .95	44	.64– .75	44–45
1936	.60– .85	40–44	.72– .85	40–44	.65– .95	40–44	.65½–.75	40–45
1937	.60– .95	40–44	.62½–.95	40–44	.65– .95	40–44	.70– .77	40–45
1938	.60– .95	40–44	.62½–.95	40–44	.60– .95	40–48	.70– .77	40–45
1939	.65– .95	40–44	.62½–.95	40–44	.60– .95	40–48	.70– .77	40–45
1940	.70– .95	40–44	.75– .95	40–44	.65– .95	40–48	.70– .80	40–45
Victoria—								
1920	.75– .90	44	.77½–1.00	44	.82½–.85	44	.75– .87	44
1926	.72½	44	.75	44	.62½–.74	44	.68½	44
1929	.75	44	.84	44	.75–. 82	44	.75	44
1930	.80– .84	44	.84	44	.75– .82	44	.75– .81	44
1931	.75– .84	44	.84	44	.68– .82	44	.75– .81	44
1932	.68– .75	44	.75	44	.68– .75	44	.68	44
1933	.72½–.75	44	.75	44	.65– .75	44	.68	44
1934	.68– .75	44	.75	44	.65– .75	44	.68	44
1935	.68– .75	44	.75	44	.65– .75	44	.68	44
1936	.68– .75	44	.75	44	.65– .75	44	.68	44
1937	.68– .75	44	.75– .84	44	.68– .75	44	.75	44
1938	.68– .75	44	.86½	44	.75– .79	44	.75	44
1939	.68– .75	44	.86½	44	.75– .79	44	.75	44
1940	.85	44	.90	44	.75– .79	44	.75	44

*Minimum rate approved under the Industrial Standards Act, 1935.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Con.

(c) Printing Trades

NOTE.—Samples of wages and hours for lithographers, photo-engravers, stereotypers and electrotypers are shown in Table XI.

Locality	Compositors, Machine and Hand, News		Compositors, Machine and Hand, Job		Pressmen, News		Pressmen, Job		Bookbinders		Bindery Girls	
	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week
	$		$		$		$		$		$	
Halifax—												
1920	32.00	48	30.00	48	30.00	48	30.00	48	30.00-35.00	48	10.00-11.00	47-48
1926	32.00	48	30.00-35.00	44-48	30.00	48	31.00	44-48	30.00-35.00	47-48	10.00-12.00	40-48
1929	33.50	48	30.00-35.00	44-48	32.00	48	32.00	44-48	30.00-35.00	47-48	10.00-12.00	44-48
1930	35.00	48	32.00-35.00	44-48	24.00-34.00	48	31.00	44-48	30.00-40.00	47-48	10.00-12.00	44-48
1931	35.00	48	25.00-35.00	44-48	24.00-34.00	48	31.00	44-48	30.00-40.00	47-48	10.00-12.00	44-48
1932	35.00	48	25.00-35.00	44-48	25.00-34.00	48	27.00-31.00	44-48	30.00-40.00	47-48	11.00-12.00	44-48
1933	32.00	48	25.00-35.00	44-48	22.50-34.00	48	24.40-31.00	44-48	30.00-40.00	47-48	11.00-12.00	44-48
1934	32.00	48	25.00-35.00	44-48	21.50-34.00	48	24.40-31.00	44-48	27.00-36.00	47-48	11.00-12.00	44-48
1035	32.00	48	25.00-35.00	44-48	21.50-34.00	48	24.25-31.00	44-48	27.00-36.00	47-48	11.00-12.00	44-48
1936	32.00	48	25.00-33.45	44-48	24.00-34.00	48	24.25-31.00	44-48	27.00-35.00	47-48	11.00-12.00	44-48
1937	34.00	44	25.00-33.45	44-48	24.00-34.00	48	24.25-26.00	44-48	27.00-35.00	45-47	11.00-12.00	44-47
1938	35.00	42	25.00-35.00	44-48	24.00-34.00	48	25.00-28.00	44-48	27.00-35.00	45-47	11.00-12.00	44-47
1939	35.00	42	25.00-35.00	44-48	24.00-34.00	42-48	25.00-30.00	44-48	27.00-35.00	45-47	11.00-12.00	44-47
1940	35.00	40	25.00-35.00	44-48	24.00-34.00	46-48	25.00-30.00	44-48	28.00-35.00	45-47	11.00-12.00	44-47
Saint John—												
1920	30.00	48	30.00	48	32.00	48	30.00	48	26.00-32.00	48	10.00	48
1926	33.00	48	31.80	44	36.00	48	31.80	44	25.00-32.00	44	7.00-12.00	44
1929	35.00	48	33.00	44	36.00	48	32.80	44	25.00-33.00	44	10.00	44
1930	36.00	48	33.00	44	36.00	48	32.80-36.00	44	25.00-33.00	44	7.00-13.00	44
1931	37.00-40.00	48	33.00-38.00	44	37.00	48	32.80-38.00	44	25.00-33.00	44	7.00-13.00	44
1932	33.30-36.00	48	33.00	44	33.30-35.10	48	32.80-38.00	44	28.00-33.00	44	7.00-12.00	44
1933	33.30-35.10	43½	33.00	44	33.30-35.10	43½	32.80-38.00	44	28.00-33.00	44	7.00-12.00	44
1934	30.00-31.59	43½	33.00	44	30.00-31.59	43½	32.80-38.00	44	28.00-33.00	44	7.00-12.00	44
1935	33.30-35.10	48	33.00	44	33.30	48	32.80-38.00	44	28.00-33.00	44	7.00-12.00	44
1936	33.30-35.10	48	33.00	44	33.30	48	32.80-38.00	44	28.00-33.00	44	7.00-12.00	44
1937	33.30-37.00	48	33.00	44	30.00-35.15	48	30.75-38.00	44	28.00-33.00	44	7.00-12.00	44
1938	33.30-38.03	48	33.00-36.00	44	30.00-36.08	48	30.75-38.00	44	28.00-33.00	44	8.00-12.00	44
1939	36.08-38.03	45	33.00-36.00	44	36.08	45	30.75-38.00	44	28.00-33.00	44	8.00-12.00	44
1940	36.08-38.03	45	33.00-36.00	44	36.08	45	30.75-38.00	44	30.00-38.00	44	9.00-11.00	44
Quebec—												
1920	28.00	48	26.00	48	24.00	48	21.00-28.00	48	22.00	48	6.00-11.00	48
1926	29.00	48	29.00	48	28.00	48	23.00-32.00	48	20.00-32.00	48	8.00-15.00	48
1929	31.00	48	31.00	48	32.00	48	28.00-32.00	48	24.00-37.00	48	9.00-15.00	48
1930	31.00	48	31.00	48	33.00	48	28.00-37.00	48	27.00-35.00	48	9.00-15.00	48
1931	32.50	48	32.50	48	33.00	48	28.00-37.00	48	24.00-37.00	48	9.00-15.00	48
1932	32.50	48	32.50	48	29.70-32.00	48	28.00-32.50	48	20.00-35.00	48	9.00-12.00	43-48
1933	30.50	48	30.50	48	29.70-32.00	48	28.00-32.00	48	20.00-36.00	48	9.00-12.00	48
1934	25.00-30.50	48	25.00-30.50	48	25.00-32.00	48	25.00-32.00	48	18.00-30.50	48	9.00-12.00	48
1935	25.00-30.50	48	25.00-30.50	48	25.00-32.00	48	25.00-31.50	48	25.00-30.50	48	9.00-12.00	48
1936	25.00-30.50	48	25.00-30.50	48	25.00-32.00	48	25.00-31.50	48	25.00-30.50	48	9.00-12.00	48
1937	25.00-30.50	48	25.00-30.50	48	25.00-32.00	48	25.00-31.50	48	25.00-30.50	48	9.00-12.00	48
1938	*30.50	46*	26.50*-30.50	46*	26.50*-32.50	46*	26.50*-31.50	46*	26.50*-30.50	46*	9.00-12.00	46*
1939	*30.50	46*	26.50*-30.50	46*	27.50*-32.50	46*	26.50*-31.50	46*	26.50*-30.50	46*	9.00-12.00	46*
1940	*32.00	46*	29.50*-32.00	46*	29.00*-32.50	46*	28.00*-33.00	46*	28.00*-32.00	46*	9.20*-11.04	46*
Montreal—												
1920	36.00	48	36.00-40.00	48	36.00	48	36.00	48	33.75	48	14.50	48
1926	38.00-42.00	48	36.00-42.00	44-48	36.00	48	36.00	48	33.75	48	15.00	48
1929	38.00-44.00	48	36.00-42.00	44-48	38.00	48	36.00	48	33.75	48	15.00	48
1930	38.00-44.00	48	36.00-42.00	44-48	35.00-43.00	48	36.00-40.00	48	33.75	48	15.00	48
1931	38.00-44.00	48	36.00-42.00	44-48	35.00-43.00	48	36.00-40.00	48	33.75	48	15.00	48
1932	38.00-44.00	48	32.00-40.00	44-48	35.00-43.00	48	32.00-36.00	44-48	30.00-33.75	48	12.50-15.00	48
1933	36.00-44.00	48	32.00-40.00	44-48	32.00-43.00	48	32.00-36.00	44-48	30.00-33.75	48	12.50-15.00	48
1934	36.00-44.00	48	30.00-40.00	44-48	32.00-43.00	48	30.00-36.00	44-48	27.00-33.75	48	12.50-15.00	48
1935	36.00-45.50	48	30.00-40.00	44-48	32.00-43.00	48	30.00-36.00	44-48	27.00-36.00	48	12.50-15.00	48
1936	36.00-45.50	48	31.20-40.00	44-48	32.00-43.00	48	31.20-36.00	44-48	31.20-36.00	48	12.50-15.00	48
1937	36.00-45.50	48	31.20-40.00	44-48	32.00-43.00	48	31.20-36.00	44-48	31.20-36.00	48	12.50-15.00	48
1938	36.00-45.50	44-45	31.50*-40.00	44-45*	32.00-43.00	44-48	31.50*-36.00	44-45*	31.50*-36.00	45*	12.60*-15.30	45*
1939	36.00-45.50	40-45	33.75*-40.00	44-45*	32.00-43.00	44-48	33.75*-36.00	44-45*	33.75*-36.00	45*	12.60*-15.30	45*
1940	37.00-47.00	40	36.00*-40.00	45*	32.00-43.00	44-48	36.00*-40.00	45*	36.00*	45*	12.60*-15.30	45*

* Minimum rate and maximum hours for classified printing establishments under the Collective Agreement Act.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Con.

(c) Printing Trades—Continued

NOTE.—Samples of wages and hours for lithographers, photo-engravers, stereotypers and electrotypers are shown in Table XI.

Locality	Compositors, Machine and Hand, News		Compositors, Machine and Hand, Job		Pressmen, News		Pressmen, Job		Bookbinders		Bindery Girls	
	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week
	$		$		$		$		$		$	
Ottawa—												
1920	38.00	45½	35.00	48	34.00	48	35.00	48	34.00	48	13.50	48
1926	42.00	46½	35.00-40.00	44-48	40.00	48	35.00-38.00	44-48	34.00-37.00	48	13.50	48
1929	44.00	46½	35.00-40.00	44-48	43.00	48	35.40	44-48	34.00-37.00	48	13.50	48
1930	44.00	46½	35.00-40.00	44-48	43.00	48	35.00-40.00	44-48	34.00-37.00	48	13.50	48
1931	44.00	46½	35.00-40.00	44-48	43.00	48	35.00-40.00	44-48	35.00-37.00	48	13.50	48
1932	44.00	46½	35.00-40.00	44-48	38.70	48	35.00-40.00	44-48	33.00-36.00	48	13.50	48
1933	37.60	46½	33.00-40.00	44-48	36.75	48	32.00-40.00	44-48	30.00-36.00	48	13.50	48
1934	37.60	46½	33.00-40.00	44-48	36.75	48	32.00-40.00	44-48	30.00-36.00	48	13.50	48
1935	37.60	46½	33.00-40.00	44-48	36.75	48	32.00-40.00	44-48	30.00-36.00	48	13.50	49
1936	39.60	46½	32.00-41.00	44-48	38.70	48	32.00-40.00	44-48	30.00-36.00	48	10.50-14.50	48
1937	44.00	46½	30.00-38.00	45-48	43.00	48	30.00-38.00	45-48	30.00-36.00	45-48	10.50-14.50	45-48
1938	41.80	45	30.00-38.00	45-48	40.85	48	30.00-38.00	45-48	30.00-36.00	45-48	11.50-14.50	45-48
1939	41.80	45	30.00-38.00	45-48	40.85	45-48	30.00-38.00	48	30.00-35.00	48	11.50-14.50	45-48
1940	41.80	45	30.00-38.00	45-48	40.85	45-48	30.00-38.00	44-48	30.00-37.00	44-48	11.50-15.30	45-48
Toronto—												
1920	38.00	48	35.20-38.00	48	36.00	48	35.20-38.00	48	34.00-36.00	44-48	16.80-18.00	48
1926	42.50	46½	35.20-40.00	44-48	41.50	48	35.20-40.00	44-48	36.00-40.00	44-48	16.80-18.00	48
1929	46.50	46½	35.00-42.00	44-48	45.50	48	36.00-42.00	44-48	36.00-40.00	44-48	16.80-18.00	48
1930	47.50	46½	35.00-42.00	44-48	46.50	48	36.00-42.00	44-48	36.00-40.00	44-48	16.80-18.00	48
1931	47.50	46½	35.00-42.00	44.48	46.50	48	36.00-42.00	44-48	36.00-40.00	44-48	16.80-18.00	48
1932	47.50	46½	31.00-40.00	44-48	46.50	48	30.00-40.00	44.48	29.00-38.00	44-48	15.00-18.00	44-48
1933	44.00	46½	31.00-40.00	44.48	43.00	48	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
1934	45.50	46½	31.00-40.00	44-48	44.50	48	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
1935	46.50	46½	31.00-40.00	44-48	45.50	48	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
1936	47.50	46½	31.00-40.00	44-48	46.50	48	30.00-40.00	44-48	29.00-38.00	44-48	12.00-18.00	44-48
1937	42.50	40	31.00-40.00	44-48	48.50	48	30.00-40.00	44-48	29.00-38.00	44-48	12.00-18.00	44-48
1938	44.00	40	31.00-40.00	44-48	44.00-50.30	40-48	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
1939	45.50	40	31.00-40.00	44-48	45.50-52.10	40-48	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
1940	47.00	40	31.00-40.00	44-48	47.00	40	30.00-40.00	44-48	29.00-38.00	44-48	12.50-18.00	44-48
Hamilton—												
1920	34.00	48	34.00	48	34.00	48	34.00	48	34.00	48	12.00-15.00	44-48
1926	41.00	48	35.00	44-48	40.00	48	35.00-38.00	44-48	35.00-44.00	44-48	11.00-16.00	44-48
1929	41.50	48	35.00	44-48	40.50	48	36.00-38.00	44-48	36.00-44.00	44-48	11.00-15.40	44-48
1930	42.25	48	35.00-38.00	44-48	42.25	48	35.00-38.00	44-48	35.00-44.00	44-48	11.00-15.40	44-48
1931	42.50	48	35.00-38.00	44-48	42.50	48	35.00-38.00	44-48	35.00-40.00	44-48	11.00-15.40	44-48
1932	42.50	48	33.75-38.00	44-48	42.50	48	33.75-36.00	44-48	33.00-40.00	44-48	11.00-15.40	44-48
1933	37.75	48	33.75-38.00	44-48	35.00	48	31.50-36.00	44-48	32.00-40.00	44-48	11.00-15.40	44-48
1934	37.75	48	33.75-38.00	44-48	35.00	48	31.50-36.00	44-48	32.00-40.00	44-48	11.00-15.40	44-48
1935	37.75	48	33.75-38.00	44-48	36.75	48	31.50-36.00	44-48	32.00-40.00	44-48	11.00-15.40	44-48
1936	37.75	48	33.00-36.00	44-48	36.75	48	30.00-36.00	44-48	32.00-40.00	44-48	11.00-15.40	44-48
1937	39.25	48	33.00-36.00	44-48	38.25	48	30.00-36.00	44-48	32.00-40.00	44-48	11.00-15.40	44-48
1938	41.25	48	33.00-36.00	44-48	40.25	48	31.20-38.50	44-48	32.85-40.00	44-48	11.00-15.40	44-48
1939	41.25	48	33.00-36.00	44-48	40.25	48	31.20-38.50	44-48	32.85-40.00	44-48	11.00-15.40	44-48
1940	41.25	48	33.00-36.00	44-48	40.25	48	33.00-38.50	44-48	32.85-40.00	44-48	11.00-15.40	44-48
London—												
1920	35.00	44	35.00	48	30.00	44	27.50	48	30.00	48	10.00	48
1926	38.00	44	37.00	44-48	36.00	44	34.00	44-48	35.00	48	10.00-14.00	48
1929	38.00	44	37.00	44-48	36.00	44	34.00	44-48	35.00	48	11.50	48
1930	38.00	44	35.00-38.00	44.48	36.00	44	36.00	44-48	35.40-40.00	48	11.50	48
1931	38.00	44	35.00-38.00	44-48	36.00	44	36.00	44-48	35.00-40.00	48	11.50	48
1932	34.20	44	33.30-38.00	44-48	32.40	44	36.00	44-48	31.50-40.00	48	11.50	48
1933	30.80-34.20	44	33.30-37.00	44-48	32.40	44	32.40-38.00	44-48	29.95-40.00	48	11.50	48
1934	30.80-34.20	44	33.30-34.00	44.48	34.20	44	32.40-38.00	44-48	29.95-40.00	48	11.50	48
1935	30.80-34.20	44	33.00-34.00	44-48	34.20	44	32.40-38.00	44-48	29.95-40.00	48	11.50	48
1936	30.80-34.20	44	29.00-34.00	44-48	34.20	44	29.15-38.00	44-48	30.50-40.00	48	11.50	48
1937	35.00-36.00	44	28.00-34.00	44-48	32.40-34.00	44	29.15-38.00	44-48	29.00-40.00	45-48	11.50	45-48
1938	35.00-36.00	44	28.00-34.00	44-48	32.40-34.00	44	29.50-36.50	44-48	31.00-40.00	45-48	11.50	45-48
1939	35.00-36.00	44	28.00-34.00	44-48	32.40-34.00	44	29.50-36.50	44-48	31.00-40.00	45-48	11.50	45-48
1940	35.00-36.00	44	28.00-34.00	44-48	32.00-36.00	44	29.50-36.50	44-48	31.00-40.00	45-48	11.50	45-48

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Con.

(c) **Printing Trades**—Continued

NOTE.—Samples of wages and hours for lithographers, photo-engravers, stereotypers and electrotypers are shown in Table XI.

Locality	Compositors, Machine and Hand, News		Compositors, Machine and Hand, Job		Pressmen, News		Pressmen, Job		Bookbinders		Bindery Girls	
	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week
	$		$		$		$		$		$	
Windsor—												
1920	39.00	48	39.00	48	45.00	48	35.00	48	.....	.....	14.00	48
1926	48.00	48	41.00	44-48	45.00	48	44.00	44-48	37.50	44-48	15.00	44-48
1929	51.36	48	44.00	44-48	49.00	48	45.00	44-48	40.00	44-48	16.00	44-48
1930	52.32	48	44.00	44-48	56.32	48	40.00-45.00	44-48	40.00	44-48	17.00	44-48
1931	50.88	48	44.00	44-48	49.00	48	40.00-48.00	44-48	40.00	44-48	17.00	44-48
1932	45.60	48	39.60-44.15	44-48	42.00	48	34.00-45.00	44-48	36.00	44-48	15.00	44-48
1933	38.40	48	35.20-40.00	44-48	35.00	48	28.00-40.00	44-48	36.00	44-48	15.00	44-48
1934	38.40	48	35.20-48.00	44-48	35.00	48	28.00-40.00	44-48	28.00-38.00	44-48	15.00	44-48
1935	38.40	48	35.20-48.00	44-48	35.00	48	30.00-40.00	44-48	28.00-40.00	44-48	15.00	44-48
1936	38.40	48	35.20-51.00	44-48	35.00	48	30.00-40.00	44-48	28.00-40.00	44-48	15.00	44-48
1937	40.80	48	36.00-51.00	44-48	37.40	48	30.00-40.00	44-48	28.00-40.00	44-48	15.00	44-48
1938	40.80	48	37.40-51.00	44-48	37.40	48	30.00-40.00	40-48	28.00-40.00	44-48	15.00-18.00	44-48
1939	40.80	48	37.40-51.00	44-48	37.40	48	30.00-40.00	40-48	28.00-40.00	44-48	15.00-18.00	44-48
1940	43.20	48	39.60-51.00	44-48	39.80	48	30.00-40.00	40-48	28.00-40.00	44-48	15.00-18.00	44-48
Winnipeg—												
1920	46.00	46	44.00	48	41.00	48	40.00-44.00	48	39.00	48	15.00	48
1926	44.00	46	39.60	44-48	43.75	48	32.00-39.60	44-48	35.00-40.00	44-48	10.00-16.50	44-48
1929	46.50	46	39.60	44-48	45.00	48	31.00-39.60	44-48	35.00-40.00	44-48	10.00-18.00	44-48
1930	47.00	46	39.60	44-48	45.00	48	31.00-39.60	44-48	35.00-40.00	44-48	10.00-18.00	44-48
1931	47.00	46	39.60	44-48	46.00	48	31.00-39.60	44-48	35.00-40.00	44-48	10.00-18.00	44-48
1932	43.00	46	39.60	44-48	42.00	48	31.00-39.60	44-48	35.00-39.00	44-48	7.50-18.00	36-48
1933	40.00	46	35.20-38.50	44-48	39.00	48	31.00-38.50	44-48	33.00-39.00	44-48	9.00-18.00	44-48
1934	40.00	46	35.20-38.50	44-48	39.00	48	25.00-38.50	44-48	33.00-39.00	44-48	9.50-18.00	44-48
1935	40.00	46	35.20-38.50	44-48	39.00	48	25.00-38.50	44-48	33.00-39.00	44-48	9.00-17.00	44-48
1936	40.00	46	35.20-38.50	44-48	39.00	48	25.00-38.50	44-48	33.00-39.00	44-48	10.00-16.50	44-48
1937	40.00	46	35.20-38.50	44-48	39.00	48	26.00-38.50	44-48	33.00-39.00	44-48	9.00-17.00	44-48
1938	42.50	46	35.20-38.50	44-48	40.50	48	26.00-38.50	44-48	33.00-39.00	44-48	9.00-17.00	44-48
1939	41.00	46	35.20-38.50	44-48	40.00	48	28.00-38.50	44-48	33.00-39.00	44-48	9.00-17.00	44-48
1940	41.00	46	35.20-39.60	44-48	40.00	48	28.00-38.50	44-48	33.00-39.00	44-48	9.00-17.00	44-48
Regina—												
1920	37.00	48	43.12	48	42.00	48	42.00	48	42.00	48	21.00	48
1926	44.00	48	41.00-42.50	44	44.00	48	40.35-45.00	44	40.35	44	19.00	44
1929	48.00	48	44.00	44	47.04	48	42.70	44	43.12	44	20.00	44
1930	48.00	48	44.00	44	47.04	44-48	43.15	44	44.00	44	20.00	44
1931	48.00	48	37.00-44.00	36-44	47.04	36-48	35.00-43.15	36-44	44.00	44	20.00	44
1932	43.00	48	30.30-39.60	34-44	42.24	34-48	28.50-39.60	34-44	44.00	44	18.00	44
1933	37.45	48	28.30-34.32	34-44	36.50	48	26.50-34.65	34-44	40.00	44	12.00-15.00	39-44
1934	37.45	48	28.30-34.32	36-44	37.45	48	29.00-34.65	36-44	34.32	44	12.00-15.00	39-44
1935	37.45	48	28.30-34.32	36-44	37.45	48	29.00-34.65	36-44	34.32	44	12.00-15.00	39-44
1936	37.45	48	28.30-34.32	36-44	37.45	48	29.00-34.65	36-44	34.32	44	12.00-15.00	39-44
1937	37.45	48	28.80-35.20	36-44	37.45	48	29.00-35.20	36-44	35.20	44	12.00-15.00	38-44
1938	37.45	48	28.80-35.20	36-44	37.45	48	29.00-35.20	36-44	35.20	44	12.50-15.00	38-44
1939	36.65	45	28.80-35.20	36-44	36.65	45	29.00-35.20	36-44	35.20	44	12.50-15.85	38-44
1940	38.00	45	29.70-36.30	36-44	38.00	45	29.00-36.30	36-44	36.30	44	12.50-16.50	38-44
askatoon—												
1920	42.00	48	42.00	44	46.00	48	42.00-45.00	44	37.50	48	14.00	44
1926	44.00	48	40.35-44.00	44	44.00	48	37.50-40.35	44	40.35-47.00	44	10.00-18.00	44
1929	48.00	48	44.00	44	48.00	48	44.00	44	35.00-55.00	44	12.00-17.00	44
1930	48.00	48	44.00	44	48.00	48	44.00	44	35.00-55.00	44	12.00-17.00	44
1931	43.20	48	44.00-46.00	44	43.20	48	44.00-46.00	44	35.00-55.00	44	12.50-17.00	44
1932	43.20	48	39.60-41.50	44	43.20	48	39.60-41.60	44	35.00-48.00	44	14.50-17.00	44
1933	40.00	45	39.60-42.00	44	42.00	45	39.60-42.00	44	35.00-40.00	44	14.50-17.00	44
1934	40.00	45	39.60-42.00	44	42.00	45	39.60-42.00	44	35.00-40.00	44	14.50-17.00	44
1935	40.00	45	39.60-42.00	44	42.00	45	35.65-42.00	44	35.00-40.00	44	17.00	44
1936	40.00	45	39.60-42.00	44	42.00	45	35.65-42.00	44	35.00-40.00	44	12.50-17.00	44
1937	40.00	45	39.60-42.00	44	42.00	45	35.65-42.00	44	35.00-40.00	44	11 00-17.00	44
1938	40.00	45	39.60-42.00	44	42.00	45	39.60-42.00	44	35.00-40.00	44	10.00-17.00	44
1939	40.00	45	39.60-42.00	44	42.00	45	39.60-42.00	44	35.00-40.00	44	10.00-17.00	44
1940	40.00	45	39.60-42.00	44	42.00	45	39.60-42.00	44	35.00-40.00	44	14.50-19.00	44

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES—Con.

(c) Printing Trades—Concluded

NOTE.—Samples of wages and hours for lithographers, photo-engravers, stereotypers and electrotypers are shown in Table XI.

Locality	Compositors, Machine and Hand, News		Compositors, Machine and Hand, Job		Pressmen, News		Pressmen, Job		Bookbinders		Bindery Girls	
	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week	Wages per week	Hours per week
	$		$		$		$		$		$	
Calgary—												
1920	45.00	45	45.00	45	45.00	45	45.00	45	45.00	45	21.00	45
1926	43.20	45	39.60	44	43.20	45	39.60	44	39.60	44	18.90	44
1929	47.25	45	44.00	44	47.25	45	44.00	44	39.60	44	18.90	44
1930	47.25	45	44.00	44	47.25	45	44.00	44	39.60	44	18.90	44
1931	48.00	45	44.00	44	48.00	45	44.00	44	39.60	44	18.90	44
1932	43.20	45	40.50	44	43.20	45	35.00-40.50	44	34.25-39.00	44	14.00-17.60	44
1933	38.25	45	40.50	44	38.25	45	35.00-40.50	44	34.25-39.00	44	13.00-17.60	44
1934	38.25	45	40.50	44	38.25	45	35.00-40.50	44	34.25-39.00	44	13.00-17.60	44
1935	38.25	45	40.50	44	38.25	45	35.00-40.50	44	34.25-39.00	44	13.00-18.00	44
1936	38.25	45	40.50	44	38.25	45	35.00-40.50	44	34.00-39.00	44	13.20-18.00	44
1937	38.25	45	40.50	44	38.25	45	35.00-40 50	44	33.00-39.00	44	13.20-18.00	44
1938	38.25	45	40.50	44	38.25	45	35.00-40.50	44	33.00-42.30	44	13.20-18.50	44
1939	38.25	45	40.50	44	38.25	45	35.00-40.50	44	33.00-42.30	44	13.20-18.50	44
1940	38.25	45	40.50-44.00	44	38.25	45	35.00-40.50	44	33.00-42.30	44	13.20-18.50	44
Edmonton—												
1920	45.00	45	41.28	48	45.00	45	42.00	44	41.28	44	17.60	44
1926	43.20	45	39.60	44	43.20	45	39.60	44	39.60	44	18.00	44
1929	47.25	45	44.00	44	47.25	45	44.00	44	44.00	44	20.68	44
1930	47.25	45	44.00	44	47.25	45	44.00	44	44.00	44	20.68	44
1931	48.00	45	44.00	44	48.00	45	44.00	44	46.20	44	20.68	44
1932	43.20	45	42.20	44	43.20	45	42.24	44	39.60-42.24	44	18.90	44
1933	38.25	45	37.40	44	38.25	45	37.40-42.24	44	37.40	44	17.60	44
1934	38.25	45	37.40	44	38.25	45	37.40-42.24	44	37.40	44	17.60	44
1935	38.25	45	37.40	44	38.25	45	37.40-42.24	44	37.40	44	17.60	44
1936	38.25	45	37.40-39.60	44	38.25	45	37.40-39.60	44	37.40	44	17.60	44
1937	40.50	45	37.40-39.60	44	40.50	45	37.40-39.60	44	37.40	44	17.60	44
1938	40.50	45	37.40-39.60	44	40.50	45	37.40-39.60	44	37.40	44	17.60	44
1939	40.50	45	37.40-39.60	44	40.50	45	37.40-39.60	44	37.40	44	17.60	44
1940	41.62	45	37.60-39.60	44	41.62	45	39.60	44	37.60	44	17.60	44
Vancouver—												
1920	40.50	45	40.50	48	40.50	48	40.50	48	39.00-40.50	44-48	19.50-22.00	44-48
1926	45.00	45	42.00	44-48	45.00	48	42.00	44-48	42.00-45.00	44-48	15.00-23.00	44-48
1929	48.00	45	45.00	44-48	48.00	48	45.00	44-48	45.00	44-48	15.00-23.00	44-48
1930	48.00	45	45.00	44-48	48.00	48	45.00	44-48	45.00-48.00	44-48	14.00-23.00	44-48
1931	48.00	45	45.00	44-48	48.00	48	45.00	44-48	38.50-45.00	44-48	14 00-23.00	44-48
1932	43.20	45	40.50	44-48	43.20	48	40.50	44-48	38.00-40.50	44-48	14.00-20.25	44-48
1933	43.20	45	40.50	44-48	43.20	48	40.50	44-48	38.00-40.50	44-48	12.00-20.25	44-48
1934	43.20	45	40.50	44-48	43.20	48	40.50	44-48	38.00-40.50	44-48	12.00-20.25	44-48
1935	43.20	45	40.50	44-48	43.20	48	40.50	44-48	37.20-40.50	44-48	12.00-20.25	44-48
1936	43.20	45	40.50	44-48	43.20	48	40.50	44-48	37.20-45.00	44-48	14.00-20.25	44-48
1937	43.20	45	40.50	44-48	43.20	48	40.50	44-48	37.20-45.00	44-48	14.00-20.25	44-48
1938	39.75-47.70	37½-45	40.50	44-48	47.70	48	40.50	44-48	37.20-45.00	44-48	14.00-20.25	44-48
1939	39.75	37½	40.00-40.50	40.44	47.70	48	40.00-40.70	40-44	37.20-45.00	40-48	14.00-20.00	40-48
1940	39.75	37½	40.00-40.50	40-44	47.70	48	40.00-40.70	40-44	37.20-45.00	40-48	14.00-20.00	40-48
Victoria—												
1920	40.50	45	40.50	48	40.50	48	39.00	48	39.00	48	19.50-21.95	48
1926	45.00	45	44.00	44	45.00	48	42.00	44	42.00	44	18.75-21.00	44
1929	48.00	45	45.00	44	48.00	48	45.00	44	45.00	44	22.50	44
1930	48.00	45	45.00	44	48.00	48	45.00	44	45.00	44	21.00-22.50	44
1931	48.00	45	45.00	44	48.00	48	45.00	44	45.00	44	21.00-22.50	44
1932	43.20	45	40.92-45.00	40-44	43.20	48	45.00	40-44	40.92-45.00	40-44	20.40-22.50	40-44
1933	36.00-43.20	37½-45	36.84-45.00	40-44	43.20	48	36.84-45.00	40-44	36.84-45.00	40-44	18.40-22.50	40-44
1934	36.00-43.20	37½-45	36.84-45.00	40-44	36.00-43.20	48	37.80-45.00	40-44	36.84-45.00	40-44	18.40-22.50	40-44
1935	36.00-43.20	37½-45	40.50-45.00	44	36.00-43.20	48	37.80-45.00	44	40.50-45.00	44	16.28-22.50	44
1936	36.00-43.20	37½-45	40.50-45.00	40-44	36.00-43.20	48	37.80-45.00	44	40.50-45.00	44	11.00-22.50	44
1937	40.00-48.00	37½-45	40.90-45.00	40-44	40.00-48.00	48	42.00-45.00	44	45.00	44	11.00-22.50	44
1938	48.00	45	40.90-45.00	40-44	48.00	45-48	42.00-45.00	44	45.00	44	15.40-22.50	44
1939	48.00	45	40.90-45.00	40-44	48.00	45-48	42.00-52.00	44-48	45.00	44	15.40-22.50	44
1940	48.00	45	45 00	44	48.00	45-48	42.00-52.00	44-48	45.00	44	16.00-22.50	44

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	One man cars	Two man cars									
	$	$		$		$		$		$	
NOVA SCOTIA											
Halifax—											
1920	.....	.52	59	.56½-.69	54-57	.42½-.70	59-60	.60	54	.35 -.48	54
1926	.....	.45	53	.52 -.61½	54-63	.39 -.63	54-63	.60	54	.30 -.43	50
1929	.58	.....	60	.60 -.74	44	.50 -.63	44-56	.60 -.74	44	.40 -.47	44
1930	.61	.....	60	.50 -.77	44	.51 -.77	44-56	.72 -.77	44	.40 -.47	44
1931	.61	.....	60	.50 -.77	44	.51 -.77	44-56	.72 -.77	44	.40 -.50	44
1932	.61	.....	60	.55 -.77	44	.51 -.77	44-56	.72 -.77	44	.40 -.50	44
1933	.55	.....	60	.50 -.70	44	.46 -.70	44-56	.65 -.70	44	.35 -.45	44
1934	.55	.....	60	.50 -.70	44	.46 -.70	44-56	.65 -.70	44	.35 -.45	44
1935	.55	.....	60	.50 -.70	44	.46 -.70	44	.65 -.70	44	.35 -.45	44
1936	.58	.....	60	.53 -.74	44	.48 -.74	44-56	.60 -.74	44	.35 -.47	44
1937	.61	.....	53	.55 -.77	44	.51 -.77	44-56	.63 -.82	44	.35 -.55	44
1938	.61	.....	53	.50 -.77	44	.51 -.77	44-56	.63 -.82	44	.35 -.55	44
1939	.65	.....	53	.50 -.77	44	.53 -.77	44-52	.63 -.82	44	.40 -.55	44
1940	.65	.....	51	.55 -.77	44	.56 -.77	44-52	.63 -.82	44	.40 -.55	44
Sydney—											
1920	.....	.50	54-60	.52	60	.35 -.62	60-91	.38	60	.37½	60
1926	.50	.45	54-63	.43 -.50	53	.33 -.59	60-91	.52	59	.32 -.35	54-59
1929	.50	.45	61-74	.35 -.51	53	.34 -.56	59-91	.52	59	.32 -.35	54-59
1930	.50	.....	60-67	.35 -.51	53	.34 -.56	53-91	.52	53	.32 -.35	53-59
1931	.50	.....	60-67	.35 -.51	53	.34 -.50	53-91	.52	53	.32 -.35	53-59
1932	.41	.....	60-70	.41	.....	.40 -.51	45-91	.47	45	.31	54
1933	.45	.....	60-70	.41	.....	.44 -.57	45-91	.52	45	.34	54
1934	.48	.....	60-70	.45	.....	.48 -.57	54-91	.52	54	.35 -.44	54
1935	.48	.....	60-70	.45	.....	.48 -.57	54-91	.52	54	.35 -.44	54
1936	.48	.....	60-70	.45	.....	.48 -.57	54-91	.52	54	.35 -.44	54
1937	.50	.....	60-70	.47	.....	.50 -.59	54-91	.54	54	.40 -.46	54
1938	.50	.....	60-70	.47	.....	.50 -.59	54-91	.54	54	.40 -.46	54
1939	.50	.....	60-70	.47	.....	.50 -.59	54-91	.54	54	.40 -.46	54
1940	.55	.....	60-70	.52	.....	.55 -.65	54-91	.60	54	.35 -.50	54
NEW BRUNSWICK											
Saint John—											
1920	.....	.55	62	.45 -.57	54	.42 -.72	54-63	.55 -.72	48-63	.48	54
1926	.46	.....	62	.42 -.57	54	.35 -.55	48-63	.42 -.58	48	.30	54-63
1929	.49	.....	62	.42 -.57	54	.37 -.62	48-54	.62	48	.30	54-63
1930	.50	.....	62	.47 -.57	54	.37 -.62	48-65	.62	48	.30	54-63
1931	.50	.....	62	.50 -.57	54	.37 -.62	44-65	.62	44	.30	54-63
1932 *(a)*	.50	.....	62	.50 -.57	54	.37 -.62	40-56	.62	40	.30	54-63
1933	.40½	.....	62	.40½-.46½	54	.30 -.50½	40-56	.50½	40	.24½	54-63
1934	.40½	.....	62	.40½-.46½	54	.30 -.50½	48-63	.50½	48	.24½	54-63
1935	.40½	.....	62	.40½-.46½	54	.30 -.50½	48-63	.50½	48	.24½-.28	54-63
1936	.40½	.....	62	.40½-.46½	54	.30 -.50½	48-63	.50½	48	.24½-.28	54-63
1937	.43	.....	62	.42½-.49	54	.31½-.53½	48-63	.53½	48	.26 -.29½	54-63
1938	.43	.....	62	.44 -.51	54	.30 -.49½	48-65	.53½	48	.26 -.29½	54-63
1939	.43	.....	62	.42 -.51	54	.30 -.49½	48-65	.53½	48	.30	54-63
1940	.43	.....	62	.42 -.51	54	.30 -.49½	48-65	.53½	48	.30	54-63
QUEBEC											
Quebec—											
1920	.....	.45	60	.45	54	.35 -.53	54-60	.48 -.57	54	.35	60
1926	.....	.45	60	.43 -.45	60	.30 -.53	53½-70	.43 -.57	53½	.30	53½
1929	.53	.48	60	.45 -.50	66½	.34 -.60	49-70	.48 -.54	49½	.35	60
1930	.55	.50	60	.45 -.50	60-65	.34 -.60	47-57	.45 -.54	47	.35	60
1931	.55	.50	60	.45 -.50	49½-65	.34 -.62	44	.54 -.64	44	.35	60
1932	.55	.50	60	.45 -.50	54-65	.34 -.62	40-57	.56 -.64	40	.35	60
1933	.51	.46	60	.41½-.45	54-59	.31 -.57½	40-54	.52 -.59½	40	.32½	54-63
1934	.51	.46	60	.41½-.45	54-59	.31 -.57½	40-54	.52 -.59½	40	.27½-.32½	54-63
1935	.51	.46	60	.41½-.45	54-59	.31 -.57½	40-54	.52 -.59½	40	.27½-.32½	54-63
1936	.51	.....	60	.41½-.45½	54-59	.31 -.57½	40-54	.52 -.59½	40	.27½-.32½	54-63
1937	.53	.....	60	.45 -.47½	54-59	.35 -.61	40-54	.50 -.61	40	.30 -.35	54-63
1938	.55	.....	60	.47½-.48½	54	.36 -.61	40-54	.50 -.61	40	.30 -.38	54
1939	.55	.....	60	.47½-.48½	54	.36 -.61	40-54	.50 -.61	40	.30 -.38	54
1940	.55	.....	60	.47½-.55	50-54	.40 -.61	48-54	.50 -.61	50	.30 -.38	54

* Maximum rates based on length of service.
‡ Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.
† Including armature winders, wiremen, etc.
§ Including troublemen and, in some cases, groundmen; in some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.
(a) Deduction from earnings, 10 per cent.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways—Continued

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	One man cars	Two man cars									
	$	$		$		$		$		$	
QUEBEC—*Conc.*											
Levis—											
1920	.40	.....	77	.38	60	.30 -.50	60	.35	60	.30	60
1926	.32	.....	75	.33	55	.30 -.50	55	.42	55	.28½-.30	55
1929	.40	.....	70	.35	55	.32 -.53	55	.50	55	.30	55
1930	.35	.....	55	.35	55	.30 -.52	55	.49	55	.30	55
1931	.34	.....	50	.33	45	.30 -.52	50	.50	50	.30	45
1932	.30	.....	63	.33	50	.25 -.50	50	.48	50	.27	45
1933	.27	.....	55	.30	40	.25 -.45	45	.45	45	.25	36
1934	.27	.....	55	.30	40	.25 -.45	45	.45	45	.25	36
1935	.27	.....	55	.25 -.35	40	.25 -.45	45	.45	45	.25	40
1936	.25	.....	55	.25 -.35	40	.25 -.45	45	.45	45	.25	40
1937	.25 -.27	.....	50-70	.31 -.47	45	.25 -.40	45	.48	45	.25	40
1938	.26 -.27	.....	.....	.35 -.48	45	.25 -.47	45	.50	45	.25 -.27	45
1939	.28	.....	.....	.35 -.48	45	.25 -.46	50	.50	50	.25 -.30	45
1940	.30	.....	.....	.40 -.49	45	.30 -.50	50	.55	50	.25 -.30	45
Montreal—											
1920	.....	.55	60	.....	.....	.....	.....	.....	.....	.....	.....
1926	.56	.51	70	.44 -.51	60	.31 -.58	50-70	.51 -.63	50	.35	60
1929	.56	.51	70	.44 -.51	60	.31 -.53	50-70	.51 -.61	50	.35	60
1930	*(b)* .60	.55	70	.48 -.55	60	.38 - 62	50-70	.55 -.65	50	.35	54
1931	*(b)* .60	.55	45-70	.51 -.55	48	.38 -.62	45-65	.55 -.65	45	.35	48
1932	*(b)* .60	.55	40-70	.51 -.55	40	.38 -.62	45-62	.55 -.65	45	.35	48
1933	*(b)* .56	.51	39-63	.47 -.51	48	.34 -.58	40	.51 -.61	40	.31	48
1934	*(b)* .56	.51	54	.47 -.51	40	.34 -.58	40	.51 -.61	40	.31	48
1935	*(b)* .56	.51	54	.47 -.51	40	.30 -.58	40	.51 -.61	40	.31	48
1936	*(b)* .56	.51	54	.47 -.51	40-48	.30 -.58	40	.51 -.61	40	.31	48
1937	*(b)* .60	.55	54	.53 -.57	40-48	.34 -.62	40	.55 -.65	40	.35	48
1938	*(b)* .60	.55	54	.53 -.57	48	.38 -.62	40	.55 -.65	40	.35	48
1939	*(b)* .60	.55	54	.53 -.57	48	.38 -.62	40	.55 -.65	40	.35	48
1940	*(b)* .65	.60	54	.58 -.62	48	.39 -.68	45	.62 -.68	45	.35 -.40	48
Hull—											
1920	.....	.48	54	.45- .51	54	.41- .50	54	.41- .48	54	.40	54
1926	.49	.45	54	.45 -.51	54	.41 -.46	54	.43 -.50	54	.40	54
1929	.49	.45	54	.45 -.48	54	.41 -.46	54	.43 -.52	54	.40	54
1930	.49	.45	54	.45 -.48	54	.41 -.46	54	.43 -.52	54	.40	54
1931	.49	.45	54	.45 -.48	54	.41 -.46	54	.43 -.52	54	.40	54
1932	.44	.40	54	.40½-.43	54	.37 -.41½	48	.39 -.47	48	.36	54
1933	.41	.37½	54	.40	54	.35 -.38½	48	.37 -.44	48	.34	54
1934	.41	.37½	54	.40	54	.35 -.38½	48	.37 -.44	48	.34	54
1935	.41	.....	54	.47½	48	.34 -.46	48	.37 -.44	48	.34	48
1936	.41	.....	54	.47½	48	.34 -.46	48	.37 -.44	48	.34	48
1937	.41	.....	54	.47½	48	.34 -.46	48	.37 -.44	48	.34	48
1938	.41	.....	54	.47½	48	.34 -.46	48	.37 -.44	48	.34	48
1939	.44	.....	54	.43	48	.37 -.49	48	.40 -.47	48	.37	48
1940	.44	.....	54	.43	48	.37 -.49	48	.40 -.47	48	.37	48
ONTARIO											
Ottawa—											
1920	.....	.55	54	.54	54	.42 -.60	54	.55 -.57½	54	.48	54
1926	.55	.50	54	.48 -.52	54	.39 -.55	54	.50 -.60	54	.44 -.46	54
1929	.55	.50	.....	.48 -.52	54	.39 -.58	54	.44 -.60	54	.44 -.48	54
1930	.55	.50	50	.45 -.52	54	.39 -.58	54	.40 -.60	54	.38 -.48	54
1931	.54	.49	49½	.51 -.53	48	.39½-.59	48	.40½-.61	48	.38½-.49	48
1932	.54	.49	49½	.51 -.53	48	.35 -.59	48	.39½-.61	48	.35 -.49	48
1933	.54	.....	49½	.51 -.53	48	.35 -.59	49	.35½-.61	48	.35 -.49	48
1934	.54	.....	49½	.51 -.53	48	.35 -.59	48	.35½-.61	48	.35 -.44½	48
1935	*(b)*.54	.....	49½	.51 -.53	48	.35 -.59	48	.35½-.61	48	.35 -.44½	48
1936	*(b)*.54	.....	49½	.51 -.53	48	.35 -.59	48	.35 -.61	48	.35 -.44½	48
1937	*(b)*.54	.....	49½	.51 -.53	48	.35 -.59	48	.45 -.61	48	.35 -.44½	48
1938	*(b)*.54	.....	49½	.51 -.53	48	.35 -.59	48	.45 -.61	48	.35 -.44½	48
1939	*(b)*.54	.....	49½	.51 -.53	48	.36½-.59	48	.45 -.61	48	.38½-.44½	48
1940	*(b)*.54	.....	49½	.51 -.53	48	.39½-.59	48	.45 -.56	48	.40 -.44½	48

(b) Rate applies also to bus operators.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways—Continued

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	One man cars	Two man cars									
	$	$		$		$		$		$	
ONTARIO—*Con.*											
Cornwall—											
1920	.35	.....	60	*(c)*90.00	60	.38 -.44	60	.44	50	.32	60
1926	.40	.....	66	*(c)*90.00-110.00	60	.38 -.50	56½	.....	.....	.30	60
1929	.44	.....	66	.44	60	.37 -.54	50	.49	50	.35	50
1930	.44	.....	66	.46	60	.39 -.54	60	.49	60	.35	50
1931	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1932	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1933	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1934	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1935	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1936	.44	.....	60	.46	60	.39 -.54	50	.49	60	.35	55
1937	.46	.....	54	.48	55	.37 -.54	50	.47 -.51	60	.30	55
1938	.46	.....	54	.52	50	.38 -.54	49½	.48 -.51	55-60	.35	50
1939	.46	.....	54	.52	50	.38 -.54	49½	.48 -.51	55-60	.35	50
1940	.48	.....	57	.55	50	.41 -.55	50	.50 -.55	55-60	.35	50
Oshawa—											
1920	.....	.42	60	.42	60	.40 -.48	60	.43 -.48	60	.45	54
1926	.....	.40	60	.43	60	.36 -.48	51-60	.43 -.48	60	.38	54
1929	.....	.48	60	.47	44	.40 -.65	44-60	.50 -.53	48-60	.40	54
1930	.52	.....	60	.47	44-48	.40 -.65	48-60	.53	54	.40	54
1931	.52	.....	60	.47	44	.40 -.55	44-48	.53	48	.40	49
1932*(d)*	.52	.....	60	.50	40	.40 -.55	36-48	*(d)*.53	48	.40	40
1933*(d)*	.52	.....	60	.50	40	.40 -.55	36-48	*(d)*.53	48	.40	40
1934*(d)*	.52	.....	60	.50	44	.40 -.55	51-63	.....	.....	.40	47
1935*(d)*	.52	.....	60	.50	44	.40 -.55	51-63	.....	.....	.40	51
1936*(d)*	.52	.....	60	.50	44	.40 -.55	51-63	.....	.....	.40	45
1937*(d)*	.55	.....	83	.50 -.54	44	.47 -.59	48-60	.....	.....	.40 -.43	54
1938	.55	.....	66	.50 -.54	44	.47 -.59	48-57	.....	.....	.43	50
1939	.55	.....	74	.50 -.54	44	.47 -.59	48-57	.....	.....	.43	50
1940	*(e)*.55	.....	48	.....	.....	.....	.....	.....	.....	.....	.....
Toronto—											
1920	.....	.60	48	.62 -.68	44	.55 -.75	44	.73	44	.54	48
1926	*(b)*.65	.60	48	.72 -.78	44	.54 -.81	44	.60 -.79	44	.45 -.59	48
1929	*(b)*.65	.60	.....	.72 -.78	44	.54 -.81	44	.60 -.79	44	.45 -.59	48
1930	*(b)*.65	.60	48	.72 -.78	44	.54 -.81	44	.60 -.79	44	.45 -.59	48
1931	*(b)*.65	.60	48	.72 -.78	40-48	.54 -.81	37½-42	.60 -.79	37½-42	.45 -.59	40
1932	*(b)*.65	.60	40-48	.72 -.78	36	.54 -.81	32	.60 -.79	32-36	.45 -.59	32
1933	*(b)*.65	.60	40-48	.72 -.78	36	.54 -.81	32	.60 -.79	32-36	.45 -.60	32
1934	*(b)*.65	.60	44	.72 -.78	44	.54 -.81	44-48	.60 -.79	44-48	.45 -.60	48
1935	*(b)*.65	.60	44	.72 -.78	44	.54 -.81	44-48	.60 -.79	44-48	.45 -.50	48
1936	*(b)*.65	.60	44	.72 -.78	44	.54 -.81	44-48	.60 -.79	44-48	.45 -.50	48
1937	*(b)*.65	.60	44-48	.72 -.78	44	.54 -.81	44-48	.57½-.79	44-48	.45 -.50	48
1938	*(b)*.65	.60	44-48	.72 -.78	44	.54 -.81	44-48	.60 -.79	44-48	.45 -.50	48
1939	*(b)*.65	.60	44	.72 -.78	44	.54 -.81	44-48	.60 -.79	44-48	.45 -.50	48
1940	*(b)*.65	.63	44	.75 -.81	44	.57 -.84	44-48	.63 -.82	44-48	.48 -.53	48
St. Catharines—											
1920	.....	.50	54	.45 -.50	50	.35 -.53	60	.40 -.53	60	.35 -.40	50
1926	.....	.48	63	.40 -.55	54	.35 -.50	50-60	.42 -.50	50	.35 -.40	50
1929	.52	.48	63	.40 -.60	54	.35 -.53	50-54	.50 -.58	50	.35	54
1930	.52	.48	63	.40 -.60	50	.35 -.53	45	.50 -.58	45	.35	54
1931	.52	.48	54	.40 -.60	45	.35 -.53	35-56	.50 -.58	35	.35	45
1932*(d)*	.52	.48	54	.40 -.60	45	.37 -.53	35-50	.50 -.58	40	.35	45
1933*(d)*	.52	.48	54	.50 -.60	45	.37 -.58	44-48	.50 -.58	40	.35	45
1934*(d)*	*(b)*.52	.48	54	.50 -.60	49	.37 -.58	44-48	.50 -.58	44	.35	47½
1935*(d)*	*(b)*.52	.48	54	.50 -.60	49	.37 -.58	44-48	.50 -.58	44	.35	47½
1936*(d)*	*(b)*.52	.48	54	.50 -.60	49	.37 -.58	44-48	.50 -.58	44	.35	47½
1937*(d)*	*(b)*.52	.48	54	.45 -.60	54	.37 -.58	44-48	.50- .55	44	.35	50
1938	*(b)*.52	.48	54	.45 -.55	49	.37 -.58	44-48	.53 -.55	44	.35	50
1939	*(b)*.52	.48	54	.50 -.55	49	.37 -.58	44-48	.53	44	.35	50
1940	*(b)*.55	.....	54	.55	48	.40 -.58	44-48	.50	44	.35 -.40	48

(c) Per month.

(d) Deduction from earnings: 10 per cent in 1932 and 1933; 15 per cent in 1934; 10 per cent in 1935 and 1936; starting Feb. 1, 1937, rates of reduction reduced by 1 per cent every two months (Oct. 1 1938, full wages again).

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways—Continued

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week								
	One man cars	Two man cars		Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
ONTARIO—*Con.*	$	$		$		$		$		$	
Hamilton—											
1920	.....	.52	57	.50 –.66	55	.46 –.57	55	.58	55	.45	60
1926	.....	.48	54-57	.50 –.66	50	.40½–.52½	55	.58	55	.45	54
1929	.....	.52	54	.40 –.73	44	.46½–.56½	55	.58	55	.49	55
1930	.57	.52	54	.40 –.73	44	.46½–.56½	55	.58	55	.49	55
1931	.57	.52	54	.40 –.73	44	.46½–.56½	48	.58	48	.49	48
1932	.54	.49	48	.40 –.65	44	.43½–.53½	48	.55	48	.46	48
1933	.54	.....	40	.40 –.65	45	.43½–.53½	48	.55	48	.46	54
1934	.54	.....	40	.42 –.65	45	.43½–.53½	48	.55	48	.46	54
1935	.54	.....	40	.42 –.65	45	.43½–.53½	48	.55	48	.46	54
1936	.58	.....	44	.50 –.69	45-54	.47½–.57½	48	.59	48	.50	54
1937	.58	.....	44	.50 –.69	45-54	.47½–.57½	48	.59	48	.50	54
1938	.58	.....	44	.50 –.69	45-54	.47½–.57½	48	.59	48	.50	54
1939	.58	.....	44	.56 –.69	45-54	.47½–.57½	48	.59	48	.50	54
1940	.60	.....	44	.57 –.71	48-54	.49½–.57½	48	.61	48	.52	54
Brantford—											
1920	.....	.50	54	.45	54	.36 –.54	54	.56	54	.42	54
1926	.50	.....	54	.50	54	.41 –.59	54	.61	54	.45	54
1929	.50	.....	50	.50	54	.45 –.59	50-63	.61	54	.45	50
1930	.50	.....	50	.50	54	.45 –.59	50-63	.61	54	.45	50
1931	.50	.....	50	.50	54	.45 –.59	50-63	.61	54	.45	50
1932	.50	.....	50	.50	54	.45 –.59	50-63	.66	54	.45	50
1933	.45	.....	46¾	.50	48	.45 –.50	48	.60	48	.45	45
1934	.45	.....	46¾	.50	48	.45 –.60	44-48	.60	48	.45	45
1935	.45	.....	46¾	.50	48	.45 –.60	40-48	.60	48	.45	45
1936	.45½	.....	46½	.50½	48	.45 –.60½	40-48	.60½	48	.45½	45
1937	.48	.....	46¾	.53	48	.48 –.58	40-48	.63½	48	.48	45
1938	.48	.....	48	.53	48	.48 –.58	40-48	.63⅔	48	.48	45
1939	.48	.....	52½	.53	48	.48 –.58	40-48	.63½	48	.48	48
1940	(*e*).50½	.....	52½	.....	.....	.....	.....	.....	.....	.....	.....
Kitchener—											
1920	.....	.45	63⅔	.65 –.72½	54	.35 –.55	60	.45	60	.42½	60
1926	.....	.45	70	.65 –.72½	54	.40 –.50	60	.50	60	.40	60
1929	.....	.45	70	.65 –.72½	54	.40 –.50	60	.50	60	.40	60
1930	.45	.45	60	.70 –.72½	54	.40 –.50	60	.50	60	.40	60
1931	.45	.45	60	.70 –.72½	54	.40 –.50	60	.50	60	.40	60
1932	.45	.45	60	.70 –.72½	54	.40 –.50	60	.50	60	.40	60
1933	.45	.45	60	.70 –.72½	54	.40 –.50	54-60	.50	54	.40	48
1934(*f*)	.45	.45	58	.70 –.72½	54	.40 –.50	54	.50	54	.40	48
1935(*f*)	.45	.45	58	.70 –.72½	54	.40 –.50	54	.50	54	.40	48
1936(*f*)	.45	.45	58	.70 –.72½	54	.40 –.50	54	.50	54	.40	48
1937	.45	.45	58-60	.70 –.72½	54	.40 –.50	54	.50	54	.40	48
1938	.45	.45	58-60	.70 –.72½	54	.40 –.50	54	.50	54	.40	.....
1939	.45	.45	58-60	.70 –.72½	54	.40 –.50	54	.50	54	.40	54
1940	.....	(*b*).45	58	.70 –.72½	54	.45 –.50	55-70	.50	55	.45	55
London—											
1920	.....	.48	55½	.43 –.49	60	.39 –.56	60	.42½–.51	60	.36 –.46	60
1926	.....	.48	55	.45 –.60	60	.40 –.60	50-63	.50	50	.35 –.45	50
1929	.53	.48	55	.45 –.60	50-54	.40 –.65	50-63	.50 –.60	50	.40 –.45	50
1930	(*b*).55	.50	55	.40 –.65	50-54	.42 –.65	50-63	.47 –.60	50	.40 –.45	54
1931	(*b*).50	.....	55	.52 –.65	47½	.42 –.65	47½-63	.57 –.60	47½	.40 –.45	47½
1932	(*b*).45	.....	54	.47 –.63	44½	.43 –.63	44½–56	.57 –.60	44½	.45	44½
1933	(*b*).45	.....	54	.47 –.63	44½	.43 –.63	44½–56	.55 –.60	44½	.45	44½
1934	(*b*).45	.....	54	.50 –.63	44½	.43 –.63	44½–56	.55– .60	44½	.45	44½
1935	(*b*).45	.....	54	.50 –.63	44½	.43 –.63	44½–56	.55 –.60	44½	.45	44½
1936	(*b*).45	.....	54	.50 –.63	44½	.43 –.63	44½–56	.55 –.60	44½	.40 –.45	44½
1937	(*b*).47	.....	54	.47 –.65	44½	.45 –.65	44½–56	.57 –.62	44½	.47	44½
1938	(*b*).47	.....	54	.52 –.65	44½	.45 –.65	44½–56	.57 –.62	44½	.47	44½
1939	(*b*).47	.....	54	.52 –.65	44½	.45 –.65	44½–56	.57 –.62	44½	.40	44½
1940	(*b*).50	.....	54	.52 –.65	44½	.46½–.65	44½–56	.57 –.62	44½	.48½	44½
Windsor—											
1920	.....	.55	63	.60 –.70	54	.45 –.65	54	.65	54	.45	54
1926	.....	.60	63	.60 –.70	54	.40 –.67½	54	.50 –.62½	54	.40	60
1929	(*b*).62	.62	57	.62 –.70	54	.40 –.67½	54	.55 –.65	54	.40 –.50	54
1930	(*b*).62	.62	57	.60 –.70	54	.40 –.67½	54	.60 –.67½	54	.40 –.50	54
1931	(*b*).56	.56	57	.62 –.70	54	.40 –.67½	54	.62½–.67½	54	.40 –.50	54
1932	(*b*).53	.53	55½	.60	54	.36 –.64	48	.59½–.63	48	.40 –.43	50
1933	(*b*).53	.53	.....	.60	44	.36 –.64	40-56	.54½–.64	40	.42¾	44
1934	(*b*).53	.53	51	.60	44	.36 –.64	40-56	.54½–.61¾	40	.42¾	44
1935	(*b*).53	.53	51	.60	44	.50 –.64	44-48	.50 –.61¾	48	.50	44
1936	(*b*).53	.53	51	.60 –.70	44	.50 –.71	44-48	.55 –.70	48	.50	44
1937	(*b*).60	.60	51	.70 –.80	44	.50 –.80	44-48	.50 –.70	48	.55	44
1938	(*b*).60	.60	51	.70 –.80	44	.55 –.80	48	.65 –.70	48	.55	48
1939	(*e*).63	.....	57	.....	.....	.....	.....	.....	.....	.....	.....
1940	(*e*).63	.....	57	.....	.....	.....	.....	.....	.....	.....	.....

(*e*) Bus operation only.
(*f*) Deduction from earnings 5 and 7½ per cent.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways—Continued

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week								
	One man cars	Two man cars		Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$	$		$		$		$		$	
ONTARIO—*Con.*											
Sault Ste. Marie—											
1920	.....	.50	60–66	.....	.....	.45 –.48	.....	.55	60	.....	.....
1926	.45	.....	60–66	.....	.....	.38 –.45	66	.45	66	.40	48
1929	.45	.....	60–66	.....	.....	.38 –.45	66	.45	77	.40	48
1930	.45	.....	60–66	.....	.....	.38 –.45	66	.45	77	.40	48
1931	.45	.....	60	.....	.....	.35 –.45	77–91	.45	77	.40	48
1932	.43½	.....	60	.....	.....	.32– .48	70–91	.45	70	.40	48
1933	.40	.....	60	.....	.....	.32– .45	70–91	.45	70	.....	.....
1934	.40	.....	60	.....	.....	.32–. 45	70–91	.45	70	.....	.....
1935	.40	.....	60	.....	.....	.32– .45	65–91	.45	65	.....	.....
1936	.40	.....	60	.....	.....	.32– .45	65–91	.45	65	.37½	54
1937	.40	.....	60	.....	.....	.32– .45	65–91	.45	65	.37½	54
1938	.45	.....	60	.....	.....	.35 –.50	65–91	.50	65	.37½	54
1939	.45	.....	60	.....	.....	.35 –.50	65–91	.50	65	.37½	54
1940	.45	.....	60	.....	.....	.35– .50	65–91	.50	65	.37½	54
Port Arthur—											
1920	.....	.55	60	.80	49½	.52 –.65	49½	*(c)*132.00	49½	.50	49½
1926	.57½	.50	54	.71 –.77	44	.45 –.62	49½	160.00	49½	.42 –.47	49½
1929	.62	.54½	54	.63 –.88	44	.50 –.65	49½	168.00	49½	.42 –.49	49½
1930	.62	.54½	54	.57 –.88	44	.50 –.65	49½	168.00	49½	.42 –.49	49½
1931	.62	.54½	54	.57 –.88	44	.50 –.65	49½	168.00	49½	.42 –.49	49½
1932	.57½–.59½	.50 –.52	54	.51½–.79½	44	.45½–.61	49½	155.80	49½	.40 –.45	49½
1933	.57½	.50	48	.57 –.79½	44	.45½–.61	44	155.80	44	.40 –.55	44
1934	.57½	.50	48	.57 –.79½	44	.45½–.61	44	155.80	44	.40 –.45	44
1935	.57½	.50	48	.73 –.79½	44	.45½–.61	44	155.80	44	.40 –.45	44
1936	.57½	.50	48	.73 –.79½	44	.45½–.61	44	155.80	44	.47	44
1937	.57½	.50	48	.73 –.79½	44	.45½–.61	44	155.80	44	.40 –.47	44
1938	.62	.54½	48	.81 –.88	44	.57 –.65	44	.....	.....	.42 –.49	44
1939	.62	.....	48	.81 –.88	44	.57 –.65	44	.....	.....	.42 –.51	44
1940	.62	.....	48	.81 –.88	44	.50 –.65	44	.....	.....	.42 –.51	44
Fort William—											
1920	.....	.55	58½	.70	49	.50	49	*(c)*148.00	63	.50	50
1926	.57½	.50	51½–63	.72 –.77	44	.45– .62	49–60	148.00	49	.42 –.47	49
1929	.62	.....	51½–63	.75 –.88	44	.45 –.65	49–60	160.00	49	.49	49
1930	.62	.....	51½–63	.75 –.88	44	.45 –.65	49–60	160.00	49	.49	49
1931	.62	.....	51½–63	.75 –.88	44	.45 –.65	54–60	160.00	60	.49	49
1932	.57½	.....	52½–63	.72½–.82	44	.55 –.61	54–60	160.00	60	.49	49
1933	.57½	.....	63	.55 –.79½	48	.51 –.61	48	148.00	48	.47	48
1934	.57½	.....	40–49	.55 –.79½	48	.51 –.61	48	148.00	48	.47	44
1935	.57½	.....	40–49	.55 –.79½	48	.51 –.61	48	148.00	48	.47	44
1936	.57½	.....	40–49	.55 –.79½	44	.51 –.61	48	148.00	44	.47	44
1937	.60	.....	40–49	.57½–.82	44	.53½–.63½	48	154.00	44	.49	44
1938	.62	.....	40–49	.81 –.88	44	.50 –.65	48	160.00	44	.49	44
1939	.62	.....	40–49	.81 –.88	44	.50 –.75	48	160.00	44	.49	44
1940	.62	.....	49	.....	.....	.55– .75	48	160.00	44	.49	44
MANITOBA											
Winnipeg—											
1920	.....	.60	50	.60 –.94½	44	.44 –.75	48	.75 –.80	44–48	.44	48
1926	.62½	.57	50	.52 –.91	44	.44 –.77	40	.60 –.77	40	.35 –.44	44
1929	.65½	.60	48	.52 –.94½	44	.42½–.75	44	.61 –.75	44	.35 –.45	44
1930	.65½	.60	48	.52 –.94½	44	.42½–.75	44	.61 –.75	44	.35 –.45	44
1931	.65½	.60	42–48	.52 –.94½	44	.42½–.75	42	.61 –.75	42	.35 –.45	44
1932	*(h)* .59–.63	*(h)* .54–.58	42–48	.48½–.88	44	.40– .70	39–44	.57 –.70	39–42	.40½	44
1933	.56	.51	42	.44 –.80½	44–48	.38½–.64	39–44	.52 –.64	39–42	.38½	44
1934	.56	.51	42	.44 –.80½	44–48	.38½–.64	40–44	.52 –.64	40–42	.38½	44
1935	.56	.51	42	.44 –.80½	44–48	.38½–.64	44–48	.52 –.64	44–48	.38½	48
1936	.57	.52	42	.45 –.86	44–48	.39½–.65	44–48	.53 –.65	44–48	.38½–.39½	48
1937	.57	.52	42	.45 –.86	44–48	.39½–.65	44–48	.53 –.65	44–48	.38½–.39½	48
1938	.60½	.55½	42	.47½–.89	44–48	.42 –.69	44–48	.56½–.69	44–48	.37½–.42	48
1939	.60½	.55½	42	.47½–.90½	44	.42 –.69	44–48	.56½–.69	44–48	.42	48
1940	.61½	.56½	42	.48½–.90½	44	.43 –.70	44–48	.57½–.70	44–48	.43	48

(h) In summer 59 cents—one man cars: 54 cents per hour—two-man cars, 42-hour week.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Continued

(d) Electric Street Railways—*Continued*

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week								
	One man cars	Two man cars		Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$	$		$		$		$		$	
SASKATCHEWAN											
Regina (k)—											
1920	.....	.55	54	.....	.....	.48 - .67	54	.65	54	.52	54
1926	.65	.55	54	*(c)*190.00	.....	.48 - .75	54	.70	54	.45 - .48	54
1929	.67	.57	54	195.00	.....	.50 - .80	54	.75	54	.45 - .48	54
1930	.67	.57	54	195.00	.....	.45 - .80	54	.75	54	.45 - .48	54
1931	.67	.57	54	195.00	.....	.45 - .80	54	.75	54	.45 - .48	54
1932	.68½	.68½	48	195.00	.....	.45 - .80	48	.75	48	.45 - .48	48
1933	.55½	.45½	48	141.91	.....	.40 - .61	48	.58½	48	.40 - .45	48
1934	.55½	.45½	48	141.91	.....	.40 - .61	48	.58½	48	.40 - .45	48
1935	.55½	.45½	48	141.91	.....	.40 - .61	48	.58½	48	.40 - .45	48
1936	.55½	.45½	48	141.91	.....	.40 - .61	48	.58½	48	.40 - .45	48
1937	.62½	.52½	48	152.50	.....	.47½ - .65½	48	.65½	48	.47½ - .52½	48
1938	.62½	.52½	48	152.50	.....	.47½ - .65½	48	.65½	48	.47½ - .52½	48
1939	.64	.54	48	175.00	.....	.50 - .65½	48	.70	48	.49 - .54	48
1940	.64	.54	48	175.00	.....	.50 - .68	48	.70	48	.49 - .54	48
Saskatoon—											
1920	.....	.60	54	.91	54	.52½ - .73½	54	.....	54	.42½	60
1926	.66	.....	48	.88½	48	.51½ - .72½	48	.....	48	.42½ - .49½	60
1929	.68½	.....	48	.92	48	.50 - .80	48-54	.....	.....	.45 - .49½	60
1930	.68½	.....	48	.92	48	.50 - .80	48-54	.....	48	.45 - .49½	60
1931	.68½	.....	48	.92	48	.50 - .80	48-54	.....	48	.45 - .49½	60
1932*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.....	48	.45 - .49½	51
1933*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.82½	48	.45 - .49½	48
1934*(l)*	.68½	.....	48	.92	48	.50 - .80	48-59	.82½	48	.45 - .49½	48
1935*(l)*	.68½	.....	48	.92	48	.50 - .80	48-59	.82½	48	.45 - .47½	48
1936*(l)*	.68½	.....	48	.92	48	.50 - .80	48	.82½	48	.45 - .47½	48
1937*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.82½	48	.45 - .47½	48
1938*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.82½	48	.45 - .47½	48
1939*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.82½	48	.45 - .47½	48
1940*(l)*	.68½	.....	48	.92	48	.50 - .80	48-54	.82½	48	.45 - .47½	48
ALBERTA											
Calgary (k)—											
1920	.72½	.67½	48	.87½	48	.60 - .90	48	.87½	48	.60	48
1926	.65½	.60½	48	.62½ - .84½	44	.52½ - .85	44	.84 - .90	44	.52½ - .57½	48
1929	.70	.65	48	.67 - .94½	44	.54 - .90	44	.95	44	.54 - .57½	48
1930	.70	.65	48	.67 - .94½	44	.54 - .90	44	.95	44	.54 - .57½	48
1931	.70	.65	36	.67 - .94½	36	.54 - .90	36-38	.80 - .95	36-38	.54 - .57½	48
1932*(m)*	.70	.65	44	.67 - .94½	36	.54 - .85	30-36	.80 - .95	30-36	.54 - .57½	36-44
1933*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40	.80 - .95	40	.54 - .57½	40
1934*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1935*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1936*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1937*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1938*(m)*	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1939	.70	.65	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
1940	.70	.....	44	.67 - .94½	40	.54 - .85	40-44	.80 - .95	40	.54 - .57½	40-44
Edmonton—											
1920	.68	.68	54	.88	44	.60 - .90	44	.88	44	.60 - .62½	44
1926	.65	.....	54	.82	44	.50 - .76	44	.82	44	.50 - .52	44
1929	.71	.....	48	.85	44	.55 - .95	44-48	.87	44	.55	44
1930	.71	.....	48	.89	44	.50 - .95	44	.89	44	.50 - .52	44
1931*(n)*	.71	.....	48	.89	44	.52 - .95	44	.89	44	.50 - .54	44
1932*(n)*	.65½	.....	48	.82	40	.50 - .87½	40-44	.82	40	.48 - .52	44
1933*(n)*	.65½	.....	48	.82	42	.50 - .83	42	.82	42	.48 - .52	42
1934*(n)*	.65½	.....	48	.82	42	.50 - .83	42	.82	42	.48 - .52	42
1935*(n)*	.64½	.....	48	.79½	46	.50 - .79½	44	.78½	44	.48 - .52	44
1936	.64½	.....	48	.79½	46	.50 - .79½	44	.78½	44	.48 - .52	44
1937	.64½	.....	48	.79½	46	.52 - .79½	44	.78½	44	.50 - .53	44
1938	.67	.....	48	.82	44	.52 - .82	44	.82	44	.50 - .54	44
1939	.68½	.....	48	.86½	44	.53 - .84	44	.86½	44	.50 - .55	44
1940	.69½	.....	48	.88	44	.54 - .86	44	.88	44	.52 - .56	44

(k) No two-men cars in operation in Regina since 1921; in Calgary very few.
(l) Deduction from earnings: in 1932, 5 per cent and up; in 1933, 6 per cent and up; in 1934, 1935, 1936, 4 per cent and up; in 1937, 1938 and 1939, 3·3 per cent and up. On Jan. 1, 1940, 2 cents per hour increase to motormen, after deductions made.
(m) Deduction from earnings: in 1932, 4 per cent; in 1933, 1934 and 1935, 10 per cent; in 1936, 7 per cent; in 1937, 5 per cent; in 1938, up to 3 per cent.
(n) Deduction from earnings: in 1932, 4 to 8 per cent and up; in 1933 and 1934, 4 to 10 per cent; in 1935, 4 to 9½ per cent.

TABLE I.—RATES OF WAGES AND HOURS OF LABOUR IN VARIOUS TRADES IN CERTAIN CITIES— Concluded

(d) Electric Street Railways—Concluded

NOTE.—Where a range appears, figures represent predominant rates.

Locality	Conductors and Motormen			Linemen§		Shop and Barn Men‡		Electricians†		Trackmen and Labourers	
	Wages* per hour		Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	One man cars	Two man cars									
	$	$		$		$		$		$	
ALBERTA—*Conc.*											
Lethbridge—											
1920	.58½		56¼							.48	56
1926	.586		56			.58½–.68½	56			.55	56
1929	.61		56			.58 –.70	56			.53	56
1930	.61		54			.59 –.70	54			.50 –.55	54
1931	.61		54			.59 –.78	44–54			.50 –.55	54
1932	.55		54			.54 –.70	44–54			.45 –.51	54
1933	.50½		54			.49½–.64½	44–63			.41½–.47	54
1934	.50½		54			.49½–.64½	44–63			.41½–.47	54
1935	.51½		54			.51 –.65½	44–54			.42½–.48	54
1936	.53½		54			.53 –.68	44–54			.44 –.50	54
1937	.55		54			.54½–.70	44–54			.45 –.51½	48–54
1938	.57		54			.56½–.73	44–54			.45 –.53½	48–54
1939	.57		54			.56½–.66½	54			.47 –.53½	48–54
1940	.57		54			.56½–.66½	54			.47 –.53½	48–54
BRITISH COLUMBIA											
Nelson—											
1920		(*c*)100.00	51	.69	44	(*c*) 75.00		.69	44	.56	54
1926		110·00	54			110.00	48			.50	48
1929		120.00	54			120.00	48			.50	48
1930		120.00	48–54			120.00	48			.50	48
1931		120.00	48–54			120.00	48			.50	48
1932		115.00	48–54			115.00	48			.40	48
1933		100.00	48–54			100.00	48			.40	48
1934		100.00	48–54			100.00	48			.40	48
1935		110.00	48–54			110.00	48			.40	48
1936		110.00	54			110.00	48			.40	48
1937		120.00	54			120.00	54			.40	48
1938		120.00	54			120.00	54			.50	48
1939		120.00	54			120.00	54			.50	48
1940		120.00	54			120.00	54			.53	48
Vancouver—											
1920		.65	48	.87½	44	.58 –.80	44	.72 –.74½	44	.60	44
1926	.68	.62	48	.69 –.94	44	.45 –.74	44–48	.69 –.74	44	.44 –.53	44–48
1929	.69	.63	48	.69 –.97	44	.52 –.75	44–48	.70 –.75	44	.50 –.59	44–48
1930	.69	.63	48	.69 –.97	44	.52 –.75	44–48	.70 –.75	44	.50 –.59	44–48
1931	.69	.63	48	.69 –.97	48	.52 –.75	44–48	.70 –.75	44	.45½–.59	44–48
1932(*p*)	.69	.63	48	.69 –.97	32	.52 –.75	44–48	.70 –.75	44	.50 –.59	44–48
1933(*p*)	.69	.63	48	.62 –.87½	32	.52 –.75	44–48	.70 –.75	44	.50 –.59	44–48
1934(*p*)	.69	.63	48	.62 –.87½	32–48	.52 –.75	44–48	.70 –.75	44	.45½–.59	44–48
1935(*p*)	.69	.63	48	.65½–.92	40–48	.52 –.75	44–48	.70 –.75	44	.50 –.54	44
1936	.69	.63	48	.68½–.97	40–48	.52 –.75	44–48	.70 –.75	44	.45½–.54	44
1937	(*b*) .69	.63	48	.68½–.97	40–48	.52 –.75	44–48	.70 –.75	44	.45 –.54	44
1938	(*b*) .69	.63	48	.68½–.97	40	.52 –.75	44–48	.70 –.75	44	.45 –.54	44
1939	(*b*) .69	.63	48	.68½–.97	40	.52 –.75	44–48	.70 –.75	44	.45½–.54	44
1940	(*b*) .69	.63	48	.68½–.97	40	.52 –.75	44–48	.70 –.75	44	.45½–.54	44
Victoria—											
1920		.65	48	.87½	44	.58 –.80	44	.72 –.74½	44	.60	44
1926	.64		52	.69 –.94	44	.51 –.74	44–48	.69 –.74	44	.53	44
1929	.69		52	.69 –.97	44	.52 –.75	44–48	.70 –.75	44	.54	44
1930	.69		52	.69 –.97	44	.52 –.75	44–48	.70 –.75	44	.54	44
1931	.69		52	.69 –.97	44	.52 –.75	44–48	.70 –.75	44	.54	44
1932	.69		52	.69 .97	44	.52 –.75	44–48	.70 –.75	44	.54	44
1933	.65½		50	.62 –.87½	44	.49½–.71½	44–48	.66½–.71½	44	.51½	44
1934	.65½		48	.62 –.87½	44	.49½–.71½	44–48	.66½–.71½	44	.51½	44
1935	.67½		44	.65½–.92	44	.50½–.73½	44–48	.68½–.73½	44	.48 –.52½	44
1936	.69		44	.68½–.97	44	.52 –.75	44–48	.70 –.75	44	.49½–.54	44
1937	.69		44	.68½–.97	44	.52 –.75	44–48	.70 –.75	44	.49½–.54	44
1938	.69		44	.68½–.97	44	.52 –.75	44–48	.70 –.75	44	.49½–.54	44
1939	.69		44	.68½–.97	44	.52 –.75	44–48	.70 –.75	44	.49½–.54	44
1940	.69		44	.68½–.97	44	.52 –.75	44–48	.70 –.75	44	.49½–.54	

(*p*) Deduction from earnings: Dec. 1, 1932, also 1933, 1934, 5 per cent; 1935, 2½ per cent.

TABLE II.—WAGES AND HOURS OF LABOUR—CIVIC EMPLOYEES

(a) Policemen

Locality	(Maximum per year) 1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
	$		$		$	
Nova Scotia—						
Halifax	1,400	56	1,600	56	1,600	56
Sydney	1,380	72	1,380	54	1,380	63
Amherst	1,092	70	1,196	70	1,196	84
Truro	1,320	84	1,345	84	1,345	84
Prince Edward Island—						
Charlottetown	1,080	56	1,140	56	1,140	56
New Brunswick—						
Saint John	1,440	63	1,500	56	1,500	56
Moncton	1,500	56	1,560	56	1,560	56
Fredericton	1,200	84	1,200	70	1,200	70
Quebec—						
Montreal	1,700	84	1,800	84	1,800	84
Westmount	1,700	78	1,700	72	1,700	72
Quebec	1,326	84	1,359	84	1,359	84
Three Rivers	1,460	84	1,300	77	1,300	77
Sherbrooke	1,508	....	1,300	66*a*	1,300	66*a*
St. Hyacinthe	1,450*b*	84	1,352*b*	70	1,352*b*	70
Hull	1,200	....	1,200	70	1,200	70
St. Johns	1,092	70	1,300	72	1,300	72
Ontario—						
Ottawa	1,913	48	1,915	48	1,915	48
Brockville	1,197	77	1,250	65	1,250	65
Kingston	1,450	60	1,450	53	1,450	53
Belleville	1,550	70	1,500	60	1,500	60
Peterborough	1,500	60	1,500	54	1,500	54
Oshawa	1,800	51	1,638	54	1,638	54
Toronto	1,950	48	2,087	48	2,087	48
Niagara Falls	1,750	60	1,680	60	1,680	60
St. Catharines	1,734	60	1,482	54	1,482	54
Hamilton	1,750	48	1,850	48	1,850	48
Brantford	1,643	56	1,643	56	1,643	56
Galt	1,400	65	1,400	65	1,450	65
Guelph	1,450	56	1,450	54	1,450	54
Kitchener	1,500	60	1,650	54	1,650	54
Woodstock	1,300	70	1,300	60	1,300	60
Stratford	1,580	48	1,500	54	1,500	54
London	1,762	48	1,874	48	1,874	48
St. Thomas	1,800	70	1,800	60	1,800	60
Chatham	1,550	54	1,550	56	1,550	54
Windsor	2,150	48	1,800	48	1,890	48
Sarnia	1,620	54	1,620	54	1,620	54
Owen Sound	1,700	65	1,800	63	1,800	63
North Bay	1,440	59	1,502	60	1,502	60
Sault Ste. Marie	1,800	70	1,380	56	1,440	56
Port Arthur	1,740*c*	60	1,697*c*	60	1,697*c*	60
Fort William	1,740*c*	54	1,740*c*	54	1,740*c*	54
Manitoba—						
Winnipeg	1,836*d*	48	1,710*d*	48	1,760*d*	48
Brandon	1,500	48	1,260	48	1,285	48
Saskatchewan—						
Regina	1,860	48	1,706	54	1,523	48
Prince Albert	1,680	50	1,620	48	1,620	48
Saskatoon	1,800	48	1,612	48	1,662	48
Moose Jaw	1,800	48	1,464	48	1,536	48
Alberta—						
Calgary	1,800	48	1,663	44	1,686	44
Edmonton	1,740	48	1,692	48	1,752	48
Lethbridge	1,680	48	1,621	48	1,621	48
Medicine Hat	1,620	48	1,620	48	1,620	48
British Columbia—						
Vancouver	1,890	48	1,804	48	1,853	48
Victoria	1,710	48	1,534	54	1,502	54
New Westminster	1,740	48	1,824	48	1,824	48
Nelson	1,620	56	1,680	48	1,680	48

(b) Firemen*

Locality	(Maximum per year) 1929 Wages	1939 Wages	1940 Wages
	$	$	$
Nova Scotia—			
†Halifax	1,404	1,600	1,600
§Sydney	1,360	1,320	1,320
e§Truro	1,080	1,080	1,080
New Brunswick—			
§Saint John	1,320	1,440	1,440
Moncton	.....	1,500	1,500
§Fredericton	840	840	840
Quebec—			
†Montreal	1,700	1,800	1,800
†Westmount	1,700	1,700	1,700
†Quebec	1,456	1,383	1,435
†Three Rivers	1,456	1,300	1,300
§Sherbrooke	1,560	1,300	1,300
§St. Hyacinthe	1,450*b*	1,352*b*	1,352*b*
†Hull	1,200	1,200	1,200
Ontario—			
Ottawa	1,751	1,751	1,751
Brockville	1,250	1,200	1,200
Kingston	1,204	1,204	1,204
Belleville	1,200	1,248	1,248
Peterborough	1,350	1,400	1,400
Oshawa	1,500	1,480	1,530
Toronto	1,950	2,086	2,086
Niagara Falls	1,700	1,560	1,620
St. Catharines	1,460	1,504	1,504
Hamilton	1,750	1,850	1,850
Brantford	1,643	1,643	1,643
Galt	1,200	1,250	1,250
Guelph	1,300	1,400	1,450
Kitchener	1,450	1,510	1,510*f*
Woodstock	1,424	1,314	1,314
Stratford	1,575	1,377	1,377
London	1,728	1,725	1,725
St. Thomas	1,500	1,500	1,500
Chatham	1,480	1,480	1,480
Windsor	1,980	1,890	1,890
Sarnia	1,500	1,560	1,560
North Bay	1,500	1,386	1,386
Sault Ste. Marie	1,380	1,380	1,440
Port Arthur	1,620	1,620	1,620
Fort William	1,600	1,600	1,600
Manitoba—			
Winnipeg	1,740	1,719	1,760
‡Brandon	1,500	1,250	1,285
Saskatchewan—			
†Regina	1,644*h*	1,512*h*	1,512*h*
§Prince Albert	1,380	1,452	1,452
Saskatoon	1,830	1,536	1,595
†Moose Jaw	1,536	1,284	1,344
Alberta—			
Calgary	1,740	1,611	1,626
Edmonton	1,680	1,632	1,691
Lethbridge	1,620	1,559	1,559
Medicine Hat	1,500	1,500	1,500
British Columbia—			
‡Vancouver	1,680	1,748	1,772
‡Victoria	1,695	1,695	1,695
‡New Westminster	1,680	1,750	1,750
‡Nelson	1,560	1,640	1,560
§Nanaimo	1,560	1,380	1,380

* Except where noted, firemen work under the two-platoon system with one day off in seven.
† Two-platoon system.
‡ Two-platoon system with time off at regular intervals.
§ Continuous duty with time off at regular intervals.
a Radio car police, 60 hours.
b Rent, fuel, light and clothing included and exemption from municipal taxes.
c Plus $5 per month after 10 years, and $10 after 15 years.
d Plus 10 cents per day after 10 years and 20 cents after 15 years.
e Rent, fuel and light included.
f Plus $7.50 per month after 10 years.
h Plus $5 per month for every five years' service.

TABLE II.—WAGES AND HOURS OF LABOUR—CIVIC EMPLOYEES—Concluded

(c) Labourers

Locality	1929		1939		1940	
	Wages per hour	Hours per week	Wages per hour	Hours per week	Wages per hour	Hours per week
	$		$		$	
Nova Scotia—						
Halifax	.40	54	.40	48–54	.40	48–54
Sydney	.35–.42	54	.43	48	.43	48
Amherst	.34	48	.35	50	.35	50
Truro	.30	54	.30	48	.32½–.35	48
New Waterford	.....	.....	.40	48	.40	48
Prince Edward Island—						
Charlottetown	.30	54	.35	48	.35	48
New Brunswick—						
Saint John	.36	54	.38½–.41	48	.38½–.41	48
Moncton	.35–.45	54	.45	48	.45	48
Fredericton	.30	54	.30	48	.30	48
Bathurst	.25	60	.25	48	.25	48
Campbellton	.30	60	.25	60	.30	48
Quebec—						
Montreal	.40	60	.35–.40	48	.35–.40	48
Westmount	.35	60	.40	54	.40	54
Quebec	.40	54	.40	48	.45	48
Levis	.....	.....	.35	48	.35	48
Three Rivers	.40	50	.35	48	.35	48
Sherbrooke	.35	60	.35	48	.35	48
Hull	.40	54	.35	48	.35	48
St. Hyacinthe	.30	60	.35	44	.35	44
Lachine	.35	60	.35	48	.35	48
St. John's	.35	60	.30–.35	48–60	.30–.40	48
Ontario—						
Ottawa	.50	44	.50	44	.50	44
Cornwall	.....	.....	.40	45	.40	40
Brockville	.35	54	.35	48	.35	48
Kingston	.35	54	.35–.40	44	.35–.40	44
Belleville	.40	60	.40	49	.40	49
Peterborough	.40	54	.40	48	.40	48
Oshawa	.40	55	.45–.50	44	.45–.50	44
Orillia	.35–.40	54	.30	48	.30	48
Toronto	.60	44	.62½	44	.62½	44
Hamilton	.50–.60	49	.55	44	.55	44
St. Catharines	.37–.40	54	.40–.45	54	.40–.45	54
Niagara Falls	.45	50	.45	51	.45	48
Brantford	.45–.50	50	.50	48	.50	48
Galt	.45–.50	44	.50	44	.50	44
Guelph	.40	44	.40	44	.40	44
Kitchener	.40	54	.45	44	.45	44
Woodstock	.30	54	.35	44	.35	44
Stratford	.45	48	.45	44	.45	44
London	.45	50	.52	48	.52	48
St. Thomas	.40	54	.40–.51	48	.40–.51	48
Chatham	.40	50	.45	48	.45	48
Windsor	.50–.55	50	.58	44	.58	44
Sarnia	.40–.55	48	.40–.55	48	.45–.60	48
Owen Sound	.39	54	.35–.40	50	.35–.40	50
North Bay	.40	60	.44	44	.44	44
Sudbury	.....	.....	.40	48	.42	48
Sault Ste. Marie	.45–.50	48	.45–.52½	48	.45–.55	48
Port Arthur	.40–.46	49½	.48	44	.48	44
Fort William	.40	52½	.40	44	.40	44
Manitoba—						
Winnipeg	.42–.50	50–54	.42–.49	48	.45–.50	48
Brandon	.35–.47½	59	.46–.51	44	.47–.52½	44
Saskatchewan—						
Regina	.40–.45	50	.45	44	.45	44
Prince Albert	.35–.40	54	.35–.40	44–54	.40	54
Saskatoon	.45	55	.45	45	.50	45
Moose Jaw	.40	50	.46	44	.48	44
Alberta—						
Calgary	.54	48	.45	40	.45	40
Edmonton	.55–.57	44	.52–.57	44	.52–.57	44
Lethbridge	.55	48	.47–.51½	44	.47–.51½	44
Medicine Hat	.45–.50	.....	.40–.45	44–48	.40–.45	44
British Columbia—						
Vancouver	.56–.59	44	.57½–.61	40	.57½–.61	40
Victoria	.53	44	.56	40	.53–.56	40
New Westminster	.57½	44	.61	44	.61	40
Nelson	.50–.52½	48	.40–.53	48	.40–.53	48
Fernie	.50	48	.40	48	.40	48
Kamloops	.....	.....	.40–.55	44	.40–.55	44
Nanaimo	.59½	44	.56	44	.56	44
Prince Rupert	.57½	48	.45	44	.45	48
Trail	.50	48	.50	40–44	.50	48

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS

(a) Steam Railways*

NOTE.—For electric street railways by cities, *see* Table I (d).

Occupation	Unit	1920	1921	1922	1923-1926	1927-1928	1929-40 *(b)*
Conductors—							
Passenger, per mile	cents	4.67	4.27	4.27	4.27	4.47	4.72
Passenger, per day	$	7.00	6.40	6.40	6.40	6.70	7.08
Passenger, per month	$	210.00	192.00	192.00	192.00	201.00	212.40-219.65
Freight, through, per mile	cents	6.44	5.80	5.80	5.80	6.16	6.25
Freight, way, per mile	cents	6.96	6.32	6.32	6.32	6.68	6.77
Brakemen—							
Passenger, per mile	cents	3.33	2.93	2.93	2.93	3.13	3.18
Passenger, per day	$	5.00	4.40	4.40	4.40	4.70	4.77
Passenger, per month	$	150.00	132.00	132.00	132.00	141.00	143.10
Freight, through, per mile	cents	5.12	4.48	4.48	4.48	4.84	4.91
Freight, way, per mile	cents	5.52	4.88	4.88	4.88	5.24	5.31
Baggagemen, train—							
Per mile	cents	3.44	3.04	3.04	3.04	3.24	3.29
Per day	$	5.16	4.56	4.56	4.56	4.86	4.94
Per month	$	154.80	136.80	136.80	136.80	145.80	148.20-153.3
Yardmen—							
Foremen, per day	$	6.96	6.32	6.32	6.32	6.64	6.74
Helpers, per day	$	6.48	5.84	5.84	5.84	6.16	6.25
Switch tenders, per day	$	5.04	4.40	4.40	4.40	4.72	4.79
Locomotive Engineers—							
Passenger, per mile	cents	6.40-6.70	5.92-6.92	5.92-6.92	5.92-6.92	6.16-7.16	6.16-7.16
Freight, through, per mile	cents	7.12-9.04	6.48-8.40	6.48-8.40	6.48-8.40	6.84-8.76	6.84-8.76
Freight, way, per mile	cents	7.64-9.56	7.00-8.92	7.00-8.92	7.00-8.92	7.36-9.28	7.36-9.28
Yard, per day	$	7.04-8.36	6.40-7.72	6.40-7.72	6.40-7.72	6.72-8.04	6.72-8.04
Locomotive Firemen—							
Passenger, per mile	cents	4.80-6.00	4.32-5.32	4.32-5.52	4.32-5.32	4.56-5.76	4.56-5.76
Freight, through, per mile	cents	5.28-6.79	4.64-6.15	4.64-6.15	4.64-6.15	5.00-6.51	5.00-6.51
Freight, way, per mile	cents	5.68-7.19	5.04-6.55	5.04-6.55	5.04-6.55	5.40-6.91	5.40-6.91
Yard, per day	$	5.00-6.96	4.96-6.32	4.96-6.32	4.96-6.32	5.28-6.64	5.28-6.64
Hostlers, per day	$	5.60-6.24	4.96-5.60	4.96-5.60	4.96-5.60	5.50-6.60	5.50-6.10
Hostlers, helpers, per day	$	5.04	4.40	4.40	4.40	4.90	4.90
Telegraph Service—							
Train Despatchers, per month	$	227.00-257.00	210.68-240.68	210.00-240.00	.....	225.00-252.00	225.00-252.00
Telegraph Operators, per month	$	130.00-142.00	117.76-129.76	117.00-129.00	117.00-129.00	122.00-134.00	122.00-134.00
Agents, per month	$	137.00-154.00	124.76-141.76	124.00-141.00	124.00-141.00	129.00-146.00	129.00-146.00
Relief Agents, per month	$	147.00-156.00	134.76-143.76	134.00-143.00	134.00-143.00	139.00-148.00	139.00-148.00
Assistant Agents, per month	$	78.00	70.00	70.00	70.00	70.00-75.00	70.00-75.00
Linemen, per month	$	151.00-159.00	134.68-142.68	129.18-137.18	.....	140.00-148.00	140.00-148.00
Maintenance of Way—							
Extra gang foremen, per day	$	5.55-6.40	4.75-5-60	4.51-5.36*c*	4.70-5.50	5.10-5.60	5.25-5.75
Section foremen, first class yards, per day	$	5.60	4.80	4.56*c*	4.80	5.00	5.15
Section foremen, on line, per day	$	5.30	4.50	4.26*c*	4.40	4.55	4.70
Sectionmen, classified yards, per hour	cents	48½	40	35*c*	38	41	41-45
Sectionmen, other, per hour	cents	48½	40	35*c*	36-38	38-40	38-43
Bridge and Building—							
Foremen, per day	$	6.30	5.50	5.10*c*	5.30	5.60	5.75
Foremen, painter, per day	$	6.05	5.25	4.85*c*	5.00	5.25	5.50
Masons, bricklayers, plasterers, per hour (minimum)	cents	68	58	54*c*	56	62	65
Carpenters, per hour	cents	68-72	58-62	54-58*c*	56-60	58-62	61-65
Plumbers, pipefitters, tinsmiths, blacksmiths, electricians, per hour	cents	68-83	58-73	54-69*c*	55-70	57-72	60-77
Painters, per hour	cents	68	58	54*c*	56	58	58-61
Bridgemen or rough carpenters, per hour	cents	58-68	48-58	44-54*c*	46-56	48-58	48-61
Mechanics' helpers, per hour	cents	51½	44	43*c*	44	46	48
Pumpmen, per month	$	110.00-116.00	92.66-98.66	82.46-88.46*c*	87.00-93.00	91.00-97.00	96.00-102.00
Engineers, pile driver, hoist, etc., per day	$	5.90	5.10	4.70*c*	4.85	5.00	5.15
Signalmen—							
Non-interlocked crossings, per hour	cents	.46½	.38	.33*c*	.36	.38	.40
Half-interlocked crossings, per hour	cents	.48½	.40	.38*c*	.38	.40	.42
§*Locomotive and Car Shops—*							
†Mechanics, per hour	cents	85	77	70	70	74	79
‡Other carmen, etc., per hour	cents	80	72	63	63	67	72
Helpers, per hour	cents	62*a*	54*a*	47*a*	47*a*	51*a*	56*a*
Electrical workers, electricians, per hour	cents	85	77	70	70	74	79
Electrical workers, linemen, per hour	cents	81	73	66	66	70	75
Electrical workers, groundmen, per hour	cents	75	67	60	60	64	69
Electrical workers, operators, per hour	cents	68	60	53	53	57	62
Coach cleaners, per hour	cents	50	42	38	38	42	44
Shop labourers, per hour	cents	48½	40	35	38	40	40-42

*Differentials on certain lines or divisions above these rates. Nearly all classes are on the basic 8-hour day with time and one-half for overtime.

†Machinists; boilermakers; blacksmiths; plumbers, etc.; sheet metal workers; cabinet makers; carpenters, coach, locomotive and bench; welders, etc. ‡Freight car carpenters; freight car painters; car inspectors, car repairers, etc. §Since 1918, employees are allowed approximately one cent per hour extra for checking in and out.

(a) On Western lines Port Arthur and West, until 1929 in addition to these rates boilermakers' helpers received 5½ cents; blacksmiths' helpers, 4 cents, and other helpers 3 cents; since May 1, 1929, the differentials on western lines were boilermakers' helpers 4 cents, other helpers, 2 cents.

(b) Deductions from each employee's earnings on basic rates effective as follows. Train, engine and telegraph service, 10 per cent Dec. 1, 1931; 20 per cent May 1, 1933; 15 per cent Nov. 1, 1933; Maintenance of way and bridge and building, 10 per cent May 1, 1932; 15 per cent Dec. 1, 1933; Locomotive and car shops, 10 per cent April 1, 1932; 15 per cent Dec. 16, 1933, with certain exceptions. Deductions amended for all classes effective as follows: Jan. 1, 1935, 12 per cent; May 1, 1935, 10 per cent; in 1937, between February and December reduced to 4 per cent; in 1938, eliminated by April 1.

(c) Effective July 16, 1922 until Nov. 1, 1922 when rates in 1923-26 column were made retroactive to July 16, 1922.

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS— Continued

(b) Steamships†

ATLANTIC COAST AND LOWER ST. LAWRENCE RIVER

Occupation	1929 Wages per month	1939 Wages per month	1940 Wages per month
	$	$	$
FREIGHT AND PASSENGER			
First officer or mate—			
No. 1	65.00	65.00	65.00
No. 2	90.00	75.00	75.00
No. 3	.....	140.00	161.00
No. 4	.....	187.00*a*	187.00*a*
No. 5	.....	115.00–	126.50
		125.00	
No. 6	.....	45.00	50.00
No. 7	.....	75.00	75.00
No. 8	.....	107.00	107.00
No. 9	.....	90.00	90.00
No. 10	130.00	160.00	160.00
		90.00–	90.00–
No. 11	.....	125.00	110.00
No. 12	.....	100.00	115.00
No. 13	125.00–	145.00–	155.00–
	135.00	160.00	170.00
Second officer or mate—			
No. 1	65.00	55.00	55.00
No. 2	.....	160.00*a*	160.00*a*
No. 3	.....	110.00	129.00
No. 4	.....	85.00	93.50
No. 5	.....	66.00	66.00
No. 6	110.00	140.00	140.00
No. 7	.....	80.00	80.00
No. 8	105.00–	115.00–	125.00–
	110.00	145.00	145.00
Quarter-masters—			
No. 1	.....	52.50	67.50
No. 2	.....	50.00	55.00
No. 3	.....	108.00*a*	108.00*a*
No. 4	67.50	67.50	67.50
No. 5	.....	50.00–	40.00
		54.00	
No. 6	55.00–	54.00–	54.00–
	75.00	65.00	65.00
No. 7	.....	35.00	55.00
Boatswains—			
No. 1	.....	57.50	72.50
No. 2	67.50	67.50	67.50
No. 3	.....	47.50	55.00
No. 4	.....	45.00	45.00
No. 5	.....	50.00	55.00
No. 6	60.00	57.00–	57.00–
		85.00	85.00
Seamen and deckhands—			
No. 1	40.00	40.00	40.00
No. 2	45.00	40.00	40.00
No. 3	.....	98.00*a*	98.00*a*
No. 4	.....	45.00	60.00
No. 5	.....	50.00	55.00
No. 6	.....	30.00	40.00
No. 7	.....	30.00–	33.00–
		40.00	50.00
No. 8	.....	50.00	50.00
No. 9	.....	52.50	52.50
No. 10	.....	35.00	55.00
No. 11	52.50	52.50	52.50
No. 12	.....	40.00	40.00

Occupation	1929 Wages per month	1939 Wages per month	1940 Wages per month
	$	$	$
FREIGHT AND PASSENGER —*Con.*			
Seaman deckhands Conc.			
No. 13	.....	30.00–	35.00–
		45.00	45.00
No. 14	25.00–	45.00–	47.50–
	45.00	50.00	52.50
Chief engineer—			
No. 1	95.00	95.00	95.00
No. 2	120.00	120.00	120.00
No. 3	.....	275.00*a*	275.00*a*
No. 4	.....	162.50	185.00–
			200.00
No. 5	.....	165.00	190.00
No. 6	.....	100.00	125.00
No. 7	.....	92.00	92.00
No. 8	.....	120.00	120.00
No. 9	.....	152.00	152.00
No. 10	.....	150.00	150.00
No. 11	185.00	235.00	235.00
No. 12	.....	120.00–	120.00–
		180.00	180.00
No. 13	.....	150.00	170.00
No. 14	170.00–	170.00–	180.00–
	200.00	225.00	235.00
Second engineer—			
No. 1	.....	225.00*a*	225.00*a*
No. 2	.....	115.00–	126.50–
		125.00	137.50
No. 3	.....	140.00	161.00
No. 4	.....	50.00	70.00
No. 5	.....	111.00	111.50
No. 6	.....	65.00	65.00
No. 7	130.00	160.00	160.00
No. 8	.....	85.00–	70.00–
		135.00	125.00
No. 9	.....	100.00	100.00
No. 10	110.00–	135.00–	145.00–
	125.00	175.00	185.00
No. 11	.....	75.00	75.00
Third engineer—			
No. 1	.....	153.00*a*	153.00*a*
No. 2	.....	120.00	150.00
No. 3	.....	40.00	60.00
No. 4	.....	85.00	85.00
No. 5	110.00	140.00	140.00
No. 6	.....	70.00–	50.00–
		90.00	90.00
No. 7	.....	60.00	60.00
No. 8	90.00–	115.00–	125.00–
	105.00	145.00	145.00
Oilers—			
No. 1	.....	98.00*a*	98.00*a*
No. 2	.....	47.50	62.50
No. 3	.....	47.50	55.00–
			60.00
No. 4	67.50	67.50	67.50
No. 5	.....	50.00–	50.00–
		55.00	55.00
No. 6	.....	37.50	55.00
No. 7	55.00–	55.00–	57.50–
	75.00	75.00	85.00

Occupation	1929 Wages per month	1939 Wages per month	1940 Wages per month
	$	$	$
FREIGHT AND PASSENGER —*Conc.*			
Firemen—			
No. 1	70.00	70.00	70.00
No. 2	.....	96.00*a*	96.00*a*
No. 3	.....	42.50	57.50
No. 4	.....	50.00	55.00
No. 5	.....	35.00	55.00
No. 6	.....	52.50	52.50
No. 7	.....	40.00	50.00
No. 8	67.50	67.50	67.50
No. 9	.....	45.00–	45.00
		50.00	
No. 10	45.00–	50.00–	52.50–
	75.00	75.00	75.00
Chief steward—			
No. 1	.....	170.00*a*	170.00*a*
No. 2	.....	70.00	80.00
No. 3*b*	.....	160.00	184.00
No. 4	.....	70.00	70.00
No. 5	.....	64.00	64.00
No. 6	.....	57.00	57.00
No. 7	105.00	120.00	120.00
No. 8	.....	75.00–	75.00–
		140.00	120.00
No. 9	75.00–	75.00–	80.00–
	110.00	110.00	125.00
Stewards—			
No. 1	.....	73.00–	73.00–
		98.00*a*	98.00*a*
No. 2	.....	40.00	50.00
No. 3	.....	38.00	43.00
No. 4	47.50	47.50	47.50
Chef or chief cook—			
No. 1	.....	65.00	65.00
No. 2	.....	143.00*a*	143.00*a*
No. 3	.....	85.00–	95.00–
		115.00	125.00
No. 4	.....	68.00	68.00
No. 5	.....	65.00	71.50
No. 6	105.00	120.00	120.00
No. 7	.....	100.00	100.00
No. 8	.....	70.00	70.00
No. 9	80.00–	70.00–	70.00–
	100.00	150.00	150.00
Cooks—			
No. 1	.....	95.00*a*	95.00*a*
No. 2	.....	35.00	35.00
No. 3	.....	40.00	50.00
No. 4	62.50	62.50	62.50
No. 5	40.00–	40.00–	40.00–
	50.00	50.00	60.00
No. 6	.....	60.00	50.00
Purser—			
No. 1	.....	148.00*a*	148.00*a*
No. 2*c*	.....	160.00	184.00
No. 3	.....	107.00	107.00
No. 4	.....	70.00	75.00
No. 5	.....	90.00	90.00
No. 6	105.00	120.00	120.00
No. 7	.....	90.00–	90.00–
		125.00	120.00
No. 8	85.00–	85.00–	100.00–
	135.00	135.00	175.00

† Rates include board and lodging and vary to a great extent according to size or type of vessel. Hours on duty for officers, seamen, deckhands, etc., generally average twelve per day seven days per week except when in port; for engineers, firemen, oilers, etc., hours generally average eight per day, but twelve in some cases; for stewards, cooks, etc., hours vary according to requirements. All classes may be required for extra duty at any time, especially in the Great Lakes and Upper St. Lawrence service when passing through canals. On most of the British Columbia coastal passenger vessels hours for all classes average eight per day, 6 days per week, with extra pay for overtime. Some of the tug-boat employees in all areas are on the eight-hour day.

a Without board and lodging.
b Also purser.
c Also chief steward.

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS—Continued

(b) Steamships—Continued

ATLANTIC COAST AND LOWER ST. LAWRENCE RIVER—Concluded

Occupation	1929 Wages per month	1939 Wages per month	1940 Wages per month
	$	$	$
TUGBOATS			
Captain—			
No. 1		140.00	130.00–175.00
No. 2		225.00	225.00
No. 3		150.00–250.00	150.00–175.00
No. 4		200.00	200.00
No. 5		150.00	150.00
No. 6			
Mates—			
No. 1		75.00–125.00	75.00–125.00
No. 2		110.00–120.00	80.00–120.00
No. 3		75.00–80.00	80.00
No. 4		140.00	140.00
TUGBOATS—*Con.*			
Deckhands—			
No. 1		60.00	60.00
No. 2		45.00	52.50
No. 3		50.00	45.00–55.00
No. 4		60.00	60.00
No. 5		55.00	55.00
No. 6		55.00–60.00	55.00–60.00
Chief engineer—			
No. 1		125.00	130.00
No. 2		175.00	175.00
No. 3		130.00–160.00	135.00–175.00
No. 4		135.00–150.00	100.00–150.00
No. 5		140.00	140.00
No. 6		140.00–150.00	140.00–150.00
TUGBOATS—*Conc.*			
Second engineer—			
No. 1		120.00	120.00
No. 2		70.00–120.00	85.00–120.00
No. 3		130.00	130.00
Firemen—			
No. 1		52.50	60.00
No. 2		50.00	45.00–65.00
No. 3		60.00–65.00	65.00
No. 4		60.00	60.00
Cooks—			
No. 1		95.00	100.00
No. 2		80.00	85.00
No. 3		70.00	70.00
No. 4		70.00	70.00

UPPER ST. LAWRENCE RIVER AND GREAT LAKES

Occupation	1929 Wages per month	1939 Wages per month	1940 Wages per month
	$	$	$
FREIGHT AND PASSENGER			
First officer or mate—			
No. 1		150.00	160.00
No. 2		160.00–200.00	165.00–210.00
No. 3		175.00–200.00	175.00–200.00
No. 4		160.00*d*	170.00*d*
No. 5	150.00	155.00*d*	165.00*d*
No. 6		170.00	180.00
No. 7		160.00	170.00*e*
No. 8		165.00	165.00
No. 9	150.00–160.00	170.00	170.00
No. 10	1700.00*	1700.00*	1700.00*
No. 11		155.00	165.00–170.00
No. 12		120.00	120.00*e*
No. 13		155.00	165.00–190.00
No. 14	175.00	180.00–190.00	190.00–200.00
No. 15	155.00	155.00–165.00	170.00–190.00
No. 16		110.00–155.00	135.00–165.00
No. 17		160.00	160.00
No. 18		150.00	160.00
No. 19		160.00	165.00
Second officer or mate—			
No. 1		110.00	115.00
No. 2		120.00–150.00	125.00–160.00
FREIGHT AND PASSENGER—*Con.* *Second officer or mate—Conc.*			
No. 3		120.00–130.00	125.00–135.00
No. 4		115.00*d*	120.00*d*
No. 5		120.00*d*	127.50*d*
No. 6		130.00	140.00
No. 7		125.00	125.00
No. 8		120.00	128.00
No. 9	110.00–120.00	115.00	115.00
No. 10	130.00	130.00	130.00
No. 11		115.00	120.00–130.00
No. 12	120.00	130.00	135.00
No. 13	110.00	105.00–130.00	130.00
No. 14		115.00	130.00
No. 15		110.00	120.00
No. 16		120.00	127.50*e*
No. 17		120.00	125.00
Wheelsmen			
No. 1	75.00	77.50*f*	85.00*f*
No. 2		77.50	82,50–85.00
No. 3		80.00*d*	85.00*d*
No. 4		90.00	90.00
No. 5		80.00	85.00*e*
No. 6	75.00	72.50	87.50
No. 7	85.00	85.00	85.00
No. 8	75.00	77.50	87.50
No. 9		60.00	60.00*e*
No. 10		77.50	77.50
FREIGHT AND PASSENGER—*Con.*			
Watchmen—			
No. 1		62.50*f*	70.00*f*
No. 2		62.50	67.50–70.00
No. 3		65.00*d*	70.00*d*
No. 4		70.00	70.00
No. 5		57.50	70.00
No. 6	65.00	65.00	65.00
No. 7	60.00	62.50	70.00
No. 8		62.50	62.50
No. 9		65.00	70.00*e*
Deckhands—			
No. 1		55.00	62.50
No. 2		55.00	60.00–62.50
No. 3		58.00	65.50
No. 4		57.00*d*	62.50*d*
No. 5	45.00	58.00	65.50
No. 6		57.00	60.00*e*
No. 7		55.00	55.00
No. 8	45.00	50.00	62.50
No. 9	55.00	55.00	55.00
No.10	45.00	55.00	62.50
No.11		45.00	45.00*e*
No.12		52.50	52.50–55.00
Chief engineer—			
No. 1		215.00	225.00
No. 2		2,250.00–3,000.00*	2,250.00–3,000.00*
No. 3		1,850.00–2,300,00*	1,850-00–2,300.00*

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS— Continued

(b) Steamships—Continued

UPPER ST. LAWRENCE RIVER AND GREAT LAKES—Continued

Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month
	$	$	$
FREIGHT AND PASSENGER —*Con.*			
Chief engineer—Conc.			
No. 4		233.00	247.50
No. 5		2,100.00*	2,200.00*
No. 6		225.00	225.00*e*
No. 7	200.00	2,100.00*	2,200.00*
No. 8		200.00	225.00*e*
No. 9		225.00	250.00*e*
No. 10		250.00	250.00
No. 11		2,250.00*	2,250.00*
No. 12		240.00–285.00	285.00–330.00
No. 13		240.00–285.00	285.00–380.00
No. 14		240.00	285.00
No. 15		324.00–375.00	324.00–375.00
No. 16	300.00–325.00	272.00–311.00	288.50–333.50
No. 17		115.00–240.00	125.00–330.00
No. 18		230.00	230.00
No. 19		135.00	135.00*e*
No. 20		175.00	200.00
Second engineer—			
No. 1		150.00–155.00	155.00–160.00
No. 2		150.00–200.00	160.00–210.00
No. 3		140.00–190.00	150.00–200.00
No. 4		145.00	160.00
No. 5		150.00*d*	160.00*d*
No. 6	135.00	145.00	160.00
No. 7		160.00	170.00
No. 8		165.00	165.00
No. 9		150.00–160.00	160.00–170.00
No. 10	120.00–165.00	170.00	170.00
No. 11	165.00–185.00	165.00–195.00	165.00–195.00
No. 12		145.00–150.00	165.00–170.00
No. 13		105.00	105.00*e*
No. 14		135.00	135.00
No. 15		145.00–150.00	165.00–190.00
No. 16		145.00	165.00
No. 17	165.00–185.00	180.00–190.00	190.00–200.00
No. 18	145.00	145.00–155.00	170.00–190.00
No. 19		150.00	160.00*e*
Third engineer—			
No. 1		110.00	115.00–120.00
No. 2		110.00–120.00	115.00–120.00
No. 3		108.00	120.00
No. 4		125.00	125.00
No. 5		110.00	118.00
No. 6	125.00	125.00	125.00
No. 7		120.00	125.00
No. 8		115.00	130.00
No. 9		100.00	110.00
Oilers—			
No. 1		60.00–77.50	82.50
No. 2		77.50	82.50–85.00
No. 3		77.50*d*	85.00*d*
No. 4		80.00*d*	85.00*d*
No. 5		77.50–8	5.00–
		82.50	90.00
		72.50	87.50
No. 6		72.50	87.50
No. 7	85.00	85.00	85.00
No. 8	75.00	77.50	85.00
No. 9		77.50	87.50
No. 10		80.00	85.00*e*
No. 11		77.50	67.50–77.50
Firemen or stokers—			
No. 1		72.50	75.00
No. 2		72.50	77.50–80.00
No. 3		75.00*d*	80.00*d*
No. 4	70.00	72.50	80.00
No. 5		85.00	85.00
No. 6		72.50*f*	80.00*f*
No. 7	70.00	67.50	80.00*e*
No. 8		52.50	60.00*e*
No. 9		72.50	72.50
No. 10		75.00	80.00*e*
Chief steward—			
No. 1		650.00–	650.00–
		1300.00*	1300.00*
No. 2	1600.00*	2000.00*	2000.00*
No. 3	155.00	150.00	150.00
No. 4	155.00	160.00	160.00
No. 5		125.00	125.00
Chefs or first cooks—			
No. 1		110.00–120.00	117.50–127.50
No. 2		110.00*f*	117.50*f*
No. 3		900.00–1250.00*	1050.00–1250.00*
No. 4		130.00–165.00	115.00–165.00
No. 5		125.00–200.00	125.00–200.00
No. 6	110.00	110.00	117.50
No. 7		110.00	120.00*e*
No. 8		120.00	127.50
No. 9		120.00	120.00
No. 10	100.00–135.00	100.00–135.00	100.00–135.00
No. 11	110.00	120.00	127.50
No. 12		110.00	110.00–120.00
Second cooks—			
No. 1		65.00	65.00
No. 2		57.50*f*	65.00*f*
No. 3		85.00–150.00	85.00–150.00
No. 4	55.00	57.00*d*	62.50*d*
No. 5		57.00	60.00*e*
No. 6		75.00	75.00
No. 7		52.50	65.00
No. 8	80.00– 100.00	80.00– 100.00	80.00– 100.00
No. 9	55.00	57.50	65.00
No. 10		55.00	55.00
No. 11		57.50	65.00
FREIGHT AND PASSENGER —*Conc.*			
Porters—			
No. 1		45.00	50.00
No. 2		40.00	45.00
No. 3		50.00	55.00
No. 4		45.00	45.00
No. 5	50.00–75.00	75.00	75.00
No. 6		50.00	57.50
OIL TANKERS			
First officer or mate—			
No. 1		150.00	170.00
No. 2		160.00	175.00
No. 3		160.00	170.00
No. 4		135.00–185.00	145.00–185.00
No. 5		160.00–185.00	175.00–185.00
Second officer or mate—			
No. 1		110.00	127.50
No. 2		120.00	135.00
No. 3		120.00	132.50
No. 4		120.00–	125.00–
No. 5		120.00	135.00
Wheelsmen—			
No. 1		72.50	85.00
No. 2		85.00	92.50
No. 3		80.00	90.00
No. 4		85.00	92.50
No. 5		85.00	92.50
Watchmen—			
No. 1		70.00	77.50
No. 2		67.50	75.00
No. 3		70.00	77.50
No. 4		70.00	77.50
Deckhands—			
No. 1		50.00	60.00
No. 2		60.00	67.50
No. 3		57.50	65.00
No. 4		60.00–65.00	65.00–67.50
No. 5		60.00	67.50
Chief engineer—			
No. 1		200.00	210.00
No. 2		250.00	275.00
No. 3		2400.00*	2520.00*
No. 4		215.00–290.00	235.00–290.00
No. 5		225.00	275.00
Second engineer—			
No. 1		140.00	160.00
No. 2		160.00	175.00
No. 3		160.00	170.00
No. 4		135.00–195.00	150.00–195.00
No. 5		160.00	175.00

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS— Continued

(b) Steamships—Concluded

UPPER ST. LAWRENCE RIVER AND GREAT LAKES—Concluded

Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month	Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month	Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month
	$	$	$		$	$	$		$	$	$
OIL TANKERS —*Con.*				TUGBOATS				TUGBOATS —*Conc.*			
Third engineer—				*Captain*—							
No. 1		110.00	100.00	No. 1	175.00	150.00					
No. 2		120.00	135.00	No. 2		150.00- 175.00	150.00- 175.00	*Second engineer*—			
No. 3		120.00	130.00			160.00	160.00				
No. 4		120.00- 170.00	135.00- 170.00	No. 3	160.00	130.00-*a* 185.00		No. 1		90.00	100.00- 125.00
No. 5		120.00	135.00	No. 4	200.00	125.00- 175.00	125.00- 175.00	No. 2		120.00	120.00
Firemen—				No. 5		190.00- 200.00	190.00- 215.00	No. 3		115.00- 125.00	115.00- 125.00
No. 1		72.50	85.00					No. 4		105.00- 115.00	120.00- 125.00
No. 2		85.00	92.50								
No. 3		75.00	85.00	*Mates*—							
No. 4		65.00- 85.00	65.00- 92.50	No. 1		125.00	125.00				
No. 5		85.00	92.50	No. 2		120.00	120.00				
				No. 3		115.00	125.00				
Oilers—								*Firemen*—			
No. 1		67.50	80.00	*Deckhands*—				No. 1		60.00	67.50- 77.50
No. 2		90.00	97.50	No. 1		45.00	52.50- 57.50	No. 2		65.00- 78.00	65.00- 78.00
No. 3		80.00	90.00	No. 2	75.00	45.00		No. 3	90.00	60.00	
No. 4		70.00- 90.00	80.00- 97.50	No. 3		50.00	50.00	No. 4		60.00- 65.00	60.00- 65.00
No. 5		90.00	97.50	No. 4		80.00*a*		No. 5		90.00(*a*)	
First or chief cooks—				No. 5	40.00	35.00- 50.00	35.00- 50.00	No. 6	100.00	40.00- 60.00	40.00- 60.00
No. 1		105.00	117.50	No. 6		52.50	57.50	No. 7		70.00	77.50
No. 2		120.00	127.50								
No. 3		110.00	122.50	*Chief engineer*—							
No. 4		100.00	100.00	No. 1		165.00	175.00				
No. 5		120.00	127.50	No. 2	165.00	140.00					
				No. 3		140.00- 150.00	140.00- 150.00	*Cooks*—			
Second or assistant cooks—				No. 4	160.00	185.00*a*		No. 1		50.00- 85.00	57.00- 85.00
No. 1		50.00	60.00	No. 5	150.00	140.00- 150.00	140.00- 150.00	No. 2		50.00- 80.00	50.00- 80.00
No. 2		70.00	77.50					No. 3		50.00- 60.00	50.00- 60.00
No. 3		57.50	67.50	No. 6		160.00- 170.00	170.00- 175.00	No. 4		85.00	92.50
No. 4		70.00- 80.00	77.50- 80.00	No. 7		125.00- 150.00	150.00				
No. 5		70.00	77.50								

*Per year or season

(*a*) Without board and lodging (*d*) Four to six companies paying this rate (*e*) Plus bonus (*f*) Eight to ten companies paying this rate

PACIFIC COAST

Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month	Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month	Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month
	$	$	$		$	$	$		$	$	$
FREIGHT AND PASSENGER				FREIGHT AND PASSENGER —*Con.*				FREIGHT AND PASSENGER —*Con.*			
First officer or mate—				*Third officer or mate*—				*Chief engineer*—			
No. 1		160.00- 175.00	160.00- 175.00					No. 1		185.00- 220.00	185.00- 220.00
No. 2		165.00	175.00	No. 1		120.00	120.00	No. 2		220.00	230.00
No. 3	135.00- 180.00	135.00- 180.00	135.00- 180.00	No. 2		125.00	135.00	No. 3	200.00- 285.00	200.00- 285.00	200.00- 285.00
No. 4		135.00- 145.00	135.00- 145.00	No. 3		110.00- 120.00	110.00- 120.00	No. 4		180.00- 210.00	180.00- 210.00
No. 5		165.00- 180.00	165.00- 180.00	No. 4			125.00	No. 5		200.00- 235.00	200.00- 235.00
				No. 5		110.00- 120.00	110.00- 120.00				
Second officer or mate—								*Second engineer*—			
No. 1		140.00- 150.00	140.00- 150.00	*Seamen and deckhands*—				No. 1		150.00- 170.00	150.00- 170.00
No. 2		145.00	155.00	No. 1		65.00- 70.00	70.00- 75.00	No. 2		165.00	175.00
No. 3	135.00- 155.00	145.00- 155.00	145.00- 155.00	No. 2		50.00- 65.00	50-00- 75.00	No. 3	145.00- 190.00	145.00- 190.00	145.00- 190.00
No. 4		117.50- 125.00	117.50- 125.00	No. 3	65.00	65.00	65.00	No. 4		135.00- 155.00	135.00- 155.00
No. 5		150.00	150.00	No. 4		70.00	70.00	No. 5		160.00- 170.00	160.00- 170.00
				No. 5		65.00	65.00				

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS—
Continued

(b) Steamships—Concluded

PACIFIC COAST—*Concluded*

Occupation	1929 — Wages per month	1939 — Wages per month	1940 — Wages per month
	$	$	$
FREIGHT AND PASSENGER —*Con.*			
Third engineer—			
No. 1		130.00–145.00	130.00–145.00
No. 2		145.00	155.00
No. 3	135.00–160.00	135.00–160.00	135.00–160.00
No. 4		130.00–135.00	130.00–135.00
No. 5		125.00–150.00	125.00–150.00
Oilers—			
No. 1		80.75	85.75
No. 2		80.00	85.00
No. 3	80.00	80.00	80.00
No. 4			75.00–80.00
No. 5		80.00	80.00
Firemen—			
No. 1		71.25	71.25
No. 2		70.00	75.00
No. 3	70.00	70.00	70.00
No. 4		70.00	70.00
No. 5		70.00	70.00
Chief cooks—			
No. 1		85.00–100.00	85.00–100.00
No. 2		90.00	100.00
No. 3	110.00	110.00	110.00
No. 4		95.00–119.50	95.00–119.50
Cooks—			
No. 1		55.00–70.00	55.00–70.00
No. 2		65.00	70.00–75.00
No. 3	60.00–75.00	60.00–80.00	60.00–80.00
No. 4		70.00–80.00	70.00–80.00
No. 5		70.00–85.00	60.00–75.00
Chief stewards—			
No. 1		90.00–125.00	90.00–125.00
No. 2	115.00–145.00	135.00–170.00	135.00–170.00
No. 3		120.00–145.00	120.00–145.00
FREIGHT AND PASSENGER —*Conc.*			
Second stewards—			
No. 1			67.50
No. 2	105.00	110.00–120.00	110.00–120.00
No. 3		105.00	105.00
Porters—			
No. 1		38.00	40.00
No. 2	35.00	35.00–40.00	35.00–40.00
No. 3		40.00	40.00
Pursers—			
No. 1		100.00–150.00	100.00–150.00
No. 2	150.00–170.00	160.00–180.00	160.00–180.00
No. 3		160.00–180.00	160.00–170.00
Assistant pursers—			
No. 1		75.00	75.00
No. 2	110.00–115.00	120.00–135.00	130.00–135.00
No. 3		105.00–125.00	105.00–135.00
TUGBOATS			
Captain—			
No. 1	215.00	211.50	211.50
No. 2	170.00	150.00	150.00
No. 3	205.00–275.00	195.00–250.00	195.00–250.00
No. 4	185.00	165.00	165.00
No. 5		160.00–180.00	160.00–180.00
No. 6		215.00	215.00
No. 7		148.50	165.00
No. 8	185.00	180.00	180.00
Mates—			
No. 1	130.00	120.75	120.75
No. 2		120.00	100.00
No. 3	135.00–175.00	135.00–160.00	135.00–160.00
No. 4	100.00	100.00	100.00
No. 5		85.00–110.00	85.00–110.00
No. 6		140.00	140.00
No. 7		105.00	115.00
No. 8	110.00	100.00	100.00
TUGBOATS —*Conc.*			
Deckhands—			
No. 1	95.00	84.50–87.50	84.50–87.50
No. 2	75.00	60.00–85.00	65.00–75.00
No. 3	65.00–70.00	65.00–70.00	65.00–70.00
No. 4	70.00	60.00	60.00
No. 5		45.00	45.00
No. 6		90.00	90.00
No. 7		80.00	90.00
No. 8	65.00	65.00	65.00
Chief engineer—			
No. 1	195.00	187.50	187.50
No. 2	150.00	140.00	140.00
No. 3	180.00–225.00	180.00–200.00	180.00–200.00
No. 4	160.00–190.00	140.00–170.00	140.00–170.00
No. 5		130.00–170.00	130.00–170.00
No. 6		195.00	195.00
No. 7		115.00	120.00
No. 8	150.00	165.00	165.00
Second engineer—			
No. 1	165.00	151.00	151.00
No. 2		135.00	135.00
No. 3	135.00–175.00	135.00–160.00	135.00–160.00
No. 4	100.00	90.00–120.00	90.00–120.00
No. 5		65.00–110.00	65.00–110.00
No. 6		140.00	140.00
No. 7	110.00	100.00	100.00
Firemen—			
No. 1	95.00–100.00	84.50	84.50
No. 2	65.00–70.00	70.00	70.00
No. 3		80.00	80.00
No. 4		90.00	90.00
No. 5	75.00	70.00	70.00
Cooks—			
No. 1	95.00–105.00	84.50	84.50
No. 2	75.00	75.00	75.00
No. 3	65.00	60.00	60.00
No. 4		45.00–55.00	45.00–55.00
No. 5		90.00	90.00
No. 6	65.00	65.00	65.00

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS— Continued

Trucking and Cartage (Local)

Locality and Occupation	1929		1939		1940	
	Wages per week	Hrs. per week	Wages per week	Hrs. per week	Wages per week	Hrs. per week
	$		$		$	
MOTOR TRUCK DRIVERS						
Nova Scotia—						
Halifax	18.00–25.00	44	15.00–24.00	44–48	17.50–24.00	44–50
Prince Edward Island—						
Charlottetown	15.00	50	12.00–15.00	48–50	12.00–15.00	48–50
New Brunswick–						
Saint John	21.50–22.00	54–60	16.75–22.00	48–60	15.50–22.00	44–60
Moncton	19.00–21.00	50–54	14.00–19.00	50–54	15.00–20.50	50–54
Fredericton	20.00	54	17.00–19.00	54	17.00–19.00	54
Quebec—						
Montreal	21.00–25.00	60	18.00–24.25	44–60	18.00–24.25	44–60
Quebec	24.50	70	16.25–21.50	48–55	19.00–21.50	48–60
Ontario—						
Brantford	16.00–28.00	44–55	15.00–18.00	44–55	15.00–18.00	44–55
Fort William	25.00	51	25.00–27.50	50–60	25.00–27.50	50–60
Guelph	21.00	47	18.00–21.00	48–55	18.00–21.00	48–55
Hamilton	22.00–25.00	45–60	21.00–27.00	45–60	22.00–28.50	45–60
Kingston	20.00	45	15.00–19.00	44–57	15.00–19.00	44–57
Kitchener	.....	.....	18.00–22.50	44–60	18.00–22.50	44–60
London	18.00–25.00	44–56	16.25–21.00	44–56	16.25–22.00	44–56
Oshawa	20.00	59	19.00–25.00	48	19.00–25.00	48
Ottawa	19.50–27.00	44–54	18.00–24.00	44–60	18.00–25.00	44–60
Owen Sound	21.60	60	15.50–18.00	48–54	14.50–16.75	48
Port Arthur	25.00	55	20.00–27.50	50	20.00–27.50	50
St. Catharines	.....	.....	21.50	60	21.50	60
Stratford	20.75–23.50	59	17.50–22.25	55	19.25–21.00	55
Sudbury	25.50	60	21.00–25.50	60	21.00–25.50	60
Toronto	20.00–26.00	60	18.00–26.50	44–60	18.00–27.50	44–60
Windsor	27.00–30.00	50–55	18.00–27.00	45–54	20.00–27.00	45–54
Woodstock	.....	.....	19.25–26.00	55–60	19.25–26.00	55–60
Manitoba—						
Winnipeg	15.75–25.00	45–54	18.00–26.00	44–55	18.00–26.00	44–55
Saskatchewan—						
Regina	20.50–27.00	47–54	18.00–24.50	43–54	18.00–24.50	43–54
Saskatoon	24.00–28.00	50–60	17.50–22.00	44–54	17.50–22.00	44–54
Moose Jaw	20.00–25.50	48–50	14.00–23.00	47½–54	16.00–23.00	47½–54
Prince Albert	24.00	60	18.00	60	16.25	54
Alberta—						
Calgary	20.00–25.50	44–60	18.00–25.00	44–54	18.00–25.00	44–54
Edmonton	22.60–27.00	48–55	16.00–22.00	40–54	17.00–24.00	42–54
British Columbia—						
Vancouver	18.00–27.00	48–54	22.00–30.00	40–54	22.00–30.00	40–54
Victoria	16.00–30.00	40–56	20.00–25.50	48–54	20.00–27.00	48–54
New Westminster	27.00–30.00	48	22.00	44	22.00	44
Nelson	28.75	54	22.50–26.50	48–54	22.50–26.50	48–54
Prince Rupert	36.00	48–54	24.00–31.00	44–54	24.00–31.00	44–54
Kamloops	24.00	48	21.50	48	21.50	48
TEAMSTERS						
Nova Scotia—						
Halifax	18.00–24.00	44	15.00–20.00	44–54	15.00–20.00	44–54
New Brunswick–						
Saint John	20.00	54	20.00	54	20.00	54
Quebec—						
Montreal	21.00–22.50	60	18.00–19.50	60	18.00	60
Ontario—						
Brantford	15.00–19.25	48–50	15.00–18.00	44–50	15.00–18.00	44–50
Owen Sound	16.00–18.00	54–60	14.50–16.75	48	14.50–16.75	48
Peterborough	19.00–21.00	54–60	19.00	54	19.00	54
Toronto	21.00–25.00	51–55	23.00	48–58	23.00	48–58
Manitoba—						
Winnipeg	20.50–24.25	48–54	18.00–26.00	44–55	18.00–26.00	44–55
Brandon	18.00–21.00	60	12.00–15.00	48–60	12.00–15.00	48–60
Saskatchewan—						
Saskatoon	24.00–25.00	60	21.60	54	21.60	54
Alberta—						
Lethbridge	24.00	50	20.00	50	20.00	50
British Columbia—						
Nelson	27.00–29.00	54	26.50	54	26.50	54

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS— Continued

(d) Stevedoring (Longshoremen—General Cargo)

Locality	1929		1939		1940		Locality	1929		1939		1940	
	Wages per hour	Hours per day*	Wages per hour	Hours per day*	Wages per hour	Hours per day*		Wages per hour	Hours per day*	Wages per hour	Hours per day*	Wages per hour	Hours per day*
	$		$		$			$		$		$	
OCEAN NAVIGATION							INLAND AND COASTWISE NAVIGATION						
Halifax	.70	9	.77	9	.85	9	Saint John	.53	.....	.53	.....	.53	.....
Charlottetown	.60	9	.60	9	.60	9	Sorel	.....	.....	.50	10	.60	10
Saint John	.70	9	.80	8	.88	8	Montreal	.....	.....	.50	10	.50	10
Quebec	.60	10	.70	9	.77	9	Toronto	.40	10	.50	10	.50	10
Sorel	.....	.....	.50	10	.60	10	Hamilton	.....	.....	.50	10	.50	10
Montreal	.65	10	.77	10	.85	10	Sarnia and Point Edward	.45	10	.47	10	.50	10
Vancouver and Victoria (dock)	.83	8	.91	8	.96	8	Port McNicholl	.37	10	.46	10	.50	10
Vancouver and Victoria (ship)	.87	8	.95	8	1.00	8	Windsor	.....	.....	.49	10	.49	10
							Port Arthur and Fort William	.40	10	.50	10	.50	10
							Vancouver, Victoria and Prince Rupert	.....	.....	.90	8	.90	8

*The period for which day rates are paid, work being irregular; higher rates are paid for handling coal, grain, cement, etc., also for night work.

(e) Grain Elevators

Occupation	Period	1929		1939		1940		Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.			Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$				$		$		$	
Electricians—								*Weighmen*—Conc.							
No. 1	Mth.	160.00	60	150.00	48	150.00	48	No. 12	Mth.	170.00	60	170.00	60	170.00	60
No. 2	Hour	165.00*	44	.85	40	.85	44	No. 13	Mth.	160.00	44	155.00	60	155.00	60
No. 3	Week	.....	....	36.00	60	40.00	60	No. 14	Mth.	.....	....	175.00	48	175.00	....
No. 4	Hour	.....	....	.66	60	.66	60	No. 15	Mth.	205.00	60	170.00	60	150.00	60
No. 5	Hour	.....	....	.55	44	.60	60	No. 16	Mth.	200.00	56	200.00	44	200.00	44
No. 6	Hour	185.00*	60	.65	44	.65	44	No. 17	Mth.	.....	....	157.00– 163.00	60	165.00– 170.75	48
No. 7	Mth.	.....	....	190.00	60	190.00	48								
No. 8	Mth.	.....	....	175.00	44	175.00	44	No. 18	Hour	.....	....	.45–.55	44	.45–.60	44
No. 9	Mth.	.....	....	180.00	60	180.00	60	No. 19	Week	.....	....	20.00	54	22.00	48
No. 10	Mth.	48.75†	48	175.00	48	175.00	44	No. 20	Mth.	.....	....	26.00	60	26.00	60
No. 11	Mth	.....	....	170.00	60	170.00	48	No. 21	Week	27.50	60	27.50	60	27.50	60
No. 12	Mth.	145.00	....	150.00	60	150.00	60		Hour	.....	....	.50	48	.50	48
No. 13	Mth.	.....	....	165.00	50	165.00	50	No. 22	Hour	.....	....	.45	60	.50	60
No. 14	Mth.	.....	....	175.00	48	175.00	....	No. 23	Hour	.....	....	.53	24	.53	48
No. 15	Mth.	235.00	....	200.00	44	200.00	44	No. 24	Hour	.....	....	.48	44	.53	44
No. 16	Mth.	.....	....	162.75	60	170.75	48	No. 25	Hour	.50–.60	60	.48–.68	48	.48–.70	48
No. 17	Hour	.....	....	.45	60	.50	60	No. 26	Hour	.49	60	.49	45	.56	45
No. 18	Hour	.....	....	.50	44	.55	44	No. 27	Week	.....	....	37.35	44	37.35	44
No. 19	Hour	.....	....	.60	48	.625	48	No. 28	Mth.	.....	....	170.00	44½	180.00	44½
No. 20	Week	.....	....	35.00	44	35.00	44	No. 29	Hour	.....	....	.50	44	.65	44
No. 21	Mth.	.....	....	210.00	44½	225.00	44½	No. 30	Day	.....	....	3.25	48	3.25	48
No. 22	Hour	.....	....	.70	44	.70	44	No. 31	Hour	.....	....	.52	48	.52	48
No. 23	Mth.	.....	....	130.00	48	130.00	48	No. 32	Hour	.....	....	.47	48	.49	48
No. 24	Mth.	.....	....	215.00	44	215.00	44	No. 33	Hour	.....	....	.45	48	.45	48
No. 25	Mth.	.....	....	178.50	48	178.50	48	No. 34	Mth.	.....	....	130.00	48	130.00	48
No. 26	Mth.	150.00– 210.00	48	160.00– 190.00	48	160.00– 190.00	44	No. 35	Mth.	190.00	48	175.00	48	175.00	44
								No. 36	Mth.	.....	....	160.00	44	160.00	44
Weighmen—								No. 37	Mth.	.....	....	170.00	48	170.00	48
No. 1	Week	.....	....	36.00	60	35.00	60	No. 38	Mth.	.....	....	165.00	44	165.00	44
No. 2	Day	117.00*	54	.52	44	.52	44								
No. 3	Hour	.63	48–60	63.	40–60	.63	60	*Millwrights*—							
								No. 1	Mth.	155.00*	60	155.00	48	155.00	48
No. 4	Hour	.50	44	.....	....	.50	44	No. 2	Hour	165.00	44	.85	40	.85	44
No. 5	Hour	.....	45	.45	45	.45	50	No. 3	Hour	.....	....	.47	60	.52	60
No. 6	Mth.	.....	....	190.00	60	190.00	60	No. 4	Hour	.575	54	.58	44	.58	44
No. 7	Mth.	.....	....	157.50– 171.00	50	157.50– 171.00	48	No. 5	Hour	.69	60	.69	40–60	.....	.....
No. 8	Mth.	.....	....	160.00	44	160.00	44	No. 6	Hour	.....	....	.75	48	.775	48
No. 9	Mth.	.....	....	170.00	60	170.00	60	No. 7	Mth.	.....	....	190.00	60	190.00	60
No. 10	Mth.	48.75†	48	160.00	44–48	160.00	44	No. 8	Mth.	.....	....	175.00	44	180.00	44
								No. 9	Mth.	.....	....	189.00	60	189.00	60
No. 11	Mth.	.....	....	150.00– 180.00	60	170.00– 190.00	48	No. 10	Mth.	187.50	48	160.00	44–48	160.00	44

* Per month † Per week

TABLE III.—WAGES AND HOURS OF LABOUR IN TRANSPORTATION AND GRAIN ELEVATORS—Concluded

(e) Grain Elevators—Concluded

Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
Millwrights—Conc.							
No. 11	Mth.	.....	....	150.00–171.00	50	150.00–171.00	48
No. 12	Mth.	.....	....	160.00–190.00	60	150.00–180.00	48
No. 13	Mth.	.....	....	175.00	50	175.00	50
No. 14	Hour	.....	....	.45	50	.48	50
No. 15	Hour	.....	....	.60	48	.60	48
No. 16	Hour	.....	....	.50	44	.55	44
No. 17	Hour	.....	....	.79	40	.79	48
No. 18	Mth.	210.00	44	145.00	60	145.00	60
No. 19	Mth.	.....	....	175.00	48	175.00	....
No. 20	Mth.	205.00	60	185.00	60	185.00	60
No. 21	Mth.	210.00	56	220.00	44	220.00	44
No. 22	Mth.	.....	....	152.70–162.70	60	160.30–170.80	48
No. 23	Hour	.64	60	.54	45	.69	45
No. 24	Hour	.75	60	.75	44	.75	44
No. 25	Week	.....	....	40.85	44	40.85	44
No. 26	Mth.	.....	....	200.00	44½	210.00	44½
No. 27	Mth.	.....	....	135.00	44	.50	44
No. 28	Mth.	.....	....	140.00	44	140.00	44
No. 29	Mth.	.....	....	150.00	44	150.00	44
No. 30	Mth.	.....	....	178.50	48	178.50	48
No. 31	Mth.	.....	....	215.00	44	215.00	44
No. 32	Mth.	.....	....	175.00	48	175.00	44
No. 33	Hour	.....	....	.75	44	.75	44
Oilers—							
No. 1	Hour	.....	....	.45	50	.50	50
No. 2	Hour	.52	60	.52	40–60	.52	60
No. 3	Hour	.50	44	.....	....	.50	44
No. 4	Mth.	.....	....	125.00	60	125.00	48
No. 5	Hour	.525	60	.55	50	.55	48
No. 6	Hour	.50	60	.55	60	.55	60
No. 7	Hour	.....	....	.55	60	.55	60
No. 8	Hour	145.00*	44	.55	60	.55	60
No. 9	Hour	.....	....	.45–.50	48	.50–.53	48
No. 10	Hour	.525	60	.55	60	.55	60
No. 11	Hour	.525	56	.55	44	.55	44
No. 12	Hour	.....	....	.475	48	.475	48
No. 13	Hour	.....	....	.56	40	.56	48
No. 14	Hour	.....	....	.385	60	.425	60
No. 15	Hour	.....	....	.35	44	.35	50
No. 16	Hour	.....	....	.40	44	.40	44
No. 17	Hour	.44	60	.44	45	.50	45
No. 18	Hour	.....	....	.405	48	.405	48
No. 19	Hour	.....	....	.43	48	.46	48
No. 20	Hour	.....	....	.47	48	.47	48
No. 21	Hour	.....	....	.55	....	.55	....
No. 22	Hour	.....	....	.55	60	.55	48
No. 23	Hour	.....	....	.55	44	.55	44
Labourers—							
No. 1	Hour	.....	....	.40	60	.45	60
No. 2	Hour	.40	44	.45	40	.40	44
No. 3	Hour	.35–.57	54	.40	44	.40	44
No. 4	Hour	.52	60	.58	40–60	.58	40–60
No. 5	Hour	.40	60	.38	65	.40	60
No. 6	Hour	.525	60	.50	50	.50	48
No. 7	Hour	.50	60	.50	60	.50	60
No. 8	Hour	.....	....	.50	48	.50	44
No. 9	Hour	.....	....	.50–.55	60	.50	48
No. 10	Hour	.....	....	.50	60	.50	55
No. 11	Hour	.....	....	.50–.60	60	.50–.60	48
No. 12	Hour	.50	56	.55	44	.55	44
No. 13	Hour	.....	....	.50	60	.50	60
No. 14	Hour	.....	....	.44	50	.44	50
	Hour	.50	44	.50	60	.50	60
No. 15	Hour	.....	....	.35	....	.45	....
No. 16	Hour	.....	....	.50–.55	48	.50–.55	....
No. 17	Hour	.....	....	.50	60	.50–.55	60
No. 18	Hour	.....	....	.40	44	.40	44
No. 19	Hour	.....	....	.50–.55	60	.50–.55	48
No. 20	Hour	.....	....	.475	48	.475	48
No. 21	Hour	.....	....	.35	....	.35	....
No. 22	Hour	.....	....	.35	44	.35	50
No. 23	Hour	.50	60	.50–.55	60	.50–.55	60
No. 24	Hour	.50	60	.50–.55	60	.50–.55	60
No. 25	Hour	.40	60	.40–.50	48	.43–.53	48
No. 26	Hour	.....	....	.40	44	.40	44
No. 27	Hour	.....	....	.40–.50	30–55	.42–50	30–55
No. 28	Hour	.....	....	.405	48	.405	48
No. 29	Hour	.....	....	.40	48	.44	48
No. 30	Hour	.....	....	.475	48	.475	48
No. 31	Hour	.....	....	.45	44	.45	44
No. 32	Hour	.....	....	.50–.60	44	.50	44
No. 33	Hour	.39	60	.39	45	.44	45
No. 34	Hour	.....	....	.40	44	.40–.50	44
No. 35	Hour	.....	....	.425	48	.425	48
No. 36	Hour	.....	....	.50–.58	48	.50–.58	48
No. 37	Hour	.....	....	.47	48	.47	48
No. 38	Hour	.....	....	.50	44	.50	44
No. 39	Hour	.65	48	.50–.55	48	.50–.55	44

*Per month.

TABLE IV.—WAGES AND HOURS OF LABOUR IN ELECTRIC CURRENT PRODUCTION AND TRANSMISSION

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
MARITIME PROVINCES							
Electricians—							
No. 1	Day	3.80	48	5.00	48	5.00	48
No. 2	Hour	.72–.77	44	.63–.82	44	.63–82	44
No. 3	Hour	.....	....	.69	48	.72	48
No. 4	Day	.....	....	5.42	56	5.42	56
MARITIME PROVINCES—*Cont.*							
Linemen—							
No. 1	Day	3.80	48	3.50	48	3.50	48
No. 2	Hour	.....	....	.30–.42	54	.30–.42	46–60
No. 3	Mth.	.....	....	80.00–110.00	54	90.00–115.00	54
No. 4	Hour	.63–.77	....	.66–.67	44	.66–.77	44
No. 5	Hour	.....	....	.63–.68	48	.68	48
No. 6	Hour	.....	....	.57–.69	48	.60–.72	48

TABLE IV.—WAGES AND HOURS OF LABOUR IN ELECTRIC CURRENT PRODUCTION AND TRANSMISSION—Continued

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
MARITIME PROVINCES—*Conc.*							
Linemen—Conc.							
No. 7	Mth.	.....	....	100.00–135.00	48	100.00–135.00	48
No. 8	Hour	.45	54	.40	48	.45	48
No. 9	Hour	.35–.45	60	.40–.45	54	.40–.45	54
No. 10	Hour	.44	54	.35–.50	48	.35–.50	48
No. 11	Mth.	.....	....	105.00	56	111.00	60
No. 12	Hour	4.00*b*	54	.55	44	.50	44
No. 13	Hour	.42–.57	54–63	.45–.51	54	.49–.51	54
No. 14	Day	.....	....	4.00–5.00	48	4.00–5.00	48
Groundmen—							
No. 1	Day	3.25	48	3.00	48	3.00	48
No. 2	Hour	.55	54	.55	44	.55	44
No. 3	Hour	.....	....	.50	48	.50–.60	48
No. 4	Hour	.....	....	.47–.52	48	.45–.55	48
No. 5	Hour	.....	....	.40	44	.42	44
No. 6	Hour	3.00*b**	54	.34	54	.34	54
Metermen—							
No. 1	Day	3.80	48	3.50	48	3.50	48
No. 2	Hour	.55.-72*	44	.61–.72	44	.66–.72	44
No. 3	Hour	.....	....	.68	48	.68	48
No. 4	Hour	.....	....	.64	48	.67	48
No. 5	Mth.	.....	....	100.00	48	100.00	48
Meter readers—							
No. 1	Day	3.00	48	2.40	48	2.40	48
No. 2	Hour	.....	....	80.00–100.00	44½	90.00	44½
No. 3	Hour	.....	....	.50	48	.50	48
No. 4	Mth.	.....	....	95.00	48	95.00	48
No. 5	Week	.....	....	32.50	54	32.50	54
No. 6	Mth.	.....	....	100.00	39	100.00	39
Operators—							
No. 1	Day	4.25	56	4.25	48	4.25	48
No. 2	Mth.	.....	....	70.00–92.00	54	70.00–92.00	54
No. 3	Hour	.....	....	.73	49	.73	49
No. 4	Hour	.....	....	.60	48	.67	48
No. 5	Day	.....	....	4.22	56	5.00	56
No. 6	Mth.	.....	....	90.00–150.00	48	90.00–150.00	48
No. 7	Mth.	.....	....	115.00	56	134.00	56
No. 8	Week	.....	....	23.75	73	23.75	48
No. 9	Mth.	.....	....	100.00–135.00	56	100.00–135.00	56
No. 10	Hour	.50	48	.483	56	.53	56
No. 11	Mth.	.....	....	130.00	51	130.00	51
Firemen—							
No. 1	Day	3.80	56	4.00	48	4.00	48
No. 2	Hour	.64*	56	.69	49	.69	49
No. 3	Day	.....	....	4.33	56	4.33	56
No. 4	Hour	.36–.40	56	.45–.53	48	.45–.53	48
No. 5	Mth.	.....	....	135.00	56	135.00	56
No. 6	Hour	.46	48	.443	56	.49	56
Labourers—							
No. 1	Day	.....	....	3.00	48	3.00	48
No. 2	Hour	.....	....	.30–.40	44	.40	44
No. 3	Hour	.....	....	.30–.35	44	35–.40	44
No. 4	Hour	.....	....	.30	48	.30	48
No. 5	Hour	.....	....	.30–.35	54	.30–.35	54
No. 6	Hour	.....	....	.375	48	.375	48

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
QUEBEC							
Electricians—							
No. 1	Hour	.50–.62	44	.62	44	.62	44
No. 2	Hour	.60	54	.50–.68	48	.58–.75	48
No. 3	Hour	.63	54	.55	48	.66	48
No. 4	Mth.	90.00	50	125.00	50	126.00	50
Linemen—							
No. 1	Hour	.68–.75	48	.52–.78	48	.52–.78	48
No. 2	Hour	.....	....	.50	48	.52	48
No. 3	Mth.	110.00	54	115.00	48	126.50	48
No. 4	Hour	.45–.56	50–60	80.00–*d* 115.00	50	.50–.595	49½
No. 5	Hour	.....	....	.50	48	.50	48
No. 6	Mth.	.....	....	85.00–120.00	48	93.50–132.00	48
No. 7	Hour	.....	....	.35	48	.35	48
No. 8	Mth.	.....	....	80.00–105.00	48	88.00–115.50	48
Wheelmen—							
No. 1	Hour	.50–.53	56	.58–.62	48	.58–.62	48
No. 2	Hour	.....	....	19.85*c*	48	.44	48
No. 3	Hour	.....	....	21.90*c*	48	.48	48
No. 4	Hour	.....	....	19.80*c*	48	.44	48
No. 5	Mth.	.....	....	105.00	48	105.00	48
No. 6	Mth.	110.00	48	100.00–115.00	48	110.00–126.50	48
No. 7	Mth.	.....	....	92.50	48	97.50	48
Metermen—							
No. 1	Hour	.....	....	.44	48	.50	48
No. 2	Mth.	90.00	50	95.00	41½	100.00	41½
No. 3	Week	.....	....	23.00	48	23.00	48
No. 4	Mth.	.....	....	85.00	44	99.00	44
No. 5	Mth.	.....	....	135.00	44	148.50	44
Operators—							
No. 1	Mth.	.....	....	165.00	48	165.00	48
No. 2	Hour	.65	56	.70–.77	48	.70–.77	48
No. 3	Hour	.50–.69	56	.65–.82	48	.65–.82	48
No. 4	Hour	.....	....	26.10–*c* 29.10	48	.57–.63	48
No. 5	Mth.	.....	....	110.00–145.00	48	110.00–145.00	48
No. 6	Mth.	175.00	48	175.00	48	192.50	48
No. 7	Mth.	145.00	48	145.00	48	159.50	48
No. 8	Mth.	115.00–155.00	48	110.00–175.00	48	121.00–187.50	48
No. 9	Mth.	120.00	56	110.00–130.00	48	110.00–130.00	48
No. 10	Week	.....	....	23.00	48	23.00	48
No. 11	Mth.	.....	....	75.00–142.75	48	82.50–159.50	48
No. 12	Mth.	.....	....	95.00–115.00	48	104.50–126.50	48
Labourers—							
No. 1	Hour	.....	....	.40	48	.40	48
No. 2	Hour	.35	48	.37	48	.37	48
No. 3	Hour	.33–.38	54	.30–.50	48	.30–.55	48
No. 4	Hour	.35	54	.30–.35	48	.30–.35	48
No. 5	Hour	.30–.37	50–60	.25–.32	50	.25–.32	49½
No. 6	Hour	.....	....	.35	48	.35	48
No. 7	Hour	.....	....	.30	54	.30	54
No. 8	Hour	.....	....	.25	54	.35	48
No. 9	Hour	.....	....	.32–.42	54	.38–.49	48

*1930

a Per hour. *b* Per day. *c* Per week. *d* Per month.

TABLE IV.—WAGES AND HOURS OF LABOUR IN ELECTRIC CURRENT PRODUCTION AND TRANSMISSION—Continued

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
ONTARIO							
Electricians—							
No. 1	Week	.....	....	25.00	54	25.00	54
No. 2	Hour	.....	....	.80	48	.80	48
No. 3	Mth.	.....	....	140.00	48	160.00	48
No. 4	Hour	.65	50	.60	44	.60	44
No. 5	Hour	.....	....	.55	44	.55	44
No. 6	Hour	.725	54	.725	54	.725	54
No. 7	Week	.66*a*	44	20.00–33.00	45	22.00–33.00	44
No. 8	Week	.82*a*	49½	31.50–41.50	45	34.20–41.40	45
No. 9	Hour	.....	....	.70–.77	44	.70	44
No. 10	Hour	.....	....	.65	48	.70	54–63
No. 11	Mth.	125.00–170.00	49½	156.00–189.00	48	156.00–181.00	48
No. 12	Hour	.63–.80	49½	.81	48	.81	48
No. 13	Mth.	.....	....	177.00	48	179.00	48
No. 14	Mth.	.....	....	164.00	48	164.00	48
No. 15	Mth.	.....	....	175.00	48	175.00	48
No. 16	Mth.	165.00	49½	156.00	48	156.00	48
No. 17	Week	35.00	54	27.00	50	27.00	50
No. 18	Week	.....	....	28.80–36.40	40	28.80–36.40	40
Linemen—							
No. 1	Hour	.63	48	.65	44	.65	44–50
No. 2	Mth.	.50*a*	48	110.00	48	110.00	48
No. 3	Mth.	.....	....	135.00	48	140.00	46½
No. 4	Hour	.....	....	.75–.80	48	.78–.80	48
No. 5	Hour	.88	44	.88	44	.88	44
No. 6	Hour	.....	....	.81	44	.88	44
No. 7	Hour	.60	55	.65	55	.65	55
No. 8	Hour	.75	50	.65–.75	44	.65–.75	44
No. 9	Hour	.75	44	.81	44	.81	44
No. 10	Hour	.48–.65	54	.45–.65	44	.45–.65	44
No. 11	Week	.74*a*	44	33.50	44	33.50	44
No. 12	Hour	.70	54	.70–.725	54	.70–.725	54
No. 13	Hour	.68–.73	44	.69	48	.....	....
No. 14	Hour	.....	....	.60	46½	.60	70
No. 15	Week	.....	....	29.20–36.40	40	29.20–36.40	40
No. 16	Week	.....	....	29.00	52	29.00	50
No. 17	Week	.70*a*	44	37.80	45	37.80	45
No. 18	Hour	.45	49½	.45	50	.45	50
No. 19	Hour	.425	49½	.64–.72	48	.51–.72	48
No. 20	Hour	.....	....	.65	48	.65	48
No. 21	Hour	.65	48	.65	48	.715	48
No. 22	Week	32.50	54	28.60	50	28.60	50
No. 23	Hour	.....	....	.50–.67	48	.55–.65	48
No. 24	Hour	.81–.88	44	.81–.88	44	.81–.88	44
No. 25	Mth.	.....	....	140.00	50	145.00	50
No. 26	Hour	.60	52	.78	44	.78	44
No. 27	Hour	.....	....	.70	44	.70	44
No. 28	Hour	.....	....	.50	48	.50	48
No. 29	Hour	.55	44	.55	48	.55	48
No. 30	Hour	.....	....	.66	48	.70	48
No. 31	Hour	.....	....	.92	44	.92	44
No. 32	Mth.	.....	....	120.00	44	130.00	44
No. 33	Hour	.62–.73	55	63–.81	48	.59–.81	48
No. 34	Mth.	90.00–110.00	56	39.00–1158.00	48	139.00–150.00	48
Groundmen—							
No. 1	Hour	.....	....	.40	48	.40	46½
No. 2	Hour	.57	44	.57	44	.57	44
No. 3	Hour	.35	48	.50	44	.50	50
No. 4	Hour	.50	55	.50	55	.50	55
No. 5	Hour	.....	....	.40	48	.50	48
No. 6	Hour	.52–.85	44	.57–.81	44	.57–.81	44
No. 7	Week	.....	....	24.75	45	24.75	45
No. 8	Hour	.54	44	25.00*c*	44	.55	44
No. 9	Week	26.75	54	17.50	50	23.08	50
No. 10	Hour	.....	....	.40	48	.40	48
No. 11	Hour	.63	44	.61	44	.....	....
No. 12	Mth.	.....	....	100.00	50	100.00	50
No. 13	Hour	.....	....	.65	44	.65	44
No. 14	Hour	.50–.55	55	.49–.61	48	.43	48
No. 15	Week	.40–.50*a*	44	25.20	40	25.20	40
ONTARIO—*Con.*							
Operators—							
No. 1	Hour	.....	....	.30	56	.30	56
No. 2	Mth.	130.00	48	127.00	48	127.00	48
No. 3	Mth.	.....	....	115.00	52	115.00	52
No. 4	Hour	.....	....	.76	56	.77	56
No. 5	Week	.....	....	30.00	56	30.46	56
No. 6	Mth.	139.25	48	139.20	48	139.20	44
No. 7	Week	26.25	56	27.50	56	25.00	56
No. 8	Mth.	.....	....	140.00	48	160.00	48
No. 9	Week	34.50	48	35.67	48	35.67	44
No. 10	Mth.	135.00	70	120.00	70	120.00	56
No. 11	Week	25.50–30.50	56	22.00–31.00	48	22.50–35.00	48
No. 12	Mth.	145.00	....	145.00	56	145.00	56
No. 13	Week	90*a*	56	24.75–50.75	44	24.75–50.85	44
No. 14	Mth.	108.00	54	105.00–125.00	54	105.00–125.00	56
No. 15	Mth.	.....	....	137.50	48	137.50	48
No. 16	Mth.	120.00–135.00	48	120.00–135.00	48	132.00–148.50	48
No. 17	Week	25.00	54	25.40	58	25.40	50
No. 18	Mth.	144.25	44	140.00	44	140.00	44
No. 19	Mth.	.....	....	116.66	56	116.66	50
No. 20	Mth.	.....	....	155.00	....	155.00	44
No. 21	Mth.	.80*a*	56	135.00–195.00	48	135.00–195.00	48
No. 22	Hour	.....	....	.50	56	.50	56
No. 23	Hour	125.00*d*	56	.60	48	.60	44
No. 24	Mth.	120.00–165.00	56	141.00–223.00	48	141.00–223.00	48
No. 25	Hour	.60	56	.575	56	.60	56
No. 26	Hour	.....	....	.83	48	.85	48
No. 27	Week	.....	....	36.00–43.68	48	36.00–43.68	40
No. 28	Mth.	100.00–155.00	56	123.00–154.00	48	123.00–154.00	48
No. 29	Mth.	.....	....	138.00–208.00	48	138.00–211.00	48
No. 30	Mth.	.....	....	151.00–209.00	48	151.00–209.00	48
No. 31	Mth.	120.00–140.00	56	123.00–154.00	48	126.00–154.00	48
No. 32	Mth.	100.00–140.00	56	133.00–148.00	48	.....	....
No. 33	Mth.	.....	....	110.00	48	115.00	48
No. 34	Hour	.....	....	.76	48	.76	48
No. 35	Hour	.....	....	.71	48	.71	48
No. 36	Mth.	.....	....	135.00	48	135.00	48
Metermen—							
No. 1	Mth.	.....	....	95.00	48	95.00	46½
No. 2	Mth.	130.00	48	157.00	44	157.00	44
No. 3	Mth.	105.00	48	112.00	48	112.00	48
No. 4	Hour	.....	....	.60	48	.60	48
No. 5	Mth.	150.00	44	147.00	44	147.00	44
No. 6	Week	20.00–28.00	44	25.00–35.00	44	25.08–35.00	44
No. 7	Hour	.50	54	.62	44	.62	44
No. 8	Hour	.....	....	.55	54	.725	54
No. 9	Week	.....	....	.35–.75	46½	.39.59	46½
No. 10	Week	26.25	54	27.69	50	27.69	50
No. 11	Hour	.....	....	.61–.65	48	.61–.65	48
No. 12	Mth.	.....	....	135.00	50	135.00	50
No. 13	Hour	.....	....	.80	44	.80	44
No. 14	Hour	.45	54	.55	48	.575	48
No. 15	Hour	.....	....	.70	44	.70	44
No. 16	Week	.....	....	28.50–38.28	44	31.24–38.28	44
No. 17	Hour	.....	....	.79	44	.79	44
Meter readers—							
No. 1	Mth.	95.00	48	102.00	48	102.00	48
No. 2	Mth.	127.00	44	127.00	44	127.00	44
No. 3	Week	25.75	50	23.00	44	23.00	44
No. 4	Week	.....	....	30.00	45	30.00	45
No. 5	Week	27.50	44	28.85	44	28.85	44
No. 6	Hour	.....	....	.35	48	.35	48

a Per hour. *c* Per week. *d* Per month.

TABLE IV.—WAGES AND HOURS OF LABOUR IN ELECTRIC CURRENT PRODUCTION AND TRANSMISSION—Concluded

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
ONTARIO—*Conc.*							
Meter readers—Conc.							
No. 7	Hour	.40	54	.50	54	.50	50
No. 8	Week	.....	....	26.25	46½	26.25	46½
No. 9	Week	26.25	54	27.25	50	23.08	50
No. 10	Mth.	125.00	44	125.00	44	.....	....
No. 11	Mth.	.....	....	125.00	35½	125.00	35½
No. 12	Mth.	.....	....	125.00	44	125.00	44
No. 13	Mth.	140.00	54	140.00	44	140.00	44
No. 14	Week	.....	....	20.83	44	20.83	44
No. 15	Mth.	.....	....	95.00	42	100.00	42
Labourers—							
No. 1	Hour	.....	....	.40	44	.40	44
No. 2	Hour	.....	....	.40	44	.40	44
No. 3	Hour	.....	....	.35	44	.35	44
No. 4	Hour	.45	50	.40	44	.40	44
No. 5	Week	.45*a*	49½	23.40	44	24.75	44
No. 6	Hour	.40	54	.35	50	.35	50
No. 7	Hour	.....	....	.36	48	.36	48
No. 8	Hour	.....	....	.40–.50	48–50	.40–.45	48–70
No. 9	Hour	.45	54	.35	48	.40	48
No. 10	Hour	.40	49½	.45	48	.35–.45	48
No. 11	Hour	.....	....	.40	48	.40	48
No. 12	Hour	.....	....	.40	48	.35	48
No. 13	Hour	.50	44	.42	44	.42	44
No. 14	Hour	.....	....	.45	48	.35–.45	48
No. 15	Week	.....	....	24.00	40	24.00	40
No. 16	Hour	.....	....	.53	44	.58–.63	44
PRAIRIE PROVINCES AND BRITISH COLUMBIA							
Electricians—							
No. 1	Mth.	.....	....	144.54	40	144.54	40
No. 2	Mth.	.....	....	147.54	44	151.14	44
No. 3	Mth.	.87*a*	44	135.00	48	135.00	48
No. 4	Hour	195.00*d*	47½	.60	48	.60	48
No. 5	Mth.	.....	....	185.00	44	185.00	44
No. 6	Mth.	.85*a*	48	173.50	48	180.00	48
No. 7	Hour	.....	....	.40	44	.40	44
No. 8	Hour	.....	....	.50	44	.50	44
No. 9	Hour	.95	44	.88	44	.905	44
No. 10	Mth.	.85*a*	48	158.92	44	158.92	44
No. 11	Day	5.00–6.00	48	4.80–5.60	48	4.80–6.00	48
Linemen—							
No. 1	Hour	.925	44	.885	44	.885	44
No. 2	Mth.	.925*a*	44	149.34	40	149.34	40
No. 3	Hour	.60–.70	60	.60–.80	48	.60–.80	48
No. 4	Hour	.95	47½	.80	44	.80	44
No. 5	Hour	.925	48	.885	44	.885	44
No. 6	Hour	.....	....	.833	47	.875	47
No. 7	Day	7.55	44	7.55	40	7.55	40
No. 8	Week	.....	....	40.00	44	.....	....
No. 9	Hour	.95	44	.905	44	.92	44
No. 10	Hour	.87	44	.87	44	.87	44
No. 11	Hour	.85	48	.85	48	.....	....
No. 12	Week	37.50	48	33.50	48	.....	....
No. 13	Hour	145.00*d*	44	.75	44	.75	44
No. 14	Day	7.75	48	7.25	44	7.25	44
No. 15	Mth.	150.00	48	150.00	48	150.00	48
No. 16	Mth.	.....	....	145.80	44	145.80	44
No. 17	Mth.	.....	....	164.20	44	164.20	44
No. 18	Hour	7.50*b*	44	.97	44	.97	44
No. 19	Day	5.00–6.00	48	4.40–6.40	48	5.60	48
No. 20	Day	7.75	44	7.75	40	7.75	40

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
PRAIRIE PROVINCES AND BRITISH COLUMBIA—*Con.*							
Groundmen—							
No. 1	Hour	.52	44	.475	44	.485	44
No. 2	Mth.	.57*a*	44	93.16	40	93.16	40
No. 3	Hour	.....	....	.55	40	.55	40
No. 4	Hour	.62	48	.55	44	.55	44
No. 5	Hour	.....	....	.52	47	.54	47
No. 6	Day	5.35	44	5.35	40	5.35	40
No. 7	Week	.....	....	27.50	48	.....	....
No. 8	Hour	.....	....	.59	44	.595	44
No. 9	Mth.	123.00	44	126.75	44	128.00	44
No. 10	Mth.	.....	....	127.70	44	127.70	44
No. 11	Day	5.50	44	5.50	40	5.50	40
Operators—							
No. 1	Hour	122.00–137.00*d*	48	.63	48	.645	48
No. 2	Mth.	152.00	44	145.00	48	147.90	48
No. 3	Mth.	.58–.82*c*	48	133.00–155.00	48	136.16–158.76	48
No. 4	Mth.	.....	....	162.50	48	166.42	48
No. 5	Mth.	.....	....	165.50–220.50	48	.....	....
No. 6	Mth.	.....	....	95.00–150.00	48–56	100.00–150.00	48–56
No. 7	Mth.	175.00–185.00	48	157.92–166.50	48	160.00–170.00	48
No. 8	Mth.	.....	....	140.00–160.00	48	140.00–160.00	48
No. 9	Mth.	158.00–175.00	44	158.00–175.00	40	158.00–175.00	44
No. 10	Hour	37.00*c*	48	.715	48	.735	48
No. 11	Week	21.25–35.00	48	24.92–38.88	48	26.08–39.46	48
No. 12	Mth.	.....	....	123.75	48	125.00	48
No. 13	Mth.	130.00	48	130.00	48	130.00	48
No. 14	Mth.	95.00	48	125.00	48	125.00	48
No. 15	Mth.	186.50	34	186.50	48	186.50	48
No. 16	Mth.	148.50	56	165.00	48	165.00	48
No. 17	Mth.	148.50	56	140.00–165.00	48	140.00–165.00	48
No. 18	Mth.	150.00–180.00	48	163.75–185.25	48	165.50–187.00	48
No. 19	Mth.	.....	....	160.00	48	160.00	48
No. 20	Mth.	180.00	52	185.25	48	187.00	48
Patrolmen—							
No. 1	Mth.	122.00	44	131.00	48	133.62	48
No. 2	Mth.	150.00–165.00	56	128.34–135.00	48	130.00–135.00	48
No. 3	Mth.	.....	....	165.50	48	.....	....
No. 4	Hour	.....	....	.55–.62	51	.57–.648	51
No. 5	Mth.	.....	....	149.85	44	149.85	44
No. 6	Hour	195.00*d*	44	.865	44	.88	44
No. 7	Week	.....	....	35.25	48	35.77	48
No. 8	Mth.	120.00	44	150.00	48	150.00	48
Metermen—							
No. 1	Hour	.855	44	.785	44	.80	44
No. 2	Mth.	165.00	47½	115.00	44	120.00	44
No. 3	Hour	.825	48	.785	44	.785	44
No. 4	Mth.	.....	....	144.50	47	150.58	47
No. 5	Day	133.00*d*	44	7.55	40	7.55	40
No. 6	Week	.....	....	30.00	44	.....	....
No. 7	Hour	.90	44	.865	44	.88	44
No. 8	Mth.	.....	....	135.00	44	145.00	44
No. 9	Mth.	.....	....	176.30	44	176.30	44
No. 10	Mth.	147.00	44	151.50	44	153.00	44

a Per hour. *b* Per day. *c* Per week. *d* Per month.

TABLE IV.—WAGES AND HOURS OF LABOUR IN ELECTRIC CURRENT PRODUCTION AND TRANSMISSION—Concluded

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
PRAIRIE PROVINCES AND BRITISH COLUMBIA—*Con.*							
Engineers—							
No. 1	Mth.	.....	....	171.36	48	175.50	48
No. 2	Mth.	.....	....	140.00	48	120.00–140.00	48
No. 3	Hour	45.25*c*	48	.85	48	.875	48
No. 4	Mth.	185.00	48	175.00	44	175.00	44
No. 5	Hour	.765	48	.73	44	.73	44
No. 6	Mth.	.....	....	133.25	44	140.00	48
No. 7	Mth.	.....	....	144.00	48	144.00	48
No. 8	Week	.....	....	43.75	48	.....	....
No. 9	Mth.	.....	....	174.91	48	180.00	48
No. 10	Hour	44.25*c*	48	.89	48	.915	48
No. 11	Hour	.89	48	.83	48	.83	48
No. 12	Mth.	185.00	48	185.00	48	185.00	48
No. 13	Week	46.25	48	43.85	48	43.85	48
No. 14	Day	150.00*d*	48	6.25	48	6.25	48
No. 15	Mth.	6.50*b*	48	180.00	44	190.00	44
No. 16	Mth.	168.00–205.00	48	172.75–211.00	48	174.50–213.00	48
Firemen—							
No. 1	Hour	.695	44	.635	48	.645	48
No. 2	Mth.	.75*a*	....	145.75	48	149.26	48
No. 3	Hour	35.25*c*	48	.675	48	.70	48
No. 4	Hour	.60	48	.575	44	.575	44
No. 5	Mth.	.....	....	113.00	48	117.50	48
No. 6	Mth.	155.00	48	140.50	48	144.00	48
No. 7	Mth.	.....	....	115.25	48	115.25	48
PRAIRIE PROVINCES AND BRITISH COLUMBIA—*Conc.*							
***Firemen*—Conc.**							
No. 8	Week	.....	....	32.50	48	.....	....
No. 9	Hour	.65	48	.635	48	.64	48
No. 10	Hour	.68	48	.64	48	.64	48
No. 11	Mth.	130.00	48	130.00	48	130.00	48
No. 12	Week	.60*a*	48	34.25	48	33.46	48
No. 13	Mth.	5.00*b*	48	130.00	44	130.00	44
No. 14	Mth.	130.00	48	139.25	48	140.50	48
Labourers—							
No. 1	Hour	.40–.46	44	.42	44–48	.43	44
No. 2	Hour	.425	44–60	.42	42	.45	48
No. 3	Hour	.45	60	.35	48	.35	48
No. 4	Hour	.....	....	.50	48	.....	....
No. 5	Hour	.50–.61	48	.45	44	.45	44
No. 6	Hour	.....	....	.40–.45	48	.40–.45	48
No. 7	Hour	.....	....	.54	40	.54	40
No. 8	Hour	.55	44	.50	44	.50	44
No. 9	Week	.40–.45*a*	48	19.20	48	19.20	48
No. 10	Hour	4.50*b*	48	.45	44	.45	44
No. 11	Day	.....	....	3.20	48	3.20	48
No. 12	Day	4.00	48	4.00	48	4.00	48
No. 13	Hour	.45–.50	44	.40–.45	40–44	.40–.45	40–44
No. 14	Hour	.52	56	.45	48	.45	48

a Per hour. *b* Per day. *c* Per week. *d* Per month.

TABLE V.—WAGES AND HOURS OF LABOUR OF TELEPHONE EMPLOYEES†

Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
Operators, female—							
No. 1	Week	34.00*d*	45	7.00	48	7.00	48
No. 2	Week	.....	....	8.50	48	8.50	48
No. 3	Week	12.00	48	11.00	48	11.50	48
No. 4	Week	.....	....	11.00	48	11.50	48
No. 5	Week	14.50	48	13.00	48	13.50	48
No. 6	Mth.	48.00	41½	47.00	41½	47.00	39½
No. 7	Week	15.50	48	17.00	48	17.00	48
No. 8	Week	19.00	48	20.00	48	20.00	48
No. 9	Mth.	67.50	50	67.50	44	70.87	44
No. 10	Week	16.50	48	18.00	48	18.00	48
No. 11	Week	15.50	48	17.00	48	17.00	48
No. 12	Week	16.50	48	18.00	48	18.00	48
No. 13	Week	15.00	48	16.00	48	16.00	48
No. 14	Mth.	67.50	45½	67.50	42	70.90	42
No. 15	Week	19.00	48	20.00	48	20.00	48
No. 16	Week	19.00	48	20.00	48	20.00	48
No. 17	Mth.	65.40	48	72.10	44	72.10	44
No. 18	Hour	72.50*d*	48	83.70*d*	44	.414	44
No. 19	Hour	.....	....	.344	48	.344	48
No. 20	Mth.	3.20*b*	48	75.00	48	75.00	48
No. 21	Mth.	3.00*b*	48	75.00	48	75.00	48
No. 22	Mth.	3.00*b*	48	70.00	48	70.00	48
No. 23	Mth.	3.40*b*	48	88.00	48	88.00	48
No. 24	Mth.	3.40*b*	48	88.00	48	88.00	48
No. 25	Mth.	95.00	42	90.00	42	90.00	42
No. 26	Mth.	95.00	42	96.00	42	96.00	42
No. 27	Mth.	25.00*c*	44	80.00	39	85.00	39
No. 28	Week	20.10	42	20.70	42	20.70	42
No. 29	Day	.....	....	2.44	48	2.50	48
No. 30	Day	.....	....	2.16	48	2.16	48
Supervisors, female—							
No. 1	Week	.....	....	9.00	48	9.00	48
No. 2	Week	.....	....	14.00	48	14.00	48
No. 3	Week	56.50*d*	48	13.00	48	13.50	48
No. 4	Week	18.00	48	19.00	48	19.00	48
No. 5	Week	.....	....	15.00	48	15.50	48
No. 6	Week	23.50	48	25.00	48	25.00	48
No. 7	Week	19.50	48	21.00	48	21.00	48
No. 8	Week	20.50	48	22.50	48	22.00	48
No. 9	Week	19.50	48	21.00	48	21.00	48
No. 10	Week	20.50	48	22.50	48	22.50	48
No. 11	Week	17.00	48	20.00	48	.....	....
No. 12	Week	23.50	48	25.00	48	25.00	48
No. 13	Mth.	70.00	45½	72.50	42	78.75	42
No. 14	Week	23.50	48	24.50	48	24.50	48
No. 15	Mth.	95.00	48	96.00	48	96.00	48
No. 16	Mth.	100.00	48	92.00	48	97.00	48
No. 17	Mth.	100.00	48	92.00	48	97.00	48
No. 18	Mth.	105.00	42	98.00	42	98.00	42
Linemen—							
No. 1	Hour	.28	54	.28	54	.28	54
No. 2	Hour	.33	54	.42	48	.42	48
No. 3	Hour	.44	54	.50	48	.52	48
No. 4	Hour	.....	....	.39	48	.38	48
No. 5	Week	33.50	44	38.00	44	38.00	44
No. 6	Week	30.00	48	.....	....	36.50	48
No. 7	Hour	.88	44	.88	44	.88	44
No. 8	Week	34.00	48	36.50	48	36.50	48
No. 9	Week	33.50	48	.....	....	36.50	48
No. 10	Week	34.50	50	35.50	48	35.50	48

a Per hour. *b* Per day. *c* Per week. *d* Per month.
† Rates given for all occupations are those paid to an appreciable number, in most cases after several years' service.

TABLE V.—WAGES AND HOURS OF LABOUR OF TELEPHONE EMPLOYEES—
Concluded

Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
Linemen—Conc.							
No. 11	Week	34.50	44	38.00	44	38.00	44
No. 12	Hour	.88	44	.88	44	.88	44
No. 13	Week	37.50	44	38.00	44	38.00	44
No. 14	Week	.....	....	34.00	48	35.50	48
No. 15	Week	.....	....	36.50	48	35.50	48
No. 16	Hour	.925	44	.86	44	.86	44
No. 17	Hour	.76	48	.....	....	.70	44
No. 18	Day	.92*a*	44	4.50	48	4.75	48
No. 19	Day	.88*a*	44	4.50	48	4.50	48
No. 20	Mth.	.88*a*	44	160.00	44	160.00	44
No. 21	Mth.	.88*a*	44	160.00	44	165.00	44
No. 22	Mth.	.87*a*	44	156.50	40	158.50	36
No. 23	Hour	.87	44	.865	44	.87	44
No. 24	Hour	.94	44	.97	44	.97	44
No. 25	Week	40.10	44	44.70	44	44.70	44
No. 26	Day	3.36	54	3.42	48	3.42	48
Groundmen—							
No. 1	Hour	.30	54	.30	48	.30	48
No. 2	Hour	.....	....	.57	44	.57	44
No. 3	Hour	.425	44	.425	44	.42	44
No. 4	Hour	2.50*b*	48	.....	....	.305	44
No. 5	Day	.....	....	2.50	48	2.50	48
No. 6	Week	30.25	44	0.25	44	30.25	44
No. 7	Hour	1.80*b*	54	.30	48	.30	48
Station installers—						8	
No. 1	Hour	.....	....	.36	54	.30	54
No. 2	Hour	.52	54	.58	48	.6	48
No. 3	Hour	.....	....	.60	48	.60	48
No. 4	Hour	.52	55	.52	48	.52	48
No. 5	Week	32.00	48	35.50	48	35.00	48
No. 6	Week	35.50	44	40.00	44	40.00	44
No. 7	Week	36.50	48	38.50	48	38.50	48
No. 8	Week	36.50	48	38.50	48	38.50	48
No. 9	Week	32.00	48	38.50	48	38.50	48
No. 10	Week	35.00	50	37.50	48	37.50	48
No. 11	Week	36.50	44	40.00	44	40.00	44
No. 12	Week	39.50	48	40.00	44	40.00	44
No. 13	Hour	.88	44	.88	44	.88	44
No. 14	Hour	.90	44	.837	44	.837	44
No. 15	Mth.	.88*a*	44	175.00	44	180.00	44
No. 16	Mth.	.92*a*	44	156.50	40	158.50	40
No. 17	Hour	.87	44	.865	44	.87	44
No. 18	Week	38.50	44	44.70	44	44.70	44
Station repair-men							
No. 1	Week	36.50	44	40.00	44	40.00	44
No. 2	Week	36.50	48	38.50	48	38.50	48
No. 3	Week	36.50	48	38.50	48	38.50	48
No. 4	Week	36.50	48	38.50	48	38.50	48
No. 5	Week	36.50	48	38.50	48	38.50	48
No. 6	Week	36.50	50	37.50	48	37.50	48
No. 7	Week	36.50	44	40.00	44	40.00	44
No. 8	Week	39.50	48	40.00	44	40.00	44
No. 9	Mth.	.....	....	146.00	44	146.00	44
No. 10	Mth.	.87*a*	44	156.50	40	158.50	40
No. 11	Week	40.50	44	44.70	44	44.70	44
No. 12	Day	4.85	54	4.50	48	4.50	48
No. 13	Hour	.....	....	.65	48	.65	48
No. 14	Day	.....	....	5.04	48	5.04	48
No. 15	Hour	.....	....	.65	48	.65	48

Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
*P.B.X.** *Installers*—							
No. 1	Week	38.50	44	42.00	44	42.00	44
No. 2	Week	37.50	48	40.50	48	40.50	48
No. 3	Week	38.50	48	42.00	44	42.00	44
No. 4	Hour	.92	44	.855	44	.855	44
No. 5	Hour	.90	44	.895	44	.90	44
*P.B.X.** *Repairmen*—							
No. 1	Week	38.50	44	42.00	44	42.00	44
No. 2	Week	35.00	48	40.50	48	40.50	48
No. 3	Week	37.50	48	40.50	48	40.50	48
No. 4	Week	37.50	48	40.50	48	40.50	48
No. 5	Week	37.50	48	40.50	48	40.50	48
No. 6	Week	37.00	50	.....	....	39.50	48
No. 7	Week	38.50	44	42.00	44	42.00	44
No. 8	Week	40.50	48	42.00	44	42.00	44
Cablemen and splicers—							
No. 1	Hour	.51	54	.51	54	.51	54
No. 2	Hour	.44	54	.39	48	.42	48
No. 3	Hour	.56	54	.56	48	.60	48
No. 4	Hour	.....	....	.53	48	.60	48
No. 5	Day	4.50	54	4.50	48	4.50	48
No. 6	Week	37.50	48	40.50	48	40.50	48
No. 7	Week	38.50	44	42.00	44	42.00	44
No. 8	Hour	.935	44	.935	44	.935	44
No. 9	Week	36.50	48	40.50	48	40.50	48
No. 10	Week	37.50	48	40.50	48	40.50	48
No. 11	Week	36.50	48	40.50	48	40.50	48
No. 12	Week	37.00	50	39.50	48	39.50	48
No. 13	Hour	.93*b*	44	.935	44	.935	44
No. 14	Week	38.50	44	42.00	44	42.00	44
No. 15	Week	39.00	48	42.00	44	42.00	44
No. 16	Hour	.98	44	.91	44	.91	44
No. 17	Hour	.83	48	.....	....	.77	44
No. 18	Mth.	.97*a*	44	165.00	44	170.00	44
No. 19	Mth.	.91*a*	44	166.50	40	168.50	36
No. 20	Hour	.95	44	.92	44	.95	44
No. 21	Week	44.60	44	46.95	44	46.95	44
No. 22	Hour	1.06	44	1.10	44	1.10	44
No. 23	Day	.....	....	4.88	48	4.88	48
No. 24	Day	.....	....	3.84	48	3.84	48
Central Office repairmen—							
No. 1	Mth	95.00	54	95.00	54	105.00	54
No. 2	Mth	118.50	54	120.00	48	120.00	48
No. 3	Mth	118.50	54	130.00	48	135.00	48
No. 4	Week	38.50	44	42.00	44	42.00	44
No. 5	Week	37.50	48	40.50	48	40.50	48
No. 6	Week	37.50	48	40.50	48	40.50	48
No. 7	Week	37.50	48	40.50	48	40.50	48
No. 8	Week	37.50	48	40.50	48	40.50	48
No. 9	Week	37.00	50	39.50	48	39.50	48
No. 10	Week	38.50	44	42.00	44	42.00	44
No. 11	Week	40.50	48	42.00	44	42.00	44
No. 12	Mth.	.98*a*	44	160.33	44	176.70	44
No. 13	Mth.	.88*a*	44	160.00	44	165.00	44
No. 14	Mth.	.90*a*	44	161.50	40	163.50	40
No. 15	Hour	187.00*d*	48	.92	44	.95	44
No. 16	Week	40.10	44	45.80	44	45.80	44
No. 17	Day	4.17	54	4.32	48	4.32	48
No. 18	Hour	.....	....	.65	48	.65	48
No. 19	Day	.....	....	4.88	48	4.88	48

a Per hour. *b* Per day. *c* Per week. *d* Per month. *Private Branch Exchange.

TABLE VI.—WAGES AND HOURS OF LABOUR IN LAUNDRIES

Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Checkers and markers, female—						
No. 1	11.00	50	11.00	44	11.00–12.50	44–50
No. 2	12.00	48	13.00	48	13.00	48
No. 3	12.00	54	10.00	50	12.60	63
No. 4	9.00	54	9.60–11.50	48	9.60–11.50	48
No. 5	10.00	45	10.00	50	.....	.....
No. 6	18.00	50	15.00	44	15.00	44
No. 7	13.25	53	9.60	42	9.77	45
No. 8	15.00	50	13.00	45	13.00	45
No. 9	13.00	50	10.75	43	11.50	50
No. 10	13.00	54	11.00	48	11.00	48
No. 11	14.20	49	12.50	48	12.96	48
No. 12	12.50	46½	12.10	46½	12.10	46½
No. 13	11.00	47½	11.00	47¼	11.00	47½
No. 14	10.00	48	12.00	48	12.96	44–48
No. 15	18.00	44	10.00	40	10.00	40
No. 16	12.00	48	12.00	48	12.00–13.00	48
No. 17	13.00	46½	13.00	48	13.00	48
No. 18	13.00–15.00	44–50	12.50	48	12.50–14.00	48
No. 19	9.50	50	11.00	50	12.00	48
No. 20	12.50	49½	11.00	44	11.00	44
No. 21	12.00	50	12.00	48	12.00	48
No. 22	16.00	48	14.40	48	14.40	48
No. 23	15.00	48	15.00	45	15.00	48
No. 24	15.00	48	13.00	48	13.00	48
No. 25	13.50	48	12.50	45	12.50	45
No. 26	12.50	48	13.50	48	13.50	48
No. 27	14.00	48	13.00	48	13.00	48
No. 28	16.00	46	11.85–14.50	40–44	13.20–14.85	45
No. 29	14.00–16.00	48	13.50	48	13.50	48
No. 30	13.50–15.00	48	14.50	48	12.00–13.50	40–47
No. 31	15.00	46	15.50	46	15.75	46
No. 32	13.50	48	13.50	48	13.50–15.00	48
No. 33	13.50	48	13.50	48	13.50	48
Sorters, female—						
No. 1	11.00	50	11.00	44	11.00–12.50	44–50
No. 2	10.00	44	9.00–9.50	48–52	9.00–9.50	48–52
No. 3	13.80	53	10.35	43	10.17	45
No. 4	12.50	46½	12.10	46½	12.10	46½
No. 5	12.00	47½	11.00	47½	11.00	47½
No. 6	12.00–15.00	44–50	12.50	48	12.50	48
No. 7	14.00	40	14.00	40	14.00	40
No. 8	11.00	50	11.00	50	12.00	48
No. 9	12.50	49½	11.00	44	11.00	44
No. 10	15.00	48	14.40	48	14.40	48
No. 11	15.00	48	12.50	45	12.50	45
No. 12	13.50	48	13.50	48	13.50	48
Washers, male—						
No. 1	21.00	50	21.00	44	21.00	44–50
No. 2	20.00	48	25.00	48	25.00	48
No. 3	24.00	44	24.00	48–52	24.00	48–52
No. 4	30.00	54	22.00	48	25.00	48
No. 5	25.00	50	15.00–30.00	44	15.00–30.00	44
No. 6	21.00	55	14.40	48	14.40	48
No. 7	19.50	53	12.00	38	11.91	45
No. 8	22.00	55	19.40	48½	20.00	50
No. 9	25.00	50	24.00	50	24.00	50
No. 10	24.00	49	25.00	50	25.00	50
No. 11	26.00	47½	20.00	47½	20.00	47½
Washers, male—Conc.						
No. 12	25.00	48	25.00	48	25.00	48
No. 13	24.00–28.00	47	18.00–25.00	48–50	18.00–25.00	48–50
No. 14	26.00	48–52	20.50	48	22.50	48
No. 15	31.00	40	31.00	40	31.00	40
No. 16	21.00	49½	17.60	44	17.60	44
No. 17	25.00	48	20.00	45	21.00	48
No. 18	24.00	50	19.00	45	20.00	45
No. 19	25.00	48	15.00	48	20.00	48
No. 20	30.00	48	20.00	45	20.00	48
No. 21	25.00	48	22.50	48	22.50	48
No. 22	25.00	48	23.00	48	24.00	48
No. 23	30.00	48	27.00	48	27.00	48
No. 24	27.00	48	25.00	48	25.00	48
Mangle room workers, female—						
No. 1	9.00	50	11.00	44	11.00–12.50	44–50
No. 2	8.00	48	11.00	48	11.00	48
No. 3	7.50	54	7.20	48	9.45	63
No. 4	9.00	45	9.00	50	.....	.....
No. 5	9.00	54	11.50	48	9.60	48
No. 6	14.00	50	12.00	44	12.00	44
No. 7	12.00	55	10.10–11.50	48	10.10–11.50	48
No. 8	12.00	53	8.30	37	8.00	45
No. 9	11.00	44	10.00	40	10.00	40
No. 10	11.00	54	11.00	48	11.00	48
No. 11	11.00	47½	11.00	47½	11.00	47½
No. 12	12.00	50	12.50	48	17.57	48
No. 13	12.00	44–50	12.50	48	12.50	48
No. 14	13.00	47½	12.50	47½	12.50	47½
No. 15	12.00	49½	11.00	44	11.00	44
No. 16	14.00	48	14.40	48	14.40	48
No. 17	14.00	48	9.00	30	10.50	35
No. 18	14.00	48	13.00	48	13.00	48
No. 19	14.00	48	12.50	45	12.50	45
No. 20	12.50	48	12.50	48	12.50	48
No. 21	13.50	46	12.80–13.50	45	13.05	45
No. 22	13.50	48	13.00	46	11.30–13.56	40–48
No. 23	14.00	46	14.00	46	15.00	46
No. 24	13.50	48	13.50	48	13.50	48
No. 25	13.50	48	13.50	48	13.50	48
No. 26	13.50	48	13.50–14.00	48	13.50–14.00	48
Starchers, female—						
No. 1	10.00	50	11.00	44	11.00–12.50	44–50
No. 2	9.00	48	11.00	48	11.00	48
No. 3	16.00	50	12.00	44	12.00	44
No. 4	12.00	47½	12.00	47½	12.00	47½
No. 5	12.50	48–50	12.50	48	12.50	48
No. 6	15.00	44–50	12.50	48	12.50	48
No. 7	11.00	50	11.00	50	12.00	48
No. 8	15.00	48	15.10	48	13.00	46
No. 9	15.00	48	13.50	48	13.50	48
No. 10	14.00–15.00	48	13.50	47½	13.50	47½
No. 11	13.20	44	10.00	40	10.00	40
No. 12	12.50	49½	11.00	44	11.00	44
No. 13	14.00	48	12.00–13.50	40–45	12.00–13.50	40–45
No. 14	12.50	48	12.50	48	12.50	48
No. 15	13.92	48	12.00	48	13.00	48
No. 16	14.50	48	13.50	48	13.50	48

TABLE VI.—WAGES AND HOURS OF LABOUR IN LAUNDRIES—
Continued

Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Ironers, hand, female—						
No. 1	9.00	50	11.00	44	11.00–12.50	44–50
No. 2	8.00	48	11.00	48	11.00	48
No. 3	8.50	54	7.75	52	8.70	58
No. 4	10.00	50	9.00	48–52	9.00	48–52
No. 5	9.00	54	11.50	48	11.50	48
No. 6	9.00	45	9.00	50	.....	....
No. 7	20.00	50	12.00	44	12.00	44
No. 8	12.00	55	12.50	48	12.50	48
No. 9	13.00	53	9.05	38	10.22	45
No. 10	15.00	50	12.00	40	12.00	40
No. 11	13.50	50	12.00	50	11.50–12.50	50
No. 12	12.00	54	11.00	48	11.00	48
No. 13	12.00	46½	12.10	46½	12.10	46½
No. 14	11.75	49	12.00	48	11.50	46
No. 15	13.00	47½	12.00	47½	11.00	47½
No. 16	12.00	48	11.00	44	12.00	48
No. 17	13.20	44	10.00	40	10.00	40
No. 18	12.00	48	13.00	48	14.40	48
No. 19	14.00	46½	12.50	48	12.50	48
No. 20	14.00	47½	16.35	48	16.40	48
No. 21	12.50	49½	11.00	44	11.00	44
No. 22	12.00	50	9.00–12.00	48	9.00–10.00	48
No. 23	14.00	48	13.50	45	13.50–14.40	45–48
No. 24	14.00	48	13.00	43	13.00	48
No. 25	14.00	48	13.00	48	13.00	48
No. 26	14.00	48	12.50	45	12.50	45
No. 27	12.50	48	12.50	48	12.50	48
No. 28	12.50	48	12.50	48	12.50	48
No. 29	13.50	46	12.90	43	13.65	45½
No. 30	15.00	46	13.50	46	15.00–17.50	40–44
No. 31	15.00	48	14.35	46	15.00	48
No. 32	13.50	48	13.50	48	14.50	48
No. 33	13.50	48	13.50	48	13.50	48
Press operators, female—						
No. 1	9.00	50	11.00	44	11.00–12.50	44–50
No. 2	.....	....	9.00–12.00	48–52	8.50–12.00	48–52
No. 3	10.00	54	9.60–11.50	48	9.60–11.50	48–52
No. 4	20.00	50	12.00	44	12.00	44
No. 5	13.00	55	12.50	48	12.50	48
No. 6	13.60	53	9.50	38	8.80	45
No. 7	12.00	55	12.50	45	12.50	45
No. 8	12.00	47½	11.00	47½	11.00	47½
No. 9	12.00	48	13.25	52	14.40	48
No. 10	13.00	48	12.00	48	12.00	48
No. 11	13.20	44	10.00	40	10.00	40
No. 12	18.00	47½	14.35	48	17.93	48
No. 13	25.00	40	21.00	40	21.00	40
No. 14	14.00–15.00	44–50	12.50	48	12.50	48
No. 15	11.00	50	11.00	50	12.00	48
No. 16	12.50	49½	11.00	44	11.00	44
No. 17	14.00	48	14.10	47	14.10	47
No. 18	14.00	48	12.00	40	13.00	45
No. 19	14.00	48	13.00	48	13.00	48
No. 20	13.00	48	12.50	45	12.50	45
No. 21	10.50	48	12.50	48	12.50	48
No. 22	14.00	48	13.00	46–48	13.00–15.36	46–48
No. 23	15.00	48	14.00	44½	12.36–15.00	48
No. 24	18.00	46	16.00	46	17.00	45
No. 25	14.50	48	13.50	48	13.50	48
No. 26	13.50	48	13.50	48	13.50	48

Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Menders, female—						
No. 1	.....	....	11.00	44	11.00–12.50	44–50
No. 2	14.00	45	10.00	50	.....	....
No. 3	15.00	50	12.00	44	12.00	44
No. 4	12.00	55	12.50	48	11.50	48
No. 5	12.00	46½	12.10	46½	12.10	46½
No. 6	13.00	47½	12.50	48	13.50	48
No. 7	14.00	44–50	12.50	48	12.50	48
No. 8	12.50	50	12.00	48	12.00	48
No. 9	15.00	48	12.75–14.75	46	12.75–14.75	46
No. 10	13.50	48	13.20	47	13.20	47
No. 11	13.50	48	13.50	48	13.50	48
No. 12	13.50	48	13.50	48	13.50	48
No. 13	.....	....	12.00	48	13.00	48
Shirt and collar finishers, female—						
No. 1	8.00	54	10.40	52	10.60	53
No. 2	8.00	54	9.60	48	9.60	48
No. 3	13.00	53	9.00	38	10.77	45
No. 4	13.00	54	12.00	48	13.00	48
No. 5	15.00	46½	12.10	46½	15.81	46½
No. 6	11.75	49	12.50	48	12.26	48
No. 7	12.00	48	12.00	48	12.00	48
No. 8	13.00	41½	12.75	48	12.50–15.00	48
No. 9	12.00	49½	11.00	44	11.00	44
No. 10	13.00	50	12.00	48	12.00	48
No. 11	14.00	48	13.50	45	13.50	45
No. 12	15.00	48	13.00	48	13.00	48
No. 13	13.50	48	12.50	45	12.50	45
No. 14	13.50	46	11.30	40	12.45	41½
No. 15	15.00	48	12.93	46	13.21	47
No. 16	15.00	48	13.00	46	13.00	46
No. 17	14.50	46	14.00	36	14.50	38
No. 18	10.00–13.50	48	13.50	48	13.50	48
No. 19	9.00–12.00	48	13.50	48	13.50	48
Engineers—						
No. 1	33.00	54	35.00	44–50	35.00	44–50
No. 2	30.00	48	30.00	48	30.00	48
No. 3	.....	....	31.50	48–52	31.50	48–52
No. 4	28.00	54	32.00	54	32.00	54
No. 5	25.00	54	20.00	48	22.00	48
No. 6	40.00	50	35.00	44	35.00	44
No. 7	36.00	60	24.30	54	24.30	54
No. 8	34.50	53	29.50	50	30.40	45
No. 9	25.00	50	24.00	54	25.00	....
No. 10	32.50	54	21.00	54	21.00	54
No. 11	31.00	46½	28.20	46½	28.21	46½
No. 12	30.00	47½	23.00	47½	28.00	47½
No. 13	32.00	48	35.00	50	38.00	60
No. 14	30.00	44	25.00	44	28.00	44
No. 15	35.00	48	35.00	48	38.00	48
No. 16	28.00	52½	25.00	48	25.00–30.00	47½–54
No. 17	46.00	47½	35.00	51	30.00	60
No. 18	30.00	48	27.00	48	27.00	48
No. 19	30.00	52	35.10	48	35.10	48
No. 20	40.00	48	40.00	48	40.00	48
No. 21	35.00	54	26.00	50	26.00	48
No. 22	45.00	50	33.50	50	33.50	50
No. 23	35.00	49½	31.00	48	31.00	48
No. 24	30.00	48	25.00	48	26.00	48
No. 25	40.00	50	23.10	50	28.00	50
No. 26	35.00	48	30.00	48	30.00	48
No. 27	48.00	48	40.00	48	40.00	52
No. 28	40.00	54	33.00	54	33.00	54

TABLE VI.—WAGES AND HOURS OF LABOUR IN LAUNDRIES—Concluded

Occupation	1929		1939		1940		Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.		Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$			$		$		$	
Engineers—Conc.							*Drivers, truck*—Conc.						
No. 29	30.00	48	30.00	54	30.00	54							
No. 30	32.50	46	28.80	48	28.80	48							
No. 31	39.00	48	34.00	48	34.00	48	No. 12	.....	....	9.00*	....	9.00*	54
No. 32	35.00	48	40.00	48	40.00	48	No. 13	32.00	48	30.00	48	25.00*	48
No. 33	43.50	48	38.90	48	38.90	48	No. 14	28.00	47½	25.40	54	29.37	54
No. 34	30.00	48	28.00	56	28.00	56	No. 15	34.00–44.00	48–52	15.25–26.17	48	19.20–29.46	48
Drivers, truck—							No. 16	28.00	48	25.00	48	25.00	48
No. 1	25.00	50	10.00*	44–50	10.00*	44–50	No. 17	26.00	45	26.00	45	26.00	45
							No. 18	29.00	52	22.00*	50	21.60*	50
No. 2	30.00	48	25.00	48	27.00	48	No. 19	25.00	50	24.00	50	24.00	50
No. 3	22.00	54	18.00	54	18.00	54	No. 20	40.00	50	24.00	48	24.00	48
No. 4	22.00	45	18.00	54	18.00	54	No. 21	38.00	48	23.00	48	23.50	....
No. 5	20.00	54	20.00	48	20.00	48	No. 22	30.00	48	25.00	48	25.00	48
No. 6	22.00	60	18.00	60	16.00	60	No. 23	32.00	46	27.00	48	27.85–33.70	48
No. 7	20.00*	50	20.00*	44	20.00*	44							
No. 8	32.75	53	26.60	50	25.04	45	No. 24	32.00	48	29.00	48	31.00	48
No. 9	33.50	55	23.00	55	21.00–25.00	55	No. 25	25.00–32.00	48	19.20–27.00	47–54	19.20–27.65	44–54
No. 10	25.00*	50	20.00*	60	25.00*	....	No. 26	33.00	48	29.75	48	29.75	48
No. 11	34.00	54	25.00–30.00	54	30.00–35.00	54	No. 27	24.00	48	22.00	50	22.00	50
							No. 28	30.00	49	30.00	....	30.00	....

* Plus commission.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY

(a) Logging*

Locality and Occupation	Period	1928-29		1938-39		1939-40		Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.			Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$				$		$		$	
NOVA SCOTIA AND NEW BRUNSWICK								NOVA SCOTIA AND NEW BRUNSWICK—*Conc.*							
Choppers and sawyers—								*Cooks*—							
No. 1	Day	40.00*d*–50.00†	....	1.00–1.25	52	1.15–1.50	59	No. 1	Mth.	65.00†	....	30.00–50.00	59	50.00–60.00	59
								No. 2	Mth.	.....	....	70.00	60	70.00	84
No. 2	Mth.	50.00	60	32.00–38.00	....	36.00–45.00	60	No. 3	Day	.....	....	2.98	70	3.29	70
								No. 4	Day	.....	....	2.50	60	2.50–3.00	60
No. 3	Day	.....	....	1.50	60	1.60	60	No. 5	Day	.....	....	2.30	60	2.60	60
No. 4	Mth.	45.00‡	....	34.00	60	40.00	....	No. 6	Mth.	3.50*b*‡	60	75.00	....	80.00	....
No. 5	Week	.....	....	12.00	....	15.00	....	No. 7	Mth.	.....	....	75.00	....	90.00	....
No. 6	Day	.....	....	3.21	60	3.11	60	*Cookees*—							
No. 7	Mth.	.....	....	34.00	....	40.00	....	No. 1	Mth.	35.00‡	60	34.00	....	40.00	....
No. 8	Day	.....	....	1.31	60	1.55	60	No. 2	Day	.....	....	1.70	70	2.04	70
No. 9	Day	.....	....	1.30	60	1.54	60	No. 3	Day	.....	....	1.25	60	1.50–1.75	60
No. 10	Day	.....	....	1.98	60	1.68	60								
								No. 4	Day	.....	....	2.15	60	1.90	60
General hands—								No. 5	Mth.	.....	....	40.00	....	55.00	....
No. 1	Week	.....	....	8.40	60	12.70	60								
No. 2	Mth.	45.00–50.00	60	32.00–36.00	....	36.00–45.00	60	*River drivers*—							
								No. 1	Day	1.50–1.75‡	....	1.40–2.50	70	1.50–2.25	70
No. 3	Day	.....	....	1.35	60	1.50	60								
No. 4	Mth.	.....	....	34.00	....	40.00	....	No. 2	Day	.....	....	1.50	72	1.75	72
No. 5	Mth.	.....	....	35.00	60	35.00	60	No. 3	Day	.....	....	2.00–3.25	....	2.50–3.50	60
No. 6	Day	.....	....	2.04	60	2.80	60								
								No. 4	Day	.....	....	3.00	60	3.35	60
Teamsters—								No. 5	Day	.....	....	2.95	70	3.00–3.20	60
No. 1	Mth.	50.00	60	35.00–40.00	60	35.00–45.00	60								
								No. 6	Day	.....	....	2.50	....	2.85	....
No. 2	Day	.....	....	2.04	60	2.04	60	No. 7	Day	.....	....	2.50	....	2.85	....
No. 3	Day	.....	....	1.50	60	1.60	60								
No. 4	Mth.	40.00‡	60	34.00	....	40.00	....	*Cooks on drive*—							
No. 5	Mth.	.....	....	30.00	59	35.00	59	No. 1	Day	3.00†	....	45.00*d*	70	1.85	70
No. 6	Day	.....	....	1.25	59	1.25–1.35	59	No. 2	Day	.....	....	3.50	70	3.88	70
								No. 3	Day	.....	....	3.75	70	4.10	60
No. 7	Day	.....	....	1.54	60	2.00	60	No. 4	Day	.....	....	4.00	....	4.50	60

† 1929-30. ‡ 1927-28. *(b)* Per day. *(d)* Per month.

*Except for pieceworkers (pulpwood cutters, etc.) board and lodging is usually provided without charge in Eastern Canada; in B.C. only for monthly employees and cooks.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(a) Logging—Continued

Locality and Occupation	Period	1928-29 Wages	1928-29 Hrs per wk.	1938-39 Wages	1938-39 Hrs per wk.	1939-40 Wages	1939-40 Hrs per wk.
		$		$		$	
QUEBEC							
Choppers and sawyers—							
No. 1	Day			2.10	60	2.40	60
No. 2	Day					3.46*e*	60
No. 3	Mth.					41.70	60
No. 4	Day			1.73	60	1.73– 3.00	60
No. 5	Day	2.10– 3.05	54– 60	2.33– 2.93	54	2.23– 2.76	54
No. 6	Mth.	35.00‡		45.00	60	45.00	60
No. 7	Mth.			46.80	60	53.30	60
No. 8	Day	40.00*d*– 50.00	60	2.50	60	2.50	60
No. 9	Week			14.92	60	10.25	55
No. 10	Day			1.75– 2.98	60	1.79– 3.08	60
No. 11	Mth.			45.00– 65.00	60	45.00– 60.00	60
No. 12	Day	54.00*d*		2.50	60	3.62	60
No. 13	Mth.	60.00	60	45.00– 47.00	60	45.00	60
No. 14	Mth.			45.00	60	45.00	60
No. 15	Week			19.86	60	18.24	60
No. 16	Day			1.73– 2.11	48	1.73– 2.31	48
No. 17	Day	2.30		2.45	49	2.35	56
No. 18	Mth.	45.00	60	45.00	60	45.00	60
No. 19	Mth.			45.00	60	45.00	60
No. 20	Mth.			61.44	60	54.45	60
General hands—							
No. 1	Day			2.67*e*	60	2.60*e*	60
No. 2	Day	2.65– 3.05	56– 60	2.33	54	2.23	54
No. 3	Mth.			55.00	60	52.00	60
No. 4	Mth.			45.00	60	45.00	60
No. 5	Mth.			45.00	60	52.00	60
No. 6	Day	40.00*d*	60	2.31		2.31	60– 84
No. 7	Week			16.25	60	16.25	60
No. 8	Day			2.00– 3.00	60	2.00– 3.00	60
No. 9	Mth.					41.70	60
Blacksmiths—							
No. 1	Day			3.25*e*– 4.25	60	3.00*e*– 4.00	60
No. 2	Mth.					55.00	60
No. 3	Day	3.25	54	3.48	60	2.73	60
No. 4	Day	3.55	60	2.33– 5.10	54	2.23– 5.60	60
No. 5	Mth.			60.00	60	75.00	60
No. 6	Day	100.00*d*	60	2.69		2.69	60– 84
No. 7	Mth.	94.00		105.00	60	105.00	60
No. 8	Mth.	4.50*b*	60	60.00– 75.00	60	65.00– 75.00	54
Teamsters—							
No. 1	Day			2.70*e*	60	2.65*e*	60
No. 2	Day			2.10	60	2.40	60
No. 3	Mth.					41.70	60
No. 4	Day			2.00	60	2.00	84
No. 5	Day	2.65– 3.05	56	2.33	60	2.23	58
No. 6	Mth.			45.00	60	45.00	60
No. 7	Mth.			50.00	60	45.00– 50.00	60
No. 8	Week			16.44	60	15.20	60
No. 9	Day			2.75	60	2.25	60
No. 10	Day	54.00*d*		2.50	60	2.35	60
No. 11	Week			21.25	60	20.00	60
No. 12	Day			2.12– 2.31	48	1.92– 2.31	48
No. 13	Day	2.30		2.75	70	1.84	70
Road cutters—							
No. 1	Day			2.10	60	2.10	60
No. 2	Mth.					41.70	60
No. 3	Mth.	30.00‡		45.00	60	45.00	60
No. 4	Day			2.00	60	1.92	60
No. 5	Day			2.25	60	2.35	60
No. 6	Day	2.30		2.75	48	1.78	56
QUEBEC—*Conc.*							
Cooks—							
No. 1	Day			3.00– 4.50*e*	60	3.00– 4.00*e*	60
No. 2	Mth.					62.30	60
No. 3	Day			2.31	70	2.31	70
No. 4	Day	4.60	70	3.67	72	3.48	72
No. 5	Day	5.55		2.60– 3.60	72	2.70– 3.60	70
No. 6	Mth.	75.00‡– 100.00		60.00	60	52.00– 62.00	60
No. 7	Mth.			50.00– 75.00	60	65.00– 85.00	60
No. 8	Day	75.00*d*– 80.00	60	2.75– 3.25	60	2.50– 3.75	60
No. 9	Mth.			75.00– 85.00	60	80.00– 90.00	60
No. 10	Day	40.00*d*	60	2.50		2.50	60– 84
No. 11	Week			20.05	70	19.00	70
No. 12	Day			3.00	60	2.50– 3.00	70
No. 13	Mth.	94.00		105.00		105.00	60
No. 14	Mth.	90.00	70	60.00– 100.00	77	70.00– 100.00	77
No. 15	Week			26.25	70	26.25	70
No. 16	Day	2.30		2.75	70	2.17	70
No. 17	Mth.			65.00	70	75.00	70
Cookees—							
No. 1	Day			2.60*e*	60	2.49*e*	60
No. 2	Mth.					41.70	60
No. 3	Day			1.51	70	1.67	70
No. 4	Day			2.33	72	2.52	72
No. 5	Day			2.10– 2.60	72	2.23	70
No. 6	Mth.	35.00–‡ 50.00		45.00	60	45.00	60
No. 7	Week			13.40	70	13.00	70
No. 8	Mth.	54.00		65.00		65.00	60
No. 9	Mth.			30.00– 45.00	77	40.00– 47.00	77
No. 10	Week			16.25	70	16.25	70
No. 11	Mth.			45.00	60	45.00	60
River drivers—							
No. 1	Day					3.00	60
No. 2	Hour	2.50*b*	84	.275	60	30	84
No. 3	Day			2.75	60	3.00	60
No. 4	Day			2.75	60	3.00	60
No. 5	Mth.	45.00–‡ 52.00		71.50	60	78.00	60
No. 6	Day	1.50– 2.75	60	2.69	60	2.90	60
No. 7	Day	2.25– 3.25	60	2.75	60		
No. 8	Day	50.00*d*	72	2.75		3.00	60– 84
No. 9	Week			18.50	66	19.75	64
No. 10	Day	70.00*d*		3.25		3.60	60
No. 11	Day	2.75	72	2.75	60	3.00	60
No. 12	Mth.			47.00	60	50.00– 85.00	60
No. 13*a*	Day			3.45		3.70	60
No. 14	Day	2.50	60	2.75	60	3.00	60
No. 15	Week			20.50	60	22.00	60
Cooks on drive—							
No. 1	Day	3.00	84	3.30	84	3.30	84
No. 2	Day			2.74	70	1.93	70
No. 3	Mth.	70.00–‡ 90.00		55.00	60	90.00	60
No. 4	Mth.					58.00– 90.00	60
No. 5	Mth.	90.00	70	70.00– 85.00	60	70.00– 90.00	60
No. 6	Mth.			85.00	60	90.00	60
No. 7	Day	3.00	80	2.84	80		
No. 8	Day			3.00	60– 70	3.00	70

‡ 1927-28. *(b)* Per day. *(d)* Per month. *(e)* Without board.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(a) **Logging**—Continued

Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
QUEBEC—*Conc.*							
Cooks on drive—Conc.							
No. 9	Mth.	.....	....	65.00–85.00	60	75.00–85.00	70
No. 10	Mth.	94.00	....	105.00	....	110.00	60
No. 11	Mth.	3.25*b*	84	85.00	84	90.00	84
No. 12	Week	.....	....	26.25	70	26.25	70
No. 13	Day	.....	....	2.83	70	3.46	70
No. 14	Day	.....	....	3.00	60	3.35–3.60	60
No. 15	Day	2.75–3.00	98	3.00	60	3.25	60
ONTARIO							
Choppers, cutters and sawyers—							
No. 1	Day	.....	....	1.35	60	1.35	60
No. 2	Mth.	40.00	60	40.00–65.00	60	40.00	60
No. 3	Week	.....	....	12.50	54	12.73	54
No. 4	Mth.	35.00	60	50.21	60	49.65	60
No. 5	Mth.	.....	....	42.50–45.00	60	42.50–45.00	60
No. 6	Day	.....	....	1.54	60	1.54	60
No. 7	Mth.	28.00–35.00	60	50–00*e*–55.00	60	50–00–55.00*e*	60
No. 8	Mth.	.....	....	42.50	54	46.00	54
No. 9	Day	.....	....	2.00	60	2.10	60
No. 10	Mth.	.....	....	42.50	60	42.50	60
No. 11	Mth.	.....	....	59.00	60	59.00	60
No. 12	Day	.....	....	4.00*e*	....	4.00*e*	60
No. 13	Mth.	.....	....	35.00	60	35.00	60
No. 14	Day	.....	....	2.20	60	2.04	60
No. 15	Day	.....	....	3.75*e*	60	3.75*e*	60
No. 16	Day	.....	....	2.50	54	2.50	54
No. 17	Mth.	30.00–35.00	60	.....	....	50.00	84
No. 18	Day	40.00–†50.00*d*	54	3.36*e*	60	3.67*e*	60
No. 19	Mth.	.....	....	20.00–26.00	60	22.00–28.00	....
No. 20	Day	.....	....	2.75	60	2.75	60
No. 21	Day	.....	....	1.64	60	1.64	60
No. 22	Day	.....	....	14.00*c*	50	2.50*i*	54
No. 23	Day	.....	....	3.75*e*	60	4.15*e*	60
Chainers and rollers—							
No. 1	Day	.....	....	1.25	60	1.25	60
No. 2	Week	.....	....	12.50	54	12.73	54
No. 3	Mth.	30.00	60	45.00–50.21	60	49.65	60
No. 4	Day	.....	....	1.54	60	1.54	60
No. 5	Mth.	32.00–35.00	60	50.00–*e*–55.00	60	50.00–*e*–55.00	60
No. 6	Mth.	.....	....	35.00	60	35.00	60
No. 7	Day	.....	....	2.20	60	2.04	60
No. 8	Day	.....	....	2.50	54	2.50	54
No. 9	Mth.	26.00–30.00	60	.....	....	42.50	54
No. 10	Mth.	.....	....	26.00–30.00	60	28.00–32.00	....
No. 11	Day	.....	....	14.00*c*	50	2.50*i*	54
Loaders—							
No. 1	Day	35.00-*d*–50.00	60	.....	....	2.00*e*	60
No. 2	Day	.....	....	1.74	60	1.74	60
No. 3	Mth.	45.00	60	40.00	60	40.00	60
No. 4	Day	.....	....	1.73	48	1.92	48
No. 5	Mth.	32.00–40.00	60	50.00–55.00*e*	60	50.00–55.00*e*	60
No. 6	Day	.....	....	1.54	60	1.61	60
No. 7	Mth.	.....	....	45.00	54	50.00	54
No. 8	Hour	.....	....	.25	60	.25	60
No. 9	Day	.....	....	2.90*e*	60	2.90*e*	60
ONTARIO—*Con.*							
Loaders—Conc.							
No. 10	Mth.	35.00–40.00	60	.....	....	50.00	54
No. 11	Hour	.....	....	.30	48	.30	48
No. 12	Mth.	.....	....	35.00	60	35.00	60
No. 13	Day	40.00-*d*–50.00	54	3.41*e*	60	3.98*e*	60
Teamsters—							
No. 1	Day	2.00	60	1.75	60	1.75	60
No. 2	Day	.....	....	1.93	60	2.12	60
No. 3	Day	.....	....	1.93	60	1.93	60
No. 4	Day	.....	....	1.35	60	1.35	60
No. 5	Mth.	40.00	60	40.00–65.00	60	40.00	60
No. 6	Week	.....	....	12.50	54	12.73	54
No. 7	Day	.....	....	1.92	60	1.92	60
No. 8	Mth.	35.00	60	45.00	60	49.65	60
No. 9	Mth.	.....	....	2.12*b*	60	55.00	60
No. 10	Mth.	.....	....	50.00	60	50.00	60
No. 11	Day	.....	....	1.62	60	1.54	60
No. 12	Mth.	30.00–40.00	....	50.00-*e*–55.00	60	50.00-*e*–55.00	60
No. 13	Day	.....	....	1.54	60	1.73	60
No. 14	Mth.	26.00–35.00	70	.....	....	55.00	60
No. 15	Mth.	.....	....	45.00	60	50.00	60
No. 16	Mth.	60.00–65.00	60	50.00	60	50.00	60
No. 17	Mth.	.....	....	59.00	70	64.00	70
No. 18	Day	.....	....	2.20	60	2.23	60
No. 19	Mth.	.....	....	45.00	60	45.00	60
No. 20	Day	.....	....	2.90*e*	60	2.90*e*	60
No. 21	Day	.....	....	2.75	54	2.75	54
No. 22	Mth.	30.00–35.00	60	.....	....	50.00	54
No. 23	Day	40.00†–60.00*d*	54	3.41*e*	60	3.98*e*	60
No. 24	Mth.	.....	....	26.00–30.00	60	28.00–32.00	....
No. 25	Mth.	.....	....	35.00	60	35.00	60
No. 26	Day	.....	....	14.00*c*	50	2.50*i*	54
No. 27	Day	.....	....	2.95	60	3.20	60
Road cutters—							
No. 1	Day	.....	....	1.00	60	1.00	60
No. 2	Week	.....	....	11.58	54	11.58	54
No. 3	Day	.....	....	1.63	48	1.63	48
No. 4	Mth.	30.00	60	45.00	60	35.00	60
No. 5	Mth.	.....	....	42.50	60	42.50	60
No. 6	Day	.....	....	1.25	60	1.25	60
No. 7	Mth.	26.00–32.00	60	44.00–50.00*e*	60	44.00–50.00*e*	60
No. 8	Day	.....	....	1.54	60	1.54–1.61	60
No. 9	Mth.	.....	....	42.50	54	42.50	54
No. 10	Mth.	.....	....	30.00–32.00	60	30.00–32.00	60
No. 11	Day	.....	....	1.85	60	1.85	60
No. 12	Mth.	.....	....	35.00	60	35.00	60
No. 13	Mth.	26.00–40.00	60	.....	....	42.50	54
No. 14	Mth.	.....	....	20.00–26.00	60	22.00–28.00	....
No. 15	Day	.....	....	2.50	54	2.50	54
No. 16	Day	.....	....	13.00*c*	50	2.25*i*	54
No. 17	Day	.....	....	2.60	60	2.90	60
Blacksmiths—							
No. 1	Day	.....	....	2.50–3.00	60	2.50–3.00	60
No. 2	Mth.	100.00	60	75.00	60	75.00	60
No. 3	Week	.....	....	16.20	60	16.20	60
No. 4	Mth.	.....	....	80.00	60	85.00	60
No. 5	Day	.....	....	2.50	60	2.30	60
No. 6	Mth.	.....	....	60.00	60	82.50	60

† 1929-30. *(b)* Per day. *(c)* Per week. *(d)* Per month. *(e)* Without board. *(i)* Plus bonus.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(a) Logging—Continued

Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
ONTARIO—*Con.*							
Blacksmiths-Conc.							
No. 7	Mth	100.00–125.00	60	75.00–100.00	60	85.00–100.00	60
No. 8	Mth.	.....	....	84.00	84	84.00	70
No. 9	Mth.	.....	....	50.00	60	50.00	60
No. 10	Day	.....	....	3.40	60	3.57	60
No. 11	Day	.....	....	4.85*e*	60	4.35*e*	60
No. 12	Mth.	.....	....	75.00	60	75.00	60
No. 13	Day	.....	....	3.35	70	3.35	70
No. 14	Mth.	75.00–100.00	70	.....	....	95.00	63
No. 15	Mth.	.....	....	60.00	60	65.00	....
Cooks—							
No. 1	Day	2.85–3.30	70	2.85	70	2.85	70
No. 2	Day	.....	....	3.05–3.95	84	2.00–3.95	84
No. 3	Day	.....	....	.....	..	2.31–3.11	84
No. 4	Day	.....	....	2.50	60	2.50	60
No. 5	Mth.	115.00	84	100.00	84	100.00	84
No. 6	Week	.....	....	19.20	65	19.20	65
No. 7	Day	.....	....	3.50	70	3.50	70
No. 8	Mth.	100.00	60	85.00	70	90.00	70
No. 9	Day	.....	....	4.00	78	3.00	....
No. 10	Mth.	.....	....	70.00–75.00	70	75.00	60
No. 11	Day	.....	....	3.00	70	3.00	70
No. 12	Day	.....	....	3.08	70	3.08	70
No. 13	Mth.	80.00–100.00	70	65.00–90.00	70	65.00–100.00	70
No. 14	Mth.	.....	....	114.00	84	106.00	70
No. 15	Mth.	.....	....	75.00	60	75.00	60
No. 16	Mth.	125.00	70	100.00–125.00	72	100.00–125.00	72
No. 17	Day	.....	....	3.10	70	3.10	70
No. 18	Mth.	.....	....	120.00*e*	84	120.00*e*	84
No. 19	Day	.....	....	3.00–3.50	70	2.05–3.35	70
No. 20	Mth.	100.00–120.00	70	.....	....	120.00	70
No. 21	Day	90.00–150.00 †*d*	84	3.25–4.10	84	3.25–4.10	....
No. 22	Mth.	.....	....	100.00	....	100.00	....
No. 23	Mth.	.....	....	3.30*b*	84	75.00–85.00	84
No. 24	Mth.	.....	....	120.00	84	110.00	84
No. 25	Mth.	.....	....	74.00	84	74.00	77
No. 26	Mth.	75.00–85.00	60	72.00–100.00*e*	60	72.00–100.00*e*	60
No. 27	Week	.....	....	20.50	70	21.00*i*	70
No. 28	Day	.....	....	5.00	70	5.50	70
Cookees—							
No. 1	Day	2.00*e*	70	.....	....	1.34–1.93	70
No. 2	Day	.....	....	1.34	84	1.34	84
No. 3	Day	.....	....	2.00	84	1.56	84
No. 4	Mth.	50.00	84	37.00	84	38.00	84
No. 5	Week	.....	....	12.73	65	12.73	65
No. 6	Mth.	40.00	60	45.00	70	40.00	70
No. 7	Mth.	.....	....	1.63*b*	78	46.75	....
No. 8	Mth.	.....	....	42.50–50.00	70	42.50–45.00	60
No. 9	Day	.....	....	1.25	70	1.25	70
No. 10	Mth.	.....	....	1.55*b*	84	45.00	84
No. 11	Day	.....	....	1.35	70	1.54	70
No. 12	Mth.	26.00–35.00	70	35.00	70	46.75	70
No. 13	Mth.	.....	....	40.00	....	42.50	54
No. 14	Mth.	.....	....	35.00	60	35.00	60
No. 15	Mth.	45.00–50.00	70	42.50	72	42.50	72

Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
ONTARIO—*Conc.*							
Cookees—Conc.							
No. 16	Day	.....	....	1.90	70	1.75	70
No. 17	Mth.	.....	....	40.00	60	40.00	60
No. 18	Mth.	.....	....	40.00	84	40.00	84
No. 19	Day	.....	....	3.45	84	3.81	84
No. 20	Mth.	30.00–35.00	70	.....	....	42.50	70
No. 21	Day	40.00–50.00†*d*	84	2.40	84	2.40	....
No. 22	Day	.....	....	2.50	70	2.50	70
No. 23	Week	.....	....	13.50	70	15.00*i*	70
No. 24	Day	.....	....	2.20	70	2.20	70
River drivers—							
No. 1	Day	2.00–2.50	60	3.20*e*	60	3.20*e*	60
No. 2	Day	.....	....	2.75*e*	60	2.86*e*	70
No. 3	Day	2.50	72	2.25	....	2.25	60
No. 4	Week	.....	....	15.04	60	15.04	60
No. 5	Day	.....	....	3.00	70	3.00	70
No. 6	Day	50.00*d*	60	.....	....	3.00	60
No. 7	Day	.....	....	1.54	60	1.54	60
No. 8	Mth.	40.00–50.00	60	53.00–89.50*e*	60	53.00–89.50*e*	60
No. 9	Mth.	.....	....	1.55*b*	72	45.00	72
No. 10	Mth.	40.00–55.00	....	50.00	70	55.00	70
No. 11	Day	.....	....	3.00	....	3.00	54
No. 12	Day	.....	....	2.25	60	2.37	60
No. 13	Mth.	.....	....	59.00	70	59.00	60
No. 14	Day	.....	....	2.00	60	2.00	60
No. 15	Day	.....	....	3.45*e*	84	3.81*e*	84
No. 16	Day	.....	....	2.60	70	2.60–2.75	70
No. 17	Day	.....	....	3.50	60	3.50	60
BRITISH COLUMBIA							
High riggers—							
No. 1	Day	.....	....	8.00	48	8.40	48
No. 2	Day	.....	....	8.00	48	8.00	48
No. 3	Day	.....	....	8.00	48	8.75	48
No. 4	Day	7.50	48	8.25	48	9.07	48
No. 5	Day	.....	....	7.90	48	7.90	48
No. 6	Day	.....	....	8.70	48	8.70	48
No. 7	Day	8.00	48	7.25–8.25	48	7.75–8.25	48
Second riggers—							
No. 1	Day	.....	....	6.40	48	6.80	48
No. 2	Day	.....	....	6.00	48	6.60	48
No. 3	Day	.....	....	5.90	48	5.90	48
No. 4	Day	.....	....	5.90	48	5.90	48
No. 5	Day	5.50	48	6.00	48	6.60	48
No. 6	Day	.....	....	6.00	48	6.00	48
No. 7	Day	.....	....	5.25	48	5.25	48
No. 8	Day	5.50	48	6.15	48	6.15	48
Rigging slingers—							
No. 1	Day	.....	....	5.80	48	6.40	48
No. 2	Day	.....	....	3.75	48	3.75	48
No. 3	Day	.....	....	5.25	48	5.10	48
No. 4	Day	.....	....	5.25	48	5.10	48
No. 5	Day	.....	....	6.00	48	6.60	48
No. 6	Day	.....	....	6.00	48	6.60	48
No. 7	Day	.....	....	5.90	48	5.90	48
No. 8	Day	.....	....	5.90	48	5.90	48
No. 9	Day	4.50	48	5.65	48	5.65	48
No. 10	Day	.....	....	5.50	48	6.00	48
No. 11	Day	.....	....	5.50	48	6.00	48
No. 12	Day	.....	....	5.35	48	5.35	48
No. 13	Day	.....	....	4.65	48	5.25	48
No. 14	Hour	.....	....	.74	48	.80	48
No. 15	Day	.....	....	4.50	48	4.75	48

† 1929-30.
(b) Per day. *(d)* Per month. *(e)* Without board *(i)* Plus bonus.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(a) Logging—Continued

Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
BRITISH COLUMBIA—*Con.*							
Rigging slingers—Conc.							
No. 16	Day	5.00	48	5.65	48	5.65	48
No. 17	Day	.....	....	5.50	48	5.50	48
No. 18	Hour	.....	....	.45-.55	48	.45-.55	48
No. 19	Day	4.25	48	5.10	48	5.10	48
No. 20	Day	.....	....	4.50	48	5.00	48
Road men—							
No. 1	Day	.....	....	3.20	48	3.20	48
No. 2	Day	.....	....	3.20	48	3.20	48
No. 3	Hour	.40	54	.40-.50	54	.40-.50	54
No. 4	Day	.....	....	4.20	48	4.62	48
No. 5	Day	.....	....	3.00	48	3.00	48
No. 6	Day	.....	....	4.25	48	5.00	48
No. 7	Day	.....	....	4.55	48	4.00	48
No. 8	Hour	.....	....	.40	54	.40	54
No. 9	Day	.....	....	3.00	48	3.20	48
No. 10	Day	.....	....	4.50	48	5.00	48
Fallers and buckers, hand—							
No. 1	Day	.....	....	6.50	48	6.50	48
No. 2	Week	.....	....	40.00	48	40.00	48
No. 3	Day	.....	....	5.15	48	5.65	48
No. 4	Week	.....	....	41.28	48	41.40	48
No. 5	Day	.....	....	8.55	48	8.45	48
No. 6	Hour	.....	....	.65	44	.65	44
No. 7	Day	.....	....	7.60	48	7.60	48
Fallers and buckers, machine—							
No. 1	Hour	.....	....	.40	48	.40	48
No 2	Day	3.75-4.25	48	3.20	48	3.20	48
No. 3	Day	.....	....	3.20	48	3.20	48
No. 4	Hour	.40-.45	54	.40-.45	54	.45-.50	54
No. 5	Day	3.50	48	3.40	48	3.40	48
No. 6	Day	.....	....	3.20-3.40	48	3.20-3.40	48
No. 7	Hour	.....	....	.40	48	.40	48
No. 8	Day	.....	....	3.60	48	3.60	48
No. 9	Hour	.....	....	.45-.55	48	.45-.55	48
No. 10	Hour	.....	....	.40	54	.40	48
No. 11	Hour	.....	....	.40	48	.40	48
No. 12	Hour	.....	....	.55	54	.55	54
Hook tenders—							
No. 1	Day	.....	....	7.60	48	8.00	48
No. 2	Day	.....	....	8.00	48	8.00	48
No. 3	Day	8.00	48	7.20	48	7.05	48
No. 4	Day	.....	....	7.50	48	8.25	48
No. 5	Day	.....	....	5.20	48	5.50	48
No. 6	Day	.....	....	8.00	48	8.75	48
No. 7	Day	.....	....	6.50	56	6.50	56
No. 8	Day	.....	....	7.40	48	7.40	48
No. 9	Day	8.00	48	7.25	48	7.25	48
No. 10	Day	.....	....	4.00-4.75	48	4.80	48
No. 11	Day	.....	....	7.50	48	8.00	48
No. 12	Day	.....	....	7.70	48	7.70	48
No. 13	Day	.....	....	7.50	48	7.50-8.50	48
No. 14	Day	.....	....	6.25	48	6.50	48
No. 15	Hour	.....	....	.90-1.00	48	1.00	48
No. 16	Day	.....	....	8.00	48	8.50	48
No. 17	Day	.....	....	7.05	48	6.90	48
No. 18	Day	7.50	48	7.25	48	7.25	48
No. 19	Day	.....	....	7.40-7.90	48	7.40-7.90	48
No. 20	Day	7.00	48	7.70	48	8.47	48
No. 21	Day	.....	....	6.25	48	6.75	48
No. 22	Day	.....	....	7.00	48	7.00	48
BRITISH COLUMBIA—Con.							
Chokermen—							
No. 1	Day	.....	....	4.80	48	5.20	48
No. 2	Day	.....	....	4.50	48	4.50	48
No. 3	Day	4.00	48	3.50	48	3.50	48
No. 4	Day	.....	....	4.55	48	4.40	48
No. 5	Day	.....	....	4.55	48	4.40	48
No. 6	Day	.....	....	4.90	48	5.40	48
No. 7	Day	.....	....	3.60	48	4.00	48
No. 8	Day	4.50	48	4.65	48	4.65	48
No. 9	Day	.....	....	3.60	48	3.60	48
No. 10	Day	.....	....	4.50	48	5.00	48
No. 11	Day	.....	....	4.45	48	4.45	48
No. 12	Day	.....	....	4.50	48	5.00	48
No. 13	Hour	.....	....	.45	54	.45	54
No. 14	Day	.....	....	4.25	48	4.50	48
No. 15	Hour	.....	....	.60	48	.65	48
No. 16	Day	.....	....	4.00	48	4.75	48
No. 17	Day	4.00-4.50	48	4.65	48	4.65	48
No. 18	Day	4.25	48	4.60	48	4.60	48
No. 19	Day	.....	....	4.90	48	4.90	48
No. 20	Day	.....	....	4.90	48	4.90	48
No. 21	Day	.....	....	4.00	48	4.50	48
Chasers—							
No. 1	Day	.....	....	5.20	48	5.80	48
No. 2	Day	.....	....	4.75	48	5.00	48
No. 3	Day	.....	....	4.80	48	4.65	48
No. 4	Day	.....	....	4.80	48	4.65	48
No. 5	Day	.....	....	5.50	48	5.75	48
No. 6	Day	.....	....	5.25	48	5.75	48
No. 7	Day	.....	....	5.10	48	5.61	48
No. 8	Day	.....	....	5.15-5.40	48	5.15-5.40	48
No. 9	Day	.....	....	4.50	48	4.50	48
No. 10	Day	.....	....	3.60	48	3.60-4.00	48
No. 11	Day	.....	....	5.00	48	5.50	48
No. 12	Day	.....	....	5.15	48	5.15	48
No. 13	Day	.....	....	4.60	48	4.60	48
No. 14	Day	.....	....	4.75-5.25	48	5.25	48
No. 15	Day	.....	....	4.40	48	4.50	48
No. 16	Hour	.....	....	.64	48	.70	48
No. 17	Day	.....	....	4.50-4.75	48	4.75	48
No. 18	Day	4.25	48	4.90	48	4.90	48
No. 19	Day	.....	....	4.75	48	4.75	48
No. 20	Day	.....	....	4.25	48	4.75	48
Loaders (second)—							
No. 1	Day	.....	....	5.40	48	5.40	48
No. 2	Day	.....	....	5.40	48	5.80	48
No. 3	Day	4.50	48	4.70	48	4.55	48
No. 4	Day	.....	....	5.50	48	6.00	48
No. 5	Day	.....	....	4.90	48	6.00	48
No. 6	Day	4.50	48	5.50	48	6.05	48
No. 7	Day	.....	....	5.15	48	5.15	48
No. 8	Day	.....	....	5.00	48	5.00	48
No. 9	Day	.....	....	3.50	48	3.50	48
No. 10	Day	.....	....	4.85	48	4.85	48
No. 11	Day	.....	....	4.75	56	5.00	56
No. 12	Hour	.....	....	.675	48	.70	48
No. 13	Day	4.50	48	4.75-5.15	48	5.15	48
No. 14	Day	.....	....	4.70	48	4.55	48
No. 15	Hour	.....	....	.60	54	.60	54
No. 16	Day	.....	....	4.25	48	5.00	48
No. 17	Day	.....	....	4.90	48	4.90	48
No. 18	Day	.....	....	4.50	48	4.75	48
Boom men—							
No. 1	Day	.....	....	5.00	48	5.00	48
No. 2	Day	5.50	48	4.70	48	4.55	48
No. 3	Day	.....	....	5.25	48	5.75	48

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(a) **Logging**—Concluded

Locality and Occupation	Period	1928-29		1938-39		1939-40	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
BRITISH COLUMBIA—*Con.*							
Boom men—Conc.							
No. 4	Day			4.00–5.00	48	4.00–5.00	48
No. 5	Day			5.15	48	5.15	48
No. 6	Day	5.00	48	4.75	48	4.75	48
No. 7	Day			3.60	48	3.60	48
No. 8	Day			4.50	48	5.50	48
No. 9	Hour			.55–.60	44	.55–.65	44
No. 10	Day			4.50	48	5.00	48
No. 11	Day			4.40	48	4.75	48
No. 12	Day			5.04	48	5.44	48
No. 13	Day	4.40	48	5.10	48	5.61	48
No. 14	Day			4.00–4.50	48	4.50	48
No. 15	Day			4.80	48	4.80	48
No. 16	Day	4.40	48	4.25	48	4.60	48
No. 17	Day			4.00	48	5.00	48
Signalmen—							
No. 1	Day			4.40	48	4.80	48
No. 2	Day			4.00	48	4.00	48
No. 3	Day			4.20	48	4.05	48
No. 4	Day			4.20	48	4.05	48
No. 5	Day			4.50	48	4.90	48
No. 6	Day			4.90	48	5.40	48
No. 7	Day	3.20	48	4.40	48	4.84	48
No. 8	Day			4.50	48	4.50	48
No. 9	Day	4.00	48	4.25	48	4.25	48
No. 10	Day			3.60	48	3.60	48
No. 11	Day			4.00	48	4.00	48
No. 12	Day			4.00	48	4.75	48
No. 13	Hour			.40	48	.40	48
No. 14	Day			4.90	48	4.90	48
No. 15	Day			4.10	48	4.10	48
No. 16	Day			4.00	48	4.50	48
No. 17	Day			3.65	48	4.20	48
No. 18	Hour			.55	48	.60	48
No. 19	Day	3.25	48	4.25–4.50	48	4.25–4.50	48
No. 20	Day			4.00	48	4.00	48
No. 21	Day			3.65	48	4.15	48
Donkey engineers—							
No. 1	Day			6.93	54	7.83	63
No. 2	Hour			.813	48	.813	48
No. 3	Day			6.65	54	6.50	54
No. 4	Day	6.00	48	7.00	48	7.70	48
No. 5	Hour			.675	60	.675	60
No. 6	Day			5.50–6.00	48	6.00	48
No. 7	Day			6.50–7.00	48	6.50–7.50	48
No. 8	Hour			.50	48	.50	48
No. 9	Day			7.15	54	7.15	54
No. 10	Day			6.50–7.50	48	7.00–8.00	48
No. 11	Day			6.65	54	6.50	54
No. 12	Day	6.00	48	6.50	48	6.25	48
Locomotive engineers—							
No. 1	Day			7.75	60	8.75	60
No. 2	Day			7.50	60	8.25	60
No. 3	Day	5.20	48	6.16	48	6.78	48
No. 4	Hour			.74	70	.74	70
No. 5	Day			6.83	60	6.83	60
No. 6	Day			7.65	60	7.65	60
No. 7	Hour			.74	60	.84	48
No. 8	Hour			.72	70	.70	70
No. 9	Hour	6.00*b*	48	.75	66	.75	66
No. 10	Hour			.68	72	.68	72
Locomotive firemen—							
No. 1	Day			5.40	60	5.40	60
No. 2	Day			5.40	60	6.00	60
No. 3	Day			5.50	60	6.00	60
No. 4	Day	3.40	48	4.40	48	4.84	48
No. 5	Hour			.54	70	.54	70
No. 6	Hour			.54	60	.60	48
No. 7	Hour	4.80*b*	48	.525	66	.525	66
No. 8	Day			5.25	60	5.25	60
No. 9	Hour	3.50*b*	48	.51	65	.51	65
BRITISH COLUMBIA—*Conc.*							
Brakemen (second)							
No. 1	Day			5.40	60	5.40	60
No. 2	Day			5.40	60	6.00	60
No. 3	Day			5.50	60	6.00	60
No. 4	Day	4.50	48	5.72	48	6.29	48
No. 5	Hour			.54	66	.54	66
No. 6	Hour			.55	60	.53	60
No. 7	Hour	4.50*b*	48	.525	60	.525	60
No. 8	Day			5.25	60	5.25	60
No. 9	Hour	5.00*b*	48	.51	65	.51	65
Sectionmen—							
No. 1	Day			4.16	48	4.40	48
No. 2	Day			4.15	48	4.15	48
No. 3	Day			4.15	48	4.55	48
No. 4	Day			4.15	48	4.00	48
No. 5	Day	3.20	48	4.20	48	4.62	48
No. 6	Day	3.50	48	4.00	48	4.00	48
No. 7	Day			4.30	48	4.30	48
No. 8	Day			3.85	48	3.85	48
No. 9	Day	3.40	48	3.90	48	3.90	48
Cooks—							
No. 1	Day			6.00	56	6.00	56
No. 2	Day			6.65	56	6.65	56
No. 3	Day	5.00	56	5.55	56	5.15	56
No. 4	Day			7.00	56	7.50	56
No. 5	Mth	.60*a*	48	100.00	48	110.00	48
No. 6	Week			27.00	70	27.00	63
No. 7	Day			4.70–8.40	56	4.70–8.00	56
No. 8	Day	6.35	48	7.35	63	7.35	63
No. 9	Day			7.75	48	7.75	48
No. 10	Mth			45.00	48	45.00–50.00	48
No. 11	Day			7.50	56	7.50	56
No. 12	Mth			75.00		75.00	
No. 13	Mth			85.00–150.00	48	115.00–175.00	48
No. 14	Mth	125.00	48	141.85	56	141.85	56
No. 15	Week			42.50	56	48.00	56
No. 16	Day			5.50–5.90	56	5.00–6.75	56
No. 17	Day	5.00		6.15	56	6.15	56
No. 18	Mth	150.00		85.00	48	85.00	48
No. 19	Day			3.50	56	4.75	56
No. 20	Mth			130.00	63	130.00	63
No. 21	Day			4.50	56	5.00	56
Bull cooks and flunkeys—							
No. 1	Day			3.90–4.40	56	4.00–4.40	56
No. 2	Day			3.75	56	3.00	56
No. 3	Day	3.50	56	3.70	56	3.65	56
No. 4	Day			3.90	56	4.30	56
No. 5	Day			4.15	48	4.15	48
No. 6	Hour	.40	54	.275-.30	54	.30	54
No. 7	Week			18.00	70	20.00	63
No. 8	Mth	60.00		50.00	48	50.00	48
No. 9	Day			3.90	56	3.90	56
No. 10	Day	3.20	48	3.90	63	3.90	63
No. 11	Day			3.40	56	3.75	56
No. 12	Day			3.55	56	3.55	56
No. 13	Mth			80.00	48	80.00–90.00	48
No. 14	Day	1.85		2.60	56	2.60	56
No. 15	Day	65.00*d*	56	2.70	56	2.70	56
No. 16	Day			3.70	56	3.80	56
No. 17	Day	.40*a*	48	3.50	48	3.85	48
No. 18	Day			4.00	56	4.00	56
No. 19	Day	85.50*d*	48	3.90	56	3.10	56
No. 20	Day			2.75	56	2.75	56
No. 21	Day			3.40	56	3.90	56

(*a*) Per hour. (*b*) Per day. (*d*) Per month.

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(b) Sawmilling

Locality and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
QUEBEC AND MARITIME PROVINCES	$		$		$	
Sawyers, band—						
No. 1			.78	54	.78	54
No. 2			.70	59	.80	59
No. 3	.70	59	.65	54	.72	54
No. 4			.625	55	.70	55
No. 5	.625	60	.65	54	.65	60
No. 6			.61	60	.64	60
No. 7	.675	60	.61	60	.64	60
No. 8			.61	60	.64	60
No. 9			.65	60	.65	60
Edgermen—						
No. 1			.25	59	.25	59
No. 2	.475	59	.40	54	.425	59
No. 3	.40	59	.39	54	.44	54
No. 4			.42	54	.44	54
No. 5			.20	60	.25	60
No. 6			.30–.45	59	.35–.475	59
No. 7	.35	60	.225	60	.235	60
No. 8	.50	60	.345	54	.35	60
No. 9			.325	60	.325	60
No. 10			.35	60	.365	60
No. 11	.375	60	.35	60	.365	60
No. 12			.45	55	.45	55
No. 13			.275	60	.30	60
No. 14			.35	60	.35	60
No. 15			.325	60	.35	60
Pilers—						
No. 1			.15	59	.175	59
No. 2	.25	59	.26	54	.30	54
No. 3			.154	60	.21	60
No. 4			.15	60	.175	60
No. 5			.30	54	.32	54
No. 6			.18–.21	59	.235–.25	59
No. 7	.275	60	.225	60	.225	60
No. 8			.30	60	.315	60
No. 9			.20	60	.25	60
No. 10			.275	55	.28	55
No. 11			.33	54	.53	54
Millwrights—						
No. 1			.25	59	.25	59
No. 2	.55	59	.40	54	.425	59
No. 3	.475	59	.42	54	.575	54
No. 4			.35	54	.35	54
No. 5			.30	60	.30	60
No. 6			.60	59	.60	59
No. 7	.50	60	.415	54	.35	60
No. 8			.60	60	.60	60
No. 9			.37	60	.325	60
No. 10			.40	60	.65	60
No. 11			.30	60	.30	60
No. 12			.275	60	.30	60
Stationary engineers—						
No. 1	.55	59	.45	54	.475	59
No. 2			.34	54	.39	54
No. 3			.40	54	.40	54
No. 4	.40	60	.37	60	.40	60
No. 5			.46	60	.48	60
No. 6	.395	60	.38	60	.40	60
No. 7			.528	72	.576	66
No. 8			.45	60	.45	60
No. 9			.35	60	.35	60
Labourers—						
No. 1			.15	59	.175	59
No. 2			.20	54	.20	54
No. 3	.275	59	.225	54	.25	59
No. 4			.26	54	.30	54
No. 5			.26	54	.28	54
No. 6			.15	60	.16	60
No. 7			.18	59	.20–.225	59
No. 8	.225	60	.21	60	.21	60
No. 9	.20	60	.26	54	.235	60
No. 10			.20–.22	60	.20–.23	60
No. 11	.20	60	.22	60	.23	60
No. 12			.20	55	.20	55
No. 13			.15–.25	60	.17–.30	60
No. 14			.225	60	.225	60
No. 15			.20	60	.24	60

Locality and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
ONTARIO	$		$		$	
Sawyers, band—						
No. 1			.85	54	.85	59
No. 2			.70	60	.85	60
No. 3	.90	60	.775	60	.80	60
No. 4			.70	60	.725	60
No. 5			.85	60	.85	60
No. 6			.84	60	.85	60
No. 7	.675	60	.625	60	.625	60
No. 8	.85	60	.80	60	.85	60
No. 9			.52	50	.52	50
No. 10	.90	60	.90	60	.90	60
No. 11	.90	60	1.10	48	1.13	48
No. 12	.85	60	.80	60	.80	60
No. 13	.99	60	1.10	60	1.10	60
No. 14	.90	60	.75	60	.825	60
No. 15			.60	60	.60	60
No. 16			.61	60	.61	60
No. 17			.80	60	.825	60
Edgermen—						
No. 1			.31	54	.31	59
No. 2	.385	60	.375	60	.40	60
No. 3			.355	60	.355	71
No. 4	.375	60	.305	60	.33	60
No. 5	.425	60	.36	60	.385	60
No. 6			.40	50	.40	50
No. 7	.50	60	.50	60	.55	60
No. 8			.40	60	.40	60
No. 9	.50		.595	48	.625	48
No. 10	.425	59	.30	48	.30	48
No. 11	.50	60	.40	60	.425	60
No. 12	.50	60	.50	60	.50	60
No. 13			.25	60	.25	60
No. 14			.35	60	.375	60
No. 15	.50	60	.425	60	.465	60
No. 16			.45	60	.45	60
Pilers—						
No. 1			.30	60	.375	60
No. 2	.35	60	.315	60	.35	60
No. 3	.35	60	.285	60	.305	60
No. 4	.325	60	.275	60	.30	60
No. 5			.35	50	.35	50
No. 6	.40	60	.48	60	.45	60
No. 7			.25	48	.25	48
No. 8			.30	55	.32	55
No. 9			.25	60	.25	60
No. 10			.35	60	.35	60
No. 11			.30	60	.325	60
No. 12			.30	60	.30	71
No. 13			.40	60	.40	60
Millwrights—						
No. 1			.45	60	.425	60
No. 2			.40	54	.40	59
No. 3	.385	60	.50	60	.525	60
No. 4	.40	60	.325	60	.35	60
No. 5			.60	60	.65	60
No. 6	.50	60	.65	60	.65	60
No. 7	.50	60	.595	48	.625	48
No. 8	.60	60	.575	60	.525	60
No. 9			.35	50	.35	50
No. 10			.325	60	.325	60
No. 11			.35	60	.35	60
No. 12	.60	60	.50	60	.55	60
No. 13			.50	70	.50	70
No. 14			.25	60	.26	71
No. 15			.60	60	.60	60
No. 16			.50	60	.50	60
Stationary engineers—						
No. 1			.50	60	.50	60
No. 2			.40	60	.425	60
No. 3			.55	60	.55	60
No. 4	.60	60	.525	60	.55	60
No. 5	.575	60	.525	60	.55	60
No. 6			.42	65	.42	65
No. 7	.45	72	.59	60	.615	60
No. 8	.50	70	.425	60	.45	65
No. 9	.35	59	.30	48	.30	48
No. 10			.45	60	.475	60
No. 11			.42	60	.45	60

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Continued

(b) Sawmilling—Continued

Locality and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
ONTARIO—*Conc.*						
Stationary engineers— Conc.						
No. 12			.50	60	.50	60
No. 13			.355	60	.355	71
Firemen—						
No. 1			.30	60	.35	60
No. 2	.35	60	.31	60	.335	60
No. 3	.425	70	.56	56	.59	56
No. 4	.45	60	.30	60	.325	65
No. 5			.38	84	.40	84
No. 6	.40	60	.333	84	.366	84
No. 7			.375	70	.40	70
Labourers—						
No. 1			.30	60	.30	60
No. 2			.275	60	.265	60
No. 3			.31	54	.31	59
No. 4	.25	60	.25	60	.275	60
No. 5	.25	60	.29	60	.30	55
No. 6			.30	60	.30	60
No. 7			.30	60	.30	60
No. 8	.275	60	.225	60	.25	60
No. 9	.30–.37	60	.35	60	.35	60
No. 10	.35	60	.425	48	.455	48
No. 11			.225	60	.25	60
No. 12	.30	60	.25–.30	60	.25–.30	60
No. 13			.22–.27	60	.25–.275	60
No. 14	.30	60	.275	60	.30	60
No. 15			.30	50	.30	50
No. 16	.275	60	.225	60	.225	60
No. 17			.20–.225	60	.225–.25	60
No. 18			.30	60	.30	60
BRITISH COLUMBIA						
Sawyer, band—						
No. 1			1.45	48	1.50	48
No. 2	1.35	48	1.20	48	1.40	48
No. 3	1.25	48	1.20	48	1.20	48
No. 4			1.18	48	1.25	48
No. 5	.70	48	.88	48	.88	48
No. 6	1.00	54	.80	48	.80	48
No. 7	.75	48	1.35	48	1.35	48
No. 8	1.25	48	.69	48	.69	48
No. 9	1.12	48	1.10	48	1.21	48
No. 10			1.25	48	1.35	48
No. 11	1.25	48	1.50	48	1.50	48
No. 12	1.25	48	1.34	48	1.46	48
No. 13	1.15	48	1.20	48	1.31	48
No. 14	1.35	48	1.50	48	1.50	48
No. 15			1.50	48	1.60	48
No. 16			1.10	48	1.20	47
No. 17			.85	54	.85	54
Filers—						
No. 1	1.35	48	1.50	48	1.50	48
No. 2	1.25	48	1.75	48	1.75	48
No. 3			1.00	52	1.00	52
No. 4	1.15	48	1.13	48	1.25	48
No. 5	1.50	48	1.30	48	1.30	48
No. 6	.95	48	.80	44	.80	44
No. 7	1.00	48	1.00	48	1.00	48
No. 8	1.30	48	.90	48	.90	48
No. 9	1.00	54	.80	51	.80	48
No. 10	1.50	48	1.75	48	1.60	48
No. 11			.65	54	.65	54
No. 12	1.45	48	1.35	48	1.35	48
No. 13	1.12	48	1.41	48	1.53	48
No. 14	1.00	48	1.30	48	1.36	48
No. 15	1.20	48	1.15	48	1.15	48
No. 16			.85	48	.85	47
No. 17			.85	48	.93	48

Locality and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
BRITISH COLUMBIA—*Con.*						
Edgermen—						
No. 1	.90	48	.85	48	.90	48
No. 2	.80	48	.75	48	.75	48
No. 3	.70	48	.875	48	.925	48
No. 4	.70	48	.73	48	.85	48
No. 5	.65	48	.55	44	.55	44
No. 6			.60	48	.60	48
No. 7	.66	54	.50	48	.50	48
No. 8	.60	48	.87	51	.87	51
No. 9	.65	48	.85	48	.90	48
No. 10	.53	48	.40	48	.40	48
No. 11	.80	48	.75	48	.825	48
No. 12	.80	48	.78	48	.95	48
No. 13			.90	48	.90	48
No. 14	.675	48	.60	48	.60	48
No. 15	.55	48	.55	48	.58	48
No. 16	.60	48	.65	48	.64	48
No. 17			.90	48	.90	48
No. 18			.425	54	.45	54
No. 19			.60	48	.60	47
No. 20			.45	48	.50	48
No. 21			.55	54	.55	54
Filers—						
No. 1			.40	48	.40	48
No. 2	.40	48	.40	44	.40	44
No. 3	.66	48	.475	48	.475	48
No. 4	.40	48	.45	48	.50	48
No. 5	.40	48	.41	48	.45	48
No. 6			.40	54	.425	54
No. 7	.45	48	.50	48	.50	48
No. 8	.40	48	.40	48	.40	48
No. 9			.44	48	.44	48
No. 10			.43	48	.43	48
No. 11			.55	54	.60	54
Millwrights—						
No. 1			.70	48	.75	48
No. 2	.75	48	.75	48	.75	48
No. 3	.70	48	.715	48	.715	48
No. 4	.75	60	.63	48	.75	48
No. 5	.90	48	.75	48	.75	48
No. 6	.60	48	.50–.75	48	.50–.75	48
No. 7			.43	48	.43	48
No. 8	.70	48	.63	48	.69	48
No. 9	.75	48	.80	48	.85	48
No. 10	1.00	48	.65	48	.69	48
No. 11	.75	48	.65	54	.65	54
No. 12			.72	48	.72	48
No. 13	.60	48	.56	48	.62	48
No. 14			.525	56	.525	56
No. 15			.45	48	.50	48
No. 16			.65	48	.70	48
Stationary engineers—						
No. 1			.75	48	.80	48
No. 2	.75	48	.76	48	.80	48
No. 3	.55	48	.55	48	.55	48
No. 4			.50	48	.61	48
No. 5			.55	48	.55	48
No. 6	.65	56	.75	48	.75	48
No. 7	.70	48	.68	48	.75	48
No. 8	.88	56	.97	48	1.04	48
No. 9	.55	48	.70	48	.70	48
No. 10			.60	48	.60	48
No. 11	.60	48	.65	48	.79	48
No. 12	.65	54	.80	48	.80	48
No. 13			.68	48	.70	48
No. 14			.50	48	.55	48
No. 15			.63	48	.75	48

TABLE VII.—WAGES AND HOURS OF LABOUR IN THE LUMBERING INDUSTRY—Concluded

(b) Sawmilling—Concluded

Locality and Occupation	1929		1939		1940		Locality and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.		Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$			$		$		$	
BRITISH COLUMBIA—*Con.*							BRITISH COLUMBIA—*Conc.*						
Firemen—							*Labourers*—						
No. 1	.....	....	.55	48	.60	48	No. 1	.40	48	.45	48	.50	48
No. 2	.58	48	.50	48	.50	48	No. 2	.425	48	.40	48	.40	48
No. 3	.40	48	.44	48	.44	48	No. 3	.45	48	.40	48	.40–.45	48
No. 4	.40	48	.30	48	.40	48	No. 4	.40	48	.40	48	.40–.45	48
No. 5	.50	56	.42	56	.42	56	No. 5	.40	54	.40	48	.40	48
No. 6	.45	56	.50	48	.50	48	No. 6	.40	48	.50	48	.50	48
No. 7	.....	....	.475	48	.50	48	No. 7	.40	48	.40	48	.45	48
No. 8	.....	....	.70	48	.77	48	No. 8	.50	48	.41	48	.45	48
No. 9	.50	48	.50	40	.50	48	No. 9	.40	48	.35–.50	48	.35–.55	48
No. 10	.40	48	.40	48	.50	48	No. 10	.....	....	.40	54	.40	54
No. 11	.....	....	.50	48	.50	48	No. 11	.40	48	.40–.43	48	.40–.43	48
No. 12	.45	48	.50	48	.50	48	No. 12	.....	....	.40–.50	48	.40–.50	48
No. 13	.....	....	.57	48	.62	48	No. 13	.40	48	.45–.50	48	.49–.54	48
No. 14	.50	48	.55	48	.59	48	No. 14	.40	48	.45	48	.45	48
No. 15	.....	....	.45	48	.45	48	No. 15	.....	....	.40–.45	48	.40–.45	47
No. 16	.45	48	.50	48	.55	48	No. 16	.....	....	.40–.45	48	.43–.50	48
No. 17	.....	....	.40	48	.40	48	No. 17	.....	....	.40	54	.40	54

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY

A. Coal Mining*

Locality and Occupation	1929		1939		1940		Locality and Occupation	1929		1939		1940	
	Wages per day	Hrs per day	Wages per day	Hrs per day	Wages per day	Hrs per day		Wages per day	Hrs per day	Wages per day	Hrs per day	Wages per day	Hrs per day
	$		$		$			$		$		$	
Nova Scotia—†							*Saskatchewan*—‡						
Contract miners	6.62	8	6.67	8	7.00	8	Contract miners	5.47	8–10	4.28	8.10	4.79	8.10
Hand miners	4.15	8	3.45–5.00	8	3.45–5.00	8	Hoisting engineers	4.63	9–10	4.29	9–10	4.38	8–10
Hoisting engineers	4.34	8–8½	3.45–5.01	8	3.45–5.01	8	Drivers	3.72	8–10	3.24	8–10	3.52	8–10
Drivers	3.45	8	3.00–3.71	8	3.00–3.71	8	Pumpmen	3.42	8–10	3.48	8–10	3.40	8–10
Bratticemen	3.59	8	3.11–3.85	8	3.11–4.00	8	Labourers, underground	3.63	9–10	3.24	8–10	3.20	8–10
Pumpmen	3.85	8	3.33–4.12	8	3.33–4.12	8	Labourers, surface	3.43	8–10	3.08	8–10	3.20	8–10
Labourers, underground	3.33	8	3.00–3.71	8	3.00–3.90	8	Machinists	4.78	8–10	4.63	8–10	.....	....
Labourers, surface	3.29	8–8½	3.00–3.71	8	3.00–3.90	8	Carpenters	5.70	8–10	4.29	8–10	4.40	8–10
Machinists	4.00	8–8½	3.28–4.36	8	3.28–4.36	8	Blacksmiths	4.95	8–10	4.58	8–10	4.93	8–10
Carpenters	3.76	8–8½	3.11–4.20	8	3.11–4.20	8	*Alberta*—						
Blacksmiths	3.99	8–8½	3.28–4.20	8	3.28–4.20	8	*Edmonton District*—						
New Brunswick—							Contract miners	6.00	8	6.79	8	6.67	8
Contract miners	3.83	9	3.56	8	4.31	8	Hand miners	4.75	8	4.41	8	4.41	8
Hoisting engineers	3.83	9	3.05	8–9	3.36	8–9	Hoisting engineers	5.39	8–9	4.41	8	4.41	8
Drivers	.....	....	2.70	....	2.95	8	Drivers	4.21	8	4.20–4.41	8	4.20–4.41	8
Bratticemen	3.00	9	2.70	8	2.95	8	Bratticemen	4.73	8	4.41	8	4.41	8
Pumpmen	3.00	9	2.70	8	2.95	8	Pumpmen	4.35	8	3.55–4.41	8	3.55–4.41	8
Labourers, underground	3.35	9	2.83	8	3.08	8	Labourers, underground	4.07	8	3.55–4.00	8	3.55–4.00	8
Labourers, surface	3.00	9	2.61	8–9	2.89	8–9	Labourers, surface	3.69	8–9	3.40–4.00	8	3.40–4.00	8
Machinists	4.00	9	3.65	8–9	4.22	8–9	Machinists	6.25	8–9	5.79	8	5.79	8
Carpenters	3.67	9	3.09	8–9	3.32	8–9	Carpenters	4.58	8–9	4.73	8	4.73	8
Blacksmiths	3.92	9	3.61	8–9	3.88	8–9	Blacksmiths	5.13	8–9	4.41–4.80	8	4.41–4.80	8

* The figures given for contract miners are the average earnings at piece rates and for some mines the figures include helpers and loaders on piece work; the figures given for machine and hand miners are rates per day.

† Higher rates are paid in two or three mines for some of these classes; also in the large mines for certain positions.

‡ Several mines have changed to steam shovel operation.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

A. Coal Mining*—Concluded

Locality and Occupation	1929		1939		1940		Locality and Occupation	1929		1939		1940	
	Wages per day	Hrs per day	Wages per day	Hrs per day	Wages per day	Hrs per day		Wages per day	Hrs per day	Wages per day	Hrs per day	Wages per day	Hrs per day
	$		$		$			$		$		$	
Drumheller District—							*Crow's Nest Pass and Mountain District, Alberta and British Columbia*—Conc.						
Contract miners	6.98	8	7.79	8	8.04	8							
Machine miners	7.00	8	6.94	8	6.94	8							
Hand miners	5.57	8	5.51	8	5.51	8							
Hoisting engineers	5.82	8	5.77	8	5.77	8	Labourers, surface	4.39	8	4.90	8	4.90	8
Drivers	5.25	8	5.51	8	5.51	8	Machinists	4.85–5.70	8	5.39–6.10	8	5.39–6.10	8
Bratticemen	5.57	8	5.51	8	5.51	8							
Pumpmen	4.67	8	4.85	8	4.85	8	Carpenters	5.45–5.70	8	5.39–5.88	8	5.39–5.88	8
Labourers, underground	4.67	8	4.85	8	4.85	8	Blacksmiths	5.45–5.50	8	5.88	8	5.88	8
Labourers, surface	4.41	8	4.62	8	4.62	8							
Machinists	5.15–5.77	8	5.34–5.93	8	5.24–5.93	8	*British Columbia—Princeton District*—						
Carpenters	5.77	8	5.73	8	5.73	8							
Blacksmiths	5.77	8	5.73	8	5.73	8							
							Machine miners	4.83	8	4.53	8	4.53	8
Lethbridge District—							Hand miners	4.83	8	4.56	8	4.56	8
Contract miners	7.48	8	7.95	8	8.38	8	Hoisting engineers	4.25	8	4.00	8	4.00	8
Hand miners	5.20	8	5.51	8	5.51	8	Drivers	4.27	8	3.80	8	3.80	8
Hoisting engineers	5.50	8	5.77	8	5.77	8	Bratticemen	4.83	8	4.29	8	4.29	8
Drivers	5.10	8	5.51	8	5.51	8	Pumpmen	5.00	8	4.50	8	4.50	8
Bratticemen	5.20	8	5.20	8	5.20	8	Labourers, underground	4.03	8	3.90	8	3.90	8
Pumpmen	4.45	8	4.85	8	4.85	8	Labourers, surface	4.00	8	3.87	8	3.87	8
Labourers, underground	4.45	8	4.85	8	4.85	8	Machinists	5.40	8	5.03	8	5.03	8
Labourers, surface	4.25	8	4.62	8	4.62	8	Carpenters	5.43	8	5.02	8	5.02	8
Machinists	4.90–5.70	8	5.34–5.93	8	5.34 – 5.93	8	Blacksmiths	5.35	8	5.02	8	5.02	8
Carpenters	5.70	8	5.73	8	5.73	8	*Vancouver Island*—§						
Blacksmiths	5.70	8	5.73	8	5.73	8	Contract miners	6.14	8	6.65	8	7.05	8
							Machine miners	4.81	8	5.30–5.99	8	5.30–5.90	8
Crow's Nest Pass and Mountain District, Alberta and British Columbia—							Hand miners	4.52	8	5.30	8	5.30	8
							Hoisting engineers	5.01	8	5.50–6.00	8	5.50–6.00	8
Contract miners	8.72	8	7.85	8	8.12	8							
Hand miners	5.40	8	5.78	8	5.78	8	Drivers	4.19	8	4.60	8	4.60	8
Hoisting engineers	4.85–5.70	8	5.39–6.10	8	5.39–6.10	8	Bratticemen	4.42	8	4.85	8	4.85	8
							Pumpmen	4.00	8	4.60	8	4.60	8
Drivers	4.97	8	5.39	8	5.39	8	Labourers, underground	4.14	8	4.60	8	4.60	8
Bratticemen	5.36	8	5.78	8	5.78	8	Labourers, surface	3.77	8	4.00	8	4.00	8
Pumpmen	4.56	8	4.90	8	4.90	8	Machinists	5.19	8	5.56	8	5.50	8
Labourers, underground	4.47	8	4.90–5.11	8	4.90–5.11	8	Carpenters	5.04	8	5.44	8	5.44	8
							Blacksmiths	4.97	8	5.36	8	5.36	8

§ No figures for Chinese employees included.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

B. Metal Mining

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
QUEBEC AND ONTARIO							
SURFACE LABOUR							
Hoistmen—							
No. 1	Hour	.75	56	.78	48	.78	56
No. 2	Hour	.....	.....	.65-.70	56	.68-.73	56
No. 3	Hour	.....	.....	.65-.70	48	.70	56
No. 4	Hour	.....	.....	.65	57	.65	57
No. 5	Hour	.....	.....	.70-.75	48-56	.70-.75	48-54
No. 6	Hour	.....	.....	.75-.95	48	.75-95	48
No. 7	Hour	.....	.....	6.00*b*	54	.75	56
No. 8	Hour	.....	.....	.60-.65	48	.60-.65	56
No. 9	Hour	6.00*b*	56	.84	48	.84	48
No. 10	Day	6.50	54	6.50	48	6.50	48
No. 11	Day	6.00	56	6.40	48	6.40	48
No. 12	Day	.....	.....	6.50	48	6.50	48
No. 13	Day	.....	.....	6.00	56	6.00	48
No. 14	Hour	.....	.....	.73	48	.73	48
No. 15	Day	5.50	56	6.00	56	6.00	56
No. 16	Hour	.....	.....	.75	48	.75	56
No. 17	Hour	.68	56	.73	56	.73	56
No. 18	Hour	.....	.....	.73-.78	56	.73-.78	56
No. 19	Day	4.95	....	5.60	48	5.60	48
No. 20	Day	.....	.....	5.60	48	5.60	48
No. 21	Hour	.68	52	.73	48	.73	48
No. 22	Hour	.68	56	.73	56	.73	48
No. 23	Hour	.....	.....	.75	48	.75	48
No. 24	Hour	.....	.....	.75	56	.75	56
No. 25	Hour	.....	.....	.70	56	.70	56
No. 26	Hour	.....	.....	.70	56	.75-.75	56
No. 27	Hour	.....	.....	.75	56	.75	56
No. 28	Day	.....	.....	5.60	56	6.00	56
No. 29	Day	.....	.....	6.00	56	6.00	56
No. 30	Day	.....	.....	6.00-6.40	48	6.40	48
No. 31	Day	4.50	48	4.50	48	.....	.....
No. 32	Day	.....	.....	6.00	56	6.00	56
No. 33	Hour	.....	.....	.85	48	.85	48
No. 34	Hour	.....	.....	.85	48	.85	48
Machinists—							
No. 1	Hour	.65	54	.67-.72	54	.72	54
No. 2	Hour	.....	.....	.70-.75	48	.70-.80	48
No. 3	Hour	6.75*b*	54	.65-.85	45	.80-.85	48
No. 4	Day	6.75	54	6.80	48	6.80	48
No. 5	Day	4.95-5.85	54	5.60-6.40	48-56	5.60-6.40	48-56
No. 6	Day	.....	.....	5.00-5.75	48	5.00-5.75	48
No. 7	Hour	.60	54	.65-.75	48	.67-.75	48
No. 8	Hour	.....	.....	.65-.75	48	.75	48
No. 9	Hour	.75	48	.80	48	.80	48
No. 10	Hour	.....	.....	.65-.70	56	.75	56
No. 11	Day	5.50	48	5.90	48	5.90	48
No. 12	Hour	.62-.69	52	.61-.80	48	.61-.80	48
No. 13	Hour	.70	48	.75	48	.75	48
No. 14	Day	.....	.....	5.90	48	5.90	48
No. 15	Hour	.....	.....	.65-.70	48	.65-.75	48
No. 16	Hour	.....	.....	.70	63	.75	63
No. 17	Hour	.....	.....	.77-.85	45	.77-.85	45
No. 18	Day	.....	.....	6.00	56	5.00	56
No. 19	Hour	.....	.....	.77	48	.77	48
Electricians—							
No. 1	Hour	.65-.75	54	.67-.77	54	.67-.77	54
No. 2	Hour	.....	.....	.70	48	.70	48
No. 3	Hour	.....	.....	.45-.60	54	.53-.68	54
No. 4	Hour	.....	.....	.70-.80	48	.75-.80	48
No. 5	Hour	.....	.....	.70	54	.75	54
No. 6	Hour	6.30*b*	54	.65-.80	48	.70-.80	48
No. 7	Day	6.75	54	5.80-6.40	48	5.80-6.00	48
No. 8	Day	.....	.....	6.00-6.80	48	6.00-6.80	48
No. 9	Hour	.....	.....	.70-.75	48	.70-.80	56
No. 10	Hour	.69	48	.74	48	.74	48
Electricians— Conc.							
No. 11	Hour	.....	.....	.75	56	.75	48
No. 12	Day	5.50	48	5.35-5.90	48	5.35-5.90	48
No. 13	Hour	.....	.....	.52-.74	48	.52-.74	48
No. 14	Hour	.75	48	.70	48	.70	48
No. 15	Hour	.....	.....	.70	63	.70-.80	63
No. 16	Hour	.....	.....	.65	63	.65	63
No. 17	Hour	.....	.....	.67-.82	45	.67-.82	45
No. 18	Hour	.....	.....	.74-.82	48	.74-.82	48
Blacksmiths—							
No. 1	Hour	.65	....	.67-.72	54	.67-.72	54
No. 2	Hour	.....	.....	.65	54	.68	54
No. 3	Hour	.....	.....	.65	54	.70	54
No 4	Hour	.....	.....	,70	48	,70	48
No 5	Hour	.....	.....	.75	54	.70	54
No. 6	Hour	6.30*b*	54	.75	45	.75	45
No. 7	Day	6.00	54	5.40-6.00	48	5.40-6.00	48
No. 8	Day	6.00	54	6.40	48	6.40	48
No. 9	Day	6.50	63	5.40	48	5.40	48
No. 10	Day	.....	.....	.70*a*	63	5.00	56
No. 11	Day	6.00	54	6.40	48	6.40	48
No. 12	Hour	.....	.....	.84	48	.84	48
No. 13	Hour	.62-.75	48	.73	48	.73	48
No. 14	Day	4.95	48	5.35	48	5.35	48
No. 15	Hour	.69	52	.67-.74	48	.67-.74	48
No. 16	Hour	.....	.....	.75	63	.65	63
No. 17	Hour	.....	.....	.77	45	.77	45
Compressormen—							
No. 1	Day	.....	.....	5.20	48	5.20	48
No. 2	Day	6.00	63	6.00	56	6.00	56
No. 3	Hour	.....	.....	.60	48	.60	48
No. 4	Hour	.59	56	.64	56	.64	56
No. 5	Day	5.60	48	6.00	48	6.00	48
No. 6	Hour	.53	52	.61	56	.61	56
No. 7	Hour	.....	.....	.71	48	.71	48
Steel sharpeners—							
No. 1	Hour	.....	.....	.65	48	.65	48
No. 2	Hour	.....	.....	5.00*b*	48	.67	56
No. 3	Hour	.....	.....	.50	54	.58	54
No. 4	Hour	.....	.....	.60	48-54	.65	48
No. 5	Hour	5.50*b*	63	.75	48	.75	48
No. 6	Day	5.00	48	5.30	48	5.30	48
No. 7	Day	5.40	54	5.80	48	5.80	48
No. 8	Day	.....	.....	5.80	48	5.80	48
No. 9	Day	.....	.....	5.60	48	5.60	48
No. 10	Hour	.....	.....	.65	48	.65	48
No. 11	Hour	.....	.....	.65	56	.65	48
No. 12	Day	4.95	48	5.35	48	5.35	48
No. 13	Hour	.53	52	.67	48	.67	48
No. 14	Hour	.62	48	.67	48	.67	48
No. 15	Hour	.62	48	.67	48	.67	48
No. 16	Day	.....	.....	5.35	48	5.35	48
No. 17	Hour	.....	.....	.70	56	.60	64
No. 18	Hour	.....	.....	.71	45	.71	53
No. 19	Hour	.....	.....	.87	48	.87	48
No. 20	Hour	.....	.....	.65-.70	48	.70	48
No. 21	Day	.....	.....	5.33	56	5.33	56
No. 22	Day	.....	.....	6.00	48	5.20	56
Carpenters—							
No. 1	Hour	.65	54	.62	54	.62	54
No. 2	Hour	.....	.....	.50-.65	54	.58-.68	54
No. 3	Hour	.....	.....	.60	48	.60	48
No. 4	Hour	.....	.....	.60	54	.60	54

a Per hour. *b* Per day.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

B. Metal Mining—Continued

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
QUEBEC AND ONTARIO—*Con.*							
SURFACE LABOUR —*Cont.*							
Carpenters—							
Conc.							
No. 5	Hour	.....	....	.60	54	.60	54
No. 6	Hour	.....	....	.55–.65	48	.60–.65	48
No. 7	Hour	.....	....	4.25*b*	54	.50	56
No. 8	Hour	.....	....	.50	54	.60	54
No. 9	Hour	5.85*b*	54	.70–.75	45	.75	45
No. 10	Day	5.85	54	4.60–6.20	48	5.00–6.20	48
No. 11	Day	5.85	54	6.40	48	6.40	48
No. 12	Day	.....	....	5.60	48	5.60	48
No. 13	Day	.....	....	5.60	48	5.60	48
No. 14	Hour	.70	54	.65	48	.....	....
No. 15	Hour	.....	....	.75	48	.75	48
No. 16	Hour	.62	48	.67	48	.67	48
No. 17	Hour	.....	....	.65	56	.65	48
No. 18	Day	4.95	48	5.35	48	5.35	48
No. 19	Hour	.65	48	1.00	48	.....	....
No. 20	Hour	.62	52	.67	48	.67	48
No. 21	Day	.....	....	5.60	48	5.60	48
No. 22	Hour	.....	....	.64	48	.64	48
No. 23	Hour	.....	....	.70	63	.70	63
No. 24	Hour	.....	....	.60–.65	56	.65	63
No. 25	Hour	.....	....	.60	54	.60	63
No. 26	Day	.....	....	5.00	48	5.00	48
No. 27	Hour	.....	....	.69–.74	45	.69–.74	45
No. 28	Hour	.....	....	.74–.79	48	.74–.79	48
No. 29	Hour	.....	....	.55	63	.55	56
Labourers—							
No. 1	Hour	.42	54	.42	54	.42	54
No. 2	Hour	.....	....	.30–.35	54	.33–.40	54
No. 3	Hour	.....	....	.30	54	.35	54
No. 4	Hour	.....	....	.35–.40	48	.40	48
No. 5	Hour	.....	....	.40	54	.40	54
No. 6	Hour	.....	....	.40	54	.40	54
No. 7	Day	.....	....	3.75	48	3.75–4.00	48
No. 8	Hour	.....	....	3.00*b*	54	.35	54
No. 9	Hour	.44	54	.55	45	.55	45
No. 10	Day	3.50	54	3.90	48	4.00	48
No. 11	Day	3.75	54	4.15	48	4.15	48
No. 12	Day	.....	....	4.00	48	4.00	48
No. 13	Day	.....	....	4.00	48	4.00	48
No. 14	Hour	.45	54	.50	48	.50	48
No. 15	Hour	.....	....	.47–.60	48	.47–.60	48
No. 16	Hour	.....	....	.45	48	.45	56
No. 17	Hour	.53	48	.52–.61	48	.52–.61	48
No. 18	Hour	.....	....	.45	56	.45	48
No. 19	Day	3.75	48	4.15	48	4.15	48
No. 20	Hour	.47	52	.52	48	.52	48
No. 21	Hour	.53	48	.52	48	.52	48
No. 22	Day	.....	....	3.90	48	3.90	48
No. 23	Hour	.....	....	.49	48	.49	48
No. 24	Hour	.....	....	.47	63	.47	63
No. 25	Hour	.....	....	.47	56	.47	63
No. 26	Hour	.....	....	.40–.45	54	.45	63
No. 27	Day	.....	....	3.60	48	3.60	48
No. 28	Hour	.....	....	.52	48	.52	48
No. 29	Hour	.....	....	.52–.57	48	.52–.60	48
MILL LABOUR							
Crushermen—							
No. 1	Hour	.60	54	.63	54	.63	54
No. 2	Hour	.....	....	4.50*b*	54	.50	56
No. 3	Day	.....	....	4.40	56	4.40	56
No. 4	Hour	.....	....	.50	54	.50	54
No. 5	Day	.....	....	4.60	48	5.00	56
No. 6	Hour	.....	....	.50	60	.50	63
No. 7	Hour	6.25	56	.65–.73	48	.65–.73	48
Crushermen—							
Conc.							
No. 8	Day	4.25	56	5.00	48	5.00	48
No. 9	Day	4.50	53	4.80	48	4.80	48
No. 10	Day	.....	....	5.20	48	5.20–5.60	48
No. 11	Day	.....	....	4.75	53	4.75	63
No. 12	Hour	.....	....	.50–.53	48	.50–.53	48
No. 13	Day	4.00	56	4.65	48	4.65	48
No. 14	Hour	.....	....	.60	48	.60	48
No. 15	Hour	.53	56	.58	56	.58	56
No. 16	Hour	.....	....	.60	56	.60	56
No. 17	Day	4.50	56	4.90	48	4.90	48
No. 18	Hour	.47–.62	62	.52–.61	56	.52–.61	56
No. 19	Day	.....	....	4.90	48	4.90	48
No. 20	Hour	.....	....	.54–.60	48	.54–.60	48
No. 21	Hour	.....	....	.55	63	.55	63
No. 22	Hour	.....	....	.58	56	.58	56
No. 23	Hour	.....	....	.65–.70	56	.65–.70	56
No. 24	Hour	.....	....	.45	56	.45	56
No. 25	Day	.....	....	4.00	56	4.00	56
No. 26	Hour	.....	....	.74	48	.74	48
No. 27	Hour	.....	....	.71	48	.71	48
No. 28	Day	4.25	48	4.25	56	.....	....
Millmen—							
No. 1	Hour	.63	48	.51–.60	48	.51–.60	48
No. 2	Hour	.....	....	.35–.60	56	.40–.63	56
No. 3	Hour	.....	....	.60	56	.60	56
No. 4	Hour	.....	....	.60	48	.60	48
No. 5	Day	.....	....	5.00	56	5.00	56
No. 6	Hour	.....	....	.66	48	.66	48
No. 7	Hour	.....	....	4.50*b*	48	.56	56
No. 8	Day	.....	....	5.00	48	5.00	56
No. 9	Hour	5.25*b*	56	.74	48	.74	48
No. 10	Day	4.50	56	4.70–5.80	48	4.70–5.80	48
No. 11	Day	4.75	56	5.20	48	5.20	48
No. 12	Day	.....	....	5.20	48	5.20	48
No. 13	Day	.....	....	4.90	48	5.25	48
No. 14	Day	.....	....	4.75	48	4.75	48
No. 15	Hour	.....	....	.65	48	.65	56
No. 16	Day	4.50	56	5.20	48	5.20	48
No. 17	Hour	.....	....	.62	48	.62	48
No. 18	Hour	.56	56	.61	56	.61	56
No. 19	Hour	.....	....	.62	56	.62	56
No. 20	Day	4.50	56	4.90	48	4.90	48
No. 21	Hour	.....	....	.53	48	.58	48
No. 22	Hour	.53	52	.58–.67	56	.58–.67	56
No. 23	Hour	.53–.70	56	.55–.70	56	.55–.70	48
No. 24	Hour	.....	....	.61	48	.61	48
No. 25	Day	.....	....	4.95	56	4.95	56
No. 26	Hour	.....	....	.62	56	.62	56
No. 27	Hour	.....	....	.62–.65	56	.62–.65	56
No. 28	Day	.....	....	5.00	56	5.00	56
No. 29	Day	.....	....	4.90	48	4.90	48
No. 30	Day	.....	....	5.50	56	5.50	56
No. 31	Hour	.....	....	.50	56	.50	56
No. 32	Hour	.....	....	.74	48	.74	48
No. 33	Hour	.....	....	.66	48	.66	48
No. 34	Day	4.50	56	3.00	63	3.00	63
Solution men—							
No. 1	Hour	.....	....	.60	56	.63	56
No. 2	Hour	.....	....	.69	48	.69	48
No. 3	Hour	.....	....	.65	48	.65	48
No. 4	Day	.....	....	5.60	48	5.60	48
No. 5	Day	.....	....	5.25	48	5.25	56
No. 6	Day	.....	....	5.20	56	5.20	56
No. 7	Hour	.....	....	.60	56	.60	56
No. 8	Hour	.69	56	.74	48	.74	48
No. 9	Day	.....	....	6.40	48	6.40	48
No. 10	Day	5.00	56	5.60	48	5.60	48
No. 11	Day	.....	....	6.25	48	6.25	48
No. 12	Day	.....	....	5.90	48	6.25	48
No. 13	Day	.....	....	6.40	48	6.40	48
No. 14	Day	5.00	56	6.25	48	6.25	48
No. 15	Day	.....	....	5.50	48	5.50	48

b Per day.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

B. Metal Mining—Continued

Locality and Occupation	Period	1929 Wages	1929 Hrs wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
QUEBEC AND ONTARIO—*Con.*							
MILL LABOUR —*Conc.*							
Solution men— Conc.							
No. 16	Hour	.....	....	.64	48	.64	48
No. 17	Hour	.....	....	.64	56	.64	56
No. 18	Hour	.....	....	.71	56	.71	56
No. 19	Day	4.50	56	4.90	48	4.90	48
No. 20	Hour	.....	....	.79	56	.79	48
No. 21	Hour	.59	52	.64	48	.64	48
No. 22	Hour	.....	....	.70	48	.70	48
No. 23	Hour	.....	....	.675	48	.70	48
No. 24	Hour	.....	....	.74	56	.74	56
No. 25	Hour	.....	....	.74	56	.74	56
No. 26	Day	.....	....	5.75	56	5.75	56
No. 27	Hour	.....	....	.60	56	.60	56
No. 28	Hour	.....	....	.75	56	.75	56
Filtermen—							
No. 1	Hour	.53	48	.55	48	.55	48
No. 2	Hour	.....	....	.56	48	.56	48
No. 3	Hour	4.50b	56	.68	48	.68	48
No. 4	Day	4.25–5.00	63	5.00	48	5.00	48
No. 5	Day	4.25	56	4.80	48	4.80	48
No. 6	Day	4.50	56	4.90	48	4.90	48
No. 7	Hour	.56	52	.58–.61	56	.58–.61	56
No. 8	Hour	.....	....	.66	56	.66	48
No. 9	Day	.....	....	4.50	56	4.50	56
UNDERGROUND LABOUR							
Machine men or drill runners—							
No. 1	Hour	.63	48	.63	48	.63	48
No. 2	Day	.....	....	4.80	48	4.80	48
No. 3	Day	4.80–5.20	....	5.20	48	5.20	44
No. 4	Hour	.....	....	.60	48	.60	56
No. 5	Day	.....	....	4.80	48	4.80	48
No. 6	Hour	.....	....	.60	48	.65	48
No. 7	Hour	.....	....	.62	48	.62	48
No. 8	Hour	.....	....	.60	48	.60	48
No. 9	Day	4.75–6.00	56	6.45	48	6.20	48
No. 10	Day	4.75	48	5.20	48	5.20	48
No. 11	Day	4.80	56	5.20	48	5.20	48
No. 12	Day	4.75	63	5.20	48	5.20	48
No. 13	Day	.....	....	5.20*	48	5.20*	48
No. 14	Day	.....	....	5.20	48	5.20	48
No. 15	Hour	.....	....	.75	48	.75	48
No. 16	Day	.....	....	5.15	48	5.15	48
No. 17	Hour	.....	....	.65	48	.65	48
No. 18	Hour	.60	48	.65	48	.65	48
No. 19	Hour	.....	....	.65	56	.65	48
No. 20	Day	.....	....	5.20	48	5.20	48
No. 21	Day	4.80	....	5.20	48	5.20	48
No. 22	Hour	.....	....	.65	48	.65	48
No. 23	Hour	.60	52	.65	48	.65	48
No. 24	Hour	.60	48	.65	48	.65	48
No. 25	Hour	.....	....	.65	56	.65	56
No. 26	Hour	.....	....	.65	56	.65	56
No. 27	Hour	.....	....	.65	48	.65	48
No. 28	Day	.....	....	5.20	52	5.20	56
No. 29	Day	6.00	56	5.50	56	5.50	56
No. 30	Day	.....	....	5.50	56	5.50	56
No. 31	Hour	.....	....	.60	56	.60	56
No. 32	Day	4.70	48	5.70	48	5.70	48
No. 33	Hour	.....	....	.71	48	.71	48
No. 34	Day	4.50	48	4.50	48	.....	....

Locality and Occupation	Period	1929 Wages	1929 Hrs per wk.	1939 Wages	1939 Hrs per wk.	1940 Wages	1940 Hrs per wk.
		$		$		$	
Machine men's or drill runners' helpers—							
No. 1	Hour	.53	48	.56	48	.56	48
No. 2	Day	.....	....	4.64	48	4.64	48
No. 3	Day	.....	....	4.24	48	4.24	48
No. 4	Hour	.....	....	.53	48	.55	48
No. 5	Hour	.....	....	.53	48	.53	56
No. 6	Day	.....	....	4.00	48	4.50	48
No. 7	Hour	.....	....	.56	48	.56	48
No. 8	Hour	.....	....	.53	48	.53	48
No. 9	Day	4.25–5.50	56	5.75	48	5.38	48
No. 10	Day	4.25	48	4.60	48	4.60	48
No. 11	Day	4.25	56	4.65	48	4.65	48
No. 12	Day	4.25	48	4.65	48	4.65	48
No. 13	Day	.....	....	4.65	48	4.65	48
No. 14	Day	.....	....	4.65	48	4.65	48
No. 15	Hour	.....	....	.69	48	.69	48
No. 16	Hour	.....	....	.58	48	.58	48
No. 17	Hour	.53	48	.58	48	.58	48
No. 18	Hour	.53	52	.58	48	.58	48
No. 19	Hour	.60	48	.58	48	.58	48
No. 20	Hour	.....	....	.60	48	.60	48
No. 21	Day	.....	....	4.65	48	4.65	48
No. 22	Hour	.....	....	.58	48	.58	48
No. 23	Hour	.....	....	.58	56	.58	56
No. 24	Hour	.....	....	.58	56	.58	56
No. 25	Hour	.....	....	.53	56	.53	56
No. 26	Day	.....	....	4.75	56	4.75	56
No. 27	Day	5.50	56	4.75	56	4.75	56
No. 28	Day	4.25	48	5.05	48	5.05	48
No. 29	Hour	.....	....	.71	48	.71	48
Timbermen—							
No. 1	Hour	.63	48	.63	48	.63	48
No. 2	Hour	.....	....	.62	48	.62	48
No. 3	Hour	.....	....	.60	48	.60	48
No. 4	Day	.....	....	4.80	48	5.00	56
No. 5	Day	.....	....	4.80	48	4.80	48
No. 6	Day	.....	....	5.20	48	5.20	48
No. 7	Hour	.....	....	.60	48	.65	48
No. 8	Day	.....	....	4.80	56	4.80	56
No. 9	Day	6.50	56	6.90	48	6.27	48
No. 10	Day	4.75	48	5.20	48	5.20	48
No. 11	Day	4.80	56	5.20	48	5.20	48
No. 12	Day	.....	....	5.20	48	5.20	48
No. 13	Hour	.....	....	.65	48	.65	48
No. 14	Day	.....	....	5.20	48	5.20	48
No. 15	Day	.....	....	5.15	48	5.15	48
No. 16	Day	4.75	56	5.20	48	5.20	48
No. 17	Hour	.....	....	.65	56	.65	56
No. 18	Hour	.....	....	.65	48	.65	48
No. 19	Hour	.....	....	.65	48	.65	48
No. 20	Hour	.60	48	.65	48	.65	48
No. 21	Hour	.60	52	.65	48	.65	48
No. 22	Hour	.725	48	.65	48	.65	48
No. 23	Day	4.80	48	5.20	48	5.20	48
No. 24	Hour	.....	....	.65	56	.65	56
No. 25	Hour	.....	....	.65	56	.65	56
No. 26	Hour	.....	....	.65	48	.65	48
No. 27	Day	.....	....	5.50	56	5.50	56
No. 28	Day	4.50	48	4.50	48	.....	....
No. 29	Hour	.59	48	.71	48	.71	48
No. 30	Hour	.....	....	.71	48	.71	48
Timbermen's helpers—							
No. 1	Day	.....	....	4.64	48	4.64	48
No. 2	Day	.....	....	4.00	48	4.25	56
No. 3	Hour	.....	....	.56	48	.56	48
No. 4	Day	5.25	56	5.90	48	5.40	48
No. 5	Day	.....	....	4.60	48	4.60	48
No. 6	Day	.....	....	4.65	48	4.65	48
No. 7	Day	4.25	48	4.65	48	4.65	48
No. 8	Day	.....	....	4.65	48	4.65	48
No. 9	Hour	.....	....	.60	48	.60	48

* Plus bonus.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

B. Metal Mining—Continued

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
QUEBEC AND ONTARIO—*Cont.*							
UNDERGROUND LABOUR—*cont.*							
Timbermen's helpers—Conc.							
No. 10	Hour	.....	....	.58	56	.58	56
No. 11	Hour	.53	52	.58	48	.58	48
No. 12	Day	4.25	48	4.65	48	4.65	48
No. 13	Hour	.....	....	.58	56	.58	56
No. 14	Hour	.....	....	.58	56	.58	56
No. 15	Hour	.....	....	.63	48	.71	48
Muckers and trammers—							
No. 1	Hour	.53	48	.56	48	.56	48
No. 2	Hour	.....	....	.53	48	.53	48
No. 3	Hour	.....	....	.53	48	.53	48
No. 4	Day	.....	....	4.00–4.40	48	4.00–4.40	48
No. 5	Day	.....	....	4.00	48	4.25	56
No. 6	Hour	.....	....	.50	48	.53	48
No. 7	Hour	.....	....	4.25*b*	48	.53	56
No. 8	Day	.....	....	4.24	48	4.24	48
No. 9	Day	5.00	56	5.70	48	5.59	48
No. 10	Day	4.25	56	4.65	48	4.65	48
No. 11	Day	.....	....	4.65	48	4.65	48
No. 12	Day	.....	....	4.65	48	4.65	48
No. 13	Day	4.25	48	4.60	48	4.60	48
No. 14	Day	.....	....	4.80	48	4.80	48
No. 15	Day	.....	....	4.65*	48	4.65*	48
No. 16	Day	4.25	56	4.65	48	4.65	48
No. 17	Hour	.....	....	.58	48	.58	48
No. 18	Hour	.53	52	.58–.65	48	.58–.65	48
No. 19	Hour	.53	48	.58	48	.58	48
No. 20	Hour	.53	48	.58	48	.58	48
No. 21	Day	4.24	....	4.64	48	4.64	48
No. 22	Hour	.....	....	.60	48	.60	48
No. 23	Hour	.....	....	.58	56	.58	56
No. 24	Hour	.....	....	.58	48	.58	48
No. 25	Hour	.....	....	.58	56	.58	56
No. 26	Day	.....	....	4.40	52	4.40	56
No. 27	Day	.....	....	4.75	56	4.75	56
No. 28	Day	5.00	56	4.75	56	4.75	56
No. 29	Day	4.25	48	5.05	48	5.05	48
No. 30	Day	3.75	48	3.85	48	.....	....
No. 31	Hour	.....	....	.63–.71	48	.71	48
No. 32	Hour	.....	....	.53	56	.53	56
Samplers—							
No. 1	Hour	.57	48	.60	48	.63	48
No. 2	Day	.....	....	4.80	48	5.20	48
No. 3	Day	4.75	56	5.15	48	5.15	48
No. 4	Day	4.75–5.00	48	5.00–5.40	48	5.00–5.40	48
No. 5	Day	4.80	48	5.20	48	5.20	48
No. 6	Day	.....	....	5.20	48	5.20	48
No. 7	Day	.....	....	5.00	48	5.00	48
No. 8	Day	.....	....	5.45	48	5.45	48
No. 9	Day	4.75	48	5.20	48	5.20	48
No. 10	Hour	.....	....	.65	48	.65	48
No. 11	Hour	.....	....	.65	48	.65	48
No. 12	Hour	.....	....	.65	48	.65	48
No. 13	Day	4.80	48	5.20	48	5.20	48
No. 14	Hour	.60	52	.65	48	.65	48
No. 15	Hour	.60	48	.65	48	.65	48
Nippers—							
No. 1	Hour	.53	48	.56	48	.56	48
No. 2	Day	.....	....	4.65	48	4.65	48
No. 3	Day	.....	....	4.00	48	4.25	48
No. 4	Day	4.75	56	5.15	48	5.59	48
No. 5	Day	.....	....	4.60	48	4.60	48
No. 6	Day	.....	....	4.40	48	4.40	48
No. 7	Hour	.....	....	.65	48	.65	48
Nippers—Conc.							
No. 8	Hour	.....	....	.58	48	.58	48
No. 9	Hour	.....	....	.65	48	.65	48
No. 10	Day	4.25	48	4.65	48	4.65	48
No. 11	Hour	.53	52	.58–.65	48	.58–.65	48
No. 12	Hour	.....	....	.63–.71	48	.63–.71	48
No. 13	Hour	.....	....	.53	48	.55	48
Cage and skip-tenders—							
No. 1	Hour	.63	56	.63	48	.63	48
No. 2	Hour	.....	....	.55	48	.55	48
No. 3	Day	.....	....	5.40	48	5.40	48
No. 4	Day	.....	....	4.00–4.60	56	4.50–5.00	56
No. 5	Hour	.....	....	.62	56	.62	48
No. 6	Day	.....	....	4.80	48	5.20	48
No. 7	Day	.....	....	4.80–5.20	48	4.80–5.20	48
No. 8	Hour	.....	....	.60	48	.60	48
No. 9	Day	5.50	56	5.65	48	5.65	48
No. 10	Day	4.75	53	5.40	48	5.40	48
No. 11	Day	4.50–5.00	56	4.60–5.50	48	4.60–5.50	48
No. 12	Day	5.00	56	5.40	48	5.40	48
No. 13	Day	.....	....	5.85	48	5.85	48
No. 14	Day	.....	....	5.60	48	5.60	48
No. 15	Day	.....	....	5.15	56	5.15	56
No. 16	Day	.....	....	4.75–5.75	48	4.75–5.75	48
No. 17	Hour	.....	....	.65	48	.65	48
No. 18	Hour	.60	48	.65	56	.65	56
No. 19	Hour	.....	....	.65	56	.65	56
No. 20	Day	4.80	48	5.20	48	5.20	48
No. 21	Hour	.53	52	.58–.65	48	.58–.65	48
No. 22	Hour	.....	....	.60–.65	48	.60–.65	48
No. 23	Hour	.....	....	.65	56	.65	56
No. 24	Hour	.....	....	.65	56	.65	56
No. 25	Hour	.....	....	.70	56	.70	56
No. 26	Day	.....	....	5.50	56	5.50	56
No. 27	Hour	.....	....	.53	56	.60	56
No. 28	Hour	.....	....	.77	48	.77	48
No. 29	Day	4.50	48	4.25	48	.....	....
Chute blasters and scalers							
No. 1	Hour	.....	....	.60	56	.60	56
No. 2	Hour	.63	48	.63	48	.63	48
No. 3	Day	.....	....	5.00–5.25	48	5.50–5.75	48–56
No. 4	Day	4.75	48	5.20	48	5.20	48
No. 5	Day	5.25	48	5.20	48	5.20	48
No. 6	Day	4.75	56	5.20	48	5.20	48
No. 7	Hour	.60	48	.65	48	.65	48
No. 8	Hour	.....	....	.65	48	.65	48
No. 9	Day	4.80	48	5.20	48	5.20	48
No. 10	Hour	.60	52	.58–.65	48	.58–.65	48
No. 11	Hour	.60	48	.65	48	.....	....
No. 12	Hour	.....	....	.71	48	.71	48
No. 13	Day	4.70	48	5.70	48	5.70	48
No. 14	Day	4.50	48	4.50	48	.....	....
Pipefitters—							
No. 1	Hour	.63	48	.63	48	.63	48
No. 2	Day	.....	....	5.20	48	5.20	48
No. 3	Day	.....	....	4.80	48	4.80	48
No. 4	Day	4.95–5.85	56	5.15–5.65	48	5.15–5.65	48
No. 5	Day	4.75	48	5.20	48	5.20	48
No. 6	Day	4.80	56	5.20–5.65	48	5.20–5.65	48
No. 7	Day	.....	....	5.20–5.60	48	5.20–5.60	48
No. 8	Hour	.....	....	.65	48	.65	48
No. 9	Hour	.60	48	.65	48	.65	56
No. 10	Hour	.60	48	.65	48	.65	48
No. 11	Day	4.80	48	5.20	48	5.20	48
No. 12	Hour	.60	52	.58–.65	48	.58–.65	48
No. 13	Hour	.60	48	.65–.73	48	.65	48
No. 14	Hour	.....	....	.65	56	.65	63
No. 15	Hour	.....	....	.77	48	.77	48

* Plus bonus. *b* Per day.

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Continued

B. Metal Mining—Continued

Locality and Occupation	Period	1929		1939		1940	
		Wages	Hrs per wk.	Wages	Hrs per wk.	Wages	Hrs per wk.
		$		$		$	
QUEBEC AND ONTARIO—*Conc.*							
UNDERGROUND LABOUR—*Conc.*							
Deckmen—							
No. 1	Hour			.60	48	.60	48
No. 2	Hour			.53	48	.53	48
No. 3	Hour			.50	48–54	.53	48–54
No. 4	Day			4.40	48	4.40	48
No. 5	Hour			4.25*b*	48	.53	48
No. 6	Day			4.00	48	4.00	48
No. 7	Hour			.60	54	.60	48
No. 8	Day	4.25	56	5.15	48	5.15	48
No. 9	Day	4.25	56	4.65–5.20	48	4.65–5.20	48
No. 10	Day	4.25	56	4.60	48	4.60	48
No. 11	Day			4.65	56	4.65	48
No. 12	Day			4.65	48	4.65	48
No. 13	Day			4.90	48	4.90	48
No. 14	Hour			.60	48	.60	48
No. 15	Day	4.25	63	4.65	48	4.65	48
No. 16	Hour			.58	48	.58	48
No. 17	Day	4.25	48	4.65	48	4.65	48
No. 18	Hour			.58	56	.58	56
No. 19	Hour			.58	56	.55	56
No. 20	Hour			.46	56	.46	56
No. 21	Day			4.80	63	4.80	63
No. 22	Day			5.20	48	5.20	48
No. 23	Day	4.00	48	3.85	48		
No. 24	Hour			.71	48	.71	48
Trackmen—							
No. 1	Hour					.56	48
No. 2	Hour	.57	48	.60	48	.60	48
No. 3	Day			5.15–5.65	48	5.15–5.65	48
No. 4	Day	4.75	48	4.60–5.20	48	4.60–5.20	48
No. 5	Day	4.80	56	5.20	48	5.20	48
No. 6	Day			5.50	48	5.50	48
No. 7	Hour			.65	48	.65	48
No. 8	Hour	.60	48	.65	48	.65	48
No. 9	Day	4.80	48	5.20	48	5.20	48
No. 10	Hour			.77	48	.77	48
No. 11	Hour			.71	48	.71	48
No. 12	Hour			.65	48	.65	48
No. 13	Day			5.50	56	5.50	56
Motormen—							
No. 1	Hour	.63	48–54	.63	48	.63	48
No. 2	Day			5.20	48	5.20	48
No. 3	Day	4.75	56	5.55	48	5.61	48
No. 4	Day	4.75	48	5.20	48	5.20	48
No. 5	Day	4.50	48	4.90	48	4.90	48
No. 6	Day			4.90	48	4.90	48
No. 7	Day			5.40	48	5.40	48
No. 8	Hour			.65	48	.65	48
No. 9	Hour			.65	56	.65	48
No. 10	Hour	.60	48	.65	48	.65	48
No. 11	Day	4.80	48	5.20	48	5.20	48
No. 12	Day			5.20	48	5.20	48
No. 13	Hour	.60	52	.65	48	.65	48
No. 14	Hour	.60	48	.65	48	.65	48
No. 15	Day			5.00	56	5.00	56
No. 16	Hour			.71	48	.71	48

(b) Per day.

Locality and Occupation	1929		1939		1940	
	Wages per day	Hrs per wk.	Wages per day	Hrs per wk.	Wages per day	Hrs per wk.
	$		$		$	
MANITOBA AND SASKATCHEWAN						
SURFACE LABOUR						
Carpenters—						
No. 1	5.50	63	5.35	48	5.35	48
No. 2	6.75	63	5.20	56	5.20	56
No. 3			5.20	48	5.20	48
No. 4			5.20	56	5.20	56
No. 5			6.30	54	6.30	54
No. 6			5.00	56	5.00	56
Blacksmiths—						
No. 1	6.75	63	6.65	48	6.65	48
No. 2	7.00	63	5.60	56	5.60	56
No. 3			5.20	48	5.20	48
No. 4			5.20	56	5.20	56
No. 5			6.50–7.00	63	6.50–7.00	63
No. 6			5.00	56	5.25	56
Electricians—						
No. 1	6.75	63	7.00	48	7.00	48
No. 2	6.75	63	5.20	56	6.00	56
No. 3			7.70	48	7.70	48
No. 4			5.83	63	6.33	63
No. 5			4.75	56	5.00	56
Machinists—						
No. 1	6.75	63	6.65	48	6.65	48
No. 2	7.20	63	5.20–5.60	56	5.20–5.60	56
No. 3			4.80–5.60	48	4.80–5.60	48
No. 4			4.75	56	4.75	56
No. 5			5.00	56	5.20	56
No. 6			5.25	48	5.25	48
Hoistmen—						
No. 1	5.60	56	5.28–6.24	48	5.28–6.24	48
No. 2	6.40	56	5.60	56	5.60	56
No. 3			5.20	48	5.20	48
No. 4			5.04	56	5.04	56
No. 5			6.00	56	6.00	56
No. 6			5.00	56	5.00	56
Labourers—						
No. 1	3.00	63	4.00	48	4.00	48
No. 2	3.60	63	3.20	56	3.20	56
No. 3			3.60	48	4.00	48
No. 4			3.20	56	3.20	56
No. 5			3.60	54	3.60	54
No. 6			4.00	56	4.00	56

TABLE VIII—WAGES AND HOURS OF THE MINING INDUSTRY—Continued

B. Metal Mining—Continued

Locality and Occupation	1929 Wages per day	1929 Hrs per wk.	1939 Wages per day	1939 Hrs per wk.	1940 Wages per day	1940 Hrs per wk.
	$		$		$	
MANITOBA AND SASKATCHEWAN—*Con.*						
MILL LABOUR						
Millmen—						
No. 1	4.80	56	4.96–5.28	48	4.96–5.28	48
No. 2	5.00	56	5.20	56	5.20	56
No. 3			4.75	56	5.00	56
No. 4			4.75	56	4.75	56
No. 5			4.75	56	4.75	56
Solution men—						
No. 1	5.00	56	5.50	48	5.50	48
No. 2			5.00	56	5.50	56
No. 3			5.00	56	5.00	56
No. 4			5.25	56	5.25	56
UNDERGROUND LABOUR						
Miners—						
No. 1	4.80	56	5.25	48	5.25	48
No. 2	5.00	56	5.20	56	5.20	48
No. 3			5.00	48	5.25	48
No. 4			5.04*	56	5.04*	56
No. 5			5.25	52	5.25	52
No. 6			5.00	56	5.00*	52
Miners' helpers—						
No. 1	4.00	56	4.50	48	4.50	48
No. 2	5.00	56	4.65	56	4.65	48
No. 3			4.50	48	4.75	48
No. 4			4.75	52	4.75	52
No. 5			4.40*	56	4.40*	56
Timbermen—						
No. 1	4.80	56	5.25	48	5.25	48
No. 2	5.00	56	5.20	56	5.20	48
No. 3			5.00	48	5.25	48
No. 4			5.25	48	5.25	48
Muckers and trammers						
No. 1	4.00	56	4.50	48	4.50	48
No. 2	4.50	56	4.65	56	4.65–5.20	56
No. 3			4·25–4.75	48	4.50–5.00	48
No. 4			4.40*	56	4.40*	56
No. 5			4.75	52	4.75	52
No. 6			4.50	56	4.50*	52
Cage tenders—						
No. 1	4.00	56	5.25	48	5.25	48
No. 2			5.20	56	5.20	56
No. 3			5.00	48	5.25	48
No. 4			5.04	56	5.04	56
No. 5			5.25	56	5.25	56
No. 6			4.75	56	4.75	52
Deckmen—						
No. 1	5.00	56	4.65	56	4.65	56
No. 2			4.25	48	4.25	48
No. 3			5.04	56	5.04	56
No. 4			4.75	56	4.75	56
No. 5			4.50	56	4.50	56
Pipemen—						
No. 1	4.80	56	5.25	48	5.25	48
No. 2			5.20	56	5.20	48
No. 3			4.75	48	4.75	48
No. 4			5.00	56	5.00	52
Samplers—						
No. 1	4.00	56	4.50	48	4.50	48
No. 2			5.00	48	5.00	48
No. 3			4.75	54	4.75	54

Locality and Occupation	1929 Wages per day	1929 Hrs per wk.	1939 Wages per day	1939 Hrs per wk.	1940 Wages per day	1940 Hrs per wk.
	$		$		$	
BRITISH COLUMBIA						
SURFACE LABOUR						
Electricians—						
No. 1			5.65	48	5.65	48
No. 2			5.00	48	5.25	48
No. 3			5.50	48	5.50	48
No. 4			4.65–5.65	48	5.65	48
No. 5	6.25	56	5.50–6.25	48	5.50–6.25	48
No. 6	5.20	48	5.00	48	5.00	48
No. 7			5.00	56	5.50	56
No. 8			6.50	52	6.50	52
No. 9	6.65	56	6.65	48	7.00	48
Carpenters—						
No. 1			5.65	48	5.65	48
No. 2			5.20	48	5.20	48
No. 3			4.50–5.00	56	5.00	56
No. 4			5.50	45–56	5.50	45–48
No. 5			5.65	48	5.65	48
No. 6			5.50	56	5.50	56
No. 7			4.50	52		
No. 8	6.00	56	5.25–6.25	48	5.25–5.50	48
No. 9	5.20	48	5.00	48	5.00	48
No. 10	6.00	56	5.50	48	5.50	48
No. 11			6.00	52	5.50	52
No. 12			5.50	52	5.50	52
Blacksmiths—						
No. 1			5.75	48	5.75	48
No. 2			5.50	45–56	5.50	45–48
No. 3	6.00	56	5.25	56	5.25	56
No. 4	5.50	56	5.50–6.00	48	5.50–6.00	48
No. 5	5.40	48	5.00	48	5.00	48
No. 6	6.00	56	6.00	48	6.00	48
No. 7			5.50	52	5.50	52
No. 8			5.50	48	5.50	48
No. 9			5.50	48	5.50	48
Machinists—						
No. 1			5.50	45–56	5.50	45–48
No. 2			5.65	48	5.65	48
No. 3	5.75	56	5.50–6.25	48	5.00–6.50	48
No. 4	5.20	48	5.00	48	5.00	48
No. 5			5.00	52	5.00	52
No. 6	6.00	56	6.00	48	5.50–7.00	48
No. 7			5.50	48	5.50	48
No. 8			5.90	48	5.90	48
Steel sharpeners—						
No. 1			5.75	48	5.75	48
No. 2			5.50	52	5.50	52
No. 3			4.75–5.90	48	4.75–5.90	48
No. 4	5.75	56	5.75	48	5.75	48
No. 5			5.50	52	5.50	52
No. 6	5.25	56	5.25	48	5.25	48
No. 7			5.00	48	5.00	48
No. 8			5.25	45–56	5.25	45–48
Compressors—						
No. 1			5.50	48–56	5.50	48–56
No. 2			5.00	56	5.00	56
No. 3			5.75	48	5.75	48
No. 4	5.50	56	5.50	48	5.50	48
No. 5			5.25	52	5.25	52

TABLE VIII.—WAGES AND HOURS IN THE MINING INDUSTRY—Concluded

B. Metal Mining—Concluded

Locality and Occupation	1929		1939		1940	
	Wages per day	Hrs per wk.	Wages per day	Hrs per wk.	Wages per day	Hrs per wk.
	$		$		$	
BRITISH COLUMBIA—*Conc.*						
SURFACE LABOUR—*Conc.*						
Labourers—						
No. 1			4.25	48	4.25	48
No. 2			4.00	48	4.00	48
No. 3			4.00	56	4.00	56
No. 4			4.00	48	4.00	48
No. 5			4.50	48	4.50	52
No. 6			4.25–4.75	48	4.25–4.75	48
No. 7	4.25	56	4.25	48	4.25	48
No. 8			4.00–4.50	52	4.50	52
No. 9	4.25	56	3.85–5.00	48	3.85–4.50	48
No. 10	4.05	48	3.85	48	3.85	48
No. 11			4.50	48	4.50	48
No. 12			4.00	48	4.00	48
MILL LABOUR						
Crushermen—						
No. 1			5.25	48	5.25	48
No. 2			5.25	48	5.25	48
No. 3			5.25	48	5.50	48
No. 4			5.25	48	5.25	48
No. 5	4.75	56	4.50	48	4.50	48
No. 6			4.50	48	4.50	48
No. 7			4.50	56	4.50	48
No. 8			4.00	52	.....	.....
No. 9			5.00	48	5.00	48
No. 10			4.75	48	4.75	48
Millmen—						
No. 1			5.50	48	5.50	48
No. 2			5.25	56	5.25	52
No. 3			5.00	52	5.00	48
No. 4			5.75	48	5.75	48
No. 5			4.65	48	4.65	48
No. 6			5.15	48	5.15	48
No. 7			5.50	48	5.50	48
No. 8			5.00	56	5.00	48
No. 9			5.00	48	5.00	48
No. 10			4.50	52	.....	.....
No. 11	4.70	48	4.50	48	4.50	48
No. 12			5.00	48	5.00	56
No. 13	4.75	56	3.20–5.00	48	3.20–5.00	48
UNDERGROUND LABOUR						
Miners—						
No. 1			5.65	48	5.65	48
No. 2			5.25	48	5.25	48
No. 3	5.50		4.00	56	4.00	56
No. 4			5.25*	52	5.25*	52
No. 5			5.00	45–56	5.00	45–48
No. 6			5.00	52	5.00	52
No. 7			5.65	48	5.65	48
No. 8	5.50		5.50	48	5.50	48
No. 9			5.00	48	5.00	48
No. 10	4.75		4.75	48	4.75	48
No. 11	4.70		4.50	48	4.50	48
No. 12			5.00	52	5.00	52
No. 13			5.00	52	5.00	52
No. 14			4.50	52	.....	.....
No. 15			5.00	56	5.00	56
Muckers, trammers, etc.—						
No. 1			5.00	48	5.00	48
No. 2			4.75	48	4.75	48
No. 3	5.00	56	3.50	56	3.50	56
No. 4			4.50	52	4.75	52
No. 5			4.50	45–56	4.50	45–48
No. 6			4.50	48	4.50	52
No. 7			5.00	48	5.00	48
No. 8	5.00	56	5.00	48	5.00	48
No. 9	4.20	48	4.00	48	4.00	48
No. 10	4.25	56	4.25	48	4.25	48
No. 11			4.50	48	4.50	48
No. 12			4.50	52	4.50	52
No. 13			4.50	52	4.50	52
No. 14			4.00	52	.....	.....
No. 15			4.50	56	4.50	56
Timbermen—						
No. 1			5.65	48	5.65	48
No. 2			5.25	52	5.25	52
No. 3			5.00	48	5.00	48
No. 4			5.65	48	5.65	48
No. 5	5.50	56	5.50	48	5.50	48
No. 6	4.70	48	4.50	48	4.50	48
No. 7	4.75	56	4.75–5.25	48	4.75–5.25	48
No. 8			5.50	52	6.00	52
No. 9			5.50	52	5.50	52
No. 10			5.00	48	5.00	48
No. 11			4.50	52	.....	.....
No. 12			5.00	56	5.00	56
No. 13			5.00	45–56	5.00	45–48
Timbermen's helpers—						
No. 1			5.00	48	5.00	48
No. 2			5.00	48	5.00	48
No. 3			5.00	48	5.00	48
No. 4	4.50	56	4.25–4.50	48	4.25–4.50	48
No. 5			4.50	45–56	4.50	45–48
No. 6			4.50	56	4.50	56
Nippers						
No. 1			5.00	48	5.00	48
No. 2			4.50–4.75	45–56	4.50–4.75	45–48
No. 3			5.00	48	5.00	48
No. 4			5.00	48	5.00	48
No. 5	4.45	48	4.50	48	4.50	48
No. 6	4.25	56	4.25	48	4.25	48
Cage and skiptenders—						
No. 1			5.25	48	5.25	48
No. 2			5.00	45–56	5.00	45–48
No. 3	4.50	56	4.50	48	4.25–4.75	48
No. 4			4.75	52	4.75	52
No. 5			5.50	48	5.50	48
No. 6			4.50	48	4.50	48
No. 7			4.75	56	4.75	56
No. 8			5.00	48	5.00	48
Hoistmen—						
No. 1			5.65	48	5.65	48
No. 2			5.25	48	5.25	48
No. 3			5.25	48	5.25	48
No. 4			4.50	56	4.50	56
No. 5			5.50	45–56	5.50	45–48
No. 6	5.25	56	4.50–5.25	48	4.50–5.25	48
No. 7			5.65	48	5.65	48
No. 8	5.50	56	5.50	48	5.50	48
No. 9			5.00	52	5.00	52
No. 10			4.25	52	.....	.....
No. 11			5.00	48	5.00	48
No. 12			5.50	56	5.50	56
No. 13			5.50	48	5.50	52
No. 14			5.00	48	5.00	48
Motormen—						
No. 1			5.40	48	5.40	48
No. 2			5.25	48	5.25	48
No. 3			5.00	45–56	5.00	45–48
No. 4	5.50	56	5.50	48	5.50	48
No. 5			4.50	56	4.50	56
No. 6	4.50	56	4.50	48	4.50–4.75	48
No. 7			5.00	48	5.00	48
No. 8	4.45	48	4.25	48	4.25	48
No. 9			5.00	52	5.00	52
No. 10			5.00	52	5.00	52

TABLE IX.—WAGES AND HOURS OF COMMON LABOUR IN FACTORIES

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
NOVA SCOTIA						
Halifax—						
No. 1	.35	55	.35	50	.35	55
No. 2	.30–.32	50	.35–.37	50	.35–.37	50
No. 3	.35	50	.42	44	.42	44
No. 4	.33	50	.37	44	.37	44
No. 5	.32	47	.34	44	.34	44
No. 6			.40	44	.45	44
No. 7	.355	50	.30	50	.30	50
New Glasgow—						
No. 1	.275–.34	50	.30–.355	40	.36	40
No. 2	.30	55	.35	45	.35	45
No. 3	.325	55	.33	52½	.37	52½
No. 4	.30	54	.30–.35	48	.34–.40	48
NEW BRUNSWICK						
Saint John—						
No. 1	.27	50	.30	44	.33	54
No. 2			.27–.30	54	.32	50
No. 3	.295	54	.30–.32	50	.30–.33	54
No. 4	.28	48–72	.37	48–56	.37	48–54
No. 5	.30–.405	49½	.34–.48	47	.38–.46	47
No. 6	.30	54	.34–.40	44	.35	44
No. 7	.30	50	.36	44	.36	44
No. 8	.30	50	.30–.33	40	.30–.35	55
No. 9	.335	48	.30	54	.40	54
Moncton—						
No. 1			.35	48	.385	48
No. 2			.25–.30	50	.25–.30	52–62
No. 3	.28–.335	54	.30	48	.30	59
No. 4			.365	46½	.40	45
No. 5	.25	52	.23	52	.23	52
QUEBEC						
Quebec—						
No. 1	.32	59	.32	59	.32	59
No. 2	.35	54	.30	48	.30–.35	48
No. 3	.35–.40	54	.30	40	.35–.40	48
No. 4			.30–.35	40	.35	60
No. 5	.25	60	.27–.37	48	.27–.37	48
No. 6			.32–.42	44	.30–.42	44–60
No. 7	.385	49½	.33–.42	48	.33–.42	48
No. 8	.265	55	.27	55	.30	50
No. 9			.40	48	.40	48
No. 10			.42	48	.45	48
Three Rivers—						
No. 1			.25	54	.25	54
No. 2	.25	60	.275–.30	44	.25–.30	44
No. 3	.32–.37	54	.40	48	.45	48–60
No. 4	.30–.40	60	.43	48	.45	48–60
No. 5	.32	54	.43	40	.45	48
No. 6			.34	50	.39	50
Sherbrooke—						
No. 1	.35	50	.35	50	.35	50
No. 2	.35–.45	50	.30–.40	48	.30–.40	50
No. 3	.30–.40	55	.30–.35	48	.30–.35	55
No. 4			.25–.30	48	.28	55
Montreal—						
No. 1	.35–.40	50	.37	50	.39	50
No. 2	.35–.45	55	.36–.40	47½	.36–.40	47½
No. 3			.25	50	.25	50
No. 4			.275–.30	54	.26–.30	54
No. 5			.26	55	.26	55
No. 6	.25	54	.25	54	.25	50
No. 7			.40	44	.44	44
No. 8			.30–.375	48–57	.30–.40	48–57
Montreal—Conc.						
No. 9	.325	60	.315	48	.35	48
No. 10			.30	54	.30	54
No. 11			.375–45	44–48	.35–.50	44–48
No. 12	.35	60	.36	55	.40	55
No. 13	.35–.425	60	.30–.38	60	.315–.39	60
No. 14	.30–.325	55	.325–.38	54	.325–.35	54
No. 15	.30	60	.40	48	.40	48
No. 16	.30	60	.40	48	.40	48
No. 17			.30	40–54	.30	47
No. 18	.30–.45	55	.35–.40	55	.35	55
No. 19	.275	55	.31	55	.31	60
No. 20			.40	50	.40	54–78
No. 21	.30–.40	49	.40	45	.40	40–45
No. 22			.40	47	.35–.40	47
No. 23	.325–.38	55	.35–.45	40	.35–.50	45–50
No. 24			.38	56	.40	55
No. 25	.35	50	.34	41½	.375	50
No. 26	.30	55	.35	40	.35	45
No. 27	.405	55	.38	40	.395	44
No. 28			.30–.40	55	.30–.40	44–54
No. 29			.36–.48	45–50	.36–.48	49–56
No. 30	.35–.38	50	.35–.37	44–48	.40–.44	32–48
No. 31	.35	56	.41	50	.41	50
No. 32	.32	60	.41	50	.41	50
No. 33	.32–.42	60	.25–.37	54	.25–.37	54
No. 34	.35	50	.35	38	.40	44
No. 35	.39	60	.35	48	.375–.40	56
No. 36			.36	48	.36	48
No. 37			.30	50		
No. 38			.375	48	.375	48
No. 39			.45	48	.45–.47	48
No. 40			.37	51	.40	54
No. 41	.35	50	.33–.45	40	.33–.45	48
No. 42			.35–.45	44	.35–.45	48
No. 43			.30–.45	48	.325–.45	46½
No. 44	.30	49½	.35	44	.40	44
No. 45			.325–.40	45	.35–.40	48
No. 46	.28–.36	55	.36–.38	23	.40–.42	55
No. 47	.40–.50	48	.40–.45	48–56	.40–.50	44–56
No. 48	.35–.42	46½	.375–.50	44	.375–.50	44
No. 49	.35	55	.375	40	.40	40
No. 50			.31	50	.34	50
No. 51	.30–.38	50	.31–.39	46	.33–.41	52
No. 52	.305–.33	54	.273	55	.273	55
No. 53	.34–.37	49½	.40–.45	36–58	.40–.42	48–67
No. 54	.375	44	.40	44	.40	44
No. 55	.45–.55	44	.30–.40	45	.37–.47	56
No. 56			.30	43¾	.30	48
No. 57	.335	55	.35	55	.37	55
Hull—						
No. 1			.26–.45	48	.26–.45	55
No. 2	.27–.35	50	.30–.40	48	.40	48
No. 3	.40	54	.34	48	.34	48
No. 4	.435	48	.47	48	.50	48
No. 5			.30	44		
ONTARIO						
Cornwall—						
No. 1			.30	59	.30	59
No. 2			.35	50	.35	50
No. 3	.25–.325	55	.32	47	.34	47
No. 4	.37	50	.40–.42	44	.40–.45	50
No. 5	.34	50	.35	50	.35*b*	50
No. 6	.35	50	.43–.53	40	.43–.53	48–56
No. 7			.40–.45	44	.35–.46	44

b Plus bonus.

TABLE IX.—WAGES AND HOURS OF COMMON LABOUR IN FACTORIES—Continued

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
ONTARIO—*Con.*						
Ottawa—						
No. 1	.....	.....	.30–.37	55	.30–.38	55
No. 2	.35	44	.25–.32	44–50	.27–.32	44–50
No. 3	.....	.....	.34	61	.38	54
No. 4	.....	.....	.27	44	.30–.50	.....
No. 5	.33–.37	50	.30	50	.30	50
No. 6	.35–.38	50	.33	50	.33	50
No. 7	.28–.45	50	.35	32	.35–.40	40
No. 8	.40	50	.36	36	.36	50
No. 9	.....	.....	.45	44	.45	44
No. 10	.....	.....	.36–.40	44	.36–.40	48
No. 11	.....	.....	.40	48	.43	48
No. 12	.30–.32	52	.31–.37	48	.31–.37	48
No. 13	.368	49	.37	48	.37	48
Kingston—						
No. 1	.....	.....	.40	50	.35	50
No. 2	.29–.445	54	.27–.30	54	.28–.33	54
No. 3	.35	50	.25–.35	50	.30–.35	50
No. 4	.30	50	.30–.35	50	.40	50
No. 5	.....	.....	.275	54	.36	54
No. 6	.....	.....	.....	.....	.40	48
No. 7	.....	.....	.24	50	.24	50
Oshawa—						
No. 1	.....	.....	.42–.50	50	.42–.50	55
No. 2	.....	.....	.35	50	.35	50
No. 3	.40	50	.49	40	.50	45
No. 4	.315–.35	60	.45	25	.48	45
No. 5	.....	.....	.40–.50	27	.54	45
No. 6	.35–.40	55	.40	44	.35–.375	55
No. 7	.35–.38	50	.34–.38	50	.34–.38	50
No. 8	.30–.325	50	.325	42	.325	28–45
Peterborough—						
No. 1	.25–.40	60	.38–.45	44	.45–.55	44
No. 2	.30–.325	50	.40–.44	40	.40–.46	44
No. 3	.35	50	.38	42½	.38	48½
No. 4	.40	50	.30	50	.30	44
No. 5	.38	50	.42	50	.40	50
No. 6	.55	50	.53	44	.53	44
No. 7	.365	48	.40	43	.40	48
No. 8	.....	.....	.30–.375	43–46	.32–.375	39–51
Toronto—						
No. 1	.....	.....	.51	48	.50	48
No. 2	.45	48	.49–.535	48	.49–.535	48
No. 3	.35–.45	44	.30	44	.35	44
No. 4	.....	.....	.325	50	.35	50
No. 5	.....	.....	.40–.57	44	.40–.57	44
No. 6	.40	50	.30	36	.35	40
No. 7	.375–.40	50	.335	44	.36	50
No. 8	.....	.....	.42	44	.42	44
No. 9	.....	.....	.32	44	.35	.....
No. 10	.....	.....	.50	44	.50	44
No. 11	.....	.....	.38	48	.40	48
No. 12	.....	.....	.35–.41	60	.41–.46	50
No. 13	.....	.....	.40–.45	40	.40–.50	48
No. 14	.425	45	.53	24	.55	40
No. 15	.....	.....	.35–.40	44	.40	44
No. 16	.40–.50	50	.....	.....	.42–.50	32–38
No. 17	.40–.45	52	.45	48	.45	48
No. 18	.....	.....	.30–.40	50–65	.30–.45	50
No. 19	.40	56	.45	45	.45	61
No. 20	.44–.47	47	.447	25½	.475	47
No. 21	.35–.45	54	.45	48	.45	36
No. 22	.....	.....	.35	48	.30–.40	55
No. 23	.40	50	.40	32	.40	32
No. 24	.....	.....	.38	43¾	.45	41¼
No. 25	.....	.....	.545–.58	44	.575–.62	44
No. 26	.45	50	.557	44	.575	44
No. 27	.....	.....	.36	44	.36	44
No. 28	.....	.....	.46	40	.48	46½
No. 29	.50	50	.50	56	.50	56

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Toronto—Conc.						
No. 30	.45	48	.37–.53	50	.35	41
No. 31	.40–.45	55	.40–.50	44	.425–.50	48
No. 32	.38–.43	55	.52–.57	48	.57–.63	48
No. 33	.40–.50	44	.40–.50	44	.42–.50	44
No. 34	.....	.....	.40	47½	.35–.45	55
No. 35	.45	55	.40	50	.40	50
No. 36	.485	49½	.54	44	.54	44
No. 37	.....	.....	.38	48	.40	48
No. 38	.40–.45	44	.55	40	.60	40
No. 39	.40	49½	.425–.55	45	.425–.55	45
No. 40	.40	48	.45	45	.45–.49	45
No. 41	.40–.50	50	.38–.48	35–46	.38–.48	32–49
No. 42	.....	.....	.375	44	.375	44
No. 43	.....	.....	.357	56	.417	48
No. 44	.....	.....	.30–.45	48	.30–.50	48–60
No. 45	.....	.....	.50	46½	.....	.....
No. 46	.35–.47	48	.45–.61	46–54	.45–.61	44–49
Hamilton—						
No. 1	.35–.38	52½	.345–.43	48	.375–.43	44
No. 2	.40–.45	50	.40–.45	44	.....	.....
No. 3	.38	54	.38–.42	48	.38–.42	48
No. 4	.32–.43	49½	.25–.30	48	.30	48
No. 5	.....	.....	.435	50	.442	50
No. 6	.375	55	.385–.41	45–55	.385–.41	55–65
No. 7	.35	55	.45	48	.45	48
No. 8	.40	55	.53	45	.53	50
No. 9	.38–.42	48	.41–.50	44	.41–.50	44
No. 10	.40–.50	50	.40–.50	35	.44–.54	44
No. 11	.....	.....	.45	36–45	.45	45
No. 12	.35	50	.35–.43	47	.30–.40	47
No. 13	.325–.40	60	.375	40	.40	48
No. 14	.35–.40	44	.33–.40	40–44	.33–.43	54
No. 15	.35	50	.35	40–44	.40	44
No. 16	.35–.40	50	.385	45	.38–.415	50
No. 17	.428	50	.405	40	.445	45
No. 18	.37–.50	49½	.40–.55	49½	.40–.55	49½
No. 19	.....	.....	.30	50	.35	50
No. 20	.375–.40	40–60	.42	40	.44	60
No. 21	.....	.....	.41	44	.41	44
No. 22	.36–.42	50	.36–.42	48	.38–.42	48–52
No. 23	.....	.....	.36	47	.45	47
No. 24	.30–.40	50	.35	38–44	.30–.40	45–54
No. 25	.40–.45	54–60	.45–.67	48	.45–.67	48
No. 26	.....	.....	.43–.53	44	.45	50
No. 27	.....	.....	.30	55	.36–.38	49½
No. 28	.39–.52	51¼	.30–.47	48–66	.31–.47	48–77
No. 29	.....	.....	.35	50	.38	50
No. 30	.45	45	.53	40	.51	48
No. 31	.....	.....	.40–.49	48	.40–.45	48
No. 32	.35–.475	50	.44–.55	40	.44–.55	40
No. 33	.37	50	.38	48	.423	55
No. 34	.40	50	.36–.43	48	.40–.47	50
No. 35	.35–.45	50–70	.335	55	.37	55
No. 36	.....	.....	.33	48	.33	48
No. 37	.375	55	.38	50	.42	50
No. 38	.....	.....	.41–.46	44	.44–.46	44
Kitchener—						
No. 1	.36	55	.33	40	.34	50
No. 2	.315	55	.25–.35	50	.325–.38	50
No. 3	.36–.40	50	.34–.40	46½	.36–.40	46½
No. 4	.35	55	.34	38½	.36	47
No. 5	.....	.....	.34	47	.36	59
No. 6	.375–.45	50	.35–.40	24	.35–.45	45–55
No. 7	.35–.40	50	.30	40	.30–.35	60

TABLE IX.—WAGES AND HOURS OF COMMON LABOUR IN FACTORIES—Continued

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
ONTARIO—*Conc.*						
Kitchener—Conc.						
No. 8	.....	.....	.40	54	.40	54
No. 9	.....	.....	.32-.36	44	.33-.40	44
No. 10	.....	.....	.35	44	.38	44
No. 11	.30	50-55	.40	50	.425	50
No. 12	.325-.45	55	.46	40-50	.48	40-50
No. 13	.....	.....	.40-.48	50	.40-.48	50
No. 14	.25	55	.35	55	.35	55
No. 15	.....	.....	30-.35	50	.30	55
Guelph—						
No. 1	.35	55	.30	49½	.30	49½
No. 2	.40-.44	45	.35-.38	48	.38	48
No. 3	.417	54	.40	45	.40	45
No. 4	.36	54	.33	54	.30-.36	54
No. 5	.54	48	.54	48	.54	48
No. 6	.....	.....	.28-.53	45	.33-.43	40
No. 7	.....	.....	.24-.375	50-60	.28-.375	50-60
No. 8	.....	.....	.30	50	.34	50
No. 9	.....	.....	.38	43	.405	36½
No. 10	.40	50	.32-.45	50	.35-.385	50
Galt—						
No. 1	.....	.....	.275	50	.275	50
No. 2	.35	50	.35-.40	50	.40	50
No. 3	.35	50	.30-.45	40	.32-.44	65-72
No. 4	.30-.35	55	.35-.50	55	.35-.50	55
No. 5	.38	50	.33-.40	44	.29-.45	55-60
No. 6	.36	44	.33-.36	44	.37-.38	50
No. 7	.....	.....	.30-.35	45	.30-.35	55
No. 8	.35	50	.35-.375	50	.375-.40	55
No. 9	.40	50	.38	50	.40	50
Brantford—						
No. 1	.40	50	.37-.42	45	.39-.42	50
No. 2	.....	.....	.35	44	.37	44
No. 3	.40	60	.40	48	.40	48
No. 4	.35	48	.315-.35	48	.35	48
No. 5	.325-.40	45	.31-.505	45	.32-.525	50
No. 6	.37	43½	.385	48	.39	48
No. 7	.38	50	.40	45	.42	45
No. 8	.....	.....	.40	30	.40	46
No. 9	.35-.40	50	.35	50	.35-.40	50
No. 10	.....	.....	.34-.38	50	.35-.48	50
No. 11	.36	50	.36	50	.40	50
No. 12	.....	.....	.35	43	.385	38
No 13	.34-.38	54½	.35	50	.35	50
St. Catharines—						
No. 1	.35	52½	.40	40	.40	43
No. 2	.40	50	.40	45-50	.40	49-50
No. 3	.35-.40	50	.45-.48	48	.48-.68	48
No. 4	.40	50	.43	50	.45	50
No. 5	.35-.40	50	.35-.50	40	.35-.50	50
No. 6	.35-.45	50	.30-.40	32	.40-.45	...
No. 7	.....	.....	.425	46½	.45	46½
No. 8	.35	55	.375	34	.375	50
No. 9	.....	.....	.44	45	.47	45
No. 10	.....	.....	.455	47	.455	47
No. 11	.....	.....	.45	50	.45-.50	54
No. 12	.45	49½	.47	48	.49	48
No. 13	.45	54	.54	54	.56	48
No. 14	.42	44	.46	44	.48	44
No. 15	.....	.....	.37-.40	54	.44-.485	57
No. 16	.....	.....	.44	50	.46	50
No. 17	.....	.....	.35	44	.375	50
No. 18	.....	.....	.40	48	.40	48
Niagara Falls—						
No. 1	.....	.....	.47	48	.50	48
No. 2	.....	.....	.48-.55	42	.45-.58	48
No. 3	.35-.45	50	.40	45	.40	50
No. 4	.....	.....	.35	44	.40	44
No. 5	.....	.....	.42-.50	48	.42-.50	48
No. 6	.....	.....	.43	48	.45-.47	48

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Welland—						
No. 1	.....	.....	.42	47	.41	48
No. 2	.35-.40	48	.32	44	.35	44
No. 3	.35-.375	55	.35	44	.33-.38	52
No. 4	.31-.345	50-59	.40	45-50	.40	45-55
No. 5	.....	.....	.35-.50	44	.35-.55	48
No. 6	.40	50	.52	40	.52	40
No. 7	.....	.....	.362	43½	.391	55
No. 8	.315	55	.305	55-60	.35	54
No. 9	.365	55	.425	48	.45	48
London—						
No. 1	.....	.....	.313	56	.323	57
No. 2	.42	49½	.34	44	.34	44
No. 3	.....	.....	.35	44	.40	44
No. 4	.....	.....	.325-.40	44	.35-.40	44
No. 5	.....	.....	.28	46	.32	49
No. 6	.33	59	.41	44	.41	44
No. 7	.....	.....	.25-.30	44	.275-.43	48
No. 8	.33-.38	49½	.33-.40	49½	.35-.46	49½
No. 9	.49	45	.50	45	.61	45
No. 10	.....	.....	.30-.35	54	.35	54
No. 11	.24-.50	50	.32-.48	50	.35-.44	50
No. 12	.....	.....	.50	44	.50	44
No. 13	.40	50	.395	45	.395	45
No. 14	.35	48	.32-.375	48	.375-.42	48
No. 15	.....	.....	.385	44	.385	44
No. 16	.45	52½	.37-.50	50	.38-.50	55-71
Windsor—						
No. 1	.50	47	.35-.40	44	.35-.40	44
No. 2	.50-.55	60	.50-.59	48	.50-.59	48
No. 3	.40	50	.70	40	.73	40
No. 4	.45-.525	43½	.65	40	.65	40
No. 5	.75	32	.75	40	.75	40
No. 6	.50	53½	.78	36	.65	45
No. 7	.40-.45	49½	.55	46½	.55	42½
No. 8	.45	50	.60	35	.625	35
No. 9	.40-.50	49½	.40-.50	44	.40-.50	44
No. 10	.40	55	.60-.67	25	.50-.65	44
No. 11	.45-.50	60	.40-.50	45	.40-.50	45
No. 12	.45	54	.55	21½	.55-.60	45
No. 13	.....	.....	.50-.52	49	.52-.54	49
No. 14	.40-.50	44	.45-.55	44	.45-.55	44
No. 15	.40-.60	44	.55	44	.55	44
No. 16	.55	54	.55	54	.55	54
No. 17	.45	48	.53	44	.53-.55	44
No. 18	.60	50	.58	32	.65	40
No. 19	.445	49½	.45-.50	46½	.45-.50	46½
No. 20	.50	48	.61-.64	44	.62-.64	44
Sarnia—						
No. 1	.37-.525	44	.35-.45	40	.35-.45	40
No. 2	.35-.40	50	.40	44	.40	44
No. 3	.335	54	.28	45	.28	45
No. 4	.35	42-60	.50	50	.50	60
No. 5	.....	.....	.51	40	.505	44
No. 6	.50	54	.38-.40	54	.40-.45	54
MANITOBA						
Winnipeg—						
No. 1	.35-.40	60	.45	54	.45	...
No. 2	.30-.375	55	.45-.515	...	.45-.515	...
No. 3	.35-.375	48	.45-.49	44-50	.45-.49	44-50
No. 4	.....	.....	.30	44	.35	58
No. 5	.40	50	.40	50	.40	50
No. 6	.....	.....	.35	44	.35	58
No. 7	.365	50	.35	48	.35	45½
No. 8	.35	49½	.35	49½	.35	49½
No. 9	.325	60	.365	55	.375	50
No. 10	.425	48	.405	48	.405	48
No. 11	.42	48	.41	48	.42	48
No 12	.35-.45	44	.40	44	.40	44
No. 13	.37	50	.35-.40	44	.38-.42	44
No. 14	.35-.40	50	.38-.44	50	.38-.47	50
No. 15	.36-.42	50	.38-.44	50	.36-.44	50

TABLE IX—WAGES AND HOURS OF COMMON LABOUR IN FACTORIES—Concluded

Locality	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MANITOBA—*Con.*						
Winnipeg—Conc.						
No. 16	.425	50	.40-.425	50	.35-.425	50
No. 17	.40-.50	54	.45-.525	54	.45-.525	45
No. 18	.40	48	.36	37½	.38	37½
No. 19	.30-.38	60	.386	53	.48	53
No. 20	.45-.525	60	.45-.63	48	.45-.63	48
No. 21	.43	70	.55-.60	48	.55-.60	48
No. 22	.45	48	.42	48	.43	48
No. 23	.37-.40	49½	.37-.42	48	.37-.42	40
No. 24			.32-.43	44	.32-.43	44
No. 25			.42	46½	.42	46½
No. 26			.30-.44	44	.32-.44	44
No. 27	.50	44	.45-.50	44	.48-50	44
No. 28			.35	44	.35	44
SASKATCHEWAN						
Regina—						
No. 1			.40	48-54	.40	48-54
No. 2	.40	52	.33	48	.33	55
No. 3			.55	52	.60	44
No. 4			.30-.42	44	.30-.45	44
No. 5			.40	44	.40	44
ALBERTA						
Calgary—						
No. 1			.40-.45	54	.40-.45	54
No. 2	.40	60			.35	54
No. 3			.45	44	.45	44
No. 4			.40	44	.40	44
No. 5			.335	44	.335	44
No. 6	.45	48	.35-.41	48	.40-.45	48
No. 7	.45	48	.43	48	.46	48
No. 8	.40-.45	44	.45	44	.45	44
No. 9			.625	44	.625	44
No. 10	.48-.525	44	.45-.63	44	.40-.63	44
No. 11			.45	44	.45	44
Edmonton—						
No. 1			.45	49	.45	55½
No. 2			.45-.495	48	.45-.495	48
No. 3			.40	44	.40	44
No. 4	.495	44	.333	54	.333	54
No. 5	.40-.45	44	.40	44		
No. 6			.40	44	.40	44
No. 7			.35	44	.40	44
BRITISH COLUMBIA						
Vancouver—						
No. 1	.44	50	.45	48	.45	48
No. 2	.425	48	.40	48	.40	48
No. 3	.465	48	.50	48	.50	48
No. 4			.40-.45	44	.35-.50	44
No. 5	.40	48	.40	48	.40	48
No. 6	.40	44	.40	44	.40	44
No. 7			.40	44	.40	44
No. 8	.425-.50	46½	.35-.425	44	.375-.45	44
No. 9			.35		.38	
No. 10	.475	50	.50-.60	40	.50-.60	40
No. 11			.40	45	.40-.45	48
No. 12	.50	44	.50	44	.425-.53	44
No. 13	.475	44			.50	44
No. 14	.50-.55	44	.50	44	.50	44
No. 15	.50	44	.50	44	.50	44
No. 16	.50	44	.42	40	.44	44
No. 17	.525	44	.47-.55	44	.49-.55	44
No. 18	.50-.55	44	.50	44	.40-.50	44
No. 19			.50	44	.52	44
No. 20			.50	44	.50	44
No. 21	.45-.50	44	.45-.50	44-48	.45-.50	44-48
No. 22	.30-.50	48	.40-.50	40-44	.35-.50	40-48
No. 23			.50	48	.50	48
Victoria—						
No. 1	.40	48	.40	48	.40-.45	48
No. 2	.40-.50	48	.30-.45	48	.35-.50	50
No. 3	.30-.425	48	.40	40	.475	40
No. 4	.50-.53	44	.50	44	.50	44
No. 5	.47	44	.50	44	.50	44
No. 6	.50	48	.45-.50	44	.45-.50	44
No. 7	.40	48	.45	48	.47	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING

NOTE.—Each number is a sample; see explanation on page 10.

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
COTTON YARN AND CLOTH						
Pickers, male—						
No. 1			.386	43	.477	60
No. 2			.305	33	.335	62
No. 3			.37	27	.42	50
No. 4			.24	55	.26	50
No. 5			.33	50	.36	50
No. 6			.268	50	.294	50
No. 7			.315	50	.315	49
No. 8			.35	48	.395	48
No. 9	.315	50	.32-.34	50	.340	50
No. 10			.36	48	.407	50
No. 11			.42	45	.43	52
No. 12	.37	50	.395	58	.42	54
No. 13			.424	36	.527	50
No. 14	.36	49½	.38	48	.38	48
No. 15	.31	50	.263	48	.31	54
No. 16			.32	50	.367	50
No. 17			.32	55	.35	55
Carders, male—						
No. 1	.332	55	.348	42	.395	55
No. 2			.32	27	.35	50
No. 3	.34	27	.355	37	.39	56
No. 4	.325	47	.345	50	.374	50
No. 5	.31	55	.325	50	.358	50
No. 6			.315	50	.347	50
No. 7	.318	55	.33	50	.37	50
No. 8			.357	50	.36	55
No. 9	.327	55	.33	50	.36	50
No. 10	.26	55	.324	50	.383	50
No. 11	.24-.29	50	.34	50	.34*	50
No. 12	.40	50	.375	48	.413	50
No. 13			.39	44	.44	60
No. 14	.36	50	.37	42	.423	60
No. 15	.34	49½	.34	48	.36	48
No. 16	.36	50	.368	36	.405	55
No. 17	.30	55	.255	53	.30	21-59
No. 18			.355	51½	.375	55
No. 19			.32	50	.294	50
No. 20			.297	55	.353	55
No. 21			.36	42-50	.36-.406	42-50

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
COTTON YARN AND CLOTH—*Cont.*						
Slubbers, male and female—						
No. 1			.31	32	.33	51
No. 2			.346	50	.38	50
No. 3	.38	55	.364	50	.40	50
No. 4			.317	48	.327	48
No. 5			.305	42	.352	42
No. 6			.31	27	.35	50
No. 7			.40	50	.415	55
No. 8	.343	55	.346	50	.381	50
No. 9			.34	50	.327*b*	50
No. 10			.34	50	.35*b*	50
No. 11			.32	50	.32*b*	50
No. 12	.27	50	.315	48	.355	50
No. 13	.31	55	.326	49	.36	54
No. 14			.32	50	.336	50
Speeders, male and female—						
No. 1			.325	36	.358	51
No. 2			.315	48	.362	48
No. 3			.34	42	.357	42
No. 4	.334	55	.354	50	.39	50
No. 5						
No. 6	.29	55	.336	50	.37	50
No. 7			.37	50	.38	55
No. 8			.366	50	.33*b*	50
No. 9			.29	50	.29*b*	50
No. 10	.31	50	.315	48	.355	50
No. 11			.303	48	.325	48
No. 12	.273	55	.20	50	.23	11–43
No. 13			.313	52½	.32	55
No. 14			.232	55	.278	55
Spinners, male—						
No. 1			.28	50	.295	50
No. 2			.30–.35	50	.30–.37	33–43
No. 3	.41	55	.272	50	.383	50
No. 4	.30	55	.278	50	.306	50
No. 5			.33	50	.33	55
No. 6			.325	48	.355	48
No. 7	.34	50	.528	50	.585*b*	50
No. 8			.32	50	.336	50
No. 9			.36	48	.36	48
No. 10			.45	48	.45*b*	48
Spinners, female—						
No. 1	.27	55	.32–.34	45	.37–.39	57
No. 2	.32	27	.33–.38	31	.36–.42	50
No. 3	.28	34	.25–.32	50	.25–.35	50
No. 4			.285	27	.315	50
No. 5	.22–.24	55	.278	50	.29–.31	50
No. 6	.28	55	.293	50	.322	50
No. 7			.317	42	.334	42
No. 8			.33	50	.33	54
No. 9	.245	55	.27	50	.30	50
No. 10	.22–.27	50	.26–.38	50	.26–.38*b*	50
No. 11	.22	50	.255–.28	50	.255*b*	50
No. 12	.30	50	.315	48	.355	50
No. 13	.24	49½	.29	48	.29	48
No. 14	.37	50	.38	42	.427	60
No. 15	.28	50	.358	36	.407	55
No. 16			.29	45	.32	42
No. 17	.21	55	.27	48	.32	53
No. 18			.30	50	.315	50
No. 19			.328	50	.328*	50
No. 20			.328	34	.353	33½
No. 21			.232	55	.256	55
No. 22			.288	54	.296	53½
No. 23	.32	50	.30	30–40	.30*b*	30–40
No. 24			.286	44	.31	44
Warpers, female—						
No. 1					.468	45
No. 2	.29	27			.325	34
No. 3					.318	27
No. 4	.27–.39	55			.31–.34	50
No. 5					.36	50
No. 6					.285	42
No. 7	.30	55			.248	50
No. 8	.25–.28	50			.31	50
No. 9					.315	48
No. 10	.35	50			.303	41
No. 11	.37	50			.33	49
No. 12	.273	55			.24–.40	25–43
Spoolers, female—						
No. 1	.245	55			.31–.38	45
No. 2	.32	27			.33	31½
No. 3	.28	38			.25	50
No. 4					.305	27
No. 5	.28	55			.293	50
No. 6	.17–.22	55			.24–.28	50
No. 7					.255	50
No. 8	.245	55			.26	50
No. 9					.26	42
No. 10					.307	50
No. 11	.21	50			.276	50
No. 12	.255	50			.308	50
No. 13	.270	50			.305	48
No. 14	.23–.34	50			.312	36–41
No. 15	.37	50			.406	42
No. 16	.18	55			.27	30–43
No. 17					.327	50
Loomfixers, male—						
No. 1	.52	55			.544	50
No. 2	.515	27			.55	32
No. 3	.515	40			.56	50
No. 4					.414	50
No. 5	.48–.50	55			.465	50
No. 6	.48	55			.49–.52	50
No. 7					.436	48
No. 8	.40	55			.47	50
No. 9	.48	50			.51	50
No. 10	.535	50			.57	48
No. 11	.55	50			.56	50
No. 12	.50	50			.49	46
No. 13	.49	55			.436	48–60
No. 14					.45	50
No. 15	.43–.50	52½			.40–.55	54
Slashers, male—						
No. 1					.52	36
No. 2	.48	33			.56	50
No. 3	.48	55			.45	55
No. 4					.475	55
No. 5	.33	55			.37	50
No. 6					.48	48
No. 7					.407	55
No. 8					.51	50
No. 9	.35–.45	52½			.33–.42	54
No. 10	.443	55			.375	55
No. 11					.40	50
No. 12	.45	50			.477	48
No. 13					.447	50
Drawers-in, female—						
No. 1					.348	36
No. 2	.32	40			.28	50
No. 3	.195	55			.278	50
No. 4	.28	55			.293	50
No. 5					.26	50
No. 6	.28	55			.32	50
No. 7	.30	50			.315	48
No. 8	.41	50			.395	40

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Warpers, female—						
No. 1			.468	45	.497	57
No. 2	.29	27	.325	34	.358	50
No. 3			.318	27	.35	50
No. 4	.27–.39	55	.31–.34	50	.34–.37	50
No. 5			.36	50	.38	55
No. 6			.285	42	.285	42
No. 7	.30	55	.248	50	.304	50
No. 8	.25–.28	50	.31	50	.31*b*	50
No. 9			.315	48	.355	50
No. 10	.35	50	.303	41	.377	55
No. 11	.37	50	.33	49	.335	61
No. 12	.273	55	.24–.40	25–43	.24–.40	40–54
Spoolers, female—						
No. 1	.245	55	.31–.38	45	.35–.40	57
No. 2	.32	27	.33	31½	.338	54
No. 3	.28	38	.25	50	.326	50
No. 4			.305	27	.35	50
No. 5	.28	55	.293	50	.322	50
No. 6	.17–.22	55	.24–.28	50	.26–.31	50
No. 7			.255	50	.28	50
No. 8	.245	55	.26	50	.305	50
No. 9			.26	42	.28	42
No. 10			.307	50	.307	55
No. 11	.21	50	.276	50	.276*	50
No. 12	.255	50	.308	50	.308*	50
No. 13	.270	50	.305	48	.34	50
No. 14	.23–.34	50	.312	36–41	.375	50
No. 15	.37	50	.406	42	.414	60
No. 16	.18	55	.27	30–43	.29	12–54
No. 17			.327	50	.323	50
Loomfixers, male—						
No. 1	.52	55	.544	50	.576	57
No. 2	.515	27	.55	32	.605	50
No. 3	.515	40	.56	50	.62	50
No. 4			.414	50	.458	50
No. 5	.48–.50	55	.465	50	.51	50
No. 6	.48	55	.49–.52	50	.53–.58	50
No. 7			.436	48	.474	48
No. 8	.40	55	.47	50	.535	50
No. 9	.48	50	.51	50	.51*b*	50
No. 10	.535	50	.57	48	.624	50
No. 11	.55	50	.56	50	.616	50
No. 12	.50	50	.49	46	.47–.53	55–62
No. 13	.49	55	.436	48–60	.512	55–61
No. 14			.45	50	.55	50
No. 15	.43–.50	52½	.40–.55	54	.40–.59	54
Slashers, male—						
No. 1			.52	36	.57	55
No. 2	.48	33	.56	50	.57	50
No. 3	.48	55	.45	55	.49	55
No. 4			.475	55	.523	55
No. 5	.33	55	.37	50	.39	50
No. 6			.48	48	.49	48
No. 7			.407	55	.502	55
No. 8			.51	50	.51*b*	50
No. 9	.35–.45	52½	.33–.42	54	.37–.58	54
No. 10	.443	55	.375	55	.44	55–71
No. 11			.40	50	.42	50
No. 12	.45	50	.477	48	.515	50
No. 13			.447	50	.525	60
Drawers-in, female—						
No. 1			.348	36	.383	50
No. 2	.32	40	.28	50	.33	50
No. 3	.195	55	.278	50	.306	50
No. 4	.28	55	.293	50	.322	50
No. 5			.26	50	.33	50
No. 6	.28	55	.32	50	.35	50
No. 7	.30	50	.315	48	.355	50
No. 8	.41	50	.395	40	.446	25

* Male. (b) Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
COTTON YARN AND CLOTH—*Conc.*						
Twisters, female—						
No. 1	....	....	.30–.36	45	.37–.40	57
No. 2	....	....	.285	27	.314	30
No. 3	....	....	.293	50	.322	50
No. 4	....	....	.278	50	.322	50
No. 5‡	....	....	.38	55	.34	55
No. 6*	....	....	.276	50	.334	50
No. 7	....	....	.257	50	.284	50
No. 8	.28	50	.30	50	.30*b*	50
No. 9	.24	50	.315	48	.355	50
No. 10	.37	50	.36–.44	40	.36–.46	55
No. 11	.26	50	.313	45	.367	54
No. 12	....	....	.32	48	.34	40
No. 13*	....	....	.35	50	.37	50
No. 14	.265	55	.223	49	.263	54
No. 15	....	....	.258	46½	.295	54
No. 16	....	....	.27	50	.29	50
No. 17*	.34–.48	52½	.32–.53	54	.48	54
No. 18*	....	....	.353	55	.367	55
Weavers, male—						
No. 1	....	....	.37	50–56	.36–.39	57
No. 2	.33	27	.435	35	.45	50
No. 3	.423	42	.35–.57	50	.45–.63	50
No. 4	.31	55	.39	50	.427	50
No. 5	.44–.48	55	.41	50	.45	50
No. 6	....	....	.24	50	.24–.33	50
No. 7	....	....	.39	55	.43	55
No. 8	....	....	.34–.42	50	.37–.46	50
No. 9	....	....	.39	48	.41	48
No. 10	.295	55	.394	50	.415	50
No. 11	.325	55	.34	49½	.34	48
No. 12	.33–.36	50	.435	50	.425*b*	50
No. 13	.373	50	.44	50	.478*b*	50
No. 14	....	....	.46	50	.476	50
No. 15	....	....	.376	41	.523	55
No. 16	.37	50	.44	48	.48	50
No. 17	....	....	.383	48	.40	61½
No. 18	....	....	.28–.53	54	.30–.61	54
No. 19	.31	55	.356	20–50	.386	35–55
Weavers, female—						
No. 1	.327	55	.37	50	.39	57
No. 2	.33	27	.385	31	.41	51
No. 3	.423	42	.52–.57	50	.60–.63	50
No. 4	.31	55	.39	50	.427	50
No. 5	.44–.48	55	.41	50	.45	50
No. 6	....	....	.36	42	.385	42
No. 7	.295	55	.394	50	.413	50
No. 8	.33–.36	50	.433	50	.428*b*	50
No. 9	.373	50	.48	50	.493*b*	50
No. 10	.30	50	.44	48	.48	50
No. 11	....	....	.312	41	.38	55
No. 12	.37	50	.38	46	.402	55
No. 13	.31	55	.34	50	.39	55
No. 14	....	....	.41	50	.45	50
Winders, female—						
No. 1	....	....	.283	45	.283	57
No. 2	....	....	.26	50	.285	50
No. 3	....	....	.255	50	.31	50
No. 4	.255	55	.238	50	.29	50
No. 5	....	....	.23	50	.23	50
No. 6	....	....	.266	50	.283*b*	50
No. 7	.32	50	.285	48	.32	50
No. 8	.37	50	.303	46	.38	55
No. 9	.22	49½	.26–.32	48	.26–.32	48
No. 10	.25–.35	50	.29–.31	41–45	.37–.39	58
No. 11	....	....	.30	50	.285	50
No. 12	.334	52½	.27–.33	54	.23–.40	54
No. 13	....	....	.28	44	.28*b*	44
No. 14	.20	55	.20	48	.23	54
No. 15	....	....	.293	45	.306	45
No. 16	....	....	.26	55	.275	55
No. 17	....	....	.29	42	.30	42

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Cloth inspectors, female—						
No. 1	....	....	.255	39	.28	50
No. 2	.22	55	.265	50	.292	50
No. 3	....	....	.233	50	.257	50
No. 4	....	....	.23	50	.25	50
No. 5	....	....	.26	50	.30	50
No. 6	....	....	.226	50	.27	50
No. 7	....	....	.255	50	.255*b*	50
No. 8	....	....	.275	50	.275	50
No. 9	.25	50	.285	48	.315	50
No. 10	....	....	.28	36	.307	55
No. 11	.20	55	.20	32–54	.25	54
No. 12	....	....	.233	54	.255	54
Dye-house men—						
No. 1	.345	27	.365	38	.40	54
No. 2	.433	41	.30–.37	50	.37–.41	50
No. 3	....	....	.33	55	.365	55
No. 4	.235	55	.30	50	.347	50
No. 5	....	....	.345	50	.35	50
No. 6	.357	50	.34	50	.34*b*	50
No. 7	....	....	.35	50	.35*b*	50
No. 8	.30	50	.35	48	.385	50
No. 9	.40	50	.368	55	.385	60
No. 10	....	....	.35	50	.395	50
No. 11	.40–.42	52½	.29–.44	57	.35–.48	57
No. 12	....	....	.30–.36	54	.30–.40	54
Finishers, male—						
No. 1	....	....	.305	34	.358	47
No. 2	.335	31	.28–.34	50	.33–.37	50
No. 3	....	....	.30	50	.32	50
No. 4	.245	55	.29	50	.33	50
No. 5	.35	50	.36	50	.36*b*	50
Finishers, female—						
No. 1	....	....	.20	50	.24	50
No. 2	....	....	.225	50	.245	50
No. 3	....	....	.297	50	.287	50
No. 4	.20–.48	52½	.21–.35	54	.21–.37	54
Firemen—						
No. 1	.48	55	.44	55	.465	50
No. 2	.42	84	.45	32	.495	44
No. 3	....	....	.34	56	.375	56
No. 4	....	....	.40	72	.44	72
No. 5	.363	60	.45	72	.494	72
No. 6	....	....	.43–.48	72	.47–.55	72
No. 7	.175	91	.30	48	.30	50
No. 8	.255	55	.386	55	.437	55
No. 9	.365	82½	.425	56	.425*b*	56
No. 10	....	....	.38	56	.38*b*	56
No. 11	....	....	.44	56	.485	56
No. 12	.40	84	.416	45	.441	52
No. 13	.47	70	.40–.62	56	.44–.69	56
No. 14	....	....	.45	56	.475	56
Yardmen and labourers—						
No. 1	....	....	.34	45	.36	50
No. 2	....	....	.33	40½	.363	51
No. 3	....	....	.29	50	.32	50
No. 4	....	....	.31	50	.34	50
No. 5	....	....	.336	50	.39	50
No. 6	.35	50	.35	50	.35*b*	50
No. 7	.40	50	.36–.42	48	.40–.47	50
No. 8	....	....	.334	50	.368	55
No. 9	.37	50	.38	48	.423	55
No. 10	.315	55	.305	55–60	.35	54
No. 11	....	....	.38	43	.405	36½

(b) Plus bonus. ‡ Male and female.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
WOOLLEN YARN AND CLOTH						
Drawers, worsted, female—						
No. 1	....	....	.24	48	.30	64
No. 2	.225	50	.29	49½	.32	50½
No. 3	....	....	.24	52½	.24	52½
No. 4	....	....	.23	54	.23	54
No. 5	....	....	.232	53	.31	34½
No. 6	.20	50	.27	50	.28-.33	39-50
No. 7	....	....	.33	44-50	.33	50
No. 8	....	....	.26	48	.26	48
No. 9	....	....	.302	48	.302	48
No. 10	....	....	.28-.31	48	.28-.31*b*	48
No. 11	....	....	.25	50	.35	47
No. 12	....	....	.33	58	.23	54
No. 13	.28	50	.23	48	.24	55
No. 14	.273	49½	.315	33	.30	47
No. 15	....	....	.265	44	.288	37½
Carders, woollen, male—						
No. 1	.24	55	.28	45	.30	50
No. 2	.18-.28	65	.27-.31	45	.30-.32	50-60
No. 3	....	....	.22	54	.28	54
No. 4	....	....	.20-.25	55	.22-.28	55
No. 5	....	....	.28	48	.31	57
No. 6	....	....	.37	49½	.37	55
No. 7	....	....	.25	60	.30	60
No. 8	.28	50	.30	54	.32*b*	54
No. 9	.34	50	.32	50	.32	50
No. 10	.275	50	.30	53	.33	55
No. 11	....	....	.32	54	.35	48
No. 12	.36	50	.375	48	.39	54
No. 13	.33-.39	45½	.41-.47	48	.51	48
No. 14	....	....	.30	54	.375	48
No. 15	....	....	.30	50	.32	55
No. 16	.40	44	.40	44½	.45	60
No. 17	.30-.34	50	.375	42	.395	57½
No. 18	....	....	.296	54	.296	54
No. 19	....	....	.31	50	.32	54
No. 20	....	....	.334	45-54	.366	63½
No. 21	....	....	.30	54	.35	55
No. 22	.40	50	.26-.36	50	.30-.35	50
No. 23	.29-.32	50	.32	54	.34	54
No. 24	.30	52½	.32	54	.34	54
No. 25	.33-.40	50	.32-.36	50-54	.35-.40	50-54
No. 26	.30	55	.33	54	.35	54
No. 27	....	....	.32-.37	40-44	.38-.42	59-73
No. 28	....	....	.465	45	.52	56
No. 29	.36	50	.36	48	.36*b*	48
Spinners, worsted, female—						
No. 1	.22	55	.24	48	.28	56
No. 2	....	....	.25	50	.25	54
No. 3	....	....	.276	52	.30	53
No. 4	....	....	.24	52½	.24	52½
No. 5	....	....	.25	33-41	.276	45
No. 6*	....	....	.32*	54	.37*	64
No. 7	....	....	.23	54	.23	54
No. 8	....	....	.232	45	.243	53
No. 9	.20	50	.28-.32	45-50	.28-.34	50
No. 10	....	....	.32	50	.34	50
No. 11	....	....	.26	48	.26	48
No. 12	....	....	.27	48	.27	48
No. 13*	.35	50	.30*	54	.336*	54
No. 14	.20	50	.23	54	.26	54
No. 15	....	....	.25	50	.30	52
No. 16	....	....	.33	38	.27	47
No. 17*	....	....	.45*	48	.45**b*	48
No. 18	....	....	.26	37	.30	26
No. 19*	....	....	.415	36½	.445	42
Spinners, mule, woollen, male—						
No. 1	.225	55	.30	45	.30	50
No. 2	.275	55	.285	45	.30-.32	60
No. 3	....	....	.22	54	.28	54
No. 4†	....	....	.24	48	.24	48
No. 5	....	....	.25-.29	55	.24-.30	55
No. 6	.30	55	.24-.32	49½	.26-.32	55
No. 7	....	....	.24	48	.29	53
No. 8†	....	....	.20	48	.28	55
No. 9	....	....	.25	60	.30	60
No. 10	....	....	.24	36-55	.26	60
No. 11	.26	50	.30-.37	54	.35-.56*b*	54-65
No. 12	.275	....	.38	50	.46	45
No. 13	....	50	.30	53	.33	58
No. 14	.46	....	.32	54	.35	48
No. 15	....	50	.416	48	.436	54
No. 16	.39	50	.44-.53	48	.44-.63	48
No. 17	....	....	.32	54	.395	48
No. 18	....	....	.30	50	.32	55
No. 19	....	....	.354	52	.368	46½
No. 20	....	....	.296	54	.296	54
No. 21	....	....	.31	50	.32	54
No. 22	....	....	.30	54	.35	55
No. 23	.333	50	.34-.38	50-54	.40-.42	50-54
No. 24	....	....	.34	50	.385	50
No. 25†	.25-.44	50	.20-.34	50	.26-.42	50
No. 26	.30	55	.33	54	.35	54
No. 27	....	....	.38	54	.41	54
No. 28	....	....	.39	55	.48	55
No. 29	....	....	.464	48	.464	56
Spinners, ring, woollen, male—						
No. 1	....	....	.36-.46	48	.40-.50	48
No. 2†	.32†	50	.35†	48	.37†	54
No. 3	.333	50	.30	50	.34	50
No. 4†	.25	50	.25†	50	.275†	50
No. 5	.40	60	.32	50	.375	50
Twisters and reelers, female—						
No. 1	....	....	.23	45	.23	50
No. 2	....	....	.22	49½	.22	55
No. 3	....	....	.31	48	.365	41
No. 4	....	....	.25	50	.25	50
No. 5	....	....	.27	48	.28	54
No. 6	....	....	.35	48	.38	50
No. 7	....	....	.25	50	.32-.35	42-49
No. 8	.29	50	.28	50	.29-.31	54-57
No. 9	....	....	.23	54	.23	54
No. 10	....	....	.24	52½	.24	52½
No. 11	....	....	.23	54	.23	54
No. 12	....	....	.232	44	.243	51½
No. 13	.20	50	.25-.32	39-50	.26-.33	48-50
No. 14	....	....	.34	50	.38	50
No. 15	....	....	.25	54	.255	54
No. 16	....	....	.26	48	.26	48
No. 17	....	....	.28	48	.28	48
No. 18	....	....	.294	47½	.29	48
No. 19	....	....	.285	46½	.33-.37	46½
No. 20	.28	50	.24	48	.24	55
No. 21	.35	49½	.323	33	.34	42
No. 22	.378	49½	.32	34	.32	46
Winders, female—						
No. 1	....	....	.22	49½	.22	55
No. 2	....	....	.23	31	.237	40
No. 3	.203	55	.29	48	.315	51
No. 4	....	....	.25	54	.26	54
No. 5	.25	50	.25	50	.25	50
No. 6	.20	50	.27	48	.28	54
No. 7	.21	50	.27-.31	50	.30-.37	50
No. 8	....	....	.23	54	.21	58

* Male. † Female. (b) Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
WOOLLEN YARN AND CLOTH—*Cont.*						
Winders female—						
Conc.						
No. 9	.....	....	.267	39	.28	34
No. 10	.253	50	.273	40½	.315	53½
No. 11	.....	....	.20	55	.20	36
No. 12	.....	....	.23	50	.24	54
No. 13	.....	....	.277	54	.277	54
No. 14	.....	....	.232	47½	.243	49
No. 15	.32	50	.33	50	.26-.34	50
No. 16	.20	50	.25	44-50	.29	49-55
No. 17	.....	....	.29	43	.315	54
No. 18	.....	....	.315	47½	.325	48
No. 19	.....	....	.26	48	.26	48
No. 20	.....	....	.285	46½	.30	46½
No. 21	.....	....	.292	45	.292	56
Spoolers, female—						
No. 1	.....	....	.23	45	.23	50
No. 2	.....	....	.23	48	.24	48
No. 3	.19	55	.21	49½	.21	55
No. 4	.....	....	.19	55	.22	54-61
No. 5	.24	55	.28	48	.335	38
No. 6	.20	50	.235	54	.26	54
No. 7	.16	50	.25	40	.23	54
No. 8	.22	50	.27	48	.28	54
No. 9	.....	....	.25	54	.26	54
No. 10	.22	50	.25-.27	50	.28-.36	50
No. 11	.....	....	.253	37½	.283	50
No. 12	.....	....	.23	50	.24	54
No. 13	.....	....	.23	47½	.23	55
No. 14	.195	52½	.25	50	.25	50
No. 15	.23	55	.26	54	.26	54
No. 16	.....	....	.28	54	.29	54
No. 17	.....	....	.232	40	.255	54
No. 18	.....	....	.22	48	.22	55
Warpers, male—						
No. 1	.....	....	.25	45	.25	50
No. 2	.....	....	.30	40	.26	31
No. 3	.34-.40	55	.24-.33	48	.29-.39	55-63
No. 4	.45	50	.36*b*	50	.36*b*	50
No. 5	.36	50	.50	50	.56	50
No. 6	.....	....	.31	54	.363	54
No. 7	.46	50	.38	48-52	.505	47
No. 8	.35	52½	.40	50	.42	50
No. 9	.36	50	.32	50	.35	50
No. 10	.....	....	.31	49½	.31	55
No. 11	.....	....	.37	48	.37	55-60
Drawers-in, female—						
No. 1	.....	....	.21	46	.23	49
No. 2	.215	55	.30	48	.30	55
No. 3	.23-.38	50	.25-.39	50	.38	50
No. 4	.....	....	.235	54	.26	54
No. 5	.....	....	.27	48	.28	48
No. 6	.28	50	.30	50	.32	50
No. 7	.20	50	.25	50	.276	50
No. 8	.26	50	.34	36	.38	44
No. 9	.....	....	.23	50	.24	54
No. 10	.20	55	.26	54	.26	54
No. 11	.....	....	.41	54	.37	54
No. 12	.....	....	.29-.39	37	.31-.42	37
No. 13	.25	52½	.25	50	.26	50
Weavers, worsted, male—						
No. 1	.....	....	.43	48	.465	60
No. 2	.35	50	.42	40	.40	54
No. 3	.....	....	.385	54	.405	54
Weavers, worsted, female—						
No. 1	.27	55	.48	48	.545	56
No. 2	.35	50	.42	40	.40	54
No. 3	.....	....	.323	54	.366	54
No. 4	.....	....	.30-.38	50	.30-.46	48-49
Weavers, woollen, male—						
No. 1	.29-.33	51	.27-.33	45	.....	....
No. 2	.....	....	.36	48	.34	48
No. 3	.....	....	.21-.33	55	.22-.29	55
No. 3a	.20-.28	55	.27	49½	.27	55
No. 4	.....	....	.21	60	.30	60
No. 5	.....	....	.43	48	.465	60
No. 6	.....	....	.33	50	.33	55
No. 7	.22	50	.30-.34	54	.30-.37*b*	60
No. 8	.35	50	.42	40	.40	54
No. 9	.36-.42	50	.405	48	.425	48
No. 10	.30	50	.32-.43	50	.38-.55	50
No. 11	.....	....	.30	54	.385	54
No. 12	.35-.50	44	.507	42	.495	44½
No. 13	.353	50	.475	47	.595	49½
No. 14	.305	50	.37	50	.386	50
No. 15	.....	....	.335	50	.34	50
No. 16	.365	55	.33-.40	45-48	.47-.48	45-54
No. 17	.....	....	.385	54	.405	54
No. 18	.....	....	.42	48	.53	56
No. 19	.....	....	.30	54	.33	54
No. 20	.....	....	.30	54	.33	54
Weavers, woollen, female—						
No. 1	.275	55	.20	45	.20	50
No. 2	.....	....	.20	49½	.205	54
No. 3	.18-.31	55	.18-.26	45	.20	60
No. 4	.....	....	.22-.27	55	.20-.29	55
No. 5	.19-.24	55	.24	49½	.24-.26	55
No. 6	.....	....	.21	55	.21	55
No. 7	.27	55	.48	48	.545	56
No. 8	.22	50	.20-.32	50	.26-.40*b*	54
No. 9	.35	50	.42	40	.40	54
No. 10	.....	....	.285	39	.42	49
No. 11	.20	50	.312	48	.328	48
No. 12	.24	50	.26-.36	50	.28-.51	50
No. 13	.....	....	.235	54	.33	54
No. 14	.20	52	.25	44	.27	55
No. 15	.....	....	.255	38	.41	35
No. 16	.30	44	.37	23½	.416	50
No. 18	.237	50	.28	23½	.533	52
No. 19	.....	....	.245	54	.255	59
No. 20	.....	....	.23	40	.245	54
No. 21	.....	....	.23	54	.23	55
No. 22	.305	50	.35	50	.376	50
No. 23	.....	....	.335	50	.34	50
No. 24	.30-.44	50	.18-.36	50	.28-.44	50
No. 25	.22-.34	55	.30-.36	40-45	.36-.40	45
No. 26	.....	....	.323	54	.366	54
No. 27	.....	....	.38	45	.45	54
No. 28	.....	....	.23	54	.23	54
No. 29	.....	....	.23	54	.243	54
No. 30	.....	....	.292	45	.425	56
No. 31	.....	....	.25	50	.27	36
Loom-fixers, male—						
No. 1	.25	55	.25	45	.25	50
No. 2	.....	....	.35	48	.35	48
No. 3	.50	55	.37-.58	49½	.39-.58	55
No. 4	.445	55	.455	48	.47	68
No. 5	.50	50	.47*b*	50	.47*b*	54
No. 6	.....	....	.34	54	.375*b*	48
No. 7	.....	....	.52	48	.546	48
No. 8	.54	50	.60	50	.69	50
No. 9	.....	....	.34	54	.42	54
No. 10	.....	....	.30	44	.30	55
No. 11	.....	....	.60	47½	.65	40
No. 12	.52	50	.60	52	.705	61½

(b) Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
WOOLLEN YARN AND CLOTH—*Conc.*						
Loom fixers, male—Conc.						
No. 13			.40	50	.50	54
No. 14	.40	50	.40	50	.45	50
No. 15	.515	52½	.48	50	.50	50
No. 16	.50-.58	50	.46-.49	50	.50-.54	50
No. 17	.425	55	.43	54	.45	54
No. 18			.44	54	.485	54
No. 19			.59	54	.62	54
No. 20			.73	45	.73	56
Burlers and menders, female—						
No. 1			.20	45	.25	50
No. 2	.185	55	.22	49½	.22	55
No. 3			.17	55	.185	55
No. 4			.21	33-47	.19-.21	51
No. 5			.24-.43	48	.23-.62	43-53
No. 6			.51	50	.45	48
No. 7	.18	50	.23	40	.25*b*	54
No. 8	.20-.22	50	.27	48	.28	48
No. 9			.25	54	.26	54
No. 10	.20-.33	50	.24-.35	50	.28-.44	50
No. 11			.245	54	.385	54
No. 12	.29-.33	44	.33	46½	.383	40
No. 13			.25-.314	50-52	.355	49½
No. 14			.23	54	.21	59
No. 15			.23	40	.24	54
No. 16			.25	50	.26	50
No. 17	.34	52½	.25-.30	50	.25-.30	50
No. 18			.235	54	.26	54
No. 19			.28	54	.41	54
No. 20			.232	45	.255	54
No. 21			.32	50	.30	45
No. 22			.25	54	.25	54
No. 23			.25	45	.29	48
No. 24	.22	55	.27	48	.27	55
Dye-house men—						
No. 1	.327	55	.33	50	.30-.32	60-64
No. 2			.32	50	.32	54
No. 3	.27	50	.296	50	.32*b*	54-60
No. 4	.30	50	.34-.38	50	.35-.48	50
No. 5			.30	54	.33	54
No. 6	.30-.33	50	.37	50	.393	57½
No. 7			.31	50	.32	54
No. 8			.34-.37	30-57	.41	72
No. 9	.33	50	.30-.34	50	.35	50
No. 10	.30	52½	.33	54	.35	54
No. 11	.365	50	.35	50-56	.37	55
No. 12	.32	50	.32	54	.35	54
No. 13			.30-.40	47	.358	54
No. 14			.38-.50	48	.38-.50	48
No. 15			.296	54	.325	54
No. 16			.36	48	.366	48
No. 17			.30	55	.33	54
Cloth finishers, male—						
No. 1	.30	55	.30-.35	45	.30-.35	50
No. 2	.25-.50	55	.27	45	.30	60
No. 3			.32-.42	49½	.375	55
No. 4			.22	60	.30	60
No. 5	.21	50	.23	54	.25*b*	56
No. 6	.35	50	.40*b*	50	.40*b*	54
No. 7	.25	50	.30	54	.385	54
No. 8			.32	54	.35	54
No. 9	.36	50	.375	48	.39	48
No. 10	.30	50	.40-.48	55	.44-.54	55
No. 11			.30	54	.33	54

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Cloth finishers, male—Conc.						
No. 12	.40-.45	44	.40	42	.45	45
No. 13	.28-.32	50	.33-.35	46-59	.38-.43	57
No. 14			.31	40	.32	54
No. 15			.30	54	.30	55
No. 16	.33	50	.32	50-54	.32	50-54
No. 17	.40	52½	.32-.40	50	.30-.47	54
No. 18	.30-.50	50	.30-.48	50	.35-.53	50
No. 19	.30	55	.296	54	.325	54
No. 20			.30	54	.33	54
No. 21			.375	49	.41	54
No. 22			.34	45	.30	56
Firemen—						
No. 1	.35	56	.33	45	.35	50
No. 2	.35	55	.37	49	.37	60
No. 3	.35	50	.40	49½	.40	55
No. 4	.325	55	.36	54	.45	58
No. 5	.27	50	.30	57	.32	60
No. 6			.40	62	.41	60
No. 7			.32	54	.35	54
No. 8	.50	50	.41-.45	56	.43-.47	56
No. 9			.30	56	.43	48
No. 10	.48	50	.40	56	.368	50
No. 11	.395	57	.395	57	.415	57
No. 12	.37-.50	65	.33-.42	72	.35-.42	72
No. 13	.42	50	.45	56	.50	56
No. 14			.395	72	.455	72
No. 15			.40	72	.49	56
KNITTED GOODS, INCLUDING HOSIERY						
Carders, woollen, male—						
No. 1	.27	55	.27	55	.27	55
No. 2	.315	49½	.33	45	.35-.40	45
No. 3	.33	52	.20	52	.20	52
No. 4	.25	48	.25	48	.278	48
No. 5	.225	55	.26	48	.28	48
No. 6	.32	50	.29	48	.30	55-60
No. 7	.36	50	.35	50	.35	50
No. 8	.35	45	.36	50	.413	52
No. 9	.40	50	.38	50	.40	55
No. 10	.275	55	.297	54	.297	54
No. 11	.33	50	.32	45	.32	59
No. 12	.37	44	.364	44	.386	44
No. 13			.335	54	.35	54
No. 14			.39	50	.38	50
No. 15			.30	54	.30	59
Spinners, worsted, female—						
No. 1	.30	50	.24	48	.24	55
No. 2	.273	49½	.32	36	.325	46
No. 3			.294	44	.284	44
No. 4			.23	54	.23	54
No. 5	.45	55	.34	41	.35	37
Spinners, woollen, mule, male—						
No. 1	.375	49½	.35-.40	45	.35-.40	45
No. 2			.35	40	.35	55
No. 3	.36	55	.25-.34	48	.28-.39	48
No. 4	.20-.30	55	.24	48	.26	48
No. 5	.45	50	.32	48	.32	55-60
No. 6	.38	50	.37	50	.41	50
No. 7	.22-.30	50	.365	32	.37	50
No. 8	.40	50	.38	50	.40	55
No. 9			.355	45	.375	45
No. 10	.25	55	.297	54	.297	54
No. 11			.435	44	.465	44
No. 12			.39	50	.40	50

(b) Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
KNITTED GOODS, INCLUDING HOSIERY —*Cont.*						
Winders, female—						
No. 1	.23	49½	.27	45	.20-.35	45
No. 2	.20-.30	55	.29	55	.21	55
No. 3	.....	....	.26	48	.30	48
No. 4	.....	....	.24	45½	.24	46½
No. 5	.18-.28	55	.22-.25	48	.25	55
No. 6	.15	55	.33	48	.33	49
No. 7	.29	55	.30	50	.31	49
No. 8	.....	...	.237	50	.225	50
No. 9	.....	....	.267	50	.20	45
No. 10	.25-.38	50	.32-.38	45-50	.30-.34	45-50
No. 11	.33	44	.25	44	.263	44
No. 12	.33	50	.273	50	.297	50
No. 13	.21	45	.25	50	.317	46
No. 14	.....	....	.33	36-45	.25-.38	50
No. 15	.325	49½	.31	48	.29	48
No. 16	.....	....	.23	54	.23	54
No. 17	.....	....	.332	45	.396	45
No. 18	.36	49½	.31	47	.32	35
No. 19	.285	44	.372	50	.278	50
No. 20	.....	....	.26	46½	.31	20
No. 21	.....	....	.26	48	.26	48
No. 22	.28	50	.29	48	.29	48
No. 23	.23	49½	.26	48	.26	48
No. 24	.....	....	.25	54	.25	47-57
No. 25	.19	52½	.24	52½	.24	52½
No. 26	.....	....	.25	54	.24	54
No. 27	.24	50	.265	50	.33	50
No. 28	.33	50	.26-.31	50	.26-.30	50
No. 29	.....	....	.25	50	.35	50
No. 30	.27	49½	.24	50	.24	50
No. 31	.27-.34	44	.285	44	.315	44
No. 32	.28	45	.32	48	.33	48
No. 33	.....	....	.34	34½	.34	44½
No. 34	.....	....	.354	48	.356	48
Knitters, garment, male—						
No. 1	.45	49½	.45	45	.45	45
No. 2	.225	55	.25	55	.25	55
No. 3	.35	52	.30	52	.30	52
No. 4	.25-.45	55	.29	48	.358	48
No. 5	.....	....	.37	48	.30	45
No. 6	.30	49	.326	46	.328	53
No. 7	29-.51	55	.35	48	.35	55
No. 8	.24	55	.24	48	.26	48
No. 9	.32-.44	50	.32-.36	50	.36-.40	50
No. 10	.50	50	.44	44	.463	44
No. 11	.355	50	.32-.45	50	.32-.45	50
No. 12	.....	....	.35-.40	28-35	.36-.44	48-53
No. 13	.50	49½	.39	48	.45	48
No. 14	.27	50	.38-.48	50	.42-.52	50
No. 15	.25-.48	50	.32	50	.50	50
No. 16	.48	55	.45	44	.44	37
No. 17	.20-.42	49½	.35	50	.33	50
No. 18	.68	44	.57	44	.57	44
No. 19	.45-.54	46½	.47-.56	46½	.47-.56	46½
No. 20	.....	....	.37-.45	44	.39-.50	44
No. 21	.....	....	.417	48	.525	48
Knitters, garment, female—						
No. 1	.24	49½	.21-.35	45	.20-.40	45
No. 2	.19	55	.20	55	.20	55
No. 3	.20	52	.18	52	.18	52
No. 4	.22	55	.256	48	.273	48
No. 5	.....	....	.237	32	.22	46
No. 6	.165	55	.225	48	.24	48
No. 7	.....	....	.227	45	.207	42
No. 8	.....	....	.26	45	.26	49½
No. 9	.32	49½	.27	42	.26	41

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Knitters, garment, female—Conc.						
No. 10	.22	50	.25	45	.25	27-55
No. 11	.28	49½	.25-.27	49½	.25-.27	27-36
No. 12	.....	....	.25	27-48	.25	61-64
No. 13	.337	44	.30	44	.315	44
No. 14	.....	....	.32	44	.32	44
No. 15	.....	....	.273	44	.273	44
Knitters, hosiery, male—						
No. 1	.....	....	.30	45	.35	45
No. 2	.35	52	.30	52	.30	52
No. 3	.....	....	.26	48	.29	40
No. 4	.82	50	.34-.54	49½	.35-.60	49½
No. 5	.....	....	.53	50	.57	48
No. 6	.30	49	.26	42	.38	45
No. 7	.....	....	.52	50	.52	50
No. 8	.82-1.10	55	.41-.82	49	.37-.83	54
No. 9	.....	....	.487	50	.47	50
No. 10	.....	....	.57	55	.58	44
No. 11	.....	....	.354	50	.392	50
No. 12	.....	....	.35	50	.35	50
No. 13	.....	....	.563	54	.597	54
No. 14	.35-.40	50	.31	36	.37-.42	50
No. 15	.43-.72	45	.38-.58	45	.38-.67	45
No. 16	.....	....	.636	43	.638	45
No. 18	.....	....	.42	55	.46	58
No. 19	.....	....	.50	50	.50	50
No. 20	.....	....	.366	38¼	.333	48
No. 21	.50	50	.48-.71	48	.48-.71	48
No. 22	.74	55	.38-.59	41-52	.43-.57	35-46
No. 23	.....	....	.73	50	.71	50
No. 24	.30	49	.31	45	.35	49
No. 25	.....	....	.58-.78	40-53	.63-.83	40-57
No. 26	.30	50	.368	50	.40	50
No. 27	.....	....	.34	50	.35	50
No. 28	.42	49½	.647	47	.647	46½
No. 29	.60	49½	.375	48	.52	48
No. 30	.....	....	.625	48	.54	48
No. 31	.....	....	.365	45½	.365	52
No. 32	.....	....	.29-.40	40-60	.33-.40	26-32
Knitters, hosiery, female—						
No. 1	.....	....	.18	45	.22	45
No. 2	.20	52	.18	52	.18	52
No. 3	.....	....	.21-.24	40	.22	52½
No. 4	.22-.27	55	.305	49	.28	54
No. 5	.....	....	.22	48	.22	48
No. 6	.....	....	.22	45	.226	42
No. 7	.....	....	.27	48	.26	50
No. 8	.....	....	.305	53	.342	53
No. 9	.323	49½	.18-.34	50	.20-.39	50
No. 10	.....	....	.296	40	.24	50
No. 11	.275	50	.23	54	.23	54
No. 12	.27-.38	45	.28-.32	45	.25-.38	45
No. 13	.30	50	.33	38	.33	35
No. 14	.285	44	.30	50	.25	50
No. 15	.285	52½	.24	52½	.24	52½
No. 16	.30	50	.28-.35	39-48	.26-.37	48
No. 17	.323	49½	.32-.35	48	.32-.41	48
No. 18	.....	....	.26	48	.327	38
No. 19	.....	....	.42	50	.42	50
No. 20	.22	49	.34	54	.30	45
No. 21	.30	50	.31	50	.35	50
No. 22	.....	....	.36	50	.30	50
No. 23	.27	49½	.31	46½	.31	47
No. 24	.....	....	.255	54	.285	54
No. 25	.....	....	.318	26	.338	40½
No. 26	.345	45	.33	48	.417	48
No. 27	.....	....	.25-.32	36-52	.27-.34	29
No. 28	.....	....	.32	47½	.34	47½

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
KNITTED GOODS, INCLUDING HOSIERY —*Cont.*						
Fixers, male—						
No. 1	.....	....	.545	55	.545	55
No. 2	.....	....	.38	48	.38	55
No. 3	.32-.50	55	.32-.54	48	.34-.58	48
No. 4	.65	52½	.59	50	.59	50
No. 5	.....	....	.41-.75	49½	.50-.80	49½
No. 6	.....	....	.64	50	.58	50
No. 7	.70	49½	.64	50	.64	50
No. 8	.....	....	.42	50	.44	48
No. 9	.52	55	.70	48	.75	48
No. 10	.455	55	.48	54	.537	54
No. 11	.....	....	.38-.73	48	.38-.77	48
No. 12	.....	....	.40	54	.40	54
No. 13	.48-.72	55	.59-.61	47-53	.57-.60	43-44
No. 14	.91	44	.55	50	.575	50
No. 15	.325	52½	.34	52½	.37	52½
No. 16	.54	50	.50	50	.63	50
No. 17	.....	....	.62	50	.62	50
No. 18	.61-.81	49½	.56-.71	49½	.60-.76	49½
No. 19	.70	49½	.40-.69	50-69	.44-.68	43-50
No. 20	.....	....	.78	45	.89	45
No. 21	.....	....	.79	48	.93	48
No. 22	.....	....	.545	55	.545	55
No. 23	.60-.80	49½	.85	48	.85	48
No. 24	.....	....	.42-.83	48	.48-.92	48
No. 25	.70	49½	.66	50-60	.66	50-32
Menders, garment, female—						
No. 1	.16	55	.18	55	.18	55
No. 2	.....	....	.28	48	.29	48
No. 3	.18	49	.27	47½	.29	48
No. 4	.16-.22	55	.20	48	.22	55
No. 5	.....	....	.275	35	.30	50
No. 6	.30	45	.278	45	.30	45
No. 7	.....	....	.28-.30	44	.31	44
No. 8	.....	....	.284	44	.284	44
No. 9	.....	....	.285	44	.285	44
Menders, hosiery, female—						
No. 1	.....	....	.19	38	.24	40
No. 2	.....	....	.25	49½	.26	49½
No. 3	.....	....	.20	54	.22	54
No. 4	.....	....	.25	44	.21	44
No. 5	.29-.33	55	.39	40	.47	37
No. 6	.....	....	.24	50	.20	50
No. 7	.....	....	.34	39	.34	30
No. 8	.....	....	.256	50	.286	50
No. 9	.....	....	.229	50	.207	50
No. 10	.....	....	.23	44	.23	54
No. 11	.....	....	.31-.37	45	.34-.42	45
No. 12	.....	....	.31	49½	.32	44½
No. 13	.....	....	.32	50	.32	50
No. 14	.21	52½	.28	52½	.25	52½
No. 15	.32	50	.313	48	.375	48
No. 16	.....	....	.26	48	.26	48
No. 17	.30	49½	.26-.35	48	.31-.36	48
No. 18	.....	....	.28	48	.34	49
No. 19	.....	....	.36	48	.38	48
No. 20	.....	....	.35-.44	36-44	.46-.52	40
No. 21	.....	....	.285	50	.30	50
No. 22	.....	....	.25	50	.25	50
No. 23	.33	49½	.325	36	.33	48
No. 24	.....	....	.285	44	.285	44
No. 25	.29	45	.32	48	.33	48
No. 26	.226	49½	.26-.35	28-44	.28-.41	32-41
No. 27	.....	....	.33	46	.335	50

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Cutters, male—						
No. 1	.24-.36	55	.30	55	.30	55
No. 2	.34-.50	49½	.40-.50	45	.40-.55	45
No. 3	.20-.33	55	.30	48	.46	48
No. 4	.....	....	.48	29½	.49	46½
No. 5	.....	....	.35	48	.40	45
No. 6	.22	55	.298	54	.298	54
No. 7	.365	55	.35	48	.35	55
No. 8	.42	55	.42	40	.43	37
No. 9	.....	....	.415	48	.463	48
No. 10	.....	....	.73	44	.68	44
Cutters, female—						
No. 1	.15	55	.20	55	.22	55
No. 2	.23	49½	.25-.35	45	.22-.40	45
No. 3	.....	....	.255	48	.255	48
No. 4	.235	49	.24	54	.25	43½
No. 5	.....	....	.30	47	.23	48
No. 6	.20-.31	50	.21-.34	50	.26-.37	50
No. 7	.....	....	.345	44	.355	44
No. 8	.....	....	.267	50	.363	50
No. 9	.....	....	.308	48	.336	48
No. 10	.30	45	.33	45	.35	45
No. 11	.40	49½	.35	41	.35	34
No. 12	.....	....	.25	48	.275	48
No. 13	.25	49½	.26	48	.28	48
No. 14	.....	....	.27	43	.28	40
No. 15	.22	55	.21	54	.21	54
No. 16	.....	....	.26	48	.25	50
No. 17	.....	....	.24-.30	50	.31-.39	50
No. 18	.265	....	.255	40½	.255	49½
No. 19	.325	....	.25	50	.25	50
No. 20	.....	....	.30	44	.31	44
No. 21	.....	....	.30	47½	.31	44
No. 22	.29	45	.33	48	.40	48
No. 23	.28	49	.30	48	.32	48
No. 24	.....	....	.32	35	.33	35
No. 25	.30	46½	.315	46½	.315	46½
No. 26	.....	....	.30	44	.30	40
Finishers and sewers, garment, female—						
No. 1	.22	49½	.25-.40	45	.20-.45	45
No. 2	.15-.30	55	.16-.27	55	.16-.30	55
No. 3	.20	52	.18	52	.18	52
No. 4	.....	....	.26	48	.26	48
No. 5	.....	....	.207	44½	.218	44½
No. 6	.18-.33	55	.25	48	.25	55
No. 7	.....	....	.26-.30	45	.30	49½
No. 8	.20-.36	50	.19-.33	40-50	.22-.38	40-50
No. 9	.....	....	.35	44	.37	44
No. 10	.....	....	.33	44	.335	44
No. 11	.30	50	.25	50	.27	50
No. 12	.....	....	.34	32-36	.25-.50	50
No. 13	.....	....	.31	48	.33	48
No. 14	.27-.42	45	.37	45	.423	45
No. 15	.....	....	.24	48	.265	48
No. 16	.....	....	.26	45	.26	40
No. 17	.26	49	.236	54	.31	55
No. 18	.23	55	.21	54	.21	54
No. 19	.27	50	.22-.33	50	.22-.35	50
No. 20	.24-.34	50	.22-.32	50	.23-.33	50
No. 21	.....	....	.22	30	.22	44½
No. 22	.....	....	.23	36	.295	27
No. 23	.315	49½	.27	38	.27	51
No. 24	.....	....	.18-.23	47-50	.20-.25	42-51
No. 25	.20-.28	49	.31-.35	46½	.31-.39	37½
No. 26	.....	....	.26-.28	38-43	.28	50
No. 27	.....	....	.27	36	.27	38
No. 28	.....	....	.27	48	.27	48
No. 29	.....	....	.35	44	.33	44
No. 30	.....	....	.285	44	.40	44
No. 31	.35	49½	.32	42	.37	37
No. 32	.....	....	.293	44	.318	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
KNITTED GOODS, INCLUDING HOSIERY —*Cont.*						
Finishers and sewers, garment, female— Conc.						
No. 33	....	....	.28	35	.31	37
No. 34	....	....	.285	44	.285	44
No. 35	....	....	.30	26¾	.30	24
No. 36	....	....	.22-.26	50	.22-.26	50
No. 37	....	....	.28	27½	.28	40
No. 38	....	....	.273	44	.273	44
No. 39	....	....	.273	44	.273	44
No. 40	....	....	.32	35	.33	35
No. 41	.455	44	.26	44	.26-.28	44
No. 42	.475	46½	.30-.39	46½	.32-.41	46½
No. 43	....	....	.29	48	.29	48
Finishers and sewers, hosiery, female—						
No. 1	.20	52	.18	52	.18	52
No. 2	....	....	.28	48	.24	45
No. 3	.217	50	.24-.35	49½	.24-.35	49½
No. 4	.27-.31	55	.375	45	.41	45
No. 5	....	....	.397	39	.387	31
No. 6	....	....	.22	50	.22	50
No. 7	....	....	.317	50	.268	50
No. 8	....	....	.246	50	.241	50
No. 9	.36	49½	.31	50	.41	50
No. 10	.33	50	.273	50	.284	50
No. 11	.29-.33	45	.324	45	.36	45
No. 12	....	....	.348	46½	.32	53½
No. 13	....	....	.33	46	.365	49
No. 14	.30	50	.417	48	.45	35
No. 15	....	....	.32	48	.345	46½
No. 16	....	....	.44	48	.39	48
No. 17	....	....	.39	48	.415	48
No. 18	....	....	.32-.48	47	.32-.50	41-44
No. 19	.35	49½	.32	41	.33	28
No. 20	.23	55	.21	54	.21	54
No. 21	....	....	.27	50	.27	50
No. 22	....	....	.34	50	.25	50
No. 23	.25	49½	.325	41	.375	34½
No. 24	.247	49½	.31	43	.335	46
No. 25	....	....	.255	54	.255	54
No. 26	....	....	.25	15	.34	12
No. 27	.37	48	.34	48	.48	48
No. 28	....	....	.38	48	.355	48
No. 29	....	....	.26	39	.30	49½
No. 30	....	....	.25-.31	41-50	.27-.39	22-35
No. 31	....	....	.26	47½	.26-.28	47½
Boarders, hosiery, male—						
No. 1	....	....	.38	50	.31	50
No. 2	....	....	.624	47	.635	37
No. 3	.20	55	.26	48	.28	48
No. 4	....	....	.35	50	.27	50
No. 5	....	....	.324	49½	.417	49½
No. 6	....	....	.75	40	.70	50
No. 7	.30	49½	.34	50	.34	50
No. 8	.535	45	.50	45	.54-.60	45
No. 9	.39	55	.43	43	.44	38
No. 10	....	....	.52	54	.51	45
No. 11	....	....	.435	50	.39	50
No. 12	....	....	.425	48	.43	51
No. 13	....	....	.30	52½	.30	52½
No. 14	.36	50	.52	48	.54	48
No. 15	....	....	.405	48	.40	46
No. 16	....	....	.50	48	.51	48
No. 17	....	....	.33	48	.33	50
No. 18	.40	50	.435	50	.46	50
No. 19	.325	49½	.45	39	.515	43½
No. 20	.555	45	.435	48	.48	48
No. 21	....	....	.487	17	.53	22
No. 22	....	....	.33-.40	44-54	.34-.48	24-52
Boarders, hosiery, female—						
No. 1	....	....	.34	50	.31	50
No. 2	....	....	.32	50	.30	50
No. 3	....	....	.47	38½	.495	45
No. 4	.36	50	.375	48	.417	48
No. 5	....	....	.35	50	.37	50
No. 6	.335	49½	.45	38½	.39	38
Loopers, hosiery, female—						
No. 1	....	....	.22	48	.25	30
No. 2	....	....	.39	50	.39	50
No. 3	....	....	.22	54	.26	54
No. 4	.255	55	.375	45	.385	48
No. 5	....	....	.26	50	.23	50
No. 6	.33	50	.19-.38	49½	.21-.40	49½
No. 7	....	....	.46	38	.467	26
No. 8	....	....	.26	54	.285	53
No. 9	....	....	.28-.38	50	.26-.38	50
No. 10	....	....	.38	45	.305	45
No. 11	....	....	.30	50	.27	50
No. 12	....	....	.296	54	.296	54
No. 13	.32	45	.294	45	.322	45
No. 14	....	....	.37	44	.42	44
No. 15	.285	44	.26	50	.285	50
No. 16	.30	52½	.24	52½	.24	52½
No. 17	.30	50	.26-.33	48	.26-.33	48
No. 18	....	....	.44	48	.40	35
No. 19	....	....	.30-.35	48	.30-.35	48
No. 20	....	....	.27	48	.36	26
No. 21	.30	49½	.32-.44	48	.33-.47	48
No. 22	....	....	.31	50	.34	50
No. 23	....	....	.39	50	.31	50
No. 24	.33	49½	.32	38	.335	39½
No. 25	....	....	.325	19	.325	46
No. 26	....	....	.315	47½	.315	50
No. 27	....	....	.42	48	.39	48
No. 28	....	....	.33-.45	48	.38-.50	35
No. 29	....	....	.285	54	.34	54
No. 30	....	....	.365	10½	.408	21
No. 31	.40	45	.36-.43	48	.417	48
No. 32	....	....	.27-.40	20-37	.27-.51	18-40
Pressers, garment, male—						
No. 1	....	....	.42	48	.36	30
No. 2	.36-.55	55	.35	48	.35	55
No. 3	.55	50	.44	50	.51	50
No. 4	....	....	.28	39	.30	35
No. 5	.53	49½	.40	45	.40	49
No. 6	....	....	.68	44	.68	44
No. 7	.60	50	.45	50	.44	50
No. 8	.445	45	.46	45	.63	45
Pressers, garment, female—						
No. 1	.16-.23	55	.21	55	.21	55
No. 2	....	....	.275	48	.328	48
No. 3	....	....	.24	48	.265	48
No. 4	.25-.32	44	.285	44	.31	44
No. 5	....	....	.315	27	.275	37
No. 6	.335	45	.35	45	.44	45
Pressers, hosiery, female—						
No. 1	....	....	.28	48	.28	45
No. 2	....	....	.27	55	.29	55
No. 3	.335	45	.35	45	.44	45
No. 4	....	....	.28	48	.28	48
Examiners and inspectors, female—						
No. 1	.16	55	.18	55	.18	55
No. 2	.235	55	.285	48	.304	48
No. 3	....	....	.24	48	.20	40
No. 4	.217	50	.26	49½	.26	49½
No. 5	....	....	.22	54	.22	54
No. 6	....	....	.22	48	.22	55
No. 7	....	....	.24-.28	50	.24-.26	50

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
KNITTED GOODS, INCLUDING HOSIERY —*Cont.*						
Examiners and inspectors, female—Conc.						
No. 8	.29-.33	55	.35	40	.35	50
No. 8*a*			.245	50	.29	50
No. 9			.34	36½	.34	31
No. 10	.28	49½	.285	50	.38	50
No. 11			.328	48	.318	48
No. 12	.267	45	.30	45	.30	45
No. 13	.325	45	.325	45	.35	45
No. 14			.33	50½	.36	48
No. 15	.285	44	.328	50	.33	50
No. 16	.28	50	.29	48	.28	48
No. 17	.30	49½	.25-.30	48	.28-.33	48
No. 18			.267	48	.30	37
No. 19			.33	48	.31	48
No. 20			.21	54	.25	45
No. 21			.33-.53	44	.36-.48	40
No. 22			.285	50	.30	50
No. 23			.21-.29	50	.22-.36	50
No. 24			.21	50	.225	50
No. 25	.33	49½	.335	34	.335	46
No. 26			.28	36	.28	42
No. 27			.275	15	.374	15
No. 28			.285	44	.28-.31	44
No. 29	.20	49½	.33	48	.33	48
No. 30			.24	50	.24	50
No. 31			.25-.31	33-41	.27-.33	23-36
No. 32			.32	44	.32	44
Folders, female—						
No. 1	.24	49½	.20-.25	45	.21-.35	45
No. 2	.16	55	.18	55	.18	55
No. 3			.26	45	.28	49½
No. 4	.24-.41	50	.25-.30	45-50	.26-.35	45-50
No. 5	.323	49½	.275	48	.328	48
No. 6	.22	55	.23	54	.23	54
No. 7	.30	45	.317	45	.42	45
No. 8			.24	48	.265	48
No. 9	.265	52½	.25	52½	.25	52½
No. 10	.26	50	.295	50	.37	50
No. 11	.22	50	.21-.31	50	.24-.34	50
No. 12	.20	50	.25	50	.263	50
No. 13			.31	19	.40	18
No. 14	.22-.40	44	.34	44	.306	44
No. 15	.226	49½	.24	50	.24	50
No. 16			.32	50	.30	50
Bozers, female—						
No. 1	.22	49½	.25	45	.25	45
No. 2	.217	50	.24	49½	.30	49½
No. 3			.24	48	.24	26
No. 4	.18-.37	55	.25	48	.25	55
No. 5			.18	50	.17	50
No. 6	.20	55	.17-.24	50	.17-.24	48
No. 7			.267	45	.281	48
No. 8			.26	48	.31	30
No. 9	.22	50	.25-.30	50	.25-.28	50
No. 10			.24	48	.265	48
No. 11	.325	52½	.25	52½	.25	52½
No. 12	.28	50	.26	48	.26-.40	48
No. 13			.41	48	.425	48
No. 14			.25	50	.26	50
No. 15			.25	15	.34	12
No. 16	.25-.32	44	.285	44	.31	44
No. 17	.24	49½	.25	50	.25	50
No. 18			.27	47½	.26	47½
No. 19	.355	45	.335	45	.443	45
Dyehouse men—						
No. 1			.35	45	.38	45
No. 2	.30	55	.275	55	.29	55
No. 3			.30	51	.29	49
No. 4			.306	50	.348	48
Dyehouse men—Conc.						
No. 5	.275	55	.275	48	.30	48
No. 6			.27	50	.24	50
No. 7	.33-.38	55	.30-.33	48	.30	55
No. 8			.33	45	.33	49½
No. 9	.36	50	.36	50	.40	50
No. 10			.35-.40	50	.35-.40	50
No. 11	.40	50	.40	44	.42	44
No. 12	.38	50	.35	50	.35	50
No. 13	.40-.48	50	.38	50	.43	55
No. 14	.445	45	.36-.46	45	.36-.48	45
No. 15	.30-.44	55	.44	47	.40	47
No. 16			.42	49½	.496	59
No. 17			.364	48½	.40	48½
No. 18	.38	52½	.30	52½	.356	52½
No. 19	.40	50	.354	48	.354	48
No. 20			.33	48	.36	48
No. 21	.32	49½	.333	48	.353	48
No. 22			.405	48	.42	48
No. 23	.30	50	.32	50	.34	50
No. 24	.40-.50	49½	.32-.42	50	.32-.42	50
No. 25			.32	38	.30	50-55
No. 26			.375	44	.375	44
Warehouse and shipping men—						
No. 1	.25	55	.275	55	.27	55
No. 2	.35	52	.20	52	.20	52
No. 3	.25	55	.25	48	.28	48
No. 4	.49	49	.293	51	.317	51½
No. 5	.27-.46	55	.25-.31	48	.26-.35	46½
No. 6			.34	50	.385	55
No. 7			.24	50	.24	50
No. 8			.33	45	.33	49½
No. 9	.36-.44	50	.30-.40	50	.34-.44	50
No. 10	.45	49½	.45	50	.45	50
No. 11	.36	50	.32	50	.34	50
No. 12			.39	48	.42	48
No. 13			.344	56½	.382	65
No. 14			.333	48	.333	48
No. 15	.38	52½	.32	52½	.34	52½
No. 16	.45	50	.312	48	.385	48
No. 17			.48	48	.52	48
No. 18			.29	48	.354	48
No. 19			.32-.40	50	.29-.44	50
No. 20			.34	50	.357	50
No. 21	.39-.60	44	.47	44	.47	44
No. 22			.33	48	.365	48
No. 23	.36-.43	49½	.32	50	.32	50
No. 24			.34	45	.36	47
Engineers—						
No. 1	.42	72	.42	56	.42	66
No. 2	.375	55	.40	61	.40	61
No. 3	.39	52	.50	52	.50	52
No. 4	.55	55	.55	48	.63	55
No. 5			.455	66	.47	66
No. 6	.39	49½	.39	50	.39	50
No. 7			.30	54	.30	54
No. 8	.70	50	.59	55	.55	60
No. 9	.60	49½	.62	50	.65	50
No. 10	.38	52½	.336	55	.346	55
No. 11	.60	50	.50	53	.51	55
No. 12	.60	50	.52	56	.625	48
No. 13			.40	55	.45	55
No. 14			.39	54	.39	54
No. 15			.53	66	.53	66
No. 16	.55	50	.525	60	.525	60
No. 17	.50	54½	.45	68	.45	68
No. 18			.43	50	43	50
No. 19	.56	49½	.425	66	.455	66
No. 20	.86	44	.727	44	.727	44
No. 21			.75	48	.73	48
No. 22	.455	66	.60	50	.60	50
No. 23	.43	46½			50	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
KNITTED GOODS, INCLUDING HOSIERY —*Conc.*						
Firemen—						
No. 1	.34	52	.385	52	.385	52
No. 2	.30	77	.255	72	.282	72
No. 3			.30	60	.33	60
No. 4	.367	77	.45	59	.465	57
No. 5	.45	55	.27	48	.30	60
No. 6	.245	55	.30	72	.30	72
No. 7			.388	60	.344	60
No. 8			.295	56	.393	56
No. 9			.40	50	.42	50
No. 10	.45	50	.50	64	.50	64
No. 11	.365	49½	.44	50	.462	50
No. 12			.40	60	.40	60
No. 13	.50	71	.50	66	.525	66
No. 14			.36	72	.37	72
No. 15	.347		.333	48	.333	72
No. 16	.40	56	.40	56	.40	56
No. 17			.346	52	.346	52
No. 18			.35	54	.39	54
No. 19	.50	44	.40	44	.50	44
No. 20	.365	66	.40	56	.40	50
No. 21	.40–.45	55	.52	46	.59	42
SILK YARN AND FABRICS						
Winders, female—						
No. 1			.25	50	.25	50
No. 2			.292	50	.315	50
No. 3			.24–.29	45	.24–.27	33–47
No. 4			.24	53	.24	55
No. 5			.24	48	.25	48
No. 6			.25	41	.275	50
No. 7			.23	50	.243	50
No. 8			.21	55	.21	55
No. 9			.30	55	.335	50
No. 10			.23	53½	.27	45
No. 11			.235	50	.25	50
No. 12			.25	50	.34	42
No. 13	.18–.27	50	.29–.31	50	.32–.34	45
No. 14	.30–.35	44	.28–.36	51	.28–.36	48–53
No. 15			.30	45	.32	47
No. 16			.25	50	.25	50
No. 17			.267	55	.278	55
No. 18			.29	37	.29	39
Spinners, male—						
No. 1			.21–.25	55	.17–.25	55
No. 2			.29	50	.34	50
No. 3			.27–.35	50	.25–.40	50
No. 4			.24–.29	50	.23–.26	51
No. 5			.29	55	.31	52
No. 6			.225	45	.25	48–57
No. 7			.20–.25	55	.20–.26	55
No. 8			.25	50	.275	50
No. 9	.35–.50	47–56	.50	48	.55	48
No. 10			.26–.35	50–55	.26–.35	50–55
No. 11			.30–.38	57½	.30–.40	57½
No. 12			.325	50	.315	57
No. 13			.267	60	.275	60
Spinners, female—						
No. 1			.25	50	.25	50
No. 2			.19–.21	55	.19–.21	55
No. 3	.32–.35	44	.28	53	.29	55
No. 4			.29	55	.30	53
No. 5			.31	45	.33	45
No. 6			.29	37	.29	39
No. 7			.25	50	.25	50

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Redrawers, female—						
No. 1			.16–.25	50	.23–.25	50
No. 2			.17	55	.17	55
No. 3			.20–.21	35–50	.20–.21	49
No. 4			.20	55	.22	50
No. 5			.21	50	.21	50
No. 6			.21	55	.19–.20	55
No. 7			.19–.21	50	.20–.22	50
No. 8			.27	50	.24	50
No. 9			.25–.29	47–55	.27–.30	48–53
No. 10			.25	50	.25	50
Warpers, male—						
No. 1	.46‡	60	.385	50		
No. 2			.29	55	.33	55
No. 3	.30	62½	.465	50	.46	50
No. 4			.31–.41	39	.28–.38	50
No. 5			.30–.39	50	.30–.40	50
No. 6			.305	50	.32	55
No. 7			.34	50	.34	50
No. 8			.31	55	.32	55
No. 9			.34	55½	.37	52½
No. 10			.33	50	.429	50
No. 11			.32–.35	33–63	.35	50
No. 12			.327	55	.38	55
No. 13			.40–.60	50	.50–.60	50–55
No. 14			.20	59	.20	55
Warpers, female—						
No. 1			.275	50	.307	50
No. 2			.21	55	.22	55
No. 3			.27	50	.29	50
No. 4	.33‡	52½	.395	50	.42	50
No. 5			.24–.35	54	.24–.34	50
No. 6			.32	48	.29–.36	48
No. 7			.27–.36	55	.30	50
No. 8			.28	50	.295	55
No. 9			.31	50	.34	45
No. 10			.36–.40	50	.35–.41	50
Quillers, male—						
No. 1			.25–.27	50	.22–.30	50
No. 2			.25	45	.23	54
No. 3			.24	59½	.24	55
No. 4			.20–.25	55	.18–.263	55
No. 5			.19–.227	40–55	.19–.24	55
No. 6			.23	64	.28	48
No. 7			.32	38–58	.385	50
No. 8			.28–.35	50	.29–.38	50–55
No. 9			.36	49	.372	55
Quillers, female—						
No. 1			.26	50	.28	50
No. 2			.22–.32	50	.20–.34	50
No. 3			.23	50	.23	50
No. 4			.24	59½	.24	55
No. 5			.245	55	.244	55
No. 6			.17–.20	48	.18–.22	48
No. 7			.23	50	.25	50
No. 8			.25	50	.25	50
No. 9	.30	44	.283	53	.31	52
No. 10			.24	45	.24	52
Twisters, male—						
No. 1			.56	50	.63	50
No. 2			.31–.36	50	.33–.42	50
No. 3			.455	50	.455	50
No. 4			.37	55	.37	59
No. 5			.37	55	.35	45
No. 6			.40	55	.54	50
No. 7			.37	55	.39	55
No. 8			.25	55	.24–.30	55
No. 9			.40	50	.42	50
No. 10			.32–.40	23–57	.39	50
No. 11			.28–.51	50	.34–.54	50
No. 12			.36	55	.455	55

‡ 1930.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
SILK YARN AND FABRICS—*Cont.*						
Loom fixers, male—						
No. 1			.42	50	.45	50
No. 2			.45	55	.42	55
No. 3			.54-.57	50	.45-.60	50
No. 4	.65‡	52½	.59	50	.59	50
No. 5			.325	60	.40	55
No. 6			.59	50	.59	50
No. 7			.585	50	.585	50
No. 8			.37-.61	48	.40-.625	48
No. 9			.727	55	.80	50
No. 10			.57-.625	55	.597	55
No. 11			.40-.55	55	.40-.55	55
No. 12			.51	50	.55	50
No. 13			.40-.585	44-58	.44	50
No. 14	.55	44	.46	48	.473	55
No. 15			.55-.75	50	.60-.80	50
No. 16			.335	49	.42	55
Weavers, male—						
No. 1			.32-.43	50	.35-.50	50
No. 2	.335‡	62½	.435	50	.385	50
No. 3			.30-.42	45	.39-.44	50
No. 4			.32-.42	50	.30-.44	50
No. 5			.26	55½	.277	55
No. 6			.28-.45	48	.28-.47	48
No. 7			.37-.424	55	.32-.424	50
No. 8			.30	55	.368	50
No. 9			.41	50	.42	50
No. 10			.33-.40	16-40	.39-.46	50
No. 11			.35-.47	40	.39-.46	41-50
No. 12			.32	50	.44	50
No. 13			.37	49	.40	55
No. 14			.345	44½	.353	41
Weavers, female—						
No. 1			.35	50	.35	50
No. 2	.35‡	52½	.40	50	.393	50
No. 3			.34-.41	45	.38-.42	50
No. 4			.257	58½	.297	55
No. 5			.34-.42	55	.32-.424	50
No. 6			.30	55	.35	50
No. 7			.37	50	.35	40
No. 8			.35	40	.42	50
No. 9			.263	50	.344	50
No. 10			.302	38	.282	33
No. 11			.34	50	.34	50
Smash hands, male—						
No. 1			.34-.36	50	.38	50
No. 2			.27	55	.35	55
No. 3			.35-.37	48	.33-.38	48
No. 4			.35	55	.40	40
No. 5			.405	55	.425	55
No. 6			.20-.31	55	.20-.31	55
No. 7			.36	50	.42	50
No. 8			.35-.41	50	.35-.40	50
No. 9			.35	38	.396	50
Pickers, female—						
No. 1			.17	55	.17	55
No. 2			.18-.23	50	.20-.25	50
No. 3			.20	50	.20	50
No. 4			.25	50	.25	50
No. 5			.21	40	.21	44
No. 6			.15-.26	48	.18-.28	48
No. 7			.25	53	.25	38
No. 8			.25	55	.25	55
No. 9			.25	50	.265	50
No. 10			.25	32½	.275	50
No. 11			.25-.33	50	.25-.33	50

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
General helpers, male—						
No. 1			.355	50	.375	50
No. 2			.25	50	.25-.30	50
No. 3			.23-.31	48	.25	48
No. 4			.24	55	.253	55
No. 5			.21-.25	55	.20-.27	55
No. 6			.18-.40	50	.20-.41	50
No. 7	.35	44	.31-.40	45-55	.32-.465	46-58
No. 8			.35	48	.36	51
No. 9			.26-.40	50	.26-.40	50
No. 10			.30-.38	48	.32-.425	48
No. 11			.20	62	.24	55
SHIRTS (c)						
Cutters, male—						
No. 1			.40-.45	45	.40-.45	45
No. 2	.615	52	.385	52	.41	49
No. 3			.38-.49	34-50	.38-.49	39-54
No. 4	.56	46½	.682	44	.625	48
No. 5			.645	46½	.645	46½
No. 6			.30	48	.323	48
No. 7	.565	49½	.461	52	.461	52
No. 8	.30-.70	51	.42-.63	48½	.42-.66	51½
No. 9	.56	50	.61	50	.603	49½
No. 10			.25-.36	50	.25-.50	50
No. 11			.35	44	.35	54
Sewing machine operators, female—						
No. 1			.18-.26	45	.18-.26	45
No. 2	.25	52	.245	47	.235	49
No. 3	.205	46½	.27	44	.28	48
No. 4			.26	46½	.26	46½
No. 5			.26	48	.26	48
No. 6			.20-.24	44	.20-.24	54
No. 7	.245	49	.22-.30	50	.22-.30	50
No. 8	.323	49½	.279	52	.293	52
No. 9	.25	50	.328	49	.295	50½
No. 10	.20-.33	51	.20-.33	48½	.20-.32	53½
No. 11			.19-.32	48½	.20-.37	48½
Examiners, female—						
No. 1	.20	46½	.26	44	.26	48
No. 2			.236	46½	.25	46½
No. 3	.323	49½	.26	52	.26	52
No. 4	.29-.36	51	.22-.30	48½	.25-.27	53½
No. 5	.22	50	.31	55	.325	45½
No. 6			.16	44	.20	54
Pressers, female—						
No. 1	.23	52	.245	47	.27	49
No. 2	.21	46½	.28	44	.29	48
No. 3			.24	44	.24	54
No. 4	.245	49	.25	50	.25	50
No. 5	.363	49½	.30	50	.31	52
No. 6	.20-.33	54	.20-.30	48½	.20-.32	48½
No. 7	.225	50	.364	47½	.335	42
Box room workers, female—						
No. 1			.24	44	.24	54
No. 2			.236	46½	.25	46½
No. 3	.17	46½	.25	44	.25	48
No. 4			.22-.24	48½	.23-.24	48½
No. 5	.18-.26	50	.27-.32	55	.27-.34	48-51
Shippers, male—						
No. 1	.327	52	.42	52	.533	60
No. 2			.23	46½	.26	46½
No. 3	.40		.35	44	.35	48
No. 4	.265	49	.32	50	.32	50
No. 5	.60	49½	.461	52	.577	52
No. 6	.40	50	.44	46½	.44	52
No. 7	.217-.36	69	.34-.454	44	.34-.477	44

‡ 1930.

(c) Work shirts included under Ready-Made Clothing.—B. Men's Work Clothing. See page 95.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
READY-MADE CLOTHING						
A—MEN'S AND BOYS' SUITS AND OVERCOATS						
Cutters, male—						
No. 1	39.00	44	35.00	44	38.35	44
No. 2	.....	....	35.20	44	38.75	44
No. 3	.....	....	15.90	20	15.75	24
No. 4	.....	....	25.00	43¾	25.65	43¾
No. 5	.....	....	35.00	44	38.35	44
No. 6	.....	....	34.45	44	33.44	44
No. 7	.....	....	30.00–38.00	44	30.00–38.00	44
No. 8	.....	....	30.00	44	30.00	44
No. 9	.....	....	30.56	47¾	26.75	38
No. 10	.....	....	28.00	48	33.80	48
No. 11	.....	....	26.10	47½	29.04	48
No. 12	.....	....	25.00–32.00	48	27.50–35.20	48
No. 13	.....	....	38.40	48	30.00	48
No. 14	.....	....	27.00	44	27.00	44
No. 15	34.00	44	35.20	44	40.15	44
No. 16	34.00	44	19.00–43.00	44	20.00–40.00	44
No. 17	25.00	50	31.25	50	30.00	50
No. 18	.....	....	20.00	23½	29.45	30
No. 19	.....	....	37.55	43¾	36.55	43¾
No. 20	39.50	44	40.30–43.00	44	43.30–46.20	44
No. 21	40.00	44	38.70–43.00	44	40.25–46.20	44
No. 22	.....	....	39.00–43.00	44	42.10–46.20	44
No. 23	.....	....	25.00–42.00	46½	25.00–42.00	46½
No. 24	.....	....	31.45	41	36.30	40
No. 25	34.00	44	32.50	44	35.00	44
Trimmers, male—						
No. 1	34.00	44	31.00	44	33.85	44
No. 2	.....	....	28.50	44	31.45	44
No. 3	.....	....	32.00	44	35.20	44
No. 4	.....	....	10.80	23	25.65	44
No. 5	.....	....	28.50	44	31.50	44
No. 6	.....	....	28.50	44	28.60	44
No. 7	.....	....	39.00	44	43.00	44
No. 8	.....	....	26.40	48	32.10	53½
No. 9	34.00	52	25.45	48	.....	....
No. 10	.....	....	24.00	44	24.00	44
No. 11	32.00	44	19.75	44	23.30	44
No. 12	.....	....	16.75	26	28.35	39½
No. 13	.....	....	32.75	41	35.25	40
No. 14	28.00	43¾	32.45	43¾	33.30	43¾
No. 15	.....	....	21.00	44	24.00	44
No. 16	33.00	44	33.35	44	35.80	44
No. 17	27.00	44	23.00	44	24.70	44
Basters, male—						
No. 1	35.00	44	20.00–26.00	44	22.00–28.00	44
No. 2	.....	....	19.80	44	24.00	44
No. 3	.....	....	19.80	44	21.80	44
No. 4	.....	....	26.25	44	29.05	44
No. 5	.....	....	13.50–20.80	24–39	19.70–26.35	42
No. 6	.....	....	22.00–24.60	38–46	12.85–18.45	25–33
No. 7	.....	....	17.75	35	21.75–23.10	38–42
No. 8	.....	....	19.50	38½	21.90–29.70	53
No. 9	.....	....	28.00	44	30.00	44
No. 10	23.50	44	22.50	44	25.00	44
No. 11	32.00	44	24.00–38.00	44	27.00–48.00	44
No. 12	.....	....	35.00	44	37.65	44
No. 13	.....	....	10.00–16.00	18–24	17.40–29.25	34–43
No. 14	27.00–28.00	44	30.00–35.00	44	36.00–42.00	44

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Basters, female—						
No. 1	23.50	44	13.25–20.00	44	15.00–20.00	44
No. 2	.....	....	13.75–15.85	44	14.95–17.40	44
No. 3	.....	....	13.65–20.00	44	16.00–20.00	44
No. 4	.....	....	14.30	29	20.60	41½
No. 5	.....	....	15.35	43¾	13.70	43¾
No. 6	.....	....	13.65–19.80	44	15.15–18.50	44
No. 7	.....	....	12.50	40	13.75	48
No. 8	.....	....	10.00	38½	15.10	53
No. 9	10.00–13.00	52	12.50–15.35	48	11.05–13.90	48
No. 10	.....	....	11.60–15.60	48	11.90–20.25	48
No. 11	.....	....	13.00	44	13.00	44
No. 12	.....	....	14.00	44	15.00	44
No. 13	15.00	43¾	19.25	43¾	22.10	43¾
No. 14	17.00–20.00	44	16.00–24.00	44	18.00–26.00	44
No. 15	14.00–18.00	44	12.50	36	17.90	36½
No. 16	.....	...	10.00	23	17.40	34½
Sewing machine operators, male—						
No. 1	32.00	44	22.00–36.00	44	26.00–42.00	44
No. 2	.....	....	23.10–28.40	44	25.65–31.45	44
No. 3	.....	....	26.25–31.50	44	26.25–31.00	44
No. 4	.....	....	23.15–26.70	43¾	26.65–30.10	43¾
No. 5	.....	....	23.32	44	28.00	44
No. 6	.....	....	25.00–34.00	44	26.00–34.00	44
No. 7	.....	....	20.75	38½	31.45	53
No. 8	.....	....	23.85	48	25.05	48
No. 9	.....	....	18.50	27½	30.35	42
No. 10	.....	....	22.00	44	22.00	44
No. 11	32.00–42.00	44	26.00–36.00	44	28.50–39.00	44
No. 12	38.75	43¾	31.65	43¾	30.65	43¾
No. 13	.....	....	28.00–46.00	44	30.10–49.45	44
No. 14	22.50	44	22.00–35.00	44	30.00–45.00	44
No. 15	17.00–24.00	44	22.00–35.00	44	25.00–35.00	44
No. 16	.....	....	20.75–25.38	44	21.20–26.85	44
Sewing machine operators, female—						
No. 1	.....	....	14.10	21	16.55	27½
No. 2	.....	....	13.75	44	15.00	44
No. 3	.....	....	14.50–21.00	44	13.65–21.00	44
No. 4	.....	....	13.30–19.95	43¾	13.90–21.05	43¾
No. 5	.....	....	14.00	44	16.00–18.00	44
No. 6	.....	....	14.40	48	14.40	48
No. 7	.....	....	8.15–14.25	42–48	8.20–14.90	40–46
No. 8	.....	....	5.35–8.00	20½	11.10–19.15	43–50
No. 9	.....	....	12.95	48	13.10	48
No. 10	.....	....	9.60–18.25	48	10.55–16.80	48
No. 11	.....	....	12.50	44	12.50	44
No. 12	17.50	50	10.50	42	11.10	30
No. 13	.....	....	14.30–17.73	44	13.20–15.84	44
No. 14	15.00–21.00	44	13.00–19.00	44	13.00–25.00	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
READY-MADE CLOTHING—*Con.*						
A—MEN'S AND BOYS' SUITS AND OVERCOATS—*Con.*						
Sewing machine operators, female—Conc.						
No. 15	10.00–22.00	44	12.50–22.00	44	12.50–24.00	44
No. 16	20.00	43¾	20.10	43¾	20.05	43¾
No. 17	22.50	44	16.50–19.50	44	13.00–18.00	44
No. 18	.....	....	15.00–20.00	44	15.00–20.00	44
No. 19	14.00–20.00	44	11.35–16.40	36	11.35–17.20	36–37½
Button sewers, female—						
No. 1	.....	....	13.65	44	13.65	44
No. 2	22.00	44	18.00	44	20.00	44
No. 3	.....	....	13.75	44	15.00	44
No. 4	.....	....	18.00	44	23.35	43
No. 5	.....	....	18.00	44	19.80	44
No. 6	.....	....	10.14	39	11.55	39
No. 7	.....	....	12.95	48	14.25	48
No. 8	.....	....	8.45	38½	9.60	48
No. 9	.....	....	9.85	48	13.10	48
No. 10	.....	....	14.00	44	14.00	44
No. 11	.....	....	13.50	44	16.00	44
No. 12	17.75	43¾	15.95	43¾	14.75	43¾
No. 13	.....	....	19.50	44	23.00	44
No. 14	22.00	44	25.00–26.00	44	22.00–35.00	44
No. 15	22.00	44	20.00–21.00	44	22.00–28.00	44
No. 16	.....	....	25.00	44	26.85	44
No. 17	.....	....	11.25	20	15.40	37½
No. 18	.....	....	12.95	34	16.30	37½
General hand, sewers, female—						
No. 1	14.00	44	15.15	44	14.80	35
No. 2	.....	....	12.50–16.25	44	12.50–17.70	44
No. 3	.....	....	14.50–16.00	44	14.50–15.00	44
No. 4	.....	....	14.00	44	14.00	44
No. 5	.....	....	13.75	44	15.00	44
No. 6	.....	....	13.20	44	13.20	44
No. 7	7.00–9.00	52	12.50	48	13.45	48
No. 8	.....	....	11.00	48	11.15	48
No. 9	.....	....	10.00	38½	15.10	53
No. 10	.....	....	17.07	44½	11.41	42
No. 11	.....	....	14.40	48	13.20	48
No. 12	.....	....	11.00	44	11.00	44
No. 13	11.50–14.00	44	14.00–16.00	44	15.00–18.00	44
No. 14	17.00	44	13.50–16.20	44	13.45–17.40	44
No. 15	.....	....	14.50	31	23.75	45
No. 16	.....	....	16.00	44	19.00	44
No. 17	.....	....	12.25–13.25	36	14.45	36
Finishers, female—						
No. 1	.....	....	15.00–18.00	44	15.00–18.00	44
No. 2	20.00	44	16.35	43	16.45	38
No. 3	.....	....	14.50	44	16.00	44
No. 4	.....	....	13.75	44	15.00	44
No. 5	.....	....	11.25	37	13.45	43
No. 6	.....	....	15.40	44	13.64	44
No. 7	.....	....	13.30–17.40	43¾	12.05–15.30	43¾

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Finishers, female—Conc.						
No. 8	.....	....	12.50	48	12.50	48
No. 9	.....	....	11.90	48	11.40	48
No. 10	.....	....	12.50	44	12.50	44
No. 11	.....	....	13.00–15.00	44	13.00–20.00	44
No. 12	20.25	43¾	17.60	43¾	15.20	43¾
No. 13	.....	....	18.50–21.50	44	19.90–23.10	44
No. 14	18.50	44	19.00–20.00	44	20.00–24.20	44
No. 15	16.00	44	14.00–20.00	44	16.00–25.00	44
No. 16	.....	....	9.25	26	15.55	38½
No. 17	22.00	44	15.00–21.50	44	16.00–24.50	44
No. 18	.....	....	9.65–10.55	23	11.70–12.60	25–30
No. 19	16.00	44	14.35	36	20.20	37
Pocket makers, male—						
No. 1	36.50	44	30.00–40.00	44	30.00–40.00	44
No. 2	.....	....	26.05	40	33.95	43
No. 3	39.00	44	31.30	44	25.90	32
No. 4	.....	....	28.60	44	31.45	44
No. 5	28.00	52	25.45	48	.....	....
No. 6	.....	....	26.50	48	26.40	48
No. 7	.....	....	36.00	44	38.00	44
No. 8	.....	....	30.00–40.00	44	25.00–50.00	44
No. 9	25.00	44	44.00	44	53.00	44
No. 10	.....	....	33.00–48.00	44	37.00–55.00	44
No. 11	.....	....	30.60	43¾	37.05	43¾
No. 12	.....	....	30.00–40.00	44	35.00–45.00	44
No. 13	.....	....	30.35	32	32.00	43
No. 14	.....	....	44.00	44	47.30	44
No. 15	.....	....	17.50	24½	36.50	43½
Examiners, male—						
No. 1	30.00–37.00	44	23.32–30.00	44	25.65–27.00	44
No. 2	.....	....	22.00	44	22.00	44
No. 3	.....	....	23.32	44	25.65	44
No. 4	.....	....	25.00	44	25.00	44
No. 5	.....	....	27.50	48	27.50	48
No. 6	.....	....	29.00	44	29.00	44
No. 7	30.00	44	23.50	42	23.50	44
No. 8	.....	....	25.00	44	26.00	44
No. 9	.....	....	18.00–25.00	44	22.00–27.00	44
No. 10	30.00	43¾	20.00–30.00	43¾	19.50–30.00	43¾
No. 11	.....	....	30.00	44	32.25	44
Pressers, male—						
No. 1	37.00	44	22.00–34.00	44	24.00–36.00	44
No. 2	.....	....	20.68–28.75	44	22.75–30.50	44
No. 3	37.00–41.00	44	31.50	44	23.45	31
No. 4	.....	....	31.00	44	31.00	44
No. 5	.....	....	31.20	38	41.35	42
No. 6	.....	....	19.25–23.00	43¾	24.30–29.85	43¾
No. 7	.....	....	20.68	44	20.68	44
No. 8	.....	....	25.00	44	25.00	44
No. 9	.....	....	30.00	44	30.00	44
No. 10	.....	....	17.69	44½	18.07	43
No. 11	.....	....	15.60–22.20	39	17.95–28.00	36
No. 12	.....	....	19.45	38½	30.25	54½
No. 13	.....	....	23.00	48	25.30	48
No. 14	.....	....	14.40–20.15	48	17.30	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
READY-MADE CLOTHING—*Con.*						
A—MEN'S AND BOYS' SUITS AND OVERCOATS—*Conc.*						
Pressers, male—Conc.						
No. 15			25.00	48	21.60	48
No. 16			16.15–23.75	48	17.90–26.50	48
No. 17			27.00–37.00	44	27.00–37.00	44
No. 18	27.00	44	18.00–31.00	44	20.00–50.00	44
No. 19			34.40	44	37.00	44
No. 20	34.50	43¾	33.15	43¾	35.90	43¾
No. 21	37.00	44	44.00	44	44.00	44
No. 22	27.50	44	35.00	44	37.50	44
No. 23	30.00–40.00	44	35.00–44.00	44	42.00–48.00	44
No. 24			32.00–41.50	44	34.40–44.60	44
No. 25			18.50	19	40.85	38½
No. 26	22.00–29.00	44	11.25–19.20	30–36	18.45–30.15	36
Underpressers, male—						
No. 1	29.00	44	19.00–28.00	44	22.00–36.00	44
No. 2			20.70	44	22.75	44
No. 3			20.68	44	22.75	44
No. 4			20.80	44	16.00–17.80	34
No. 5			21.00	44	21.00	44
No. 6			18.85	38	24.40	42
No. 7			19.80	44	20.68	44
No. 8			21.00	44	21.00	44
No. 9			23.00	48	21.10	48
No. 10			12.50	38½	18.95	53
No. 11			21.60	48	16.80	48
No. 12			14.35	48	12.75	48
No. 13			9.60–14.40	48	11.35–18.25	48
No. 14			16.00	44	16.00	44
No. 15			28.45	43¾	29.65	43¾
No. 16			22.00–38.00	44	24.00–40.00	44
No. 17			23.00–35.00	44	25.00–40.00	44
No. 18	22.00–27.00	44	28.00	44	35.00	44
Tailors—						
No. 1			23.35	44	23.35	44
No. 2			26.75	44	29.35	44
No. 3			24.00–31.00	44	26.00–42.00	44
No. 4			26.25	44	26.25	44
No. 5			25.00–31.30	26–44	27.50–30.55	44
No. 6			31.75	44¾	34.45	43¾
No. 7			29.04	44	28.60	44
No. 8			28.80	45	30.60	43½
No. 9			22.25	48	20.40	48
No. 10	30.00	43¾	27.85	43¾	26.55	43¾
No. 11	22.00	44	22.00	44	25.00	44
No. 12			25.00–28.50	44	25.80–30.65	44
No. 13			28.00	44	30.10	44
No. 14			18.00	36	19.80	36
B—MEN'S WORK CLOTHING						
Cutters, male—						
No. 1			20.00	48	20.00	39
No. 2			27.00	48	34.00	48
No. 3			25.00	48	26.25	50½
Cutters, male—Conc.						
No. 4			25.00	48	25.00	48
No. 5			20.00	48	20.00	48
No. 6			15.55	48	15.85	48
No. 7			21.00	49½	21.00	48
No. 8			24.00	46½	24.00	46½
No. 9			27.55	48	30.30	48
No. 10	25.00	44	28.00	48	33.00	49
No. 11			30.00	48	32.00	48
No. 12			23.35	43¾	23.00	43¾
No. 13			23.00	50	26.00	50
No. 14			16.50–23.10	55	15.35–21.10	48
No. 15			15.75	35	22.55	48
No. 16	35.00	44	26.85	44	26.85	44
No. 17			25.20	48	33.48	59
No. 18			26.00	50	27.50	58
No. 19	37.00	44	31.70	44	33.00	44
No. 20	35.00	44	32.00	44	33.00	44
No. 21			30.35	44	33.05	44
No. 22	34.00	44	35.00	44	38.30	48
No. 23			22.00	44	21.00	44
No. 24			18.90	55	22.05	55
No. 25			27.00	48	32.75	49
No. 26			15.00	44	15.00	44
No. 27	40.00		40.00	44	40.00	44
No. 28			18.00	44	21.00	44
No. 29	35.00	44	32.50	44	34.00	44
No. 30			25.00	44	22.50	40
No. 31			26.65	44	21.50	40
No. 32			35.00	44	40.00	44
No. 33	35.00	44	34.00	44	34.00	44
No. 34	40.00	44	30.00	44	30.00	44
No. 35	40.00	44	30.00	44	30.00	44
No. 36	35.00	44	34.00	44	35.00	44
No. 37			36.55	44	35.00	38
Sewing machine operators, female—						
No. 1			6.05–10.15	47¾	6.25–9.40	39
No. 2			7.50–11.00	44	7.50–11.00	44
No. 3			9.95	45	11.55	49
No. 4			6.25–12.00	50	6.15–12.00	50
No. 5			5.35–11.50	24–48	7.00–16.50	48–55
No. 6			9.25–11.25	46½	9.25–11.25	46½
No. 7			10.00–17.50	48	10.00–19.00	48
No. 8	12.50	44	8.15–10.70	48	7.00–12.00	49
No. 9			9.80	36½	11.60	40½
No. 10			9.60	48	10.10	50½
No. 11			9.90	49½	9.65	48
No. 12			9.60–14.50	48	9.60–13.45	
No. 13			11.10–19.25	55	9.60–16.80	48
No. 14			9.60–13.20	48	11.05–13.90	48
No. 15			11.00	50	11.00	50
No. 16			13.90	43¾	14.65	43¾
No. 17			6.65–8.05	35	9.10–11.05	48
No. 18	14.00–24.00	44	11.50–17.50	44	11.50–17.75	44
No. 19			11.50–19.80	27–40	16.50–29.75	51–59
No. 20			8.75–13.75	36–48	12.80–19.30	65

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
READY-MADE CLOTHING—*Con.*						
B—MEN'S WORK CLOTHING—*Conc.*						
Sewing machine operators, female—Conc.						
No. 21	.....	....	10.65– 17.80	55	10.65– 19.60	55
No. 22	.....	....	12.00	44	12.00	44
No. 23	19.25	44	14.85	44	14.90	44
No. 24	.....	....	13.20– 18.50	44	17.30– 22.10	48
No. 25	.....	....	16.65	46	16.25	48
No. 26	.....	....	12.50	44	12.50	44
No. 27	.....	....	10.90	40	11.50	40
No. 28	11.00	49½	8.00– 14.00	54	8.00– 14.00	54
No. 29	.....	....	9.15– 14.00	30– 38	10.55– 15.60	41– 44
No. 30	.....	....	11.00	44	11.00	44
No. 31	.....	....	12.00	44	13.00	44
No. 32	.....	....	12.00	44	12.00– 16.00	44
No. 33	.....	....	10.45	44	11.70	29
No. 34	.....	....	12.00	44	13.50	44
No. 35	.....	....	11.00– 17.60	44	11.00– 17.60	44
No. 36	.....	....	7.70– 10.25	29– 43	10.45– 17.30	41– 49
No. 37	.....	....	13.65	44	13.80	44
No. 38	.....	....	12.50	44	13.50	44
No. 39	.....	....	11.00– 17.60	44	11.00– 17.60	44
No. 40	12.50– 27.50	44	13.50– 23.50	44	15.00– 32.50	44
No. 41	.....	....	13.25– 20.00	44	10.80– 15.65	36
No. 42	.....	....	16.00– 20.00	44	16.00 20.00	44
No. 43	14.25	44	12.50	44	.....	..
Examiners, female—						
No. 1	.....	....	10.00	45	12.80	49
No. 2	.....	....	11.25	46½	12.00	46½
No. 3	.....	....	8.25	41	9.27	39
No. 4	.....	....	7.20	48	7.60	50½
No. 5	.....	..	7.25– 12.00	48	9.60– 11.50	48
No. 6	.....	....	8.45	48	13.40	55
No. 7	.....	....	11.00	48	12.00	48
No. 8	17.00	44	12.50	44	12.50	44
No. 9	9.75– 15.00	50	12.25	32	22.52	57
No. 10	16.00– 18.00	44	15.40	44	15.90	44
No. 11	.....	....	12.50	44	13.65– 16.75	48
No. 12	.....	....	10.45	27	11.70	50
No. 13	14.00	44	16.00	44	16.00	44
No. 14	14.00	44	12.00	44	12.00	44
No. 15	15.00– 19.00	44	16.00– 18.75	44	18.75– 25.00	44
No. 16	.....	....	11.00	44	11.00	44
Pressers, male—						
No. 1	.....	....	16.80	48	18.55	49½
No. 2	.....	....	18.00	46½	24.50	46½
No. 3	18.00	44	22.00	48	22.00	49
No. 4	.....	....	11.90	35	17.30	48
No. 5	.....	....	13.60	49½	13.20	48
No. 6	.....	....	12.50	48	12.50	48
No. 7	.....	....	16.00	48	17.00	48
No. 8	.....	....	13.45– 21.60	48	12.00– 21.10	48
No. 9	.....	....	19.00	50	23.05	69
No. 10	.....	....	15.00	44	15.00	44
No. 11	.....	....	25.20	47	26.63	53½
No. 12	25.00	44	26.40	44	29.05	44
Pressers, male— Conc.						
No. 13	.....	....	25.10	44	42.75	66
No. 14	20.00	49½	22.00	54	23.00	54
No. 15	.....	....	17.60– 19.80	44	17.60– 19.80	44
No. 16	.....	....	13.25	44	13.25	44
No. 17	.....	....	17.50	44	18.50	44
No. 18	30.00	44	24.30	44	24.30	44
No. 19	.....	....	17.85	44	17.85– 19.25	44
No. 20	.....	....	18.00	44	18.00	44
No. 21	.....	....	16.30	44	10.95	30
No. 22	.....	....	25.00	48	25.00	36
Pressers, female—						
No. 1	.....	....	10.35	45	12.90	49
No. 2	.....	....	6.25– 10.50	50	6.15– 10.50	50
No. 3	.....	....	5.75– 6.72	24– 48	7.10– 16.85	35– 55
No. 4	.....	....	10.50	40	13.20	44
No. 5	.....	....	15.00	40	15.45	40
No. 6	16.00	44	12.75	44	11.00	44
No. 7	.....	....	15.50	42	20.15– 24.95	48– 62
No. 8	18.00	44	17.50– 24.50	44	20.00– 24.50	44
No. 9	.....	....	11.50	44	9.80	36
No. 10	.....	....	15.90	44	10.95	30
No. 11	.....	....	15.65	44	21.35	44
C—WOMEN'S AND CHILDREN'S COATS AND SUITS						
Cutters, male—						
No. 1	35.00	44	35.20	40	37.50	40
No. 2	.....	....	25.00– 48.00	40	30.00– 48.00	40
No. 3	.....	....	38.75	40	41.75	40
No. 4	.....	....	26.00– 35.85	40	26.00– 32.50	40
No. 5	.....	....	32.20	44	30.15	44
No. 6	30.00	44	22.00	44	22.00	44
No. 7	.....	....	38.00	40	38.00	40
Sewing machine operators, male—						
No. 1	25.00– 35.00	44	18.00– 40.00	40	21.00– 45.00	40
No. 2	.....	....	24.20– 38.35	29– 40	23.10– 35.70	29– 34
No. 3	.....	....	32.00	40	32.00	40
No. 4	.....	....	22.00	40	26.00	40
No. 5	.....	....	17.00– 35.00	24– 33	23.00– 36.00	32– 49
No. 6	.....	....	22.00	40	22.00	40
No. 7	.....	....	30.80	40	21.45	26
Sewing machine operators, female—						
No. 1	15.00	44	17.60– 22.00	40	18.90– 23.00	40
No. 2	.....	....	18.75– 32.35	42– 44	17.75 25.45	38– 40
No. 3	.....	....	13.10– 25.60	40	13.45– 25.60	40
No. 4	12.50	44	14.45	43	14.25	43
No. 5	.....	....	22.40	40	18.45	26
No. 6	.....	....	10.00– 19.00	24– 33	16.00– 22.00	38– 43
No. 7	.....	...	14.00	40	15.00	40
Finishers, female—						
No. 1	15.00– 20.00	44	15.00– 16.00	40	14.00– 21.00	40
No. 2	.....	....	15.50– 21.05	40– 42	15.90– 27.65	35– 39

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
READY-MADE CLOTHING—*Conc.*						
C—WOMEN'S AND CHILDREN'S COATS AND SUITS—*Conc.*						
Finishers, female—Conc.						
No. 3			22.00	44	19.55	40
No. 4			12.80–16.80	40	12.80–16.80	40
No. 5	15.00	44	16.00	44	14.55	44
No. 6			21.00–45.00	47–52	22.00–48.00	48
No. 7			18.00	40	18.00	40
Pressers, male—						
No. 1	24.00–35.00	44	33.00–37.50–51.85	40–44	42.00–33.60–40.75	40–39–41
No. 2			42.05	48	37.00	46
No. 3			26.20	32	16.15	21
No. 4			29.25	36	29.15	36
No. 5			22.60–32.00	40	23.50–32.00	40
No. 6			28.00–34.00	34–37	34.00–39.00	34
No. 7			20.00	40	20.00	40
Button sewers, female—						
No. 1	9.00–10.00	44	15.00	40	15.75	40
No. 2			17.60	40	18.50	40
No. 3			12.80	40	13.60	40
No. 4			14.35	44	13.45	40
No. 5			17.95	44	16.10	40
No. 6			13.00	40	13.00	40
D—WOMEN'S AND CHILDREN'S DRESSES						
Cutters, male—						
No. 1			23.00–28.00	46½	23.40–33.25	46½
No. 2			20.00–30.00	44	21.00–30.00	44
No. 3			24.00–31.50	44	26.75–34.10	44
No. 4			30.00	48		
No. 5	36.00	46½	23.10	37½	29.25	42
No. 6			15.24	36	21.80	51½
No. 7	31.00	47	26.10	47	26.10	47
No. 8			15.95–20.65	44–48	17.75–22.10	46–55
No. 9			20.60	48	20.00	44
No. 10			30.00	46½	30.00	46½
No. 11	26.00	46½	22.50	46½	22.50	46½
No. 12	34.00	44	28.00	44	28.00	44
No. 13			22.00	44	23.00	44
No. 14	31.00	44	25.00	44		
No. 15			31.00	40	31.00	29
Sewing machine operators, female—						
No. 1			10.25–12.50	46½	10.25–12.50	46½
No. 2			8.00–12.50	48	10.50–12.50	48
No. 3			16.00	44	18.00	44
No. 4			10.50–12.50	48		
No. 5	12.75	46½	10.35	38	10.90	39½
No. 6			9.95	38½	10.05	40
No. 7	10.00	47	8.50–13.00	31–47	9.00–14.00	47
Sewing machine operators—Conc.						
No. 8			8.60–15.75	31–48	12.65–17.95	44½
No. 9			14.00–20.00	46½	14.00–20.00	46½
No. 10	12.50–18.00	46½	13.45	46½	14.50	46½
No. 11	15.50	44	13.20	44	13.20	44
No. 12			12.10	46½	9.55	39
No. 13			14.52	44	14.52	44
No. 14			12.50–13.00	47	12.50–13.50	47
No. 15	14.50	44	12.50–18.00	44		
No. 16			15.60	40	16.00	44
No. 17			23.25	39	21.70	28
Finishers, female—						
No. 1			12.50	44	13.00	44
No. 2			9.80	33	9.00	29
No. 3			11.65	53	9.52	46½
No. 4			7.85–10.50	38–46	10.59–19.60	44–52
No. 5	14.00	46½	15.45	46½	16.80	46½
No. 6			12.50	46½	12.50	46½
No. 7	13.25	44	13.20	44	13.20	44
No. 8			15.60	44	16.00	44
Examiners, female—						
No. 1			10.70	46½	10.70	46½
No. 2			7.20–8.00	48	8.00–9.00	48
No. 3			8.40	46½	9.50	46½
No. 4			10.75	48	13.20	36
No. 5	14.00	46½	16.00	46½	16.50	46½
No. 6	20.00	44	13.50	44	13.50	44
No. 7	16.00	44	12.50	44		
Pressers, female—						
No. 1			12.50	48	12.50	48
No. 2			16.00	44	16.80	44
No. 3	16.00	46½	11.10	37½	9.60	29
No. 4			12.90	41½	11.50	38
No. 5	10.00	47	7.00	26	11.00	47
No. 6			9.10–11.70	40–48	11.75–14-15	43–47
No. 7	12.75	44	13.20	44	13.20	44
No. 8			12.50	47	12.50	47
No. 9			16.50	40	16.50	39½
FLOUR	Per hour		Per hour		Per hour	
Millers—						
No. 1	.375	55	.40	54	.40	54
No. 2	.60	60	.70	48	.70	48
No. 3	.56–.66	48	.44–.61	40	.46–.64	40
No. 4	.51	59	.535	56	.535	56
No. 5	.45	66	.35	56	.424	56
No. 6			.63	48	.63	48
No. 7	.60	59	.65	48	.65	48
No. 8	.70	48	.56	48	.59	48
No. 9	.45	48	.43	48	.46	48
No. 10	.65	48	.63	48	.63	48
No. 11	.69	48	.64	48	.64	48
No. 12	.67–.75	48	.55–.62	48	.55–.62	48
Bolters—						
No. 1	.64	73	.65	50	.675	65
No. 2	.55	60	.55	48	.575	48
No. 3			.70	48	.725	48
No. 4	.55	60	.58	48	.60	48
No. 5	.63	48	.57	48	.57	48
No. 6	.68–.80	48	.55–.62	48	.57–.64	48
No. 7	.52	48	.46	48	.53	48
No. 8	.63	48	.57	48	.57	44
No. 9	.45	59	.60	48	.60	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FLOUR—*Concluded*						
Purifiers—						
No. 1	.....	....	.35	60	.365	60
No. 2	.475	50	.475-.50	50	.525	55
No. 3	.....	....	.60	48	.625	48
No. 4	.35	60	.49	48	.52	48
No. 5	.50	48	.445	48	.445	48
No. 6	.50	48	.485	48	.50	48
No. 7	.45	48	.45	48	.45	44
Grinders—						
No. 1	.64	65	.65	50	.675	65
No. 2	.565	60	.45	48	.50	48
No. 3	.....	....	.70	48	.725	48
No. 4	.....	....	.61	48	.65	48
No. 5	.63	48	.57	48	.57	48
No. 6	.63	48	.57	48	.57	44
Packers—						
No. 1	.45	66	.475	44	.475	35
No. 2	.45	60	.40	60	.42	60
No. 3	.425	60	.375	60	.39	60
No. 4	.50	60	.45	48	.45	48
No. 5	.....	....	.50	48	.525	48
No. 6	.50	48	.44	40	.46	40
No. 7	.41	59	.43	56	.43	56
No. 8	.40	60	.44	48	.48	48
No. 9	.35	60	.25	60	.283	60
No. 10	.425	48	.435	48	.435	48
No. 11	.45	48	.435	48	.48	48
No. 12	.....	....	.45-.50	48	.45-.50	48
No. 13	.41	60	.50	48	.50	48
No. 14	.50	48	.48	48	.51	48
No. 15	.50	54	.50	48	.50	48
No. 16	.40-.45	54	.42	54	.42	54
No. 17	.50	48	.435	48	.435	48
No. 18	.42-.45	48	.42-.45	48	.42-.45	48
No. 19	.425	48	.42	48	.42	44
Skippers—						
No. 1	.55	60	.50	60	.525	60
No. 2	.50	48	.44	40	.46	40
No. 3	.39	59	.43	56	.43	56
No. 4	.335	60	.317	60	.25	60
No. 5	.40	60	.44	48	.46	48
No. 6	.38-.48	48	.415	48	.45	48
No. 7	.40	59	.45	48	.45	48
No. 8	.45	48	.43	48	.46	48
No. 9	.....	....	.47	54	.47	54
No. 10	.....	....	.475	50	.50	50
Millwrights—						
No. 1	.70	55	.725	54	.725	54
No. 2	.60	60	.60	50	.65	60
No. 3	.60	60	.55	60	.575	60
No. 4	.61	54	.63	40	.66	40
No. 5	.65	60	.65	60	.65	60
No. 6	.....	....	.75	48	.775	48
No. 7	.75	60	.70	48	.70	48
No. 8	.85	48	.70	48	.72	48
No. 9	.75	60	.71	60	.71	60
No. 10	.70	59	.80	48	.724	48
No. 11	.925	48	.72	48	.77	48
No. 12	.80	55	.76	54	.76	54
No. 13	.65	54	.62	48	.62	48
No. 14	.70	59	.60	48	.65	48
No. 15	.733	54	.62	54	.62	54
No. 16	.....	....	.77	60	.77	60
Sweepers—						
No. 1	.....	....	.275	55	.30	50
No. 2	.275	60	.275	60	.26	60
No. 3	.30-.40	54	.34-.38	40	.34-.40	40
No. 4	.....	....	.40	48	.425	48
No. 5	.25	60	.38	48	.40-.44	48
No. 6	.40	48	.37	48	.37	48
No. 7	.42	48	.41	48	.42	48
No. 8	.30-.40	48	.30-.35	48	.30-.35	48
Sweepers—Conc.						
No. 9	.....	....	.35-.41	48	.35-.41	48
No. 10	.35	60	.44	48	.425	48
No. 11	.....	....	.41	48	.41	48
No. 12	.36	54	.42	48	.42	48
No. 13	.335	54	.40	48	.40	48
No. 14	.40	48	.335	48	.335	44
Stationary engineers—*						
No. 1	.....	....	.65	48	.72	48
No. 2	.55	56	.575	48	.575	48
No. 3	.565	60	.55	54	.55	54
No. 4	.625	56	.58	48	.58	48
No. 5	.68	48	.625	48	.625	48
Firemen—						
No. 1	.355	84	.45	56	.45	56
No. 2	.40	84	.325	60	.35	60
No. 3	.53	48	.50	40	.52	40
No. 4	.....	....	.625	48	.65	48
No. 5	.55	48	.53	48	.56	48
No. 6	.....	....	.41	48	.41	48
No. 7	.50	48	.47	48	.47	48
No. 8	.50	48	.425	48-54	.425	48-54
Oilers—						
No. 1	.40	60	.375	60	.39	60
No. 2	.50	54	.469	40	.49	40
No. 3	.45	60	.44	48	.48	48
No. 4	.45	60	.45-.55	48	.50-.575	48
No. 5	.425	48	.405	48	.405	48
No. 6	.45	48	.46	48	.46	48
No. 7	.475	48	.47	48	.47	48
No. 8	.475	48	.47	48	.47	48
No. 9	.....	....	.405	48	.405	48
No. 10	.40	60	.46	48	.....	....
No. 11	.455	48	.42	48	.42	48
No. 12	.445	54	.425	54	.45	54
No. 13	.40	48	.40	48	.40	44
Labourers—						
No. 1	.30-.32	55	.33-.38	54	.30-.38	54
No. 2	.35	60	.36	55	.40	55
No. 3	.38-.42	60	.32-.38	60	.34-.39	60
No. 4	.35	60	.30	60	.315	60
No. 5	.40	60	.40	48	.40	48
No. 6	.445	54	.44	40	.46	40
No. 7	.....	....	.45	48	.475	48
No. 8	.425	60	.45	48	.45	48
No. 9	.35-.37	59	.35	56	.375	56
No. 10	.35	60	.25	60	.283	60
No. 11	.42	48	.41	48	.42	48
No. 12	.425	48	.405	48	.405	48
No. 13	.40	54	.33-.44	54	.33	54
No. 14	.445	54	.435	48	.435	48
No. 15	.425	48	.42	48	.42	44
BREAD AND CAKE†						
Bakers, bread—‡						
	Per week		Per week		Per week	
No. 1	20.00-28.00	54	16.00-26.00	48-50	19.00-30.00	56
No. 2	26.00	54	21.50	54	23.00	54
No. 3	24.00	48	15.00-21.60	48	18.00-22.60	48
No. 4	20.00	62	18.00	60	18.00	60
No. 5	17.00-22.00	54	17.00-20.00	60	18.00-21.00	60
No. 6	16.00-33.00	51	21.00-25.50	48-60	21.00-25.50	48-60
No. 7	.....	....	20.00	60	21.00	60
No. 8	20.00-25.00	60	20.00	60	21.00	60
No. 9	27.00	54	23.75	60	22.50	60

* None east of Manitoba.
† Figures in first column are for 1929 or 1930, rates for 1929 not being available in many cases.
‡ Not otherwise classified as mixers, ovenmen, etc.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BREAD AND CAKE —*Cont.*						
Bakers, bread—Conc.						
No. 10	.....	....	20.00	65	21.00	62
No. 11	18.00–22.00	60	20.00	55	21.00	55
No. 12	.....	....	18.00	54	18.00	54
No. 13	20.00–28.00	54	18.00–24.00	54	17.00–24.00	54
No. 14	27.50	60	19.00	56	22.00	56
No. 15	.....	....	25.00	48	30.00	48
No. 16	.....	....	22.00	56	20.00–24.00	56
No. 17	24.00	56	23.00	56	23.00	56
No. 18	25.00	54	24.00	56	25.00	56
No. 19	24.35	56	25.30	56	23.26	56
No. 20	25.00	54	18.00–25.00	50	20.00–25.00	50
No. 21	35.00	45	20.00–27.00	45	22.00–27.00	45
No. 22	28.00	....	26.00	56	26.00	56
No. 23	27.00	46	24.00–27.00	54	24.00–27.00	54
No. 24	.....	....	23.85	....	24.25	....
No. 25	.....	....	21.00–25.00	56	21.00–25.00	56
No. 26	.....	....	26.00	56	25.00	56
No. 27	30.00	50	25.54	54	26.80	54
No. 28	18.00–26.00	48	16.00–23.00	48	18.00–23.00	45
No. 29	.....	....	19.00	54	17.00	54
No. 30	21.60	54	25.00	54	25.00	52
No. 31	27.00	50	20.00–25.00	50	20.00–25.00	50
No. 32	.....	....	22.00	48	22.00	48
No. 33	25.00	48	23.00	48	23.00	54
No. 34	.....	....	19.00–26.00	48	19.00–26.00	48
No. 35	26.00	54	18.00–20.00	54	18.00–20.00	54
No. 36	.....	....	19.00	48	16.00	56
No. 37	20.00	49	24.00	52	25.00	50
No. 38	.....	....	24.00	44	25.00	48
No. 39	25.00	48	25.00	52	26.00	52
No. 40	29.00	48	28.00	48	28.00	48
No. 41	27.00	44	23.00	42	25.00	42
No. 42	.....	....	16.00–20.00	42–56	16.00–20.00	56
Bakers, cake—						
No. 1	.....	....	24.00	44	25.00	44
No. 2	.....	....	21.00	48	21.00	50
No. 3	22.00	43	21.00	56	.....	....
No. 4	.....	....	22.40	56	23.52	56
No. 5	17.10	54	20.00	50	20.00	50
No. 6	.....	....	23.00	54	23.00	54
No. 7	30.00	50	23.10	54	26.00	54
No. 8	.....	....	15.00–21.00	56	15.00–25.50	56
No. 9	.....	....	18.00	56	23.00	56
No. 10	30.00	48	24.00	48	29.00	48
No. 11	.....	....	27.00	50	27.00	50
No. 12	.....	....	27.00	52	29.00	52
No. 13	37.00	60	23.00	54	25.00	54
No. 14	.....	....	23.00	54	25.00	54
No. 15	24.00	48	23.00	48	23.50	54
No. 16	27.00	48	29.00	48	31.00	48
No. 17	.....	....	18.00	54	14.00–21.00	54
No. 18	38.00	48	24.00–32.00	52	26.00–33.00	50
No. 19	.....	....	24.00	52	25.00	50
No. 20	35.00	48	27.00	52	25.00	50
No. 21	.....	....	28.00	48	28.00	48
No. 22	30.50	48	29.70	48	27.75	48
No. 23	36.00	48	27.75	48	27.75	48
No. 24	30.00	48	24.00	48	25.00	48
No. 25	.....	....	24.00	48	24.00	48
No. 26	.....	...	18.00	53	18.00	53

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Mixers—						
No. 1	29.00	54	26.00	50	30.00	56
No. 2	25.00	54	24.00	54	23.00	54
No. 3	.....	....	20.00	48	21.00	48
No. 4	18.00	54	23.00	54	23.00	54
No. 5	20.00	54	20.00	54	21.00	54
No. 6	25.00	54	23.00	50	24.00	54
No. 7	30.00	54	23.20	60	22.00	60
No. 8	30.00	54	30.00	60	30.00	60
No. 9	.....	....	22.00	60	23.00	60
No. 10	31.25	56	30.10	56	30.10	56
No. 11	35.00	54	30.00	50	28.00	50
No. 12	30.00	48	20.00	54	23.00	54
No. 13	25.00	50	21.00	56	23.00	56
No. 14	18.00	54	22.00	49	22.00	50
No. 15	25.00	50	22.35	56	22.35	56
No. 16	25.00	54	24.00	54	24.00	54
No. 17	.....	....	27.50	54	27.50	54
No. 18	30.00	50	23.00	56	23.00	56
No. 19	32.00	54	26.00	54	.....	....
No. 20	25.00	54	21.00	54	.....	....
No. 21	.....	....	24.50	56	24.50	56
No. 22	30.00	54	28.00	54	28.00	54
No. 23	37.00	48	29.00	50	29.00	50
No. 24	28.00	50	24.00	50	24.00	50
No. 25	34.00	50	33.00	50	33.00	50
No. 26	27.50	50	25.00	52	25.00	54
No. 27	28.00	48	26.00	44	27.00	48
No. 28	32.00	48	28.00	52	27.00–29.00	50
No. 29	27.00	54	26.00		26.00	50
No. 30	33.00	48	31.00	52	31.00	48
No. 31	34.50	48	31.40	48	31.40	48
No. 32	33.00	45	27.50	48	27.50	48
No. 33	33.00	48	29.25	48	29.25	48
No. 34	33.00	48	28.80	48	28.80	48
No. 35	33.00	....	32.00	48	35.20	48
Bench workers—						
No. 1	22.00	54	16.00	48	17.00	48
No. 2	22.00	54	24.00	54	24.00	54
No. 3	.....	....	20.00	44	20.00	44
No. 4	24.00	54	16.00	48	17.50	48
No. 5	20.00	54	20.00	60	21.00	60
No. 6	24.00	51	20.00–22.00	60	21.00	60
No. 7	28.00	54	28.00	60	28.00	60
No. 8	24.00	54	23.00	56	23.00	56
No. 9	25.00	54	23.00	54	23.00	52
No. 10	20.00	58	15.00	56	16.00	56
No. 11	25.00	50	22.75	56	23.30	56
No. 12	.....	....	22.00–25.00	52–56	22.00–25.00	53
No. 13	25.00	50	22.00	56	22.00	56
No. 14	25.00	54	22.00	54	.....	....
No. 15	.....	....	25.00	56	21.00–25.00	56
No. 16	36.00	48	27.50	50	25.00	50
No. 17	27.00	50	24.00	50	24.00	50
No. 18	28.00	48	23.00	48	23.50	54
No. 19	26.00	48	24.00	44	27.00	48
No. 20	.....	....	27.75	48	27.75	48
No. 21	30.50	48	27.75	48	27.75	48
No. 22	31.00	48	27.85	48	27.85	48
No. 23	31.00	48	27.75	48	27.75	48
No. 24	27.50–31.00	45	27.00	48	27.00	48
No. 25	30.00	48	26.70	48	26.70	48
No. 26	30.00	48	21.60	48	21.60	48
No. 27	22.50–30.00	48	19.20	49	19.20	48
No. 28	30.00	48	28.00	48	30.80	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BREAD AND CAKE —*Cont.*						
Oven tenders—						
No. 1	22.00	54	17.00	48	18.00	48
No. 2	25.00	54	25.00	54	25.00	54
No. 3	30.00	54	19.00	48	25.00	40
No. 4	18.00	54	18.00	54	18.00	54
No. 5	20.00	54	23.00	50	24.00	54
No. 6	.....	.....	24.00	60	25.00	60
No. 7	26.00	54	19.60	60	19.60	60
No. 8	25.00	54	25.00	60	25.00	60
No. 9	.....	.....	22.00	60	23.00	60
No. 10	24.00	54	23.00	56	23.00	56
No. 11	26.00	50	25.00	54	25.00	52
No. 12	26.00	50	21.00	56	22.00	56
No. 13	18.00	50	19.60	56	20.00	56
No. 14	.....	.....	21.00	54	21.00	54
No. 15	28.00	50	24.50	56	24.50	56
No. 16	27.00	50	21.25	54	22.30	54
No. 17	28.50	54	26.00	54	.....	.....
No. 18	.....	.....	22.50	56	22.00	56
No. 19	.....	.....	30.00	52	30.00	50
No. 20	30.00	54	31.00	54	31.00	54
No. 21	35.00	48	28.00	50	28.00	50
No. 22	.....	.....	25.00	54	25.00	52
No. 23	30.00	50	26.00	50	26.00	50
No. 24	30.00	50	28.00	50	28.00	50
No. 25	24.00	48	23.00	54	23.00	54
No. 26	25.00	48	24.00	48	25.50	54
No. 27	27.00	48	26.00	44	27.00	48
No. 28	32.00	48	26.00	52	27.00	50
No. 29	27.00	48	26.00	52	27.00	50
No. 30	33.00	48	31.00	48	31.00	48
No. 31	33.50	48	30.50	48	30.50	48
No. 32	33.00	44	30.50	48	30.50	48
No. 33	28.50	45	26.50	48	24.00	48
No. 34	33.00	48	29.25	48	29.25	48
No. 35	30.00	48	31.00	48	34.10	48
Helpers—						
No. 1	16.30	55	15.00	48	16.00	48
No. 2	12.00–18.00	54	12.00–15.00	50	15.00–19.00	56
No. 3†	8.00–13.00	54	8.00–11.00	43	8.00–13.00	49
No. 4	.....	.....	15.75	54	18.00	.....
No. 5	15.00	54	18.00	54	18.00	54
No. 6	16.00	54	13.00–23.00	50	13.00–22.00	54
No. 7	.....	.....	12.00–17.80	54	12.00–20.00	54
No. 8	17.00	48	14.00–15.00	48	15.00	48
No. 9†	10.00	50	10.00–11.00	45	10.00–12.00	48
No. 10	21.00	54	12.75	60	13.73	60
No. 11	.....	.....	15.00	60	15.00	60
No. 12	19.00	54	20.00	60	20.00	60
No. 13	.....	.....	20.00	60	20.00	60
No. 14	18.00	54	14.00–22.00	50	16.00–24.00	54
No. 15	18.00	54	17.00	54	17.00	54
No. 16	22.00	50	18.00	54	18.00	52
No. 17†	.....	.....	11.52	48	11.52	48
No. 18	24.00	56	21.75	50	22.08	50
No. 19	18.00	54	18.00	50	17.00	50
No. 20	12.00–18.00	50	17.00–22.00	56	17.00–23.00	56
No. 21†	.....	.....	14.00	48	14.00	48
No. 22	18.00	50	18.85	56	19.45	56
No. 23	20.00	54	21.00	54	21.00–24.00	54
No. 24	.....	.....	21.00	52	21.00	54
No. 25	21.00	54	18.00	54	15.00–21.00	54
No. 26	23.00	54	20.00	54	20.00	54
No. 27	25.00	50	18.00	....	18.63	....
No. 28	.....	....	14.00	56	14.00	56
Helpers—Conc.						
No. 29†	.....	.....	12.50	48	12.50	48
No. 30	25.00	50	23.10	54	24.25	54
No. 31	16.00	54	18.00	54	.....	.....
No. 32	.....	.....	17.00	56	19.00	56
No. 33	15.00	54	19.00–20.00	54	17.00–20.00	54
No. 34†	.....	.....	13.00	48	13.00	48
No. 35	30.00	48	20.00–25.00	50	20.00–25.00	50
No. 36	24.00	50	18.00–23.00	50	18.00–23.00	50
No. 37†	.....	.....	12.00–14.00	48	12.00–14.00	48
No. 38	.....	.....	20.00	52	20.00	52
No. 39	22.50	50	23.00	54	.....	.....
No. 40	22.00	48	22.00	48	22.00	48
No. 41	27.50–30.00	48	23.30–25.00	48	23.30–25.00	48
No. 42	.....	.....	22.00–24.00	48	23.50–27.75	48
No. 43	18.00	45	21.00	48	24.00	48
No. 44	27.00	48	24.10	48	24.10	48
No. 45	16.00–18.00	48	24.00	48	26.40	48
No. 46	24.00	50	18.00	54	18.00	54
Packers and wrappers, male—						
No. 1	18.50	50	16.00	48	17.00	48
No. 2	18.00	54	15.00	50	15.00	50
No. 3	18.00	54	10.00	48	10.00	....
No. 4	.....	.....	16.00	48	19.00	48
No. 5	30.00	54	25.00	60	25.00	60
No. 6	25.00	54	20.30	60	20.00	60
No. 7	.....	.....	20.00	60	20.00	60
No. 8	18.00	50	18.85	56	19.45	56
No. 9	.....	.....	17.00	56	17.60	56
No. 10	.....	.....	21.00	54	22.30	54
No. 11	.....	.....	21.25	54	22.30	54
No. 12	23.00	54	20.00	54	.....	.....
No. 13	.....	.....	22.50	54	23.00	54
No. 14	.....	.....	18.00	50	20.00–22.00	50
No. 15	27.50	56	19.00	48	19.00	50
No. 16	24.00	50	21.00	50	22.00	50
No. 17	15.00	50	15.00	48	16.00	48
No. 18	.....	.....	24.30	48	24.30	48
Cake wrappers, female—						
No. 1	.....	.....	9.00	50	9.00	50
No. 2	.....	.....	10.50	48	10.50	48
No. 3	.....	.....	14.00	54	14.00	54
No. 4	11.00	44	13.35	46	13.00	46
No. 5	.....	.....	13.50–15.00	48	13.50–15.00	48
No. 6	12.50	44	13.15	48	15.00	48
No. 7	.....	.....	12.50	48	10.08–14.40	48
No. 8	12.00–15.00	44	12.50	48	12.50	48
No. 9	15.00	48	14.00	48	14.00	48
No. 10	12.00	50	13.00	45	15.00	45
No. 11	12.50	48	12.50	48	12.50	48
No. 12	10.00–15.00	48	12.50	48	12.50	48
No. 13	.....	.....	13.50–15.00	48	13.50–15.00	48
No. 14	15.00	48	17.00	48	17.00	48
No. 15	12.00–15.00	48	14.00	48	14.00	48
No. 16	12.75	48	14.00	48	15.00	48
No. 17	14.00	48	14.00	36–42	14.00	36–42
No. 18	.....	..	12.00	48	12.00	48

† Female

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BREAD AND CAKE —*Cont.*						
Deliverymen—						
No. 1	24.00	55	18.00	44	18.00	44
No. 2	18.50	50	23.00	48	28.00	48
No. 3	.....	....	25.00	48	25.00	48
No. 4	24.75	54	18.00–30.00	60	18.00–32.00	....
No. 5	24.00	54	18.00–20.00	60	18.00–20.00	....
No. 6	20.00	54	23.00	60	23.00	....
No. 7	27.00	54	18.00–25.00	60	20.00–35.00	....
No. 8	26.00	54	22.00	....	22.30	....
No. 9	25.00	54	19.65	60	22.20	60
No. 10	.....	....	18.00	60	20.00	60
No. 11	25.00–40.00	54	24.00	60	24.00	60
No. 12	.....	....	20.00	60	20.00	60
No. 13	.....	....	16.00	60	16.00	60
No. 14	21.00	58	17.00	56	17.00	56
No. 15	18.00	44	15.00–18.00	54	19.00	54
No. 16	24.00	54	18.00–36.00	48	20.00–43.11	48
No. 17	21.00–25.00	54	18.00–35.00	54	17.00–35.00	54
No. 18	27.00	54	19.00–40.00	54	19.00–40.00	54
No. 19	25.00	50	21.00–22.50	54	22.50	52
No. 20	23.00	48	21.00	54	22.00	54
No. 21	.....	....	14.00	42	14.00	42
No. 22	24.50	48	26.65	....	25.00	....
No. 23	30.00	56	23.50	56	24.51	56
No. 24	22.00	50	15.00–18.00	48	.....	....
No. 25	24.00	50	20.70	54	20.70	54
No. 26	.....	....	12.00–17.00	....	15.90–20.04	....
No. 27	30.00	....	25.00	45	25.00	45
No. 28	25.00	50	22.15	56	22.65	56
No. 29	22.00–30.00	50	23.00	56	24.25	56
No. 30	31.00	54	24.00	48	24.00	48
No. 31	.....	....	27.00	40	27.00	40
No. 32	.....	....	20.00	54	22.00	54
No. 33	.....	....	28.70	....	27.40	....
No. 34	.....	....	23.00	56	23.00	....
No. 35	27.00	50	23.00–29.00	56	23.00–30.00	56
No. 36	.....	....	27.00	....	28.40	....
No. 37	23.50	54	23.50	50–60	.....	....
No. 38	25.00–35.00	....	20.00	48	22.00	48
No. 39	30.95	....	27.98	50	26.98	50
No. 40	.....	....	17.00	48	17.00	48
No. 41	24.00	48	23.00–27.00	54	21.00–32.00	54
No. 42	25.00	48	18.00	54	18.00	54
No. 42*a*	.....	....	18.00	54	18.00	54
No. 43	22.00	48	24.75	48	23.17	48
No. 44	20.00–25.00	60	16.25	48	16.25	48
No. 45	21.50	48	22.00	48	22.00	48
No. 46	24.00	44	18.00–26.50	44	18.00–26.50	48
No. 47	20.00	48	21.00	48	19.00–21.00	50
No. 48	.....	....	19.00–30.00	54	20.00–30.00	54
No. 49	20.00	48	22.00	52	22.00	52
No. 50	26.00	50	22.00–23.00	54	22.00–23.00	54
No. 51	27.00	40	25.00	40	25.00	42
No. 52	27.50	48	24.50–35.00	48	24.50–35.00	48
No. 53	25.50	48	24.50	50	24.50	50
No. 54	26.00	48	24.50	54	24.50	....
BREAD AND CAKE —*Conc.*						
Deliverymen—Conc.						
No. 55	.....	....	20.00–26.00	48	24.00	48
No. 56	17.50–31.50	48	26.00	48–54	26.00	48–54
No. 57	26.00	48	23.00–31.00	48	23.00–31.00	48
No. 58	25.00–27.00	48	24.00	48	24.00	48
No. 59	25.00	48	28.30	50	.....	....
No. 60	21.00–25.00	60	20.00–34.00	56	22.00–43.00	50–60
No. 61	.....	....	13.00–27.00		16.00–27.00	
BISCUITS						
Mixers—						
No. 1	.....	....	25.00	49½	31.00	49½
No. 2	17.25	50	16.00	40	18.00	40
No. 3	18.00	46¾	21.00	46¾	24.00	45
No. 4	21.00	59	19.25	55	17.88	55
No. 5	24.00	55	24.00	48	27.50	55
No. 6	.....	....	19.25	55	19.25	55
No. 7	30.00	48	20.00	54	23.00	54
No. 8	27.50	55	20.00	46	23.80	55
No. 9	18.15	46½	14.40–26.00	48–68	16.50–27.93	49–66
No. 10	26.00	45½	19.45	48	17.64	48
No. 11	24.00	44	23.40	45	23.40	45
No. 12	30.00	44	30.00	45	30.00	45
No. 13	16.00	49½	22.30	49½	22.30	49½
No. 14	.....	....	32.00	45	32.00	45
No. 15	.....	....	31.50	38	31.50	38
No. 16	31.00	47½	23.80	47½	23.80	47½
No. 17	.....	....	18.00	48	19.20	48
Machine operators—						
No. 1	17.25	50	16.00	40	17.00	40
No. 2	.....	....	22.00	49½	22.00	49½
No. 3	21.00	46¾	21.00	46¾	19.00	45
No. 4	18.00	59	14.85	55	16.50–17.60	55
No. 5	20.00	55	16.65	48	19.09	55
No. 6	.....	....	18.15	55	18.15	55
No. 7	.....	....	28.80	47½	28.80	47½
No. 8	24.30	54	22.00	50	22.00	50
No. 9	26.25	55	16.00	40	16.50	55
No. 10	19.15	42½	21.00–25.00	50	23.00–27.50	50
No. 11	28.00	44	23.40	45	20.25–22.05	45
No. 12	35.00	44	26.10	45	26.10	45
No. 13	18.00	45½	17.90	48	18.60	48
No. 14	.....	....	20.25	45	20.25	45
No. 15	.....	....	18.00	48	19.20	48
Oven tenders—						
No. 1	.....	....	20.00	40	22.00	40
No. 2	12.00	46¾	12.00	46¾	12.00	45
No. 3	.....	....	14.00	49½	14.00	49½
No. 4	18.00	59	17.60	55	16.50	55
No. 5	22.00	55	14.40–17.75	48	16.01–17.60	55
No. 6	20.00	55	13.50	46	16.25	55
No. 7	15.25	42½	11.50–20.00	32–50	19.00–21.00	50
No. 8	29.00	44	29.20	45	29.20	45
No. 9	20.00	44	24.75	45	24.75	45
No. 10	23.00	45½	17.90	48	18.60	48
No. 11	25.00	49½	20.00	49½	20.00	49½
No. 12	.....	....	20.25	45	20.25	45
No. 13	.....	....	24.30	47½	24.30	47½
No. 14	27.00	47½	20.00	34	20.00	34
No. 15	.....	....	18.00	48	19.20	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BISCUITS—*Conc.*						
Packers, female—						
No. 1	8.20	50	8.80	40	8.80	40
No. 1	12.00	46¾	10.00	46¾	10.00	45
No. 3	7.20–8.40	59	10.45	55	10.45	55
No. 4	11.00	60	12.10–14.30	55	12.10–14.30	55
No. 5	.....	....	12.48	48	14.19	55
No. 6	10.80	54	10.00	50	10.00	50
No. 7	10.00	50	10.55	48	11.00	50
No. 8	10.00–12.50	40	12.25	48	14.00	58½
No. 9	10.45–13.75	44	12.60	45	12.60	45
No. 10	10.00–14.00	44	12.60	45	13.50	45
No. 11	12.50	45½	13.90	48	12.96	48
No. 12	11.00	46½	12.00	46½	12.00	44
No. 13	.....	....	12.15–12.60	45	12.15–12.60	45
No. 14	.....	....	10.65	34	9.60	32
No. 15	.....	....	14.00	47½	14.00	47½
No. 16	.....	....	14.00	48	14.00	48
No. 17	.....	....	7.00–11.50	49½	7.70–11.50	49½
No. 18	.....	....	12.48	48	12.48	48
Shippers—						
No. 1	18.30	50	24.00	40	24.00	40
No. 2	19.00	46¾	19.00	46¾	23.00	45
No. 3	15.00	59	16.50	55	16.50	55
No. 4	23.00	55	24.20	55	25.30	55
No. 5	18.00	55	13.25–17.38	53	13.75–19.25	55
No. 6	20.00	55	14.40	40	18.00	50
No. 7	30.00	49½	23.50	49½	20.00	49½
No. 8	.....	....	28.85	46	28.85	46
No. 9	25.00	47½	23.00	47½	23.50	47½
No. 10	.....	....	21.00	49½	21.00	49½
No. 11	.....	....	28.00	48	31.00	48
No. 12	.....	....	25.00	48	25.00	48
General helpers, male—						
No. 1	.....	....	16.00	46¾	18.00	45
No. 2	10.00–12.50	55	8.15–11.00	48	11.00–12.65	55
No. 3	18.90	54	18.00	50	18.00	50
No. 4	17.60	55	12.60	40	15.75	50
No. 5	10.00	30	12.00–19.20	40–50	13.00–21.50	50–53
No. 6	19.00	44	19.35	45	20.25	45
No. 7	18.00	44	20.25	45	20.25	45
No. 8	17.00	45½	17.50	48	15.50	48
No. 9	14.00	49½	12.35–15.85	49½	12.35	49½
No. 10	.....	....	14.40	42½	19.25	46
No. 11	16.00–22.00	47½	19.00	47½	19.00	47½
No. 12	.....	....	7.50	49½	7.70	49½
No. 13	.....	....	18.00	45	18.00	45
No. 14	.....	....	15.00	40	16.00	40
Deliverymen—						
No. 1	20.00	46¾	20.00	46¾	16.00	45
No. 2	18.00	59	16.75	55	.....	....
No. 3	15.00–18.00	55	16.00–23.00	55	17.00–24.00	55
No. 4	23.50	55	13.75–19.25	55	15.60–21.00	60
No. 5	22.00	50	14.40	40	18.00	50
No. 6	26.25	44	30.00	45	30.00	45
No. 7	20.00	45½	19.00	48	19.27	48
No. 8	.....	....	21.00	46	21.00	46
No. 9	.....	....	8.50	49½	10.56	49½
No. 10	.....	....	22.50	48	22.50	48
No. 11	22.00	47½	21.85	47½	21.85	47½
No. 12	24.00	55	18.00	40	18.00	40

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
CANDY						
Candy makers, male—						
No. 1	.....	....	16.75	44	17.60	44
No. 2	21.00–25.00	50	16.00–21.00	48	14.00–23.00	48
No. 3	24.00	49½	17.76	48	17.76	48
No. 4	19.50	50–60	12.10–22.00	55	12.10–22.00	55
No. 5	18.00–28.00	55	15.75–24.00	48	18.04–27.50	55
No. 6	16.00	54	18.00	48	19.00	48
No. 7	19.00–25.00	55	19.20	48	16.80	42
No. 8	.....	....	13.50	45	16.80	48
No. 9	23.75	54	18.00	50	18.00	50
No. 10	.....	....	19.20	48	19.20	48
No. 11	.....	....	21.00	50	19.50	50½
No. 12	22.00	55	16.00–19.60	40	20.00–24.50	50
No. 13	17.25–28.50	47–53	18.75–29.50	52–62	16.00–30.00	50–60
No. 14	25.00	45	17.50	44½	17.50	44½
No. 15	20.00	46½	22.60	46½	22.60	46½
No. 16	23.50	46½	25.00–40.00	46½	25.00–40.00	46½
No. 17	16.00–24.00	49	16.00–30.00	49	16.00–30.00	49
No. 18	25.00	49½	17.35–20.00	49½	17.00–20.00	49½
No. 19	.....	....	24.00	47½	24.00	47½
No. 20	.....	....	22.00–26.00	42½	22.00–28.00	42–48
Shippers, male—						
No. 1	18.50	50	16.30	44	16.30	44
No. 2	18.00	50	15.00–18.00	48	15.00–19.00	48
No. 3	27.50	54	25.00	50	26.00	50
No. 4	18.00	55	13.25–17.40	53	13.75–19.25	55
No. 5	15.00	55	12.50	48	13.00	50
No. 6	.....	....	14.04	52	14.65	50½
No. 7	.....	....	19.00	50	20.00	51½
No. 8	.....	....	18.90	44–50	17.90	48½
No. 9	20.00	55	14.40	40	18.00	50
No. 10	23.25	49½	23.60	46½	23.14	46½
No. 11	21.70	49½	24.00	49½	24.00	49½
No. 12	22.00	46½	17.00	46½	17.00	46½
No. 13	20.00–28.00	49	16.00–30.00	49	16.00–30.00	49
No. 14	30.00	49½	20.80–25.00	49½	18.30–25.00	49½
No. 15	25.00	47½	23.00	47½	23.50	47½
Labourers and helpers, male—						
No. 1	16.30	55	14.50	44	15.40	44
No. 2	14.00–15.00	50	11.00–16.00	48	9.00–20.00	48
No. 3	8.00–12.00	55	7.34–11.04	48	9.35–12.65	55
No. 4	15.00–18.00	49½	13.95–16.80	48	13.95–16.80	48
No. 5	.....	....	20.55	50	20.36	50
No. 6	.....	....	14.75–22.42	59	14.75–21.83	59
No. 7	16.20	54	16.50	50	16.50	50
No. 8	.....	....	12.00	47½	13.50	43
No. 9	17.60	55	12.60	40	15.75	50
No. 10	14.25	46½	17.00	46½	17.00	46½
No. 11	20.90	46½	20.15	46½	20.50	46½
No. 12	18.00–27.00	49½	16.00–27.00	49½	16.00–27.00	49½
No. 13	.....	....	18.00	46½	18.00	49
No. 14	14.00	49½	12.35–14.85	49½	12.35	49½
No. 15	16–00–22.00	47½	16.25–19.00	47½	16.50–19.00	47½
No. 16	.....	....	18.24	48	18.24	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
CANDY—*Conc.*						
Chocolate dippers, female—						
No. 1	12.50–	55	12.30	44	13.20	44
No. 2	9.00–	50	9.00–	48	9.00–	48
	20.00		16.00		16.00	
No. 3	15.00	44	8.64–	48	8.64–	48
			17.36		17.36	
No. 4	13.00	55	12.50	48	10.92	42
No. 5	.....	....	12.50	48	12.50	48
No. 6	.....	....	12.00	40	12.00	40
No. 7	12.95	54	11.00	50	11.00	50
No. 8	.....	....	12.15	45	12.88	46
No. 9	.....	....	14.50	29	15.50	33½
No. 10	.....	....	14.10–	40	15.50–	40
			14.90		17.00	
No. 11	13.50	45	12.50	44½	12.50	44½
No. 12	15.35	46½	15.75–	46½	16.06–	46½
			19.00		19.00	
No. 13	16.50	46½	15.00–	46½	14.00–	46½
			17.00		17.00	
No. 14	15.00	49	14.00	46½	14.00	46½
No. 15	.....	....	14.00	47½	14.00	47½
No. 16	.....	....	16.56	48	22.00	55
Packers, female—						
No. 1	12.50	54	11.45	44	12.32	44
No. 2	8.00–	50	7.00–	48	7.00–	48
	12.00		12.00		14.00	
No. 3	11.00–	44	8.65–	48	8.65–	48
	14.00		12.50		12.30	
No. 4	18.00	50	16.25	47	16.36	47
No. 5	12.00	55	8.15	48	7.14	42
No. 6	10.80–	54	11.00	50	11.00	50
	12.95					
No. 7	.....	....	11.25	45	11.04	46
No. 8	.....	....	12.75	38	12.50	40½
No. 9	.....	....	12.48	48	13.37	55
No. 10	10.00	50	10.55	48	11.00	50
No. 11	13.00	45	12.50	44½	12.50	44½
No. 12	.....	....	11.06–	36–	13.47–	40–
			13.16	40	15.65	47
No. 13	15.80	46½	14.05	46½	15.10	46½
No. 14	18.60	46½	16.74	46½	18.60	46½
No. 15	8.00	....	9.00	46½	9.00	46½
No. 16	12.30	46½	12.50–	46½	12.50–	46½
			13.75		13.75	
No. 17	15.25	46½	14.00–	46½	14.00–	46½
			16.00		16.00	
No. 18	12.50	49	12.50	46½	12.50	46½
No. 19	11.00	46½	12.00	46½	12.00	44
No. 20	.....	....	14.00	47½	14.00	47½
Helpers, female—						
No. 1	12.50	55	9.70	44	10.56	44
No. 2	8.00	44	8.65–	48	8.65–	48
			12.50		12.50	
No. 3	.....	....	11.15	47	13.54	47
No. 4	.....	....	11.50	51	12.00	42
No. 5	10.20–	45–	10.20–	35–	9.00–	37–
	15.10	49	14.90	55	13.45	57
No. 6	12.50	46½	12.50	46½	12.50	46½
No. 7	14.25	46½	14.00–	46½	14.00–	46½
			16.00		16.00	
No. 8	.....	....	14.85	46½	15.04	46½
No. 9	.....	....	10.20	46½	10.37	46½
No. 10	.....	....	9.60	48	12.00	48
No. 11	9.00–	55	12.48	48	14.30	55
	12.50					
MEAT PRODUCTS						
Stockyard men—	Per hour		Per hour		Per hour	
No. 1	.....	....	.35	48	.385	48
No. 2	.35–.45	55	.36–.48	47½	.38–.48	47½
No. 3	.334	60	.40	50	.40	50
No. 4	.....	....	.28	48	.37	55
No. 5	.45	55	.40	55	.40	55

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hr per wk.
	$		$		$	
Stockyard men—Conc.						
No. 6	.....	....	.42	48	.42	48
No. 7	.45	58	.56	48	.56	48
No. 8	.....	....	.45–.50	45–50	.45–.50	48–55
No. 9	.475	48	.51	48	.51	48
No. 10	.417	48	.47	48	.465	48
No. 11	.....	....	.45	54	.45	54
No. 12	.....	....	.475	44–50	.475	44–50
No. 13	.45	49	.57	48	.57	48
No. 14	.....	....	.52	48	.44	48
No. 15	.45	48	.487	48	.54	48
No. 16	.....	....	.45	50	.45	54
No. 17	.....	....	.49	48	.49	48
Slaughterers—						
No. 1	.....	....	.35–.49	48	.42–.53	48
No. 2	.57	50	.50	48	.50	55
No. 3	.45–.60	55	.53–.67	47½	.53–.67	47½
No. 4	.40–.50	....	.48–.53	47½	.48–.55	47½
No. 5	.55	40	.60	50	.63	50
No. 6	.55	55	.30–.40	50	.35–.50	50
No. 7	.....	....	.42–.57	40–45	.45–.575	40–50
No. 8	.40–.50	55	.40–.57	55	.40–.57	55
No. 9	.70	46	.65	40	.65	40
No. 10	.60	50	.56	50	.57	50
No. 11	.55	48	.68	48	.68	48
No. 12	.47	48	.57–.60	48	.57–.60	48
No. 13	.52	48	.545	48	.545	48
No. 14	.40–.55	48	.625	48	.625	48
No. 15	.40	50	.45–.55	54	.45–.55	54
No. 16	.40–.55	48	.565	44–50	.60	44–50
No. 17	.....	....	.54	48	.57	48
No. 18	.43–.53	48	.55	48	.565	48
No. 19	.....	....	.55	48–54	.55	48–54
No. 20	.....	....	.50	54	.50	42
No. 21	.40–.55	49	.62	48	.62	48
No. 22	.44–.63	50	.45–.72	48	.47–.72	48
Hide trimmers—						
No. 1	.....	....	.35	48	.385	48
No. 2	.35–.40	55	.39–.42	47½	.40–.42	47½
No. 3	.30–.45	40	.36	50	.38	45
No. 4	.45	48	.57	48	.57	48
No. 5	.....	....	.52	48	.515	48
No. 6	.....	....	.36	53½	.36	48
No. 7	.59	54	.62	54	.62	54
No. 8	.33–.40	55	.45–.47	45–50	.45–.47	45–50
No. 9	.40–.55	48	.485	44–50	.46	44–50
No. 10	.425	48	.49	48	.475	48
No. 11	.....	....	.525	48–54	.525	48–54
No. 12	.....	....	.53	48	.51	48
No. 13	.....	....	.50	54	.50	54
No. 14	.40	49	.57	48	.58	48
No. 15	.465	50	.50	48	.45	48
General butchers—						
No. 1	.....	....	.375	48	.405	48
No. 2	.....	....	.22–.30	60	.22–.32	55
No. 3	.30–.40	42½	.36–.45	50	.36–.48	60
No. 4	.39	50	.35–.52	48	.35–.52	55
No. 5	.....	....	.40–.52	55	.40–.52	55
No. 6	.35–.54	50	.42–.57	50	.42–.57	50
No. 7	.49	48	.60	48	.60	48
No. 8	.....	....	.48–.69	46½	.50–.74	43
No. 9	.....	....	.59	48	.58	48
No. 10	.35–.60	55	.48–.66	45–50	.45–.66	45–50
No. 11	.45	48	.54	48	.535	48
No. 12	.....	....	.50	48–54	.50	48–54
No. 13	.38–.70	54	.48–.77	41	.48–.77	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MEAT PRODUCTS —*Continued*						
General butchers—Conc.						
No. 14	.....	....	.56	48	.56	48
No. 15	.....	....	.45-.50	54	.45-.50	54
No. 16	.....	....	.45-.65	40-48	.45-.65	50-64
No. 17	.40-.50	49	.635	48	.635	48
No. 18	.75	48	.50-.58	48	.50-.60	48
No. 19	.....	....	.50	48	.50	48
No. 20	.....	....	.54	44-50	.535	44-50
Boners—						
No. 1	.....	....	.35-.48	48	.37-.48	55
No. 2	.40	45	.40	50	.43	55
No. 3	.35-.40	55	.36-.40	47½	.40	47½
No. 4	.35	55	.40-.50	55	.45-.50	55
No. 5	.50	48	.62	48	.62	48
No. 6	.....	....	.67	48	.67	48
No. 7	.....	....	.52	54	.52	54
No. 8	.45-.55	48	.575	44-50	.58	44-50
No. 9	.35	55	.45-.50	45-50	.45-.50	45-50
No. 10	.40-.48	48	.53	48	.555	48
No. 11	.....	....	.55	48	.55	48
No. 12	.....	....	.45	54	.45	54
No. 13	.....	....	.485	50	.60	60
No. 14	.50	49	.62	48	.62	48
No. 15	.44	50	.50	48	.50	48
Trimmers—						
No. 1	.....	....	.35	48	.385	48
No. 2	.40	55	.40	47½	.40	47½
No. 3†	.16	50	.24	48	.23	55
No. 4	.45	55	.35-.40	50	.35-.50	50
No. 5	.58	50	.50	50	.52	50
No. 6	.....	....	.525	48	.525	48
No. 7†	.....	....	.39	48	.39	48
No. 8	.....	....	.50	48	.52	48
No. 9	.33	48	.495	48	.495	48
No. 10	.45	48	.57	48	.57	48
No. 11†	.....	....	.38	48	.38	48
No. 12	.25	44	.45-.505	45-51	.45-.505	45-50
No. 13	.50	48	.475	44-50	.475	44-50
Curers and cellarmen—						
No. 1	.....	....	.365-.43	48	.385-.46	48
No. 2	.....	....	.22-.30	60	.22-.38	55-60
No. 3	.35	45	.35-.42	50	.36-.44	60
No. 4	.40-.50	55	.39-.48	47½	.39-.48	47½
No. 5	.50	50	.37-.52	48	.35-.52	55
No. 6	.50	55	.40	50	.35-.45	50
No. 7	.....	....	.32-.40	60-73	.30-.44	45-65
No. 8	.....	....	.375	47	.375	38-60
No. 9	.45-.55	55	.45-.50	55	.45-.50	55
No. 10	.45	50	.40-.49	50	.38-.49	50
No. 11	.56	50	.54	50	.55	50
No. 12	.52	48	.655	48	.655	48
No. 13	.48	48	.57	48	.57	48
No. 14	.35-.44	48	.53	48	.53	48
No. 15	.30-.35	54	.45	54	.45	48
No. 16	.40-.45	48	.495	44-50	.465	44-50
No. 17	.30-.40	55	.47-.53	45-55	.45-.53	48-55
No. 18	.425	48	.485	48	.48	48
No. 19	.....	....	.45	48-54	.475	48-54
No. 20	.37-.45	54	.47-.55	54	.47-.55	54
No. 21	.....	....	.51	48	.51	48
No. 22	.....	....	.45	54	.45	54
No. 23	.45	49	.565	48	.565	48
No. 24	.44-.50	50	.45-.50	48	.45-.50	48
No. 25	.40-.50	48	.38	48	.45	48

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Casing makers, male—						
No. 1	.....	....	.375	48	.41	48
No. 2	.35-.45	55	.40-.46	47½	.40-.47	47½
No. 3†	.25	55	.22-.26	47½	.22-.28	47½
No. 4	.30	40	.36	50	.38	50
No. 5	.33	50	.36-.43	48	.37-.43	55
No. 6	.....	....	.36	55	.40	01
No. 7	.50	55	.35	50	.40	50
No. 8	.....	....	.375-.42	40	.375-.42	54
No. 9	.52	55	.45	55	.45	55
No. 10	.40-.43	50	.38-.48	50	.38-.48	50
No. 11	.42	48	.535	48	.535	48
No. 12†	.30	48	.34-.39	48	.34-.39	48
No. 13	.35-.52	48	.54	48	.545	48
No. 14†	.26-.34	48	.375	48	.375	48
No. 15	.40-.45	48	.495	44-50	.505	44-50
No. 16	.35	54	.49	54	.49	54
No. 17	.40	55	.48-.53	45-50	.48-.53	45-50
No. 18	.40	48	.49	48	.49	48
No. 19	.....	....	.50	48-54	.50	48-54
No. 20	.....	....	.52	48	.53	48
No. 21	.....	....	.40-.46	54	.40-.46	54
No. 22	.....	....	.45-.50	45	.45-.50	53-58
No. 23	.37-.40	54	.45-.48	49	.45-.48	50
No. 24	.40	49	.555	48	.555	48
No. 25	.44	40	.45-.52	48	.45-.52	48
No. 26	.....	....	.35-.40	48	.35-.40	48
Sausage cutters, male—						
No. 1	.35-.40	55	.27-.46	47½	.36-.48	47½
No. 2	.50	55	.40	50	.45	50
No. 3	.30	50	.32-.42	50	.38-.46	50
No. 4	.45	48	.56	48	.56	48
No. 5	.30	54	.475	54	.50	54
Sausage makers, male—						
No. 1	.....	....	.36-.425	48	.40-.46	48
No. 2	.30-.40	45	.36-.45	50	.36-.45	55
No. 3	.....	....	.37-.46	48	.39-.46	55
No. 4	.....	....	.36	67	.36-.40	59-67
No. 5	.....	....	.375	56	.375	42
No. 6	.50	55	.47-.50	55	.47-.50	55
No. 7	.35-.59	48	.51	48	.525	48
No. 8	.375	54	.49	54	.....	....
No. 9	.35-.50	50	.45-.52	45-50	.45-.52	45-50
No. 10	.....	....	.50	48-54	.50	48-54
No. 11	.....	....	.535	48	.52	48
No. 12	.....	....	.45	54	.45	54
No. 13	.44-.50	48	.50	48	.50	48
No. 14	.....	....	.45	48	.45	48
No. 15	.41	48	.52	48	.53	48
No. 16	.40	48	.525	44-50	.495	44-50
Sausage makers, female—						
No. 1	.25	55	.26	47½	.26	47½
No. 2	.....	....	.23-.25	48	.22-.25	55
No. 3	.26-.34	48	.37	48	.37	48
No. 4	.....	....	.36	48	.36	48
No. 5	.....	....	.37	45	.38	45
No. 6	.....	....	.30-.36	48	.30-.36	48
No. 7	.32	44	.35	48	.35	48
No. 8	.....	....	.22-.26	50	.22-.26	50
No. 9	.30	48	.30	48	.30-.33	48
No. 10	.27	48	.365	44-50	.365	44-50
Lard makers, male—						
No. 1	.....	....	.375	48	.44	48
No. 2	.367	60	.38	50	.40	53
No. 3	.35	55	.36-.42	47½	.36-.44	47½

† Female.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MEAT PRODUCTS —*Continued*						
Lard makers, male— Conc.						
No. 4	.38	50	.40	48	.40-.42	55
No. 5	.....	....	.30-.40	63-72	.30-.40	57
No. 6	.55	55	.35	50	.35	50
No. 7	.....	....	.30	72	.32	57
No. 8	.....	....	.37-.42	44	.37-.42	43-50
No. 9	.45	55	.45	55	.45	55
No. 10	.42	50	.43	50	.43	50
No. 11	.44	48	.57	48	.57	48
No. 12	.35-.50	48	.565	48	.57	48
No. 13	.40	48	.46	44-50	.47	44-50
No. 14	.....	....	.47	54	.47	54
No. 15	.425	55	.47-.585	45-50	.45-.585	50-55
No. 16	.....	....	.45	48-54	.475	48-54
No. 17	.425	54	.50	49	.45	54
No. 18	.....	....	.52	48	.52	48
No. 19	.....	....	.465	54	.465	54
No. 20	.....	....	.45-.50	48	.50	48
No. 21	.50	48	.45	48	.50	48
No. 22	.....	....	.48	54	.50	54
No. 23	.50	49	.62	48	.62	48
Lard makers, female—						
No. 1	.25	55	.22-.26	47½	.22-.26	47½
No. 2	.29	48	.375	48	.375	48
No. 3	.....	....	.26	50	.26	47
No. 4	.26-.34	48	.395	48	.395	48
No. 5	.25	48	.36	44-50	.36	44-50
No. 6	.....	....	.36	54	.36	48
No. 7	.....	....	.36-.40	44-48	.36-.40	40-48
No. 8	.....	....	.37	49	.37	48
No. 9	.....	....	.36	40	.36	40
No. 10	.....	....	.30	48	.30-.36	48
No. 11	.31	....	.43	48	.43	48
No. 12	.275	....	.35	48	.35	48
Fertilizers—						
No. 1	.35-.40	55	.36-.40	47½	.39-.44	47½
No. 2	.50	55	.45	55	.45-.47	55
No. 3	.42	50	.42	50	.44	50
No. 4	.....	....	.46	48	.48	48
No. 5	.45	48	.56	48	.56	48
No. 6	.....	....	.52	48	.52	48
No. 7	.40	60	.47	54	.47	54
No. 8	.....	....	.475	44-50	.48	44-50
No. 9	.45-.50	48	.485	48	.47	48
No. 10	.....	....	.50	48-54	.50	48-54
No. 11	.37-.40	54	.45-.55	43	.45-.55	54
No. 12	.35-.45	49	.585	48	.58	48
No. 13	.44	50	.50	48	.50	48
No. 14	.....	....	.52	48	.49	48
Coolers and freezers—						
No. 1	.33	45	.36	50	.38	53
No. 2	.40	50	.48	50	.44	55
No. 3	.35-.47	55	.40-.42	47½	.40-.43	47½
No. 4	.....	....	.37-.40	48	.40	55
No. 5	.....	....	.40	60	.40	58
No. 6	.47	48	.565	48	.565	48
No. 7	.....	....	.40-.50	50	.40-.50	47
No. 8	.35-.55	48	.525	48	.52	48
No. 9	.40	48	.505	44-50	.47	44-50
No. 10	.425	60	.47	54	.47	54
No. 11	.30-.40	55	.45-.525	45-50	.45-.525	48-55
No. 12	.40-.47	48	.48	48	.48	48
Coolers and freezers— Conc.						
No. 13	.37-.45	54	.47-.55	51	.47-.55	50
No. 14	.....	....	.51	48	.46	48
No. 15	.....	....	.335	54	.335	54
No. 16	.....	....	.50	48	.50	48
Packers—						
No. 1	.36	50	.36	47½	.36	47½
No. 2	.....	....	.34-.48	60	.36-.48	53-67
No. 3	.30-.40	55	.30-.50	55	.30-.50	55
No. 4	.54	50	.46	50	.46	50
No. 5	.....	....	.53	48	.53	48
No. 6	.42	48	.56	48	.56	48
No. 7†	.29	48	.385	48	.385	48
No. 8	.35-.42	48	.495	44-50	.495	44-50
No. 9	.375	55	.47	45-50	.47	48-55
No. 10†	.25	44	.36	44-48	.36	40-48
No. 11	.60	50	.45-.50	48	.50	48
No. 12†	.....	....	.22-.26	48	.22-.26	48
No. 13	.....	....	.50	48	.50	48
Shippers—						
No. 1	.....	...	385-.48	48	.385-.54	48
No. 2	.....	....	.26	60	.26	55
No. 3	.20-.30	60	.40-.44	50	.35-.42	55
No. 4	.40-.45	55	.36-.46	47½	.36-.46	47½
No. 5	.40	50	.35-.44	48	.35-.44	55
No. 6	.45	55	.30	55	.35-.40	55
No. 7	.....	....	.34-.40	45-57	.30-.40	50-56
No. 8	.....	....	.375	66	.375	44½
No. 9	.....	....	.38-.45	55	.47	55
No. 10	.43	48	.45	50	.40-.42	50
No. 11	.45	48	.56	48	.56	48
No. 12	.....	....	.40	50	.44	45
No. 13	.45	48	.50	44-50	.495	44-50
No. 14	.35	55	.45-.52	45-50	.45-.52	48-55
No. 15	.....	....	.58	48	.58	48
No. 16	.46	48	.47	48	.465	48
No. 17	.50	54	.47-.55	54	.47-.55	50
No. 18	.....	....	.51	48	.51	48
No. 19	.....	....	.45	54	.45	54
No. 20	.....	....	.45	50	.45	54
No. 21	.40-.48	48	.56	48	.56	48
No. 22	.50-.60	50	.58	48	.58	48
No. 23	.50	48	.43	48	.49	48
Motor truck drivers—						
No. 1	.....	....	.49	48	.50	48
No. 2	.....	....	.333	60	.366	60
No. 3	.367	60	.46	50	.44	55
No. 4	.36-.40	60	.46	47½	.46	47½
No. 5	.36	60	.46	48	.35-.40	60
No. 6	.....	....	.34	56	.375	56
No. 7	.527	55	.44-.51	55	.45-.55	55
No. 8	.384	60	.46	50	.46	50
No. 9	.50	50	.50	50	.50	....
No. 10	.48	48	.62	48	.62	48
No. 11	.54-.73	48	.67	48	.67	48
No. 12	.35	60	.48	54	.48	54
No. 13	.48	48	.59	44-50	.59	44-50
No. 14	.30-.50	60	.54	50	.54	50
No. 15	.....	....	.50-.56	48-54	.50-.56	48-54
No. 16	.50	54	.62	49	.633	48
No. 17	.....	....	.58	48	.58	48
No. 18	.....	....	.51	54	.51	54
No. 19	.....	....	.52	48	.50	50
No. 20	.53	49	.625	48	.625	48
No. 21	.535	50	.55-.58	48	.55-.58	48
No. 22	.50	48	.44	48	.49	48

† Female.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MEAT PRODUCTS —*Concluded*						
Engineers—						
No. 1	.....	....	.58	48	.80	48
No. 2	.483	56	.49	56	.49	56
No. 3	.535	56	.675	48	.675	48
No. 4	.44	56	.52	48	.57	48
No. 5	.75	60	.70	50	.70	50
No. 6	.713	52½	.536	56	.714	56
No. 7	.50	56	.52	50	.52	50
No. 8	.62-.73	48	.805	48	.805	48
No. 9	.....	....	.44	65	.555	54
No. 10	.61-.64	48	.835	48	.825	48
No. 11	.535	56	.585	54	.585	54
No. 12	.75	48	.775	44-50	.795	44-50
No. 13	.73	48	.75	48	.75	48
No. 14	.675	56	.77	48	.77	48
No. 15	.745	48	.77	48	.77	48
No. 16	.....	....	.82	48	.82	48
No. 17	.....	....	.65	48	.65	48
No. 18	.58	49	.735	48	.735	48
No. 19	.60	48	.54	48	.60	48
Firemen—						
No. 1	.....	....	.46	48	.49	48
No. 2	.42	56	.41	56	.41	56
No. 3	.42	56	.48	48	.48	48
No. 4	.54	84	.47	48	.45-.47	48
No. 5	.583	60	.35	55	.35	55
No. 6	.545	55	.545	55	.545	55
No. 7	.42	56	.50	50	.50	50
No. 8	.45-.56	48	.645	48	.645	48
No. 9	.40-.46	48	.665	48	.665	48
No. 10	.....	....	.625	48	.625	48
No. 11	.446	56	.50	54	.50	54
No. 12	.40	48	.58	44-50	.57	44-50
No. 13	.....	....	.605	48	.605	48
No. 14	.425	56	.61	48	.61	48
No. 15	.....	....	.575	48	.575	48
No. 16	.475	48	.525	48	.525	48
No. 17	.40	60	.565	48	.565	48
No. 18	.50-.70	48	.56	48	.56	48
Labourers—						
No. 1	.....	....	.35	48	.385	48
No. 2	.35	50	.37	50	.39	50
No. 3	.35-.40	55	.36-.40	47½	.36-.40	47½
No. 4	.....	....	.35-.45	48	.35-.45	55
No. 5	.....	....	.375	48	.375-.42	42
No. 6	.38	50	.42	50	.46	50
No. 7	.....	....	.51	48	.50	48
No. 8	.42	48	.535	48	.535	48
No. 9	.60	46	.60	40	.60	40
No. 10	.35-.40	60	.45	54	.45	54
No. 11	.375	48	.465	44-50	.46	44-50
No. 12	.35	48	.45	44-50	.45	44-50
No. 13	.40	....	.55	48	.55	48
No. 14	.30-.37	55	.48	48-54	.48	48-55
No. 15	.40	48	.375	48	.375	48
No. 16	.....	....	.47	48	.465	48
No. 17	.....	....	.45	48-54	.45	51
BREWERY PRODUCTS						
Kettlemen—	Per week		Per week		Per week	
No. 1	20.00	50	18.00	48	18.00	48
No. 2	38.50	70	29.50	50	35.40	60
No. 3	20.00	60	22.20	50	22.20	60
No. 4	24.25	54	24.50	50	24.50	44
No. 5	23.00	45	25.50	45	27.50	45
No. 6	23.00	50	23.32	44	26.40	48
No. 7	27.00	60	24.50	50	24.50	50
No. 8	28.50	60	24.50	50	24.50	50

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Kettlemen—Conc.						
No. 9	30.00	50	36.50	44	37.00	44
No. 10	21.00	50	25.50	50	26.46	45
No. 11	26.64	48	27.93	49	28.91	49
No. 12	30.00	53	31.00	47	31.00	47
No. 13	.....	....	26.00	53	29.15	53
No. 14	.....	....	22.00	53	26.00	53
No. 15	33.00	55	26.40	44	33.47	44
No. 16	33.00	44	33.00	44	33.00	44
No. 17	33.75	45	35.75	44	35.75	44
No. 18	34.00	48	36.00	44	38.00	44
No. 19	30.00	48	31.50	44	33.07	44
No. 20	.....	....	27.00	50	28.00	50
No. 21	.....	....	24.75	44	24.75	44
Cellarmen—						
No. 1	20.00	47	18.00	44	21.00	44
No. 2	.....	....	20.00	45	21.00	49
No. 3	22.00	50	17.00	48	18.00	48
No. 4	22.00	49½	18.00	40	18.90	44
No. 5	.....	....	19.00	58½	21.00	56
No. 6	24.00	60	22.00	50	22.00	50
No. 7	19.25	55	20.50	50	20.50	50
No. 8	.....	....	20.50-22.00	50	20.50-22.00	50
No. 9	20.00	60	22.20	50	22.20	60
No. 10	.....	....	26.95	48	26.95	48
No. 11	24.25	54	24.50	50	24.50	44
No. 12	.....	....	29.70	55	29.70	55
No. 13	22.00	45	25.50	45	28.00	45
No. 14	22.50	50	22.45	44	26.40	48
No. 15	.....	....	24.50	50	24.50	50
No. 16	30.00	60	24.50	50	24.50	50
No. 17	25.50	60	24.50	50	24.50	50
No. 18	.....	....	25.50	44	27.28	44
No. 19	.....	....	26.45	44	27.28	44
No. 20	24.50	50	26.50	44	27.30	44
No. 21	.....	....	25.50	49	27.28	44
No. 22	18.50-21.50	50	25.50	50	26.46	45
No. 23	26.75	48	27.95	49	28.91	49
No. 24	27.00-36.00	60	27.00	50	28.00	50
No. 25	25.00	53	24.50	53	26.50	53
No. 26	22.00	53	20.00	53	22.00	53
No. 27	26.00	53	26.00	47	26.00	47
No. 28	33.00	55	22.00-28.60	44	28.30-32.50	44
No. 29	36.00	50	31.60	44	31.60	44
No. 30	31.50	44	31.60	44	31.60	44
No. 31	29.50	48	31.60	44	33.05	....
No. 32	29.50	48	31.50	44	33.05	44
No. 33	.....	....	25.00	50	25.00	50
No. 34	29.50	48	31.50	44	33.07	44
No. 35	36.00	48	31.60	44	31.60	44
No. 36	.....	....	26.18	44	26.18	44
Bottlers, machine—						
No. 1	19.00	50	23.00	48	25.00	48
No. 2	25.00	49½	18.00	40	18.00	44
No. 3	24.75	55	22.00	50	24.20	55
No. 4	18.00	60	22.20	59	24.50	65
No. 5	.....	....	27.00	50	27.00	50
No. 6	25.50	60	20.00	50	27.50	50
No. 7	22.00	45	23.50-25.50	48	23.50-27.50	48
No. 8	24.50	50	26.45	44	27.28	44
No. 9	24.50	50	26.50	44	27.30	44
No. 10	18.00-22.00	50	28.30	50	26.46	45
No. 11	30.00	54	24.50-27.93	49	25.48-28.91	49
No. 12	30.00	60	16.20	30	16.80	30
No. 13	26.00	53	25.50	53	25.97	53
No. 14	25.00	53	23.50	47	23.50	47
No. 15	24.75	55	22.00	44	24.20	44
No. 16	33.35	44	33.00	44	33.00	44
No. 17	31.00	45	30.30	44	30.30	44
No. 18	30.00	48	31.50	48	31.50	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BREWERY PRODUCTS—*Concluded*						
Bottlers, machine—Conc.						
No. 19	29.00	48	31.00	44	32.55	....
No. 20	29.00	48	31.00	44	32.55	44
No. 21	29.00	48	31.00	44	32.55	44
No. 22	.....	....	30.25	44	30.25	44
No. 23	.....	....	22.50	50	22.50	50
No. 24	.....	....	26.95	48	26.95	48
Bottlers, hand—						
No. 1	16.00–20.00	47	17.00	44	17.00	44
No. 2	.....	....	15.00	45	15.00–17.00	52–63
No. 3	20.25	56	20.50	50	20.50	50
No. 4	17.25	55	20.50	50	20.50	50
No. 5	19.25	55	20.50	50	22.55	55
No. 6	22.00	45	23.50–25.50	48	23.50–27.50	48
No. 7	17.60	44	21.55	44	22.44	44
No. 8	20.00	50	24.50	44	25.30	44
No. 9	16.00–18.50	50	26.10	50	24.48	45
No. 10	21.00–30.00	60	10.00	20	10.40	20
No. 11	22.50–25.00	53	19.00–25.00	53	19.61–23.85	53
No. 12	.....	....	18.35	47	20.21	47
No. 13	26.00	53	26.00	47	26.00	47
No. 14	.....	....	26.40	48	25.30	44
No. 15	31.25	50	27.50	44	27.50	44
No. 16	30.25	44	30.25	44	30.25	44
No. 17	.....	....	27.50	44	27.50	44
No. 18	.....	....	24.75	44	24.75	44
No. 19	29.50	48	31.50	44	33.07	44
Wash-house men—						
No. 1	21.00	60	20.50	50	20.50	50
No. 2	31.50	70	22.00	50	22.00	50
No. 3	21.00	60	20.50	50	20.50	50
No. 4	19.25	55	20.50	50	20.50	50
No. 5	.....	....	20.50	50	20.50	50
No. 6	18.00	60	24.00	50	22.20	60
No. 7	21.50	54	22.50	50	22.50	44
No. 8	.....	....	23.50–25.50	44	25.30–27.28	44
No. 9	21.00	45	25.50	45	27.50	45
No. 10	24.00	60	24.50	50	24.50	50
No. 11	24.50	50	26.50	44	27.30	44
No. 12	.....	....	25.50	49	27.28	44
No. 13	20.00	50	25.50	50	26.46	45
No. 14	26.75	48	27.95	49	28.91	49
No. 15	27.00–30.00	60	27.00	50	28.00	50
No. 16	24.00	53	22.50	53	26.50	53
No. 17	24.00–27.00	53	22.50–27.00	47	23.00–27.00	47
No. 18	24.75	55	22.00	44	.....	....
No. 19	31.50	44	31.60	44	31.60	44
No. 20	29.50	48	31.50	44	33.05	44
No. 21	32.32	45	31.60	44	31.60	44
Coopers—						
No. 1	30.80	56	30.50	50	30.50	50
No. 2	25.00	50	27.50	50	.....	....
No. 3	33.00	55	32.50	50	32.50	50
No. 4	24.00	60	26.00	50	26.00	60
No. 5	.....	....	35.00	44	36.00	44
No. 6	30.00	60	30.00	50	30.00	50
No. 7	27.00	50	30.00	44	.....	....
No. 8	.....	....	30.00	49	32.12	44
No. 9	35.00	48	33.00	49	34.05	49
No. 10	24.00	60	31.50	50	32.50	50
No. 11	32.00	53	32.50	53	34.45	53
No. 12	.....	....	27.75	47	27.75	47
No. 13	.....	....	20.00	53	24.00	53
No. 14	21.20	53	26.00	47	26.00	47
No. 15	34.35	44	34.35	44	34.35	44
No. 16	37.50	48	34.35	44	34.35	44

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Coopers—Conc.						
No. 17	35.15	45	34.35	44	34.35	44
No. 18	.....	....	37.50	48	38.47	49
No. 19	36.00	48	36.00	48	36.00	48
No. 20	.....	....	27.50	44	27.50	44
No. 21	34.00	44	35.00	44	36.75	44
No. 22	.....	....	30.00	50	30.00	50
No. 23	.....	....	27.50	50	30.00	50
Motor truck drivers—						
No. 1	22.00	50	18.00	48	18.00	48
No. 2	24.00	49½	18.00	40	18.00	44
No. 3	25.00	60	25.00	56	25.00	54
No. 4	.....	....	17.65	....	18.00	....
No. 5	.....	....	27.50	50	27.50	50
No. 6	22.00	45	23.50–26.00	52	25.50–28.00	52
No. 7	30.00	60	25.00	56	25.00	54
No. 8	.....	....	25.00	....	26.00	....
No. 9	24.00–30.00	60	27.50	50	28.50	50
No. 10	25.00–32.50	60	22.50	60	22.50	60
No. 11	25.00	53	25.00	53	26.00	53
No. 12	29.50	48	33.00	44	34.65	44
No. 13	29.50	48	31.50	44	33.05	44
No. 14	30.00	48	33.00	44	34.00	44
No. 15	.....	....	25.00	50	25.00	50
No. 16	.....	....	27.50	48	27.50	48
No. 17	.....	....	33.00	60	33.00	60
No. 18	24.00	60	25.00	50	25.00	50
Engineers—						
No. 1	30.00	47	30.00	44	30.00	44
No. 2	40.00	50	30.00	48	38.50	48
No. 3	30.00	49½	30.00	40	30.00	44
No. 4	37.00	60	40.00	60	40.00	60
No. 5	.....	....	30.00	56	32.00	56
No. 6	30.00	60	33.60	56	33.60	56
No. 7	.....	....	27.45	45	27.45	45
No. 8	33.00	79	33.60	56	33.60	56
No. 9	33.50	56	35.00	48	35.00	48
No. 10	.....	....	33.60	56	33.60	56
No. 11	35.00	45	30.00	48	32.00	48
No. 12	25.00	50	28.50	48	29.50	48
No. 13	.....	....	55.00	50	55.00	50
No. 14	.....	....	33.60	48	35.04	48
No. 15	.....	....	34.55	48	35.04	48
No. 16	33.60	56	34.10	48	35.05	48
No. 17	.....	....	33.60	48	35.04	44
No. 18	38.00	....	33.60	48	34.56	48
No. 19	43.25	72	35.00	50	36.23	50
No. 20	42.00	53	35.00	53	36.00	53
No. 21	36.00	53	28.50	47	30.00	47
No. 22	60.00	60	46.15	44	46.15	44
No. 23	36.00	44	37.55	48	37.55	48
No. 24	38.00	48	36.50	48	36.50	48
No. 25	38.00	48	36.50	48	36.50	48
No. 26	30.50	56	32.00	48	34.24	48
No. 27	33.50	56	35.50	48	37.25	48
No. 28	37.50	56	32.00	48	37.27	48
No. 29	.....	....	29.40	49	29.40	49
Firemen—						
No. 1	20.00	47	17.00	44	18.00	44
No. 2	20.00	72	20.00	48	22.40	48
No. 3	28.00	56	24.00	48	24.00	48
No. 4	27.00	60	28.00	56	28.00	56
No. 5	27.00	79	26.90	56	26.90	56
No. 6	28.00	56	30.00	48	30.00	48
No. 7	23.00	60	22.95	62	25.30	66
No. 8	26.00	45	28.00	48	30.00	48
No. 9	27.50	56	28.50	48	29.30	48
No. 10	.....	....	25.00	50	25.00	50
No. 11	30.00	60	28.80	48	29.76	48
No. 12	28.00	53	24.50	53	25.50	53
No. 13	20.00	53	23.00	53	24.00	53
No. 14	28.00	53	22.00	47	25.00	47
No. 15	31.00	56	28.80	48	31.20	48
No. 16	28.50	56	33.00	48	34.65	48
No. 17	31.00	56	28.50	48	32.02	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per weed	Hrs per wk.
	$		$		$	
BREWERY PRODUCTS —*Concluded*						
Labourers—						
No. 1	15.00	47	15.00	44	15.00	44
No. 2	18.00	50	13.75	48	13.75	48
No. 3	.....	....	18.00	40	18.00	44
No. 4	20.70	56	22.55	55	22.55	55
No. 5	.....	....	20.50-22.00	50	20.50-22.00	50
No. 6	19.50	56	20.50	50	20.50	50
No. 7	21.00	60	20.50	50	20.50	50
No. 8	21.50	60	22.00	50	22.00	50
No. 9	19.50	56	20.50	50	20.50	50
No. 10	26.00	48	26.00	48	26.00	48
No. 11	.....	....	21.60	54	21.60	54
No. 12	24.00	60	22.50	50	22.50	50
No. 13	24.00	60	17.50-22.50	50	20.00-22.50	50
No. 14	.....	....	23.50	44	25.30	44
No. 15	.....	....	24.50	44	25.30	44
No. 16	.....	....	23.50	49	25.00	48
No. 17	.....	....	27.50	44	27.50	44
No. 18	.....	....	20.00-25.00	53	20.50-25.97	53
No. 19	22.00	45	23.50-25.50	45	25.50-27.50	45
No. 20	.....	....	22.00	44	22.00	44
PULP AND PAPER						
A—PULP						
*Wood handlers**—	Per hour		Per hour		Per hour	
No. 1	.....	....	.43-.48	48	.45-.50	48
No. 2	.34	54	.35	60	.38	60
No. 3	.35	60	.40	38-48	.47	45-54
No. 4	.....	....	.43	48	.45	48
No. 5	.....	....	.28	48	.38	48
No. 6	.40	48	.30	48-54	.40	48-54
No. 7	.30	48-54	.38	48	.40	48
No. 8	.....	....	.42	50	.45	48
No. 9	.43	54	.44	48	.46	48
No. 10	.37	48	.44	48	.46	48
No. 11	.32	54	.43	45	.45	54
No. 12	.30-.40	48-60	.43	40-48	.45	48-60
No. 13	.....	....	.385	48	.40	48
No. 14	.30	60	.32-.35	48-60	.35-.38	48-60
No. 15	.30	72	.28	72	.28	72
No. 16	.....	....	.47	48-54	.47	54
No. 17	.30-.33	54-60	.43	44-48	.45	60
No. 18	.....	....	.41	48	.45-.48	48-60
No. 19	.....	....	.40	48	.42	48
No. 20	.40	48	.54	48	.56	48
No. 21	.35	60	.47	48	.52	48
No. 22	.45	35	.50	52	.52	52
No. 23	.48-.52	48	.54-.55	48	.56-.57	48-54
No. 24	.56	48	.46	48	.49	48
No. 25	.....	....	.41	48	.44	48
No. 26	.....	....	.40	48	.43	48
No. 27	.37	54	.44	58	.46	58
No. 28	.37	48	.45	48	.48	48
No. 29	.40	66	.54	48	.56	48
No. 30	.41	48	.41	48	.44	48
No. 31	.40	48	.55	48	.56	48
No. 32	.42	48	.55	48	.56	48
No. 33	.40-.45	48	.54	48	.56	48
No. 34	.....	....	.54-.58	38	.58	48

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Chippermen—						
No. 1	.37	54	.30	54	.40	54
No. 2	.39	54	.37	60	.39	60
No. 3	.....	....	.44	48	.47	48
No. 4	.....	....	.45	38	.56	58
No. 5	.....	....	.43	48	.45	48
No. 6	.32	54	.39	48	.41	48
No. 7	.49	48	.47	48	.49	48
No. 8	.37-.38	48-54	.43-.45	37-58	.45 -.47	48-58
No. 9	.45	54	.45	40-48	.47	40-60
No. 10	.....	....	.40	48	.42	54
No. 11	.....	....	.47	48	.47	54
No. 12	.35	54	.46	44	.48	60
No. 13	.40	54	.41	56½	.46	76
No. 14	.....	....	.54	48	.56	48
No. 15	.44	48	.54	48	.56	48
No. 16	.....	....	.46	48	.48	48
No. 17	.45	48	.45	48	.48	40
No. 18	.40	48	.54	38	.56	48
No. 19	.40	48	.59	48	.60	48
No. 20	.62	48	.62	48	.64	48
No. 21	.44	72	.59	48	.61	48
No. 22	.45	48	.54	48	.54	48
No. 23	.50	48	.57	48	.59	48
No. 24	.....	....	.48	40	.52	48
No. 25	.....	....	.56	38	.58	48
Grindermen—						
No. 1	.....	....	.52	48	.54	48
No. 2	.....	....	.35	48	.45	48
No. 3	.....	....	.44	39	.60	51
No. 4	.....	....	.52	48	.54	48
No. 5	.....	....	.49	48	.52	48
No. 6	.34	48	.39	48	.41	48
No. 7	.48	48	.52	48	.54	48
No. 8	.38-.48	48	.51	36-48	.53	48
No. 9	.46	48	.44	48	.46	48
No. 10	.325	....	.37	48	.40	48
No. 11	.34	72	.31	72	.31	72
No. 12	.....	....	.55	48	.55	48
No. 13	.395	48	.40	48	.42	48
No. 14	.42-.45	48	.50	36-47	.52	48
No. 15	.....	....	.47	48	.50	60
No. 16	.38	48	.40	48	.43	48
No. 17	.48	48	.55-.57	48	.57-.59	48
No. 18	.....	....	.47	48	.49	48
No. 19	.56	48	.56	48	.59	48
No. 20	.55	48	.62	48	.64	48
No. 21	.45	48	.55	48	.57	48
No. 22	.60	48	.66	48	.68	48
No. 23	.45	48	.55	48	.59	48
No. 24	.45	48	.58	48	.59-.61	48
No. 25	.45	48	.56	48	.58	48
No. 26	.....	....	.62	48	.63	48
No. 27	.43	48	.51	36	.55	48
No. 28	.....	....	.60	38	.62	48
No. 29	.....	....	.54	48	.55	48
Acid makers—						
No. 1	.....	....	.77	48	.79	48
No. 2	.545	50	.57	48	.57	48
No. 3	.48	48	.40	48	.50	48
No. 4	.85	48	.824	44	.93	56
No. 5	.....	....	.76	48	.78	48
No. 6	.....	....	.....	....	.62	48
No. 7	.61-.72	48-52	.76	40-52	.78	48-52
No. 8	.60-.70	48	.62	36	.64-.66	48
No. 9	.53	48	.53	48	.56	48
No. 10	.....	....	.75	48	.75	48
No. 11	.75	48	.70	36-45	.72	48
No. 12	.74-.82	48	.76-.88	48	.81-.90	48
No. 13	.65	60	.67	56	.69	56
No. 14	.....	....	.595	48	.615	48
No. 15	.54	48	.67	54	.69	54

* Includes a number of related occupations, such as boommen, pondmen, conveyormen, barkermen, sorters, loaders, etc.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER—*Continued*						
A—PULP—*Concluded*						
Acid makers—Conc.						
No. 16	.67	48	.80	40	.82	56
No. 17	.65	48	.79	48	.80	48
No. 18	.75	48	.81	48	.83	48
No. 19	.65	48	.71	48	.73	48
No. 20	.75	48	.92	48	.94	48
No. 21	.....	....	.665	48	.685	48
No. 22	.56	48	.53	40	.57	48
No. 23	.....	....	.74	38	.80	48
No. 24	.....	....	.92	48	.93	48
Digester cooks—						
No. 1	.....	....	.90	48	.92	48
No. 2	.545	50	.72	48	.72	48
No. 3	.70	48	.66	56	.75	56
No. 4	.....	....	.82	48	.84	48
No. 5	.85	48	.963	42	1.08	54
No. 6	.....	....	.94	48	.97	48
No. 7	.56	48	.61	48	.63	48
No. 8	.68	48	.74	48	.76	48
No. 9	.80	48	.82	40	.84	48
No. 10	.90	52	.98	48–52	1.00	52
No. 11	.78–.85	48	.79–.82	48–54	.81–.89	48
No. 12	.....	....	.70	48	.77	48
No. 13	.....	....	.87	48	.87	48
No. 14	.88–1.05	48	.90	40	.92	48
No. 15	.85	48	.88	40	.91	60
No. 16	.....	....	.75	48	.77	48
No. 17	.85	56	.87–1.01	48	.92–1.03	48
No. 18	.68	60	.70	56	.72	56
No. 19	.....	....	.74	48	.76	48
No. 20	.84	48	.92	53	.94	53
No. 21	.77	48	.72–.76	48	.78	48
No. 22	.805	48	.85	48	.92	48
No. 23	.88	48	.99	48	1.01	48
No. 24	.68	48	.68	48	.71	40
No. 25	.80	48	.95	40	.97	56
No. 26	.78	48	.92	48	.93	48
No. 27	.80	48	.90	48	.92	48
No. 28	.80	48	.95	48	.97	48
No. 29	.....	....	.78	38	.92	48
No. 30	.....	....	.75	40	.82	48
No. 31	.....	....	.725	48	.785	48
No. 32	.65	48	.735	48	.77	48
No. 33	.....	....	.92	48	.93	48
Blow-pitmen—						
No. 1	.39	50	.42	48	.42	48
No. 2	.46	48	.31	48	.42	48
No. 3	.....	....	.50	45	.57	53
No. 4	.....	....	.50	48	.52	48
No. 5	.....	....	.48	48	.50	48
No. 6	.....	....	.52	48	.55	48
No. 7	.36–.43	48–52	.48	40–52	.50	48–52
No. 8	.40–.47	48	.47	36	.49–.51	48
No. 9	.....	....	.38	48	.40	48
No. 10	.....	....	.47	48	.47	48
No. 11	.45–.50	48	.52	36–43	.54	48
No. 12	.40	48	.44	40–50	.48	60
No. 13	.....	....	.40	48	.42	48
No. 14	.40–.44	48	.54	48	.56	48
No. 15	.....	....	.49	48	.54	48
No. 16	.46	54	.49	56	.51	56
No. 17	.37	48	.46–.48	52	.48–.50	52
No. 18	.....	....	.59	48	.61	48
No. 19	.40	48	.55	48	.57	62
No. 20	.45	48	.60	48	.61	48
No. 21	.45	48	.54	48	.56	48
No. 22	.....	....	.45	48	.49	48
No. 23	.50	48	.64	48	.66	48
Blow-pitmen—Conc.						
No. 24	.48	48	.54	48	.56	48
No. 25	.....	....	.415	48	.45	48
No. 26	.....	....	.54	38	.56	48
No. 27	.42	54	.565	48	.585	48
No. 28	.....	....	.50	48	.51	48
Screenmen—						
No. 1	.35–.44	50	.39–.47	48	.41–.47	48
No. 2	.48	48	.40	48	.50	48
No. 3	.35–.45	48	.44	41	.51	52
No. 4	.....	....	.60	48	.62	48
No. 5	.375	48	.40	48	.41	48
No. 6	.....	....	.54	48	.57	48
No. 7	.33	48	.38	48	.40	48
No. 8	.48	48	.44	48	.46	48
No. 9	.36–.48	48–52	.44–.55	48–52	.46–.57	48–52
No. 10	.45–.48	48	.43–.54	40–48	.45–.56	48–60
No. 11	.375	48	.45	48	.47	48
No. 12	.30	72	.29	72	.29	72
No. 13	.....	....	.55	48	.55	48
No. 14	.35–.40	48	.47–.49	36–47	.49–.53	48
No. 15	.....	....	.47	48	.49	48
No. 16	.43–.47	48	.49–.57	48	.54–.60	48
No. 17	.48	60	.51	56	.53	56
No. 18	.50	48	.51	48	.54	48
No. 19	.54	48	.60	48	.62	48
No. 20	.....	....	.45–.52	48	.48–.54	48
No. 21	.....	....	.54	48	.56	48
No. 22	.45	48	.54	48	.56	48
No. 23	.50	48	.54–.57	48	.56–.59	48
No. 24	.45	48	.60	48	.61	48
No. 25	.....	....	.54	48	.55	48
No. 26	.45	48	.48	48	.51	48
No. 27	.42	48	.56	48	.57	48
No. 28	.40–.44	48	.49	40	.53	48
No. 29	.....	....	.58–.64	38	.60–.66	48
No. 30	.525	56	.56	48	.58	48
Wet machine men—						
No. 1	.40–.50	48	.30	48	.40	48
No. 2	.33	54	.37	48	.39	60
No. 3	.....	....	.45	40	.53	51
No. 4	.....	....	.35	48	.45	48
No. 5	.....	....	.46	48	.49	48
No. 6	.34	48	.38	48	.40	48
No. 7	.....	....	.49	48	.51	48
No. 8	.....	....	.38	48	.40	48
No. 9	.325	66	.37	48	.....	....
No. 10	.32	72	.29	72	.29	72
No. 11	.....	....	.40	48	.42	48
No. 12	.35–.42	48	.46	40–48	.48	48
No. 13	.....	....	.40	48	.42	48
No. 14	.....	....	.40	48–58	.45	60
No. 15	.35	48	.38	48	.41	48
No. 16	.40–.42	48	.49–.54	48	.54–.56	48
No. 17	.48	48	.49	48	.52	48
No. 18	.....	....	.42	48	.45	48
No. 19	.48	48	.58	48	.60	48
No. 20	.45	48	.54	48	.56	48
No. 21	.....	....	.54	38	.58	48
No. 22	.....	....	.58	38	.60	48
B—NEWSPRINT						
Beatermen—						
No. 1	.....	....	.37	48	.39	48
No. 2	.....	....	.48	48	.50	48
No. 3	.....	....	.47	48	.49	48
No. 4	.....	....	.46	48	.49	48
No. 5	.....	....	.47	36	.49	48
No. 6	35–.50	48	.43–.46	35–48	.47	36–50
No. 7	.375	48	.385	48	.41	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER—*Continued*						
B—NEWSPRINT—*Cont.*						
Beatermen—Conc.						
No. 8	.....	....	.47	48	.47	48
No. 9	.....	....	.40	48	.42	48
No. 10	.43- .45	48	.45	30-43	.47	48
No. 11	.40	48	.54	48	.56	48
No. 12	.47	48	.48	48	.51	48
No. 13	.....	....	.40	48	.45	48
No. 14	.43	48	.55	48	.56	48
No. 15	.463	48	.405	48	.45	48
No. 16	.41	48	.54	45	.56	48
No. 17	.42	48	.56	48	.57	48
No. 18	.52	48	.61	48	.63	48
No. 19	.45	48	.54-.58	48	.56-.60	48
No. 20	.45	48	.54	48	.56	48
No. 21	.45	48	.54	48	.56	48
No. 22	.45	48	.54	48	.56	48
No. 23	.....	....	.54	38	.56	48
No. 24	.....	....	.49	48	.50	48
Machine tenders—						
No. 1	.....	....	1.28	48	1.28	48
No. 2	.....	....	1.65	48	1.69	48
No. 3	.....	....	1.69	48	1.71	48
No. 4	.....	....	1.57	48	1.62	48
No. 5	1.38	48	1.45	34	1.47	48
No. 6	.....	....	1.35	38	1.39	48
No. 7	1.20-1.51	48	1.27-1.51	40-48	1.29-1.53	48-55
No. 8	.97-1.30	48	1.01-1.35	30-40	1.03-1.37	36-48
No. 9	1.25	48	1.05	48	1.15	48
No. 10	.....	....	1.07	48	1.18	48
No. 11	1.50	48	1.55	48	1.58	48
No. 12	.....	....	1.62	48	1.62	48
No. 13	.....	....	1.53	48	1.55	48
No. 14	1.13-1.36	48	1.51	30-32	1.53	48
No. 15	1.30	48	1.37	30-36	1.40	48-60
No. 16	.67	48	.71	48	.73	48
No. 17	1.18-1.49	48	1.20-1.55	48	1.22-1.57	48
No. 18	1.27	48	1.24	48	1.29	48
No. 19	.....	....	1.03	48	1.05	48
No. 20	.....	....	1.33-1.65	44	1.34-1.66	44
No. 21	1.54	48	1.75-1.87	45	1.80-1.92	48
No. 22	1.54	48	1.71-1.77	48	1.72-1.78	48
No. 23	1.23	48	1.43-1.53	48	1.47-1.54	48
No. 24	1.00-1.15	....	1.08-1.30	48	1.10-1.32	48
No. 25	1.51	48	1.72	48	1.74	48
No. 26	1.54-1.57	48	1.65-1.68	48	1.67-1.70	48
No. 27	1.30	48	1.47	48	1.54	48
No. 28	.....	....	1.16-1.59	38	1.18-1.66	48
Back tenders—						
No. 1	.45	48	.85	48	.85	48
No. 2	.....	....	1.47	48	1.53	48
No. 3	.....	....	1.51	48	1.53	48
No. 4	.....	....	1.40	48	1.48	48
No. 5	1.17	48	1.17-1.27	34-38	1.23-1.29	48
No. 6	.79-1.24	48	.76-1.34	30-48	.78-1.36	48
No. 7	.95	48	.85	48	.95	48
No. 8	.....	....	.90	48	1.00	48
No. 9	1.25	48	1.29	48	1.32	48
No. 10	.....	....	1.45	48	1.45	48
Back tenders—Conc.						
No. 11	.....	....	1.36	48	1.38	48
No. 12	.93-1.08	48	1.34	30-32	1.36	48
No. 13	1.12	48	1.20	30-36	1.23	48-60
No. 14	.545	48	.57	48	.59	48
No. 15	1.00-1.34	48	1.03-1.42	48	1.05-1.44	48
No. 16	1.09	48	1.07	48	1.11	48
No. 17	.....	....	.87	48	.89	48
No. 18	.....	....	1.16-1.47	44	1.17-1.48	44
No. 19	1.36	48	1.58-1.70	45	1.63-1.75	48
No. 20	1.36	48	1.53-1.59	48	1.54-1.60	48
No. 21	1.04	48	1.25-1.35	48	1.29-1.36	48
No. 22	.80-.95	48	.90-1.12	48	.92-1.14	48
No. 23	1.33	48	1.54	48	1.56	48
No. 24	1.36-1.39	48	1.47-1.50	48	1.49-1.52	48
No. 25	1.12	48	1.30	48	1.36	48
No. 26	.....	....	.99-1.42	38	1.01-1.48	48
No. 27	.46	48	.565	48	.57	48
No. 28	.....	....	1.38	48	1.41	48
Third hands—						
No. 1	.35	48	.61	48	.70	48
No. 2	.....	....	1.11	48	1.15	48
No. 3	.....	....	1.12	48	1.14	48
No. 4	.....	....	1.05	48	1.10	48
No. 5	.83	48	.91-.97	34-38	.95-.99	48
No. 6	.78-1.00	48	.91-1.01	36-48	.93-1.03	40-50
No. 7	.66	48	.68-.87	30-40	.70-.89	36-48
No. 8	.68	48	.60	48	.68	48
No. 9	.....	....	.74	48	.80	48
No. 10	.90	48	.975	48	1.005	48
No. 11	.....	....	1.09	48	1.09	48
No. 12	.....	....	1.01	48	1.03	48
No. 13	.73-.85	48	1.01	30-35	1.03	48
No. 14	.42	48	.45	48	.47	48
No. 15	.82	48	.91	30-36	.94	48-60
No. 16	.78-.98	48	.82-1.05	48	.84-1.07	48
No. 17	.80	48	.83	48	.88	48
No. 18	.....	....	.76	48	.78	48
No. 19	.....	....	.90-1.11	44	.91-1.12	44
No. 20	1.04	48	1.19-1.28	45	1.23-1.32	48
No. 21	1.02	48	1.15-1.19	48	1.16-1.20	48
No. 22	.80	48	.96-1.03	48	1.01-1.05	48
No. 23	.67-.75	48	.82-.88	48	.84-.90	48
No. 24	1.01	48	1.16	48	1.18	48
No. 25	.98-1.00	48	1.12-1.14	48	1.14-1.16	48
No. 26	.82	48	.97	48	1.02	48
No. 27	.....	....	.79-1.04	38	.81-1.09	48
No. 28	.....	....	1.06	48	1.08	48
Fourth hands—						
No. 1	.35	48	.53	48	.53	48
No. 2	.....	....	.69	48	.72	48
No. 3	.....	....	.72	48	.74	48
No. 4	.....	....	.67	48	.72	48
No. 5	.52	48	.67	38	.69	48
No. 6	.45-.65	48	.56-.66	36-48	.58-.68	40-50

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER —*Cont.*						
B—NEWSPRINT—*Conc.*						
Fourth hands—Conc.						
No. 7	.55	48	.50	48	.55	48
No. 8	.....	....	.50	48	.55	48
No. 9	.61	48	.615	48	.645	48
No. 10	.....	....	.67	48	.67	48
No. 11	.....	....	.63	48	.65	48
No. 12	.57–.61	48	.66	30–36	.68	48
No. 13	.63	48	.61	30–38	.64	51–63
No. 14	.61–.64	48	.69–.72	48	.71–.74	48
No. 15	.68	48	.65	48	.70	48
No. 16	.....	....	.56	48	.60	48
No. 17	.....	....	.72–.76	44	.73–.77	44
No. 18	.65	48	.75	45	.77	48
No. 19	.65	48	.76	48	.77	48
No. 20	.66	48	.72	48	.74	48
No. 21	.45–.50	48	.65–.66	48	.67–.68	48
No. 22	.66	48	.74	48	.76	48
No. 23	.60	48	.70	48	.72	48
No. 24	.60	48	.68	48	.72	48
No. 25	.....	....	.61–.79	38	.65–.83	48
No. 26	.....	....	.69	48	.70	48
Fifth hands—						
No. 1	.32	48	.48	48	.48	48
No. 2	.....	....	.62	48	.65	48
No. 3	.....	....	.63	48	.65	48
No. 4	.....	....	.63	48	.68	48
No. 5	.42	48	.61	34	.63	48
No. 6	.43–.55	39–48	.52–.62	36–48	.54–.64	40–50
No. 7	.....	....	.475	48	.52	48
No. 8	.....	....	.45	48	.50	48
No. 9	.55	48	.565	48	.595	48
No. 10	.....	....	.63	48	.63	48
No. 11	.....	....	.57	48	.59	48
No. 12	.52	48	.62	30–33	.64	48
No. 13	.46	48	.57	30–38	.60	51–63
No. 14	.57–.59	48	.65–.70	48	.67–.72	48
No. 15	.65	48	.62	48	.65	48
No. 16	.....	....	.55	48	.57	48
No. 17	.....	....	.61–.65	44	.62–.66	44
No. 18	.55	48	.65	45	.67	48
No. 19	.55	48	.65	48	.66	48
No. 20	.63	48	.68	48	.70	48
No. 21	.45	48	.60–.62	48	.62–.64	48
No. 22	.50	48	.70	48	.72	48
No. 23	.55	48	.65	48	.67	48
No. 24	.56	48	.65	48	.68	48
No. 25	.....	....	.58–.67	38	.60–.70	48
No. 26	.....	....	.62	48	.63	48
Machine oilers—						
No. 1	.....	....	.55	48	.57	48
No. 2	.....	....	.62	48	.65	48
No. 3	.48	48	.55	42	.57	48
No. 4	.....	....	.51–.56	36–48	.57–.58	48–55
No. 5	.50	48	.50	48	.53	48
No. 6	.....	....	.40	48	.40	48
No. 7	.....	....	.55–.61	48	.55–.61	48
No. 8	.....	....	.47	48	.49	48
No. 9	.53	48	.55	30–48	.57	48
No. 10	.....	....	.50	35–45	.55	60–72
No. 11	.55–.60	48	.61–.68	48	.63–.70	48
No. 12	.50	48	.51	48	.56	48
No. 13	.....	....	.47	48	.49	48
No. 14	.....	....	.68	44	.69	44
Machine oilers—Conc.						
No. 15	.55	48	.56–.64	48	.58–.66	48
No. 16	.59	48	.60–.66	48	.61–.67	48
No. 17	.55	48	.63	48	.65	48
No. 18	.50	48	.63	48	.65	48
No. 19	.55	48	.64	48	.66	48
No. 20	.50	48	.56	48	.60	48
No. 21	.525	48	.65	48	.67	48
No. 22	.....	....	.62	38	.64	48
No. 23	.....	....	.43	56	.50	48–56
No. 24	.....	....	.57	48	.61	48
Finishers—						
No. 1	.37	48	.38	48	.40	48
No. 2	.....	....	.46	48	.48	48
No. 3	.....	....	.48	48	.50	48
No. 4	.....	....	.49	48	.52	48
No. 5	.43	48	.48	38	.50	48
No. 6	.40	54	.49–.54	40–48	.51	48–60
No. 7	.33	60	.50	48	.53	48
No. 8	.....	....	.50	54	.55	54
No. 9	.51	48	.46	48	.49	48
No. 10	.....	....	.47	48	.47	48
No. 11	.....	....	.46–.61	48	.48–.63	48
No. 12	.54	48	.55–.57	36–38	.57–.59	48
No. 13	.....	....	.41	49–56	.46	72
No. 14	.45	48	.54–.55	48	.56–.57	48
No. 15	.52	48	.53	48	.56	48
No. 16	.....	....	.445	48	.465	48
No. 17	.45	48	.57	48	.58	48
No. 18	.42	48	.55	48	.57	48
No. 19	.45	48	.61	48	.62	48
No. 20	.52	48	.60	48	.62	48
No. 21	.50	48	.59	48	.61	48
No. 22	.48	48	.57	48	.59	48
No. 23	.45	48	.54	48	.56	48
No. 24	.....	....	.60	48	.62	48
No. 25	.....	....	.56	38	.58	48
No. 26	.....	....	.48	48	.49	48
C—PAPER OTHER THAN NEWSPRINT						
Beatermen—						
No. 1	.....	....	.46–.51	40	.54–.58	56
No. 2	.38	48	.39	48	.41	48
No. 3	.42	48	.44	48	.463	48
No. 4	.36–.42	48	.45–.48	25–48	.47–.50	36–48
No. 5	.46–.47	48	.51–.53	48	.54–.56	48
No. 6	.35	72	.35	72	.35	72
No. 7	.43–.46	48	.52–.53	40–48	.54–.55	48
No. 8	.315	68	.41	48	.41	48
No. 9	.37–.39	48	.40–.53	48	.42–.56	48
No. 10	.....	....	.54	48	.56	48
No. 11	.45	48	.49	48	.51	48
No. 12	.....	....	.42	48	.45	48
No. 13	.41	48	.41–.43	48	.44–.46	48
No. 14	.....	....	.45	48	.48	48
No. 15	.....	....	.50–.52	48	.52–.54	48
No. 16	.45	49½	.48–.52	48	.50–.54	48
No. 17	.42–.55	48	.48–.55	48	.50–.57	48
No. 18	.37	48	.45	48	.48	48
No. 19	.45	48	.54*b*	48	.54*b*	48
Machine tenders—						
No. 1	.....	....	.96	40	1.07	57
No. 2	.....	....	.88	48	.90	48
No. 3	.71	48	.77	48	.79	48
No. 4	.92	48	.90	48	.945	48
No. 5	.65–.98	48	.84–1.01	25–48	.86–1.03	48
No. 6	.845	48	.91	48	.94	48
No. 7	.60	72	.60	72	.60	72

(b) Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER						
C—PAPER OTHER THAN NEWSPRINT—*Conc.*						
Machine tenders—Conc.						
No. 8	.89	48	.96–.98	40–48	.98–1.00	48
No. 9	.52	69½	.63–.68	48	.63–.68	48
No. 10	.48–.66	48	.53–.75	48	.56–.79	48
No. 11	.76–.90	48	.78–.92	48	.80–.94	48
No. 12	.90	48	.92	48	.96	48
No. 13			.90	48	.95	48
No. 14	.82	48	.82	48	.85	48
No. 15			.90	48	.95	48
No. 16			.85	48	.88	48
No. 17			.85–.90	48	.87–.92	48
No. 18	.78	48	.82	48	.84	48
No. 19	.65–.80	48–65	.70–.90	48	.72–.92	48
No. 20	.77	48	.83	48	.86	48
No. 21			.95	48	.97	48
No. 22	.91	48	.97	48	.99–1.06	48
No. 23			1.13	48	1.15	48
No. 24	.85	48	.90*b*	48	.90*b*	48
Back tenders—						
No. 1			.717	40	.814	57
No. 2			.69	48	.71	48
No. 3	.73	48	.753	48	.79	48
No. 4	.53	48	.58	48	.60	48
No. 5	.65–.81	48	.70–.84	25–48	.72–.86	48
No. 6	.635	48	.68	48	.71	48
No. 7	.50	72	.50	72	.50	72
No. 8	.65–.67	48	.73–.77	40–48	.75–.79	48
No. 9	.36	69½	.48	48	48	48
No. 10	.40–.47	48	.45–.52	48	.48–.545	48
No. 11	.58–.70	48	.60–.72	48	.62–.74	48
No. 12	.73	48	.72	48	.76	48
No. 13			.76	48	.78	48
No. 14	.57	48	.60	48	.63	48
No. 15			.68	48	.78	48
No. 16			.65	48	.68	48
No. 17			.65–.70	48	.67–.72	48
No. 18	.35–.50	48	.46–.70	48	.49–.72	48
No. 19	.56	48	.62	48	.65	48
No. 20			.73	48	.75	48
No. 21	.73	48	.80	48	.82–.88	48
No. 22			.94	48	.96	48
No. 23	.55	48	.70*b*	48	.70*b*	48
Third hands—						
No. 1			.535	40	.62	56
No. 2			.63	48	.65	48
No. 3	.43	48	.49	48	.51	48
No. 4	.52	48	.555	48	.583	48
No. 5	.40–.50	36–48	.54–.63	25–48	.56–.65	48
No. 6	.48	48	.52	48	.555	48
No. 7	.375	72	.37	72	.37	72
No. 8	.50–.52	48	.58–.68	40–48	.60–.70	48
No. 9	.30	69½	.30	48	.30	48
No. 10	.32–.34	48	.37–.39	48	.40–.45	48
No. 11	.46–.53	48	.49–.56	48	.51–.58	48
No. 12	.64	48	.65	48	.69	48
No. 13			.66	48	.68	48
No. 14	.48	48	.50	48	.53	48
No. 15			.50	48	.70	48
No. 16			.55	48	.58	48
No. 17	.47	49½	.55–.58	48	.57–.60	48
No. 18	.35–.50	48	.42–.58	48	.45–.60	48
No. 19			.60	48	.62	48
No. 20			.45–.56	48	.48–.59	48
No. 21	.64	48	.71	48	.75	48
No. 22			.80	48	.82	48
No. 23	.45	48	.575*b*	48	.575*b*	48

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Finishers—						
No. 1			.49	41	.61	53
No. 2	.46	54	.48	48	.504	48
No. 3	.51	48	.54	30	.56	48
No. 4	.55	48	.66	45	.68	45
No. 5	.40	72	.40	72	.40	72
No. 6	.43	54	.52–.55	40–48	.54–.57	48–54
No. 7	.35	50	.33–.40	50	.30–.40	50
No. 8	.38	54–60	.38–.50	54	.40–.52	54
No. 9			.57	48	.59	48
No. 10			.42	48	.45	48
No. 11	.41–.45	44	.41–.45	44	.44–.48	44
No. 12			.55	48	.57	48
No. 13	.40–.60	44–55	.44–.62	44–48	.47–.64	44
No. 14	.42	50	.40*b*	50	.42*b*	50
No. 15			.52	49½	.55	49½
D—MAINTENANCE						
Machinists—						
No. 1	.45–.55	54	.44–.58	48	.55–.60	48
No. 2			.52–.77	48	.54–.79	48
No. 3	.35–.80	54	.555	48	.664	48
No. 4	.46	48	.40	54	.50	54
No. 5			.72	48	.74	48
No. 6			.54–.74	48	.57–.77	48
No. 7	.38–.54	48	.54–.65	48	.56–.67	48
No. 8	.475	54	.63	48	.65	48
No. 9	.60	54	.645	48	.677	48
No. 10	.58–.68	54	.50–.74	40–42	.50–.76	42–60
No. 11			.65	48	.75	48
No. 12	.48–.70	49–54	.52–.77	40–44	.54–.78	48
No. 13			.73	48	.73	48
No. 14			.50–.65	48	.50–.67	48
No. 15	.60–.70	54	.60–.77	48	.62–.79	48–54
No. 16	.40	54	.42–.54	54	.44–.62	54
No. 17	.65	54	.66	40	.69	48–60
No. 18	.72–.81	48	.80–.88	48	.82–.90	48
No. 19	.67	48	.69	48	.74	48
No. 20	.70	50	.73	48	.75	48
No. 21	.75	48	.71	48	.75	48
No. 22			.67–.75	48	.74	48
No. 23			.82–.85	40	.83–.96	40
No. 24	.70	48	.82	48	.84	48
No. 25	.72	48	.85	48	.86	48
No. 26	.89	48	.94	40	.96	40
No. 27	.45–.67	50	.44–.68	44	.45–.70	50
No. 28	.72	54	.87	48	.93–.95	48
No. 29	.73	48	.82	48	.84	48
No. 30			.80	38	.82	48
No. 31	.675	48	.735	48	.77	48
No. 32	.75–.80	50	.79	48	.81	48
No. 33			.86	40	.88	48
No. 34			.77	48	.78	48
Millwrights—						
No. 1	.39–.48	54	.52–.65	48	.55–.65	48
No. 2	.53	54	.51–.55	48	.59–.664	58–67
No. 3			.52–.77	48	.54–.79	48
No. 4			.56–.68	48	.58–.70	48
No. 5			.54–.80	48	.62–.83	48
No. 6	.38–.54	48	.38–.54	48	.40–.56	48
No. 7	.43–.51	54	.56–.63	48	.58–.65	48
No. 8			.513	48	.527	48
No. 9	.50–.60	54	.52–.70	36–48	.52–.75	48–60
No. 10	.48–.55	49–54	.52–.77	40–44	.54–.78	48
No. 11	.60	54	.65	40	.67	54
No. 12			.58–.76	48–54	.58–.76	48–54
No. 13			.50–.65	48	.52–.67	48

b Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER —*Con.*						
D—MAINTENANCE —*Con.*						
Millwrights—Conc.						
No. 14	.55-.65	54	.51-.80	48	.52-.82	48-54
No. 15	.60	54	.50-.71	40-50	.60-.74	48-66
No. 16	.475	54	.43-.53	54	.46-.56	54
No. 17	.72-.80	48	.80-.88	48	.82-.90	48
No. 18	.75	48	.71	48	.75	48
No. 19	.....	....	.57-.59	48	.61-.63	48
No. 20	.70	48	.82	48	.84	48
No. 21	.72	48	.85	48	.86	48
No. 22	.89	48	.94	40	.96	40
No. 23	.70	48	.80-.82	48	.82-.84	48
No. 24	.72	48	.82-.85	40	.86	40
No. 25	.72	54	.87	48	.89	48
No. 26	.73	48	.82	48	.84	48
No. 27	.....	....	.74-.78	38	.76-.80	48
No. 28	.60-.70	56	.735	48	.77	48
No. 29	.....	....	.82	40	.84	48
No. 30	.75	56	.75	48	.77	48
No. 31	.....	....	.77	48	.78	48
Electricians—						
No. 1	.45	54	.52	56	.57	56
No. 2	.45-.70	54	.55-.60	48-56	.684-.74	56-61
No. 3	.....	....	.52-.77	48	.54-.79	48
No. 4	.....	....	.79	48	.81	48
No. 5	.....	....	.72	48	.75	48
No. 6	.43	48	.52	48	.54	48
No. 7	.....	....	.50-.63	48	.52-.65	48
No. 8	.....	....	.54	48	.567	48
No. 9	.50-.70	48-54	.63-.74	36-48	.52-.76	48-60
No. 10	.50-.65	49-54	.52-.77	40-44	.54-.78	48
No. 11	.....	....	.73	48	.73	48
No. 12	.....	....	.65	48	.62-.67	48
No. 13	.55-.62	54	.65-.71	48	.67-.73	48
No. 14	.70-.75	54	.71-.76	45	.74-.79	56
No. 15	.56-.80	48	.69-.88	48	.74-.90	48
No. 16	.....	....	.66	48	.67	48
No. 17	.70	50	.73	48	.75	48
No. 18	.....	....	1.00	44	1.01	42
No. 19	.70	....	.82	48	.84	48
No. 20	.72	48	.86	48	.87	48
No. 21	.84	48	.91	40	.93	40
No. 22	.70	48	.80	48	.82	48
No. 23	.57	56	.45-.58	44	.45-.63	50
No. 24	.68	54	.87	48	.89	48
No. 25	.73	48	.82	48	.84	48
No. 26	.....	....	.86	40	.88	48
No. 27	.....	....	.79-.87	38	.81-.89	48
No. 28	.....	....	.735	48	.755	48
No. 29	.675	56	.735	48	.77	48
No. 30	.....	....	.77	48	.78	48
Pipefitters—						
No. 1	.40-.65	54	.48-.65	49-54	.59-.748	73-89
No. 2	.....	....	.52-.77	48	.54-.79	48
No. 3	.....	....	.61	48	.63	48
No. 4	.....	....	.59-.69	48	.62-.72	48
No. 5	.38-.45	48	.43-.59	48	.45-.61	48
No. 6	.51-.57	54	.50-.63	48	.52-.65	48
No. 7	.48-.60	54	.48-.70	36-42	.47-.75	42-60
No. 8	.55	54	.52-.58	40	.54-.65	54
No. 9	.....	....	.67	48	.67	48
No. 10	.....	....	.65-.69	48	.67-.75	48
No. 11	.57-.66	54	.60-.77	42-48	.62-.79	48-54
No. 12	.65	54	.68	40½	.71	50
No. 13	.....	....	.59	48	.61	48
No. 14	.70	48	.82	40	.84	48
Pipefitters—Conc.						
No. 15	.72	48	.85	48	.86	48
No. 16	.82	48	.88	40	.90	40
No. 17	.72	54	.87	48	.89	48
No. 18	.70-.85	48	.80-.88	48	.82-.90	48
No. 19	.....	....	.82	40	.91	40
No. 20	.....	....	.81	40	.84	48
No. 21	.....	....	.74-.78	38	.76-.80	48
No. 22	.55-.65	48	.735	48	.77	48
No. 23	.875	50	.79-.89	48	.81-.935	48
No. 24	.73	48	.82	48	.84	48
No. 25	.....	....	.72	48	.73	48
Engineers—						
No. 1	.....	....	.59-.64	48-56	.60-.71	48-56
No. 2	.....	....	.71	56	.80	56
No. 3	.49	48	.45	56	.55	48
No. 4	.....	....	.83	48	.85	48
No. 5	.....	....	.75	48	.77	48
No. 6	.63-.75	48	.71-.76	48	.71-.78	42-60
No. 7	.55-.65	48	.55-.65	48	.60-.68	48
No. 8	.53	48	.58	48	.60	48
No. 9	.45	60	.53	48	.55	48
No. 10	.525	48	.66	48	.68	48
No. 11	.74	48	.78	48	.80	48
No. 12	.60	56	.71	56	.73	56
No. 13	.38	71	.48	48	.48	48
No. 14	.65	48	.71	40-52	.74	24-64
No. 15	.70-.77	48-72	.75-.82	48	.77-.84	48
No. 16	.70	48	.68	48	.72	48
No. 17	.58	48	.68	56	.70	56
No. 18	.70	48	.86	48	.90	48
No. 19	.75	56	.84	48	.86	48
No. 20	.81	48	.90	48	.91	48
No. 21	.64	48	.66	48	.68	50
No. 22	.75	48	.81	48	.83	48
No. 23	.75	48	.77	48	.79	48
No. 24	.75	48	.84	48	.86	48
No. 25	.....	....	.92	48	.94	48
No. 26	.75	48	.82	48	.84	48
No. 27	.....	....	.72-.86	38	.74-.92	48
No. 28	.75	48	.76	48	.78-.83	48
No. 29	.....	....	.80	48	.81	48
Firemen—						
No. 1	.46	48	.38	56	.45	48
No. 2	.....	....	.52	56	.59	56
No. 3	.....	....	.30	56	.40	56
No. 4	.....	....	.69	48	.71	48
No. 5	.....	....	.41	56	.42-.52	56
No. 6	.....	....	.66	48	.68	48
No. 7	.39	48	.44	48	.46	48
No. 8	.65	48	.61-.69	48-56	.63-.71	48-56
No. 9	.50-.54	48	.52-.64	30-48	.52-.66	48-54
No. 10	.48	48	.60	48	.63	48
No. 11	.35	....	.45	48	.48	48
No. 12	.45	72	.45	72	.45	72
No. 13	.30	72	.30	72	.30	72
No. 14	.52-.61	56	.60-.64	30-48	.62-.66	48
No. 15	.33	75	.40-.46	48-56	.40-.46	48-56
No 16	.59	48	.60	40-52	.63	24-64
No. 17	.475	56	.48	56	.50	56
No. 18	.60-.64	48-72	.64-.70	48	.69-.72	48
No. 19	.65	48	.67	56	.69	56
No. 20	.75	48	.71	48	.75	48
No. 21	.....	....	.48-.55	48	.50-.57	48
No. 22	.47	48	.59	52	.59	52
No. 23	.53	48	.59	48	.61	50
No. 24	.45	48	.45	48	.48	48
No. 25	.59	48	.76	48	.82	48
No. 26	.59	56	.69	48	.71	48
No. 27	.....	....	.76	48	.77	48

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
PULP AND PAPER —*Conc.*						
D—MAINTENANCE —*Conc.*						
Firemen—Conc.						
No. 28	.64	48	.70	48	.72	48
No. 29	.50–.60	48–60	.55–.69	48–56	.58–.71	48–56
No. 30	.50	48	.56	48	.58	48
No. 31	.60	48	.69	48	.71	48
No. 32	.665	48	.70	48	.72	48
No. 33	....	....	.55b	48	.60b	48
No. 34	....	....	.57–.60	38	.59–.62	48
No. 35	.50	56	.56	48	.60	48
No. 36	....	....	.62	48	.66	48
Labourers—						
No. 1	.30	54	.35	48	.38	48
No. 2	....	....	.25	54	.35	54
No. 3	.28–.30	60	.36	45–48	.42	40
No. 4	....	....	.43	48	.45	48
No. 5	.33	48	.30	54	.40	54
No. 6	....	....	.42	48	.45	48
No. 7	.43	54	.43	40	.45	48
No. 8	.36	54	.38	48	.40	48
No. 9	.32	54	.43	40	.45	48
No. 10	.32–.35	54–60	.35–.43	48	.37–.45	48–60
No. 11	.33	54	.38	48	.40	45
No. 12	.30	60	.32	48	.35	48
No. 13	.30	60	.30	51	.30	51
No. 14	.25–.28	60–72	.25–.28	60–72	.25–.28	60–72
No. 15	....	....	.45	48	.45	48
No. 16	....	....	.40	48	.42	48
No. 17	.30–.33	54–60	.43	40–52	.45	48–55
No. 18	.37	49	.40	48	.45	48–60
No. 19	.28–.34	54	.33–.37	54	.33–.40	54
No. 20	.35–.40	48–54	.47–.54	48	.56	48
No. 21	.37	48	.40–.42	44	.40–.45	50
No. 22	....	....	.46	48	.49	48
No. 23	.45	....	.46	48	.49	48
No. 24	....	....	.40	48	.43	48
No. 25	.40	48	.55	48	.56	48
No. 26	.40	48	.54	48	.56	48
No. 27	.45	49½	.47	48	.49	48
No. 28	.40	48	.55	48	.56	48
No. 29	.45	54	.54	54	.56	48
No. 30	.38–.45	44–55	.44–.54	44–50	42–.56	48
No. 31	.39	48	.54	48	.56	48
No. 32	.45	48	.54	48	.56	48
No. 33	....	....	.44–.54	40	.48–.56	48
No. 34	....	....	.54	38	.56	48
No. 35	....	....	.45	48	.46	48
PAPER BOXES	Per week		Per week		Per week	
Machine operators, male—						
No. 1	15.00	49½	17.75–20.64	48	17.75–20.64	48
No. 2	17.60	44	22.75–35.75	65	22.75–35.75	65
No. 3	22.00	50	17.15	49	17.40	49
No. 4	23.00	51½	18.00	48	18.50	48
No. 5	20.00	49½	20.00	49½	20.00	49½
No. 6	....	....	18.00–24.00	48	18.00–24.00	48
No. 7	18.00	49	25.00	48	25.00	48
No. 8	15.60	52	19.20	48	19.20	48
No. 9	15.00	46½	16.50	46½	17.50	46½
No. 10	27.50	55	30.00	60	33.00	55
No. 11	24.75	55	27.00	60	24.75	55

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Machine operators, male—Conc.						
No. 12	22.10	47	17.15	44	18.92	44
No. 13	22.00	48	21.00	48	22.00	48
No. 14	23.00	48	20.50	51½	21.10	51½
No. 15	21.60	48	22.00	44	22.00	44
Machine operators, female—						
No. 1	12.50	49	7.28	28	7.28	28
No. 2	11.00	44	15.60	60	15.60	60
No. 3	11.00	46½	13.75	55	13.75	55
No. 4	12.00	48	10.40	40	10.40	40
No. 5	12.00	44	10.56–12.48	48	8.64–12.48	48
No. 6	11.00	44	11.00–12.30	44	11.75–13.16	47
No. 7	....	....	11.00	44	11.00	44
No. 8	15.00	48	12.00	48	12.40	48
No. 9	12.25	48	11.52–12.95	48	11.52–12.95	48
No. 10	12.00	49	11.50	48	11.50	48
No. 11	11.50	52	12.95	48	12.95	48
No. 12	....	....	22.50	50	15.00	30
No. 13	12.50–13.50	45	15.00–17.75	48–50	15.00–17.75	48–50
No. 14	12.50	44	12.50	45	12.50	44
No. 15	15.00	44	14.00	48	16.00	48
No. 16	15.00–20.00	44	14.00–17.00	46½	14.00–17.00	46½
No. 17	15.35	48	16.80	48	17.28	48
No. 18	....	....	12.00	46½	12.60	46½
Adjusters, male—						
No. 1	21.00	50	18.00	48	20.00	48
No. 2	....	....	30.00	48	29.65	48
No. 3	16.00	49½	16.00	49½	16.00	49½
No. 4	28.00	52	20.16–29.76	48	20.16–29.76	48
No. 5	36.00	48	30.00	50	37.70	58
No. 6	25.00	44	27.00	48	27.00	48
No. 7	32.00	47	28.00	47	30.00	44
Press feeders, male—						
No. 1	24.00	50	18.00	40	21.37	47½
No. 2	16.35	52	18.50	40	19.20	40
No. 3	23.00	48	21.30	46	21.02	46
No. 4	....	....	17.16	44	23.83	56½
No. 5	14.00	44	20.00	48	21.00	48
No. 6	....	....	20.16	48	21.60	48
No. 7	19.00	46½	22.50	46½	23.63	46½
No. 8	21.00	45½	22.00–28.60	40	22.00–28.60	40
No. 9	21.10	48	25.20	48	25.20	48
No. 10	23.00	46½	18.50	46½	18.50	46½
No. 11	....	....	15.40	44	17.60	44
Scorers, male—						
No. 1	22.60	50	18.00	48	18.00	48
No. 2	23.25	46½	30.25	55	30.25	55
No. 3	22.00	52	17.80	40	17.80	40
No. 4	19.60	49	18.00	36	17.50	35
No. 5	22.00	52	19.50	50	16.34	38
No. 6	25.00	60	17.50	49	19.85	49
No. 7	27.00	50	26.32	47	25.00	50
No. 8	30.00	51	28.80	48	29.65	48
No. 9	32.00	49½	33.00	49½	33.00	49½
No. 10	32.50	50	22.00	44	22.00	44
No. 11	26.00	49	23.00	48	23.00	48
No. 12	27.00	46½	25.00	46½	27.00	46½
No. 13	29.50	47	25.00	49½	25.00	49½
No. 14	30.00	48	18.00–34.80	60	16.74–33.48	54
No. 15	30.00	47	30.00	47	30.00	47
No. 16	26.00	44	28.00	48	28.00	48
No. 17	33.84	47	35.00	47	36.00	47
No. 18	30.00	46½	17.00	46½	18.90	46½

b Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
PAPER BOXES—Conc.						
Paper cutters, male—						
No. 1	24.00	48	20.00	40-	23.75	47½
			22.00	44		
No. 2	31.85	49	18.00	36	18.00	36
No. 3	18.15	46½	19.25	55		
No. 4	23.00	52	25.50	48	21.40	40
No. 5			19.74	47	20.00	50
No. 6	25.00	51	24.00	48	24.70	48
No. 7	24.00	49½	20.00	49½	20.00	49½
No. 8	20.00	50	19.80	44	22.00	44
No. 9	27.00	48	18.00	48	16.80	48
No. 10	27.50	49			22.00	48
No. 11	19.75	52	17.75	48	16.80	48
No. 12	28.75	46½	28.00	46½	22.50	46½
No. 13	19.50	47	25.00	49½	26.00	49½
No. 14	28.00	48	21.45	55	20.16	48
No. 15	32.00	47	35.00	47	35.00	47
No. 16	27.00	46½	25.00	46½	26.25	46½
No. 17	40.80	48	40.80	48	40.80	48
No. 18	21.15	47	26.85	45½	27.75	45½
Glue table, girls—						
No. 1	15.00	50	13.00	48	13.00	48
No. 2			10.40	40	12.09	46½
No. 3	10.00	60	7.35-	49	7.35-	49
			13.72		13 72	
No. 4	15.00	49½	15.00	49½	15.00	49½
No. 5	15.00	50	11.90	44	13.64	44
No. 6	11.00	49	11.50	48	11.50	48
No. 7	11.50	48	11.44-	50-	10.89-	49½
			16.00	52	16.83	
No. 8	13.00	44	12.50	48	12.50	48
No. 9	12.30	44	18.00	44	13.64	44
No. 10	11.00	46½	13.00	46½	13.65	46½
No. 11	13.00	46½	14.00	46½	12.50	46½
Box makers, female—						
No. 1	11.25	45	5.72-	44	5.28-	44
			7.25		7.70	
No. 2	9.12	48	8.80	40	10.56	44
No. 3			11.76	49	12.25	49
No. 4	14.90	46½	17.60	55	17.60	55
No. 5	13.50	48	10.40	40	10.80	40
No. 6	11.50	49½	14.40	48	14.80	48
No. 7	16.00	50	11.50	49½	11.50	49½
No. 8	12.95	48	9.70	44	9.70	44
No. 9	10.50	49	11.50	48	11.50	48
No. 10	19.25	55	9.50-	48	10.50-	48
			11.50		11.50	
No. 11	17.50	44	20.00	50	16.00	40
No. 12			16.50	50	11.20	32
No. 13	15.00	45	15.39	54	15.66	54
No. 14	15.00	44	12.50	44	12.50	44
No. 15	10.10	48	12.54-	44	11.44-	44
			14.96		14.52	
No. 16	12.50	45½	12.50	40	12.50	40
No. 17	16.30	48	14.40	48	14.40	48
Bundlers, female—						
No. 1	18.00	49	13.75	55	13.75	55
No. 2	12.00	52	10.40	40	10.40	40
No. 3	12.00	48	12.00	48	12.40	48
No. 4	15.00	49½	15.00	49½	15.00	49½
No. 5	12.00	49	11.50	48	11.50	48
No. 6			16.12	53¾	14.92	49¾
No. 7	9.00-	44	8.00-	46½	8.00-	46½
	16.00		14.00		14.00	
SASH, DOORS, ETC.	Per hour		Per hour		Per Hour	
Bench hands—						
No. 1	.50-.55	50	.40-.60	45	.45-.60	45
No. 2	.405	59	.30	60	.30	60
No. 3			.45	54	.45	54
No. 4	.445	54	.42	50	.46	54
No. 5	.40	50	.40-.48	44	.42-.50	54

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Bench hands—Conc.						
No. 6	.41	54	.37-.43	54	.37-.43	54
No. 7			.32	54	.30	54
No. 8	.40	55	.32-.38	54	.32-.38	50
No. 9			.33	50	.33	50
No. 10			.35-.40	42-50	.38-.40	50
No. 11			.30-.45	49½	.35-.50	49½
No. 12	.35-.55	50	.30-.45	50	.35-.50	50
No. 13			.41	50	.45	50
No. 14			.50	44½	.50	44½
No. 15	.60	50	.58	44	.58	44
No. 16	.48	50	.37	54	.37	54
No. 17			.45	50	.45	50
No. 18	.52	55	.43	40	.45	66
No. 19	.62	49½	.54	44	.54	44
No. 20			.55	44	.58	44
No. 21			.30-.35	55	.30-.35	55
No. 22			.40-.50	44	.40-.50	44
No. 23	.43	55	.45	50	.45	50
No. 24			.60	50-60	.60	60
No. 25	.65	50	.55	36	.51	40
No. 26	.65	55	.60	44	.65	44
No. 27			.35	50	.40	50
No. 28	.80	59	.70	44	.50-.75	44
No. 29	.375	55	.30-.40	55	.30-.42	55
No. 30			.65	44	.70	54
No. 31			.55	44	.50-.63	58
No. 32			.50	50	.55	50
No. 33			.45-.50	44	.50	58
No. 34			.68	54	.68	44
No. 35			.65	44	.80	44
No. 36	.75	44	.55	44		
No. 37			.50	44	.50	48
No. 38			.45-.64	44	.50-.70	44
Machine hands—						
No. 1	.50	50	.47	45	.47	45
No. 2	.35-.50	54	.30	54	.30-.40	54
No. 3	.33-.52	54	.30-.44	50	.36-.45	54
No. 4	.48	50	.36	44	.40	54
No. 5			.40	50	.40-.45	50
No. 6	.45	55	.27-.35	54	.27-.35	50
No. 7			.30-.35	49½	.35-.45	49½
No. 8			.32	50	.32	50
No. 9	.40	60	.35	55	.35	54
No. 10			.30	49	.30	54
No. 11			.30	50	.35	50
No. 12			.40	50	.40	50
No. 13	.50	50	.25-.50	50	.25-.50	50
No. 14	.333	54	.37	54	.41	54
No. 15			.45-.50	50	.45-.50	50
No. 16	.55-.75	50	.35-.55	44	.35-.55	44
No. 17	.47	55	.43	40	.45	66
No. 18			.30-.40	55	.30-.35	55
No. 19	.375	50	.25-.40	44	.35-.50	50
No. 20	.45	44	.34	45	.40	57
No. 21			.44-.60	44	.47-.63	
No. 22	.44	55	.40	50	.40	50
No. 23			.45	48	.45	48
No. 24			.35-.45	60	.45-.55	60
No. 25	.60	50	.50	36	.50	40
No. 26	.45-.65	50	.40-.50	44	.52-.60	50
No. 27			.30-.40	50	.35-.45	50
No. 28	.34	55	.30-.57	55	.30-.60	55
No. 29	.75-.80	50	.60	40-44	.60	50
No. 30	.50	52	.36-.40	48	.40-.45	55
No. 31	.35-.70	55	.35-.50	44	.40-.55	58
No. 32			.40-.58	44	.40-.65	58
No. 33			.65	44	.65	58
No. 34			.30-.55	44	.30-.55	58
No. 35			.45	44	.45	64
No. 36			.70	44	.80	44
No. 37			.45-.65	44	.50-.70	44
No. 38			.65	44	.65	44
No. 39	.95	50⅔	.70	45	.70-.75	45
No. 40	.70	44	.40-.45	44	.45	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
SASH, DOORS, ETC. —*Cont.*						
Machine hands—Conc.						
No. 41	.65	44	.40	44	.....	....
No. 42	.....	....	.45	44	.45	48
No. 43	.....	....	.40	44	.40	44
No. 44	.....	....	.46–.65	44	.60–.65	44
Planer hands—						
No. 1	.....	....	.28	54	.30	54
No. 2	.34	50	.32	50	.42	55
No. 3	.....	....	.35–.40	54	.40	54
No. 4	.....	....	.35	54	.40	54
No. 5	.45	55	.25	54	.28	50
No. 6	.....	....	.36	50	.36	50
No. 7	.....	....	.25	60	.26	60
No. 8	.....	....	.50	44½	.50	44½
No. 9	.45–.55	50	.45	50	.45	50
No. 10	.375	50	.30	44	.35	50
No. 11	.....	....	.30	55	.325	55
No. 12	.35	55	.44	50	.44	50
No. 13	.....	....	.55	50–60	.55	60
No. 14	.80	50½	.50	45	.50	45
No. 15	.....	....	.425	48	.425	54
Matcher hands—						
No. 1	.575	50	.38–.55	45	.40–.60	50
No. 2	.34	50	.32	50	.42	55
No. 3	.....	....	.275	55	.275	55
No. 4	.50	55	.33–.40	54	.35–.40	50
No. 5	.....	....	.40	50	.40	50
No. 6	.....	....	.24	60	.275	60
No. 7	.....	....	.40	55	.425	55
No. 8	.65	50	.45	50	.45	50
No. 9	.60	49½	.49	44	.49	44
No. 10	.....	....	.315	55	.34	55
No. 11	.45	55	.42	40	.44	66
No. 12	.45	50	.45	44	.40	50
No. 13	.....	....	.55	44	.55	44
No. 14	.39	55	.42	50	.42	50
No. 15	.....	....	.40	44	.45	60
No. 16	.80	44	.55	44	.....	....
Cabinet makers—						
No. 1	.50	54	.36–.40	54	.40–.45	54
No. 2	.55	50	.50	50	.525	50
No. 3	.....	....	.50	50	.55	50
No. 4	.....	....	.30–.48	50	.30–.48	50
No. 5	.....	....	.375	40	.40	40
No. 6	.648	50	.50	50	.444	54
No. 7	.77	49½	.62	44	.70	44
No. 8	.50	55	.42–.47	50	.47	44
No. 9	.....	....	.37–.45	55	.50	55
No. 10	.55	44	.44	45	.50	57
No. 11	.....	....	.60	50–60	.60	60
No. 12	.65	50	.60	36	.65	40
No. 13	.....	....	.70	44	.75	54
No. 14	.75	52	.50–.60	48	.50–.66	55
No. 15	.70	55	.50–.60	44	.55–.65	58
No. 16	.....	....	.55–.65	44	.55–.65	44
No. 17	.....	....	.40	44	.40	44
Truck drivers—						
No. 1	.35	50	.35	55	.40	55
No. 2	.352	54	.31	50	.34	54
No. 3	.333	50	.36	48	.38	54
No. 4	.....	....	.42	54	.42	54
No. 5	.40	55	.32	60	.32	60
No. 6	.....	....	.32	50	.32	50
No. 7	.333	60	.35	55	.25	54
No. 8	.....	....	.30	60	.30	60
No. 9	.50	50	.35	50	.40	50
No. 10	.452	52	.39–.46	44	.39–.46	44
No. 11	.....	....	.35	50	.35	50
No. 12	.42	55	.33–.37	44	.33–.39	55
Truck drivers—Conc.						
No. 13	.....	....	.28	55	.29	55
No. 14	.45	48	.34	53–56	.38	54
No. 15	.....	....	.325	60	.325	60
No. 16	.37	58	.35	60	.38	60
No. 17	.....	....	.375	44	.375	44
No. 18	.....	....	.35	55	.35–.45	55
No. 19	.....	....	.475	44	.40	44
No. 20	.52	50	.42	44	.45	50
No. 21	.....	....	.45	44	.45	44
No. 22	.70	50	.50	59	.50	59
No. 23	.475	52	.40	48	.45	55
No. 24	.....	....	.37	47½	.40	47½
No. 25	.....	....	.40–.46	50	.44	50
No. 26	.....	....	.40	48	.40	54
No. 27	.....	....	.40	44	.40	44
Teamsters—						
No. 1	.35	55	.35	55	.35	55
No. 2	.....	....	.26	54	.26	54
No. 3	.....	....	.275	55	.275	55
No. 4	.25	60	.25	55	.25	54
No. 5	.....	....	.35	60	.35	60
No. 6	.....	....	.275	60	.30	60
No. 7	.333	54	.295	54	.295	54
No. 8	.405	49½	.41	44	.....	....
No. 9	.....	....	.30	44	.30	44
No. 10	.....	....	.40	60	.40	60
No. 11	.....	....	.31	60	.30	60
Engineers—						
No. 1	.40	60	.40	60	.40	54
No. 2	.333	54	.43	54	.315	54
No. 3	.445	54	.42	50	.43	54
No. 4	.....	....	.305	54	.333	54
No. 5	.39	50	.35	44	.35	54
No. 6	.46	50	.46	50	.504	50
No. 7	.....	....	.60	50	.60	50
No. 8	.....	....	.54	49½	.54	49½
No. 9	.417	60	.50	60	.50	60
No. 10	.....	....	.375	40	.40	40
No. 11	.....	....	.36	70	.36	70
No. 12	.70	50	.70	50	.70	50
No. 13	.....	....	.40	60	.425	60
No. 14	.55	55	.45	40	.46	66
No. 15	.525	49½	.34	44	.34–.43	44
No. 16	.....	....	.30	55	.32	60
No. 17	.....	.55	50	.48	44	.50	50
No. 18	.42–.47	55	.42	50	.42	50
No. 19	.....	....	.55	50–60	.55	60
No. 20	.....	....	.35	60	.35	60
No. 21	.60	50	.47	50	.47	50
No. 22	.72	50	.52	44	.52	44
No. 23	.....	....	.50	48	.525	48
No. 24	.....	....	.54	48	.54	48
No. 25	.....	....	.45	44	.45	44
No. 26	.....	....	.55	48	.55	48
Labourers—						
No. 1	.35	52½	.35	50	.35	55
No. 2	.25	54	.20–.25	54	.25–.30	54
No. 3	.295	54	.32	50	.30–.33	54
No. 4	.....	....	.22	54	.20–.28	54
No. 5	.27	50	.30	44	.33	54
No. 6	.....	....	.25	54	.25	54
No. 7	.30	50	.26	50	273	50
No. 8	.....	....	.275	55	.275	55
No. 9	.....	....	.22	50	.22	55
No. 10	.....	....	.15	60	.15	60
No. 11	.....	....	.25	50	.25	50
No. 12	.35	55	.25–.27	54	.25	50
No. 13	.30	60	.22	55	.22	54
No. 14	.....	....	.225	55	.25	55
No. 15	.....	....	.18–.22	60	.16–.29	60
No. 16	.....	....	.27–.30	54	.26–.30	54
No. 17	.....	....	.25	54	.25	54
No. 18	.....	....	.35	50	.35	50
No. 19	.....	....	.20	50	.20	59

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
SASH, DOORS, ETC. —*Concluded*						
Labourers—Conc.						
No. 20	.36	55	.33	40	.34	50
No. 21	.....	....	.30	60	.30	60
No. 22	.42	49½	.34	44	.34	44
No. 23	.....	....	.23	55	.23	55
No. 24	.30	50	.25	44	.25-.30	50
No. 25	.35	44	.25-.32	44-50	.27-.32	44-50
No. 26	.30	55	.25	50	.25	50
No. 27	.....	....	.35-.40	48	.35-.40	48
No. 28	.....	....	.35	50-60	.35	60
No. 29	.35-.45	44	.30	44	.35	44
No. 30	.40	50	.30	36	.35	40
No. 31	.35-.40	50	.335	44	.36	50
No. 32	.....	....	.40-.45	44	.40-.45	44
No. 33	.....	....	.30	50	.30	50
No. 34	.45-.50	50	.45	56	.45	59
No. 35	.32	55	.25-.42	55	.25-.45	55
No. 36	.....	....	.35	44	.35	58
No. 37	.....	....	.25-.43	44	.35	58
No. 38	.40	52	.32-.35	48	.33	55
No. 39	.....	....	.25-.40	44	.25-.40	44
No. 40	.....	....	.45	44	.50	44
No. 41	.....	....	.40	44	.40	44
No. 42	.....	....	.40	48	.40	54
No. 43	.....	....	.40	44	.40	44
No. 44	.40	48	.40	48	.40	48
No. 45	.40	44	.40	44	.40	44
FURNITURE						
Band sawyers—						
No. 1	.30	55	.32	55	.37	55
No. 2	.26	54	.30	50	.37	50
No. 3	.40	55	.40	52	.43	52
No. 4	.25	55	.30	55	.32	55
No. 5	.....	....	.47	47	.49	47
No. 6	.525	55	.35	47	.37	47
No. 7	.39	54	.43	47	.47	47
No. 8	.45	55	.45	47	.54	61
No. 9	.40	55	.42	47	.44	47
No. 10	.47	55	.35	20½	.37	15
No. 11	.625	55	.565	46½	.60	49
No. 12	.55	55	.45	47	.48	60
No. 13	.56	54	.50	47	.52	47
No. 14	.50	55	.48	47	.50	47
No. 15	.46	54	.47	47	.47	47
No. 16	.45	50	.42	47	.44	47
No. 17	.55	50	.49	47	.51	47
No. 18	.....	....	.37	47	.40	47
No. 19	.....	....	.88	44	.83	40½
Rip sawyers—						
No. 1	.35	55	.34	55	.34-.37	55
No. 2	.23	55	.30	52	.34	52
No. 3	.26	54	.30	50	.34	55
No. 4	.38	55	.32-.38	47	.34-.39	47
No. 5	.40	55	.33	47	.41	61
No. 6	.30	55	.34	47	.36	47
No. 7	.45	55	.34	35	.38	47
No. 8	.55	55	.40	46½	.45	49
No. 9	.45	55	.39	47	.41	69
No. 10	.....	....	.54	47	.54	47
No. 11	.33	50	.38	40	.40	47
No. 12	.39	54	.38	47	.38	47
No. 13	.375	50	.37	47	.39	47
No. 14	.50	50	.34-.41	47	.36-.41	47
Wood carvers—						
No. 1	.405	55	.47	47	.49	47
No. 2	.60	55	.47	47	.49	47
No. 3	.63	50	.50	47	.52	47
No. 4	.48	54	.40	47	.42	47
No. 5	.....	....	.475	47	.475	47
No. 6	.70	54	.45	47	.45	47
No. 7	.60	50	.60	40	.60	40
No. 8	.55	50	.56	46½	.56	46½
No. 9	.60	55	.63	46½	.63	49
Machine hands—						
No. 1	.30	54	.35	50	.34	55
No. 2	.26-.33	55	.30	55	.34	55
No. 3	.49	55	.49	55	.49	55
No. 4	.30	55	.30	52	.34	52
No. 5	.345	55	.405	45	.42	55
No. 6	.26	60	.30-.40	55	.32-.37	55
No. 7	.30	55	.32-.42	47	.34-.44	47
No. 8	.34	55	.38	47	.42	55
No. 9	.30-.45	54	.30-.47	47	.32-.50	47
No. 10	.....	....	.43	47	.43	53½
No. 11	.425	55	.34-.47	47	.36-.49	45-47
No. 12	.30-.60	50	.34-.50	47	.36-.51	47
No. 13	.....	....	.35-.50	47	.37-.50	47
No. 14	.....	....	.42	47	.45	47
No. 15	.....	....	.49	37	.49	47
No. 16	.45	55	.35-.43	47	.39-.45	47
No. 17	.28-.50	55	.34-.50	47	.34-.52	47
No. 18	.33-.50	54	.40	47	.40	47
No. 19	.37	54	.39	47	.41	60
No. 20	.....	....	.48	47	.51	60
No. 21	.35-.50	59	.30-.53	47	.35-.58	65
No. 22	.30-.52	59	.34-.55	47	.40-.58	64
No. 23	.47	50	.32-.42	47	.34-.44	47
No. 24	.623	50	.50-.78	44	.58-.78	41
No. 25	.42-.52	50	.34-.50	47	.36-.51	47
No. 26	.28-.40	50	.35-.45	44	.35-.45	40
No. 27	.30-.55	50	.32-.49	46½	.36-.49	46½
No. 28	.....	....	.34-.44	43	.36-.48	43
No. 29	.40-.65	48	.35-.60	44	.35-.63	44
No. 30	.....	....	.30-.50	44	.30-.50	44
Cabinet makers—						
No. 1	.40	55	.30-.43	55	.32-.45	55
No. 2	.55-.65	49½	.40	44	.40-.45	44
No. 3	.65	49½	.55	40	.55	40
No. 4	.58	54½	.425	50	.50	52
No. 5	.35	55	.30	52	.34	55
No. 6	.318	55	.32-.36	45	.34-.37	55
No. 7	.20-.30	60	.30-.35	55	.32-.37	55
No. 8	.425	55	.37-.50	47	.40-.52	47
No. 9	.42	55	.33-.45	47	.36-.47	47
No. 10	.325	55	.35	47	.37	55
No. 11	.375	54	.32-.37	47	.34-.40	47
No. 12	.50	55	.32-.39	47	.38-.47	61
No. 13	.445	55	.33-.46	47	.35-.48	44-47
No. 14	.30-.44	55	.32-.47	47	.34-.49	47
No. 15	.35-.58	50	.34-.50	47	.36-.51	47
No. 16	.37-.50	54	.32-.47	47	.34-.49	47
No. 17	.....	....	.45	47	.45	47
No. 18	.....	....	.45	47	.47	47
No. 19	.46	55	.39-.49	35	.45-.49	47
No. 20	.55	55	.405	47	.45	69
No. 21	.50	55	.35-.50	40-46½	.36-.50	55
No. 22	.33-.46	54	.32-.47	47	.34-.47	47
No. 23	.44	50	.35-.40	47	.35-.42	47
No. 24	.35-.50	59	.40-.55	47	.40-.55	63
No. 25	.45	50	.39	47	.42	47
No. 26	.595	50	.67	40	.665	42½
No. 27	.42	50	.44	47	.44	47
No. 28	.325	50	.35	44	.40	40
No. 29	.65	50	.60-.63	40	.60-.63	40
No. 30	.....	....	.32-.42	47	.34-.44	47
No. 31	.36-.50	50	.40	46½	.40	46½
No. 32	.....	....	.39	47	.46	43
No. 33	.40-.65	48	.30-.47	44	.30-.55	44
Finishers and polishers—						
No. 1	.30-.38	55	.30-.46	55	.32-.47	55
No. 2	.30	55	.22-.30	55	.25-.30	55
No. 3	.335	54	.40	50	.34	55
No. 4	.20	55	.30-.35	55	.32-.37	55
No. 5	.....	....	.38	45	.40	55

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FURNITURE—*Conc.*						
Finishers and polishers—Conc.						
No. 6	.20-.33	60	.30-.35	55	.32-.37	55
No. 7	.35	55	.35-.37	47	.37-.38	47
No. 8	.35	55	.37	47	.39	55
No. 9	.33	54	.40	47	.42	47
No. 10	.35	55	.34-.36	47	.40-.44	61
No. 11	.38	55	.32-.38	47	.34-.41	47
No. 12	.30-.40	55	.32-.42	47	.34-.44	47
No. 13	.30-.55	50	.34-.45	47	.36-.47	47
No. 14	.30-.50	54	.32-.47	47	.34-.49	47
No. 15	.....	....	.49	47	.49	35
No. 16	.....	....	.44	47	.45	47
No. 17	.45	55	.42	47	.42	47
No. 18	.30-.55	55	.36-.50	25-45	.36-.50	49
No. 19	.475	55	.39	47	.41	69
No. 20	.30-.45	55	.32-.48	47	.34-.50	47
No. 21	.....	....	.32-.40	47	.34-.42	47
No. 22	.495	50	.34	47	.36	47
No. 23	.30-.60	54	.32-.40	47	.34-.40	47
No. 24	.40	50	.37	47	.39	47
No. 25	.35-.45	59	.40-.43	47	.41-.49	64
No. 26	.30-.47	59	.41-.55	47	.45-.58	55-62
No. 27	.535	50	.88	43	.80	42½
No. 28	.50	50	.34-.49	47	.36-.51	47
No. 29	.42	50	.34-.41	47	.36-.46	47
No. 30	.55	50	.50-.57	40-44	.50-.57	44
No. 31	.40-.50	50	.34-.49	46½	.36-.49	46½
No. 32	.40	48	.40-.55	44	.35-.57	44
Sanders—						
No. 1	.30	55	.30-.33	55	.32-.40	55
No. 2	.275	55	.30	55	.25-.32	55
No. 3	.....	....	.32	45	.34	55
No. 4	.....	....	.35	45	.37	55
No. 5	.26	55	.28	55	.32	55
No. 6	.36	50	.32	40	.34	47
No. 7	.22	55	.32	47	.34	47
No. 8	.....	....	.35	47	.37	55
No. 9	.30	55	.27-.35	47	.30-.43	60
No. 10	.40	50	.34-.40	47	.40	47
No. 11	.48	54	.36-.48	47	.38-.50	47
No. 12	.....	....	.42	40	.42	47
No. 13	.37	54	.35	47	.35	47
No. 14	.325	50	.32-.37	47	.34-.39	47
No. 15	.....	....	.76	43	.78	41½
No. 16	.....	....	.37	47	.36-.41	50
No. 17	.....	....	.35-.44	47	.37-.47	47
No. 18	.....	....	.38-.40	47	.40-.42	47
Upholsterers—						
No. 1	.445	56	.35	40	.35	55
No. 2	.90	49	.70	40	.60-.70	40
No. 3	.35	55	.44	47	.46	55
No. 4	.40	55	.35	47	.34	47½
No. 5	.45	50	.43-.50	47	.36-.52	47
No. 6	.425	55	.37-.46	47	.37-.46	47
No. 7	.39	54	.39	47	.41	47
No. 8	.....	....	.50	40	.50	50
No. 9	.30-.60	55	.35-.60	20-40	.40-.60	47
No. 10	.436	55	.47	47	.42	55
No. 11	.70	50	.68	40	.74	42½
No. 12	.55	50	.49	47	.51	47
No. 13	.....	....	.65	44	.65	44
No. 14	.....	....	.65	40	.70	30-36
No. 15	.....	....	.65	31	.70	44
No. 16	.56	50	.32-.49	46½	.36-.46	46½
No. 17	.40-.75	50	.35-.51	45-50	.43-.60	45-50
Craters and packers—						
No. 1	.35-.44	55	.30-.41	55	.32-.40	55
No. 2	.31	55	.30	52	.34	52
No. 3	.278	55	.35	45	.385	55
No. 4	.275	60	.30	55	.34	55
No. 5	.35	55	.32-.37	47	.34-.38	47
No. 6	.40	55	.32-.37	47	.34-.39	47
No. 7	.30	55	.32	47	.34	55
No. 8	.30	54	.35-.38	47	.37-.40	47
No. 9	.437	55	.33	47	.45	63
No. 10	.33	55	.34	47	.36	45
No. 11	.....	....	.35-.38	47	.37-.40	47
No. 12	.....	....	.39	47	.41-.51	47
No. 13	.30	54	.37	47	.38	47
No. 14	.....	....	.45	33	.45	42
No. 15	.....	....	.39	47	.39	47
No. 16	.30-.40	55	.32-.47	47	.34-.49	47
No. 17	.30	55	.32	47	.34-.36	47
No. 18	.27-.44	54	.35	47	.35	47
No. 19	.60	50	.60	44½	.63	43
No. 20	.52	50	.43	47	.45	47
No. 21	.50	50	.34	46½	.36	46½
No. 22	.30	50	.32-.37	45-50	.34-.39	45-50
No. 23	.....	....	.45	44	.41	47
No. 24	.40	55	.40	47	.40	69
No. 25	.....	....	.33	47	.35	47
Engineers—						
No. 1	.637	55	.83	55	.91	55
No. 2	.....	....	.68	44	.68	44
No. 3	.40	60	.30	60	.37	60
No. 4	.385	55	.40	47	.40	47
No. 5	.375	60	.36	47	.38	55
No. 6	.48	60	.37	55	.39	55
No. 7	.43	55	.38	60	.40	60
No. 8	.....	....	.38	60	.39	47
No. 9	.50	54	.49	47	.49	47
No. 10	.....	....	.42	60	.42	60
No. 11	.50	50	.39	....	.39	....
No. 12	.68	54	.65	50	.65	....
No. 13	.45	50	.51	47	.53	47
No. 14	.32	59	.37	56	.37	56
No. 15	.738	50	.70	....	.70	....
No. 16	.50	50	.24	84	.26	84
No. 17	.68	56	.50	48	.50	48
Firemen—						
No. 1	.33	55	.36	48	.38	55
No. 2	.32	55	.35	47	.35	47
No. 3	.60	50	.47	47	.49	47
No. 4	.....	....	.363	55	.363	55
No. 5	.45	55	.44	65	.44	49
No. 6	.45	50	.36-.39	....	.36-.39	....
No. 7	.43	84	.45	56	.45	56
No. 8	.30	59	.37	56	.37	56
No. 9	.475	78½	.475	62½	.46	69
No. 10	.47	65	.41	65	.49	65
No. 11	.....	....	.35	47	.35	47
Yardmen and labourers—						
No. 1	.275	40	.25	54	.25-.28	54
No. 2	.....	....	.25	55	.265	55
No. 3	.25	55	.30	55	.32-.35	55
No. 4	.275	55	.25-.30	70	.25-.34	63-66
No. 5	.20	55	.30	52	.34	52
No. 6	.273	55	.30	45	.32	55
No. 7	.25	55	.29	55	.32	55
No. 8	.25	55	.32	47	.34	47
No. 9	.35	55	.32	47	.34	47
No. 10	.30	55	.34	47	.36	55
No. 11	.30	54	.33	47	.35	47
No. 12	.30	55	.33	47	.35	47
No. 13	.30	55	.34	47	.36	47
No. 14	.39	50	.34	47	.36-.38	47
No. 15	.35	55	.34	38	.36	47
No. 16	.....	....	.34	47	.36	59

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Yardmen and labourers—Conc.						
No. 17	.30	55	.34	47	.36	47
No. 18	.....	....	.32	21	.34	22½
No. 19	.33	54	.35	47	.....	....
No. 20	.32	59	.34	47	.36	64
No. 21	.34	50	.34	47	.36	47
No. 22	.42	50	.45	37	.45	42
No. 23	.....	....	.42	44	.42	44
No. 24	.36–.44	50	.34–.40	46½	.36–.40	46½
No. 25	.....	....	.45	44	.40	44
CARRIAGES, WAGONS, TRUCK BODIES, ETC.						
Woodworkers—						
No. 1	.55	55	.50	55	.50	55
No. 2	.50	55	.40	49	.30–.50	49
No. 3	.44	50	.42	45	.44	50
No. 4	.45	50	.42–.51	44	.44–.53	50
No. 5	.50	45	.35	40	.38	45
No. 6	.65	49	.45	49	.45	49
No. 7	.475	50	.40	50	.40	50
No. 8	.60	54	.35–.40	48	.37–.40	54
No. 9	.40	50	.35–.41	50	.35–.41	50
No. 10	.60	50	.40	44	.50	44
No. 11	.60	50	.45–.60	44	.45–.60	44
No. 12	.55	50	.50	50	.....	....
No. 13	.60	50	.50	44	.55	44
No. 14	.675	50	.425	44	.425	44
No. 15	.68	50	.375	44	.30–.40	44
No. 16	.50	49½	.40	49½	.40	49½
No. 17	.75	44	.60	44	.....	....
Painters—						
No. 1	.55	55	.55–.65	49	.55–.65	49
No. 2	.50	55	.40	55	.45	55
No. 3	.43	50	.42	45	.44	50
No. 4	.45	50	.40–.52	44	.39–.55	50
No. 5	.55	49	.38–.50	48	.40–.50	53–54
No. 6	.40	50	.40	50	.40	50
No. 7	.39	54	.38	48	.40	54
No. 8	.35	50	.35	50	.41	50
No. 9	.40	50	.50	44	.40	44
No. 10	.50–.90	50	.35–.45	44	.40–.50	44
No. 11	.60	50	.45	44	.45–.48	44
No. 12	.....	....	.50	50	.55	50
No. 13	.50	44	.60	49	.60	53
No. 14	.65	50	.45–.50	44	.45–.50	44
Trimmers—						
No. 1	.45	55	.50	49	.50	49
No. 2	.375	50	.42–.48	44	.44–.50	50
No. 3	.50	49	.50	49	.50	49
No. 4	.68	44	.55	44	.60	44
No. 5	.60	50	.45	44	.48	44
No. 6	.60	44	.60	44	.65	44
No. 7	.....	....	.60	44	.65	44
Blacksmiths—						
No. 1	.60	55	.40–.45	49	.50	49
No. 2	.52	55	.45	55	.45	55
No. 3	.50	50	.475	44	.50	55
No. 4	.60	45	.45	50	.49	50
No. 5	.40	54	.35	48	.37	54
No. 6	.50	50	.30–.35	44	.30–.40	44
No. 7	.60	50	.50	44	.50	44
No. 8	.60	50	.45–.50	44	.50–.55	44
No. 9	.60	44	.60	49	.....	....
No. 10	.60	50	.47–.50	44	.50	44
No. 11	.65	50	.375	44	.30–.40	44

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
CRUDE ROLLED AND FORGED PRODUCTS						
Patternmakers—						
No. 1	.46	55	.47	45	.47	45
No. 2	.57	60	.695	48	.695	48
No. 3	.45	55	.475	50	.578	55
No. 4	.70	72	.63–.73	48	.63–.73	48
No. 5	.60	50	.64	28	.71	45
No. 6	.675	54	.665	48	.665	48
Blacksmiths—						
No. 1	.55	55	.56	45	.56	45
No. 2	.52	60	.675	48	.675	48
No. 3	.45	55	.475	50	.475	55
No. 4	.625	55	.625	55	.625	55
No. 5	.60	55	.60	41	.60	59
No. 6	.80	50	.75	47	.80	47
No. 7	.50–.65	55	.55–.72	55	.49–.72	55
No. 8	.45	55	.50	50	.555	55
No. 9	.58	58½	.61	50	.60	59
No. 10	.59	59	.62	59	.62	59
No. 11	.55	55	.66	48	.66	48
No. 12	.65	54	.56–.66	48	.56–.66	48
No. 13	.60	55	.625	48	.625	52½
No. 14	.....	....	.66*	48	.70*	48
Blacksmith's helpers—						
No. 1	.31	55	.36	45	.36	45
No. 2	.365	60	.435	48	.435	48
No. 3	.30	55	.307	50	.307	55
No. 4	.40	55	.385	55	.385	55
No. 5	.41	59	.445	50	.445	59
No. 6	.515	59	.515	59	.515	59
No. 7	.45	55	.48–.52	48	.48–.52	48
No. 8	.40–.425	54	.435–.45	48	.435–.45	48
No. 9	.50	50	.51	47	.55	47
No. 10	.35	55	.40	48	.40	52½
No. 11	.....	....	.54*	50	.40*	48
Machinists—						
No. 1	.50	55	.54	45–48	.54	45–48
No. 2	.52–.57	60	.57–.695	48	.57–.695	48
No. 3	.50	55	.52	50	.52	60
No. 4	.45	55	.50–.60	55	.50–.85	55
No. 5	.40–.53	55	.50	40	.50	55–59
No. 6	.50	55	.40–.57	45	.46–.59	49½
No. 7	.60	50	.55	32	.60	62
No. 8	.50–.65	55	.50–.72	55	.50–.72	55
No. 9	.64	54	.48–.74	40–48	.53–.74	46½
No. 10	.60	55	.55	50	.61	55
No. 11	.53–.63	59	.51–.66	50	.....	....
No. 12	.53–.63	59	.52–.66	59	.55–.66	59
No. 13	.55	72	.60–.69	48	.60–.69	48
No. 14	.70	55	.75	44	.75	55
No. 15	.50	50	.45	50	.45–.50	50
No. 16	.....	....	.60	24	.68	45
No. 17	.....	....	.54	43	.50	53
No. 18	.65	50	.60–.85	40	.63–.90	45
No. 19	.54–.68	54	.665	48	.665	48
No. 20	.68	50	.71	47	.75	47
No. 21	.70–.80	55	.725	48	.....	....
Millwrights—						
No. 1	.44	45	.44	45	.44	45
No. 2	.53	84	.67	56	.67	56
No. 3	.60	55	.60	55	.60	55
No. 4	.65	50	.667	60	.635	63
No. 5	.40	65	.44	55	.44	60
No. 6	.58	65	.59	63	.59	63
No. 7	.45–.50	55	.60–.65	48	.60–.65	48
No. 8	.....	....	.52–.62	48	.52–.62	48
No. 9	.55	50	.55	41	.53	45
No. 10	.70	50	.68	40	.68	45
No. 11	.65	50	.66	47	.66	47

* Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
CRUDE, ROLLED AND FORGED PRODUCTS —*Conc.*						
Pipefitters—						
No. 1	.46	60	.46	60	.52–.65	48
No. 2	.58	62	.57	63	.57	63
No. 3	.50	55	.60	48	.60	48
No. 4	.....	....	.535	48	.535	48
Carpenters—						
No. 1	.43	55	.45	45	.45	45
No. 2	.46	60	.55	48	.55	48
No. 3	.75	55	.825	55	.825	55
No. 4	.60	59	.60–.66	50	.60–.66	59
No. 5	.50	55	.52	48	.55	48
No. 6	.515	54	.535	48	.535	48
No. 7	.50	55	.525	48	.525	52½
No. 8	.....	....	.60*	47	.54*	50
Bricklayers—						
No. 1	.57	55	.46	45	.46	45
No. 2	.715	59	.845	48	.845	48
No. 3	.35	55	.365	60	.365	65
No. 4	.....	....	.61	55	.55	52
No. 5	1.25	44	.90	44	.90	44
No. 6	.65	55	.69	48	.69	48
No. 7	.....	....	.76	48	.76	48
No. 8	.60	60	.625	48	.625	52½
No. 9	.....	....	.85*	42	.85*	48
Welders—						
No. 1	.45	55	.46	45	.46	45
No. 2	.....	....	.55–.70	48	.55–.70	48
No. 3	.50–.55	55	.58–.65	48	.58–.65	48
No. 4	.....	....	.565	48	.565	48
No. 5	.40	45	.44–.80	40	.44–.90	45–58
No. 6	.60	49½	.60	48	.65	48
No. 7	.....	....	.60*	48	.66*	71
Electricians—						
No. 1	.46–.55	55–65	.61	48	.61	48
No. 2	.45–.59	60	.58–.695	48	.58–.695	48
No. 3	.725	55	.42–.70	60	.42–.70	65
No. 4	.....	....	.40–.60	56–66	.40–.60	55–60
No. 5	.50	55	.735	55	.84	55
No. 6	.725	55	.85	50	.85	55
No. 7	.65	65	.66	63	.66	63
No. 8	.55	55	.60–.70	48	.60–.70	48
No. 9	.....	....	.75	47½	.80	50
No. 10	.575	54	.59–.61	48	.59–.61	48
No. 11	.55	55	.72	48	.64	52½
No. 12	.....	....	.60*–.70*	48	.58*	57
Machine operators—						
No. 1	.38–.46	55	.41–.49	45–48	.37–.49	45–48
No. 2	.....	....	.48–.52	48	.48–.60	48
No. 3	.40–.45	55	.42–.48	50	.42–.48	55–60
No. 4	.44	54	.43–.55	40	.47–.55	46½–50
No. 5	.38–.50	55	.40–.53	55	.40–.53	55
No. 6	.30	55	.32	40	.32	59
No. 7	.405	55	.35–.52	45	.37–.54	49½
No. 8	.40	50	.36	50	.40	50
No. 9	.40–.45	55	.45–.70	48	.45–.70	48
No. 10	.32	50	.40	24	.49	40
No. 11	.30–.50	52½	.38–.70	32–40	.40–.72	40–58
No. 12	.625	50	.588	47	.647	48
No. 13	.....	....	.30–.40	32	.30–.40	50–70

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Chargers—						
No. 1	.....	....	.456	40	.52	46
No. 2	.....	....	.47–.52	48	.47–.55	48
No. 3	.525	42	.57–.70	48	.57–.70	48
No. 4	.....	....	.42–.455	52½	.455	52½
No. 5	.445	84	.41*–.53*	48	.41*–.53*	48
No. 6	.42	56	.425	48	.425	48
No. 7	.....	....	.62	54	.59*	48
Melters—						
No. 1	.....	....	1.41	40	1.31	50
No. 2	.60	72	1.14	48	1.14	48
No. 3	.....	....	.894	48	.894	48
No. 4	.83	56	.875	48	.875	48
No. 5	.....	....	1.26*	34	1.60*	56
Crane operators—						
No. 1	.38	59	.39	45	.39	45
No. 2	.....	....	.47–.49	48–56	.47–.49	48–56
No. 3	.50	65	.52	55	.52	60
No. 4	.....	....	.32–.35	49–55	.32–.35	55–56
No. 5	.....	....	.67	40	.77	47
No. 6	.40	55	.44	50	.44	60
No. 7	.....	....	.49	40	.50	46½
No. 8	.45	65	.50	62½	.50	62½
No. 9	.45	60	.60–.79	48	.60–.79	48
No. 10	.39–.49	84	.43–.48	48	.43–.48	48
No. 11	.75	66–78	.48–.75	48	.48–.75	48
No. 12	.....	....	.48*	40	.48*	48
Shearmen—						
No. 1	.....	....	.59	45	.53	45
No. 2	.....	....	.55–.68	27–50	.62–.65	45–53
No. 3	.62	42	.48–.64	48	.48–.64	48
No. 4	.50	49½	.45–.55	48	.48–.60	48
No. 5	.....	....	.42	55	.....	.....
No. 6	.....	....	.51–.66	48	.51–.66	48
No. 7	.....	....	.62*	54	.59*	48
No. 8	.....	....	.45–.50	48	.45–.50	48
No. 9	.....	....	.46–.65	48	.46–.65	48
Hookers—						
No. 1	.....	....	.526	45	.474	45
No. 2	.....	....	.55	30	.51	43
No. 3	.....	....	.68	62½	.68	62½
No. 4	.40–.45	42–44	.55	48	.55	48
No. 5	.....	....	.61*	48	.56*	48
Catchers—						
No. 1	.....	....	.54	45	.48	45
No. 2	.....	....	.51	48	.51	48
No. 3	.....	....	.47	21	.50	48
No. 4	.....	....	.66	62½	.66	62½
No. 5	.....	....	.92	48	.92	48
Roll turners—						
No. 1	.....	....	.65	45	.54	45
No. 2	.60	55	.626	50	.626	50
No. 3	.70	50	.60	48	.65	48
No. 4	.....	....	.80	48	.80	48
No. 5	.855	55	.688	48	.688	52½
No. 6	.70	55	.77	55	.77	55
No. 7	.....	....	.72*	48	.72*	55
Oilers—						
No. 1	.....	....	.46–.57	56	.46–.57	56
No. 2	.275	55	.307	50	.307	55
No. 3	.....	....	.45–.52	48	.45–.52	48
No. 4	.30	55	.49	48	.49	48
No. 5	.....	....	.48	48	.42–.48	48
No. 6	.50	50	.42–.545	47	.545	47

* Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
CRUDE, ROLLED AND FORGED PRODUCTS —*Conc.*						
Labourers—						
No. 1	.30	55	.35	45	.35	45
No. 2	.36	59	.435	48	.435	48
No. 3	.275	55	.307	55	.307	60
No. 4	.....	....	.30	40–54	.30	47–48
No. 5	.30–.45	55	.35–.40	55	.35	55
No. 6	.30–.38	55	.32	40–44	.32	59
No. 7	.375	55	.39–.41	45–55	.39–.41	55–65
No. 8	.325	55	.375	50	.415	55
No. 9	.40	55	.53	45	.53	50
No. 10	.35	55	.45	48	.45	48
No. 11	.40–.44	50	.49	40	.50	45
No. 12	.35	52½	.40	40	.40	45
No. 13	.365	60	.425	48	.425	48
No. 14	.375	50	.415	47	.415	47
No. 15	.30	58	.375	48	.375	52½
No. 16	.....	....	.42*	47	.41*	48
FOUNDRY AND MACHINE SHOP PRODUCTS						
A—IRON						
Patternmakers—						
No. 1	.45	50	.40	44	.40	44
No. 2	.67	54	.52	54	.52	54
No. 3	.70	44	.65	44	.70	44
No. 4	.50	57	.40	45	.40	48
No. 5	.70	60	.645	48	.665	48
No. 6	.....	....	.50	44	.50	44
No. 7	.48–.65	50	.50–.66	32	.50–.66	55–58
No. 8	.65	50	.45–.65	44	.45–.75	44
No. 9	.....	....	.45	55	.55	55
No. 10	.....	....	.40	44	.45	55
No. 11	.85	50	.85	45	.85	45
No. 12	.87	49½	.65	44	.75	44
No. 13	.....	....	.60	44	.64	44
No. 14	.40	60	.50	48	.54	48
No. 15	.60	50	.60	48	.65	50
No. 16	.....	....	.49–.69	40	.61–.79	54
No. 17	.40–.55	60	.35	60	.35	60
No. 18	.65	50	.65	45	.68	45
No. 19	.65	54	.56	54	.56	54
No. 20	.....	....	.50	44	.55	50
No. 21	.60	54	.50–.60	52	.50–.60	52
No. 22	.70	50	.64–.86	27	.69–.91	45
No. 23	.80	50	.70	50	.70	50
No. 24	.70	50	.72	44	.80	44
No. 25	.60	50	.47	50	.54	56
No. 26	.65	54	.60	40	.625	48
No. 27	.70	54	.64	54	.67	60
No. 28	.70	54	.70	48	.75–.80	48
No. 29	.....	....	.60–.65	44	.65	48
No. 30	.....	....	.55	54	.60	60
No. 31	.80	55	.80	40	.80	44
No. 32	1.00	54	1.00	37	1.10	45
No. 33	.875	50	.67–.70	50	.70	50
No. 34	.80	44	.60–.72	44	.73	44
No. 35	.....	....	.70	44	.70	44
No. 36	.80	44	.75	44	.75	44
No. 37	.....	....	.75	44	.80	44
No. 38	.75	44	.84	44	.84	44
No. 39	.....	....	.84	44	.84	44
Moulders—						
No. 1	.75	48	.672	48	.688	48
No. 2	.50	57	.50	45	.50	48
No. 3	.75	44–48	.75	44	.85	44
Moulders—Conc.						
No. 4	.65–.70	54	.67	44	.73	48
No. 5	.65	54	.58–.62	48	.60–.66	48
No. 6	.....	....	.52–.78	40	.57–.79	40
No. 7	.425	60	.40	44	.40–.45	59
No. 8	.....	....	.55	48	.55	48
No. 9	.55–.60	50	.512	44	.55	44
No. 10	.40	50	.40	44	.40	44
No. 11	.50	50	.30–.35	48	.40	48
No. 12	.....	....	.37–.50	48	.47–.60	48–60
No. 13	.....	....	.40–.60	55	.40–.60	55
No. 14	.825	45	.80	40	.80	45
No. 15	.835	49½	.70	40	.74	44
No. 16	.....	....	.42	44	.43	44
No. 17	.33–.56	60	.37–.45	48	.37–.45	48
No. 18	.....	....	.59	48	.59	48
No. 19	.55–.75	50	.45–.55	48	.45–.55	50
No. 20	.....	....	.50–.575	54	.50–.575	54
No. 21	.....	....	.45–.68	40	.45–.78	48
No. 22	.....	....	.30–.40	44	.35–.50	45
No. 23	.525	50	.35–.425	40	.40–.425	50
No. 24	.65	50	.40–.65	45	.47–.68	45
No. 25	.....	....	.50–.56	40	.50–.56	50
No. 26	.....	....	.50–.55	54	.53–.55	54
No. 27	.76	54	.57–.72	40	.60–.72	40
No. 28	.60	50	.55	45	.48–.70	48
No. 29	.72	48	.72	40	.72	40
No. 30	.72	48	.69	48	.69	48
No. 31	.70	54	.70	40	.735	54
No. 32	.675	44	.65	44	.70	44
No. 33	.55–.65	50	.50–.53	33	.50–.55	58
No. 34	.65	54	.60	54	.45–.60	54
No. 35	.53–.60	50	.56	36	.56–.64	44
No. 36	.45–.68	50	.50–.63	50	.55–.68	50
No. 37	.54–.58	54	.51	44	.53	54
No. 38	.63–.73	54	.50–.70	40	.50–.73	48
No. 39	.49	48	.43–.55	45	.43–.55	45
No. 40	.55	54	.68	50	.68	60
No. 41	.73	54	.665	54	.67	54
No. 42	.58	50	.42	36	.42	45
No. 43	.70	54	.52–.70	48	.52–.70	48
No. 44	.63–.70	54	.55–.70	45	.55–.75	50
No. 45	.....	....	.60	44	.70	48
No. 46	.70	54	.70	45	.65–.70	45
No. 47	.70	54	.60	22	.60	40
No. 48	.60	55	.77	25	.79	44
No. 49	.....	....	.60	55	.50	55
No. 50	.....	....	.55–.60	54	.50–.60	54
No. 51	.812	54	.56–.62	54	.63	45
No. 52	.....	....	.44–.57	45	.49–.60	45
No. 53	.61–.83	50	.56–.78	50	.56–.83	50
No. 54	.65–.80	50	.53–.65	50	.53–.65	50
No. 55	.....	....	.55	44	.55	44
No. 56	.77–.82	44	.68–.73	44	.73	44
No. 57	.....	....	.65	44	.65	44
No. 58	.78–.88	44	.70–.75	44	.70–.75	44
No. 59	.75	44	.75	44	.75	44
No. 60	.75	44	.75–.77	40	.75–.77	40
Moulders' helpers—						
No. 1	.....	....	.40	44	.45	44
No. 2	.34	54	.33	48	.35	32
No. 3	.20	57	.20	45	.20	48
No. 4	.40	50	.30	44	.35–.45	44
No. 5	.35	45	.37	40	.37	45
No. 6	.52	49½	.45	40	.55	44
No. 7	.....	....	.35	54	.35	54
No. 8	.....	....	.40	40	.42	48
No. 9	.....	....	.35	40	.35	50
No. 10	.....	....	.50	27	.538	45
No. 11	.40	54	.45	48	.45	50
No. 12	.45	54	.55	21½	.55	45
No. 13	.....	....	.67	25	.64	44
No. 14	.65	54	.51	54	.51	45
No. 15	.45–.55	50	.38–.43	55	.40	55
No. 16	.....	....	.45	44	.50	44
No. 17	.55	44	.44	44	.44	44
No. 18	.525	44	.50	40	.50	40
No. 19	.....	....	.37–.44	44	.40–.44	44
No. 20	.38	44	.50	44	.50	44

* Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FOUNDRY AND MACHINE SHOP PRODUCTS—*Con.*						
A—IRON—*Con.*						
Coremakers—						
No. 1	.40	57	.40	45	.40	48
No. 2	.65	54	.58–.63	48	.60–.66	48
No. 3	.50	50	.55	16	.65	54
No. 4	.50–.60	50	.43–.51	44	.45–.55	44
No. 5	.....	....	.50	55	.50	50
No. 6	.825	45	.80	40	.80	45
No. 7	.....	....	.50	48	.59	48
No. 8	.45	50	.45	48	.45	50
No. 9	.....	....	.40–.55	54	.425–.55	54
No. 10	.....	....	.40–.60	40	.42–.69	48
No. 11	.....	....	.30–.38	55	.30	55
No. 12	.40	55	.60	45	.63	45
No. 13	.60	50	.50	45	.40–.55	48
No. 14	.55	50	.48	54	.50	54
No. 15	.68	54	.65	40	.68	54
No. 16	.675	44	.65–.70	44	.70–.75	44
No. 17	.55	50	.40–.45	28	.48–.50	58
No. 18	.....	....	.40–.60	54	.70	54
No. 19	.....	....	.65	27	.635	45
No. 20	.60	50	.44	32	.45	40
No. 21	.45	50	.42	52	.44	55
No. 22	.52–.73	54	.43	40	.45	48
No. 23	.45	60	.50	50	.50	60
No. 24	.73	54	.64	54	.67	54
No. 25	.445	50	.42	36	.42	45
No. 26	.60	54	.50	48	.50	48
No. 27	.35–.65	54	.55–.68	48	.58–.73	50
No. 28	.....	....	.60	44	.70	48
No. 29	.45–.65	45–54	.55	27	.55	45
No. 30	.65	48	.60	45	.60	45
No. 31	.50	55	.63	25	.63	44
No. 32	.....	....	.35–.40	54	.35–.43	59
No. 33	.725	54	.51	60	.57	45
No. 34	.55	50	.50	50	.50	50
No. 35	.60–.75	45	.44–.59	45	.44–.61	45
No. 36	.65	50	.55	50	.55	50
No. 37	.85	44	.725	44	.725	44
No. 38	.75	40	.75	44	.75	44
Chippers and grinders—						
No. 1	.44–.56	54	.296	54	.296	54
No. 2	.....	....	.30	55	.32	55
No. 3	.375	50	.38	45	.40	45
No. 4	.....	....	.35	54	.35–.40	54
No. 5	.....	....	.37–.43	40	.42–.48	48
No. 6	.....	....	.275	60	.30	60
No. 7	.....	....	.44–.57	40	.42–.65	50
No. 8	.35	50	.48	45	.50	45
No. 9	.....	....	.535	40	.70	40
No. 10	.....	....	.37	45	.36–.37	50
No. 11	.40	54	.40	45	.40	45
No. 12	.....	....	.44	45	.46	60
No. 13	.....	....	.45–.50	27	.56	45
No. 14	.....	....	.315	36	.315	48
No. 15	.....	....	.43	40	.45	48
No. 16	.50	60	.50	50	.50	60
No. 17	.35–.40	54	.45	48	.45–.50	50
No. 18	.....	....	.40	44	.35–.45	44
No. 19	.....	....	.35	54	.35	50
No. 20	.....	....	.69	25	.65	44
No. 21	.45–.60	48–54	.55	22½	.55	45
No. 22	.35–.40	45	.40	50	.36–.40	45
No. 23	.....	....	.425	50	.425	50
No. 24	.60	44	.55	44	.55	44
No. 25	.....	....	.55	44	.55	44
Machinists—						
No. 1	.65	44	.70	44	.80	44
No. 2	.65	....	.70	48	.70–.75	44
No. 3	.65	44	.50–.70	44	.60–.80	44

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Machinists—Conc.						
No. 4	.65	44	.65–.70	44	.73	44
No. 5	.45	57	.40	45	.45	48
No. 6	.55	60	.57	48	.59	48
No. 7	.....	....	.55	44	.50–.60	44
No. 8	.57	58½	.70	48	.76	48
No. 9	.60	60	.40–.60	44	.45–.65	48
No. 10	.45	54	.45	48	.45	48
No. 11	.50–.60	50	.50–.60	40	.60–.68	63
No. 12	.50–.65	50	.60	44	.65	44
No. 13	.60–.65	50	.54–.585	44	.60	44
No. 14	.50	50	.45	44	.50	44
No. 15	.....	....	.375	55	.40	....
No. 16	.....	....	.45–.48	49	.50–.60	59
No. 17	.40	60	.....	....	.50	54
No. 18	.58–.62	49–55	.55–.63	48	.63–.68	50
No. 19	.615	49½	.55	44	.625	49½
No. 20	.....	....	.60	40	.50–.70	40
No. 21	.55–.625	58	.60	44	.66	44
No. 22	.....	....	.40–.50	44	.45–.60	60
No. 23	.50	50	.40–.60	48	.50–.60	50
No. 24	.....	....	.45	54	.45–.475	54
No. 25	.....	....	.43–.62	40	.47–.72	54
No. 26	.475	55	.35	55	.35	55
No. 27	.45	55	.40	49	.425	49
No. 28	.....	....	.53	44	.60	44
No. 29	.70	54	.70–.80	40	.70–.80	40
No. 30	.55	54	.60	54	.60	54
No. 31	.....	....	.65	50	.75	50
No. 32	.55	50	.50	45	.60	50
No. 33	.....	....	.37–.40	54	.40–.60	54
No. 34	.65	54	.48–.65	52	.60–.65	52
No. 35	.40	50	.55–.60	27	.65–.70	45
No. 36	.57–.60	50	.56	44	.60	44
No. 37	.65	50	.50–.65	50	.60–.65	50
No. 38	.56–.65	50	.50–.65	50	.50–.65	50
No. 39	.55	50	.52	52	.58	71
No. 40	.60–.70	48	.62	40	.64	40
No. 41	.67	54	.55–.70	54	.56–.735	60
No. 42	.58–.70	50	.50–.60	45	.50–.70	59
No. 43	.60–.65	54	.575–.75	48	.575–.85	48
No. 44	.....	....	.55–.65	44	.55–.675	44
No. 45	.....	....	.60–.65	44	.60–.65	44
No. 46	.....	....	.50–.55	44	.50–.60	48
No. 47	.....	....	.75	30	.75	50
No. 48	.....	....	.60	55	.50–.60	55
No. 49	.70	50	.60	50	.60	50
No. 50	.60	44	.55	44	.55	44
No. 51	.80	50	.50–.75	44	.50–.75	44
No. 52	.77	44	.70	44	.70	44
No. 53	.77–.82	44	.60–.73	44	.73	44
No. 54	.60	44	.50	44	.50	44
No. 55	.....	....	.70	44	.70	44
No. 56	.....	....	.68	44	.73	44
No. 57	.78	44	.75	44	.75	44
No. 58	.80	44	.76	44	.90	44
No. 59	.....	....	.75	44	.75	44
No. 60	.....	....	.75	44	.75	44
No. 61	.75	44	.75	44	.75	44
No. 62	.75	44	.75	44	.75	44
Blacksmiths—						
No. 1	.50	50	.50	44	.50	44
No. 2	.60	44	.65	44	.73	44
No. 3	.50	44	.55	44	.70	44
No. 4	.75	....	.80	44	.85	44
No. 5	.42	57	.40	45	.40	48
No. 6	.....	....	.55	44	.55	44
No. 7	.60	58½	.50	48	.675	48
No. 8	.50	60	.35	20	.40	24
No. 9	.45	54	.45	48	.45	48
No. 10	.55	50	.50	44	.55	44
No. 11	.65	50	.585	44	.585	44
No. 12	.....	....	.35	55	.37	55
No. 13	.....	....	.45	49	.50	55
No. 14	.625	58	.57	44	.60	44
No. 15	.66	49½	.555	44	.57	49½
No. 16	.625	55	.53	48	.53	50
No. 17	.65	55	.50	44	.50	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FOUNDRY AND MACHINE SHOP PRODUCTS—*Con.*						
A—IRON—*Conc.*						
Blacksmiths—Conc.						
No. 18	.....	....	.60	54	.60	48
No. 19	.....	....	.45	54	.45	54
No. 20	.40	60	.35	60	.35	60
No. 21	.....	....	.475	40	.50	50
No. 22	.58	50	.55	45	.58	45
No. 23	.60	54	.625	40	.625	40
No. 24	.46	54	.35	50	.40	60
No. 25	.70	54	.65	59	.65	50
No. 26	.65	50	.65	50	.65	50
No. 27	.60	50	.55	50	.55	50
No. 28	.68	48	.66	40	.66	40
No. 29	.70	54	.675	48	.725	48
No. 30	.....	....	.65	35	.70	50
No. 31	.70	54	.65	60	.....	....
No. 32	.73	55	.55	44	.60	44
No. 33	.80–.85	44	.70–.73	44	.70–.73	44
No. 34	.77	44	.65–.72	44	.65–.72	44
No. 35	.60	44	.50	44	.50	44
No. 36	.....	....	.60	44	.60	44
No. 37	.75	44	.68	44	.68	44
No. 38	.82	44	.725	44	.85	44
Machinists' helpers—						
No. 1	.....	....	.40	44	.40–.45	44
No. 2	.39	54	.28	54	.30	54
No. 3	.30	57	.30	45	.30	48
No. 4	.....	....	.35–.45	44	.40–.45	44
No. 5	.30	50	.35	44	.35	44
No. 6	.....	....	.37	48	.37	45
No. 7	.35	58	.35	44	.40	44
No. 8	.375	55	.25–.28	55	.25–.28	55
No. 9	.....	....	.42	54	.45	54
No. 10	.....	....	.65	44	.65	44
No. 11	.40	50	.35	50	.40	50
No. 12	.....	....	.40	50	.45	50
No. 13	.22–.47	54	.25–.46	54	.275–.48	60
No. 14	.....	....	.30–.35	48	.30–.35	48
No. 15	.45	50	.45–.50	50	.45–.50	50
No. 16	.57	44	.54	44	.61	44
Labourers—						
No. 1	.22–.28	54	.25–.30	54	.25–.30	54
No. 2	.30	57	.30	45	.30	48
No. 3	.30–.45	54–60	.30–.35	48	.34–.40	48
No. 4	.....	....	.30–.35	44	.30–.35	44
No. 5	.....	....	.37	40	.40	45
No. 6	.....	....	.28	60	.28	60
No. 7	.....	....	.30	48	.30	48
No. 8	.30	50	.30–.33	40	.30–.35	55
No. 9	.30	55	.30–.35	48	.40	48
No. 10	.....	....	.27–.30	55	.30–.33	....
No. 11	.....	....	.23–.26	49	.25–.33	60
No. 12	.375	60	.25	44	.25	54
No. 13	.30	55	.35	40	.35	45
No. 14	.35–.40	49–55	.38	40	.395	44
No. 15	.....	....	.25	48	.40	48
No. 16	.40	50	.30–.40	48	.30–.40	50
No. 17	.....	....	.35	54	.30–.35	54
No. 18	.....	....	.37	45	.42	54
No. 19	.....	....	.25–.35	44	.25–.40	45
No. 20	.325	55	.20–.27	55	.20	55
No. 21	.38	50	.40	45	.42	45
No. 22	.40	60	.40–.45	54–66	.40–.45	54–66
No. 23	.....	....	.35–.40	40	.35	54
No. 24	.30–.38	60	.44	40	.45	40
No. 25	.36	54	.333	54	.30–.36	54
No. 26	.417	54	.40	45	.40	45
No. 27	.40–.45	50	.40–.42	50	.42	50
No. 28	.39	40–60	.42	40	.44	60

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Labourers—Conc.						
No. 29	.35	50	.30	40	.30–.35	60
No. 30	.45	54–60	.35	54	.35	54
No. 31	.43	50	.35	32	.35	40
No. 32	.40	50	.36	36	.36	50
No. 33	.44	50	.39	35	.39	58
No. 34	.35	42–54	.50	50	.50	60
No. 35	.33	54	.28	45	.28	45
No. 36	.30–.36	50	.315	36	.315	48
No. 37	.40	54	.35–.47	48	.25–.50	48
No. 38	.40	54	.45	48	.45	50
No. 39	.40–.50	55	.60	25	.60	44
No. 40	.45–.50	60	.40	45	.40	45
No. 41	.45	54	.55	27	.55	45
No. 42	.40–.50	54	.45–.53	54	.45–.53	45
No. 43	.375	45	.36–.40	50	.36–.40	50
No. 44	.425	50	.40–.43	50	.35–.43	50
No. 45	.525	44	.50	44	.45–.50	44
No. 46	.47	44	.50	44	.50	44
No. 47	.525	44	.47	44	.47	44
B—BRASS						
Patternmakers—						
No. 1	.48–.65	50	.50–.66	32	.50–.66	55–58
No. 2	.60	50	.60	48	.65	50
No. 3	.....	....	.80	44	.85	48
No. 4	.85	44	.80	40	.80	48
No. 5	.56–.64	55–60	.60	44	.625	48½
No. 6	.625	50	.55	50	.575	55
No. 7	.70	54	.65	48	.65	48
No. 8	.60	50	.625	44½	.625	67
No. 9	.55	50	.60	50	.60	50
No. 10	.....	....	.70	44	.70	44
No. 11	.70	49½	.565	44	.70	57
No. 12	.50	55	.55	55	.575	59½
No. 13	.....	....	.67–.80	44	.72–.85	60–68
No. 14	.....	....	.54	48	.54	48
Toolmakers—						
No. 1	.65	50	.60	40	.60	63
No. 2	.70	49½	.80	44	.80	48½
No. 3	.85	48	.75	44	.90	48
No. 4	.....	....	.45–.57	50	.525	55
No. 5	.70	50	.68–.83	40–47	.75–.88	45–51
No. 6	.50	50	.63	44½	.63	50
No. 7	.80	54	.675	48	.675	48
No. 8	.80–.86	50	.72*b*	40	.71*b*	44
No. 9	.70	44	.58	44	.70	57
No. 10	.75	50	.75	48	.80	50
No. 11	.60	55	.525	52½	.625	59½
No. 12	1.00	50	.83	32	1.00	40
No. 13	.....	....	.62	50	.70	66
No. 14	.....	....	.575	48	.60	48
Moulders—*						
No. 1	.40–.70	50	.45–.55	32	.40–.62	51–54
No. 2	.....	....	.59	48	.59	48
No. 3	.825	40	.75	44	.75	44
No. 4	.50	40	.50	44	.50	44
No. 5	.....	....	.40	45	.45	45
No. 6	.825	44	.70	40	.75	48
No. 7	.45	50	.40–.53	50	.45–.55	55
No. 8	.....	....	.58–.75	44	.58–.78	50
No. 9	.60–.72	30–46	.66	44½	.64	45
No. 10	.40	54	.40	48	.40	48
No. 11	.40–.46	50	.45	50	.45	50
No. 12	.50	50	.50–.52	44	.50–.55	44
No. 13	.....	....	.65	50	.70–.75	54
No. 14	.78	45	.70	40	.70	44
No. 15	.50	50	.495	40	.55	44
No. 16	.88	50	.73*b*	40	.70*b*	44

b Plus bonus.
* Includes bench and machine moulders, the former at higher rates.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FOUNDRY AND MACHINE SHOP PRODUCTS—*Con.*						
B—BRASS—*Con.*						
Moulders—Conc.						
No. 17	.45	50	.60	55	.628	55
No. 18	....	....	.50–.70	47½	.53–.73	55
No. 19	....	....	.47–.60	48	.50–.70	50
No. 20	.55	49½	.45–.50	44	.50–.65	60
No. 21	....	....	.675	40	.675	40
No. 22	.48–.70	44	.50–.66	44	.50–.75	44
No. 23	.605	44	.745	37½	.86	48
No. 24	.48–.55	55	.55	50	.55	60
No. 25	.80	50	.70	32	.77	40
No. 26	1.00	44	.70–.75	40	.70–.75	44
No. 27	.65	50	.63	50	.63	50
No. 28	.79	44	.70–.77	40	.70–.77	40
Coremakers—						
No. 1	.50	50	.52–.55	32	.65	54
No. 2	.45	50	.45	48	.45	50
No. 3	.60	40	.40	44	.40	44
No. 4	.825	44	.70	40	.75	60
No. 5	.50	50	.35–.50	50	.35–.50	55
No. 6	....	....	.60	44	.60	50
No. 7	.78	45	.70	40	.70	44
No. 8	.55	50	.52	44	.52	44
No. 9	....	....	.50–.56	47½	.50–.60	55
No. 10	....	....	.65	48	.70	50
No. 11	....	....	.44	44	.45–.50	60
No. 12	....	....	.58	44	.60	44
No. 13	.70	50	.57	32	.63	40
No. 14	.79	44	.60	40	....	....
No. 15	....	....	.675	40	.675	40
Coremakers, female—						
No. 1	.14–.18	50	.20–.28	32	.18–.27	54
No. 2	.36	44	.36	44	.36	44
No. 3	.25	47	.345	45½	.345	54½
No. 4	....	....	.31	53½	.33	49
No. 5	.20	55	.30	47½	.32–.37	56½
No. 6	....	....	.33	45	.33	45
No. 7	.355	47½	.36*b*	40	.36*b*	44
Machinists—						
No. 1	.60	50	.55	48	.60	50
No. 2	.50	50	.40	48	.45–.55	50
No. 3	.64	49½	.62	48	.62	48
No. 4	.65	48	.65	44	.65–.90	48
No. 5	....	....	.48	48	.48	45
No. 6	....	....	.70–.75	48	.725–.80	48
No. 7	.75	49½	.70–.75	45	.75–.80	45
No. 8	....	....	.45	44	.50	44
No. 9	.52	49½	.50	50	.50	50
No. 10	.60	50	.60	40–44	.65	45–55
No. 11	.475	50	.70	50	.70	50
No. 12	.55	44	.50	41	.50	41
No. 13	....	....	.45–.50	47½	.45–.50	55
No. 14	.60	44	.50–.65	44	.57–.72	57
No. 15	.70	44	.55	44	.52	44
No. 16	.535	55	.63–.93	37½	.60–.96	48
No. 17	.55	50	.60	44	.65	44
No. 18	....	....	.85–.90	40	.85–.90	40–44
Machine operators—						
No. 1	.30	50	.35–.55	40	.30–.50	63
No. 2	.45	48	.40	44	.40	48
No. 3	.45	55	.37–.47	48	.38–.50	46½
No. 4	.38	55	.35	48	.375	46½
No. 5†	.30	55	.26	48	.26	46½
No. 6†	.20	49½	.26	45	.27	45
No. 7	.30	49½	.35	45	.375	45
No. 8	....	....	.45	44	.45	44
No. 9	....	....	.35–.40	50	.375–.45	55
No. 10	.33–.42	49½	.375–.44	50	.375–.45	50
Machine operators—Conc.						
No. 11	.25–.40	50	.35–.45	40–49	.35–.45	45–50
No. 12†	....	....	.30	40	.30	45
No. 13	.30–.40	54	.25–.35	48	.25–.35	48
No. 14	.30–.35	50	.25–.35	50	.25–.35	50
No. 15	.52	50	.54*b*	40	.54*b*	44
No. 16	....	....	.37–.57	45	.37–.60	49½
No. 17	.50	44	.48–.525	44	.53–.62	57
No. 18	.35–.50	50	.28–.35	48	.30–.35	50
No. 19	.35	55	.45	50	.40–.50	59½
No. 20	.30–.50	48	.45–.55	40–44	.35–.55	40–48
No. 21†	....	....	.40	40	.40	48
No. 22	....	....	.59	44	.54	66
No. 23	....	....	.33–.48	31–36	.36–.63	48
Assemblers—						
No. 1	.30–.40	50	.40–.45	32	.40–.50	58
No. 2	....	....	.35	50	.40	55
No. 3	.375	55	.45	50	.40	50
No. 4	.525	46	.58	44½	.58	49
No. 5†	.35	43	.345	40½	.345	51½
No. 6	.50	50	.45*b*	40	.445*b*	44
No. 7	....	....	.30	48	.30	50
No. 8†	....	....	.275	48	.275	50
No. 9	....	....	.49	47½	.46	55
No. 10	....	....	.34–.48	40	.35–.48	58½
No. 11	.50	55	.45	50	.45	59½
No. 12	.60	50	.57	32	.65	40
No. 13	....	....	.48	47	.43	68
No. 14	....	....	.25–.40	48	.24–.40	48
Platers—						
No. 1	.60	49½	.53–.85	44	.53–.85	48
No. 2	....	....	.50	44	.50	48
No. 3	....	....	.375	50	.40	55
No. 4	.25	50	.30–.50	46	.25–.50	49½
No. 5	.45	50	.60	50	.60	50
No. 6	.65	54	.625	48	.675	48
No. 7	.75	44	.64	44	.705	57
No. 8	....	....	.75	44	.75	44
No. 9	.40–.60	50	.32–.45	48	.35–.50	50
No. 10	.40	55	.425	50	.425	59½
No. 11	....	....	.80	40	.80	40
No. 12	....	....	.525	48	.525	48
Buffers and polishers—						
No. 1	.25–.50	50	.31–.38	40	.40–.48	58
No. 2	.50	49½	.50	44	.50	44
No. 3	....	....	.56	44	.56	48
No. 4	.45	50	.40	50	.40	55
No. 5	.50	49½	.45	50	.40	50
No. 6	.575	41–45	.635	44½	.635	49½
No. 7	....	....	.595	44½	.595	49½
No. 8	.40	54	.27–.40	48	.25–.40	48
No. 9	.40	50	.25–.40	50	.20–.40	50
No. 10	....	....	.57*b*	40	.58*b*	44
No. 11	.25–.41	50	.32–.42	45	.32–.44	49½
No. 12	....	....	.40–.52	47½	.45–.60	55
No. 13	.85	44	.80	44	.80	44
No. 14	....	....	.42–.50	44	.52–.57	57
No. 15	....	....	.40	40	.40	56½
No. 16	.40–.65	50	.38–.55	48	.45–.55	50
No. 17	.60	55	.50	55	.525	55
No. 18	.80	50	.63	32	.70	40
No. 19	.60	50	.50	44	.50	44
No. 20	....	....	.675	40	.675	40
No. 21	....	....	.40–.64	48	.37–.67	48
Labourers—						
No. 1	.30	50	.30–.33	40	.30	55
No. 2	.35–.45	50	.30–.45	48	.30–.40	50
No. 3	.40	49½	.40–.45	44	.40–.45	44–48
No. 4	....	....	.35	44	.35	48
No. 5	.35	50	.33–.45	40	.33–.45	48

† Female. *b* Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
FOUNDRY AND MACHINE SHOP PRODUCTS—*Conc.*						
B—BRASS—*Conc.*						
Labourers—Conc.						
No. 6	.....	....	.30–.40	48	.32–.425	46½
No. 7	.32–.50	49½	.325	45	.35–.40	45
No. 8	.35	50	.35–.37	50	.375–.40	55
No. 9	.....	....	.45	44	.45	50
No. 10	.30–.40	50	.35	40	.30–.40	40–50
No. 11	.40	50	.395	45	.395	45
No. 12	.35	54	.40	48	.40	48
No. 13	.....	....	.45	50	.45–.53	54
No. 14	.445	50	.375	40	.375	44
No. 15	.40	50	.40	32	.40	32
No. 16	.....	....	.40	47½	.35–.45	55
No. 17	.40	44	.40	44	.40	57
No. 18	.40–.50	44	.40–.50	44	.42–.50	44
No. 19	.37–.40	49½	.37–.42	48	.37–.42	40
No. 20	.30–.50	48	.45	40–44	.35–.50	40–48
No. 21	.525	44	.50	44	.45–.50	44
No. 22	.....	....	.37	51	.40	60
No. 23	.....	....	.32	45	.33	45
MACHINERY, ENGINES, BOILERS, TANKS, ETC.						
Patternmakers—						
No. 1	.55	55¼	.55	52½	.55	52½
No. 2	.56	54	.50	44	.50	44
No. 3	.69	48	.62	48	.69	48
No. 4	.....	....	.65	44	.65	46½
No. 5	.50	59	.45	44	.45	44
No. 6	.....	....	.50	53	.56	71
No. 7	.70	50	.70	44	.70	50
No. 8	.65	48	.....	....	.80	56
No. 9	.55–.63	50	.50–.60	50	.53–.60	50
No. 10	.845	44	.775	44	.813	44
No. 11	.....	....	.85	50	.85	50
No. 12	.....	....	.80	44	.80	60
No. 13	.70	44	.75	40	.75	52
No. 14	.60	50	.58	24	.58	44
No. 15	.....	....	.60	50	.58–.65	50
No. 16	.675	50	.59	50	.65	50
No. 17	.....	....	.60	44	.60	44
No. 18	.65	50	.65	50	.75	50
No. 19	.65–.68	48	.70	40	.70	44
No. 20	.50–.65	49½	.55	43¾	.575	53¾
No. 21	.65	49½	.75	40	.75	40
No. 22	.....	....	.75	20	.75	44
No. 23	.60–.76	48	.60–.80	44	.60–.80	44
No. 24	.75	50	.80	28	.80	44
No. 25	.....	....	.68	50	.75	60
No. 26	.60	54	.60	50	.60	50
No. 27	.75	48	.63	44	.65	50
No. 28	.95	50	.75	44	.75	44
No. 29	1.05	44	.95	44	.95	44
No. 30	.90	44	.90	44	.90	44
Toolmakers—						
No. 1	.66	48	.605	48	.65	48
No. 2	.55	50	.60	50	.....	....
No. 3	.....	....	.60	52	.66	46
No. 4	.....	....	.75	50	.75	78
No. 5	.75	44	.70	47½	.75	52
No. 6	.55–.66	50	.56–.68	24	.60–.73	44
No. 7	.....	....	.40–.58	36–50	.43–.60	50
No. 8	.40–.50	55	.45–.63	43¾	.45–.65	53¾
No. 9	.70	50	.68	50	.80	50
No. 10	.....	....	.65	44	.70	55
No. 11	.....	....	.70	48	.74	48
No. 12	.....	....	.65	44	.80	44
No. 13	.85	49½	.75	40	.80	44½
Toolmakers—Conc.						
No. 14	.....	....	.62–.72	44	.62–.74	44
No. 15	.....	....	.58	50	.65	50
No. 16	.55	50	.50	50	.65	50
No. 17	.84	50	.605	49¼	.605	49
No. 18	.....	....	.80	44	.80	44¼
Blacksmiths—						
No. 1	.....	....	.65	44	.68	46½
No. 2	.....	....	.55	44	.55	48
No. 3	.59	48	.505	48	.56	48
No. 4	.60	59	.48	44	.48	44
No. 5	.61	44	.65	44	.65	44
No. 6	.65	50	.....	....	.65	50
No. 7	.60	48	.65	44	.65	56
No. 8	.45	50	.50	50	.50	50
No. 9	.55	44	.50	44	.65	44
No. 10	.....	....	.70	50	.75	78
No. 11	.65	44	.65	47½	.65	44
No. 12	.63	50	.60	24	.60	40
No. 13	.....	....	.30	36	.41	50
No. 14	.68	50	.....	....	.50	50
No. 15	.....	....	.40	50	.463	50
No. 16	.625	50	.66	40	.69	48
No. 17	.45	55	.475	43¾	.475	53¾
No. 18	.52	50	.43	49½	.43	52½
No. 19	.55	50	.55	59	.55	58
No. 20	.575	50	.62	35	.62	44
No. 21	.55	50	.47	50	.55	50
No. 22	.52	48	.60	40	.66	54
No. 23	.60	49½	.67	40	.70	40
No. 24	.....	....	.57	48	.60	66
No. 25	.55	50	.40–.45	50	.45	50
No. 26	.75	49	.45	49	.50	49
No. 27	.50	54	.58	50	.58	50
No. 28	.48	55	.36	40	.36	40
No. 29	.40	45	.32–.46	45	.33–.47	49¼
No. 30	.70	48	.525	44	.55	53
No. 31	.75	50	.60	44	.68	50
No. 32	.55	55	.50	49	.55	49
No. 33	.....	....	.55	44	.55	44
No. 34	.81	44	.75	44	.75	44
Boilermakers—						
No. 1	.38–.56	54	.35–.45	44	.40–.50	44
No. 2	.33–.45	55¼	.40–.55	52½	.40–.55	52½
No. 3	.....	....	.55	44	.55	48
No. 4	.....	....	.60	44	.60	46½
No. 5	.60–.75	48	.43–.63	48	.46–.60	48
No. 6	.55–.70	59	.49–.57	44	.49–.57	44
No. 7	.75	50	.40–.67	44	.40–.67	44
No. 8	.60	44	.60	44	.60	44
No. 9	.60	50	.65	50	.60	50
No. 10	.55–.70	48	.65	44	.70	56
No. 11	.75	44	.65	44	.65	44
No. 12	.75–.88	44	.75	44	.85	44
No. 13	.75	44	.75	44	.75	44
No. 14	.....	....	.95	44	.95	44
No. 15	.75	44	.725	44	.775	44
No. 16	.75–.90	44	.76	44	.90	44
No. 17	.55–.75	50	.55–.63	50	.55–.63	50
No. 18	.63	48	.61	40	.66	48–60
Machinists—						
No. 1	.56	54	.55	44	.55	44
No. 2	.38–.40	50	.35–.40	44	.35–.40	50
No. 3	.50	55¼	.45–.56	52½	.54–.60	52½
No. 4	.....	....	.50–.65	44	.55–.73	46½
No. 5	.65	48	.605	48	.65	48
No. 6	.55	50	.55	50	.55	50
No. 7	.45–.65	50	.50–.65	50	.55–.70	50
No. 8	.52	50	.41–.56	40	.35–.60	65–72
No. 9	.60	44	.55	44	.62	44
No. 10	.60–.70	50	.60	50	.60	50
No. 11	.50–.65	48	.55–.60	44	.60–.75	56
No. 12	.....	....	.55	44	.55	44
No. 13	.775	44	.70	44	.75	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MACHINERY, ENGINES, BOILERS, TANKS, ETC.—*Con.*						
Machinists—Conc.						
No. 14	.80–.97	44	.75–.85	44	.75–.85	44
No. 15			.50	26	.50	36
No. 16	.60	44	.60	44	.65	44
No. 17			.45	48	.55	48
No. 18	.45–.60	52	.52	44	.52	44
No. 19			.48–.75	50	.50–.85	78
No. 20	.50–.75	55	.60–.70	44	.55–.75	60
No. 21			.50	44	.50	48
No. 22			.62	44	.62	49½
No. 23			.60–.72	48	.60–.75	48
No. 24			.60–.70	50	.60–.80	50–60
No. 25	.50–.80	44	.50–.80	40–47	.50–.80	44–52
No. 26	.60	50	.59	24	.66	44
No. 27			.44–.55	50	.45–.56	50
No. 28	.50–.55	50	.35–.50	50	.40–.55	50
No. 29	.50	54	.45	48	.55	48
No. 30	.40–.54	50	.40–.51	50	.45–.59	50
No. 31			.445	50	.50	50
No. 32	.45–.50	55	.475	48	.525	53½
No. 33	.40–.60	50	.43–.53	49½	.48–.60	52½
No. 34	.60	50	.50	48	.55	48
No. 35	.37–.55	55	.35–.55	60–70	.40–.60	48–70
No. 36			.65	48	.70	67
No. 37			.43–.65	48–51	.43–.65	49
No. 38	.70	44	.75–.80	44	.85–.90	44
No. 39	.50–.65	49½	.60	44	.60	45
No. 40			.55	43½	.55	43½
No. 41			.50–.64	44	.50–.64	44–57
No. 42	.60	50	.55–.68	50	.58–.65	50
No. 43	.55–.63	49½	.52–.60	40	.55–.68	40
No. 44	.63	49½	.65	40	.68	40
No. 45			.47–.62	48–61	.40–.66	48–66
No. 46			.65	44	.75	59
No. 47			.51–.72	44	.51–.72	44
No. 48	.55–.70	50	.46–.70	35	.50–.74	44
No. 47			.60	45	.70	55
No. 50			.40	44	.40	44
No. 51	.45–.65	50	.40–.65	42½	.45–.65	42½
No. 52	.45–.60	55	.45–.55	45	.45–.55	52–75
No. 53	.42	50	.40–.45	50	.45	50
No. 54	.55	54	.53–.63	50	.55–.65	50
No. 55	.56	50	.45	50	.50	50
No. 56	.50–.60	55	.425	44	.475	55
No. 57			.50	55	.50	55
No. 58	.40	45	.435	45	.45	49½
No. 59	.70	48	.575	44	.575	61
No. 60			.50	44	.55	44
No. 61	.65	50	.60	44	.68	50
No. 62	.55	55			.50	49
No. 63	.75	44	.40	44	.40	44
No. 64	.75–.81	44	.79	44	.79	44
No. 65	.75	44	.75	44	.75	44
Moulders—						
No. 1	.50	54	.50	44	.50	44
No. 2	.45	50	.45	44	.45	50
No. 3	.575	50½	.575	52½	.575	52½
No. 4	.65–.70	48	.63	48	.65–.70	48
No. 5	.45–.63	50	.45–.63	50	.45–.68	50
No. 6	.54–.58	50	.49–.55	40	.50–.60	65–72
No. 7	.58	59	.45	44	.45	44
No. 8	.50–.70	50	.50–.65	24	.50–.65	45–50
No. 9	.75	44	.70	44	.75	44
No. 10	.78	44	.79	44	.80	44
No. 11			.65–.85	48	.75–.85	48–64

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Moulders'—Conc.						
No. 12	.54	50	.49	24	.49	36
No. 13	.55	54	.45	48	.50	48
No. 14	.575	50	.35–.51	50	.35–.58	50
No. 15	.60	44	.45–.50	42½	.40–.55	42½
No. 16	.70–.87	45	.85	24	.85	48
No. 17	.70	50	.72	35	.72	44
No. 18	.65	49	.50	49	.53	49
No. 19	.55	54	.63	50	.65	50
No. 20	.50	50	.35	50	.35	45
No. 21	.55	45	.53	45	.54	45
No. 22	.75	50	.63	44	.70	50
No. 23	.75	44	.79	44	.79	44
No. 24	.45–.80	48	.50–.86	44	.50–.79	44–48
No. 25	.55–.72	48	.52–.74	40	.55–.70	48
No. 26	.50–.60	50	.52–.55	41½	.54–.58	44–66
No. 27	.75–.83	44	.75	44	.75	44
No. 28	.55–.68	36	.46–.58	50	.50–.60	50
Millwrights—						
No. 1	.60	50	.55	50	.58	50
No. 2	.52	48	.54	48	.52	48
No. 3	1.00	44	.575	44	.60	44
No. 4			.64	48	.64	48
No. 5	.70	44	.75	44	.75	52
No. 6	.52	50	.47	24	.48	40
No. 7	.60	50	.43–.53	40–50	.40–.55	50
No. 8	.50	50	.58	50	.60–.70	50
No. 9	.60	48	.60	40	.60	55
No. 10	.70	49½	.60	40	.60	40
No. 11	.475	50	.44	55	.48	50
No. 12	.33–.50	50	.56	41½	.60	44–66
No. 13			.42	50	.45	50
No. 14	.48–.55	48	.59–.63	44	.56–.64	44
No. 15	.75	50	.75	44	.75	50
No. 16			.60	41	.63	48
Sheet metal workers—						
No. 1			.40	44	.40	50
No. 2			.35–.48	40	.37–.50	65–72
No. 3	.44	50	.53	44	.53	44
No. 4			.45	48	.45	48
No. 5	.65	50	.65	24	.65	40
No. 6			.395	50	.465	50
No. 7	.30	55	.375	43½	.375	53½
No. 8	.40–.60	49½	.50–.55	44	.47–.60	45
No. 9			.61	44	.61	44
No. 10	.40	50	.42	50	.45	50
No. 11	.48	50	.50	50	.55	50
No. 12	.55	49½	.575	40	.575	40
No. 13			.325	55	.35	55
No. 14	.70	50	.45	44	.54	50
No. 15	.55	55	.45	49	.53	49
Machine operators—						
No. 1			.55–.65	44	.57–.68	46½
No. 2			.35–.55	50	.35–.55	50
No. 3	.45	50	.48	40	.35–.50	65–72
No. 4			.43–.52	53–61	.47–.59	59–62
No. 5	.45	50	.43	50	.43	50
No. 6			.65	46½	.70	44
No. 7	.20–.50	50	.30–.50	24	.30–.50	40
No. 8			.37–.50	36–50	.35–.50	50
No. 9			.33	40	.33	40
No. 10	.50–.55	56	.58	48	.61	48
No. 11	.30–.45	55	.375	43½	.375	53½
No. 12	.50–.60	50	.50–.60	50	.50–.70	50
No. 13			.45	44	.45	45
No. 14			.60	46½	.38–.65	48½
No. 15			.50–.60	44	.50–.60	44

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
MACHINERY, ENGINES, BOILERS, TANKS, ETC.—*Conc.*						
Machine operators—Conc.						
No. 16	.36	49½	.50	40	.53-.55	40
No. 17	.60	48	.50	40	.50-.65	48
No. 18			.35-.40	42½	.45	42½
No. 19	.40-.45	49½	.45	40	.45	44½
No. 20			.31-.43	50	.33-.43	50
No. 21	.40	50	.33-.45	50	.37-.50	50
No. 22	.34-.48	55	.33-.44	44	.30-.50	55
No. 23			.35	55	.35	55
Assemblers—						
No. 1	.35	50	.35	44	.40	50
No. 2			.392	55	.46	62½
No. 3	.325	55	.375	43¾	.375	53¾
No. 4			.59	40	.59	40
No. 5			.68	40	.68	40
No. 6			.45-.54	44	.46-.61	48-55
No. 7			.42	46½	.38-.47	46½
No. 8	.40-.60	48	.40-.55	40	.45-.55	44
No. 9			.45	46½	.50	42½
No. 10			.35-.50	40	.35-.50	40
No. 11	.30-.50	49½	.45	40	.45	44½
No. 12			.70	35	.70	44
No. 13			.35	44	.35	48
No. 14			.45-.50	48	.37-.55	48
No. 15	.32-.50	50	.32-.50	50	.34-.50	50
No. 16			.50	44	.55	44
No. 17			.35-.55	50	.35-.55	50
Electric welders—						
No. 1			.55	44	.55	48
No. 2			.52	48	.63	48
No. 3			.45-.50	40	.50-.55	65-72
No. 4			.60	50	.60	50
No. 5			.60	44	.60	44
No. 6	.75	50	.67	44	.67	44
No. 7			.60	44	.60	44
No. 8	.50-.70	50	.55-.65	50	.55-.65	50
No. 9			.60	44	.65	56
No. 10			.55	44	.60	44
No. 11			.70	50	.70	50
No. 12			.823	44	.90	44
No. 13			.585	45	.60	48
No. 14	1.00	44	.78	44	.90	44
No. 15	1.00	44	.75	44	.90	44
No. 16			.45	48	.525	48
No. 17			.50-.70	50	.55-.75	78
No. 18			.70	44	.70	44
No. 19	.65	50	.37-.48	50	.43-.55	50
No. 20	.45	40	.41-.50	36-50	.45-.53	50
No. 21			.67	40	.70	48
No. 22	.375	55	.40	43¾	.38-.40	53¾
No. 23			.50	50	.60	71
No. 24			.62	47	.59	60
No. 25			.48-.66	41½	.54-.69	44-66
No. 26			.75	44	.75	44
No. 27			.60-.80	50-55	.60-.80	55-75
No. 28			.55-.83	44	.60-.83	44
No. 29	.50	50	.40	50	.50	50
No. 30			.53-.72	40	.60-.75	48-56
No. 31	.65	48	.58	44	.60	54
No. 32			.50	49	.50	49
No. 33			.48	44	.50	50
No. 34			.55	44	.55	44
Painters—						
No. 1	.325	50	.325	44	.325	50
No. 2	.51	48	.505	48	.56	48
No. 3			.373	52	.443	50
No. 4	.39	50	.42	50	.42	50
Painters—Conc.						
No. 5			.68	50	.68	75½
No. 6			.75	40	.75	52
No. 7	.45	50	.45	24	.47	40
No. 8	.40	50	.40	50	.40	50
No. 9			.40	50	.44	50
No. 10			.65	40	.68	48
No. 11	.325	55	.375	43¾	.40	53¾
No. 12			.65	40	.65	40
No. 13			.52-.56	35	.52-.56	44
No. 14			.50	50	.50	50
No. 15			.65	49	.65	49
No. 16	.36	45	.335	45	.44	49½
No. 17			.40	50	.40	50
No. 18			.43	40	.45	48
No. 19			.50	50	.55	50
No. 20	.30-.42	50	.48-.52	41½	.50-.53	44-66
Inspectors, male—						
No. 1			.60	54	.66	59½
No. 2			.85	50	.90	78
No. 3	.30-.51	50	.30-.48	24	.30-.48	40
No. 4	.35-.58	50	.40-.70	50	.45-.70	50
No. 5	.60-.75	48	.45-.75	40	.50-.90	44
No. 6	.33-.37	55	.38-.50	43¾	.38-.50	53¾
No. 7			.50	44	.50	50
No. 8	.50	49½	.55	40	.55	44½
No. 9			.60	44	.64	44
No. 10			.63	40	.65	44-56
Firemen—						
No. 1	.41	84	.37	84	.41	48
No. 2			.32-.48		.35-.50	
No. 3	.40	50	.43	50	.43	50
No. 4	.445	56			.40	44
No. 5			.45	50	.45	55
No. 6	.40	44	.45	56	.45	52
No. 7	.46	50	.38-.42	56	.38-.42	48
No. 8	.38	56	.34	56	.36	56
No. 9			.45	60	.51	75
No. 10	.48-.53	48	.50-.55	44	.50-.55	44
No. 11	.40	50	.40	49½	.49	52½
No. 12	.35-.45	50	.42		.43	
No. 13	.36	60	.35	54	.38	60
No. 14	.50	78	.40	77	.46	77
Labourers—						
No. 1	.325	55½	.33	52½	.37	52½
No. 2	.35	48	.315-.35	48	.35	48
No. 3	.35	50	.35-.40	50	.40	50
No. 3(a)	.35	50	.30-.42	40	.32-.44	65-72
No. 4	.30-.40	50	.40	40	.40-.43	44-65
No. 5			.30-.35	44	.40	44
No. 6			.40	45	.40-.45	48
No. 7			.40	50	.40	54-78
No. 8			.25	48	.30	48
No. 9			.30-.38	44	.30-.38	48
No. 10			.38	44	.38	49½
No. 11	.40	44	.40-.55	40-48	.40-.55	40-52
No. 12	.30-.35	50	.30-.35	24	.30-.35	40
No. 13	.35	50	.32-.34	50	.32-.36	50
No. 14			.285	50	.335	50
No. 15	.40-.43	50	.41-.47	41-48	.43-.48	48
No. 16	.30-.35	55	.30-.38	43¾	.30-.38	53½
No. 17	.35	50	.30-.35	62	.30-.40	57-72
No. 18	.425	45	.53	24	.55	40
No. 19			.30-.41	48	.32-.43	
No. 20	.40-.50	50	.40-.48	35	.44-.54	44
No. 21			.50	47½	.50	47½
No. 22	.30	50	.30-.35	50	.30-.35	50
No. 23			.25-.30	44	.28-.43	48
No. 24	.50	49	.475	49	.50	49
No. 25	.36	50	.30	50	.30	50
No. 26	.35	50	.30	45	.30	45

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
AUTOMOBILES						
Assemblers—						
No. 1	.57–.88	28	.84	44	.89	44
No. 2	.85	26	.98	44	.96	44
No. 3	.50–.65	29	.61	44	.66	44
No. 4	.....	....	.85–.90	40	.88–.93	40
No. 5	.....	....	.80	40	.83	40
No. 6	.....	....	.75	40	.78	40
No. 7	.75	32	.75–.85	32	.75–.85	38
No. 8	.....	....	.90	32	.90	38
No. 9	.....	....	.61	45	.58	45
No. 10	.....	....	.63	45	.66	45
Painters and enamellers—						
No. 1	.75	30	.91	44	.90	44
No. 2	.65	40	.61	44	.62	44
No. 3	.94	36	.94	44	.94	44
No. 4	.....	....	.80–.90	40	.83–.93	40
No. 5	.875	24	.75–.90	28	.80–.95	32
No. 6	.55	50	.67	45	.65	45
Trimmers—						
No. 1	.85	40	.85	44	.83	44
No. 2	.50	40	.59	44	.61	44
No. 3	.....	....	.85–.90	40	.88–.93	40
No. 4	.....	....	.80	40	.83	40
No. 5	.....	....	.75	40	.78	40
No. 6	.75	24	.75–.90	32	.80–.90	33
Platers—						
No. 1	.55	55	.64	44	.60	44
No. 2	.87	55	.86	44	.85	44
No. 3	.....	....	.80	40	.83	40
No. 4	.....	....	.75	32	.80	40
No. 5	.....	....	.80	32	.85	40
No. 6	.....	....	.65	45	.69	45
Sheet metal workers—						
No. 1	.73	44	.66	44	.65	44
No. 2	.65	44	.97	44	.95	44
No. 3	.....	....	.90	40	.93	40
No. 4	.75–.95	32	.80–.90	32	.80–.90	40
No. 5	.50	50	.61	45	.62	45
Stockhandlers—						
No. 1	.....	....	.63	44	.64	44
No. 2	.....	....	.80	40	.83	40
No. 3	.....	....	.75	40	.78	40
No. 4	.....	....	.75	36	.75	40
No. 5	.....	....	.80	36	.80	40
No. 6	.....	....	.45	41	.47	45
Shippers—						
No. 1	.65	55	.70	44	.70	44
No. 2	.50	55	.85	44	.84	44
No. 3	.....	....	.80	40	.83	40
No. 4	.....	....	.75	32	.75	40
No. 5	.....	....	.58	16	.58	27
No. 6	.....	....	.52	38	.52	45
Inspectors—						
No. 1	.70–.90	....	.90	40	.93	40
No. 2	.....	....	.75–.90	40	.78–.93	40
No. 3	.75	32	.75–.85	32	.75–.85	40
No. 4	.....	....	.54	45	.52	45
No. 5	.....	....	.75	44	.72	44
AUTOMOBILE PARTS						
Machinists—						
No. 1	.50	60	.73	60	.78	50
No. 2	.55–.70	54	.55–.75	48	.73–.77	48
No. 3	.51–.65	52	.53–.68	48	.55–.67	48
No. 4	.....	....	.40	44	.40	50
No. 5	.65–.70	50	.65–.75	45	.75–.85	50
No. 6	.45–.65	50	.45–.65	40	.50–.70	60
No. 7	.82	44	.80	40	.80	40–55
No. 8	.....	....	.50	40	.55	44
No. 9	.....	....	.45	44	.45	49½
Millwrights—						
No. 1	.70	54	.81–.87	36	.75–.87	45
No. 2	.70	50	.62–.70	48	.....	....
No. 3	.....	....	.55	40	.55	63
No. 4	.....	....	.73	44	.76	46
No. 5	.75	49½	.75	46½	.75	42½
No. 6	.50–.78	44	.65–.80	40	.65–.80	40–44
No. 7	.60–.70	52	.55–.70	48	.57–.72	48
No. 8	.88	55	.775	55	.775	55
No. 9	.75	50	.62	50	.62	50
No. 10	.60	55	.555	55	.545	55
Toolmakers—						
No. 1	.85–.90	54	.90–.98	36	.85–1.03	45
No. 2	.....	....	.70–.80	50	.75–.90	50
No. 3	.60–.85	50	.70–.80	48	.75–.97	48
No. 4	.....	....	.65–.75	44	.74–.80	48
No. 5	.55	58	.50	55	.55	55
No. 6	.....	....	.65	40	.83	55½
No. 7	.885	50	.85	44	.85	46
No. 8	.70	49½	.80	46½	.80	42½
No. 9	.70	48	.70	48	.75	48
No. 10	.60–.70	52	.70–.85	48	.70–.87	48
No. 11	.55	55	.60	50	.60	55
No. 12	.75	50	.65–.80	50	.70–.80	50
No. 13	.65	55	.70	55	.70	55
Machine operators, male—						
No. 1	.35–.50	50	.43–.70	48	.49–.85	48
No. 2	.....	....	.40–.45	50	.35–.45	50
No. 3	.....	....	.30–.60	48	.45–.65	48
No. 4	.40	48	.35–.55	48	.35–.55	48
No. 5	.40	58	.35–.40	55	.35–.40	55
No. 6	.60	50	.48–.55	45	.50–.60	50
No. 7	.....	....	.45–.68	55	.45–.70	55
No. 8	.40	50	.43	50	.45	50
No. 9	.35–.40	50	.40	40	.44	60
No. 10	.36–.48	52	.41*–48*	48	.43*–50*	48
No. 11	.51–.70	52	.48*–65*	48	.50*–67*	48
No. 12	.40	55	.40	50	.40	55
No. 13	.....	....	.55	40	.55	51
No. 14	.52–.58	50	.55–.66	40	.55–.70	42
No. 15	.40–.60	54	.78	36	.78	45
No. 16	.35–.65	49½	.60	46½	.60	42
No. 17	.....	....	.74	40	.74	40
No. 18	.....	....	.475	44	.475	40
Machine operators, female—						
No. 1	.33	52	.33	48	.29–.34	48
No. 2	.....	....	.30	50	.30	50
No. 3	.20	50	.33–.49	48	.33–.46	48
No. 4	.175	55	.21	40	.21	55
No. 5	.29–.34	50	.40	40	.40	42
No. 6	.25	49½	.40–.34	46½	.40	42½
No. 7	.....	....	.34	45	.35	45
Welders—						
No. 1	.45	50	.50–.60	45	.55–.60	50
No. 2	.28–.45	50	.45	45	.50	50
No. 3	.60	50	.58–.70	45	.58–.70	50
No. 4	.....	....	.38–.50	55	.38–.50	55
No. 5	.....	....	.68	48	.65–.82	48
No. 6	.50	49½	.60	46½	.60	42½
No. 7	.....	....	.70	44	.70	75
No. 8	.....	....	.80	40	.80	40
No. 9	.....	....	.50	44	.50	50
Assemblers, male—						
No. 1	.40	50	.60	44	.60	43
No. 2	.....	....	.30–.40	24	.35–.65	60
No. 3	.....	....	.45	40	.50	48
No. 4	.....	....	.60	46½	.60	42½
No. 5	.35–.50	52	.41*	48	.43*	48
No. 6	.25	50	.45	45	.47	50
No. 7	.40	50	.43	50	.45	50
No. 8	.....	....	.35	44	.40	44

* Plus bonus.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
AUTOMOBILE PARTS —*Conc.*						
Assemblers, female—						
No. 1	.28	50	.40	44	.40	43
No. 2	.....	....	.35-.40	40	.30-.40	48
No. 3	.....	....	.40	46½	.40	42½
No. 4	.25-.30	52	.33*	48	.34*	48
No. 5	.20	50	.30	45	.35	50
Platers—						
No. 1	.32-.35	60	.45-.55	40	.48-.55	40
No. 2	.....	....	.55	40	.55	68
No. 3	.40-.55	50	.55-.61	40	.58-.61	42
No. 4	.40-.45	49½	.60	46½	.60	42½
No. 5	.45	50	.50	45	.57	50
Grinders—						
No. 1	.35	49½	.65	46½	.65	42½
No. 2	.....	....	.75	48	.78-.95	48
No. 3	.40	44	.65	40	.65	40
No. 4	.42	50	.40	40	.45	60
No. 5	.51-.60	52	.43*-.53*	48	.47*-.55*	48
Buffers and polishers—						
No. 1	.35-.50	49½	.90-1.00	46½	.90-1.00	42½
No. 2	.45-.85	50	.60-.75	40	.60-.75	42
No. 3	.....	....	.55	50	.55	44
No. 4	.315	60	.45-.70	25	.48-.65	30
No. 5	.75	48	.65-.70	45	.70	45
Inspectors—						
No. 1	.60	54	.78	35	.78	45
No. 2	.50	49½	.60	46½	.60	42½
No. 3	.725	44	.70	40	.70	40
No. 4	.....	....	.45	40	.50	54
No. 5	.....	....	.45-.50	30	.54	30
No. 6	.....	....	.48-.60	48	.55-.85	48
No. 7	.....	....	.30-.50	48	.30-.51	48
No. 8	.48	48	.50	48	.55	48
No. 9	.40-.65	52	.43-.58	48	.47-.60	48
No. 10	.40	55	.40	50	.40	55
No. 11	.50-.65	50	.43-.58	43-50	.48-.58	50
Labourers—						
No. 1	.40	50	.43	50	.45	50
No. 2	.35-.40	50	.48	48	.48-.68	48
No. 3	.32-.35	60	.45	25	.48	45
No. 4	.50	54	.78	36	.65	45
No. 5	.40-.45	49½	.55	46½	.55	42½
No. 6	.49	44	.65	40	.65	40
No. 7	.25-.40	48	.30-.35	48	.30-.35	48
No. 8	.40-.45	52	.45	48	.45	48
No. 9	.30	55	.35	50	.35	55
No. 10	.35	55	.30-.48	55	.35-.48	55
No. 11	.40	55	.50-.68	55	.50-.68	55
No. 12	.35-.45	50	.40	45	.40	50
AGRICULTURAL IMPLEMENTS						
Blacksmiths—						
No. 1	.....	....	.25	48	.26	48
No. 2	.325	53½	.35-.42	45	.35-.45	50
No. 3	.....	....	.29	60	.31	60
No. 4	.50	45	.50	45	.525	50
No. 5	.62	48	.56	48	.58	48
No. 6	.65	50	.60-.75	45	.60-.75	45
No. 7	.55	50	.50	47	.55	47
No. 8	.60	50	.50	50	.50	50
No. 9	.....	....	.45	42½	.45	48½
No. 10	.60	44-55	.45	44	.45	44
No. 11	.70	44	.50	40	.50	40
No. 12	.42	60	.365	54	.365	55
No. 13	.56	50	.52	48	.50	48
No. 14	.545	48	.....	....	.735	48
No. 15	.45	45	.40	50	.40	17
No. 16	.....	....	.572	40	.596	44
No. 17	.40	44	.40	44	.40	44

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Patternmakers—						
No. 1	.....	....	.26	48	.26	48
No. 2	.45	45	.45	45	.45	50
No. 3	.52	50	.44-.60	45	.46-.60	50
No. 4	.53	48	.44-.61	48	.40-.62	48
No. 5	.65	50	.60-.75	36-45	.63-.75	45
No. 6	.50	50	.55	42½	.55	48½
No. 7	.60	50	.50	48	.52	48
No. 8	.575	48	.59-.65	48	.60-.80	48
No. 9	.45	40	.45	55	.55	63
No. 10	.....	....	.55	54	.60	60
No. 11	.....	....	.45	50	.45	44
Machinists—						
No. 1	.....	....	.41	51	.41	51
No. 2	.355	45	.35	45	.35	50
No. 3	.....	....	.20	59½	.30	59½
No. 4	.55	50	.46-.62	45	.47-.71	50
No. 5	.....	....	.60	60	.60	60
No. 6	.55	48	.48-.62	48	.45-.63	48
No. 7	.55	50	.63	36	.65	45
No. 8	.58	50	.55	47	.60	47
No. 9	.50	50	.47	59	.43	50
No. 10	.....	....	.40	54	.40	54
No. 11	.40-.50	50	.40-.50	42½	.40-.50	48½
No. 12	.65	55-60	.50	44	.50	44
No. 13	.....	....	.455	49½	.505	49½
No. 14	.55	44	.40-.65	40	.40-.65	40
No. 15	.58	60	.27-.37	54	.27-.37	54
No. 16	.60	50	.52	48	.56	48
No. 17	.....	....	.40-.54	40-48	.45-.55	63-73
No. 18	.45	44	.35-.45	50	.45-.60	65
No. 19	.....	....	.572	40	.596	44
No. 20	.65	44	.50	44	.50	44
No. 21	.....	....	.595	48	.647	48
Moulders—						
No. 1	.....	....	.25	48	.25	48
No. 2	.....	....	.30	60	.32	60
No. 3	.47	45	.39	45	.36	50
No. 4	.....	....	.44	50	.44	50
No. 5	.55	45	.45-.70	40	.50-.85	45
No. 6	.68	43	.54	35	.63	44
No. 7	.....	....	.60	40	.60	44
No. 8	.50	50	.45	42½	.45	48½
No. 9	.55	44	.50	40	.....	....
No. 10	.51	60	.44	54	.475	55
No. 11	.57	50	.57	48	.60	35
No. 12	.60	45	.40-.65	50	.45-.65	54
No. 13	.....	....	.55	54	.55	54
No. 14	.....	....	.585	54	.585	54
No. 15	.56	50	.65	36	.69	45
No. 16	.70	50	.....	....	.64	36
No. 17	.....	....	.36	54	.36	54
No. 18	.....	....	.595	48	.647	48
Welders—						
No. 1	.55*	50	.54	45-50	.57-.61	50
No. 2	.44	48	.51	48	.54	48
No. 3	.....	....	.575	36	.64	45
No. 4	.68	50	.55	47	.65	47
No. 5	.....	....	.43	50	.43	50
No. 6	.....	....	.50-.55	42½	.50-.55	48½
No. 7	.65	55-60	.50	44	.50	44
No. 8	.....	....	.587	48	.63	48
No. 9	.....	....	.40	39	.40	63
No. 10	.....	....	.45	48	.48	48
Machine operators—						
No. 1	.....	....	.30	48	.30	48
No. 2	.45	45	.36-.54	45	.38-.66	50
No. 3	.48	48	.49	48	.53	48
No. 4	.43-.55	50	.40-.65	47	.40-.65	47
No. 5	.....	....	.58-.64	36	.58-.67	45

* Plus bonus

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
AGRICULTURAL IMPLEMENTS—*Conc.*						
Machine operators—Conc.						
No. 6	.....	....	.65	36-45	.67	45
No. 7	.50	50	.45	42½	.45	48½
No. 8	.....	....	.40	48	.40	48
No. 9	.....	....	.28-.42	35-47	.27-.40	33-55
No. 10	.....	....	.44	40	.484	44
No. 11	.....	....	.30-.49	54	.30-.35	59
No. 12	.....	....	.526	48	.552	48
Sheet metal workers—						
No. 1	.....	....	.28	60	.30	60
No. 2	.....	....	.25	48	.26	48
No. 3	.50	50	.40-.48	47	.35-.48	47
No. 4	.....	....	.67	45	.68	45
No. 5	.50-.55	50	.55-.69	45	.55-.69	45
No. 6	.40-.58	50	.44-.55	42½	.44-.55	48½
No. 7	.55	44	.50-.60	40	.60	40
No. 8	.50	50	.40	48	.40	48
No. 9	.....	....	.50	48	.53	48
No. 10	.55	40	.28-.38	50	.....	....
No. 11	.60	50	.62	45	.65	50
Woodworkers—						
No. 1	.....	....	.38	51	.38	51
No. 2	.35	45	.30-.35	45	.30-.38	50
No. 3	.....	....	.25	48	.26	48
No. 4	.50	45	.35-.53	45	.37-.58	50
No. 5	.....	....	.30	60	.32	60
No. 6	.....	....	.45-.50	47	.40-.50	47
No. 7	.....	....	.577	48	.606	48
No. 8	.....	....	.67	36	.67	45
No. 9	.....	....	.38	48	.40	48
No. 10	.45	50	.40-.45	50	.39-.45	50
No. 11	.40	60	.345	54	.345	55
No. 12	.46	....	.35	50	.40	48
No. 13	.40	44	.40	44	.40	44
Painters—						
No. 1	.....	....	.25	48	.26	48
No. 2	.....	....	.24	60	.24	60
No. 3	.35	53½	.30-.40	45	.30-.40	50
No. 4	.50	45	.40-.64	45	.52-.74	50
No. 5	.45	48	.43	48	.46	48
No. 6	.40	50	.48	47	.48	47
No. 7	.58	50	.61	36-45	.62	45
No. 8	.60	50	.51	50	.51	44
No. 9	.45	50	.33-.55	42½	.33-.55	48½
No. 10	.....	....	.38	48	.40	48
No. 11	.....	....	.572	40	.596	44
No. 12	.45	44	.40	44	.40	44
No. 13	.....	....	.50	48	.53	48
Inspectors—						
No. 1	.50	50	.42	45	.44	50
No. 2	.....	....	.59	47	.76	47
No. 3	.....	....	.50-.66	36-45	.58-.66	45
No. 4	.34-.44	50	.34-.44	48	.38-.46	48
No. 5	.....	....	.28-.50	40-47	.38-.54	54-65
No. 6	.50	50	.45	42½	.45	48½
No. 7	.....	....	.45-.57	48	.35-.58	48
No. 8	.....	....	.546	48	.573	48
Shippers and packers—						
No. 1	.....	....	.20	60	.20	60
No. 2	.325	53½	.35	50	.37	50
No. 3	.37	45	.31-.42	50	.31-.44	50
No. 4	.40	48	.465	48	.50	48
No. 5	.....	....	.66	36	.67	45
No. 6	.....	....	.45-.58	45	.45-.58	45
No. 7	.....	....	.47-.51	48	.49-.54	48
No. 8	.58	44	.40-.50	40	.40-.50	40
Shippers and packers—Conc.						
No. 9	.38	50	.38	48	.38	48
No. 10	.....	....	.455	49½	.505	49½
No. 11	.....	....	.35	50	.35	65
No. 12	.....	....	.35	54	.35	59
No. 13	.....	....	.572	40	.596	44
No. 14	.45	50	.40	42½	.40	48½
No. 15	.....	....	.40	44	.40	44
Firemen—						
No. 1	.45	50	.50	56	.525	56
No. 2	.50	60	.42	48	.43	48
No. 3	.40	50	.45	84	.40	84
No. 4	.47	52	.52	45	.52	45
No. 5	.36	72	.42	48	.44	48
No. 6	.465	48	.487	48	.51	48
No. 7	.39	66	.30	62	.30	76
No. 8	.....	....	.30	54	.30	54
Labourers—						
No. 1	.....	....	.20	48	.235	48
No. 2	.32	45	.30	45	.33	50
No. 3	.35	45	.31-.45	45	.32-.58	50
No. 4	.35	48	.385	48	.39	48
No. 5	.35	50	.35-.43	47	.30-.40	47
No. 6	.....	....	.45	45	.45	36-45
No. 7	.....	....	.38	42½	.38	48½
No. 8	.45	44	.35-.45	40	.35-.45	40
No. 9	.34	50	.34	48	.34	48-50
No. 10	.40	44	.40	44	.40	44
No. 11	.....	....	.25-.30	54	.25-.30	54
No. 12	.....	....	.40	54	.40	54
No. 13	.....	....	.39	40	.43	44
No. 14	.....	....	.41	48	.42	48
STOVES, FURNACES, ETC.						
Patternmakers—						
No. 1	.50	54	.45	48	.46	48
No. 2	.50	53	.56	48	.60	48
No. 3	.....	....	.67	55	.70	55
No. 4	.....	....	.52	40	.52	40
No. 5	.60	50	.45-.50	50	.525	50
No. 6	.....	....	.45	44	.475	44
No. 7	.65	50	.57-.84	50	.60-.88	50-60
No. 8	.55	50	.60	55	.60	55
No. 9	.70	50	.70	49	.70	49
No. 10	.50	50	.45	44	.43	50
No. 11	.65	50	.....	....	.60	40
No. 12	.70	50	.65	50	.65	50
No. 13	.417	54	.73	44	.73	44
Machinists—						
No. 1	.555	54	.58	54	.60	54
No. 2	.....	....	.406	48	.43	48
No. 3	.....	....	.67	55	.70	55
No. 4	.55	55	.55-.60	40	.55-.60	42-50
No. 5	.....	....	.55	55	.58	64
No. 6	.....	....	.40	44	.425	44
No. 7	.40-.60	50	.35-.55	32-40	.40-.60	50
No. 8	.50-.60	50	.....	....	.65	45
No. 9	.60	50	.45	55	.45	....
No. 10	.50	70	.48	44	.....	....
No. 11	.60	50	.50	50	.525	50
No. 12	.....	....	.33	42	.33	52
No. 13	.65	50	.60	45	.60	50
No. 14	.....	....	.70	44	.70	44
No. 15	.575	50	.65	49	.65	49

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
STOVES, FURNACES, —*Conc.*						
Moulders—						
No. 1	.885	48	.844	32	1.00	48
No. 2	.75	40	.73	24	.73	48
No. 3			.45-.75	36	.50-.85	36
No. 4	.75	55	.50-.60	40	.60	46
No. 5			.55	36	.55	36
No. 6	.73	42½	.60-.75	30	.65-.81	40
No. 7			.38	40	.37-.425	54
No. 8			.60	40	.66	40
No. 9	.85	48	.627	40	.80	40
No. 10			.36	50	.36	50
No. 11	.63	50	.40-.56	24	.45-.61	45
No. 12	.65	50	.55	45	.70	37½
No. 13	.60	60	.55	44	.57	59
No. 14	.50	50	.35	50	.35	45
No. 15	.75	32	.65	32	.683	24
No. 16			.62-.937	32	.87-1.31	24
No. 17			.50	32	.60	48
No. 18	.65	50			.75	34
No. 19			.51	40	.51	40
No. 20	.75	48	.675	40	.675	40
No. 21	.49	48	.433	45	.433	45
No. 22			.655	40	.55-.70	39-51
Moulders' helpers—						
No. 1			.55	24	.55	48
No. 2	.40	55	.45	40	.45	42
No. 3	.35	50	.375	45	.40	45
No. 4	.325	60	.32	40	.32	59
No. 5			.30	50	.32	50
Coremakers—						
No. 1			.64-.67	30-41	.55	48
No. 2	.55	55	.45	40	.45	50
No. 3			.30	50	.30	50
No. 4			.45	32	.50	40
No. 5			.375	44	.40	44
No. 6	.63	50	.50-.60	24	.50-.63	45
No. 7			.473	40	.473	45
No. 8	.444	54	.42	45	.42	45
No. 9	.60	50			.70	31
No. 10	.45	50	.45	50	.45	50
Sheet metal workers—						
No. 1	.225-.55	54	.225-.50	48	.225-.50	48
No. 2	.50	53	.44	48	.60	48
No. 3			.47-.60	55	.50-.63	55
No. 4	.52	59	.37-.55	48	.39-.57	48
No. 5			.70	40	.70	40
No. 6			.55	32	.50	58
No. 7			.35	44	.425	44
No. 8			.38	50	.38	50
No. 9	.40-.65	50	.35-.555	40	.35-.555	50
No. 10	.30-.45	50	.30-.45	50	.25-.475	55
No. 11	.444	54	.475	44	.475	45
No. 12			.70-.75	44	.75	44
No. 13	.535	50	.45	50	.53	45
No. 14	.45	50	.35	50	.35	50
Mounters—						
No. 1	.52	53	.52	22	.55	48
No. 2	.335	54	.335	48	.335	48
No. 3			.40-.70	55	.40-.70	55
No. 4			.41	40	.41	40
No. 5	.60	50	.60	32	.65	50
No. 6			.325	44	.35	44
No. 7			.375	40	.40	59
No. 8	.62	50	.53	45	.535	46
No. 9	.33-.60	50	.35-.545	45	.395-.63	50
No. 10			.36	50	.37	50
No. 11	.38-.60	50	.345	44	.385	50
No. 12	.45	55	.40	40	.40	59
No. 13			.56	40	.633	50
No. 14	.525	50	.36	50	.45	55
No. 15	.50	54	.44	44	.44	44
No. 16	.375	50	.30-.40	50	.35-.40	50
No. 17	.45	59	.425	48	.445	48

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Polishers—						
No. 1	.28	40-54	.25-.40	32	.30-.40	32-48
No. 2	.50	53	.50	32	.55	48
No. 3			.40	55	.50	55
No. 4	.47	59	.42-.50	48	.40-.52	48
No. 5	.62	50	.60	32	.70	40
No. 6	.41	50	.375	45	.42	50
No. 7			.33	50	.33	50
No. 8	.58	50	.40	44	.40	44
No. 9	.50	55	.50	44	.50	59
No. 10	.50	50	.50	24	.60	40
No. 11	.55	50	.425	50	.45	50
No. 12	.556	54	.555	44	.555	44
No. 13			.40	44	.40	44
No. 14	.40	50	.30	50	.30	50
Craters and shippers—						
No. 1	.365	54	.335	48	.335	48
No. 2	.45	53	.50	48	.525	48
No. 3			.50	55	.50	55
No. 4	.39	50	.35-.45	45	.37-.475	50
No. 5	.25-.38	50	.25-.40	55	.25-.40	55
No. 6	.35	50	.30	50	.30	50
No. 7	.30	55	.27	44	.29	59
No. 8	.50	50	.45	40	.47	40
No. 9	.40	50	.36	50	.36	55
No. 10	.40	54	.30	45	.30	45
No. 11			.425	44	.425	44
No. 12			.27	50	.28	50
Engineers—						
No. 1	.43	54	.425	54	.425	54
No. 2	.45	53	.406	48	.43	48
No. 3	.47	60	.44	60	.47	60
No. 4	.80	50	.85	50½	.85	50
No. 5	.60	50	.56	48	.56	48
No. 6	.50	50	.45	72	.50	72
No. 7	.555	54	.56	48	.56	48
Labourers—						
No. 1	.28	54	.25-.33	48	.25-.33	48
No. 2	.25	53	.28	48	.28	48
No. 3	.325	55	.40	40	.40	45
No. 4			.33	40	.33	40
No. 5	.36	50	.375	32	.395	50
No. 6			.35	44	.35	44
No. 7			.385	45	.405	59
No. 8	.375	50	.35	24	.35-.45	45-55
No. 9	.30	55	.27	44	.27	59
No. 10	.35	50	.40-.50	40-55	.40-.59	50
No. 11			.30-.33	45	.30-.40	48-53
No. 12	.25-.35	50	.25-.40	55	.25-.40	40-55
No. 13	.40	50	.36	50	.36	55
No. 14	.306	54	.33	44	.31	44
No. 15	.333	54	.28	45	.28	45
No. 16	.40	50	.40	45	.40	49-50
SHIPBUILDING						
Blacksmiths—						
No. 1	.60	50	.67	44	.67	44
No. 2			.50	40	.58	60
No. 3	.50	54	.50	48	.58	48
No. 4			.55	54	.55	54
No. 5	.65	55	.60	40	.65	49½
No. 6	.75	44	.75	44	.85	44
No. 7	.80	44	.85	44	.90	44
No. 8	.75	44	.85	44	.85	44
No. 9			.675	44	.75	44
No. 10			.75	44	.75	44
No. 11	.60	58½	.50	48	.675	48
No. 12			.70-.75	48	.60-.80	58

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk	Wages per hour	Hrs per wk.
	$		$		$	
SHIPBUILDING—*Cont.*						
Boilermakers—						
No. 1	.40–.65	54	.57–.65	44	.70	44
No. 2	.65	50	.67	44	.67	44
No. 3	....	....	.40–.50	54	.40–.60	54
No. 4	.60	47	.625	47	.65	47
No. 5	....	....	.70	49½	.70	49½
No. 6	.60	55	.60	40	.60	49½
No. 7	.875	44	.90	44	.90	44
No. 8	.84	44	.865	44	.90	44
No. 9	.875	44	.90	44	.90	44
No. 10	.55	58½	.675	48	.62	48
No. 11	.50	50	....	....	.58	54
Electricians—						
No. 1	.60	50	.67	44	.67	44
No. 2	.45	54	.51	44	.61	44
No. 3	.60	47	.60	47	.66	47
No. 4	....	....	.45–.50	54	.40–55	54
No. 5	.60	55	.625	40	.65	49½
No. 6	.79	44	.83	44	1.00	44
No. 7	.75	44	.81	44	.81	44
No. 8	....	....	.83	44	.83	44
Caulkers—						
No. 1	....	....	.65	44	.70	44
No. 2	.60	50	.67	44	.67	44
No. 3	....	....	.50	40	.58	60
No. 4	.65	47	.65	47	.66	47
No. 5	....	....	.45	54	.45	54
No. 6	....	....	.65	49½	.65	49½
No. 7	.54	55	.52	55	.54	49½
No. 8	.47	50	.45	54	.58	54
No. 9	....	....	.75	44	.75	44
No. 10	.906	44	.90	44	.90	44
No. 11	....	....	.75	48	.75	58
No. 12	....	....	.86	44	.86	44
Heaters—						
No. 1	....	....	.48	44	.52	44
No. 2	.44	50	.495	44	.495	44
No. 3	.35	50	.405	50	.45	50
No. 4	.35	55	.42	55	.42	49½
No. 5	.275	50	.275	54	.40	54
No. 6	.663	44	.68	44	.68	44
No. 7	.64	44	.68	44	.68	44
No. 8	....	....	.45	48	.45	58
Holders-on—						
No. 1	....	....	.54	44	.58	44
No. 2	.47	50	.52	44	.52	44
No. 3	.45	54	.40	40	.45	60
No. 4	.43	55	.38	55	.42	49½
No. 5	.35	50	.35	54	.45	54
No. 6	.74	44	.76	44	.76	44
No. 7	.72	44	.76	44	.76	44
No. 8	.74	44	....	....	.76	44
No. 9	....	....	.45	48	.45	48
Machinists—						
No. 1	.65	50	.73	44	.73	44
No. 2	.65	54	.65	44	.70	44
No. 3	....	....	.50	40	.58	60
No. 4	.55	54	.525	54	.60	48
No. 5	.45	54	.45–.55	48	.45–.58	48
No. 6	....	....	.40–.50	54	.40–.55	54
No. 7	.65	47	.625	47	.65	47
No. 8	.50	50	.50	50	.55–.70	50
No. 9	.55	50	.475	54	.58	54
No. 10	....	....	.65	49½	.70	49½
No. 11	.70	55	.62	40	.62–.70	49½
No. 12	.75	44	.78	44	.83	44
No. 13	.675	44	.75	44	.90	44
No. 14	.77	44	.75–.80	44	.75–.90	44
No. 15	.80	44	.75	44	.75	44
No. 16	....	....	.75	44	.75	44
No. 17	.75	44	.80	44	....	....
No. 18	.57	58½	.70	48	.76	48
No. 19	....	....	.75	48	.85	58
Painters—						
No. 1	.30–.65	54	.34	44	.35	44
No. 2	....	....	.37–.40	54	.37–.40	54
No. 3	.50	55	.55	44	.60	49½
No. 4	.81	44	.75	....	....	....
No. 5	.813	44	.75	44	.75	44
No. 6	.75	44	.65	44	.65	44
Patternmakers—						
No. 1	....	....	.73	44	.73	44
No. 2	.65	54	.65	44	.70	44
No. 3	.85	47	.80	47	.85	47
No. 4	....	....	.45–.50	54	.45–.55	54
No. 5	.75	55	.70	40	.70	49½
No. 6	.90	44	.805	44	.90	44
No. 7	1.06	44	.855	44	.90	44
No. 8	.55	50	.50	54	.58	54
No. 9	....	....	.90	44	.90	44
Riggers—						
No. 1	.55	50	.615	44	.615	44
No. 2	....	....	.45	44	.48	44
No. 3	.45	47	.45	47	.50	47
No. 4	.50	55	.40	55	.45	49½
No. 5	.655	44	.655	44	.655	44
No. 6	.655	44	.65	44	.65	44
No. 7	....	....	.50	48	.60	58
No. 8	....	....	.655	44	.655	44
No. 9	.325	50	.35	54	.35	54
Riveters—						
No. 1	....	....	.65	44	.70	44
No. 2	.60	50	.67	44	.67	44
No. 3	.55	54	.525	54	.60	48
No. 4	....	....	.50	48	.58	48
No. 5	.60–.80	47	.60	47	.66	47
No. 6	.50	50	....	....	.64	50
No. 7	.54	55	.52	55	.54	49½
No. 8	.84	44	.90	44	.90	44
No. 9	.47	50	.45	54	.58	54
No. 10	.875	44	.90	44	.90	44
No. 11	....	....	.65	48	.65	58
No. 12	....	....	.90	44	.90	44
No. 13	.875	44	.90	44	.90	44
Shipwrights and carpenters—						
No. 1	.60	50	.67	44	.67–.73	44
No. 2	.55	54	.60	44	.65	44
No. 3	....	....	.45–.50	54	.45–.50	54
No. 4	.55	54	.525	54	.60	48
No. 5	.65	....	.50	40	.58	60
No. 6	.50	54	.45	48	.58	48
No. 7	.65	47	.65	47	.66	47
No. 8	.40–.50	50	.45	54	.58	54
No. 9	.75	55	.60	44	.65	49½
No. 10	.575	55	.50	55	.50	49½
No. 11	.65	50	.50	50	.64	50
No. 12	.81	44	.83	44	.83	44
No. 13	.82	44	.75	44	....	....
No. 14	.875	44	.83	44	.83	44
No. 15	....	....	.83	44	.83	44
No. 16	.84	44	.79	44	.79	44
No. 17	....	....	.75	48	.75	58
No. 18	....	....	.75	44	.75	44
No. 19	.475	58½	.65	48	.62	48
Shipfitters—						
No. 1	....	....	.57	44	.70	44
No. 2	.65	50	.73	44	.67	44
No. 3	.65	47	.60	47	.66	47
No. 4	....	....	.55	48	.59–.70	48
No. 5	.54–.60	55	.55	55	.60	49½
No. 6	....	....	.65	49½	.70	49½
No. 7	.475	50	....	....	.58	54
No. 8	....	....	.75	44	....	....
No. 9	....	....	.75–.90	44	.90	44
No. 10	.84	44	.90	44	.90	44
No. 11	.60	54	.575	54	.60	48
No. 12	....	....	.65–1.00	48	.65–1.00	58

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
SHIPBUILDING—*Conc.*						
Welders—						
No. 1	.65	45½	.65	44	.70	44
No. 2	.60	50	.67	44	.67	44
No. 3	.....	.....	.55	40	.58	60
No. 4	.70	54	.60–.65	54	.60–.70	48
No. 5	.70	47	.65	47	.61–.71	47
No. 6	.....	.....	.50	48	.58	48
No. 7	.....	.....	.40–.50	54	.40–.55	54
No. 8	.45	50	.43–.60	50	.45–.72	50
No. 9	.70	55	.....	.....	.55–.75	49½
No. 10	.80	44	.90–.97	44	.90–1.00	44
No. 11	.90	44	.90	44	.90	44
No. 12	.84	44	.90	44	.90	44
No. 13	.....	.....	.50	54	.58	54
No. 14	.....	.....	.70	48	.75	58
No. 15	.....	.....	.90	44	.90	44
Labourers—						
No. 1	.35	50	.42	44	.42	44
No. 2	.33	50	.37	44	.37	44
No. 3	.30	54	.34	44	.35	44
No. 4	.40	.....	.35	40	.35	60
No. 5	.35–.40	.....	.35	54	.35	48
No. 6	.....	.....	.35	54	.35	54
No. 7	.35	54	.30	48	.40	50
No. 8	.30	50	.30–.35	50	.40	50
No. 9	.25	50	.25	54	.35	54
No. 10	.35	55	.35	55	.35	49½
No. 11	.50	44	.50	44	.50	44
No. 12	.....	.....	.50	44	.....	.....
No. 13	.50	44	.50	44	.50	44
No. 14	.50	44	.50	44	.50	44
No. 15	.....	.....	.50	44	.50	44
Helpers—						
No. 1	.40	50	.45	44	.45	44
No. 2	.40	54	.40–.45	44	.43	44
No. 3	.35	54	.35	48	.35–.40	48
No. 4	.....	.....	.35–.45	54	.35–.45	54
No. 5	.40–.45	47	.39–.45	47	.44	47
No. 6	.35–.45	55	.35–.45	40–55	.40–.45	49½
No. 7	.30	50	.30	54	.40	54
No. 8	.50–.70	44	.50–.65	44	.50–.68	44
No. 9	.50–.56	44	.50–.67	44	.60–.67	44
No. 10	.51–.63	44	.50–.65	44	.50–.68	44
No. 11	.....	.....	.40–.50	48	.35–.50	58
No. 12	.....	.....	.50	44	.50–.67	44
No. 13	.35–.45	50	.45	50	.40–.50	50
ELECTRICAL APPARATUS, ETC.						
Assemblers, male—						
No. 1	.35–.65	48	.45–.64	45	.40–.60	45
No. 2	.28	55	.20–.30	45	.22–.35	50
No. 3	.....	.....	.29–.36	42½	.29–.35	42½
No. 4	.55	50	.35	44	.30–.45	70
No. 5	.....	.....	.53	40	.62	44
No. 6	.....	.....	.40–.67	42½	.40–.67	46½
No. 7	.25–.40*	49½	.30–.50	44–48	.35–.60	48–53
No. 8	.30–.50	40	.20–.30	49	.....	.....
No. 9	.....	.....	.40–.55	52½	.40–.55	42–60
No. 10	.33–.47	50	.43–.68	40	.48–.65	44–66
No. 11	.....	.....	.50–.71	44	.58–.75	44
No. 12	.....	.....	.24–.28	48	.27–.37	48
No. 13	.....	.....	.32–.57	44	.35–.65	50
No. 14	.35–.60	50	.....	.....	.535	44
No. 15	.32–.47	50	.25–.40	49	.25–.40	49
No. 16	.42	49	.46	53	.46	50
No. 17	.....	.....	.52–.54	32–39	.57–.67	30–40
No. 18	.....	.....	.35	44	.35	44
No. 19	.....	.....	.45	48	.40	50
No. 20	.....	.....	.275	55	.30	55
Assemblers, female—						
No. 1	.21	48	.24–.38	45	.22–.30	45
No. 2	.20–.25	50	.22	49	.....	.....
No. 3	.....	.....	.20–.24	48	.20–.26	48
No. 4	.....	.....	.28	48	.28	48
No. 5	.....	.....	.27–.40	44	.27–.42	44
No. 6	.....	.....	.34–.44	44	.27–.44	44
No. 7	.....	.....	.23–.45	40	.23–.42	44–60
No. 8	.25	55	.22	45	.25	50
No. 9	.....	.....	.30–.34	32–37	.30–.39	33–45
No. 10	.....	.....	.21	48	.245	50
No. 11	.33–.53	44	.35–.41	40	.35–.45	44
No. 12	.....	.....	.32	42½	.29–.32	42½
No. 13	.26–.40	50	.30	40	.25–.30	62
No. 14	.....	.....	.35	40	.35–.40	46½
No. 15	.27*	49½	.295	40	.26–.295	48
No. 16	.....	.....	.28–.40	46½	.25–.40	48
No. 17	.....	.....	.23	44	.30	44
Buffers and polishers—						
No. 1	.40–.55	.....	.55–.70	45	.60	45
No. 2	.65	52	.45	42½	.50	48
No. 3	.38–.50	48	.63–.79	44	.67–.81	44
No. 4	.35	50	.25	50	.25	50
No. 5	.29	50	.34	45	.40	50
No. 6	.....	.....	.35–.50	44	.40–.55	44
No. 7	.....	.....	.40	55	.45	55
Machinists—						
No. 1	.60–.80	48	.60–.75	45	.60–.70	45
No. 2	.55	52	.45	42½	.50	48
No. 3	.40–.65	48	.55–.87	44	.55–.98	44
No. 4	.33–.69	50	.48–.60	40	.50–.64	44–66
No. 5	.....	.....	.55	44	.60–.70	50
No. 6	.65	50	.66	44	.....	.....
No. 7	.70–.80	44	.75	45	.80	54
No. 8	.....	.....	.45–.75	49	.45–.80	49
No. 9	.....	.....	.63	40	.70	44
No. 10	.....	.....	.50–.60	49	.60–.70	60
No. 11	.....	.....	.70	44	.75	44
No. 12	.....	.....	.65	46½	.70	50
Toolmakers—						
No. 1	.65–.80	48	.70–.80	45	.65–.80	45
No. 2	.70	52	.55	42½	.70	48
No. 3	.75	49	.55–.60	47	.58–.65	58
No. 4	.....	.....	.664	48	.716	66
No. 5	.80	50	.60	50	.60	50
No. 6	.33–.78	50	.56–.82	40	.60–.88	44–55
No. 7	.....	.....	.73	45	.79	45
No. 8	.....	.....	.64	51	.666	53
No. 9	.....	.....	.70	44	.80	50
No. 10	.55–.80	48	.60–.82	44	.60–.85	44
No. 11	.....	.....	.65	46½	.65	50
No. 12	.....	.....	.65–.80	47	.75–.85	53
No. 13	.....	.....	.70	55	.70	55
Machine operators, male—						
No. 1	.30–.70	48	.37–.74	45	.35–.64	45
No. 2†	.23–.26	48	.28–.40	45	.22–.40	45
No. 3	.42	49	.46	52	.46	62
No. 4	.....	.....	.224	48	.27	50
No. 5	.....	.....	.48–.66	44	.49–.68	44
No. 6	.....	.....	.55–.67	44	.55–.71	44
No. 7	.....	.....	.40–.65	40	.40–.69	44–66
No. 8†	.....	.....	.33–.35	40	.35–.37	44–60
No. 9	.....	.....	.35	45	.31–.37	59
No. 10	.....	.....	.25–.45	44	.22–.48	50
No. 11	.40	50	.45–.63	44	.54–.70	44
No. 12	.45	50	.30–.45	40	.35–.50	70
No. 13	.35–.45*	49½	.40–.45	42–47	.40–.50	53
No. 14	.....	.....	.45	49¼	.35	14½
No. 15	.....	.....	.56	4	.57	40

† Female

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
ELECTRICAL APPARATUS, ETC. —*Conc.*						
Sheet metal workers—						
No. 1	.45	48	.62	45	.57-.60	45
No. 2	.50-.60	52	.40-.55	42½	.40-.55	48
No. 3	.40-.55	48	.61-.85	44	.60-.85	44
No. 4			.375	44	.50	50
No. 5	.35-.60	40	.30-.45	49		
No. 6			.40-.55	52½	.45-.60	57
Coil winders, male—						
No. 1†	.36	44	.33	55	.32	61
No. 2			.60-.84	44	.60-.96	44
No. 3†			.27-.42	44	.27-.45	44
No. 4	.40-.61	50	.47-.53	40	.51-.55	44-66
No. 5†	.34-.50	50	.23-.45	40	.38	44-60
No. 6			.25-.45	44	.25-.50	50
No. 7	.40-.65	50	.40-.55	44	.44-.66	45-53
No. 8†	.30	50	.27	44	.325	44
No. 9†			.32	42½	.32	42½
No. 10			.35-.60	42-55	.40-.65	51-60
No. 11†			.38	46½	.38	48
No. 12			.51	40	.53-.58	44
Platers—						
No. 1	.40-.65		.50-.66	45	.45-.66	45
No. 2	.25	50	.25-.30	45	.25-.35	50
No. 3	.40	50	.475	44	.42	44
No. 4			.475	42½	.50	48
No. 5	.45	50			.42	70
No. 6			.35-.50	44	.40-.55	44
Inspectors, male—						
No. 1†	.22-.35	48	.28-.41	45	.25-.41	45
No. 2	.40-.70	48	.40-.70	45	.35-.70	45
No. 3			.50-.77	44	.50-.77	44
No. 4			.464	36	.496	41
No. 5†			.30	40	.326	38
No. 6			.98	40	.98	44
No. 7†	.40	44	.40	45	.40	44
No. 8	.40	49½	.45	47	.475	48
No. 9			.46-.64	40	.53-.67	44-66
No. 10			.50	44	.635	44
Packers and shippers—						
No. 1	.35-.45	49	.40-.50	45	.35-.52	45
No. 2	.40-.45	48	.35-.50	45	.29-.50	45
No. 3	.35	50	.45	59	.48	68
No. 4			.41-.55	44	.41-.55	44
No. 5	.40	50	.25-.35	50	.25-.40	50
No. 6	.44	50	.45	45	.45	50
No. 7			.35	44	.35	50
No. 8	.50-.60	44	.45-.55	45	.48-.55	44-50
No. 9	.40	50	.40	44	.40	70
No. 10			.45	47½	.45	51½
No. 11			.45-.47	40	.46-.49	44-66
No. 12			.44-.56	40	.44-.58	44-66
No. 13			.55	42½	.55-.58	46½
No. 14			.43	48	.45	50
Labourers—						
No. 1	.40	48	.37-.46	45	.35-.46	45
No. 2	.38-.42	48	.41-.50	44	.41-.50	44
No. 3	.25-.40	50	.20-.30	50	.20-.30	50
No. 4	.30-.33	50	.41	40	.41	44-66
No. 5			.47	40	.49	41
No. 6			.35	44	.375	50
No. 7	.40*	49½	.35-.40	48	.40	48
No. 8			.30-.45	44-55	.30-.45	48-60
No. 9			.50	46½	.40-.55	50
ELECTRIC BATTERIES						
Machinists—						
No. 1	.70	50	.65	44	.68	44
No. 2			.625	48	.75	44
No. 3			.83	44	.83	44
No. 4			.74-.84	44-45	.74-.84	44-48
No. 5			.65	44	.70	60
Casters—						
No. 1	.30	50	.40-.50	40	.50-.53	45
No. 2			.40	48	.42-.45	44
No. 3			.47	46	.52	79
No. 4			.50	44	.60	44
No. 5			.75	40	.80	48
No. 6			.40	46½	.40	46½
No. 7			.44-.66	35	.40-.68	40
No. 8			.50	45	.50	45
Burners—						
No. 1	.35	50	.45	40	.58	48
No. 2			.45	42	.60	52
No. 3			.70	44	.72	48
No. 4			.75	41½	.79	44
No. 5			.40	46½	.45	46½
No. 6			.41-.61	35	.41-.61	40
No. 7			.45	45	.50	45
Pasters—						
No. 1	.30	50	.41	44	.44	50
No. 2			.385	44	.45	44
No. 3			.45-.50	40	.53-.59	71
No. 4			.55	44	.55	44
No. 5			.40	46½	.45	46½
No. 6			.41-.66	35	.41-.68	40
No. 7			.64	35	.64	40
No. 8			.65	48	.66	48
Assemblers, male—						
No. 1	.30	50	.35	44	.34	48
No. 2†	.21	50	.23-.30	44	.24-.32	44-50
No. 3			.37	44	.43	44
No. 4			.43	40	.45	60
No. 5			.65-.72	40-46	.61-.74	44
No. 6			.35	44	.35	44
No. 7			.65	40	.68	48
No. 8			.45-.73	44	.45-.75	44
No. 9†			.35-.60	43½	.35-.60	43½
No. 10			.43-.57	44	.48-.60	56-68
No. 11†			.35-.37	48	.39-.41	44-48
No. 12†			.26-.28	49½	.26-.28	49½
No. 13			.36-.49	35	.32-.49	40
No. 14			.45-.55	40	.60	45
Charge-room men—						
No. 1			.45	56	.47	60
No. 2			.40	44	.45	44
No. 3			.47	56	.47	74
No. 4			.62	46	.60	48
No. 5			.36	35	.38	40
No. 6			.45	35	.45	45
Inspectors—						
No. 1			.35-.45	40-48	.40-.52	57-72
No. 2			.65	40	.67	48
No. 3			.50-.71	43½	.50-.71	43½
Shippers—						
No. 1	.30-.35	50	.37-.48	44	.37-.48	55
No. 2			.40-.55	44	.40-.60	44
No. 3			.39	48	.45	44
No. 4			.45	48	.45	65
No. 5			.60-.67	45-52	.60-.67	46-54
No. 6			.40	44	.49	57
No. 7			.60	45	.60	45
No. 8			.36	35	.38	40

* 1930.
†Female.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
RADIO SETS AND PARTS						
Toolmakers and machinists—						
No. 1			.70	44	.80	48
No. 2			.55-.75	44	.55-.75	48
No. 3			.65-.80	45	.73-.88	45
No. 4			.58-.67	45	.58-.78	45
No. 5	.50	48	.52	45	.486	45
No. 6	.75	48	.79	45	.825	45
No. 7			.55-.75	44	.65-.83	44
No. 8			.44	45	.44	60
No. 9			.40-.55	48	.40-.70	48
No. 10			.50	44	.55	52
No. 11			.52	44	.57	44
Assemblers, male—						
No. 1			.30	44	.30-.35	48
No. 2			.28-.51	45	.30-.58	45
No. 3			.35-.45	32-36	.35-.47	42-53
No. 4			.28-.38	42-45	.28-.38	45-48
No. 5	.35	48	.395	45	.391	45
No. 6			.25-.30	44	.25-.27	44
No. 7			.39	44	.30-.45	44
No. 8	.42-.48	44	.40	44	.40	44
No. 9			.46-.56	44	.46-.56	44
No. 10			.30-.40	48	.35-.42	48
No. 11			.40	44	.425	52
No. 12			.29	47	.27-.34	45-50
No. 13			.25	45	.25	36-51
Assemblers, female—						
No. 1			.26	44	.26	48
No. 2			.20-.38	45	.22-.40	45
No. 3			.26	15-27	.22-.26	39-55
No. 4	.21-.36	48	.375	45		
No. 5			.32	42	.32	39
No. 6	.35	48	.302	45	.32	45
No. 7			.29-.31	44	.30	44
No. 8			.30-.33	44	.30-.38	44
No. 9	.30	44	.33	44	.33	44
No. 10			.25-.39	44	.29-.39	44
No. 11			.21-.26	45	.18-.28	50
No. 12			.25	52	.25-.28	52
No 13			.24-.42	44	.24-.42	44
No. 14			.275	48	.275	48
No. 15			.30	44	.35	44
No. 16			.28	40	.28-.30	52
No. 17			.25-.37	45	.25-.40	44-56
Inspectors, male—						
No. 1			.30-.40	44	.30-.40	48
No. 2			.35-.50	45	.37-.65	45
No. 3			.45	44	.55	44
No. 4			.40	44	.50	44
No. 5	.42	48	.456	45	.445	45
No. 6			.38-.44	36	.35-.40	49
No. 7	.48	46½	.62	45	.68	45
No. 8			.38	48	.38	50
No. 9			.54	52	.58	52
No. 10			.57	44	.55	44
Inspectors, female—						
No. 1			.25-.35	45	.29-.37	45
No. 2	.42	48	.308	45	.287	45
No. 3			.29-.38	44	.28-.35	44
No. 4			.26	25	.26	46½
No. 5					.32	42½
Repairmen—						
No. 1			.40	45	.48	45
No. 2			.385	41	.45	44
No. 3			.39	44	.30-.45	44
No. 4	.50	48	.365	45	.40	45
No. 5			.30-.50	44	.30-.50	44
No. 6			.53-.55	44	.55	44
No. 7			.42	50	.44	50
Testers, male—						
No. 1			.30-.45	44	.30-.50	48
No. 2†			.26	44	.26-.30	48
No. 3			.35	44	.43	44
No. 4			.40-.60	45	.37-.65	45
No. 5†					.28-.37	45
No. 6			.39-.45	44	.35-.48	44
No. 7			.50	44	.50-.60	44
No. 8			.42-.52	44	.45-.48	44
No. 9			.34-.44	48-56	.27-.49	50
Shippers and packers—						
No. 1			.30-.40	44	.30-.40	48
No. 2			.28-.40	45	.32-.48	50
No. 3			.45	44	.45	44
No. 4	.40	48	.45	45	.477	45
No. 5			.30	44	.30	44
No. 6			.385	27	.35	45
No. 7			.41-.46	44	.44-.46	44
No. 8			.36	50	.40	69
No. 9			.55	63	.55	64
No. 10			.56	49	.625	52
SHEET METAL PRODUCTS						
Machinists—						
No. 1			.55	44	.55	58-60
No. 2	.55	55	.46	45	.54	58
No. 3	.70	55	.53-.77	48	.65-.80	55
No. 4	.50	50	.50	50	.50	50
No. 5			.65-.75	44	.70-.80	48
No. 6	.65	44	.50	44	.525	44
No. 7	.70	44	.60-.70	40	.65-.70	40
No. 8	.75	48	.70	37½	.75	37½
No. 9			.60	44	.60	52
Tinsmiths—						
No. 1	.50	49½	.40-.50	44	.40-.50	44
No. 2			.50-.65	48	.50-.65	44-62
No. 3	.50	55	.36-.48	45	.38-.48	55
No. 4	.55	55	.50	40	.525	55
No. 5	.375	50	.38	50	.38	50
No. 6			.60-.70	44	.60-.75	45½
No. 7	.60	48	.54	37½	.54	37½
Sheet metal improvers—						
No. 1			.35-.45	48	.35-.50	44-52
No. 2			.50-.56	44	.50-.60	45½
No. 3	.65	44	.40-.70	40	.40-.75	40
No. 4	1.07	44	.50	40	.50	40
No. 5			.65	40	.65	40
No. 6	.825	44	.65	44	.65	44
No. 7	.71	44	.625	44	.60	44
No. 8	.80	44	.65-.70	44	.70	44
Sheet metal workers—						
No. 1	.60	48	.50	44	.50	44
No. 2			.50-.65	48	.65	44-62
No. 3	.45	55	.48	45	.52	48
No. 4			.47	44	.47	44
No. 5			.925	40	.925	40
No. 6	1.07	44	.925	40	.925	40
No. 7			.65	44	.65	52
No. 8	1.07	44	.925	49	.925	40

† Female

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
SHEET METAL PRODUCTS—*Conc.*						
Sheet metal workers —Conc.						
No. 9	1.12	44	.80	40	.70	40
No. 10	1.10	44	.90	40	.90	44
No. 11	1.10	44	.90	44	.90	44
No. 12	1.00	44	.75	44	.80	44
No. 13	1.12	44	1.00	40-44	1.00	40-44
No. 14	1.12	44	1.00	40	1.00	40
Sheet metal workers' helpers—						
No. 1	.35	55	.33	45	.36	48
No. 2			.35	44	.40	44
No. 3	.35	44	.50	40	.35-.50	40
No. 4	.45	44	.40-.55	40	.40-.55	40
No. 5	.55	44	.35	44	.40-.45	44
No. 6	.50	44	.40	44	.40	44
No. 7	.65	44	.50	44	.50	44
Machine operators—						
No. 1			.40-.45	55	.40-.45	54-61
No. 2	.45	50	.35-.40	55	.40-.45	55-59
No. 3	.40	55	.35-.45	45-48	.375-.50	55
No. 4	.40	50	.40	50	.40	50
No. 5			.47-.62	44	.50-.65	41½
No. 6			.42-.50	44	.42-.55	52
No. 7			.45-.50	44	.45-.525	44
Shippers—						
No. 1			.32	46½	.35-.40	55
No. 2	.60	55	.37-.45	44	.37-.475	55
No. 3	.40	50	.45	50	.45	50
No. 4	.35	55	.38	55	.38	55
No. 5			.40-.50	48	.48-.55	45½
No. 6	.55	48	.50	44	.53	44
Labourers—						
No. 1			.30-.40	55	.30-.40	44-54
No. 2	.325	50	.30-.38	53-64	.30-.43	55-61
No. 3	.35	55	.40	45	.35-.375	55
No. 4			.38	44	.45	41½
No. 5			.40	44	.42	25
No. 6	.40	48	.36	37½	.38	37½
No. 7	.50	48	.45	44	.45	44
LEATHER (TANNING)						
Beam-house men—						
No. 1			.32	54	.32	54
No. 2			.30-.40	50	.30-.40	50
No. 3			.54	45	.55	45
No. 4			.35	44	.35	44
No. 5			.33	50	.35	50
No. 6			.30-.36	44	.30-.40	44
No. 7	.37-.39	54	.32-.41	42-54	.33-.50	42-54
No. 8			.33-.53	54	.35-.56	54
No. 9			.32-.40	44	.35-.44	44
No. 10			.35	55	.41-.44	48
No. 11			.34-.40	50	.38-.40	50
No. 12			.36	50	.38	50
No. 13	.42	50	.40	50		
No. 14			.35	54	.35	54
No. 15			.455	47	.455	47
No. 16	.50	44	.38	54	.38	54
No. 17	.50	46½	.475	46½	.475	46½
No. 18			.40	49½	.40	49½
No. 19	.333	50	.333	50	.344	50
No. 20			.34	45	.36	55

Industry and Occupation	1929		1939		1940.	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
Blackers and colourers—						
No. 1			.44	50	.44	50
No. 2	.25-.33	60	.20	50	.40	30
No. 3	.27	60	.37	50	.37	44
No. 4			.34	49½	.38	49½
No. 5			.40	50	.40	50
No. 6			.35	44-50	.35-.40	44
No. 7			.37-.43	50	.44	50
No. 8	.35	50	.30-.36	50	.36	50
No. 9			.40	49½	.40	49½
No. 10	.555	50	.43	50	.43	50
No. 11	.333	54	.32	54	.37	54
Buffers—						
No. 1			.32	54	.32	54
No. 2			.37	50	.37	44
No. 3			.40	52	.40	52
No. 4			.40	50	.40	50
No. 5			.30	33	.40	30
No. 6			.40	44	.40	48
No. 7			.50	33⅓	.49	45
No. 8			.33	50	.35	50
No. 9			.27-.46	50	.31-.48	54
No. 10			.50	44	.55	44
No. 11	.70	50	.36-.50	50	.38-.50	50
No. 12	.50	54	.32-.42	54	.32-.42	54
No. 13	.555	50	.49	50	.49	50
No. 14	.39-.55	55	.275	50	.32	55
Finishers—						
No. 1			.30-.40	50	.30-.40	50
No. 2	.40	49½	.26-.36	49½	.30-.40	49½
No. 3			.30	44	.30	44
No. 4			.41	44	.50	44
No. 5			.26-.44	50	.33-.46	50
No. 6			.35	44	.396	44
No. 7			.38	44	.42	44
No. 8			.35-.52	54	.37-.52	54
No. 9			.425	47	.45	47
No. 10	.45	46½	.43	46½	.43-.45	46½
No. 11			.45	44	.45	44
No. 12	.444	50	.40	50	.40	50
No. 13			.45-.50	50	.36-.42	50
Fleshers—						
No. 1			.40	50	.40	50
No. 2	.417	60	.40	30	.40	30
No. 3	.36	60	.37	50	.37	50
No. 4	.42	49½	.22-.32	49½	.38	49½
No. 5			.35	44	.35	44
No. 6			.39	60	.44	48
No. 7	.42	50	.42	50	.42	50
No. 8	.50	54	.52	54	.52	54
No. 9	.36	50	.33	50	.38	50
No. 10			.34	45	.36	55
No. 11			.46	35	.43	28
Liquormen—						
No. 1	.333		.45	55	.45	55
No. 2			.49	45	.547	45
No. 3			.40	50	.40	50
No. 4			.33	44	.363	44
No. 5			.40-.55	72	.44	60
No. 6	.38	50	.30-.40	50	.30-.40	50
No. 7	.53	54	.52	54	.52	54
No. 8	.48	46½	.45	46½	.50	46½
No. 9	.30	50	.33	50	.38	50
No. 10			.32	50	.32	55
Limers and soakers—						
No. 1	.33	55	.40	52	.40	52
No. 2	.333	60	.40	25½	.40	30
No. 3	.27	60	.25-.37	50	.25-.37	50
No. 4			.30	44	.35	44
No. 5			.35	44	.375	44
No. 6			.35	55	.38	55
No. 7	.38	50	.40	50	.40	50
No. 8	.333	54	.35	54	.35	54
No. 9	.36	50	.33	50	.38	50
No. 10			.285	45	.31	55

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
LEATHER (TANNING) —*Conc.*						
Seasoners and stuffers—						
No. 1	.....	....	.23	54	.23	54
No. 2	.30	55	.40	52	.40	52
No. 3	.....	....	.40	50	.40	50
No. 4	.25-.33	60	.20	50	.40	30
No. 5	.27	60	.20-.37	50	.37	44
No. 6	.....	....	.48	45	.48	45
No. 7	.....	....	.38	50	.42	50
No. 8	.....	....	.35	50	.39	50
No. 9	.....	....	.50	50	.50	50
No. 10	.556	54	.35	54	.35	54
No. 11	.60	46½	.54	46½	.56	46½
No. 12	.....	....	.29	55	.30	50
Setters—						
No. 1	.....	....	.277	54	.277	54
No. 2	.....	....	.40	20	.40	30
No. 3	.....	....	.40	50	.40	50
No. 4	.....	....	.34-.51	45	.486	45
No. 5	.....	....	.37-.47	54	.40-.53	54
No. 6	.....	....	.40	50	.44	50
No. 7	.444	54	.37	54	.37	54
No. 8	.....	....	.40	47	.45	47
No. 9	.45	46½	.41-.43	46½	.41-.43	46½
No. 10	.444	50	.39	50	.39	50
No. 11	.....	....	.40	50	.40	50
No. 12	.....	....	.29	55	.32	55
No. 13	.....	....	.45	40	.44	50
Shavers—						
No. 1	.....	....	.30-.40	50	.30-.40	50
No. 2	.....	....	.407	54	.407	54
No. 3	.50	49½	.40-.56	49½	.42-.56	49½
No. 4	.40	55	.40	52	.40	52
No. 5	.....	....	.40-.52	50	.50-.55	54
No. 6	.....	....	.45-.50	45	.49	45
No. 7	.....	....	.44	44	.44	44
No. 8	.60	50	.36-.55	50	.36-.55	50
No. 9	.444	54	.37	54	.33-.37	54
No. 10	.....	....	.51	47	.51	47
No. 11	.75	54	.675	48	.675	48
No. 12	.....	....	.32	50	.34	55
No. 13	.....	....	.625	40	.607	33
Splitters—						
No. 1	.....	....	.40	52	.45	52
No. 2	.....	....	.50	50	.44	50
No. 3	.58	60	.58	29	.53	30
No. 4	.25	60	.37	50	.37	55
No. 5	.....	....	.30-.47	45	.37-.50	45
No. 6	.....	....	.40	44	.40	48
No. 7	.....	....	.29-.48	54	.34-.52	54
No. 8	.42	50	.36-.50	50	.36-.50	50
No. 9	.....	....	.46	54	.35	54
No. 10	.50-.58	46½	.50	46½	.50	46½
No. 11	.444	50	.444	50	.444	50
No. 12	.613	44	.88	54	.88	54
No. 13	.....	....	.35	50	.39	55
Sorters and shippers—						
No. 1	.....	....	.32-.52	54	.32-.52	54
No. 2	.....	....	.50	50	.50	50
No. 3	.78	42½	.34-.61	49	.....	....
No. 4	.....	....	.50	50	.455	55
No. 5	.....	....	.32-.47	45	.37-.50	45
No. 6	.....	....	.28-.42	49½	.32-.46	49½
No. 7	.....	....	.24-.50	50	.30-.50	50
No. 8	.....	....	.30	44	.33	44
No. 9	.333	54	.30	54	.333	54
No. 10	.....	....	.30	54	.30-.42	54
No. 11	.585	50	.34-.52	50	.38-.55	50
No. 12	.....	....	.60	50	.60	50
No. 13	.70	50	.70	50	.70	50
No. 14	.....	....	.44	50	.44	50
No. 15	.61	54	.32-.58	54	.35-.42	54
No. 16	.63	44	.46	44	.46	44
No. 17	.39	50	.36	50	.36	50
Stakers and softeners—						
No. 1	.....	....	.407	54	.407	54
No. 2	.....	....	.60	30	.65	39
No. 3	.35	60	.40	30	.40	30
No. 4	.....	....	.30	52	.40	52
No. 5	.315	60	.20-.37	50	.37	44
No. 6	.....	....	.48	50	.55	54
No. 7	.....	....	.39	50	.37	50
No. 8	.61	50	.555	50	.555	50
No. 9	.48	44	.50	54	.50	54
No. 10	.444	50	.39	50	.39	50
No. 11	.....	....	.54	48	.52	48
Stock hangers—						
No. 1	.....	....	.20	50	.22	50
No. 2	.28	54	.35	54	.39	54
No. 3	.....	....	.33	44	.36	44
No. 4	.32	50	.36	50	.38	50
No. 5	.36	54	.32-.35	54	.35	54
No. 6	.....	....	.32	50	.32	50
Tackers—						
No. 1	.....	....	.32	54	.32	54
No. 2	.....	....	.32	60	.41	50
No. 3	.....	....	.40	47½	.40	52
No. 4	.383	60	.50	36	.50	30
No. 5	.....	....	.34	50	.37	44
No. 6	.....	....	.30	44	.30	44
No. 7	.....	....	.40	50	.485	45
No. 8	.....	....	.41	50	.50	54
No. 9	.61	50	.555	50	.555	50
No. 10	.333	54	.35	54	.32-.35	54
No. 11	.59	44	.46	48	.46	48
No. 12	.....	....	.39-.43	46½	.41-.43	46½
No. 13	.39	50	.333	50	.333	50
No. 14	.....	....	.40	50	.42	50
Firemen—						
No. 1	.....	....	.32	60	.32	60
No. 2	.35	63	.34	56	.38	56
No. 3	.....	....	.36	56	.36	56
No. 4	.....	....	.35	84	.385	84
No. 5	.32	84	.35	56	.375	56
No. 6	.....	....	.346	72	.41	72
No. 7	.....	....	.32	84	.35	84
No. 8	.....	....	.55	56	.55	56
No. 9	.333	54	.32	54-66	.32	54-66
No. 10	.57	44	.405	52	.405	52
No. 11	.....	....	.45	56	.45	56
Labourers—						
No. 1	.....	....	.30	50	.30	50
No. 2	.....	....	.43	45	.50	45
No. 3	.....	....	.25-.40	50	.25-.40	50
No. 4	.305	54	.295	54	.305	54
No. 5	.50	54	.41	42	.50	42
No. 6	.....	....	.275	54	.36	54
No. 7	.....	....	.32	44	.374	44
No. 8	.....	....	.35	44	.38	44
No. 9	.30-.38	50	.32-.42	50	.35-.44	50
No. 10	.35	50	.34-.36	50	.36	50
No. 11	.333	49½	.24-.37	54	.30-.35	54
No. 12	.....	....	.36	44	.363	44
No. 13	.50	44	.36	44	.36	44
No. 14	.333	50	.305	50	.33	50
No. 15	.....	....	.46	40	.48	46½
No. 16	.....	....	.27	50	.28	55
BOOTS AND SHOES *(d)*	week		week		week	
Cutters, male—						
No. 1	.....	....	14.40	48	14.40	48
No. 2	24.00	54	15.00-22.00	44	15.00-25.00	44
No. 3	28.00	54	23.67	40	24.92	48
No. 4	19.25	60	18.20	35	15.90	32
No. 5	.....	....	24.00	48	23.00	48
No. 6	.....	....	11.05	21	10.60	19

(*d*) About two-thirds of the samples represent piece work earnings; in these cases factory hours are shown which are not necessarily hours worked.

* 1930—Data for 1929 not available but wages in the industry practically unchanged in 1930.

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
BOOTS AND SHOES *(d)* —*Cont.*	$		$		$	
Cutters, male—Conc.						
No. 7	25.25	50	24.20	44	24.20	44
No. 8	.....	....	19.00	32	24.00	27
No. 9	.....	....	25.20	48	24.75	45
No. 10	10.00*	....	16.50	26½	20.75	31
No. 11	21.50*	48	24.20	44	24.00	44
No. 12	19.00	50	26.40	48	.....	....
No. 13	29.50*	49	26.95	49	26.95	49
No. 14	24.75*	....	23.20	51½	23.20	51½
No. 15	26.75*	48	26.40	48	26.40	48
No. 16	.....	....	19.40	39	20.80	40
No. 17	.....	....	22.05	49	22.05	49
No. 18	.....	....	15.45–16.25	28	15.90–17.40	30
No. 19	22.25	55	13.00	24	23.50	45
No. 20	.....	....	27.00	44	29.00	44
No. 21	20.00*	59	25.20	48	25.20	48
No. 22	.....	....	25.20	48	24.75	45
No. 23	.....	....	28.85	55	28.85	55
No. 24	26.00	55	30.00	53	28.50	45
No. 25	.....	....	27.50	55	21.75	38
No. 26	.....	....	26.40	55	26.40	55
No. 27	.....	....	17.30–22.30	49½	16.30–22.30	49½
No. 28	.....	....	17.10	46	25.35	53
No. 29	.....	....	18.55–27.45	44	17.10–24.00	40
No. 30	.....	....	18.30–25.00	44–45	18.85–25.85	40
No. 31	37.00	49½	21.60	39½	25.25–32.55	55
No. 32	.....	....	25.00	50	26.25	50
No. 33	13.50–22.50	45	15.75–22.50	45	19.95–28.50	57
No. 34	.....	....	22.50	50	14.60	32
No. 35	20.00	50	22.00	50	21.00	40
No. 36	33.00	49½	26.25	45	30.20	49½
No. 37	27.25	49½	28.50	49½	25.50	45
No. 38	.....	....	23.50	43½	17.50	35
No. 39	.....	....	21.70–27.00	45	21.40–23.20	32–38
No. 40	.....	....	20.00	45	20.00	55
No. 41	26.00	49	28.00	49	28.00	49
No. 42	21.00–31.00*	46½	20.00–31.60	46½	19.00–31.00	46½
No. 43	.....	....	20.00–35.00	46½	20.00–35.00	46½
No. 44	.....	....	28.60	55	28.60	55
No. 45	.....	....	33.25	46½	35.00	46½
No. 46	.....	....	27.50	55	29.15	55
No. 47	.....	....	24.00	46	24.00	46
No. 48	28.00	48	19.50	43	20.50	39
No. 49	.....	....	16.80–27.65	48	16.80–27.65	48
Sole leather workers—male—						
No. 1	.....	....	14.40	48	16.80	48
No. 2	.....	....	11.00–18.00	44	8.00–14.00	44
No. 3	18.00	55	18.00	52	18.00	52
No. 4	13.70*	....	20.10	35	16.50	34
No. 5	.....	....	20.60–27.00	49	24.50–27.00	49
No. 6	28.00	48	11.90	36	15.50	43
No. 7	.....	....	26.95	49	26.95	49
No. 8	.....	....	21.60	48	24.30	54
No. 9	.....	....	19.80	60	18.60	60
No. 10	.....	....	22.00	44	23.00	44
No. 11	.....	....	17.60	55	17.60	55
No. 12	.....	....	19.00	56	17.50	47
No. 13	.....	....	13.85–24.75	49½	14.85–24.75	49½
No. 14	24.75	49½	26.50	52½	27.60	50
No. 15	.....	....	24.00	50	25.00	50
No. 16	24.00*	50	16.50	55	16.50	50
No. 17	25.00*	46½	20.15	46½	25.05	46½
No. 18	.....	....	24.90	47	19.40	38
No. 19	.....	....	22.35–26.75	55	20.35–27.60	48–63
Sole leather workers—Conc.						
No. 20	.....	....	16.35	42	23.10	48
No. 21	.....	....	26.60	55	25.90	51
No. 22	.....	....	22.00	48	25.00	48
No. 23	.....	....	20.25	47	17.60	44
No. 24	20.00	50	18.50	50	20.63	55
No. 25	.....	....	16.00	46½	18.00	46½
No. 26	.....	....	12.35–15.00	45	15.00	50
No. 27	.....	....	13.50–23.00	50	12.00–27.50	50
Stitchers, uppers, female—						
No. 1	.....	....	9.60–12.00	48	9.60–12.00	48
No. 2	17.00	54	7.00–14.00	44	7.00–14.00	44
No. 3	16.00	54	10.00	48	10.00	48
No. 4	11.00	60	9.05	45½	8.00	40
No. 5	.....	....	9.00–13.00	48	10.00–14.00	48
No. 6	17.50	52	9.90–15.50	52	8.35–13.20	44
No. 7	.....	....	9.05–16.30	43–50	11.45–17.00	40–51
No. 8	11.40*	....	8.30	30½	10.35	31
No. 9	17.00*	48	11.00	48	11.00	48
No. 10	14.50*	55	15.36	48	14.40	45
No. 11	19.40*	49	11.25	49	11.25	49
No. 12	15.75*	48	13.30–14.50	45	11.50–14.45	42–45
No. 13	12.50	48	12.00	48	12.00	48
No. 14	.....	....	5.00–12.00	27–40	6.00–13.00	25–31
No. 15	.....	....	11.00–12.25	49	11.00–12.25	49
No. 16	.....	....	11.75–15.70	49	12.00–18.00	49
No. 17	.....	....	12.60	45	12.15	45
No. 18	.....	....	10.00	48	10.00	48
No. 19	.....	....	10.55–13.20	44–48	8.80–12.00	40–44
No. 20	10.25	55	5.70	29	10.00	52
No. 21	.....	....	15.00	44	16.00	44
No. 22	.....	....	11.45	55	11.45	55
No. 23	.....	....	10.08	48	10.08	48
No. 24	10.00*	59	10.08	48	10.08	48
No. 25	10.00	55	14.00	52	12.50	50
No. 26	.....	....	14.65–19.95	45–50	14.50–19.65	45–55
No. 27	.....	....	3.38	18	9.00	48
No. 28	.....	....	9.50	48	9.50	48
No. 29	.....	....	9.90–20.80	49½	9.90–19.80	49½
No. 30	.....	....	15.00	46	16.35	44
No. 31	17.25	49½	15.10–19.90	47–50	13.75–20.25	46–52
No. 32	15.00*	....	15.00	50	15.75	50
No. 33	6.75–13.50	45	13.50–20.00	45	13.50–20.00	45
No. 34	.....	....	16.80	60	8.65	28½
No. 35	.....	....	11.40–20.60	36–45	13.35–23.05	40–62
No. 36	13.50	45	13.50–18·00	50	13.00–18.00	50
No. 37	20.50	49½	15.65	45	16.95	49½
No. 38	22.25	49½	18.50	49½	16.00	45
No. 39	.....	....	15.20	46	9.90	32
No. 40	16.00	49	16.00	49	18.00	49
No. 41	.....	....	11.25	45	12.50	50
No. 42	.....	....	12.50–14.00	46½	13.50–15.40	46½
No. 43	11.00–17.00	46½	12.00–15.50	46½	12.50–16.00	46½
No. 44	.....	....	12.00–15.00	46½	12.00–15.00	46½
No. 45	.....	....	13.70–20.90	46½	15.00–22.00	46½

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
BOOTS AND SHOES —Continued						
Stitchers, uppers, female—Conc.						
No. 46	17.20–18.85	44–49	11.25–13.75	49	11.25–13.75	49
No. 47	12.00–20.00	46½	12.00–20.00	44	12.00–27.00	44
No. 48			16.50	55	16.50	55
No. 49			15.40	55	17.05	55
No. 50			11.00	40	11.00	40
No. 51	19.25	48	14.50	44	15.00	44
No. 52			22.50	48	12.60–18.30	36–39
Machine operators, male—						
No. 1			14.40–20.50	48	14.40–17.00	48
No. 2	24.00	54	13.00–26.00	44	13.00–22.00	44
No. 3	18.00	54	13.20–17.42	40–44	15.00–20.00	48
No. 4			17.00	48	17.00	48
No. 5	25.00	50	28.60	52	28.60	52
No. 6	29.78*		15.00	32	19.35	33
No. 7			18.25		18.60	
No. 8	30.00	48	20.65	39	18.80	40
No. 9			24.35	52	24.35	52
No. 10			11.60–14.85	27	11.60–16.50	22–38
No. 11			30.50	44	33.00	44
No. 12			20.40	48	20.40	48
No. 13	20.00*	59	20.40–25.20	48	20.40–25.20	48
No. 14	20.00	55	24.00	57	20.50–25.00	50–61
No. 15			26.40	55	26.40	55
No. 16			20.90–26.65	43–52	20.40–23.00	40
No. 17			23.60	45	28.85	49½
No. 18			16.95	47	22.00	46
No. 19			17.05–25.95	36–46	15.50–21.25	25–29
No. 20	16.50–22.50	45	19.00–27.00	50–55	19.00–27.50	50–55
No. 21	22.50	50	18.15–23.95	55	17.50–22.25	50
No. 22			19.35	45	18.45	45
No. 23	27.00	49	18.00	49	20.00	49
No. 24	16.00–26.00*	46½	18.00–30.00	46½	17.00–28.00	46½
No. 25			18.00–32.00	46½	18.00–32.00	46½
No. 26			31.35–39.60	46½	34.50–42.00	46½
No. 27			22.50	45	22.50	45
No. 28			28.25	55	29.35	55
No. 29			22.00	48	22.00	48
No. 30	19.25	48	17.00	44	21.00	48
No. 31	24.00	48	20.00	48	22.50	48
Lasters, male—						
No. 1			19.50	48	19.00	48
No. 2	29.50	54	14.00–18.00	44	14.00–18.00	44
No. 3	22.50	60	15.00	34½	18.60	36
No. 4			24.00	48	21.00	48
No. 5	22.75	50	26.40	48	28.60	52
No. 6			27.45	52	17.00	35
No. 7			25.00	42	17.00	32
No. 8	24.84*		21.15	30	22.25	31
No. 9	42.00	48	24.20	44	26.00	44
No. 10	35.50	50	33.00	44	33.00	44
No. 11	24.50*	49	22.05–26.95	49	22.05–26.95	49
No. 12	18.75	50	25.50	48	25.50	48
No. 13	18.50*	48	21.60	48	21.60	48
No. 14			22.05–26.95	49	22.05–26.95	49
Lasters, male—Conc.						
No. 15			22.05	49	22.05	49
No. 16	26.00	48	20.90	38	28.80	48
No. 17	23.25	55	16.30	37	21.70	50
No. 18			28.85	55	28.85	55
No. 19			27.50	44	30.00	44
No. 20			15.95–26.40	48	15.95–25.20	48
No. 21	20.00*	59	25.20	48	25.20	48
No. 22			26.40	55	26.40	55
No. 23	30.00	55	30.00	54	31.00	50
No. 24			4.29–5.28	11	11.70–14.40	30
No. 25			15.85–27.25	49½	14.85–27.25	49½
No. 26			19.35	50	22.45	44
No. 27			18.25–24.05	44–47	13.00–18.85	26–30
No. 28	27.25	49½	18.65–30.50	46	18.05–28.50	50–52
No. 29			25.00	50	26.25	50
No. 30	20.00–35.00	45	20.00–38.00	45–50	30.00–53.00	58
No. 31			21.90	60	13.85	27½
No. 32			27.35–32.85	48–53	23.80–32.75	46–54
No. 33	30.00	49½	29.35	45	33.00	49½
No. 34	24.50	49½	20.00	49½	20.00	45
No. 35	23.10–43.50	49½	20.80–26.70	50–56	17.50–22.85	42–53
No. 36	28.00	49	26.00	49	24.00	49
No. 37	22.25	50	18.45–24.75	55	17.50–22.50	50
No. 38			17.15	44	22.55	49
No. 39			13.50	45	17.50	50
No. 40			28.05	55	30.80	55
No. 41	20.00*	46½	25.15–36.55	46½	20.20–30.40	46½
No. 42	33.00	46½	26.25	50	26.25	50
No. 43			13.00–16.00	40	13.00–16.00	42
No. 44	33.00	46½	19.35–29.75	46½	22.60–38.00	46½
No. 45	35.00	48	22.00	43	27.00	44
No. 46			24.50	48	24.50	48
Edge trimmers, male—						
No. 1			21.90	38	13.55	21½
No. 2			26.40	48	26.40	48
No. 3			20.00	32	20.00	42
No. 4	18.00*	50	27.50	52	27.50	50
No. 5			26.95–31.85	49	26.95–31.85	49
No. 6			26.95	49	26.95	49
No. 7	21.25	55	21.95	34	29.60	42
No. 8			25.20	48	25.20	48
No. 9	46.00	55	36.00	57	34.50	58
No. 10			23.45	48	20.90	45
No. 11			26.40	55	26.40	55
No. 12	37.00	49½	26.00	44½	23.70	42
No. 13			25.00	50	26.25	50
No. 14	22.50	45	25.00	45	25.00	50
No. 15	38.00	49½	32.63	45	34.80	49½
No. 16	24.75	49½	21.00	49½	21.00	45
No. 17	35.00	49			28.00	49
No. 18	34.00	46½	30.29	46½	33.36	46½
No. 19	35.00	48	22.00	44	28.00	44
No. 20			28.45	47	21.35	33
Finishers, male—						
No. 1	25.00	54	13.50–24.00	44	13.50–24.00	44
No. 2			15.00	30	10.55	25
No. 3	22.50*	48	22.00	44	26.00	44
No. 4			22.05–26.95	49	22.05–26.95	49
No. 5			22.05–31.85	49	22.05–31.85	49
No. 6	15.00–37.00	48	24.60	41	20.75	46

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929 Wages per week	1929 Hrs per wk.	1939 Wages per week	1939 Hrs per wk.	1940 Wages per week	1940 Hrs per wk.
	$		$		$	
BOOTS AND SHOES —*Conc.*						
Finishers, male—Con.						
No. 7			22.05	49	22.05	49
No. 8	24.50	55	15.55	41	18.05	51
No. 9			20.40	48	20.40	48
No. 10	23.00	55	26.00	53	22.50	50
No. 11			18.15	55	18.15	55
No. 12			15.85–27.25	49½	14.85–27.25	49½
No. 13			28.80	60	20.40	38
No. 14			13.50	45	17.50	50
No. 15			24.40	44	21.40	47
No. 16	25.00	45	20.00–24.00	45	22.00–25.00	55
No. 17	27.00	49½	25.55	45	28.10	49½
No. 18	23.00	49½	16.75–29.20	50–55	16.95–34.90	52–58
No. 19	23.00*	46½	31.30	46½	26.20	46½
No. 20			16.00–35.00	46½	16.00–35.00	46½
No. 21	33.00*	46½	25.00–39.90	46½	28.00–42.00	46½
No. 22	24.00	48	16.00	44	18.00	44
No. 23			20.00	44	18.00	44
No. 24			12.50–24.00	50	11.00–25.00	50
Treers, male—						
No. 1	30.00	54	20.00	44	20.00	44
No. 2	22.25	48	19.80	44	19.80–24.20	44
No. 3			17.21	40	11.25	21
No. 4			19.00	48	18.00	48
No. 5			24.50	54	19.80	49
No. 6	18.68*		16.90	31	16.05	31
No. 7	31.25*	48	21.60	48	22.50	48
No. 8	27.50*	50	24.00	48	24.00	48
No. 9	34.00*	49	22.05	49	22.05	49
No. 10			26.95	49	26.95	49
No. 11			18.90	42	20.20	43
No. 12	24.86	55	16.30	30	23.60	50
No. 13			24.35	55	24.35	55
No. 14			20.00	44	25.00	44
No. 15	20.00	55	27.00	62	24.50	49
No. 16	18.00*	60	23.40	60	21.45	55
No. 17			23.00	55	23.00	55
No. 18			23.50	48½	24.35	46½
No. 19	24.75	49½	22.70	49	27.05	54
No. 20	40.00	49½	27.45	45	31.30	49½
No. 21	23.25	49½	19.00	49½	17.00	45
No. 22	42.00	49½	28.25	50½	21.50	40
No. 23			31.50	46½	33.00	46½
No. 24	26.40	48	20.00	34	25.40	46
No. 25			12.50–26.00	50	12.50–25.00	50
HARNESS, LEATHER BELTING, ETC.						
	per hour		per hour		per hour	
Cutters—						
No. 1	.417	60	.52	48	.52	48
No. 2	.45	50–55	.375–.45	50–55	.375–.45	50–55
No. 3	.55	54	.50	35	.50	50
No. 4	.35	52½	.48	50	.48	50
No. 5	.61	43¾	.594	43¾	.594	43¾
No. 6			.551	43¾	.567	43¾
No. 7	.55	50	.50	44	.50	44
No. 8			.58	50	.58	49½
No. 9	.51	44	.50	44	.50	40
No. 10	.50	48	.45	44	.45	44
No. 11			.45	44	.45	44
No. 12	.60	46½	.58	46½	.60	46½

Industry and Occupation	1929 Wages per hour	1929 Hrs per wk.	1939 Wages per hour	1939 Hrs per wk.	1940 Wages per hour	1940 Hrs per wk.
	$		$		$	
Harness makers—						
No. 1			.45	38	.45	45
No. 2	.45	54	.40	35	.45	50
No. 3	.40	52½	.40	50	.40	50
No. 4	.61	43¾	.503	43¾	.503	43¾
No. 5	.50	50	.50	30	.50	30
No. 6	.35–.57	44	.45	40	.48	40
No. 7	.55	48	.40	44	.40	44
No. 8	.613	48	.555	45	.555	45
No. 9			.514	35	.514	35
No. 10			.43	44	.43	47
Saddle makers—						
No. 1	.267	60	.34	48	.34	48
No. 2	.55	50	.54	44	.54	44
No. 3	.55	54	.55	40	.55	40
No. 4	.50	48	.45–.55	44	.45–.55	44
Collar makers—						
No. 1	.267	60	.34	48	.34	48
No. 2			.38	35	.38	50
No. 3	.612	43¾	.57	43¾	.52	43¾
No. 4	.60	50	.615	44	.617	44
No. 5			.50	40	.50	40–44
No. 6			.47	37	.48	34
Machine operators—						
No. 1	.45	54	.40	35	.45	50
No. 2	.50	52½	.55	50	.55	50
No. 3	.495	43¾	.53	43¾	.508	43¾
No. 4	.50	50	.568	32	.568	44
No. 5	.475	50–55	.45	55	.45	55
No. 6	.48	44	.50	44	.50	40
No. 7			.48	50	.52	49½
FUR GOODS						
	per week		per week		per week	
Cutters, male—						
No. 1			36.50	40	36.50	40
No. 2	36.00	46	38.00	40	40.00	40
No. 3	25.00–40.00	44	29.50–36.50	40	40.00	40
No. 4	35.00	49	18.00–27.00	48	18.00–27.00	48
No. 5	24.00–32.00	49	24.00–27.00	48	24.00–27.00	48
No. 6	27.00	54	32.35	45	35.00	48
No. 7	35.00	44–50	30.00	45	17.50–32.00	45
No. 8	45.00–50.00	54	38.00	49	42.00	49
No. 9	45.00–50.00	54	40.50–45.00	54	40.50–45.00	54
No. 10	37.50–50.00	48	30.00	48	30.00	48
No. 11	39.60	44	29.05	35	29.05	35
No. 12	45.00	44	40.00	40	40.00	40
No. 13	45.00	44	42.50	40	45.00	40
No. 14	47.00	44	40.00	44	40.00	43¾
No. 15	35.00	44	31.50	38	31.50	38
No. 16	44.00	44	38.00	40	38.00	40
No. 17	40.00	44	23.50–36.00	40	32.50–41.00	40
No. 18	40.00–48.00	44	25.00–30.00	44	22.00–35.00	44
No. 19			37.50–45.00	40	40.00–45.00	40
No. 20	40.00	44	27.50	44	27.50	40
No. 21			27.50	48	30.00	48
Machine operators, male—						
No. 1	30.00–35.00	44	29.50	40	32.50	40
No. 2			30.00	40	30.00	40
No. 3	30.80	44	19.78	35	19.78	35

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
FUR GOODS—*Conc.*						
Machine operators, male—Conc.						
No. 4	32.00	44	25.05	40	27.05–35.00	40
No. 5	40.00	44	29.00	40	29.00	40
No. 6	30.00	43¾	26.25	43¾	26.21	43¾
No. 7			27.00–30.00	40	30.00–32.00	40
No. 8			33.00	40	33.00	40
No. 9			29.50	40	31.00	40
No. 10	35.00	44	22.00	40	24.00	40
Machine operators, female—						
No. 1	20.00	46	21.00	40	22.00	40
No. 2	20.00	44	21.50	40	23.50	40
No. 3	12.00	49	14.00	48	14.00	48
No. 4	13.00–14.00	49	14.00–15.00	48	14.00–15.00	48
No. 5	23.00	44	17.40	45	17.40	44
No. 6	20.00	54	13.00–20.00	49	15.00–20.00	49
No. 7	20.00	54	19.00	48	19.00	48
No. 8	17.00	48	13.00	48	13.00	48
No. 9	24.20	44	18.20	35	18.20	35
No. 10	28.00–32.00	44	25.05–30.00	40	27.05–32.00	40
No. 11	24.00	44	21.35	44	24.85	43¾
No. 12	18.00	44	17.10	38	17.00	38
No. 13	23.00	44	21.00	40	21.00	40
No. 14			15.00	44	13.00	44
No. 15	22.00–25.00	44	20.00	44	20.00	40
No. 16			13.20–16.40	40	13.20–18.00	40
No. 17			18.00	49	20.00	49
No. 18			18.00	48	18.00	48
No. 19	10.00	54	10.80	36	14.40	48
No. 20			22.00	40	22.00	40
Blockers, male—						
No. 1			22.00	40	24.00	40
No. 2			22.00	40	24.00	40
No. 3			22.50	40	22.50	40
No. 4	19.50	49	20.00	48	20.00	48
No. 5	22.00	49	20.00	48	20.00	48
No. 6	25.00	44	20.83	35	20.83	35
No. 7	35.00	44	24.00	40	24.00	40
No. 8	34.00	44	22.50	44	24.42	43¾
No. 9	33.00	44	29.60	38	29.60	38
No. 10			24.00	40	24.00–26.00	40
No. 11	20.00	44	20.00	40	20.00	40
No. 12	17.50	44	14.85	40	16.00	40
No. 13			35.00	40	35.00	40
Finishers, female—						
No. 1	18.00	46	15.00–20.00	40	18.00–22.00	40
No. 2	15.00	44	19.50	40	21.50	40
No. 3			18.00–20.00	40	18.00–20.00	40
No. 4	12.50	49	12.00	48	12.00	48
No. 5	14.00	49	15.00	48	15.00	48
No. 6	15.00	54	10.70	32	16.20	48
No. 7	22.00	44–50	17.85	45	17.85	45
No. 8	15.00–23.00	54	11.50–21.00	49	11.50–21.00	49
No. 9	16.00–25.00	54	12.00–16.00	48	12.00–16.00	48
No. 10	15.00	48	12.00–13.00	48	12.00–13.00	48
No. 11	20.00	44	14.85	30	17.33	35
No. 12	20.00	44	17.50–22.00	40	22.00	40
No. 13	22.25	44	17.60	44	18.40	43¾
No. 14	18.00	44	17.10	38	17.10	38
No. 15	23.00	44	20.00	40	20.00	40
No. 16	11.00–14.00	44	11.00–15.40	40	11.00–15.40	40
No. 17	16.00	44	13.00	44	15.00	44
No. 18	22.00–25.00	44	20.00	44	20.00	40
No. 19			15.00	48	15.00	48
No. 20			17.00–20.00	40	19.00–20.00	40
RUBBER PRODUCTS	per hour		per hour		per hour	
Compounders, male—						
No. 1	.47	55	.54	40	.55	40
No. 2			.40–.49	45	.37–.45	40
No. 3	.51	46½	.61–.65	48	.61–.62	42
No. 4			.59	36	.602	41
No. 5	.50	55	.60	45	.60	40–50
No. 6			.536	48	.563	48
No. 7	.50	44½	.527	42½	.535	45
No. 8			.48	48	.485	48
No. 9	.52	49½	.59	44	.58	44
No. 10			.51	58	.51	55
No. 11			.30–.42‡	50	.33–.42‡	45–50
No. 12			.50	50	.49	44
Calendermen—						
No. 1			.40	54	.40–.45	55
No. 2	.457	55	.54	40	.54	40
No. 3	.65	50	.58	54	.58	54
No. 4			.35–.62	45	.32–.60	40
No. 5	.85	45	.86	40	.86	48
No. 6			.50–.70	55	.50–.70	50
No. 7			.48–.59	16–48	.50–.575	20–51
No. 8	.60	55	.67	45	.69	40–50
No. 9			.65	48	.683	48
No. 10	.50	44½	.527	42½	.535	45
No. 11			.64	48	.63	48
No. 12	.51	49½	.56	44	.58	44
No. 13	.75	42½	.74	40	.74	40
No. 14			.47	48	.485	43
No. 15			.42–.49	44–46	.41–.48	30–38
Curers, male—						
No. 1			.57	54	.57	54
No. 2			.40	60	.40	40
No. 3	.75–.80	45	.71–.80	40	.71–.80	48
No. 4	.65	40	.66	45	.66	40–50
No. 5			.50	45	.54	40–50
No. 6	.50	40	.63	40½	.60	51
No. 7	.77	45	.77	40	.77	40
No. 8	.51	46½	.63	40	.64	32
Millmen—						
No. 1			.30	54	.30	54
No. 2	.45	55	.53	40	.53	40
No. 3			.43–.53	54	.43–.54	54
No. 4			.44–.58	45	.35–.60	40
No. 5	.70	45	.72	40	.72	48
No. 6			.43–.46	55	.43–.46	53
No. 7	.575	55	.65	45	.65	40–50
No. 8			.576	44	.576	36
No. 9			.55	48	.578	48
No. 10	.50	44½	.527	42½	.535	45
No. 11			.62–.67	48	.65–.72	48
No. 12	.49	49½	.55	44	.58	44
No. 13	.625	42½	.73	40	.73	40
No. 14			.393	47½	.392	42
No. 15			.30–.42‡	50	.33–.42‡	45–50
No. 16	.42–.48	59	.43	45	.43	44½

‡ Plus bonus

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
RUBBER PRODUCTS —*Cont.*						
Tire builders, male—						
No. 1	.75	45	.80	40	.82	48
No. 2	.70	45	.77	40	.77	48
No. 3	.532	46½	.66-.79	40	.66-.83	31
No. 4	.70	40	.65	45	.67	40-50
No. 5			.65	48	.683	48
No. 6	.40	40	.64	40½	.726	42
No. 7	.565	49½	.70	44	.78	44
No. 8	.725	42½	.78	40	.79	40
Tire inspectors, male—						
No. 1	.70-.75	45	.74-.84	40	.77-.84	48
No. 2	.60	40	.59	45	.61	40-50
No. 3			.70	48	.735	48
No. 4	.40	49½	.614	45	.614	52
No. 5	.70	45	.77	42½	.77	42½
No. 6	.53-.59	46½	.60	50	.60	32
Tube makers, male—						
No. 1†	.35	45	.42	40	.42	48
No. 2	.65	45	.65	40	.70	48
No. 3	.60	50	.54	45	.57	40-50
No. 4			.60	48	.63	48
No. 5	.40	45	.523	41	.533	46
No. 6†			.31	43	.341	47
No. 7	.52	49½	.60	44	.60	44
No. 8	.65	42½	.67	40	.67	40
No. 9†			.38	45	.38	45
No. 10	.51	46½	.597	40	.604	32
Cutters, male—						
No. 1	.50	60	.35	54	.35	54
No. 2	.25-.32	60	.30	54	.30	54
No. 3			.40-.69	45	.37-.60	40-55
No. 4			.45-.65	48-50	.45-.65	45-48
No. 5	.49	60	.53	45	.56	40-50
No. 6			.60	48	.63	48
No. 7			.43	48	.44	48
No. 8	.457	59	.53-.63	38-48	.48-.58	31-46
No. 9	.375	59	.467	46	.453	45
No. 10			.325	54	.325	55
No. 11			.37-.45	50-54	.39-.45	37-45
Shoemakers, male—						
No. 1	.26-.35	54-60	.35	54	.35	54
No. 2			.29-.56	45	.25-.50	40
No. 3	.514	51½	.54-.57	49	.54-.57	31-44
No. 4			.48	51	.536	29
No. 5			.45-.52	45	.45-.52	42
No. 6	.50	60	.50	45	.56	40-50
No. 7			.60	48	.63	48
No. 8	.46	40	.48	40	.49	40
No. 9			.408	50½	.363	40
Shoemakers, female—						
No. 1	.23	54	.24-.30	54	.25	54
No. 2			.29-.38	45	.25-.38	40
No. 3	.295	51	.33	50	.33-.34	40-42
No. 4			.31-.35	45	.31-.35	42
No. 5	.30	60	.35	45	.38	40-50
No. 6			.43	45	.452	48
No. 7	.30	55	.33	45	.27	50
No. 8			.267	51	.283	38
Quartermakers, female—						
No. 1	.25	54	.25	54	.25	54
No. 2	.24	54	.20	54	.20	54
No. 3			.26-.44	45	.25-.40	40
No. 4	.27	52½	.361	39	.362	33
No. 5			.27-.37	48	.27-.37	45
No. 6	.36	60	.34	45	.38	40-50
No. 7			.263	44½	.26	47½
Varnishers, male—						
No. 1	.35	54	.34	54	.34	54
No. 2			.377	45	.42	40
No. 3			.45-.52	55	.45-.52	53
No. 4	.408	59	.553	53	.587	46
No. 5	.38	60	.50	45	.54	40-50
No. 6			.454	54½	.439	43
Press operators, male—						
No. 1	.27	60	.30-.54	54	.30-.54	54
No. 2			.47	54	.47	54
No. 3	.532	46½	.68	40	.633	32
No. 4			.68	48	.714	48
No. 5			.53-.70	48	.55-.68	48
No. 6			.33-.45‡	50	.33-.45‡	45-50
No. 7	.545	54	.592	45	.616	41
No. 8			.47	39	.535	47½
No. 9			.275	54	.30	55
Packers, male—						
No. 1	.37	54	.30	54	.30	54
No. 2			.48	40	.51	40
No. 3			.31-.46	45	.25-.40	40
No. 4			.43-.55	48	.43-.55	50
No. 5	.38	60	.45	45	.49	40-50
No. 6			.33-.36‡	44	.33-.36‡	45-50
No. 7	.405	59½	.49-.57	40-43	.46-.57	31-49
No. 8	.468	46½	.537	50	.506	40
No. 9			.414	54	.363	43½
Packers, female—						
No. 1	.23	54	.25-.30	54	.25-.30	54
No. 2			.37	54	.37	54
No. 3			.29	45	.25-.30	40
No. 4			.30-.35	45	.30-.35	50
No. 5	.223	60	.36	45	.38	40-50
No. 6			.33-.45	48	.31-.435	48
No. 7			.21	47½	.21	47½
No. 8			.22‡	44	.22‡	45-50
No. 9	.24	54	.26-.36	38-40	.27-.37	31-45
No. 10			.413	50	.413	38
No. 11			.277	51	.288	38
Shippers, male—						
No. 1			.33-.42	45	.32-.40	40
No. 2	.50	45	.51-.65	40	.51-.65	48
No. 3	.413	61½	.44	49	.455	46
No. 4			.381	46	.43	27
No. 5	.468	46½	.484	50	.457	40
No. 6			.45-.53	50	.45-.53	58
No. 7	.375	60	.44	45	.46	40-50
No. 8	.40	49½	.391	45	.391	49½
No. 9			.36-.47	48	.35-.47	48
No. 10	.46	49½	.51	44	.51	44
No. 11			.33	37	.33	59½
No. 12			.58	47½	.58	47½
No. 13			.45	54	.45	54
No. 14			.42	40	.435	41½

‡ Plus bonus. † Female

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Continued

Industry and Occupation	1929		1939		1940	
	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.	Wages per hour	Hrs per wk.
	$		$		$	
RUBBER PRODUCTS —*Concluded*						
Engineers—						
No. 1	.75	45	.74	44	.74	50
No. 2	.....	....	.565	48	.595	56
No. 3	.....	....	.50	56	.50	56
No. 4	.....	....	.625	48	.68	48
Labourers—						
No. 1	.....	....	.30–.36	54	.30–.36	54
No. 2	.30–.38	65	.30–.35	48	.30–.35	55
No. 3	.....	....	.27–.53	45	.32–.42	40
No. 4	.....	....	.24–.35	45–60	.27–.375	50–60
No. 5	.45	45	.50	40	.51	48
No. 6	.....	....	.38–.40	50	.38–.43	50
No. 7	.32–.45	55	.46	45	.48	40–50
No. 8	.....	....	.35–.40	48	.40	48
No. 9	.485	49½	.54	48	.54	44
No. 10	.405	50	.375	50	.375	41
No. 11	.....	....	.362	43½	.391	55
CIGARS	per week		per week		per week	
Cigarmakers, male—						
No. 1	15.40	50	25.10	48	29.40	54½
No. 2	25.00	50	25.00	47	23.00	47
No. 3	28.00	48	20.00	40	20.00	40
No. 4	.....	....	17.75	42½	25.48	55
No. 5	.....	....	15.35	48	16.32	48
No. 6	.....	....	19.30	42½	28.13	54½
Cigarmakers, female—						
No. 1	14.00	40	12.10	41	10.64	32
No. 2	.....	....	14.00	47	14.00	47
No. 3	.....	....	12.00	40	12.00	40
No. 4	15.40	50	19.00	44	23.10	53
No. 5	21.75	44	17.60	42½	24.86	55
Strippers, female—						
No. 1	12.50	40	12.35	42½	10.21	39
No. 2	.....	....	10.50	40	10.50	40
No. 3	10.60	50	11.80	47	11.91	46½
No. 4	.....	....	14.10	44½	17.29	54
No. 5	12.50	44	13.00	47	13.00	47
No. 6	.....	....	8.00	27	7.42	29
No. 7	.....	....	7.68	26	9.71	36
No. 8	9.00	48	11.80	40	9.98	36½
No. 9	14.00	48	12.00	30	12.00	30
No. 10	12.05	44	16.25	41	18.90	51½
No. 11	.....	....	9.30	37	11.00	44
Bunchers and rollers, male—						
No. 1	15.35	50	20.95	47½	29.15	55
No. 2	.....	....	9.53– 10.12	29– 31	9.25– 10.17	38– 40
No. 3	.....	....	8.03– 9.83	25– 27	10.26– 11.16	40– 41
No. 4†	11.15	48	11.42	39	11.01	39
No. 5†	.....	....	13.85	40	13.84	41½
No. 6	.....	....	10.85	43½	10.35	43½
No. 7	.....	....	11.60	44	9.50	34½
No. 8†	.....	....	20.55– 23.30	47	26.00– 27.21	55
Banders and wrappers, female—						
No. 1	7.55	50	12.42– 13.30	47	14.31– 15.67	53– 55
No. 2	12.00	50	10.00– 14.00	47	10.00	47
No. 3	.....	....	12.42	39	8.87	31
No. 4	10.85– 12.00	48	13.00	41	12.28	39½
No. 5	.....	....	14.62	41½	18.03	50
No. 6	.....	....	11.40	38	11.00	44
No. 7	.....	....	15.00	33	15.00	33

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Packers, female—						
No. 1	16.70	40	13.55	42½	12.74	42½
No. 2	20.80	50	18.65	40	28.31	53
No. 3*	30.00	50	24.00	47	20.00	47
No. 4*	.....	....	17.00	35	15.40	39
No. 5	11.00	48	11.35	38	12.22	41
No. 6*	35.00	48	25.00	35	25.00	35
No. 7	.....	....	14.62	41½	18.03	50
TOBACCO AND CIGARETTES						
Stemmers, female—						
No. 1	.....	....	12.00	48	12.00	48
No. 2	.....	....	7.20– 11.52	48	7.20– 11.52	48
No. 3	11.00	50	11.50– 12.00	43– 44	11.00– 14.00	40– 47
No. 4	11.00	50	11.50	44	10.40	40
No. 5	.....	....	15.25	43	15.12	42½
No. 6	.....	....	13.25	42½	13.22	42½
No. 7	.....	....	13.45	47½	13.55	43½
No. 8	.....	....	10.35	47½	10.90	48
No. 9	.....	....	13.50	50	13.50	50
No. 10	11.00– 15.00	50	12.35	47	10.08– 12.35	43
No. 11	.....	....	10.40	40	9.32	41
Tobacco cutters, male—						
No. 1	13.90	55	14.40	48	14.40	48
No. 2	.....	....	16.90– 20.47	44½	16.29– 21.16	46
No. 3	.....	....	16.65	49	17.28	48
No. 4	.....	....	20.00	47½	22.00	47½
No. 5	21.00	50	20.20	47	20.16	48
Blenders, female—						
No. 1	.....	....	11.52	48	11.52	48
No. 2	.....	....	11.60	43	11.14– 12.60	41– 42
No. 3*	.....	....	16.20– 19.80	45	17.48– 19.80	45– 46
No. 4*	.....	....	15.36– 16.32	48	15.84– 16.32	44– 48
No. 5	.....	....	12.00	48	12.00	48
No. 6	.....	....	11.50	48	11.50	48
Cigarette makers, female—						
No. 1	.....	....	11.52	48	11.52	48
No. 2	10.00– 11.00	50	11.75	45	10.05– 12.50	39– 48
No. 3	.....	....	12.15– 19.80	45	10.80– 19·80	40– 45
No. 4	.....	....	10.80– 13.50	45	10·80– 13.50	40– 45
No. 5	.....	....	11.45	44	9.88	38
No. 6	10.00– 13.50	50	10.00– 16.85	42– 51	11.25– 15.84	45– 48
Packers, tobacco, female—						
No. 1	9.00	50	11.75	45	10.05– 12.50	39– 48
No. 2	.....	....	12.00	48	12.00	48
No. 3	.....	....	11.88– 15.40	44	11.88– 15.40	44
No. 4	.....	....	8.25	30	8.63	33
No. 5	.....	....	11.00– 12.76	44	9.35 12.33	42½
No. 6	.....	....	12.50	47½	12.50	47½
No. 7	11·50– 18·00	50	11·50	36½	10.44 14·06–	44½
No. 8	.....	....	11.52	48	11.52	48

* Male † Female

TABLE X.—WAGES AND HOURS OF LABOUR IN MANUFACTURING—Concluded

Industry and Occupation	1929 Wages per week	1929 Hrs per wk.	1939 Wages per week	1939 Hrs per wk.	1940 Wages per week	1940 Hrs per wk.
	$		$		$	
TOBACCO AND CIGARETTES—*Conc.*						
Packers, cigarettes, female—						
No. 1			11.88–15.84	44	12.42–14.40	40–46
No. 2			9.88	38	9.88	38
No. 3	10.00–18.50	50	14.50	47½	15.87	56
No. 4	10.00–14.50	50	11.52–14.00	48–50	12.48–16.17	40–52
No. 5	12.00	50	11.75	45	11.50	44
No. 6			11.52	48	11.52	48
Machinists—						
No. 1			35.00	48	35.00	48
No. 2	15.30	55	15.00–24.00	60	17.00–25.00	60
No. 3	27.50–32.50	50	26.50–28.80	44–48	28.50–34.45	48–53
No. 4			28.80–38.40	48	40.07–51.85	57–61
Machinists—Conc.						
No. 5			25.75	48	31.50	48
No. 6			30.75	48	32.00	48
No. 7	28.00	50	28.80	48	38.02	58½
No. 8			18.00–25.00	47½	22.00–30.00	47½
Labourers—						
No. 1	19.00	49½	15.84–20.16	48	15.84–20.16	48
No. 2	17.50–19.00	50	15.50–17.75	44–48	14.70–17.60	42–44
No. 3	20.00	50	18.00–21.00	45	18.00–21.10	44–48
No. 4			16.20–20.70	45	17.64–25.76	49–56
No. 5			25.26	50	25.89	51
No. 6			17.28	48	17.28	48
No. 7			14.40–18.25	48	14.40–18.25	48
No. 8			12.00–14.00	47½	12.00–17.00	47½
No. 9	16.00–22.00	50	19.20	48	19.00	47½

TABLE XI—WAGES AND HOURS OF LABOUR IN LITHOGRAPHING, PHOTO-ENGRAVING, STEREOTYPING AND ELECTROTYPING

Industry and Occupation	1929 Wages per week	1929 Hrs per wk.	1939 Wages per week	1939 Hrs per wk	1940 Wages per week	1940 Hrs per wk
	$		$		$	
LITHOGRAPHING						
Artists—						
No. 1	80.00	44	70.00	44	70.00	44
No. 2	65.00	48	63.00	45	63.00	45
No. 3			45.00	45	45.00	45
No. 4	55.00	46	56.25	45	56.25	45
No. 5	60.00	48	39.82	45	39.82	45
No. 6	45.00–65.00	46½	65.40	45	65.40	45
No. 7	50.00	47	45.00	45	46.35	45
No. 8	50.00–61.00	47½	29.25–50.00	45	31.50–50.00	45
No. 9			56.25	45	56.25	45
No. 10	30.00–55.00	48	33.00–48.00	45	30.90–49.44	45
No. 11	45.00	46½	40.00	45	40.00	45
No. 12	47.00	46½	45.00	45	45.00	45
No. 13			35.00–48.50	44	38.00–60.00	44
No. 14	50.00	46½	48.00–58.00	45	48.00–58.00	45
No. 15	75.00	48	45.00	48	45.00	48
Engravers—						
No. 1	47.00	48	50.00	40	50.00	40
No. 2			41.00	45	41.00	45
No. 3	57.20	44	55.85	44	55.85	44
No. 4	55.00	48	39.85	45	39.85	45
No. 5	55.00	46½	40.00	45	40.00	45
No. 6	50.00	46½	54.50	45	54.50	45
No. 7			63.00	48	63.00	48
No. 8			49.00	48	49.00	48
No. 9	43.00–55.00	48	49.50	48	52.25	48
No. 10	40.00–50.00	48	40.00–50.00	48	40.00–50.00	48
Pressmen—						
No. 1	50.00	48	50.00	45	50.00	45
No. 2			45.00	45	45.00	45
No. 3	57.00	48	45.00	45	48.00	45
No. 4	40.00–65.00	48	41.85–57.00	45	44.10–57.00	45
No. 5			41.85–45.00	45	41.85–45.00	45
No. 6			47.25	45	47.25	45
No. 7	55.00	46	56.25	45	56.25	45
No. 8	43.20–52.30	48	41.85–50.40	45	41.85–50.40	45
No. 9	47.00–55.00	48	35.10–52.50	45	40.05–54.15	45
No. 10	45.00–75.00	48	32.00–52.00	48	33.00–55.00	48
No. 11			49.50–56.25	45	50.85–58.05	45
No. 12			47.25	45	51.75	45
No. 13			42.70	44	42.70	44
No. 14			40.75	45	40.75	45
No. 15	55.00	48	53.30	45	53.30	45
No. 16	40.00–55.00	48	31.50–60.30	45	38.70–64.35	45
No. 17			37.50	48	38.00	48
No. 18	35.00–50.00	48	45.00	45	45.00	45
No. 19			33.75–48.44	45	33.75–48.44	45
No. 20			58.00	45	58.00	45
No. 21			45.00	45	46.35	45
No. 22			35.10	45	35.10	45
No. 23	40.00–57.00	48	45.00–58.50	45	45.00–58.50	45
No. 24			39.00	48	39.00	48
No. 25	35.00–50.00	48	37.50–40.00	48	37.50–40.00	48
No. 26	47.50	48	33.00–40.00	48	35.00–40.00	48

TABLE XI—WAGES AND HOURS OF LABOUR IN LITHOGRAPHING, PHOTO-ENGRAVING, STEREOTYPING AND ELECTROTYPING—Concluded

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
LITHOGRAPHING —*Concluded*						
Transferrers—						
No. 1	50.00	48	47.00	45	47.00	45
No. 2	43.00	48	45.00	45	45.00	45
No. 3	42.00	48	45.00	45	47.00	45
No. 4	50.00	48	45.00	45	45.00	45
No. 5	.....	....	40.50–49.95	45	45.00	45
No. 6	50.00	48	45.00	45	45.00	45
No. 7	.....	....	45.00	45	45.00	45
No. 8	35.00–49.50	46	35.00–48.00	45	35.10–48.15	45
No. 9	45.00	48	45.00	45	45.00	45
No. 10	40.00–50.00	48	40.00–45.00	45	41.40–46.35	45
No. 11	.....	....	45.00	48	45.00	48
No. 12	40.00–52.00	47½	41.00–47.50	45	41.00–47.50	45
No. 13	.....	....	55.00	45	55.00	45
No. 14	35.00	48	45.00	45	46.35	45
No. 15	.....	....	50.00	44	50.00	44
No. 16	47.10	44	46.65	44	47.08	44
No. 17	45.00	48	36.00–44.55	45	36.00	45
No. 18	50.00	48	45.00	45	46.35	45
No. 19	54.00	48	48.60	45	49.95	45
No. 20	50.00	48	45.00	45	45.00	45
No. 21	.....	....	38.25	45	38.25	45
No. 22	.....	....	45.00	45	46.35	45
No. 23	.....	....	47.25	45	47.25	45
No. 24	54.00	48	47.50	45	47.50	45
No. 25	42.00–50.00	48	38.25–50.50	45	38.25–50.50	45
No. 26	.....	....	38.00–46.00	48	38.00–46.00	48
No. 27	42.00	48	40.00	48	43.00	48
No. 28	45.00	48	35.00	48	35.00	48
PHOTO-ENGRAVING						
Artists—						
No. 1	50.00	48	42.50	45	42.50	45
No. 2	40.00–45.00	44	40.00	44	40.00	44
No. 3	30.00–85.00	44	40.00–75.00	44	40.00–75.00	44
No. 4	.....	....	40.00	44	40.00	40
No. 5	50.00–65.00	44	35.00–65.00	44	35.00–65.00	44
No. 6	45.00–70.00	44	45.00–60.00	44	45.00–60.00	44
No. 7	.....	....	32.50–45.00	40	35.00–45.00	40
No. 8	.....	43½	40.00–55.00	43½	40.00–55.00	43½
No. 9	57.50	44	32.50	44	32.50	44
No. 10	40.00–65.00	48	40.00–65.00	44	40.00–65.00	40
No. 11	30.00	44	37.00	44	37.00	44
Engravers—						
No. 1	.....	....	30.00	45	32.00	45
No. 2	50.00	48	45.25	48	50.00	48
No. 3	36.00	48	36.20	48	38.00	48
No. 4	45.00	48	50.00	40	50.00	40
No. 5	.....	....	35.00–60.00	48	35.00–60.00	48
No. 6	42.00–53.00	48	35.00	46½	35.00	46½
No. 7	55.00	44	50.00	40	50.00	40
No. 8	35.00–50.00	44	40.00–50.00	44	40.00–45.00	44

Industry and Occupation	1929		1939		1940	
	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.	Wages per week	Hrs per wk.
	$		$		$	
Engravers—Conc.						
No. 9	.....	....	55.00	40	55.00	40
No. 10	48.00	48	50.40	48	50.40	48
No. 11	55.00–65.00	44	55.00	40	55.00	40
No. 12	58.00–75.00	44	55.00–65.00	40	55.00–65.00	40
No. 13	55.00–70.00	44	55.00–60.00	40	55.00–60.00	40
No. 14	40.00–80.00	44	55.00–60.00	40	55.00–60.00	40
No. 15	55.00	44	55.00	40	55.00	40
No. 16	60.00	44	52.50	40	52.50	40
No. 17	55.00–60.00	44	40.00–52.50	44	40.00–52.50	44
No. 18	.....	....	41.30	45	41.30	45
No. 19	65.00	40–44	57.50	40	57.50	40
No. 20	57.50	44	63.00	44	63.00	44
Stereotypers—						
No. 1	37.00	48	30.00	48	30.00	48
No. 2	23.00	48	24.00	48	24.00	48
No. 3	35.00	48	36.08	45	36.08	45
No. 4	38.00	48	41.00	44	41.00	44
No. 5	39.00	48	33.30	48	33.30	48
No. 6	43.00	48	38.00	44	38.00	44
No. 7	35.00	48	33.25	48	33.25	48
No. 8	45.00	48	43.00	44	43.00	40
No. 9	42.00	48	28.00	46½	28.00	46½
No. 10	31.00	48	27.90	46	28.50	46
No. 11	36.00	48	35.00	48	35.00	48
No. 12	37.00	48	40.25	48	40.25	48
No. 13	39.00	47	36.10	47	36.10	47
No. 14	37.00	44	36.10	44	36.10	44
No. 15	43.00	48	41.80	48	41.80	45
No. 16	43.00	48	41.80	48	41.80	48
No. 17	.....	....	27.60	48	27.60	48
No. 18	37.00	48	32.40	44	33.00	44
No. 19	.....	....	33.00	44	33.00	44
No. 20	.....	....	42.00	40	42.00	40
No. 21	46.00	46½	45.50	40	47.00	40
No. 22	45.00	48	40.00	40	42.00	40
No. 23	36.00	48	40.00	44	40.00	44
No. 24	45.50	45–48	45.50	40	47.00	40
No. 25	49.00	48	37.40	48	39.80	48
No. 26	45.50	48	40.00	48	40.00	48
No. 27	47.00	48	37.40	43	39.23	42
No. 28	47.00	48	37.45	48	38.85	46
No. 29	43.10	44	26.50	36	28.70	36
No. 30	47.00	48	40.00	45	40.00	45
No. 31	47.25	45	38.25	45	38.25	45
No. 32	47.25	45	40.50	45	41.62	45
No. 33	48.00	45–48	47.70	48	47.70	48
No. 34	48.00	48	48.00	48	48.00	48
Electrotypers—						
No. 1	47.00	48	40.00	44	40.00	44
No. 2	37.00	48	40.00	44	40.00	44
No. 3	35.00	48	34.20	46½	34.20	46½
No. 4	45.00	48	40.00	40	40.00	40
No. 5	45.00	44	41.00	40	42.00	40
No. 6	50.00	48	40.00	40	40.00	40
No. 7	45.00	48	40.00	40	42.00	40
No. 8	45.00	48	40.00	40	42.00	40
No. 9	49.00	44	47.00	44	47.00	44
No. 10	52.00–57.50	44	52.50	44	52.50	44
No. 11	.....	....	40.00	44	40.00	40

APPENDIX A

WAGES IN AGRICULTURE 1920, 1926, 1929-1939

AVERAGE WAGES OF FARM HELP IN CANADA AS ESTIMATED BY CROP CORRESPONDENTS OF THE DOMINION BUREAU OF STATISTICS

Provinces		Males per month in summer season			Females per month in summer season			Males per year	Females per year
		Wages	Board	Wages and Board	Wages	Board	Wages and Board	Wages and Board	Wages and Board
		$	$	$	$	$	$	$	$
Canada	1920	60	26	86	27	20	47	821	492
	1926	41	23	64	23	19	42	639	455
	1929	40	23	63	23	20	43	627	465
	1930	34	22	56	20	18	38	559	409
	1931	25	18	43	15	15	30	439	322
	1932	19	15	34	11	12	23	341	255
	1933	17	15	32	10	12	22	322	246
	1934	18	15	33	10	12	22	338	253
	1935	20	15	35	11	12	23	358	254
	1936	21	16	37	11	13	24	374	261
	1937	23	17	40	12	13	25	400	272
	1938	24	17	41	12	13	25	405	275
	1939	24	16	40	12	13	25	424	283
Prince Edward Island	1920	42	18	60	18	14	32	572	372
	1926	31	16	47	17	13	30	484	325
	1929	34	18	52	19	13	32	534	355
	1930	32	18	50	16	14	30	513	344
	1931	25	14	39	15	10	25	413	284
	1932	18	12	30	10	11	21	305	225
	1933	18	12	30	11	10	21	319	237
	1934	17	13	30	10	11	21	320	231
	1935	18	13	31	11	11	22	343	247
	1936	18	13	31	11	11	22	351	262
	1937	21	15	36	11	13	24	374	252
	1938	20	13	33	10	11	21	364	260
	1939	18	12	30	9	11	20	372	259
Nova Scotia	1920	49	24	73	21	17	38	735	408
	1926	35	19	54	18	14	32	588	369
	1929	38	19	57	19	15	34	605	391
	1930	34	20	54	17	14	31	562	344
	1931	27	17	44	15	14	29	465	316
	1932	22	15	37	13	12	25	377	261
	1933	20	14	34	12	11	23	365	248
	1934	20	15	35	11	11	22	360	253
	1935	22	15	37	13	11	24	364	245
	1936	22	15	37	12	11	23	415	260
	1937	25	15	40	12	11	23	435	272
	1938	25	16	41	11	12	23	439	277
	1939	25	15	40	12	11	23	452	271
New Brunswick	1920	56	23	79	19	16	35	785	391
	1926	39	18	57	17	14	31	529	319
	1929	40	20	60	18	15	33	589	367
	1930	34	20	54	16	15	31	550	345
	1931	27	16	43	14	12	26	460	304
	1932	20	13	33	11	11	22	320	236
	1923	18	13	31	10	10	20	336	227
	1934	22	13	35	10	11	21	366	245
	1935	21	14	35	10	11	21	360	216
	1936	25	15	40	11	11	22	398	218
	1937	28	16	44	12	12	24	442	248
	1938	26	15	41	12	11	23	432	247
	1939	25	14	39	12	12	24	439	264
Quebec	1920	62	24	86	24	16	40	767	407
	1926	38	19	57	19	13	32	547	326
	1929	41	20	61	19	14	33	577	342
	1930	33	19	52	17	13	30	510	314
	1931	26	15	41	14	11	25	406	261
	1932	18	12	30	10	9	19	284	202
	1933	17	11	28	9	9	18	265	187
	1934	18	12	30	9	10	19	293	192
	1935	18	13	31	10	10	20	306	196
	1936	19	13	32	10	10	20	332	206
	1937	25	15	40	12	11	23	376	232
	1938	24	14	38	11	11	22	398	235
	1939	24	15	39	11	11	22	398	240

* Compiled from the Monthly Bulletin of Agricultural Statistics, February, 1940, and from the Canada Year Book; figures weighted according to population in each district.

AVERAGE WAGES OF FARM HELP IN CANADA AS ESTIMATED BY CROP CORRESPONDENTS OF THE DOMINION BUREAU OF STATISTICS—*Concluded*

Provinces		Males per month in summer season			Females per month in summer season			Males per year	Females per year
		Wages	Board	Wages and Board	Wages	Board	Wages and Board	Wages and Board	Wages and Board
		$	$	$	$	$	$	$	$
Ontario	1920	52	23	75	25	19	44	736	470
	1926	37	21	58	22	17	39	583	419
	1929	35	22	57	22	19	41	595	454
	1930	31	20	51	21	17	38	532	423
	1931	25	18	43	17	15	32	440	348
	1932	18	15	33	12	12	24	341	260
	1933	17	15	32	12	13	25	325	264
	1934	18	15	33	12	13	25	344	287
	1935	20	16	36	12	14	26	372	287
	1936	21	16	37	13	14	27	388	295
	1937	25	18	43	14	15	29	421	312
	1938	24	18	42	15	15	30	411	303
	1939	24	17	41	15	14	29	440	320
Manitoba	1920	70	28	98	34	24	58	975	559
	1926	38	22	60	22	18	40	614	438
	1929	38	23	61	21	19	40	608	438
	1930	32	21	53	18	18	36	536	398
	1931	22	17	39	13	15	28	410	296
	1932	17	15	32	10	13	23	337	249
	1933	15	14	29	8	12	20	307	229
	1934	16	15	31	8	13	21	312	233
	1935	17	15	32	9	12	21	323	232
	1936	19	15	34	9	13	22	336	235
	1937	21	16	37	10	13	23	367	249
	1938	23	16	39	11	13	24	373	252
	1939	22	15	37	11	13	24	398	267
Saskatchewan	1920	72	30	102	35	25	60	1,003	653
	1926	43	24	67	24	21	45	678	498
	1929	44	25	69	24	22	46	685	496
	1930	37	23	60	21	19	40	593	427
	1931	23	19	42	13	16	29	418	312
	1932	18	15	33	10	13	23	324	240
	1933	16	15	31	8	12	20	305	222
	1934	16	15	31	8	12	20	319	230
	1935	18	15	33	9	13	22	345	240
	1936	19	16	35	9	13	22	346	238
	1937	19	16	35	10	13	23	344	233
	1938	22	15	37	10	13	23	363	247
	1939	22	16	38	11	13	24	381	262
Alberta	1920	76	31	107	36	26	62	1,038	638
	1926	45	24	69	25	22	47	701	520
	1929	43	25	68	25	21	46	678	485
	1930	37	23	60	21	20	41	598	445
	1931	25	19	44	15	17	32	447	345
	1932	20	16	36	12	14	26	367	279
	1933	19	15	34	10	13	23	344	261
	1934	19	16	35	11	14	25	350	263
	1935	21	16	37	11	14	25	367	271
	1936	22	16	38	11	14	25	378	271
	1937	23	17	40	12	15	27	401	282
	1938	25	18	43	12	15	27	418	289
	1939	25	17	42	12	15	27	431	295
British Columbia	1920	64	31	95	36	27	63	1,033	742
	1926	49	27	76	27	23	50	767	532
	1929	49	27	76	28	23	51	792	562
	1930	46	26	72	25	21	46	741	512
	1931	35	23	58	20	19	39	633	456
	1932	25	19	44	15	15	30	467	348
	1933	23	19	42	14	15	29	446	332
	1934	24	19	43	14	16	30	462	349
	1935	26	19	45	14	16	30	465	347
	1936	25	21	46	15	17	32	494	358
	1937	28	21	49	17	18	35	513	363
	1938	28	22	50	16	19	35	522	365
	1939	28	21	49	15	19	34	525	370

* Compiled from the Monthly Bulletin of Agricultural Statistics, February, 1940, and from the Canada Year Book; figures weighted according to population in each district.

APPENDIX B

NUMBERS AND EARNINGS OF STEAM RAILWAY EMPLOYEES IN CANADA, 1939

AVERAGE HOURLY COMPENSATION AND ANNUAL EARNINGS OF EMPLOYEES ON AN HOURLY BASIS
1929, 1937, 1938 AND 1939, WITH NUMBERS EMPLOYED, 1939
Dominion Bureau of Statistics: Annual Reports on Steam Railways of Canada

Classes	Average Hourly Compensation				Average Annual Earnings				Average Number Employed
	1929	1937‡	1938	1939	1929	1937‡	1938‡	1939	1939
	$	$	$	$	$	$	$	$	
MAINTENANCE OF WAY AND STRUCTURES									
Carpenters and bridgemen	·588	·574	·613	·614	1,428	1,379	1,466	1,463	1,676
Blacksmiths, pipe fitters, plumbers, tinsmiths and pump repairers	·691	·675	·718	·721	1,832	1,712	1,789	1,817	280
Masons, bricklayers, plasterers and painters	·639	·600	·630	·633	1,410	1,391	1,374	1,458	215
Helpers, B. and B. department	·492	·458	·481	·493	1,211	1,109	1,101	1,167	193
Apprentices, B. and B. department	·292	.....	.....	.....	631	.....	.....	.....	.....
Pile driver, ditching, hoist and steam shovel employees	·617	·596	·634	·641	1,932	1,663	1,722	1,802	284
Pumpmen	·465	·446	·476	·483	1,229	1,161	1,229	1,252	391
Extra gang and snow plough foremen	·723	·703	·714	·730	2,111	2,022	1,603	1,313	303
Section foremen	·586	·556	·592	·597	1,522	1,426	1,497	1,510	5,757
Sectionmen	·409	·401	·427	·429	1,033	979	1,034	1,036	14,487
Labourers	·302	·278	·286	·306	836	704	676	713	5,670
Telegraph and telephone linemen and groundmen	·480	·496	·576	·576	1,562	1,287	1,148	1,347	36
Signal and interlocker maintainers and repairmen	·638	·630	·687	·696	1,688	1,659	1,833	1,858	384
All	·421	·432	·466	·464	1,104	1,076	1,134	1,126	29,676
MAINTENANCE OF EQUIPMENT									
Blacksmiths	·783	·742	·785	·789	1,714	1,518	1,577	1,659	545
Boilermakers	·795	·760	·806	·812	1,795	1,542	1,608	1,684	997
*Carmen (a)	·796	·763	·811	·814	1,722	1,552	1,609	1,651	1,765
Carmen (b)	·812	·772	·822	·824	1,698	1,552	1,630	1,692	403
Carmen (c)	·720	·686	·729	·734	1,662	1,430	1,504	1,551	4,750
Carmen (d)	·725	·695	·739	·744	1,536	1,375	1,391	1,486	179
Electrical workers	·759	·715	·763	·769	1,803	1,576	1,667	1,721	725
Machinists	·789	·752	·797	·803	1,753	1,535	1,604	1,671	3,409
Moulders	·828	·784	·824	·825	1,742	1,511	1,603	1,675	76
Pipe fitters and sheet metal workers	·789	·757	·807	·808	1,735	1,532	1,593	1,652	917
Helpers to mechanics	·565	·543	·579	·582	1,281	1,126	1,175	1,218	5,594
Helper apprentices	·565	·455	·478	·451	1,263	992	919	877	11
Regular apprentices	·479	·439	·473	·514	1,007	865	908	1,035	1,354
Car cleaners	·427	·407	·434	·438	1,111	930	1,026	1,054	1,234
Other unskilled employees	·419	·400	·425	·428	1,120	967	1,026	1,044	2,697
Unclassified labourers	·399	·378	·406	·409	928	855	889	923	2,164
Stationary engineers, firemen and oilers	·567	·542	·583	·587	1,461	1,350	1,440	1,463	794
All	·622	·597	·631	·636	1,446	1,271	1,325	1,373	27,614
TRANSPORTATION									
Storemen	·498	·467	·507	·506	1,124	1,030	1,113	1,124	1,445
Train despatchers and traffic supervisors	1·212	1·168	1·237	1·246	3,182	2,971	3,172	3,210	438
Supervisory agents and assistants	·805	·824	·872	·913	2,054	2,076	2,207	2,358	498
Station agents—non-telegraphers (small stations)	·433	·335	·332	·397	1,079	834	840	826	188
Station agents—telegraphers and telephoners	·723	·682	·725	·732	1,918	1,740	1,857	1,887	4,721
Signalmen (non-telegraphers) at interlockers	·511	·516	·551	·557	1,335	1,350	1,434	1,432	266
Foremen in freight sheds	·690	·647	·693	·706	1,772	1,581	1,713	1,746	381
Freight handlers and other station employees	·503	·474	·506	·510	1,170	1,071	1,105	1,148	4,100
Labourers	·421	·362	·386	·397	1,007	892	908	951	486
Dining car and restaurant inspectors, conductors and stewards	·632	·587	·613	·605	1,991	1,713	1,795	1,787	232
Dining car and restaurant helpers and attendants	·342	·338	·373	·373	1,059	937	1,042	1,048	1,047
Floating equipment employees	·386	·379	·379	·373	1,352	1,205	1,263	1,272	564
Sleeping and parlour car inspectors and conductors	·697	·682	·711	·712	2,030	1,779	1,919	1,997	144
Sleeping and parlour car porters	·372	·364	·381	·381	1,109	1,011	1,105	1,121	779
Drawbridge operators	·516	·514	·543	·547	1,324	1,385	1,474	1,485	88
Signal men or watchmen at crossings (non-interlocked)	·387	·374	·400	·403	1,033	968	1,037	1,042	578
Road passenger conductors	1·138	1·210	1·282	1·309	3,030	2,680	2,857	2,946	660
Road freight conductors	·963	1·015	1·092	1·092	2,948	2,606	2,698	2,790	1,685
Road passenger brakemen, baggagemen and flagmen	·838	·888	·942	·971	2,144	1,889	2,003	2,088	1,471
Road freight brakemen and flagmen	·756	·800	·856	·860	2,128	1,804	1,894	1,948	3,864
Yard conductors and yard foremen	·852	·800	·850	·859	2,309	2,087	2,176	2,199	1,026
Yard brakemen and helpers	·788	·741	·787	·796	2,014	1,740	1,820	1,859	2,273
Road passenger engineers and motormen	1·511	1·564	1·652	1·681	3,383	3,205	3,410	3,566	827
Road freight engineers and motormen	1·105	1·150	1·237	1·245	3,297	2,849	2,981	3,101	2,144
Yard engineers and motormen	·890	·841	·886	·893	2,634	2,363	2,403	2,495	931
Road passenger firemen and helpers	1·160	1·221	1·301	1·317	2,510	2,419	2,524	2,624	822
Road freight firemen and helpers	·827	·878	·941	·949	2,250	1,980	2,070	2,167	2,323
Yard firemen and helpers	·694	·656	·692	·697	2,031	1,707	1,772	1,854	973
All	·751	·745	·796	·803	2,016	1,802	1,902	1,952	34,954
Employees engaged in outside operations	·417	·431	·468	·455	1,125	1,133	1,244	1,214	8,557
Grand Total	·581	·582	·621	·625	1,492	1,381	1,458	1,485	103,227†

*Carmen are graded according to class of work.

†Number of employees on an hourly basis; the number on daily or other basis, officials, office staff, etc., was 26,135, including 13,096 clerks who averaged $5.02 per day, $1,547 per year.

‡Revised.

APPENDIX C

NUMBERS AND EARNINGS OF COAL MINERS IN CANADA, 1921-1939

AVERAGE WAGES PER DAY, AVERAGE NUMBER OF DAYS WORKED PER MAN PER YEAR AND AVERAGE NUMBER OF WAGE EARNERS, 1921-1939*

Dominion Bureau of Statistics Annual Reports on Coal Statistics for Canada

—		Nova Scotia§	New Brunswick	Saskatchewan	Alberta	British Columbia	Canada
Average wage per man per day	1921	$ 5.06	$ 5.17	$ 5.93	$ 7.63	$ 6.37*	$ 6.20
	1922	4.07	3.78	4.12	6.42	5.81	5.18
	1923	4.35	4.54	4.53	7.41	5.85	5.57
	1924	4.93	4.50	4.51	6.74	5.76	5.62
	1925	5.73	3.21	4.26	5.97	4.99	5.51
	1926	4.69	3.18	4.52	5.56	4.91	4.97
	1927	4.81	3.58	4.42	5.57	4.94	5.03
	1928	5.83	3.55	4.72	5.79	4.89	5.57
	1929	5.52	3.83	4.21	5.94	4.92	5.49
	1930	5.62	3.82	4.15	5.68	5.04	5.47
	1931	5.49	3.78	3.83	5.35	4.94	5.28
	‡1932	5.08	3.27	3.19	5.05	4.83	4.90
	‡1933	4.30	3.36	3.01	4.83	4.68	4.11
	‡1934	4.29	2.86	3.07	4.84	4.69	4.38
	‡1935	4.39	2.75	3.09	4.97	4.62	4.46
	‡1936	4.55	2.86	3.08	5.05	4.63	4.57
	‡1937	4.79	2.90	3.00	5.19	4.81	4.76
	‡1938	4.92	3.16	3.13	5.27	4.74	4.85
	‡1939	4.93	3.05	3.25	5.37	5.11	4.91
Average number of wage earners (12 months)	1921	12,626	449	435	10,019	6,694*	30,223
	1922	14,068	611	460	8,815†	6,140†	30,096
	1923	13,385	612	505	9,917	5,879	30,300
	1924	12,500	608	519	7,163†	4,916†	25,708
	1925	8,333†	614	517	8,686	5,336	23,490
	1926	12,100	544	470	8,667	5,095	26,878
	1927	13,317	558	509	8,932	5,038	28,357
	1928	13,333	585	509	9,280	5,043	28,754
	1929	12,760	578	561	9,534	4,791	28,227
	1930	13,376	584	529	8,849	4,363	27,704
	1931	13,388	608	538	8,024	3,890	26,489
	1932	12,623	709	748	7,824	3,684	25,597
	1933	11,861	1,025	891	7,971	3,050	24,812
	1934	12,051	1,035	882	7,839	2,849	24,671
	1935	12,674	1,136	813	7,662	2,531	24,831
	1936	12,848	1,158	847	8,054	2,639	25,597
	1937	13,268	1,050	874	7,813	2,874	25,890
	1938	13,592	1,120	841	7,374	2,833	25,767
	1939	13,035	1,284	667	7,384	2,826	25,200
Average number of days worked per man per year	1921	230	207	190	217	246*	228
	1922	210	245	228	237	258	229
	1923	263	269	231	227	261	250
	1924	202	213	214	228	260	221
	1925	224	272	214	212	271	231
	1926	247	249	214	230	261	244
	1927	245	285	214	244	278	251
	1928	243	266	197	243	281	249
	1929	266	245	225	232	258	252
	1930	228	230	205	200	232	219
	1931	182	196	196	171	218	185
	1932	155	219	219	189	212	177
	1933	170	250	216	179	202	182
	1934	233	229	201	182	217	214
	1935	217	231	206	207	241	216
	1936	227	232	230	209	260	225
	1937	247	244	230	207	258	235
	1938	204	210	232	202	229	208
	1939	231	257	246	208	246	228

* Figures for the Yukon Territory were included under British Columbia in 1921. Each year two to four miners have been employed from 50 to 100 days; wages averaged about $8.00 per day. In Manitoba mining operations began in 1931, small numbers being employed, 4 in 1939, averaging $2.39 per day.

† Prolonged dispute during year.

‡ Figures calculated by dividing number of man days worked into total wages paid.

§ Prior to 1933 the figures for Nova Scotia included certain employees handling coal at a distance from the mine.

APPENDIX D

WAGES AND HOURS OF LABOUR IN FEDERAL GOVERNMENT CONTRACTS AND UNDER PROVINCIAL LEGISLATION

Legislation providing for the regulation of wages or hours of labour or both has been enacted in all provinces but the scope and application of the statutes and the method of regulation vary. A Dominion statute limits hours of persons employed on public works and provides for the regulation of wages. Under the authority of an Order in Council the Government also imposes conditions as to wages and hours in the manufacture of government supplies.

Federal Government Contracts

Rates of wages and hours of labour on Federal Government contracts for construction, remodelling, repair or demolition of any work are subject to the Fair Wages and Hours of Labour Act, 1935, which replaced the Fair Wage and Eight Hour Day Act, 1930. It provides for the observance of current rates of wages and stipulates also that wages shall in all cases be such as are fair and reasonable; and that hours of work shall not exceed eight hours per day or forty-four per week on construction work under Federal Government contracts and on works towards which federal aid is granted by way of subsidy, loan, etc., except in such special cases as the Governor-in-Council may otherwise provide or except in cases of emergency as may be approved by the Minister of Labour. The same conditions apply to employees of the Government of Canada (not under the Civil Service Act) on such work. The provisions of the Act as to wages and hours, also apply to works towards which federal aid is granted by way of contribution, subsidy, loan, advance or guarantee, "unless the grant or payment is by statutory authority or by agreement with the Government of Canada excepted." The Act does not apply to the purchase of materials, supplies or equipment, for use on construction work. Any contract may be exempted from the Act by Order in Council before being entered into.

Under an Order in Council of December 21, 1934, replacing previous Orders in Council, the Department of Labour furnishes for insertion in each contract a schedule of current rates of wages or fair and reasonable rates to be recognized as the minimum rates for the various classes of workmen employed or, if unable to furnish such a schedule, a clause requiring the payment of current rates, or fair and reasonable rates, the Minister to determine any dispute as to the rates to be paid. Provisions are also included for the enforcement of the schedules and clauses, their observance by sub-contractors, etc.

Wages and hours on federal government contracts for the manufacture and supply of postal stores, fittings for public buildings, equipment and supplies for the military, naval forces, etc., are subject to labour conditions inserted in such contracts in accordance with a Resolution of the House of Commons in 1900 and an Order in Council passed on December 31, 1934, which replaced a previous Order in Council of June 7, 1922. (Labour Gazette, January, 1935, pp. 24-25.)

The provisions as to wages and hours are that all persons who perform labour in the work contracted for shall be paid such wages as are generally accepted as current from time to time during the continuance of the contract for competent workmen, in the district in which the work is being performed, for the character or class of work in which they are respectively engaged, and if there be no current rate in such district, then a fair and reasonable rate; the working hours shall be those fixed by the custom of the trade as respects hours in the district where the work is carried on, or if there be no custom of the trade as respects hours in the district, then fair and reasonable hours, except for the protection of life and property or on due cause shown to the satisfaction of the Minister of Labour. Under special circumstances the Minister may decide what are current or fair and reasonable rates for overtime and what is the proper classification of any work for the purposes of wages and hours. In the event of a dispute as to what are the current, or fair and reasonable, wages and hours, it shall be determined by the Minister.

It is also provided that persons under 18 years of age are entitled to rates of wages not less than those provided for females under the minimum wage laws of the province in which the work is performed. In New Brunswick and Prince Edward Island, where such laws are not in effect, contractors are required to pay workers under 18 years of age wages not less than those provided for females under the Minimum Wage Act of Nova Scotia.

It is also stipulated that in no event shall the wage rate for male workers over 18 be less than 30 cents an hour, or for female workers over 18, less than 20 cents an hour but in any case where the provincial minimum wage law requires the payment of higher wages, the latter shall apply in the execution of a Federal contract. For example, for a 50-hour week on a Federal Government contract a male over 18, whether experienced or inexperienced, must be paid not less than $15 and a female $10 even if the provincial minimum scale may provide $6, $7, $8, etc., but if the provincial minimum scale is in excess of $15 in the case of male and $10 in the case of female workers then the provincial scale must prevail.

Minimum Wages under Provincial Legislation

A law providing for the establishment by a government board of minimum rates of wages is on the statute books of every province but Prince Edward Island. This legislation applied at first only to female workers but all but that of Nova Scotia now applies or may be applied to males also. In Alberta and British Columbia there is a statute relating to each sex. The New Brunswick Minimum Wage Act of 1930 applying to women was never put into effect, but the Fair Wage Act, 1936, now incorporated in the Labour and Industrial Relations Act, 1938, enables minimum rates to be established for both sexes.

Boards administering minimum wage laws have power to fix special rates for handicapped workers and in some provinces such workers have to be licensed. Rates lower than the ordinary minimum which are increased at specified intervals are also established for learners or inexperienced workers in most occupations but the proportion of inexperienced workers that may be employed at such rates is usually restricted. In some cases, inexperienced workers are classified according to age and those over 18 years of age have higher minimum rates than those under 18.

Part-time and overtime rates may be set by all the boards. In Ontario the statute specifies the hours to which the ordinary minimum rate is to apply and in Nova Scotia the board may determine the work-period to which the rate applies. In Manitoba, New Brunswick, Quebec and Saskatchewan and in British Columbia under the Female Minimum Wage Act, the Board has power to limit hours. In Alberta and British Columbia there is an Hours of Work Act administered by the same authority as the Minimum Wage Acts. Information as to the regulation of hours is given in a later section of this Appendix.

In all provinces, workers required to wait on the premises must be paid for the time so spent and if the employer requires uniforms to be worn, as in hotels and restaurants, transport and the taxi business, he must furnish them and pay for any laundering.

Apart from the special statutes providing minimum wage-fixing machinery, minimum rates of wages may be established under other legislation in several provinces for certain classes of workers such as lumber workers and truck or bus drivers. Under the Manitoba Fair Wage Act, the Collective Agreement Act of Quebec and the Industrial Standards Acts of Alberta, New Brunswick, Nova Scotia, Ontario and Saskatchewan, minimum rates of wages may also be determined. The New Brunswick Industrial Standards Act came into effect on August 10, 1939, and like the Nova Scotia Act applies only to the construction industry. The Quebec Collective Agreement Act and the Industrial Standards Acts are dealt with in a later section of this Appendix.

A brief summary is given below of the provisions in each province in so far as they affect wages and the rates are set out in tables. A table covering all the provinces shows the minimum rates fixed for experienced workers in factories, shops, offices, hotels and restaurants. For full information it is necessary to refer to the orders as issued by the provincial authorities. Fairly complete summaries were published in The Labour Gazette when the orders were gazetted.

WEEKLY MINIMUM WAGE RATES IN THE CANADIAN PROVINCES FOR EXPERIENCED WORKERS
JANUARY 1941

Type of Establishment	Sex	British Columbia	Alberta	Saskatchewan	Manitoba*	Ontario	Quebec	Nova Scotia
Factories	F.	$14	$12.50	$13 in cities and in towns of Canora, Estevan, Kamsack, Lloydminster, Melville, Shaunavon, Wynyard and a radius of 5 miles.	$12 in cities, $10 rural.	$12.50 Toronto, $11.50 population of 50,000 and over, $11 population of 5,000 to 50,000, $10 rest of province. $12.50, textiles.	$12.50, Zone I, City and Island of Montreal, cities of Longueuil, St. Lambert, towns of La Prairie, Laval-des-Rapides; $11.50, Zone II, Quebec and cities and towns of 10,000 or over; $10.50, Zone III, towns of 2,000 to 10,000 and city of Terrebonne; $9.60 in Zone IV, elsewhere. *(c)*	$11 towns of 17,000 and over, $10 other towns.
	M.	40c. an hour. *(a)*	33½c. & 40c. *(b)*	As above	As above	Textiles $16	As above	No legislation
Shops	F.	$12.75	As for factories	$14 in cities and in towns specified above, and a radius of 5 miles.	$12 departmental stores and mail order houses in cities, retail and and wholesale stores in Greater Winnipeg and summer resorts, $10 rural.	$12.50 Toronto; $12 Ottawa, Hamilton, London, Windsor; $11 population 10,000 to 50,000; $10 population 4,000 to 10,000; $9 population 1,000 to 4,000; $8 rest of province.	As for factories *(c)*	As for factories
	M.	$15	As for factories	As above	As above	No orders	As for factories	No legislation
Offices	F.	$15	$14	No orders	$12.50 Winnipeg, St. James, St. Boniface and Brandon.	As for shops	$12, Zone I; $10.80, Zone II; $9.60, Zone III; $7.25, Zone IV.	As for factories
	M.	No orders	As for factories	No orders	No orders	No orders	As above	No legislation
Hotels and Restaurants	F.	$14	$12.50	$12, $10 kitchen help, $8 bellboys, etc.	$12 or 25c. per hour in cities and summer resorts, $9.60 or 20c. per hour in rural areas.	26c. per hour in Toronto, 25c. per hour, Ottawa, Hamilton, London and Windsor; 22c. per hour where population 10,000-50,000; 20c. where population 4,000-10,000.	Cooks: 30c. per hour, Zone I; 25c., Zone II; 15c., Zone III; 12c., Zone IV. Kitchen help: 25c. (I); 20c. (II); 14c. (III); 12c. (IV). Waiters, chambermaids, elevator operators, etc.: 20c. (I); 16c. (II); 13c (III); 10c. (IV). Bellboys, doorkeepers: 10c. (all Zones). *(d)*	As for factories
	M	No orders	As for factories	As above	As above for cities and summer resorts, $10 or 21c per hour in rural areas	No orders	As above	No legislation

(a) For those over 21 in sawmills, woodworking plants, and baking.
(b) For those over 19 employed by week or longer and those over 19 employed in any other manner, respectively.
(c) In Quebec in shops and in factories not covered by a special order, at least 60% of all workers must receive the rates indicated here. Lower rates are fixed for 25%, and for not more than 15% the rates may be as low as $8, $7.25, $6.25 and $5.75, depending on the zone. Under the special orders applying to hosiery, tailoring, laundries, hides and leather, silk and cotton, box and sash factories, brickyards and some local industries, the percentages vary to which the several rates apply and the rates are usually hourly rates.
(d) Hotels with 50-100 rooms in Zones III and IV must pay rates for Zone II when the rooms are rented; in taverns, waiters have a minimum rate of 25c.
* The Manitoba Minimum Wage Act fixes a general minimum of 25 cents per hour for any employee 18 years or over for whom the Board has not fixed a different rate.

PRINCE EDWARD ISLAND

The Charlottetown Incorporation Act as amended in 1936 empowered the city council to make a by-law prohibiting any labourer or workman being hired at less than 35 cents an hour for any work done in the city by or under a contractor or if it is of the kind usually done by contractors and is directed by any person other than the owner of the property on which the work is done. Such a by-law was passed on May 14, 1936.

NOVA SCOTIA

The Nova Scotia Minimum Wage for Women Act enables the Minimum Wage Board to fix minimum rates for female workers in any trade or occupation in cities and towns. The Governor in Council on recommendation of the Board may order that the Act shall apply to other parts of the Province. No such orders have been issued. Agriculture and domestic service are expressly excluded from the Act. The first orders were issued in 1930.

Minimum rates have been established for experienced and inexperienced workers under and over 18 in laundries and dry-cleaning establishments; bakeries and places making food products; hotels and restaurants; textile and needle trades, including boots and shoes; for telephone operators; in factories not covered by another order; bookbinding, paper-box making and other paper trades; shops; beauty parlours; and offices. Except in offices and in the needle and textile trades, the number of inexperienced adults or young girls or of both is limited to 25 per cent of the total number of females in the establishment.

Under all orders, except those applying to shops, beauty parlours and hotels and restaurants, the length of the learning period is limited to one year for persons over 18 and to 18 months for those under 18. Persons reaching the age of 18 are to be considered as experienced if they have been employed for one year. For office work, only a three months' learning period is required if the employee holds a satisfactory diploma from a business school. For beauty parlours and hotels and restaurants, no distinction is made on account of age. For beauty parlours there is a "beginner's rate" applying to the first six months, then rates for "inexperienced" employees for 12 months. The "beginner's rate" does not apply to those who have paid for at least three months' training in a school or beauty parlour. In hotels and restaurants there is a learning period of three months. The order covering shops, including millinery, dressmaking or fur-sewing connected with a shop was revised from July 15, 1940, and no longer allows a probationary period of three months without pay. There is a learning period of 18 months for all workers, the rates varying according as the worker is under or over 18 years of age.

Piece-workers under the general factory and paper trades order must be paid the specified weekly minimum for the first six months, after which it is sufficient if only 80 per cent receive the prescribed minimum. The textile and needle trades order, as revised in 1939, stipulates that if 80 per cent of the workers receive more than the minimum wage, the others may be paid at a lower rate. Piece-workers in beauty parlours must be paid at least the minimum.

As regards hours of labour, the minimum rates apply to a week of from 44 to 50 hours except in shops, beauty shops and offices where they relate to a 48-hour week or the normal work-week if less than 48. Except in the textile and needle trades, overtime after the specified hours and short time for less than 44 or 48 hours, as the case may be, must be paid pro rata. In the textile and needle trades, part-time rates of 22 cents an hour in cities and large towns and 20 cents in smaller towns are provided and overtime must be paid for at rates of 33 cents and 30 cents an hour according to the size of the town. Special provisions for shops prohibit any reduction for a statutory holiday and require all part-time and casual employees to be paid the hourly rates for experienced workers based on a week of 48 hours or the usual number of hours worked in the establishment. Deductions for absence are not in any case to exceed the value of the time lost.

Where board or lodging or both are provided by the employer, the amounts that may be taken from wages in payment thereof are limited to $2 a week for lodging and $4 for board except for workers in laundries. The latter may be charged not more than $4.50 for board and lodging in Halifax and other towns except Sydney and Glace Bay where a maximum of $4.50 for board and $1.50 for lodging may be deducted. In no case may more than 25 cents be deducted for a single meal.

MINIMUM WAGE RATES IN NOVA SCOTIA

FEMALE EMPLOYEES

Industries and Occupations	Per Week		
	Experienced workers	Inexperienced workers over 18	Girls under 18
	$	$	$
Food trades, including confectionery, biscuits, chocolates, grocery specialties, together with bakeries and all allied industries:			
Cities and towns of 17,000 and over	11.00	9.00 & 10.00	7.00–10.00
Towns under 17,000	10.00	8.00 & 9.00	6.00– 9.00
Textile, needle and allied sewing trades, including weaving, knitting, spinning, making of wearing apparel and working on leather goods, shoes, furs, etc.:			
Cities and towns of 17,000 and over	11.00	9.00 & 10.00	7.00–10.00
Towns under 17,000	10.00	8.00 & 9.00	6.00– 9.00
Factories not dealt with in other orders, and the paper trades (which include printing, book-binding and the making of paper, paper boxes, bags, stationery and other paper products):			
Cities and towns of 17,000 and over	11.00	9.00 & 10.00	7.00–10.00
Towns under 17,000	10.00	8.00 & 9.00	6.00– 9.00
Shops, including millinery, dressmaking, tailoring and fur sewing, situated or in any way connected with a shop:			
Cities and towns of 17,000 and over	11.00	8.00 – 10.00	7.00–10.00
Towns under 17,000	10.00	7.00 – 9.00	6.00– 9.00
Telephone operators:			
Halifax, Sydney, Dartmouth and Glace Bay	11.00	9.00 & 10.00	8.00–10.00
Amherst, New Glasgow, North Sydney, Truro, Yarmouth, Sydney Mines, and Westville	10.00	8.00 & 9.00	7.00– 9.00
Other incorporated towns	9.00	7.00 & 8.00	6.00– 8.00
Office work including ticket sellers, attendants in physicians' and dentists' offices and similar services:			
Cities and towns of 17,000 and over	11.00	9.00 & 10.00	8.00–10.00
Towns under 17,000	10.00	8.00 & 9.00	7.00– 9.00
Hotels, restaurants, refreshment rooms, boarding or rooming houses, tea rooms, ice cream parlours and light lunch stands:			
Cities and towns of 17,000 and over	11.00	9.00 – 10.00	9.00–10.00
Towns under 17,000	10.00	8.00 – 9.00	8.00– 9.00
Laundries, dry cleaning establishments and dye works:			
Halifax	11.00	9.00 & 10.00	7.00–10.00
Sydney and Glace Bay	11.00	9.00 & 10.00	7.00–10.00
Other incorporated towns	10.00	8.00 & 9.00	6.00– 9.00
Beauty parlours:			
Cities and towns of 17,000 and over	11.00	7.00 – 10.00	7.00–10.00
Towns under 17,000	10.00	6.00 – 9.00	6.00– 9.00

NEW BRUNSWICK

The Minimum Wage Act, 1930, applying to female workers, has not been put in effect. The Labour and Industrial Relations Act, 1938, which reproduces the provisions of the Fair Wage Act, 1936, provides for a Fair Wage Board with power to establish minimum wages, maximum hours and overtime rates. Several orders applying to individual plants have been made and those of more or less general application cover employees in the dairy products industry in Saint John and the parishes of Lancaster and Simonds, garage mechanics in Saint John and Fredericton and certain employees handling lumber and pulpwood in several counties. All but the last-named provide that wages in effect on the coming in force of the orders may not be reduced.

In the dairy products industry the minimum is based on a 62-hour week, time worked above that number of hours to be paid for pro rata. The order does not cover office workers. A maximum of $6 a week may be deducted from the wage for board and lodging. Each employee is to be allowed two full days off each month for which he is to be paid at his regular rate. The number of employees that may be employed at less than the minimum rates is limited to 5 per cent of those on the payroll unless there are less than 20 but more than five employees when one may be paid at the sub-minimum rate.

For garage employees minimum rates in Fredericton and Saint John and within a 10-mile radius of these cities are based on a 54-hour week. In Fredericton the hours are to fall between 8 a.m. and 6 p.m. daily except Sunday. The Saint John order provides that nine hours between 8 a.m. and 6 p.m. or between 6 p.m. and 4 a.m. constitute a shift.

As regards overtime, in Fredericton a man may be required to work one evening a

week until 10 p.m. with payment pro rata but time in excess of 57 hours a week is to be paid at time and a half. The Saint John order increases the minimum rates by 10 per cent for night shifts and allows the same raise in pay for day workers employed overtime with time and a half after 10 p.m. Men on the night shift in Saint John working between 4 a.m. and 8 a.m. are entitled to time and a half their regular rate as are all required to work on statutory holidays. Both orders allow double pay for Sunday work.

In Saint John garages, for part-time work of 36 hours or less in a week the regular rate is increased by 20 per cent. The Board may permit lower rates for handicapped workers. The Fredericton order authorizes employers to hire mechanics with more than five years' experience other than first-class mechanics at less than the minimum fixed for the class. Under both orders a man with six months' experience in any calendar year is considered as having one year's experience and is entitled to the lowest rate for experienced workers. Both orders raise the minimum after three years' experience and again after five years.

The orders for loading pulpwood and lumber products on vessels fix minimum rates without reference to hours of work.

Forest Operations

Under the Forest Operations Commission Act, 1934, the Commission has power, subject to the approval of the Minister of Lands and Mines, to make final decisions in disputes relating to wages and living conditions in lumbering camps and to fix minimum and average wages for the industry. The Act does not apply to the Christmas tree or firewood industries. It permits the employment of men inexperienced or physically unfit for a full day's work at wages below the minimum rates established, if agreements approved by the Commission are signed by the employers and the men concerned.

From April 1, 1940, the Commission established, for stream driving, an average rate of wages of $2.85 a day and board or its equivalent in the case of piece-work and a minimum wage of $2.50 per day and board. These rates represent an increase of 35 cents and 25 cents respectively over the previous year. Wages paid to cooks, foremen, bookkeepers and clerks are not to be included in determining the average. The last three classes of workmen are not within the scope of the Act. For booming and sorting, the minimum rate without board has been raised from 25 cents an hour to 28 cents and as before not more than 50 cents a day may be deducted when board is furnished.

For cutting, yarding and hauling, the average wage rate paid by any employer with board must be at least $40 per month and the minimum rate for each employee $36. Piece-workers must not be paid less than an average of $40 with board. If board is not furnished by the employer, wages must be increased by 50 cents a day. Wages paid to cooks, tractor operators, truck drivers, foremen, bookkeepers and clerks and the amounts paid to employees for piece-work are not to be included in determining the average wage.

MINIMUM WAGE RATES IN NEW BRUNSWICK

MALE AND FEMALE EMPLOYEES

Industries and Occupations	Minimum per week
	$
Dairy products	
City of Saint John and parishes of Lancaster and Simonds	
Drivers, chauffeurs, butter makers, ice cream makers, pasteurizers, bottle-machine operators and checkers, employed by any one employer	20.00 (average)
Other employees (except office workers)	14.00
Motor mechanics and body repair men in public garages and automobile body repair shops	
Saint John and within 10-mile radius	13.50–27.00
Fredericton and within 10-mile radius	*12.15–24.30
Loading pulpwood and lumber at dock and within reach of ship's tackle	
Counties of Kent, Westmorland, Restigouche, Gloucester and Northumberland	.45 an hr

* The lowest rate is payable after one year's experience.

QUEBEC

The Minimum Wage Act, 1940, which repealed the former Fair Wage Act and the Forest Operations Act, empowers the Minimum Wage Commission to establish minimum rates and maximum hours for all employed persons except farm labourers, domestic servants and those governed by a collective agreement made legally binding under the Collective Agreement Act or the Professional Syndicates Act. In the case of an agreement, if the Commission with the approval of the Minister of Labour, declares its provisions less favourable to the employees than the provisions of an order of the Board, the latter are to apply.

By an order in council of August 2, 1940, orders of the Fair Wage Board in force on June 22, 1940, are considered orders of the Minimum Wage Commission. The only order made since that date is for the glass container industry and it is summarized below.

Order 4, which is to remain in force until March 31, 1941, unless otherwise ordered by the Lieutenant-Governor in Council, fixes minimum wages for persons employed in commercial and industrial undertakings including banks and insurance companies. Those working at home for such establishments are within its scope as are workers in road transport, hotels and boarding houses with more than five rooms to rent and, if a majority of the members approve, persons employed by municipal and school corporations. The order originally applied only to cities and towns but, as amended from December 30, 1939, it relates to all establishments within its scope throughout the province.

Subsequent orders deal with special industries or occupations which would otherwise be covered by Order 4. In some cases, they relate only to a limited area. Those in effect on December 31, 1940, apply to: silk textiles; stationary enginemen and firemen in the Montreal district; manufacture of shoe counters; cotton textiles, excluding persons paid by the month, office workers and those engaged exclusively in rayon operations; teachers in Verdun; the milk industry in the Montreal district; match factories; maintenance men in the Montreal district in office buildings, warehouses, industrial and commercial establishments and apartment houses, but not in hotels or restaurants; packing and grading waste paper; the wholesale and export trade in butter and cheese on the Island of Montreal; laundries, dyeing and dry cleaning establishments in Quebec City, Quebec West and in the Montreal district; full-fashioned hosiery; brick and tile manufacture; taverns in the Montreal district; waste materials, except paper, in the Montreal district; taxicab drivers in and about Montreal and in Quebec and Levis; canning foodstuffs; the manufacture of wooden boxes; wholesale food establishments in Quebec City, Levis, Quebec West and Lauzon; custom tailoring and dressmaking in Quebec City; mattress manufacture and furniture upholstering in the Cities of Quebec, Quebec West and Levis; ice industry and trading in Quebec City and district; retail food dealers in Quebec and Quebec West; foundries in Hull, and the manufacture of glass containers.

The accompanying table shows the minimum rates established for the principal classes of workers by most of these orders. For teachers in Verdun the scale of salaries was raised to that adopted by the Catholic School Board of Montreal. In all match factories the minimum rates are to be those provided for in Zone II by Order 4. All special orders provide that where not incompatible the provisions of Order 4 apply to establishments covered by them.

Most of the orders fix different rates for the two or more zones into which they divide the province. No distinction by reason of age, sex or experience is made in the rates fixed by Order 4 but under that order and certain special orders there is a minimum rate for not less than a fixed proportion of the workers in an establishment and lower minima are set for other proportions. It is stipulated in Order 4 that, unless the Board determines otherwise, an agreement may be made between the employer and an apprentice for the payment of a rate not more than 10 per cent below the lowest minimum fixed for the workers in the establishment but no employer under Order 4 may class more than 10 per cent of his employees as apprentices. However, if he has at least five permanent employees he may have one apprentice. Under the special orders the proportion of apprentices is usually restricted and separate rates are fixed.

Hours of labour are limited by the orders only in a few cases. A maximum of 72 hours a week was established for male workers and a 55-hour week for females and boys under 18 by Order 4 but provision was made for longer hours on permission of the Board or under the Industrial and Commercial Establishments Act. The limits on hours imposed by the orders have been suspended owing to war conditions. Under the Industrial and Commercial Establishments Act, except with permit from the inspector, there is a maximum 10-hour day and 55-hour week for females and boys under 18 in industrial establishments and a 60-hour week for the same classes in shops in towns with a population of more than 10,000. The order applying to laundries, dry cleaning establishments and dye works in Montreal limits the hours of work of females, except office workers, to 60 a week but the overtime rate has to be paid after 54 hours.

Other wage orders, too, usually specify the number of hours to which the minimum rates apply and fix special overtime rates. For workers paid by the hour, overtime is defined as work in excess of 12 hours in any day, or in excess of 10 hours a day if the specified weekly hours are worked. For other classes it is work beyond the weekly hours specified. Overtime, under Order 4 and unless otherwise stipulated in the special orders, must be paid for at one and a half times the minimum rate except when the Board permits otherwise or under certain other conditions, such as the receipt of weekly wages of at least from $20 to $30 according to the zone or the payment of wages at least 15 per cent above the legal minimum to workers hired by the week or longer period and

given holidays with pay and sick leave or except when holidays with pay are given in lieu of overtime. The time and a half rate for overtime need not be paid in hotels in municipalities of less than 3,000.

In silk textiles the overtime rate is five per cent above the minimum and some special workers in other industries are paid pro rata or at a fixed rate. Under the cotton textile order overtime is to be paid at a 10 per cent increase in the actual rate paid for regular hours. A similar increase in rate for overtime is allowed most workers in the full-fashioned hosiery industry. In taverns in Montreal overtime must be paid for at time and one-quarter and workers in hotels and restaurants are only paid the regular rate for work in excess of 60 hours. In wholesale food establishments overtime of office workers, messengers and other special classes beyond 48 hours in the winter or 53 in the summer or for an hour before 7 a.m. or two hours after 6 p.m. must be paid for at time and one-half on the basis of a 50-hour week but for the main class of male employees there is an hourly rate for such overtime of 45 cents in Quebec and Quebec West and 40 cents in Levis and Lauzon. For female employees in these places the overtime rates are 30 cents and 27 cents an hour, respectively. Not more than 10 per cent of the employees may be "helpers" with an overtime rate of 30 cents an hour in Quebec City and Quebec West, 25 cents in Levis and Lauzon. In custom tailoring and dressmaking, overtime must be paid for at time and a half except to employees earning the highest minimum of 50 cents an hour who need only be paid pro rata for overtime. In foundries in Hull, time and one-half must be paid to office workers, messengers, foremen, electricians and pattern makers and for all others the regular rate is to be increased by 16 cents an hour but double time must be paid for Sundays and holidays. No overtime is payable to workers in these foundries who are hired by the week and are earning at least $25 a week if they are unskilled, or $33 a week if skilled, and who are entitled to one week's holiday and four weeks' sick leave with pay each year. The order governing employees making glass containers fixes for overtime work an increase of one-third in the actual rates payable.

As regards part-time workers, under Order 4, except under special circumstances, regular workers who are employed for less than 30 hours in a week or for not more than three hours in a day must be paid at a rate at least 15 per cent above the ordinary minimum for the class and for at least three hours in a day but extra workers employed for not more than two days in a week or in shops from November 1 to December 1 for at least 30 hours in a week have minimum hourly rates varying in the four zones from 25 cents to 15 cents for the first group and from 20 cents to 12 cents for seasonal shop employees.

Special orders specify rates for part-time workers including those hired during busy seasons. In laundries in Quebec City and Quebec West the part-time rate for males is 20 cents and for females 15 cents and in the manufacture of wooden boxes and other wood products the rates range from 22 cents in Montreal to 14 cents in rural districts. In custom tailoring and dressmaking in Quebec City there is a 30-cent rate for part-time male workers and 20 for females and in mattress manufacture and furniture upholstery in Quebec City, Quebec West and Levis there is a 20-cent hourly rate for all part-time workers. The above four special orders apply part-time rates to those working 20 hours a week or less. In retail food stores in Quebec City and Quebec West from November 1 to December 31 part-time employees are to be paid 15 cents an hour and those working two days a week or less must be paid 20 cents. In wholesale food establishments part-time male employees are entitled to at least 30 cents an hour in Quebec and Quebec West and 25 cents an hour in Levis and Lauzon, females 20 cents and 18 cents, office workers 25 cents and 20 cents, and messengers 10 cents an hour. Taxicab drivers in Montreal, Quebec and Levis not working every day have a minimum of 25 cents an hour and in the Montreal district must be paid for at least five hours. Bar tenders working part-time in taverns have a 43-cent hourly rate, waiters 32 and cleaners 25. When waiters and bartenders work less than 30 hours a week, they must be paid time and a quarter.

When board and lodging are supplied by the employer, Order 4 limits the amount that may be deducted per week from wages to $5 in the Montreal district, $4 in Zones II and III and $3.50 in Zone IV. For board only, the maximum deductions are $4, $3 and $2.50 and for room only $1.50, $1.25 and $1. Separate meals are 20 cents, 15 cents and 12 cents. In the milk industry and in mining and construction camps, the rates for board and lodging are higher. Caterers who contract with an employer to give board and lodging to the latter's employees in temporary quarters or to maintain the employer's staff house must pay their own employees hired by the month in addition to board and room: $35 for commissary clerks, chief cooks and bakers; assistants to these and housekeepers $25 and kitchen helpers, choreboys, waitresses and room maids $20.

The provisions as to legal holidays vary: some orders make no reference to such holidays, others require the payment of double the minimum rate for work on a legal holiday; some stipulate that a day off may be given later, while in wholesale food establishments no deductions from wages may be made on account of a legal holiday.

Wages in Forest Operations

From September 21, 1940, the provision in the Minimum Wage Act, 1940, repealing the Forest Operations Act was proclaimed in effect. The orders made under the former Act are brought under the Minimum Wage Act.

Instead of the usual order covering all forest workers except those paid by the piece, three orders were published in 1940 on May 11, June 15 and August 24 dealing respectively with workmen employed in: (1) driving operations, (2) cutting spruce and balsam for cellulose pastes and paper and (3) cutting firewood and preparing sawlogs of pine, cedar and hardwood as well as spruce and balsam.

Men engaged in driving operations have a minimum of $3 a day but inexperienced workers over 18 may be employed at $2 a day up to 15 per cent of the total number of workers. Minimum monthly rates for other men employed in connection with the drive are: cooks, $58-90; teamsters, $60; stablemen, $58; sorters, $52; and choreboys, $50. Under the second order applying only to spruce and balsam, men engaged in felling and hauling, etc., have a minimum of $52 for a 26-day month except when they are inexperienced or physically handicapped or over 60 years of age which classes must make up not less than 10% and not more than 20% of the total number and be paid at least $35. The minimum rates for piece workers range from $35 to $58 according to the average production in cords. For carpenters, blacksmiths, truck drivers and other skilled workers, the minimum is $60 but where at least 15 days in a month is spent on such work by those employed the rest of the time at felling, hauling, etc., the minimum is $52. Teamsters, portageurs, etc., must be paid not less than $55.

The third order covering the production of firewood and sawlogs establishes minimum monthly rates for fixed proportions of the workers: $55 for 10%; $50 for another 10%; $45 for 20%; $40 for 40% and $35 for 20%, the last group to include inexperienced workers, those over 60 and those handicapped up to at least 10 per cent of the working force. The rate for piece-workers, mechanics, truck drivers, teamsters and for those employed part time at one class of work and the balance of the time at other work are the same as apply to work on spruce and balsam for pulpwood, general labour working on roads, in building camps or in clearing must be paid not less than $48.

Under the three orders, board must be given free to all except piece-workers who may be charged not more than 60 cents a day for board.

MINIMUM WAGE RATES IN QUEBEC

MALE AND FEMALE EMPLOYEES

Industries and Occupations	Minimum per			
	Hour	Week	Month	Year
	c.	$	$	$
Order 4 *(a)*				
Commercial and industrial establishments				
Zone I (Island of Montreal, cities of Longueuil and St. Lambert, towns of Laprairie and Laval-des-Rapides)	26			
	22			
	17			
48-hour week		12.50	54.00	650
		10.50	46.00	550
		8.00	35.00	420
54-hour week		14.00	61.00	730
		12.00	52.00	625
		9.20	40.00	460
60-hour week		15.75	68.50	820
		13.25	57.50	690
		10.25	44.50	535
Zone II (Quebec City and cities of over 10,000 and two-mile radius and all match factories)	24			
	20			
	15			

(a) Wherever three rates are indicated, it is provided that at least 60 per cent of the workers must be paid the highest rate, not less than 25 per cent the second rate and not more than 15 per cent the lowest rate. Rate for canneries applies to plants operating only from June 15–Oct. 15. Other canneries are governed by order issued in 1940 summarized below. In the tobacco industry, half the employees must be paid one rate and half the other.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Industries and Occupations	Minimum per			
	Hour	Week	Month	Year
	c.	$	$	$
Order 4 (a)—Continued				
48-hour week		11.50	50.00	600
		9.60	42.00	500
		7.25	31.00	375
54-hour week		13.00	57.00	675
		10.80	47.00	560
		8.00	35.00	420
60-hour week		14.40	62.50	750
		12.00	52.00	625
		9.00	39.00	470
Zone III (Municipalities between 2,000 and 10,000 and Terrebonne)	22			
	18			
	13			
48-hour week		10.50	46.00	550
		8.65	37.50	450
		6.25	27.00	325
54-hour week		12.00	52.00	625
		9.75	42.50	510
		7.00	30.50	365
60-hour week		13.25	57.50	690
		10.80	47.00	560
		7.80	34.00	405
Zone IV (Other municipalities and textile industry in Chicoutimi)	20			
	16			
	12			
48-hour week		9.60	42.00	500
		7.70	33.50	400
		5.75	25.00	300
54-hour week		10.80	47.00	560
		8.75	38.00	455
		6.50	28.00	340
60-hour week		12.00	52.00	625
		9.60	42.00	500
		7.25	31.00	375
Seasonal Industries (a)				
Fruit and vegetable canneries	14			
Tobacco—				
Handling and stemming, Zones III and IV	16			
	14			
Office workers (b)				
Zone I	25	12.00–15.00	52.00–65.00	625–780
Zone II	22½	10.80–13.50	47.00–58.50	560–700
Zone III	20	9.60–12.00	42.00–52.00	500–625
Zone IV	15	7.25– 9.00	31.00–39.00	375–470
Transport, delivery and express service				
Drivers of horse drawn or motor vehicles, n.e.s. (60-hour week)				
Zone I	25			
Zone II	20			
Zone III	18			
Zone IV	15			
Drivers of trucks, 6,000 lbs. and over, buses (60-hour week)				
Zone I	30			
Zone II	25			
Zone III	23			
Zone IV	20			
Drivers of other trucks and carters' helpers, messengers delivering articles over 25 pounds (60-hour week)				
Zone I	20			
Zone II	18			
Zone III	16			
Zone IV	14			
Other messengers, delivery boys on foot or bicycle or accompanying driver				
48-hour week	10	4.80	21.00	250
54-hour week	(c) 10	5.40	24.00	280
60-hour week	10	6.00	26.00	310
Garage mechanics *(d)*				
Zone I	40	21.60	94.00	1,125
Zone II	35	18.90	82.00	985
Zone III	30	16.20	70.00	840
Zone IV	25	13.50	58.50	700

(a) Wherever three rates are indicated, it is provided that at least 60 per cent of the workers shall be paid the highest rate, not less than 25 per cent the second rate and not more than 15 per cent the lowest rate. Rate for canneries applies to plants operating only from June 15–Oct. 15. Other canneries are governed by order issued in 1940 summarized below. In the tobacco industry, half the employees must be paid one rate and half the other.

(b) Rates are for 48 hours and 60 hours. Intermediate rate is also fixed for 54 hours.

(c) 12 cents if bicycle provided.

(d) For 54-hour week except from Feb. 15–June 15, when there is a 60-hour week and weekly, monthly and yearly rates are increased pro rata.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Industries and Occupations	Minimum per Hour	Minimum per Week	Minimum per Month	Minimum per Year
	c.	$	$	$
Order 4 *(a)*—Concluded				
Hotels, restaurants, clubs, curb service (60-hour week) *(e)*				
Waiters, chambermaids, bartenders, elevator operators				
Zone I	20			
Zone II	16			
Zone III	13			
Zone IV	10			
Cooks				
Zone I	30			
Zone II	25			
Zone III	15			
Zone IV	12			
Kitchen help				
Zone I	25			
Zone II	20			
Zone III	14			
Zone IV	12			
Boarding and lodging houses, hospitals except nurses (60-hour week) *(e)*				
Zone I	15	9.00		
Zone II	13	7.50		
Zone III	12	7.00		
Zone IV	10	6.00		
Teachers (f)				
Employed by school boards				300
Called for less than 20 hours a week	50			
Watchmen in industrial and commercial establishments or other buildings (60-hour week)				
Zones I and II	25	15.00	65.00	780
Zone III	20	12.00	52.00	625
Zone IV	15	9.00	39.00	470
Janitors with free quarters in apartment houses (g)				
Zones I and II			50.00	
Zones III and IV			40.00	
Shoe polishers				
Zones I and II (54-hour week)	10	5.40	24.00	280
Zones III and IV (60-hour week)	10	6.00	26.00	310
Loading, unloading, stowage on ships in Rimouski Harbour	35 40	(day work) (night work)		

(e) Rates for Zone II apply to hotels and boarding houses with more than 50 rooms to rent in Zones III and IV. Hotels in Thetford Mines are to be considered as in Zone III.
(f) See order for Verdun teachers below.
(g) See order for maintenance men, Montreal, below.

Industries and Occupations	Minimum per hour Montreal District	Minimum per hour Rest of Province
	c.	c.
Special Orders		
Full-fashioned hosiery		
General employees (50-hour week from June 1-Aug. 31 and 55-hour week from Sept. 1-May 31)		
Male employees—		
20%	55	50
20%	35	32
20%	28	25
40%	20	17
New employees *(gg)*	18	14½
Female employees (25% at each rate)	30	28
	26	24
	21	19
	16	15
New employees *(gg)*	14½	13½

(gg) Limited to 10 per cent of total number, rate payable for first six months.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Industries and Occupations	Minimum per		
	Hour	Week	Month
	c.	$	$
Special Orders—Continued			
Stationary enginemen in Montreal district			
First Class			200.00
Second Class	*(h)* 60	32.40	
Third Class	50	27.00	
Fourth Class	45	24.30	
Firemen	35	18.90	
Milk industry in Montreal district (60 hours on 6 days or 65 hours on 7 days)		per day	
Inside workers 60%	35	3.00	
25%	30	2.50	
10%	25	2.00	
5%	20	1.60	
Drivers, helpers and salesmen *(i)* (72 hours on 6 days or 78 hours on 7 days) 60%	40	3.50	
25%	35	3.00	
15%	30	2.50	
Maintenance of public buildings in Montreal district		per week	
Elevator operators (43-56 hour week)		13.00–17.00	
Elevator operators, apartment houses (49-60 hour week)		13.00–16.00	
Cleaners (24-60 hour week)		9.00–18.00	
Janitors with free quarters *(j)*			40.00–85.00
Qualified tradesmen (48-hour week)	55		
(54-hour week)		27.00	
Labourers (48-hour week)	40		
(54-hour week)		20.00	
Foods at wholesale including grain, hay, etc., in Quebec district (48-hour week Dec.-Mar., 53-hour week April-Nov., with 72-hour week for watchmen, stablemen and furnace men.)			
Zone I—Quebec City, Quebec West—			
Male workers 10%		21.00	
20%		19.00	
60%		17.00	
10%		15.00	
New male workers *(k)* *(l)*		12.00	
Helpers *(k)*		11.00	
Female workers 60%		12.00	
25%		10.00	
15%		7.50	
New female workers *(k)* *(l)*		6.00	
Office workers 25%		15.00	
60%		12.50	
15%		10.00	
New office workers *(m)*		7.00	
Zone II—Levis and Lauzon—			
Male workers 10%		19.00	
20%		17.00	
60%		15.00	
10%		13.00	
New male workers *(k)* *(l)*		10.00	
Helpers *(k)*		10.00	
Female workers 60%		11.00	
25%		9.00	
15%		6.50	
New female workers *(k)* *(l)*		5.00	
Office workers 25%		12.50	
60%		10.00	
15%		8.00	
New office workers *(m)*		6.00	
Zones I and II—			
Travelling salesmen		15.00	
Messengers		5.00	

(h) Hourly rates apply where work-week is between 55-60 hours; weekly rates for 48-54 hours. For less than 48 hours, hourly rate is 1/48 of weekly rate.
(i) Persons watching vehicles or distributing milk for drivers are paid at rate for messengers under Order 4.
(j) Full time service in houses with from 1-12 apartments to over 90 apartments.
(k) New employees and helpers each limited to 10 per cent.
(l) Rate payable for first three months.
(m) Rate payable for first six months.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Industries and Occupations	Minimum Rates per hour *(p)*	Average Rates per hour *(p)*	Minimum per hour for piece-work
	c.	c.	c.
Special Orders—Continued			
Cotton textiles			
Converting journeymen—			
Roller machine printing	75	.....	.....
Hand and machine engraving, plate and die cutting, sketch making and clamming	65	.....	.....
General converting employees in dyeing, bleaching, printing and finishing	20–40	25–46 *(n)*	20–35
Other general employees	22–40	26–46 *(n)*	22–35
Experienced office employees after two years *(o)*	2.00 day *(p)*	..... *(p)*	.....
Silk textiles (except fabrics under 15" wide)			
Throwing dept	16–35	20–43	.....
Warping	17–31	21–39	.....
Weaving	18–41	22–51	.....
Cloth room	17–25	21–31	.....
Maintenance men (55-hour week)	21–36	26–45	.....
Printing	20–56	26–71	.....
Engraving	16–41	19–51	.....
Dyeing	19–27	24–33	.....
Finishing	19–25	24–30	.....
Circular hosiery knitting	16–43	18–53	.....
Warp knitting	16–31	20–39	.....
Cellulose acetate process *(q)*	33	42	
Cellulose acetate yarn manufacture *(q)*	16–30	21–37	.....

Workplaces or Occupations	Minimum per hour	
	Male	Female
	c.	c.
Waste paper industry		
(54-hour week) 60%	26	20
25%	22	18
15%	17	16
Custom tailoring and dressmaking in Quebec City (50-hour week)		
Experienced workers (after 3 years) 20%	50	24
20%	40	22
30%	30	20
30%	24	18
Inexperienced workers—		
Operatives	6–20	10–16
Other inexperienced employees	6–20	6–16

Workplaces and Occupations	Minimum per year	
	Male	Female
	$	$
Teachers in Verdun under Catholic School Board (same as under Catholic School Board, Montreal)—		
Principals	2,000–3,000 *(r)*	1,060–1,400 *(r)*
Assistant principals	.....	625–1,300
Married	1,200–2,700	.....
Single	900–2,700	.....
Teachers	.....	625–1,200
Married	1,200–2,500	.....
Single	900–2,500	.....

(n) Average hourly rate not to fall below 32 cents.
(o) $1.50 first year, $1.80 second.
(p) For 10-hour day and 50-hour week except as indicated. Minimum and average rates are fixed for several classes of employees in various departments. Only the lowest and highest rates are given. Average rates must be determined at least every eight weeks.
(q) 8-hour shift, 56-hour week.
(r) On reaching maximum principal of a secondary school or a school of 16 rooms or more receives bonus of $200 for males, $100 for females.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Workplaces and Occupations		Minimum per hour
Special Orders—Continued		c.
Manufacture of shoe counters (50-hour week for 32 weeks and 55-hour week for 20 weeks)		
Moulders (25% at each rate)		34
		32
		30
		28
Moulders' apprentices—1- 6 months		20
7-12 months		25
Automatic skiver machine setters		31
Cutters		30
Other employees	60%	24
	25%	20
	15%	15
Butter and cheese wholesale and export trade		
Handlers (48-hour week during 6 months)		40
(55-hour week during 6 months)		45
General workers	60%	26
	25%	22
	15%	17
Laundries, dry-cleaning and dye-works, employing more than five in Montreal district		
Male employees (59-hour week, 25% at each rate)		30
		26
		23
		20
Female employees (54-hour week, 25% at each rate)		26
		24
		21
		19
Bricks and tile (60-hour week)		
Montreal, Quebec and districts		20 - 40
Other municipalities over 10,000		18 - 36
Rest of province and establishments employing 6 or less		15 - 33
Taverns in Montreal district (54-hour week)		
Bartenders		35
Waiters and cleaners		25
Waste materials (exclusive of paper) in Montreal district		
General employees (males 60-hour week, females 55)	40%	26
	30%	22
	30%	17
Office workers and messengers (48-hour week)		as in Order 4
Watchmen (72-hour week)		"
Drivers (60-hour week)		"
Taxicabs and automobiles for hire in Montreal district, Quebec and Levis		
Drivers (66-hour week)	10%	30 *(s)*
	20%	27½
	20%	25
	20%	22½
	30%	20
Agents and starters (66-hour week)		25
Telephone operators (Montreal 54-hour week, Quebec and Levis 60-hour week)—		
Switchboard operators—Montreal		25
Quebec and Levis		20
Other telephone service employees—Montreal		20
Quebec and Levis		15
Office workers (Montreal 48-hour week, Quebec and Levis 60-hour week)—		
First year (Montreal)		17
First year (Quebec and Levis)		15
After first year (Montreal)		25
After first year (Quebec and Levis)		22½
Inspectors (Montreal 66-hour week)		35
Managers, superintendents, etc. (Montreal 72-hour week)		$20 per week
Messengers (Montreal 66-hour week)		20
Laundries, dry-cleaning and dye-works in Quebec City and Quebec West (54-hour week except drivers and carters from June 1-Sept. 15, a 72-hour week)		
All males	15%	40
	30%	30
	30%	25
	15%	20
	10%	15
Females, in dyeing, cleaning and pressing including office work except in laundries	10%	27
	60%	24
	15%	20
	15%	15
Other female workers	10%	24
	60%	20
	15%	18
	15%	15

(s) Alternatively, drivers may be paid 15 per cent commission plus 12½c. an hour in Montreal or 10c. an hour in Quebec and Levis.

MINIMUM WAGE RATES IN QUEBEC—*Continued*

MALE AND FEMALE EMPLOYEES—*Continued*

Industries and Occupations	Minimum per hour
	c.
Special Orders—*Continued*	
Manufacture of wooden boxes and wooden objects not including building products	
Zone I (Island of Montreal and five-mile radius, 55-hour week but labourers, drivers and helpers 60 hours, night watchmen 72 hours)—	
Regular employees.....20%	30
40%	26
25%	22
15%	17
New employees *(t)*	15½
Zone II (Quebec City and cities over 10,000 and two-mile radius)	
Regular employees including stationary enginemen.....20%	27
40%	24
25%	20
15%	15
New employees *(t)*	13½
Zone III (Cities and towns 2,000-10, 000)—	
Regular employees including stationary enginemen.....20%	25
40%	22
25%	18
15%	13
New employees *(t)*	11½
Zone IV (Other c ities and towns)—	
Regular employees including stationary enginemen.....20%	23
40%	20
25%	16
15%	12
New employees *(t)*	11
Mattress manufacture and furniture upholstery in Quebec City, Quebec West and Levis (48-hour week with 54-hour week for drivers and carters, 84-hour week for watchmen and no limit for travelling salesmen)—	
Male employees.....10%	50
10%	40
35%	30
30%	20
15%	15
Female employees.....60%	25
25%	20
15%	15
Travelling salesmen	$15 per week
New employees *(u)*	15
Ice industry and trading in City and district of Quebec (54-hour week with a 66-hour week from May 15-Oct. 1 in ice trading and in ice manufacture at all times)	
Employees cutting and storing ice—	
Quebec Harbour	30
Rest of Quebec Judicial district	20
Accountants and administrative employees—	
Quebec City and in all ice manufacturing plants	25
Rest of Quebec district	22½
Office employees and collectors—	
Quebec City and in all ice manufacturing plants—	
First year	15
After first year	20
Rest of Quebec district—	
First year	13
After first year	18
Telephone operators and messengers	10
Carters (exclusive of carters hauling ice to storage from cutting) in delivery service—	
Quebec City—	
First employee	30
Second employee	25
Others	20
Rest of Quebec district—	
First employee	25
Second employee	20
Others	15
General employees in ice trading—	
Quebec City	25
Rest of Quebec district	20
General employees in ice manufacture.....25%	30
25%	25
50%	20
Retail food shops in Quebec City and Quebec West (60-hour week, 72 hour week from Dec. 5-31 for watchmen and employees earning $21 a week)—	
General employees.....20%	30
30%	25
25%	20
25%	15
Managers	35
Office workers—	
Male	22½
Female	20
Messengers, drivers and helpers	10
Watchmen	25

(t) Number limited to 10 per cent of regular employees, rate payable for first three months.
(u) Number limited to 10 per cent of regular employees, rate payable for first six months.

MINIMUM WAGE RATES IN QUEBEC—*Concluded*

MALE AND FEMALE EMPLOYEES—*Concluded*

Industries and Occupations	Minimum per hour
	c.
Special Orders—Concluded	
Foundries in Hull (50-hour week)	
Electric furnace helpers, shakeout men, chippers, grinders, moulders and coremakers' helpers, cranemen, sand blast operators, sand mixers, straightening hammer operators, ball moulders, drivers and assistant pattern makers—	
First 6 months	35
After first 6 months	40
Machine operators, millwrights, electric and acetylene welding operators, electric furnace operators, machinists, coremakers, bench moulders and moulders	50
Ball forgers	45
Yardmen, labourers and any employee n.e.s.—	
First 6 months	32
After first 6 months	35
Apprentice coremakers, machinists, moulders, pattern makers and electricians—(*)	
First year	16
Second year	20
Third year	25
Fourth year	31
Office employees	22½
Messengers	10
Foremen, electricians and pattern makers	$33 per week
Glass container manufacturing (48-hour week except maintenance men, lower grade engineers and firemen, 54, watchmen, 60, and no fixed hours for salesmen, supervisors, cooks and first-class engineers)—	
Blowing room employees	30 - 82½
General employees	40 - 70
Maintenance men	60
Other service employees	35 - 60
Truck repairers	50
Inspectors and testers	45
Truck drivers	40
Watchmen	35
Checkers and truck drivers' helpers	30

	Male	Female
	c.	c.
Selecting and packing—		
50%	42½	27½
25%	40	25
25%	37½	22
Warehouse and shipping—		
Power lift truck and saw operators, crate makers	40	
General employees and checkers	35	25

	Minimum per week
	$
Overseers, etc	30.00
Salesmen	20.00
Office employees	8.25-15.00
Office boys and messengers	7.00
Cooks	60.00 a month

(*) Limited to one apprentice to every five journeymen and one apprentice electrician for every master electrician.

ONTARIO

The Minimum Wage Act, 1920, applied only to females but the revised statute of 1934 is applicable to both sexes in any business, trade or occupation except agriculture and domestic service but the only order made under its authority is one relating to the textile industry.

Orders under the earlier statute remain in effect and apply to factories; seasonal canning; jewellery trades; laundries, dyeing and dry cleaning works; telephone systems; shops; custom millinery; hotels and restaurants; beauty shops; shoeshine parlours; offices; elevator employees; theatres and places of amusement. Custom tailoring in the five largest cities, Toronto, Hamilton, London, Ottawa and Windsor, falls within the factory order. The shops order does not apply to office and restaurant workers employed in connection with a shop.

The learning period varies with the industry and, in some cases, with age. There is no learning period for workers in theatres or places of amusement, hotels, restaurants, shoeshine parlours, or seasonal canning. In beauty shops and in custom tailoring in the five cities mentioned, there is no prescribed minimum wage for the first three months nor in the case of elevator operators for the first two weeks. In factories and in offices, except where the worker has a business college diploma, the learning period is one year for a girl over 18 and six months longer for one under 18. Persons attaining the age of 18 years are entitled to the full rate for experienced workers if they have had one year's experience or more and if they have had less than one year's experience they are entitled to the full minimum wage for experienced workers as soon as they have completed one year's employment. For office workers in towns or villages of less than 4,000 there is no distinction on the ground of age and the learning period is 18 months in places of more than 1,000 population and 12 months in smaller places. In the jewellery trades a worker is entitled to the full minimum after 18 months if she is over 18 years of age and after two years if under that age. In shops, except in small places, girls over 18 have a learning period of one year and those under 18, two years. Employees reaching 18 years of age without selling experience in the five largest cities must be paid at least $11 a week for the first six months, then the full minimum. In laundries, the learning period is nine months; in beauty shops, two years; in telephone offices, one year; and in custom millinery, three years.

As regards hours of work, the Act stipulates the maximum weekly hours to which shall apply the minimum weekly wages fixed by the Industry and Labour Board which administers the Act. These maximum hours are 48 in a municipality with a population of more than 50,000; 50 in a municipality with a population of between 10,000 and 50,000 and 54 in a smaller municipality or in any locality without municipal organization. The Board has no power to limit hours of work but may fix special rates for work in excess of the specified hours. All the orders establishing minimum weekly wages, except those relating to telephone exchanges and to laundries, dry cleaning and dyeing establishments, declare the rates to apply to the maximum hours specified in the Act or to the normal working hours of the establishment if they are less than the stipulated number. The weekly rates fixed by the laundry and telpehone orders apply in all parts of the province to a 48-hour week or, in the case of laundries, to the regular work period if it is less than 48 hours. Night operators in telephone exchanges employed from 9 p.m. to 8 a.m. who are not required to be in constant attendance at a switchboard are to be paid not less than the minimum for a 48-hour week but others are to be treated as day operators and paid for any overtime beyond 48 hours. Hourly rates are fixed for seasonal canning and for hotels and restaurants.

All orders except those applying to shoeshine parlours in Toronto and to the textile industry require time in excess of the hours to which the weekly rates apply to be paid for at proportionate rates. In shoeshine parlours in Toronto the overtime rate is 26 cents an hour. In the textile industry for the first two hours' work in excess of regular daily hours, 31¼ cents an hour must be paid to girls and women over 18, 27½ cents an hour to girls of 17, and 22½ cents to girls under 17 years of age. For males the rates for the first two hours of overtime in any day range from 27½ cents an hour for those under 17 to 40 cents for those over 21, the lower rate increasing by 2½ cents with each year of age. All other overtime must be paid for at the rate of time and one-half. Employees who receive more than the weekly minimum for the regular work-week must be paid time and one-quarter for the first two hours' overtime in any day and time and one-half for all other overtime.

The provisions as to payment for part-time and short-time vary. The textile order requires part-time workers employed for at least 40 hours a week to be paid the prescribed minimum wage for a week and those working for less than 40 hours to be paid an hourly rate equal to one-fortieth of the minimum.

Workers temporarily on short time in the textile industry must be paid at least their regular hourly rate. In theatres and amusement places, ushers, cashiers and cleaners who are employed for less than 40 hours in a week are entitled to minimum hourly rates of 30 cents in Toronto, 27 cents in Hamilton, Ottawa, London and Windsor and 25 cents in any other place. In shops, workers employed for not more than 10 hours in a week must be paid regardless of age or length of employment, at not less than the hourly rates received by experienced full-time workers. Regular full-time employees working short time and part-time workers employed regularly for more than 10 hours a week in shops and part-time workers in beauty shops and laundries may be paid at an hourly rate determined by dividing the minimum weekly wage by the normal weekly work-period of the establishment if the latter is less than 48 in the case of laundries or, in the case of shops, less than the maximum work-week to which the minimum wage applies as determined by the proprietor of the place. Except in telephone exchanges, elevator operators and office workers where weekly rates are fixed, deductions for absences must not exceed the value of the time lost.

The proportion of inexperienced workers that may be employed is limited in shops and laundries to 40 per cent of the total number of female employees and in custom millinery, exclusive of temporary help, in the four largest cities to 33⅓ per cent. In none of the other orders is the proportion of those paid at learners' rates limited.

All beginners, including piece-workers, in factories must be paid the weekly minimum for the first six months and in laundries for the first three months. Afterwards, and at all times in the textile industry, it is sufficient if 80 per cent of the piece-workers receive the prescribed minimum. In the seasonal fruit and vegetable industry only 60 per cent of the piece-workers need be paid the minimum.

For board furnished by the employer in hotels and restaurants in Toronto, not more than $5 a week may be charged to employees nor more than $2 for lodging. Elsewhere in the province and in seasonal canning factories the maximum deduction for lodging that may be made from wages is $1.50 a week and for board $4.50. Not more than 25 cents may be charged for a single meal.

The Commercial Vehicle Act, 1936, gives the Lieutenant-Governor in Council power to fix minimum rates of pay for drivers of goods vehicles. This provision was made by the Public Commercial Vehicle Act, 1934, now repealed, but no minimum rates have been established,

MINIMUM WAGE RATES IN ONTARIO

MALE AND FEMALE EMPLOYEES

Industries and Occupations	Minimum per Week		
	Experienced Workers	Inexperienced Workers	
		Over 18 years	Under 18 years
	$	$	$
I.—Male and Female Employees—			
Textiles, excluding manufacture of mats, matting and floor rugs, dye houses processing silk or artificial silk and establishments screen printing silk and artificial silk			
Males	16.00(a)	13.00–15.00	11.00–12.00
Females	12.50(b)	12.50	9.00–11.00
II.—Female Employees—			
Factories, including needle trades, drugs and chemicals, etc., boots and shoes and other leather trades, electrical supplies, food, tobacco, rubber, printing, paper and all others except seasonal canning and jewellery trades			
Toronto	12.50	10.00 & 11.00	8.00–10.00
Other cities 50,000 and over	11.50	9.50 & 10.50	8.00–10.00
Cities, towns, villages and unincorporated urban communities 5,000 to 50,000	11.00	9.00 & 10.00	7.00–10.00
Other parts of the Province	10.00	8.00 & 9.00	6.00– 9.00
Seasonal canning, packing and evaporating of fruits and vegetables—			
Toronto	25c. per hr.	25c. per hr.	20c. per gr.
Other cities 30,000 or over	23c. "	23c. "	17c. "
Cities and towns 5,000 to 30,000	22c. "	22c. "	15c. "
Towns and villages 2,000 to 5,000	20c. "	20c. "	15c. "
Other parts of the Province	18c. "	18c. "	15c. "

(a) Over 21 years of age.
(b) Over 18 years of age.

MINIMUM WAGE RATES IN ONTARIO—*Concluded*

MALE AND FEMALE EMPLOYEES—*Concluded*

Industries and Occupations	Minimum per Week		
	Experienced Workers	Inexperienced Workers	
		Over 18 years	Under 18 years
	$	$	$
emale Employees—Concluded			
Jewellery			
Toronto	12.50	9.00–11.00	7.00–10.50
Other cities 50,000 and over	11.50	8.00–10.00	7.00–10.50
Towns and cities 5,000 to 50,000	11.00	7.50– 9.50	6.00– 9.00
Other parts of the Province	10.00	7.50– 9.50	6.00– 9.00
Custom millinery			
Toronto	12.50	6.00–10.00	6.00–10.00
Ottawa, Hamilton, London, Windsor	12.00	6.00–10.00	6.00–10.00
Towns and cities 10,000 to 50,000	11.00	5.00– 9.00	5.00– 9.00
Places 4,000 to 10,000	10.00	5.00– 9.00	5.00– 9.00
Telephone systems			
Toronto	12.50	10.00 & 11.00	10.00 & 11.00
Ottawa, Hamilton, London, Windsor	12.00	10.00 & 11.00	10.00 & 11.00
Cities, towns, villages and unincorporated urban communities 10,000 to 50,000	11.00	9.00 & 10.00	9.00 & 10.00
Cities, towns, villages and unincorporated urban communities 4,000 to 10,000	10.00	8.00 & 9.00	8.00 & 9.00
Other parts of the Province—			
Exchanges with over 300 lines	9.00	7.00 & 8.00	7.00 & 8.00
Exchanges with between 50 and 300 lines	7.00	5.00 & 6.00	5.00 & 6.00
Shops			
Toronto	12.50	10.00 & 11.00	8.00–11.00
Ottawa, Hamilton, London, Windsor	12.00	10.00 & 11.00	8.00–11.00
Cities, towns, villages and unincorporated urban communities 10,000 to 50,000	11.00	9.00 & 10.00	7.00–10.00
Cities, towns, villages and unincorporated urban communities 4,000 to 10,000	10.00	8.00 & 9.00	6.00– 9.00
Towns, villages and unincorporated urban communities 1,000 to 4,000	9.00	6.00– 8.00	6.00– 8.00
Other parts of the Province	8.00	6.00 & 7.00	6.00 & 7.00
Theatres and amusement places (ushers, cashiers and cleaners)			
Toronto	12.50	.....	.....
Ottawa, Hamilton, London, Windsor	12.00	.....	.....
Other parts of the Province	11.00	.....	.....
Laundries, cleaning, pressing and dry cleaning establishments and dye works			
Toronto	12.50	9.00–11.00	9.00–11.00
Ottawa, Hamilton, London, Windsor	12.00	9.00–11.00	9.00–11.00
Other parts of the Province	11.00	8.00–10.00	8.00–10.00
Offices			
Toronto	12.50	10.00 & 11.00	8.00–10.00
Ottawa, Hamilton, London, Windsor	12.00	10.00 & 11.00	8.00–10.00
Cities, towns, villages and unincorporated urban communities 10,000 to 50,000	11.00	9.00 & 10.00	7.00– 9.00
Cities, towns, villages and unincorporated urban communities 4,000 to 10,000	10.00	8.00 & 9.00	6.00– 8.00
Towns, villages and unincorporated urban communities 1,000 to 4,000	9.00	6.00– 8.00	6.00– 8.00
Other parts of the Province	8.00	6.00 & 7.00	6.00 & 7.00
Elevator employees			
Toronto	12.50	.....	.....
Ottawa, Hamilton, London, Windsor	12.00	.....	.....
Cities and towns 10,000 to 50,000	11.00	.....	.....
Cities and towns 4,000 to 10,000	10.00	.....	.....
Places 1,000 to 4,000	9.00	.....	.....
Other parts of the Province	8.00	.....	.....
Hotels, restaurants and refreshment rooms			
Toronto	26c. per hr	.....	.....
Ottawa, Hamilton, London, Windsor	25c. "	.....	.....
Cities, towns, villages and unincorporated urban communities 10,000 to 50,000	22c. "	.....	.....
Cities, towns, villages and unincorporated urban communities 4,000 to 10,000	20c. "	.....	.....
Beauty parlours, etc.			
Toronto	12.50	5.00–10.50	5.00–10.50
Ottawa, Hamilton, London, Windsor	12.00	5.00–10.50	5.00–10.50
Cities, towns, villages and unincorporated urban communities 10,000 to 50,000	11.00	4.00– 9.00	4.00– 9.00
Cities, towns, villages and unincorporated urban communities 5,000 to 10,000	10.00	4.00– 9.00	4.00– 9.00
Shoe shine parlours			
Toronto	12.50	.....	.....

MANITOBA

Under the Manitoba Minimum Wage Act of 1919 as amended, the Minimum Wage Board may make orders applying to any person employed in a city in any occupation, trade or industry but the Act does not apply to domestic service or to religious, charitable, political or patriotic institutions or hospital training schools or to any municipal or other public body. By order in council, on recommendation of the Board, the Act may be extended to parts of the province outside a city. There is a general stipulation in the Act that in any industry to which it applies no person 18 years of age or over may be employed at less than 25 cents an hour except where regulations provide for different rates.

Orders of the Board which are in effect throughout the province relate to both sexes in factories, retail and wholesale stores and in hotels and restaurants and to employees 18 years of age or over not covered by another order but excluding farm workers. An order applying only in cities fixes rates for males and females working in department stores and mail-order houses. Two orders govern boys under 18 in certain manufacturing industries in Winnipeg and men performing work usually done by boys. All other orders apply to females and boys under 18 in cities or as indicated in the accompanying table. Under exceptional conditions the Board may issue a permit granting modification of or exemption from any provisions of the orders.

The minimum rates established by the Board vary with the experience and, in some cases, the age of the worker. Learners' rates apply for one year to employees over 18 years of age in factories, department stores and mail-order houses and in dressmaking, and for six months in fur-sewing and offices. In factories, persons over 18 years working on jobs requiring no skill or training must be paid the rate for experienced workers. For office workers, a business college diploma entitles a girl over 18 to the minimum for experienced workers. For those under 18, minimum weekly rates of $8, $9 and $10 are fixed for boys and girls 15, 16 and 17 years of age respectively and $10.50 for one who is 17 years and six months. An employee who has completed a business course is entitled to the minimum rate for a person one year older. The learning period for workers under 18 in dressmaking and fur-sewing is two years and 18 months respectively, but if a girl becomes 18 before completing the term in fur-sewing she is required to serve only half the remainder before being entitled to the full minimum wage. In dressmaking after serving one year, she must be paid the rate for inexperienced adults when she reaches the age of 18. In factories, department stores and mail-order houses, employees under 18 who have put in one year or more are entitled to the full minimum rate when they reach the age of 18. Boys under 18 employed in hotels and restaurants, except bell boys, must be paid a minimum of $10 after one year until they reach 18 years.

Except in beauty parlours and hotels and restaurants, where a separate rate is made for learners and employees under 18 the combined number of such workers may not exceed 25 per cent of all employees within the scope of an order. In offices, however, the number of female employees paid at the rates for inexperienced or minor employees and the number of boys under 18 together may not be more than 25 per cent of the total staff, male and female. The learning period is fixed, without regard to age, at eight months in tailoring, 16 months in shops, three months for females in hotels and restaurants, and four seasons of 10 weeks each in millinery. In beauty parlours, no minimum rate is laid down for the first three months after which learner's rates apply for 18 months. In the two orders applying to males only, the highest minimum fixed must be paid after one year.

The board has power to limit working hours and this has been done in the case of female workers and boys under 18 and in certain work-places for males over 18. Maximum weekly hours for females or boys under 18 are 50 in dress-making, tailoring and millinery, 48 in factories, department stores, mail-order houses, retail and wholesale stores, fur-sewing, places of amusement, beauty parlours and, except for female cooks, in hotels and restaurants, and 44 in offices in Winnipeg and Brandon. Daily hours may not exceed 10 in beauty parlours, barber shops and hotels and restaurants, nine in department stores and mail-order houses, retail and wholesale stores (except on Saturdays), fur-sewing and tailoring, places of amusement and for boys under 18 in factories in Winnipeg. In dress-making and millinery, the maximum working day is eight and a half hours and for females employed in factories and offices, eight hours.

Overtime for a limited period may be worked in most cases under special permit but no overtime may be worked by persons under 16 in department stores or mail-order houses or under 18 in shops or by persons under 17 in factories.

In retail and wholesale stores, the minimum rates for male and female workers over 18 apply to a nine-hour day (10½ hours on Saturday) and a 48-hour week, and overtime must be paid for at five cents an hour more than

the minimum rate except where the actual wage is above the minimum plus the amount for overtime. In hotels of 100 or more rooms male employees have a maximum 54-hour week but the minimum rates apply to a 48-hour week for all males over 18 and time in excess of 48 hours must be paid *pro rata*. In factories, the overtime rate is 30 cents an hour for work in excess of nine hours a day and 48 hours a week unless the wages are at a rate of 30 cents an hour for the actual hours worked. Males over 18 in factories in Greater Winnipeg must be paid at not less than 30 cents an hour for any work in excess of 48 hours a week regardless of the ordinary wage rate. In department stores and mail-order houses time in excess of nine hours a day and 48 hours a week must be paid for at the regular hourly rate unless the wages paid equal the minimum for the hours worked. In fur-sewing, dressmaking, millinery, beauty parlours, hotels and restaurants, offices and for boys under 18 in factories in Winnipeg, overtime must be paid at the regular rate for all work beyond the maximum hours fixed by the order. The rates for employees to whom no other order applies and for men performing work usually done by boys, for whom no maximum work-week is established, apply to a 48-hour week.

Part-time work in stores for less than 16 hours a week must be paid for at the minimum hourly rate for experienced workers. In places of amusement, ticket sellers and ushers must be paid at least 30 cents an hour when working less than 40 hours a week. In department stores and mail-order houses, experienced employees have a minimum of 25 cents an hour for part-time work and inexperienced workers must be paid the rate for inexperienced adults. Men performing work usually done by boys under 18 must be paid on a *pro rata* basis when working part-time. Except in shops, factories and places of amusement, part-time workers must be paid for not less than four hours on any day they are required to report for duty. In factories only two hours need be paid for.

Maximum deductions permitted from wages for board and lodging are $2 per week for lodging, $4.50 for board or $6 for both in the case of those employed in fur-sewing, dressmaking, tailoring, millinery and in beauty parlours; $2.50 for lodging and $4 for board in hotels and restaurants and for employees not covered by special orders and 25 cents for single meals in shops. No reduction may be made from the minimum wage for statutory holidays in beauty parlours, shops, department stores, mail-order houses or factories.

Under the Highway Traffic Act, the Municipal and Public Utility Board has established a minimum rate for drivers of public service vehicles certificated for passenger transport of $20 per week for a six-day week for drivers employed by the week, or $80 per month for drivers hired by the month. Those employed otherwise than by the month or week are to be paid at least at the same rate. If wages are proposed to be paid on any other basis, the scale must be approved by the Board. Hours are limited to nine per day for driving, 12 per day in any capacity, with a six-day week.

The Taxicab Act applying only to taxicabs in Greater Winnipeg limits hours on duty to 12 a day on not more than six days a week and there is a legal minimum of $17.50 per week for drivers employed by the week. For a driver employed otherwise than by the week, a minimum of $1.60 per day must be paid for each day on duty. If he is on duty for more than four hours on any one day, he must be paid $1.60 and, in addition, not less than 40 cents an hour for each hour in excess of four. An order of the Taxicab Board effective from May 1, 1937, stipulates that a driver employed by the year or month must be paid a wage equal to what he would receive if paid by the week; that where he is hired by the week, he must be paid the prescribed minimum for the week whether he has four, five or six days of work, unless he is absent through illness or by arrangement.

Fair Wage Act

The Fair Wage Act, 1916, as amended, applies to persons employed on public works, on certain private works of construction and, since 1938, to certain designated industries. For workmen employed on construction works, public and private, as defined in the Act, the Minister of Public Works may, on the recommendation of the Fair Wage Board, fix minimum wages and maximum hours each year, the rates and hours, unless otherwise declared by the Board, to be based on those fixed by agreements between employers and employed or to be in accordance with prevailing conditions. The schedule which was made effective on June 1, 1940, fixes for most classes similar rates to those in force from June 15, 1939. The rates for labourers are all raised by 2½ cents an hour. Instead of several fixed rates for trucks and drivers depending on hauling capacity of truck, rates are now allowed for the truck with a fixed minimum and an increase for each additional 1/10 cubic yard. The drivers' rates are unchanged. A new provision makes the minimum rates for bricklayers and carpenters subject to any agreement between the Builders' Exchange and the trade unions.

MINIMUM WAGE RATES IN MANITOBA

Male and Female Employees

Industries and Occupations	Minimum per Week		
	Experienced workers	Inexperienced workers over 18	Young Persons under 18
	$	$	$
I.—Male and Female Employees—			
Manufacturing and general occupations in which articles are manufactured, altered, dyed, washed, cleaned, repaired, printed, packed and adapted for sale, including the sale and delivery of such articles:			
Incorporated cities and the area within the Greater Winnipeg Water District at any time; at any summer resort, June-September, inclusive	12.00	9.00–11.00	8.00–10.00
Any other part of the Province	10.00	7.00– 9.00	6.00– 8.00
Department stores and mail order houses including manufacturing departments in cities	12.00	9.00–11.00	8.00–10.00
Retail and wholesale stores including delivery of goods (excluding department stores and mail order houses):			
Incorporated cities and the area within the Greater Winnipeg Water District at any time; at any summer resort, June-September, inclusive	12.00	8.00–11.00	8.00–11.00
Any other part of the Province	10.00	6.00– 9.00	6.00– 9.00
Hotels, restaurants, clubs, etc.:			
Area within the Greater Winnipeg Water District and the City of Brandon at any time and the City of Portage la Prairie, May-October, inclusive, and at any summer resort, June-September, inclusive *(a)*	12.00 or .25 per hr.	females, 9.60 or .20 per hr.	females, 9.60 or .20 per hr.
		males, 12.00	males, 8.00–10.00
Bell boys	8.00	8.00	8.00
General employees, 18 years of age or over, in occupations not otherwise regulated and not specifically excepted:			
Cities and municipalities of St. James, St. Vital, Fort Garry, Tuxedo, East Kildonan, West Kildonan, Old Kildonan, Brooklands, Transcona or any summer resort, June-September, inclusive	12.00 or .25 per hr.	12.00 or .25 per hr.	.....
Any other part of the Province	10.00 or .21 per hr.	10.00 or .21 per hr.	.....
II.—Female Employees—			
Furriers' establishments in Winnipeg, St. Boniface and Brandon	12.00	9.00–10.50	8.00–10.00
Dressmakers' establishments in Winnipeg and St. Boniface	12.00	8.00–11.00	6.00–10.00
Tailoring establishments	12.00	6.00–11.00	6.00–11.00
Millinery establishments	12.00	5.00–10.00	5.00–10.00
Places of amusement in Winnipeg, St. Boniface, St. James and Brandon:			
Ticket sellers and ushers	12.00	12.00	.....
Cleaners	.35 per hr.	.35 per hr.	.....
Beauty parlours, barber shops (b)	12.00	8.00–11.00	8.00–11.00
Offices in Winnipeg, St. Boniface, St. James and Brandon	12.50	10.50–11.50	8.00–10.50
III.—Male Employees—			
Boys under 18 in factories in Greater Winnipeg and Brandon, including garages and filling stations and engaged in making, altering, repairing, finishing, packing and assembling the parts thereof and adapting for sale or use any article as commodity	.....	.....	8.00–10.00
Adult males performing work usually done by boys under 18, that is, delivering telegrams, handbills, parcels, or newspapers, on foot or bicycle, office boys, shoe shiners, pin boys and in any similar work designated by a Bureau of Labour inspector	.....	8.00–10.00	.....

(a) In Portage la Prairie from Nov. 1-April 30 and at any time in other parts of the province the minimum rate for all females is $9.60 a week or 20c. an hour and for males $10 a week or 21c. an hour but in places of less than 1,000 population from Nov. 1-April 30 the minimum is 10 per cent less.

(b) Applies also to boys under 18.

"Public work" includes work, authorized by the Minister of Public Works for which a contract or contracts have been made between the Minister and an employer, consisting of construction, including remodelling, demolition or repairing or painting of buildings in Manitoba and highway, road, bridge or drainage construction outside the Greater Winnipeg Water District. "Private work" means the building, construction, remodelling, demolition or repairing of a building or construction work for which a contract or contracts have been made exceeding $100 within the Greater Winnipeg Water District or any city or town of a population over 2,000 or any other part of the Province to which the provisions of the Act are extended by the Lieutenant-Governor in Council. The term does not include work which is done on property by or under the immediate direction and control of the owner, tenant or occupant, if no more than three men are employed in addition to the regular maintenance staff, and if such work is not undertaken with a view to the sale or rental of the property. Neither does it include work which is done by a maintenance man, or men, employed by the month.

Part II of the Act provides for fixing wages and hours in certain industries by a procedure similar to that laid down in the Industrial Standards Acts of other provinces. The industries designated in the Act are barbering*, hairdressing, job printing, engraving, dry cleaning and any branch or combination of these and the Lieutenant-Governor in Council has added, on the recommendation of the Minister, shoe repairing, wood cutting with a sawing machine and baking.

The tables below set out the minimum rates fixed under the Act for work on roads and bridges outside the Greater Winnipeg Water District and for workmen on other public construction work and on the private building work within the scope of the statute.

* A schedule of minimum wages for barbers was gazetted on April 20, 1940. See section on Industrial Standards Acts.

MANITOBA FAIR WAGE RATES FOR PUBLIC ROAD AND BRIDGE CONSTRUCTION OUTSIDE GREATER WINNIPEG

Occupation	Minimum per hour	Maximum hours per week
	$	
Labourers	.30	48
Teamsters	.30	48
Teamster and two horse team	.55	48
Teamster and four horse team	.80	48
Grader and tractor operators (excepting permanent municipal employees)	.60	48
Truck drivers (regardless of basis for payment for truck)	.40	48
Truck only—		
(a) When paid by the hour and truck is hauling not more than 1 cubic yard	.55	.....
For each additional cubic yard load	.04	.....
(b) When paid by the mile— Either 5c. per yard mile of load haul and 10c. per cubic yard *or* 3½c. per ton mile of load haul and 6½c. per ton		.....
Timber men—timber work where hammers, saws, axes and augers only are required	.50	48

NOTE.—Men occupied on subsistence work projects such as Forestry work, the Pas-Mafeking Highway, Grassmere Drain and similar undertakings—not less than the minimum rate set by the Minimum Wage Board.

MANITOBA FAIR WAGE RATES FOR BUILDINGS AND STRUCTURES*

Occupation	Public Works in Winnipeg and radius of 30 miles. Private Works in Winnipeg	Other Works	Maximum hours per week *(a)*
	Minimum per hour		
Asbestos workers—	$	$	
Journeymen	.75	.75	44
Improvers	.60	.60	44
Asphalters—			
Finishers and rakers	.571	.52½	44
Blacksmiths	.65	.60	44
Bricklayers *(b)*	1.10	.90	44
Helpers—			
Continuously employed at mixing and tempering mortar	.50	.42½	48
Attending on or at scaffold	.45	.37½	48
Bridge and structural steel and iron workers	.85	.85	44
Carpenters *(b)*	.85	.70	44
Cement finishers (in warehouse or large floor area jobs)	.60	.55	48
Electrical workers (inside wiremen, licensed journeymen)	.85	.75	44
Apprentices indentured for a four-year period *(c)*			
First year	.25	.....	44
Second year	.30	.....	44
Third year	.40	.....	44
Fourth year	.75	.....	44
Labourers—			
Skilled	.47½	.40	48
Unskilled	.42½	.35	48
Lathers (Metal, Wood)—			
Metal lathers	.75	.70	44
Wood lathers *(d)*	.70	.65	44
Linoleum floor layers	.60	.55	48
Marble setters	1.05	.90	44
Helpers *(e)*	.50	.42½	48
Mastic floor spreaders and layers	.85	.85	48
Mastic floor rubbers and finishers	.55	.55	48
Mastic floor kettlemen	.45	.45	48
Operating engineers and firemen on construction—			
Class "A" *(f)*	.95	.75	48
Class "B" *(g)*	.90	.70	48
Class "C" *(h)*	.80	.65	48
Class "D" *(i)*	.55	.45	48
Class "E" *(j)*	.45	.37½	48
Painters, decorators, paperhangers and glaziers	.70	.65	44
Plasterers	1.10	.90	44
Helpers (continuously employed at mixing and tempering material including the making of putty and operation of machinery)	.50	.42½	48
Plumbers	.95	.80	44
Helpers *(e)*	.50	.42½	48
Reinforcing Steel Rodmen (engaged in bending, placing, tying, etc., in reinforceing steel work, for a period over 16 hours)	.50	.....	44
Roofers (felt and gravel)—			
Man in charge	.60	.55	48
Roofers	.45	.37½	48
Sheet metal workers	.70	.65	44
Steamfitters	.95	.80	44
Helpers *(e)*	.50	.42½	48
Stonecutters	.90	.80	44
Stonemasons	1.10	.90	44
Helpers—(continuously employed at mixing and tempering mortar)	.50	.42½	48
Attending on or at scaffold	.45	.37½	48
Teamsters	.40	.....	54
Teamsters with teams *(k)*	.80	.....	54
Terrazzo workers—			
Layers	.70	.67½	44
Machine rubbers (dry)	.55	.47½	48
Machine rubbers (wet) and helpers	.50	.45	48
Tile setters (including all clay product tile)	1.05	.90	44
Helpers *(e)*	.50	.42½	48
Tile setters (asphalt and other composite tile)	.85	.70	44
Timber men and crib men (rough timber work on bridges or "crib work" on grain elevators) *(l)*	.60	.50	.....
Truck drivers	.45	.40	48
Truck only—			
(a) Paid by the hour—when truck is hauling not more than one cubic yard	.55	.55	.....
For each additional 1/10 cubic yard load	.04	.04	.....

* All men hired in Winnipeg to go into the country to work on buildings must be paid the city schedule rate excepting where other definite agreements are made.

(a) It was agreed between the Winnipeg contractors and tradesmen that 40 hours per week only be worked between July 1 and September 2, 1940.

(b) Subject to any agreement between the Builders' Exchange and the union in the trade.

(c) Men are not to be classed as apprentices unless employed on work or approved instruction for a minimum of 36 weeks and subject to lost time being worked out. Not more than one apprentice to two journeymen permitted.

(d) For wood lathers, work may be paid for on a square yard basis at not less than 6 cents per square yard.

(e) All men assigned to help tradesmen.

(f) Engineers in charge of hoisting engines of three drums or more operating any type of machine; or operating trenching machines, clamshells or orange peels, regardless of capacity; or operating steam shovels or draglines of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.

(g) Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material; or steam shovels and draglines not specified in class "A" hereof; irrespective of motive power.

(h) Engineers in charge of any steam operated machine not specified in class "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act"; or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or concrete mixers of over ½ yard capacity; irrespective of motive power.

(i) Men firing boilers of machines classified in class "A", "B" or "C" hereof or assisting engineers in charge of same.

(j) Operators of gas or electric engines for machines not otherwise specified in class "A", "B" or "C" hereof of a type usually operated by skilled workers.

(k) If employed on the construction or demolition of the building by owner, contractor or sub-contractor.

(l) Restricted to using hammers, saws, axes and augers.

SASKATCHEWAN

The Minimum Wage Act of 1940 applies to males as well as females employed in shops and factories in cities, and as before it may be extended to other parts of the province. Existing orders cover not only all workers in factories and shops in cities and in the towns of Estevan and Melville and within a five-mile radius but also Canora, Kamsack, Lloydminster, Shaunavon and Wynyard and a similar surrounding area.

Under the old Act "shop" included a mail-order house, hotel, restaurant, barber shop, beauty parlour, tobacconist's and news agent's business and all parts of a building used in connection with the sale of goods by retail. It now covers also a place where goods are stored pending sale. Places to which the old Act had been extended by order in council are now under the Act, e.g., warehouses, cartage businesses, theatres, dance halls, bowling alleys, billiard rooms, skating rinks. Only hotels and restaurants catering to five or more persons are subject to the orders.

The Minimum Wage Board may limit working hours, but since the Act was applied to male workers, the former restrictions on hours have been rescinded. The normal work-week to which the rates apply is declared to be 48 hours or the usual number of hours worked in the establishment if less than 48 except in hotels and restaurants where for bell boys, porters and elevator operators the normal work-week is not to exceed 60 hours and for other workers 48 hours. Overtime is defined as work in excess of 60 hours for the three classes of hotel and restaurant workers mentioned and in excess of 48 hours per week for all other workers.

In cities for shops, mail order houses, factories, fuel, lumber and building supply yards and for offices in connection with such places and for the transfer and storage business, two overtime rates are fixed, the lower being payable for first 12 hours overtime in a week and the higher one for any additional time. For delivery boys these rates are 20 cents and 30 cents an hour, for inexperienced employees in the classes of establishments named, 27½ cents and 40 cents and for experienced workers 35 cents and 50 cents. Other overtime rates applying in cities include a minimum of 35 cents an hour for theatre and dance hall employees and for experienced workers in barber shops and beauty parlours, 27½ cents for inexperienced workers in barber shops and beauty parlours, 25 cents for inexperienced workers and for dishwashers, elevator operators, bell boys and porters in hotels and restaurants and 30 cents for experienced workers except dishwashers, etc., in these places. For overtime work in all establishments to which the orders apply in the smaller towns except for dishwashers, elevator operators, bell boys and porters in hotels and restaurants who are to be paid the inexperienced worker's rate, the minimum hourly rates are 15 cents for

MINIMUM WAGE RATES IN SASKATCHEWAN

MALE AND FEMALE EMPLOYEES

Workplaces and Occupations	Minimum per Week	
	Experienced Workers	Inexperienced Workers
	$	$
Factories, including creameries, laundries, dyeworks, fur-sewing, hide and fur shops, dressmaking, millinery, paint shops, garages, service stations, junk yards, salvage works, wood-sawing and chopping works, fuel, lumber and building supply yards and offices connected therewith in cities		
Employees other than delivery boys on foot or bicycle and drivers	13.00	7.50–11.50
Delivery boys on foot or bicycle	8.00	6.00
Drivers	14.00	13.00
Retail and wholesale stores and mail-order houses in cities		
Employees, other than delivery boys and drivers	14.00	8.00–13.00
Delivery boys, on foot or bicycle	8.00	6.00
Drivers	14.00	13.00
Warehousing, cartage, transfer and delivery service in cities		
Employees other than messengers and office workers and drivers	14.00	12.00
Office workers	14.00	8.00–13.00
Delivery boys on foot or bicycle	6.00	6.00
Drivers	14.00	13.00
Hotels, restaurants and refreshment rooms in cities		
Employees other than bell boys, porters, elevator operators and dishwashers	12.00	8.00–10.00
Dishwashers	10.00	10.00
Bell boys, porters, and elevator operators	8.00	8.00
Beauty parlours and barber shops in cities	13.00	7.00–12.00
Theatres and dance halls in cities		
Managers, cashiers, doormen, ushers and cleaners	12.00	12.00
All above workplaces, except hotels and restaurants in Canora, Estevan, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard		
Employees other than delivery boys on foot or bicycle and drivers	12.00	7.00–11.00
Delivery boys on foot or bicycle	5.00	5.00
Drivers	12.00	11.00
Hotels and restaurants in Canora, Estevan, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard		
Employees other than bell boys, porters, elevator operators and dishwashers	10.00	6.00-
Dishwashers, elevator operators, bell boys and porters	8.00	

delivery boys on foot or bicycle, 20 cents for inexperienced workers and 25 cents for experienced workers.

Except in the hotels and restaurants order part-time workers are defined as those who work six or more hours less than the normal work-week. In hotels and restaurants employees working less than 43 hours a week are on part-time. All part-time employees must be paid for at least two hours and for such work in cities there is a minimum hourly rate of 20 cents for delivery boys in shops, mail order houses, factories, fuel, lumber and building supply yards and offices in connection therewith and in the storage and transfer business, 25 cents for inexperienced workers in all places except theatres and dance halls and 30 cents in theatres and dance halls and for experienced workers in all other work places covered. In the smaller towns to which orders apply part-time workers must be paid not less than those working overtime.

The minimum rates for inexperienced workers, set out in the table, apply in shops, factories and beauty parlours for 18 months, increasing each half-year. The learning period in hotels and restaurants, except for dishwashers, bell boys, elevator operators and porters, is one year. In cities, employees in the transfer and storage business except for office help, messengers and drivers have a learning period of six months while boys delivering parcels for shops and factories, etc. and drivers of horse-drawn or motor vehicles in connection with these places and with the storage and transfer business are paid the lower rate for three months. No learning period is required in cities for amusement place employees or for messengers in the transfer and storage business.

Rates for apprentices fixed in apprenticeship contracts which have been approved by the Board or which form part of a trade union agreement approved by the Bureau of Labour and Public Welfare or which have been registered under any provincial statute supersede the rates stipulated in the minimum wage orders.

Where employers or employees who come under the minimum wage orders for shops, factories, hotels and restaurants, beauty parlors and barber shops, theatres and dance halls are also covered by schedules under the Industrial Standards Act, the provisions of the latter as to wages and hours are to prevail.

The number of inexperienced workers is limited in hotels and restaurants in Canora, Estevan and the other smaller towns and in all work-places in cities, except beauty parlours, barber shops, theatres and amusement places, to 25 per cent of the total number of workers. In other work-places in smaller towns not more than one-third the total number employed may be paid the rates for inexperienced workers. The proportion of part-time employees is limited to 25 per cent in shops and in the storage and transfer business in cities and to 33⅓ per cent in all establishments covered in Canora, Estevan, etc., and in factories and hotels and restaurants in cities. In beauty parlours and barber shops in cities not more than one indentured apprentice or inexperienced worker may be employed for every experienced worker.

In hotels and restaurants where a uniform other than white is required and not supplied by the employer, the worker is to be paid an additional 50 cents per week. If lodging and 21 meals in a week are furnished by the employer in cities the maximum charge that may be made for a week's board of 21 meals is $4.50, for seven days' lodging $2, for single meals, 20 cents and for a single night's lodging, 30 cents. In the smaller places the prices of board and lodging are 50 cents less and a night's lodging 5 cents less while the maximum charge for a single meal is 20 cents as in cities. No deductions from wages may be made for civic or statutory holidays and the employee may not be required to make up the time lost on such days.

Coal Mines

The Coal Mining Industry Act, 1935, empowers the Lieutenant-Governor in Council to establish standards as to hours of labour and wages of any class of persons employed

MINIMUM WAGE RATES
IN SASKATCHEWAN MINES

Occupations	Per hour
	c.
I.—*Deep Seam Mines* (above and below ground)	
Mechanical loaders (underground)*, carpenters†, blacksmiths†, electricians†, locomotive engineers and general repairmen†	55
Machine runners*, shearing machine operators,* shot firers* and hoist engineers	50
Miners on solid	45
Car repairers and rough carpenters, night engineers and firemen	44
Cagers†	43
Loaders, switch layers, timbermen†, motormen, pumpmen, screen men, slope hoistmen, box car shovellers, locomotive firemen and brakemen	42½
Box car loadermen	42
Track layers, trip riders, drivers, trappers, tipple checkers, tipple dumpers, railway car handlers, stationary boiler firemen, track labourers, stablemen, scraper runners, teamsters and common labourers	40
Boys	40
Inexperienced (increase of 5 cents each year)	25–35
*Helpers to these classes	45
†Helpers to these classes	40

in the industry. An order in council which took effect on June 1, 1940, fixes wages for coal miners whose maximum hours under the Coal Mines Safety and Welfare Act continue to be eight in a day at the working place unless the employer and employee make an agreement to the contrary. The hourly rates for workmen employed by the day are set out in the table. Other rates are fixed for contract miners.

—	Per Hour	
	Operating Rate	Repair Rate
	$	$
II.—Strip Pits—		
Operators of stripping shovels and of loading shovels (2 yards and over)	1.00	.75
Loading shovel operators (under 2 yards)	.75	.60
Blacksmiths, electricians, machinists, mechanics	.75	.....
Locomotive engineers	.60	.50
Shovel oilers, carpenters, stationary engineers	.60	.....
Caterpillar operators with stripping and bulldozing equipment—		
Over nine yards capacity	.60	.....
Under nine yards capacity	.55	.....
Caterpillar operators, locomotive firemen, trac-truk drivers, tipple oilers, shot firers in pit, stationary firemen	.50	.40
Shovel ground men, tipple operators	.50	.....
Box car loaders, drag scrapers, switchmen, dinky operators, dump men	.45	.40
Box car shovellers	.42½	.....
Common labourers, sweepers	.40	.....
Night watchmen	$75 a month	.....
Caretaker of washhouse	$80 a month	.....
Small Mines—		
Truck drivers and machine runners' helpers	.40 an hour	
Shooting coal off the solid entries	.85 a ton	
" rooms	.65 a ton	
Shovelling coal in box car by chute by fork	.10 a ton	
" " " shovel	.09 a ton	

ALBERTA

In Alberta two statutes provide for the fixing by the Board of Industrial Relations of minimum wages for female and male workers respectively.

The Minimum Wage Act, 1925, as amended, applies to women in any trade or occupation in the province except domestic service. The orders issued cover factories; telephone exchanges in cities, towns and villages and those serving 100 rural lines or more; shops, theatres and places of amusement; beauty shops; garages; service stations and elevator operators; restaurants; laundries and dry-cleaning establishments and offices.

The Male Minimum Wage Act, 1936, applies to all male workers except farm labourers and domestic servants. A general order fixes minimum hourly rates throughout the province but it does not apply to indentured apprentices, employees governed by schedules of wages and hours under the Industrial Standards Act or by codes drawn up under the Department of Trade and Industry Act, or to persons employed on a commission basis or for a stated weekly, monthly or yearly salary under a contract approved by the Board of Industrial Relations, to workers hired for temporary or seasonal work not for the purpose of the employer's business, persons engaged in fighting prairie or forest fires or those expressly exempted by the Board of Industrial Relations. An order of February 6, 1940, exempts also boys under 17 serving a term of apprenticeship under the Dominion-Provincial Youth Training Programme. There are four special orders applying to certain classes: (1) boys under 18 delivering merchandise from shops, (2) men employed in saw mills, planing mills, box factories and other woodworking plants and in logging and the railway tie industry in rural districts, (3) persons working on irrigation projects under the Water Resources Act, and (4) certain employees in the coal mining industry in the Edmonton district.

For female learners, rates below the ordinary weekly minimum are fixed without regard to age. For male workers, lower rates are established for those 18 years of age or younger. The learning period for girls and women is 18 months in bookbinding, engraving and printing, 12 months in wholesale and retail stores, mail-order houses, laundries and dry-cleaning and dyeing establishments and three months in restaurants. In factories it varies from nine to 12 months. In dressmaking, tailoring, fur-sewing, millinery and hairdressing and for office workers and telephone operators, the apprenticeship period is one year with no fixed rate for the first month of employment. Learners are limited to 25 per cent of the total female staff in all places but telephone exchanges where one-third may be student operato s

All workers within the scope of the Minimum Wage Acts are governed by the Hours of Work Act which limits hours to eight a day and 48 a week for females and nine a day and 54 a week for males, but there is an eight-hour daily limit fixed by the Mines Act for underground work. Certain other exceptions are permitted under the Hours of Work Act in the lumbering industry in rural districts and the Board may grant exemptions in other industries. Hours of labour in excess of those fixed by the Act must be paid for at overtime rates fixed under the Minimum Wage Acts. Under the coal mining industry order in the Edmonton district, which became effective on October 1, 1940, the rate of time and a half of the regular hourly wage is payable for work in excess of eight hours a day.

For females, if the weekly hours are 48 or less, the first hour in excess of eight in a day must be paid for at the regular rate but time in excess of nine hours a day and 48 hours a week must be paid for at the rate of time and one-half. Male employees, with certain exceptions, working more than 10 hours a day and 54 hours a week have an overtime rate of time and a half. The overtime rate is not payable to men engaged in outdoor advertising and sign painting in Edmonton and Calgary if employed steadily and earning at least $25 a week for an average week of 50 hours or to workers in the lumbering, logging and railway tie industry in rural districts.

Except as indicated in the accompanying table, the rates for male workers are hourly rates with a lower minimum for those employed by the week or longer period. Workers covered by the general order must be paid for at least 42 hours a week, if hired by the week or longer period, and 40 cents an hour for at least four hours if hired for less than that period. Employees in coal mining around Edmonton must be paid 50 cents an hour for at least four hours.

Special provision is also made for part-time female workers and for regular female employees on short time. The latter, except in restaurants, theatres and telephone exchanges, if working less than 40 hours a week, must be paid for at least that number of hours; if working for less than 48 but more than 40 the prescribed minimum wage may be reduced *pro rata*. Part-time workers, hired by the hour or by the day or only for busy periods, who work for less than 40 hours a week, must be paid not less than 30 cents an hour for at least four hours. Girls and women in theatres who work less than six consecutive days a week must be paid not less than 50 cents an hour for at least two hours and in restaurants and telephone offices not less than 30 cents an hour for four hours.

For male employees the maximum charge for 21 meals per week is $5, or single meals 25 cents, and for lodging $2 for a full week or 25 cents per day for any period less than a week but in logging, lumbering, etc., the workmen must be furnished with board and lodging in addition to the minimum wage specified. Otherwise an additional 75 cents is payable for each day of employment. But where single meals are furnished as part payment of wages not more than 35 cents may be deducted for each.

MINIMUM WAGE RATES IN ALBERTA

Male and Female Employees

Industries and Occupations	Minimum per Week	
	Experienced workers	Apprentices
	$	$
I.—Female Employees—		
Factories:		
Bookbinding, embossing, engraving and printing	12.50	7.00–11.00
Dressmaking, tailoring and fur sewing	12.50	6.00–10.00
Millinery	12.50	4.00–10.00
Other manufacturing	12.50	6.00–10.00
Telephone exchanges in urban centres and with at least 100 lines in rural districts	14.00	7.50–12.00
Wholesale and retail stores and mail order houses	12.50	7.50–11.00
Theatres, motion picture houses, music halls, dance halls, cabarets and places of amusement	14.00	14.00
Beauty parlours	14.00	6.00–12.00
Garages, gasoline service stations and the operation of freight and passenger elevators	14.00	14.00
Restaurants	12.50	9.00–11.00
Laundries, dyeing and cleaning establishments	12.50	9.50–11.50
Office employees including auditors, caskiers, telegraph operators, post office assistants, etc.	14.00	7.50–12.00

Classes of employees	Wages per hour
	$
II.—Male Employees—	
General Order—	
Those employed by the week or longer period—	
Under 17 years of age	.20
Over 17 and under 18	.25
Over 18 and under 19	.30
Over 19	.33⅓
Those employed in any other manner than by the week or longer period—	
Under 17 years of age	.25
Over 17 and under 18	.30
Over 18 and under 19	.35
Over 19	.40
Special Orders—	
Retail delivery, boys under 18—	
Employed by the week or longer period:	
Under 16	7.50 per week
Over 16 and under 18	9.50 "
Employed by the day:	
Under 16	.17 per hour
Over 16 and under 18	.18 "
Employed by the hour:	
Under 16	.20 "
Over 16 and under 18	.22½ "
Irrigation projects under the Water Resources Act—	
Employees hired by the day or for less than 1 week	.33⅓ "
Employees of saw mills, planing mills, box factories, wood working plants, logging and railway tie industry 10 miles from any city or in towns and villages of less than 1,000—	
Based on 9-hour day	35.00 per mth. plus board and lodging.
Based on 10-hour day	37.50 per mth. plus board and lodging.
Coal mining industry, Edmonton district—	
Machine men on long wall face	.65
Power house engineers	.55
Miners (hewing and/or loading coal underground or on company work), timbermen, cagers at shaft, tracklayers, bratticemen, drivers spike team, cog men, pan movers, men loading coal in cars off conveyers, motormen, drivers, main and tail rope riders, helpers, blacksmiths, box car loader engineers, car repairers, hoistmen	.50
Timbermen's helpers, tracklayers' helpers, muckers, pumpmen, pushers, unclassified (inside)	.45
Box car shovellers and unclassified (outside)	.40
Boys 16–19	.35

BRITISH COLUMBIA

The Male and Female Minimum Wage Acts, 1934, revise earlier statutes. They do not apply to farm labourers or domestic servants. The Female Minimum Wage Act provides that where a minimum has been fixed for employees in any industry or occupation, no male person over 18 years of age may be employed in work usually done by female employees at less than the minimum wage fixed for such female employees. Similarly where a rate has been fixed for female employees under 18 years of age, no male employees under 18 years may be employed at a lower wage.

Orders made under the Female Minimum Wage Act cover the mercantile industry; manufacturing; personal service in beauty parlours; theatres and places of amusement; offices; janitor service; fruit and vegetable industry; hotels and catering in any establishment; elevator operators; laundries and dry-cleaning works; telephone and telegraph operation; fish drying, curing, etc.

Orders under the Male Minimum Wage Act apply to logging, sawmilling and woodworking, the shingle industry, box and furniture manufacture, bakeries, the fruit and vegetable industry, construction, carpenters, painters and decorators in some localities, shipbuilding, road transport, bus and taxi drivers, the mercantile industry, stationary engineers, barbers, first-aid attendants, janitors, the Christmas tree industry, elevator operators and employees of private patrol agencies.

As in the other provinces, special rates lower than the minimum wage for experienced workers are set for female employees during a fixed learning period except in the fruit and vegetable industry and for elevator operators. A further distinction is made between inexperienced females over 18 and girls under 18 years of age. The statute stipulates that the number of learners over 18 must not exceed one-seventh of the total number of female employees in any establishment and the aggregate number of such workers and of girls under 18 may not exceed 35 per cent of the total female working force. In wholesale and retail stores, barber and beauty shops, offices and in the hotel and catering industry, the rates fixed for inexperienced females may only be paid with permission from the Board. In the fruit and vegetable industry the lower rates for inexperienced and handicapped female employees may be paid only to 10 per cent of the total number of females.

The learning period for women over 18 in stores, barber shops and beauty parlours, offices, laundries and in the fish drying or curing industry is one year; in most factories it is either six or 12 months but in bookbinding, printing, clothing, millinery and fur-sewing, leather goods, jewellery, and cigar manufacture it is 18 months. Six months' experience is required in the hotel and catering industry before the full minimum is payable and nine months for telephone and telegraph operation. Girls under 18 must be paid the rate for experienced workers on reaching the age of 18 after 18 months' experience in offices, 21 months in the mercantile industry and two years in beauty shops and laundries. A laundry worker must be paid the rate for experienced workers after one year if she has reached the age of 18.

Under the Male Minimum Wage Act, lower rates are fixed for those under 21. Such employees are limited to 10 per cent of the total number in shipbuilding, 15 per cent in the fruit and vegetable industry, 33⅓ per cent in woodworking and 40 per cent in household furniture manufacture. In the mercantile industry the minimum rate for those under 21 varies with the age, the highest rate being payable after three years' experience if the employee is over 18 but under 21 years of age. Employees over 21 but under 24, are required to have 18 months' experience before they are entitled to the full minimum rate. No orders apply to apprentices governed by the Apprenticeship Act.

For all female employees but janitresses, the minimum weekly rate applies to a specified number of hours. In the mercantile industry, beauty shops, the hotel and catering industry, and in the fishing industry, the rates for female workers apply to a week of 40 hours or more. In factories, dressmaking, fur-sewing, etc., and in laundries, the specified number of hours is 48, in offices and for elevator operation 37½ and in theatres and places of amusement 40. Hourly rates are fixed for fruit and vegetable packing and canning.

For part-time work, there are special hourly rates for females in the mercantile industry, 35 cents for experienced workers, 25 to 35 cents for inexperienced and from 20 to 30 cents for girls under 18. In factories the part-time rate is 20½ cents, for elevator operation 37½ cents, in beauty shops 37½ cents and from 27 cents to 35 cents for experienced and inexperienced workers respectively, 35 cents in theatres and amusement places, 37½ cents and from 25 cents to 35 cents in hotels and catering, 40 cents and from 30 cents to 37½ cents in offices and 28½ cents in laundries. In most cases, the employee must be paid for at least four hours' work.

In road transport, shops and for elevator operators and barbers, where minimum weekly rates are set for male workers, the rates apply

also to a specified number of hours and part-time work is required to be paid at a higher rate. For goods transported by road, for bus drivers and barbers the part-time rate applies to a week of less than 40 hours, for elevator operators and in the mercantile industry to a week of less than 37½ hours and for taxi-cab drivers to a day of less than 10 hours. For part-time work, minimum hourly rates of 45 and 35 cents are fixed for barbers and taxicab drivers respectively in Victoria, Esquimalt, Oak Bay and Saanich. Bus drivers on Vancouver Island and Saltspring Island are to be paid 55 cents an hour for less than 40 hours' work in a week. Employees must be paid for at least one hour's work when called. In shops, part-time rates range from 15 to 40 cents an hour, according to age and experience, and in road transport from 20 to 45 cents according to the vehicle driven.

The Hours of Work Act limits working hours for both male and female employees in most of the establishments covered by the Minimum Wage Orders to eight a day and 48 a week except when the Board of Industrial Relations makes special regulations permitting longer hours for some classes or at certain seasons. No overtime rates have been established for female workers except in the fruit and vegetable industry, for telephone and telegraph operators and employees in the hotel and catering industry. In the fruit and vegetable industry, the regular minimum hourly rate applies to a 10-hour day. For two additional hours in the industry, 45 cents an hour must be paid to at least 90 per cent of the female workers and 37½ cents to the others. After 12 hours' work the minimum rates for 90 per cent and 10 per cent of the employees are 60 and 50 cents an hour respectively. Telephone and telegraph operators and hotel and catering employees must be paid time and one-half after working eight hours a day and 48 hours a week. The special order for the 1940-41 winter season fixes an overtime rate of 37½ cents an hour for employees in hotels and catering. For telephone and telegraph operators the maximum overtime for emergencies is eight hours beyond the regular week. This does not apply to operators customarily on duty from 10 p.m. to 8 a.m. who may work 10 hours a day instead of eight.

Overtime rates for males are fixed for first-aid attendants and in transport and the fruit and vegetable industry. In the last mentioned industry for the first two hours in excess of 10 a day, males over 21 and those under 21 years of age must be paid at least 57 cents and 42 cents an hour respectively. For extra hours, the minimum rates are 76 and 56 cents for these classes. First-aid attendants for time in excess of their regular hours and taxicab drivers working more than 10 hours a day must be paid for such time at the rate of 50 cents and 45 cents an hour respectively. Bus drivers on Vancouver Island and Saltspring Island have an overtime rate of 75 cents an hour for all work after nine hours in a day or 50 in a week. In certain other branches of the road transport industry time in excess of 50 hours must be paid for at rates varying from 40 to 60 cents an hour but the hours that may be worked are limited to 54 a week.

Deductions for board and lodging for females in the hotel and catering industry and for male and female elevator operators may not exceed $4 per week for 21 meals, $2 per week for lodging or 25 cents per meal. During the off-season, females employed in the hotel and catering industry in summer resorts in unorganized territory may be paid a minimum of $25 per month together with room and board instead of the weekly rate if such arrangement is approved by the Board of Industrial Relations. A maximum of $1.25 per day for board and lodging is permitted to be deducted from the wages of men in the sawmill and logging industry in some districts.

In the case of janitors, where free living quarters are not provided, the maximum rent that may be charged is $20 or $25 according to the size of the apartment and deductions for gas and electricity may not exceed $4 per month.

MINIMUM WAGE RATES IN BRITISH COLUMBIA

Male and Female Employees

Industries and Occupations	Per Week		
	Experienced Workers	Inexperienced Workers	Girls under 18
	$	$	$
I.—Female Employees			
Retail and wholesale stores	12.75	9.00–12.00	7.50–11.00
Manufacturing:			
Bookbinding, engraving, printing, dressmaking, tailoring, millinery, taxidermy, clothing, jewellery, fur, leather goods and cigars	14.00	7.00–13.00	7.00–13.00
All other manufacturing	14.00	8.00–12.00	8.00–12.00
Personal services:			
Beauty parlours and barber shops	14.25	10.00–13.00	10.00–13.00
Theatres, music halls, etc	14.25	14.25	14.25
Offices	15.00	11.00–14.00	11.00–14.00
Fruit and vegetable industry:			
Canning, preserving, drying and packing	.30 per hour	.25 per hour	.....
Canning June 1-Dec. 31, 1939	.27 "	.25 "	.....
Hotel and catering industry: Includes hospitals, nursing homes, clubs, dining rooms or kitchens in connection with industrial and commercial establishments and any place where food is cooked, prepared and served for a price (not applicable in nurseries or hospitals)	14.00	9.00–12.00	9.00–12.00
Elevator operators	See rates for males below		
Laundries, dry cleaning and dye works	13.50	9.00–12.00	9.00–11.00
Janitresses	See rates for males below		
Fishing industry:			
Preparing, preserving, drying, curing, smoking and packing (except canned) fish	15.50	12.75–14.75	12.75–14.75
Telephone and telegraph operators	15.00	11.00–13.00	11.00–13.00

Industries and Occupations	Wages
	$
II.—Male Employees—	
Logging industry (includes the cutting of poles, ties, shingle-bolts, mining-props and piles, and all operation in or incidental to driving, rafting and booming):	
Cook and bunk-house occupations	2.75 per day
Making of shingle-bolts (felling, bucking and splitting)	1.30 per cord
Grade and track occupations	.37½ per hr.
All other employees	.40 "
Sawmill industry (includes sawmills and planing mills):	
Cook and bunk-house occupations	2.75 per day
Persons 21 years or over*	per hour .40
Shingle industry (excludes shingle-bolt operations)	.40
*Christmas tree industry** (all operations in or incidental to the cutting, gathering, hauling and shipping of Christmas trees)	.40
Box manufacturing industry (wooden boxes, barrels, kegs, tierces, pails and other wooden containers):	
21 years or over*	.40
Over 18 and under 21 years	.30
Under 18 years	.25
Woodworking industry (includes the making of sash and doors, cabinets, show cases, office and store fixtures, wood furniture, veneer products and general millwork):	
21 years and over	.40
Over 18 and under 21 years	.30
Under 18 years	.25
Household furniture manufacturing industry:	
21 years and over	.40
20 years	.35
19 years	.30
18 years	.27½
17 years	.25
Under 17 years	.20

* Not more than 10 per cent of those over 21 in saw-mills and box manufacturing and not more than 15 per cent of all employees in the Christmas tree industry may be paid a minimum of 30 cents an hour.

MINIMUM WAGE RATES IN BRITISH COLUMBIA—*Concluded*

MALE AND FEMALE EMPLOYEES—*Concluded*

Industries and Occupations	Wages
II.—Male Employees—Concluded	Per hour cts.
Baking industry (manufacture and delivery of bread, biscuits and cakes):	
21 years and over	.40
20 years	.35
19 years	.30
18 years	.25
Fruit and vegetable industry:	
Canning, preserving, drying and packing—	
21 years and over	.38
Under 21 years	.28
Canning June 1-Dec. 31, 1939—	
21 and over	.35
Under 21	.25
Construction industry:	
Vancouver (with Point Grey area), Victoria, New Westminster, Nanaimo, Prince Rupert, Esquimalt, Oak Bay, Saanich, West Vancouver, Burnaby and North Vancouver:	
21 years and over	.45
Under 21 years	.35
Rest of province:	
21 years and over	.40
Under 21 years	.30
Painting, decorating and paper hanging:	
Vancouver (with Point Grey area), New Westminster, Burnaby, West Vancouver and North Vancouver	.75
Carpentry trade (except maintenance men), construction or alteration of buildings and structures:	
Victoria and southern part of Vancouver Island, Alberni and Nanaimo and 5-mile radius of centre, Vancouver, (with Point Grey area), North Vancouver and New Westminster, the municipalities of districts of Burnaby and West Vancouver, district of North Vancouver and the Kootenay area	.75
Shipbuilding:	
Over 21 years employed as ship-carpenters, shipwrights, joiners, boat builders, or wood-caulkers	.67½
All others over 21 years	.50
Under 21 years	.25
Road transport, excluding passenger transport:	
Operators of motor vehicles of 2,000 pounds net weight or over and of horse-drawn vehicles (other than bread or milk retail deliverymen)	.40
Operators of motor vehicles of less than 2,000 pounds net weight (other than bread or milk retail deliverymen and motor-cycle drivers, and operators of motorcycles with side-cars or wheeled attachments in Greater Vancouver and Victoria and adjacent municipalities who are employed to deliver goods by transport companies)	.35
Motor-cycle operators	.25
Bicycle riders and foot messengers employed exclusively on delivery or messenger work (but not those employed exclusively by wholesale or retail trade establishments)	.17
Swampers and helpers	.35
Drivers of retail milk or bread delivery vehicles	.40
Drivers of horse-drawn vehicles other than retail delivery of bread and milk	.40
Bus drivers (public conveyances for more than 7 passengers):	
Vancouver Island and Saltspring Island	.50
Private patrol agency employees	.35
Taxicab drivers (public conveyances for 7 or fewer passengers):	
Vancouver	$ 2.75 per day
Victoria, Esquimalt, Oak Bay and Saanich	$ 3.00 "
Retail and wholesale stores:	
21 years and over	$15 per wk.
21 years and under 24, inexperienced or partly experienced	$ 9–13 per wk.
18 and under 21 years, inexperienced or partly experienced	$ 8–13 "
18 and under 21 employed not more than 5 days a month	.00 per hour
Persons commencing under 21 years	$6 per wk. if under 17 yrs.–$13 for age 20.
Stationary steam engineers:	
With certificate of competency under Boiler Inspection Act, where required	.50 per hour
With special or temporary certificate or where certificate of competency not required	.40 "
Barbering (excludes those employed in beauty parlours or hairdressing shops while working on women or children only)	$18 per wk.
Elevator operators	$14 "
First aid attendants of any age with certificate of competency (assistant first aid attendants to be paid *pro rata*)	$4 per day
Janitors residing on premises (including janitor-cleaners or janitor-firemen):*	
Apartment building of 48 suites or more	$125 per m. ($137.50)
23 to 47 suites	$75 to $123 per m. ($82.50 to $135.30)
1 to 22 suites	$22 to $73 per m. ($27 to $80.30)
All other janitors	.37½ per hour

*The minimum rates for janitors were raised from January 23, 1941. New rates are given in brackets.

Wages and Hours of Labour Under Quebec Collective Agreement Act and Schedules of Wages and Hours under Industrial Standards Acts etc., in Certain Provinces

In certain provinces, legislation provides that the wage rates and hours of labour agreed upon by representatives of employers and workers in a trade or industry for a locality, district or the whole province may be made obligatory on all employers and employees concerned by Order in Council on the recommendation of the Minister in charge of the administration of labour legislation. Such rates of wages and hours of labour are noted below and are applicable to both male and female workers unless otherwise stated.

NOVA SCOTIA

Industrial Standards Act

This Act, which was summarized in the LABOUR GAZETTE, July, 1936, page 604, with amendments in the LABOUR GAZETTE, August, 1937, page 861 and July, 1939, page 671, is similar to the Industrial Standards Act of Ontario which is summarized below. It is, however, restricted to the building and construction industry in Halifax and Dartmouth, excluding government and municipal employees and any employee performing temporary work the total amount of which does not exceed $25. Five schedules were in effect by Orders in Council under this Act at the end of the year 1940:

Construction

The wage rates and hours so in effect are shown below. Provision is made in all schedules for time and one half for overtime and double time for work on Sundays and holidays.

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES IN HALIFAX AND DARTMOUTH, NOVA SCOTIA.

—	Minimum hourly wage rate	Hours per week
	$	
Bricklayers	1.00	44
Carpenters	.70	44
Electrical workers	.95	44
Plasterers and cement finishers	.85	44
Plumbers and steamfitters	.95	44

NEW BRUNSWICK

Industrial Standards Act

This Act was summarized in the LABOUR GAZETTE, October, 1939, page 996, and is similar to the Industrial Standards Act of Ontario, as summarized below, except that it applies only to the construction industry, and excludes provincial and municipal employees, and temporary work, the total cost of which including labour and materials does not exceed $100.

Construction

Minimum wage rates were fixed in schedules for St. John and within 15 miles, for the following trades. In all cases, regular hours were 8 per day, 48 per week except from June to September when a 44 hour week was effective. Overtime was payable at time and one half for first four hours and double time for any additional overtime and for all work on Sundays and on six holidays (LABOUR GAZETTE, April, 1940).

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES AT SAINT JOHN†

—	Minimum hourly wage rates	Hours per week
	$	
Bricklayers and masons	.90	48*
Tilesetters (ceramic and clay tile)	.90	48*
Tilesetters (asphalt and composition floor and wall tile)	.70	48*
Terrazzo layers	.70	48*
Cement finishers	.70	48*
Plasterers	.90	48*
Carpenters	.60	48*
Painters	.55	48*
Painters (spray)	.65	48*
Painters (painting structural steel)	.65	48*
Plumbers and steamfitters‡	.65‡	48*

* From June to September inclusive, 44 hours per week.
† All of these schedules terminated December 31, 1940.
‡ A new schedule effective January 1, 1941, provides for 80 cents per hour.

QUEBEC

Collective Agreement Act

The text of this Act, which replaces the Collective Labour Agreements Act, 1938, and previous Acts, was summarized in the LABOUR GAZETTE, August, 1940, page 812. Under this Act any party to a collective agreement made between the representatives of an association of employees and the representatives of an association of employers or one or more employers may apply to the Lieutenant Governor in Council through the provincial Minister of Labour to have those terms of such agreement which govern wages, hours of labour, apprenticeship, classification of operations, determination of classes of employers and employees and all such provisions as the Lieutenant Governor in Council may deem in conformity with the spirit of the Act, made obligatory on all employers and employees in the trade, industry, commerce or occupation within the district determined in the agreement. Notice of such application is published and thirty days is then allowed for filing of objections and the Minister may hold an inquiry. After this period, if the Minister considers that the terms of the agreement "have acquired a preponderant significance and importance" and that it is advisable, with due regard to economic conditions, an Order in Council may be passed granting the application, and making the provisions of the agreement obligatory from the date of its adoption, but publication of the Order in Council must be made as soon as possible in the *Quebec Official Gazette*. The agreement may be amended through the same procedure. Any Order in Council may be extended or revoked by the Lieutenant Governor in Council at any time. The agreements under this Act are enforced within the industry itself by joint committees composed of representatives of both employers and employees. Proceedings under the Collective Labour Agreements Extension Act were summarized in the LABOUR GAZETTE from June, 1934, to July, 1937; proceedings under the Workmen's Wages Act in the issues from July, 1937, to April, 1938; proceedings under the Collective Labour Agreements Act in the issues from May, 1938, to July, 1940; proceedings under the Collective Agreement Act in the issues beginning August, 1940.

The wages and hours in effect at the end of 1940 under agreements so made obligatory in various industries in the whole or part of the Province are noted below.

Mining: Non-ferrous Smelting and Quarrying

IRON OXIDE MINING.—Mines producing iron oxide (ochres) in Red Mill and within 50 miles of it are covered by an obligatory agreement (LABOUR GAZETTE, December, 1937, and February, 1940). Minimum hourly wage rates are 35 cents for workers working in the mines, 37½ cents for those working in the establishments and 45 cents for millers. Hours are limited to 48 per week, with overtime and all work on Sundays and holidays to be paid at time and one-half.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.—See below under "Manufacturing: Non-Metallic Minerals, Chemicals, etc."

Manufacturing: Vegetable Foods

BAKING INDUSTRY.—Agreements approved by Orders in Council as to wages and other working conditions in this industry provide for the following minimum weekly wage rates and maximum hours: *Quebec City and thirteen neighbouring counties*—for Quebec city, Levis and within 15 miles of them, foremen to be paid $24, journeymen $21, provided a certain minimum quantity of flour is baked per week, delivery salesmen $16, with a 62-hour week for both bakery workers and delivery salesmen and overtime payable at time and one-half; for the rest of the district, corresponding rates are $19.55 for foremen and $17 for journeymen, $14.40 for salesmen, with a 72-hour week for bread bakeries and a 62-hour week for cake and pastry bakeries, and overtime payable at time and one-half (LABOUR GAZETTE, December, 1937, April, 1938, January, April, June and August, 1939, January and December, 1940, and January, 1941). *Three Rivers and district*—bakers $18 to $25, apprentice bakers $7 to $13; delivery salesmen $15, these rates being payable for a certain quantity of flour baked per man per week and extra pay for extra quantities baked (LABOUR GAZETTE, March, 1938 and March, 1940). *Magog*—bakers $12 to $16 per week of 65 hours, delivery men $15 per week of 70 hours (LABOUR GAZETTE, October, 1938, and January and October, 1939 and November, 1940). *Granby*—bakers $12 to $22, deliverymen $12 and $15, with a 60-hour week and overtime payable at time and one-half (LABOUR GAZETTE, October, 1938 and October, 1940). *Montreal Island*—bakers $21 to $25, helpers $18, apprentices $12 with a 60-hour week and overtime payable at regular hourly rates; salesmen $18 plus commission (LABOUR GAZETTE, October, 1939, September, 1940,

January and February, 1941). *Hull district*—bakers $12 to $28, apprentices $6 to $12; pastry cooks $20, apprentice pastry cooks $6 to $15; hours, 60 per week, with overtime payable at regular hourly rates (LABOUR GAZETTE, June and October, 1935 and October, 1938).

Manufacturing: Boots and Shoes

SHOE MANUFACTURING.—The agreement covers both male and female employees in the boot and shoe manufacturing industry throughout the province (LABOUR GAZETTE, October, 1937, March, June and December, 1938, July and October, 1939 and September and December, 1940.) Employees are divided into six trade classes according to the skill required for the operation. The province is divided into zones: zone I, the Island of Montreal and within five miles of it; zone II, the City of Quebec and within five miles; zone III, the rest of the province. Minimum hourly wage rates for each class and for the apprentices to the first four classes are as follows:

MINIMUM WAGE RATES PER HOUR FOR GENERAL FACTORY TRADES

Class	Zone I	Zone II	Zone III
	cents	cents	cents
I	55	52½	48
Apprentices:			
1st six months	33	31	29
2nd six months	41	38½	36
II	45	42½	39
Apprentices	26	25	23
III	35	33	31
Apprentices	21	20	18
IV	25	24	22
Apprentices	18	17	16
V	18	17	16
VI	13	12½	11½

Minimum hourly wage rates for office employees, chauffeurs, caretakers, etc., are from 15 cents in zone IV (municipalities with less than 3,000 population) to 25 cents in zone I. For shippers, inspectors, examiners, elevator operators, etc., 60 per cent of employees to be paid from 20 cents in zone IV to 26 cents in zone I, a further 25 per cent of employees from 16 cents in zone IV to 22 cents in zone I, the remaining 15 per cent of employees to be paid from 12 cents in zone IV to 17 cents in zone I. For all other employees (male and female) working inside or outside the factory and not included in other classes, 65 per cent of these to be paid from 19 cents per hour in zone IV to 23 cents in zone I, a further 15 per cent from 14½ cents in zone IV to 19 cents in zone I, the remaining 20 per cent of employees 12½ cents in zones II, III and IV and 14½ cents in zone I.

Manufacturing: Fur and Leather Products, etc.

FUR MANUFACTURING INDUSTRY.—Orders in Council for this industry were summarized in the LABOUR GAZETTE, September and October, 1938, October, 1939, September and November, 1940.

For the *City of Quebec* the following minimum wage rates are payable for a week of 48 hours, with overtime at time and one-half; in the City of Quebec—first class cutters and tailors $29, second class cutters and tailors $25, third class cutters and tailors $19, journeymen blockers $21, male operators $15 for first class and $13 for second class, female operators and finishers $15 for first class, $13 for second class.

For the *Island of Montreal* and within 50 miles of it (LABOUR GAZETTE, September, 1940), minimum weekly wage rates in *wholesale establishments* are: first class cutters, $40, second class $32.50; first class male operators $32.50; second class $24; first class female operators $23.50, second class $18; first class finishers (female) $21.50, second class (female) $17; apprentice cutters $24, first class blockers and trimmers $24, second class blockers $16, second class trimmers $17; first class finishers $28; second class $24. The hours are 40 per week in the Island of Montreal and within 10 miles of it and 48 in the rest of the Montreal district; 4 hours extra per week, however, may be worked at regular rates from September to December inclusive; overtime is payable at time and one-half.

For the *Island of Montreal* and within 50 miles of it (LABOUR GAZETTE, September, 1940), minimum weekly wage rates in *retail establishments* are: qualified cutters $40 for Class A, and $34 for class B, operators $30 and $24, finishers $28 and $22, blockers $24 and $16, female operators $24 and $18, female finishers $22 and $18 respectively; in the retail establishments of the Montreal district which are outside the Island of Montreal and located in towns of less than 25,000 population, however, these minimum rates may be 25 per cent less. The hours are 40 per week in the Island of Montreal and 48 outside the Island, with overtime at time and one-half. From September to December, inclusive, however, 48 hours may be worked throughout the jurisdiction, at regular rates.

Leather Tanning Industry, Province of Quebec.—The agreement covering the leather tanning and currying, etc. industry throughout the Province was summarized in the Labour Gazette, March, 1940 and February, 1941. Hours are 55 per week except for stationary enginemen and maintenance men for whom hours are 60 per week and except watchmen who may work 72 hours. Overtime is payable at time and one-half. The province is divided into three zones: zone I, the Island of Montreal and the City of Quebec and within 10 miles of them; zone II other cities of 10,000 or more; zone III, the rest of the province. Minimum hourly wage rates: at least 60 per cent of male employees and 60 per cent of female employees to be paid a minimum of 40 cents in zone I, 37 cents in zone II and 32 cents in zone III; a further 25 per cent a minimum of 30 cents in zone I, 28 cents in zone II and 23 cents in zone III; the remaining 15 per cent a minimum of 20 cents in zones I and II and 16 cents in zone III.

Glove Manufacturing (fine gloves), Province of Quebec.—The agreement for cutters, operators and blockers of fine gloves covers the whole Province (Labour Gazette, March, 1940, April, 1939 and January, 1941). Hours are limited to 49 per week. Wages are piece rates which are specified for each operation, with lower rates set for smaller cities and towns, and in the case of operators and blockers, still lower rates for rural districts.

Glove Manufacturing (work gloves), Province of Quebec.—An agreement covering the cutting of work gloves was summarized in the Labour Gazette, March, 1940 and April, 1939. Hours are 48 per week, and wages are piece rates as set by the agreement with the rates in smaller municipalities 10 per cent less than in larger cities and towns. For work glove operators and blockers (Labour Gazette, September, 1940) hours are 49 per week, and wages are piece rates, with a 10 per cent reduction in smaller centres.

Manufacturing: Textiles and Clothing

Men's Boys', Youths', Children's and Juveniles' Clothing Industry, Province of Quebec.—This industry throughout the Province is covered by an agreement made obligatory by Orders in Council, the last one coming into effect November 20, 1937, with amendment from December 4, 1939, (Labour Gazette, December, 1937 and December, 1939 and November, 1940). (The manufacture of shirts, overalls, mackinaw coats, etc., is not included in the agreement.) The province is divided into three zones: Zone I is the Island of Montreal and the area within 10 miles of its limits, Zone II is the area within 75 miles of the boundaries of Zone I, Zone III is the rest of the province. The hours are 44 per week in Zone I and 48 hours in Zones II and III; overtime pay is time and one-half in Zone I and time and one-quarter in Zones II and III.

Piece work rates may be fixed instead of hourly rates, provided that such rates do not yield less than the hourly rates established in this agreement.

In the coats, pants and vests departments, class AA consists of skilled cutters in all three departments; class A, of head operators and shape sewers or underbasters by machine in the coat department and pocket makers and tape sewers in the vest department; class BB, of pocket makers and skilled trimmers in the coat department, back and front pocket makers, trimmers and seamers in the pants department and skilled trimmers and second operators in the vest department; class B, of fitters and off-pressers in the coat department, leg pressers in the pants department and off-pressers in the vest department; class C, of edge basters, second basters, shapers and top collar makers in the coat department and lining stitchers in the pants department; class D, of examiners, joiners (second operators), lining makers and pocket tackers in the coat department, lining sewers and top pressers, cloth waistband sewers in the pants department, fitters in the vest department; class EE, of steam machine pressers and underpressers in the coat department and general underpressers in the vest department; class E, of choppers, lining basters, machine edge basters and undercollar basters, in the coat department, pocket makers and outside seamers on boys shorts and bloomers and juvenile pants, lining sewers and stitchers on boys' shorts and bloomers and juvenile pants in the pants department; class FF, of underpressers in the pants department; class F, of armhole basters, buttonhole makers, lapel makers and sleeve makers in the coat department, buttonhole makers, fitters, inside seamers on boys' shorts and bloomers and juvenile pants and trimming makers in the pants department, buttonhole makers, basters, lining makers and vee sewers in the vest department; class G, of bottom of collar and leaf of collar fellers, canvas basters, canvas makers, coat finishers, general hands, inside coat tackers, button sewers in the coat department, button sewers, examiners, finishers, fly makers, loop makers, pocket sergers and tackers in the pants department, brushers, button sewers, examiners, finishers, general hands, ticket sewers in the vest department; class H, of buttonhole tackers, fellers of bottom of sleeve linings, pocket closers, sleeve lining tackers and basters, ticket pocket makers in the coat department, buttonhole tackers and cleaners in the pants department and buttonhole tackers and cleaners in the vest department; class K, of basting pullers (male).

MINIMUM HOURLY WAGE RATES IN COATS, PANTS AND VESTS DEPARTMENTS*

Class	Zone I	Zone II	Zone III
	cents	cents	cents
AA	76	68	64
A	71	64	61
BB	65	58	55
B	63	56	53
C	60	54	51
D	53	48	45
EE	47	42	40
E	45	40	38
FF	38	34	32
F	36	32	30
G	31	28	26
H—1st 6 months	17	15	13
2nd 6 months	20	18	17
3rd 6 months	24	21	19
4th 6 months	28	25	23
After 2 years	31	28	26
K	16	14	13
Apprentice choppers—			
1st 6 months	18	16	15
2nd 6 months	23	20	19
3rd 6 months	27½	25	23
4th 6 months	32½	29	28
5th 6 months	37½	34	32
After 2½ years	45	41	36
Apprentice trimmers—			
1st 6 months	18	16	15
2nd 6 months	20	18	17
3rd 6 months	23	20	19
4th 6 months	25	23	21
5th 6 months	27½	25	23
6th 6 months	31	28	27
After 3 years	37½	34	32

* From December 4, 1939, employees to receive either a 10 per cent increase in their earnings or a 10 per cent increase in their minimum hourly wage rates (notice of the latter to be given by the employer not later than December 15, 1939).

MINIMUM HOURLY WAGE RATES IN MANUFACTURE OF ODD PANTS*

Class	Zone I	Zone II	Zone III
	cents	cents	cents
Skilled cutters	68	61	59
Front and back pocket makers, trimmers, and seamers	61½	55½	52½
Lining stitchers and leg pressers	57	51	48
Lining sewers and top pressers	50	45	42½
Choppers for odd pants; pocket makers, lining sewers, stitchers, and seamers (outside) on boys' longs, shorts and bloomers	41	37	35
Fitters, underpressers, trimming makers, buttonhole makers, seamers (inside) on boy's longs, shorts and bloomers	33	30	28
Fly makers, pocket sergers, tackers, button sewers, finishers, loop makers, examiners	28½	25½	24½
Cleaners and buttonhole tackers—			
1st 6 months	16	14	13
2nd 6 months	18	16	15
3rd 6 months	21½	19	18
4th 6 months	25	22	20
After 2 years	28½	25	22

* From December 4, 1939, employees are to receive either a 10 per cent increase in their earnings or a 10 per cent increase in their minimum hourly wage rates (notice of the latter to be given by the employer not later than December 15, 1939).

In the manufacture of infants' and children's clothing up to the age of 6 years, not exceeding size 24, as well as sportswear, and for girls' clothing up to the age of 14 years, providing such clothing is manufactured entirely by the same method and manner of production as that used in the men's and boys' clothing industry and is not made by a manufacturer, contractor or jobber principally engaged in the cloak and suit industry, the following minimum rates apply:—

MINIMUM HOURLY WAGE RATES FOR MANUFACTURE OF INFANTS' AND CHILDREN'S CLOTHING

Class	Zone I	Zone II	Zone III
	cents	cents	cents
Skilled markers	68	61	59
Trimmers	61½	55½	52½
Shape makers	53	48	45
Tape sewers, offpressers, sleeve hangers	53	48	45
Pocket makers	44	40	38
Steam machine pressers, choppers, machine edge basters, buttonhole makers, pocket tackers, joiners, second operators, lining makers, shapers	35	31½	30
Sleeve makers, lapel makers, armhole basters, coat finishers, button sewers, general hands, canvas makers, canvas basters, underpressers	30	27	25½
Sleeve lining tackers, sleeve lining sewers, undercollar makers, pocket closers, basting pullers, buttonhole tackers, cleaners, size ticket sewers, brushers—			
Apprentice—			
1st 6 months	17	15	14
2nd 6 months	19	17	16
3rd 6 months	23	21	20
4th 6 months	27	24	23
After 2 years	30	27	25½

WOMEN'S CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.—The Order in Council approving the agreement for this industry governs conditions throughout the Province in the production, for women and girls over 14 years, of cloaks, coats, suits and woollen skirts (LABOUR GAZETTE, October, 1937, May, August and November, 1940). The regular hours are 40 per week; but for three months between January and April 48 hours may be worked, and for another three months between July and October 44 hours may be worked, at regular rates; in other cases, time and one-half rates are payable.

The following minimum wage rates apply to these occupations:—

Class	Wages per hour
	cents
Fully skilled cutters	80
Semi-skilled cutters	55
Trimmers	60
Fur tailors	65
Assistant fur tailors	44
Button sewers, general hands and examiners	34

In the following crafts, work may be done on a piece work or time work basis, but in either case the following minimum wage rates will apply:—

Class	Wages per hour
	cents
Skilled operators (male)	80
Skilled operators (female)	64
Section operators (male or female)	80
Top pressers	80
Machine pressers	80
Under pressers	75
Piece pressers	45
Lining makers	42
Finishers	42
Shirt makers	42
Machine basters, hand basters and special machine operators	44
Semi-skilled operators (male)	55
Semi-skilled operators (female)	49½

Apprentices are limited to five per cent of the number of those employed in an establishment. Apprentice operators, pressers and cutters to start at $7 per week, with advances every six months to a minimum of $22 at the end of three years.

Dress Manufacturing Industry, Province of Quebec.—This industry is covered throughout the Province by an agreement (Labour Gazette, October and November, 1940) which governs the manufacture of dresses, blouses, separate skirts, play clothes, aprons, dressing gowns, (except flannel), uniforms, etc. The province is divided into two zones: zone I, the Island of Montreal and within 20 miles of it, and zone II, the rest of the Province, Hours are 48 per week divided into 5½ working days. In shops where the 44 hour week is in effect by agreement, such hours may not be increased, but where overtime is worked, the first four hours to be paid at regular rate. All other overtime is to be paid at time and one-half. Minimum wage rates for a 48 hour week in zone I: skilled cutters $34 for grade 1, and $24.50 for grade 2, spreaders $12.50, operators $14.50, drapers $14, sample makers $14.50 finishers $12.75, examiners $12.50, folders $11, pressers (male), $22.65, pressers (female) $14. In zone II, the minimum rates are 10 per cent less than for zone I.

Men's and Boys' Hat and Cap Industry, Province of Quebec.—This industry, which includes the manufacture of hats and caps for men, boys and children, is governed by an agreement made obligatory for the Province of Quebec (Labour Gazette, April, 1940). Minimum wage rates for a 44 hour week are: cutters $24, operators $22, blockers $17.40, lining makers $14.50. A limited amount of overtime is permitted.

Women's and Children's Millinery Industry, Montreal and District.—The agreement approved by Order in Council for this industry (Labour Gazette, August, 1935, March, 1936, June, 1937, June, 1938 and April, 1940) covers the Island of Montreal and an area within a distance of 50 miles from its limits. Hours are 40 per week, with a limited amount of overtime permitted; overtime after 5.30 p.m. to be paid at time and one-half. Wages per week for qualified operators are: hand blockers $34.20, straw operators, fabric operators, blockers and cutters $31, drapers, $21.40, draper-trimmers $18.20, trimmers $16. Workers who have not acquired the necessary skill in their particular branch of work to entitle them to be considered skilled workers may be paid at lower wage rates as mutually agreed on or, in case of disagreement, as fixed by the Joint Committee, until they are skilled, but not more than 20 per cent of employees in any particular class of work in any establishment may be paid at less than the above minimum rates.

Textile and Jute Bag Manufacturing Industry, Montreal.—This industry is covered by an Order in Council (Labour Gazette, May, 1939, March and June, 1940, and February, 1941) for the Island of Montreal and the cities and towns within five miles of its limits. Hours are 48 per week except for work required continuously, as boiler house employees, watchmen and maintenance men, who may work 72 hours; overtime is payable at time and one-quarter. Minimum hourly wage rates for male employees are: cloth cutting and rolling machine operators 40 cents; in the printing department—charge hands 45 cents, assistants 35 cents, form cleaners 17 cents, rubber cutters 50 cents, rubber cutters' assistants 17 cents; in the baling department—operators 42 cents; assistants 35 cents; general labour—firemen in charge of boilers 45 cents, stokers 35 cents, watchmen 25 cents, truck drivers 35 cents, maintenance men (including carpenters, electricians, plumbers, machinists, etc.) 50 cents. Minimum hourly wage rates for female em-

ployees: printing department—operators 26 cents, helpers 22 cents; sewing department—operators 28 cents, apprentices 22 cents, helpers 18 cents, inspectors 26 cents, checkers 22 cents; bag turning department—turners 22 cents, apprentices 17 cents.

Manufacturing: Pulp, Paper and Paper Products

Paper Box (Corrugated Paper) Manufacturing Industry, Province of Quebec.—This industry, which comprises the manufacture of corrugated paper boxes and all other containers entirely or partly made of corrugated paper board is governed throughout the Province by an Order in Council for the whole Province (Labour Gazette, February, March and June, 1939, February and December, 1940). Hours are limited to an average of 55 hours and a maximum of 60 hours per week, with overtime at time and one-quarter. Minimum hourly wage rates for male employees after 6 months' experience; foremen, 50 cents, operators of corrugating machines, 50 cents, operators of printing machine 40 cents, machinists 40 cents, all other male employees 25 to 35 cents, with an average minimum wage for male employees of at least 35 cents per hour. Minimum hourly wage rates for female employees: experienced employees 26 cents, helpers 22 cents, inexperienced hands 17 cents, with an average minimum wage for female employees of at least 26 cents per hour.

Paper Box (Uncorrugated Paper) Manufacturing Industry, Province of Quebec.—The Orders in Council for this industry (Labour Gazette, April and September, 1939, May and December, 1940) govern throughout the Province of Quebec the manufacture of paper boxes, of wood-imitation boxes, partly made or completed with paper or cardboard and all other fibre, pulp or paper boxes made of uncorrugated material. Hours are limited to 50 per week, except with permit from the Joint Committee when 55 hours may be worked; overtime at time and one-quarter. The Province is divided into two zones: zone I comprising the Island of Montreal and within 50 miles of it, and zone II the rest of the Province. Minimum hourly wage rates for male employees: foremen 50 cents in zone I, 45 cents in zone II; die makers 50 cents in zone I, 47 cents in zone II; machinists 45 cents in zone I, 42 cents in zone II; scorers 43 cents in zone I, 40½ cents in zone II; boiler men 40 cents in zone I, 37 cents in zone II; cutters on knife, cylinder box press and colt press operators, 38 cents in zone I, 35½ cents in zone II; press feeders 28 cents in zone I, 26 cents in zone II; other classes 30 to 34 cents in zone I, 28 to 31½ cents in zone II; punch operators 25 cents in zone I, 23 cents in zone II; certain other help (not apprentices) 17 cents in zone I and 15 cents in zone II. Minimum hourly wage rates for female employees: foreladies 28 cents in zone I, 26 cents in zone II; handwork (first class) 27 cents in zone I, 25 cents in zone II; other classes (except apprentices) 24 cents in zone I, 22 cents in zone II; other help 17 cents in zone I, 15 cents in zone II. The minimum average for male employees is 30 cents in zone I, 28 cents in zone II; for female employees, 25 cents in zone I, 23 cents in zone II.

Manufacturing: Printing and Publishing

Printing Trades, Quebec.—The Order in Council extending the latest agreement in the printing trades for the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé, those parts of the St. François and Arthabasca districts not in the Montreal district, was summarized in the Labour Gazette, April, 1940, and February, 1941. Establishments are divided into three classes: Class A covers daily newspapers; class B, plants equipped with one or more composing machines, linotype or monotype, or two or more cylinder presses, and the photo engraving, photo-litho and bookbinding establishments not included in class D; class C, establishments not included in any of the other three classes; class D, plants doing bookbinding exclusively. Hours in class A, class B and class D establishments are 46 per week for day work; in class C, 48 hours for day work; for night work, 43 hours per week except rural districts where hours are 45. Overtime is to be paid at time and one-half except in rural judicial districts where time and one-quarter is payable; double time for work on Sundays and holidays except when work is part of regular shift. Minimum weekly wage rates (for all except the rural judicial districts) for day work: for class A establishments—journeymen typographers, linotypists and monotypists $32, journeymen pressmen and stereotypers $28.50 to December 31, 1940 ($29 from January 1, 1941), all other journeymen $28; for class B establishments—journeymen typographers, linotypists and monotypists $29.50, all other journeymen $28; for class C establishments—all journeymen $22.08; for class D establishments, all journeymen $26.50. In rural judicial districts these wage rates may be reduced by 20 per cent.

Printing Trades, Counties of Chicoutimi, Lake St. John, Roberval and Charlevoix-Saguenay.—The Order in Council for these judicial districts (Labour Gazette, November,

1936), provides for both newspaper and job printing shops a 40-hour week. Overtime is at regular hourly wage rates for first eight hours in a week and time and one half thereafter. The minimum wage rate for journeyment typographers, pressmen, bookbinders and stereotypers is 52 cents per hour, with a 10 per cent reduction on this rate for work in municipalities of a population of less than 2,000.

Printing Trades, Montreal and District.—The Order in Council covering the printing trades with the exception of work on daily newspapers and of certain work in job offices (duplicating, etc.), in Montreal and district, which was summarized in the Labour Gazette, April, 1938, October, 1939, and February, 1941, includes in its jurisdiction the Island of Montreal and the area within 100 miles of its limits. It is divided into three zones, of which: Zone I, comprises the Island of Montreal and within 10 miles of its limits; Zone II, the municipalities of Three Rivers, Sherbrooke, Sorel, St. Hyacinthe, Valleyfield, Joliette, Granby, Saint John d'Iberville, Laprairie, St. Jerome and Hull and within 2 miles of their limits, except establishments publishing and printing newspapers weekly or more frequently; Zone III the remainder of the district, and establishments owning and printing a weekly or semi-weekly newspaper outside the Island of Montreal.

Hours are 45 per week in zones I and 48 per week in zones II and III. Overtime is to be paid at time and one half for first three hours and double time thereafter; double time also for Sunday and holiday work. Minimum hourly wage rates for certain classes in zone I: compositors and machine keyboard operators, castermen, journeymen pressmen on rotary presses for paper rolls less than 36 inches wide, on machines for power printing, die embossing, etc., on flat bed cylinder presses of one colour, and bindery journeymen, 80 cents; the corresponding rate in zone II is 68 cents; in zone III, 64 cents. Minimum wage rates for journeymen pressmen on rotary presses, for paper rolls 36 inches wide or more, on tubular rotary presses, on rotary presses sheet fed, on two colour rotary presses and perfecting presses, are 85 cents in zone I, 72 cents in zone II and 68 cents in zone III, feeders 66 cents in zone I, 56 cents in zone II and 53 cents in zone III; for journeymen pressmen on platen presses and multicopying machines 66 cents in zone I, 56 cents in zone II and 53 cents in zone III. Minimum hourly rates for bindery girls are 28 cents in zone I, 24 cents in zone II and 23 cents in zone III.

Lithographing Industry, Province of Quebec.—This industry is under an agreement made obligatory throughout the province (Labour Gazette, December, 1940). Regular hours are limited 44 per week for both day and night work, overtime is to be paid at time and one half for first three hours and double time thereafter; double time also for work on Sundays and holidays. Minimum hourly wage rates for day work: Art department—letterers, engravers, artists (reproducers only) $1.05, for poster (crayon) $1.15, for process (colour correctors) $1.27; camera department—camera operators (process) $1.05, (commercial) 65 cents; plate making department—transferrers 90 cents and $1.05, provers $1.05; press department—journeymen pressmen from 63 cents to $1.42 varying with type of press, press feeders 34 to 63 cents varying with type of press and with experience.

Manufacturing: Miscellaneous Wood Products

Furniture Industry (Hard Furniture), Province of Quebec.—The Order in Council making obligatory the latest agreement in this industry throughout the Province is summarized in the Labour Gazette, December, 1940. The Province is divided into three zones: zone I, the Island of Montreal; zone II the whole Province with the exception of zones I and III; zone III, the county of Chicoutimi, the town of Riviere-du-Loup and the municipalities with less than 3,000 population, provided the establishments in such territory do not employ more than 50 workmen. Hours are limited to 55 per week; overtime (except for shippers, maintenance men, etc.) is payable at time and one quarter. Minimum hourly wage rates: in zone I, 18 cents, with a minimum average rate of 39½ cents; in zone II, 15 cents, with a minimum average of 34½ cents; in zone III, 12 cents, with a minimum average of 29 cents.

Sawing Operations, Sash, Door, Box, Casket and Other Wood Products Manufacturing, Jonquiere and Kenogami.—The Orders in Council for this industry (Labour Gazette, July and November, 1939, November, 1940) apply to the towns of Jonquiere and Kenogami and within three miles of them. Hours are limited to 60 per week with overtime payable at time and one-quarter; work on holidays double time. Minimum hourly wage rates: foreman of shop 50 cents, journeymen 40 cents; labourers 20 cents for those

under 20 years, 25 cents for those 20 years and over; carter (with horse) 40 cents; truck driver 35 cents; master sawyer on carriage 40 cents, lathe operator 30 cents.

Manufacturing: Metal Products

Aluminum Smelting Industry.—This industry at Arvida and Shawinigan Falls is governed by an agreement for each of the two plants (Labour Gazette, November, 1937, July and October, 1939, and April, 1940) and provides as regular hours for an 8-hour day, averaged over the regular working days of each calendar month. Overtime is limited but may be worked at regular hourly rates.

Minimum hourly wage rates for a few of the many classes of workers at Arvida; bricklayers 75 cents, machinists 65 cents, mechanics (general maintenance) 60 cents, millwrights 60 cents, millwrights' assistants 50 cents, electricians 60 cents, pipefitters 55 cents, carpenters 55 cents, head potmen's assistants 55 cents, potmen 49 cents, carbon changers 51 cents, cranemen 47 cents, analysts from 35 cents during first year to 45 cents during third year, construction labourers 40 cents, general labourer 45 cents.

Minimum hourly wage rates for a few classes of workers at Shawinigan Falls: head potman's helper 54 cents, potmen 48 cents, tapper 48 cents, cranemen 50 cents, wire drawer 48 cents, pourer 46 cents, electrician and millwright 50 cents, labourer and sweeper 40 cents.

Ornamental Iron and Bronze Industry, Quebec and Montreal Districts.—For Quebec city and district, workers in this industry are included in the agreement for the construction industry in this district. For the Montreal district, these workers are included in the agreement for the building materials industry in the Province as noted below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Can, Container and Metal Utensil Manufacturing Industry.—The agreement made obligatory for this industry throughout the Province was summarized in the Labour Gazette, November, 1938, January and December, 1939, May, June, July, 1940 and January, 1941. Hours are 48 per week for all except stationary engineers and firemen who may work up to 60 hours at the regular rate. Overtime for mechanical employees is payable at time and one half; for watchmen, truck drivers and service men at regular rate; and for other employees at time and one quarter; work on Sundays and holidays in most cases at double time. Minimum hourly wage rates for general employees—men (labourers, sweepers, janitors and truckers) 32½ cents during first six months, 35 cents thereafter; other men employees (production operators, can pilers, packers, etc.) 35 and 37½ cents; boys (16 to 20 years) from 20 cents for 16 year olds to 30 cents for those 20 years old; female employees from 20 cents for beginners to 26 cents after one year. Minimum hourly wage rates for certain specialized employees—machine and tool setters 40 cents for beginners to 45 cents after one year, maintenance men on machines 42½ to 47½ cents, picklers, galvanizers' and tinners' helpers 42½ cents, galvanizers' and tinners' principal attendants 52½ and 57½ cents, building and maintenance men 52½ cents, painters 47½ and 52½ cents, welders 52½ cents; deep draw press operators 45 and 47½ cents. Minimum hourly wage rates for certain mechanical employees: millwrights 57½ and 62½ cents, journeymen machinists including toolmakers, diemakers and general machinists 70 and 72½ cents, journeymen lithographers 82½ and 87½ cents.

Railway and Tramway Car and Bus Manufacturing Industry, Montreal.—The agreement in this industry covers the Turcot and Dominion plants of the Canadian Car and Foundry Company, Limited (Labour Gazette, March and April, 1940, October and November, 1938 and January, 1941). Hours are 50 per week except for power house enginemen and firemen, yard engine crews and sprinkler and heating system attendants. Overtime is payable at time and one half. The wage schedule provides for a minimum wage for the majority of skilled trades of between 50 and 70 cents per hour, for helpers 40 to 50 cents, and for labourers 35 and 40 cents. The minimum hourly wage rates for a few trades are: blacksmiths 60 to 70 cents, die and tool makers 70 cents, machinists 65 to 80 cents, plumbers and pipefitters 65 and 70 cents, welders 60 to 75 cents, reamers 50 and 55 cents, riveters and caulkers 70 and 75 cents, carpenters 60 and 70 cents.

Manufacturing: Non-metallic Minerals, Chemicals, etc.

Building Materials Industry, Province of Quebec.—The agreement for this industry includes both quarrying and cutting of granite, marble and stone throughout the Province and the ornamental iron and bronze industry in the Montreal district (Labour Gazette, June and September, 1939, February and July, 1940).

In the *granite industry*, maximum hours for granite cutters, apprentice granite cutters, letterers and blacksmiths in plants are 45 per week; other trades in plants and all work in quarries, a 50 hour week; time and one-quarter for overtime. Hourly wage rates in the granite industry. Granite cutters (including those on surfacing or sandblasting machines) and letterers and designers on composition 70 cents on the Island of Montreal and in the Cities of Quebec, Three Rivers and Sherbrooke, and 60 cents in the rest of the Province, chief stationary engineer 60 cents; blacksmiths, machine polishers, sandblast operators, surfacing machine operators and stationary enginemen 50 cents; gang saw operators, hoist operators, carborundum machine operators, travelling crane operators and firemen 45 cents; quarrymen, hand polishers (after one year) 40 cents, labourers 30 cents; apprentice granite cutters from 20 cents during first year to 50 cents during fourth year; apprentice polisher 25 cents during first year; watchmen $15 per week with no limitation of hours.

In the *marble industry*, which governs all operations in the marble, terrazzo and tile industry, etc., hours are limited to 44 per week for marble cutters and their apprentices and to 55 hours in the other trades, with time and one-quarter payable for overtime work. Hourly wage rates in the marble industry: marble cutters 60 cents, apprentice marble cutters from 20 cents during first year to 50 cents during fourth year; carborundum machine operators 50 cents, apprentice carborundum machine operators from 35 cents during first six months to 45 cents during third six months; terrazzo casters 55 cents; cranemen 40 cents; bed rubber face polishers 45 cents, bed rubber end polishers 35 cents; millwrights and sawyermen on gang saws, machine polishers (marble and terrazzo) 40 cents; compressor operators, saw setters, hand polishers and boxers 35 cents, helpers 30 cents, watchmen $15 per week.

In the *stone industry*, hours are limited to 44 per week for stone cutters and their apprentices, and artificial stone dressers, and 55 hours for the other trades, with time and one-quarter payable for overtime work. Hourly wage rates in the stone industry are: stonecutters 60 cents, apprentice stone cutters from 20 cents in first year to 50 cents in fourth year; planermen 45 cents, apprentice planermen 35 cents during first nine months and 40 cents during second nine months; carborundum machine operators 40 cents, stone turners 45 cents, sawyermen including gang saw operators 40 cents; cranemen 40 cents, helpers 30 cents; blacksmiths 50 cents. In the artificial stone industry, the hourly rates are 50 cents for artificial stone finishers, 40 cents for rammers and moulders, 30 cents for helpers, 60 cents for modellers, 30 cents for first year apprentices and 40 cents for second year apprentices, watchmen $15 per week.

For the *ornamental iron and bronze industry*, that is the fabrication and erection of ornamental iron and bronze material, the agreement applies only to the Island of Montreal and neighbouring counties. Hours were limited to 44 per week, with time and one-half for overtime and double time for work on Sundays and hodidays. Minimum hourly wage rates were: mechanics 70 cents, fitters 60 cents, helpers 50 cents, erectors 70 cents, erectors' helpers 50 cents. It was further provided that in the establishments governed, 17 per cent of employees were to receive 70 cents, 33 per cent 60 cents and the remaining 50 per cent, 50 cents.

Paint Manufacturing Industry, Province of Quebec.—This agreement which covers the paint manufacturing industry throughout the Province (Labour Gazette, March, 1940) limits hours to 45 per week except for employees on continuous operations who may work a 56 hour week; overtime is payable at time and one-quarter. Minimum hourly wage rates are: in paint and lacquer factory, 50 cents for charge hands and 40 and 45 cents for shaders, 42½ cents for mixers and mill men, 37½ cents for labourers, fillers and general helpers; in varnish factory, 65 cents for varnish makers, 50 cents for kettle men and 37½ cents for labourers; in white lead and dry colour factory, 55 cents for charge hands, 50 cents for colour strikers and 37½ cents for labourers; in receiving, packing and shipping department, 45 cents for charge hands, 37½ cents for other men, $20 per week for shipping clerks, stockkeepers, watchmen, time keepers, janitors, and firemen, 50 cents per hour for coopers, 55 cents for maintenance men (carpenters, electricians, plumbers, machinists); in linseed oil department, hydraulic press or expeller men 40 cents, labourers 37½ cents, maintenance men 55 cents; for female employees, 65 per cent of those employed to be paid 26 cents, 15 per cent 22 cents and 20 per cent 17 cents.

Construction

Building Trades.—The agreements in the building trades in various sections of the Province, which have been made obligatory by Orders in Council, have been summarized in the Labour Gazette, during 1934, 1935, 1936, 1937, 1938, 1939, and 1940. In most cases the agreements cover several counties as well as the principal cities and towns. The minimum wage rates for the principal trades, which were

in effect at the end of the year 1940 under Orders in Council are shown in the accompanying table.

The agreements in many cases also specify minimum weekly rates, lower than the standard hourly rates, for workmen permanently employed on maintenance work for religious, charitable or educational institutions, hotels, office buildings and manufacturing or industrial establishments. These weekly rates are not shown in the table. Minimum wage rates for apprentices which are set in many of the agreements are also omitted from this table.

Regular hours are limited to 8 per day, 48 per week, except for Montreal, St. Johns and Hull where the regular weekly hours are 44. In some cases, however, it is permitted for labourers to work 9 hours per day, 50 or 54 hours per week. In most cases any overtime is to be paid at time and one-half, with any work on Sundays or holidays at double time.

Transportation and Public Utilities: Water Transportation

Longshoremen, Etc., Quebec, Sorel and Montreal.—At Quebec, an agreement for *longshoremen* engaged in the loading and unloading of ocean-going vessels (Labour Gazette, September, 1940) provides for a war bonus of 7 cents per hour in addition to the basic rate of 70 cents, making the rate for day work 77 cents, and for night work $1.12, this war bonus being subject to revision with changes in the cost of living.

At Sorel (Labour Gazette, September and November, 1940) ocean, inland and coastal navigation are included in the agreement which provides for the following hourly wage rates for *longshoremen:* for loading grain, 60 cents for day work, 70 cents for evening work and 80 cents for night work; for unloading grain out of lake and ocean steamers into the elevator, 50 cents for day work, 53 cents for evening work and 60 cents for night work; for handling dynamite 70 cents; for general cargo 55 cents.

At Montreal, *longshoremen* engaged in loading and unloading ocean-going vessels are governed by an agreement (Labour Gazette, December, 1938, and October, 1940) which provides for a basic hourly wage rate of 77 cents for day work, 87 cents for evening work and 97 cents for night work. A war bonus of 8 cents per hour has been added, making the current rates 85 cents, 95 cents and $1.05 respectively, for general cargo; higher rates are payable for special cargoes. *Shipliners* on ocean-going vessels (Labour Gazette, December, 1938, and November, 1940) are paid in the Montreal harbour at the same rate as longshoremen, that is when war bonus of 8 cents is added, 85 cents for day work, 95 cents for evening work and $1.05 for night work. *Checkers and coopers* engaged on ocean-going vessels in the harbour of Montreal (Labour Gazette, September, 1940) are paid 70 cents per hour for checkers and 69 cents for coopers for day work, with 10 cents per hour extra for night work. These wage rates for checkers and coopers include a war bonus of 6 cents per hour, which is subject to revision on notice from either party.

At Montreal also, *coal handlers** engaged in the trimming and handling of coal in bulk cargoes in vessels (both ocean-going and inland navigation) are governed by an agreement (Labour Gazette, June, 1938, and June, 1939) which provides for an hourly rate of 92 cents for day work, $1.02 for evening work and $1.12 for night work. The same agreement governs workers engaged in the handling, moving, piling and storing of coal or bulk cargoes on the docks and adjacent yards, the hourly wage rates for some of these classes being 45 and 50 cents for mechanics and repairmen, crane runners 48 to 57 cents, most other classes 40 or 42½ cents.

Longshoremen employed in the Montreal harbour in the loading and unloading of vessels engaged in inland and coastal navigation (Labour Gazette, June, 1939, February, April and June, 1940) are governed by an agreement which provides for an hourly rate of 50 cents for day work and 52 cents for night work. Time and one-half is payable for work on Sundays and five holidays.

Trade

Retail Store Employees, Quebec City.—This agreement applies to most of the retail trade except food, drug, jewellery and hardware stores (Labour Gazette, January, March, July and October, 1939, January, August and October, 1940, and February, 1941). Hours are 49¼ per week. Overtime: work over 49¼ hours up to 54 hours is to be paid at regular rates; after 54 hours at time and one-half; work on Sundays at double time. Minimum weekly wage rates for men clerks: 60 per cent to be paid at least $21, another 25 per cent $16, and the rest $8; corresponding rates for women clerks are $11.50, $9.60 and $7.25; deliverymen $18. Rates are also set for department heads, floor walkers, messengers, office staff, etc.

Hardware and Paint Stores (Wholesale and Retail), Quebec City.—Employees of these stores have an agreement with employers (Labour Gazette, April and December, 1940,

* This agreement was reported in 1940 to be no longer in existence.

MINIMUM WAGE RATES* FOR CERTAIN BUILDING TRADES APPROVED BY ORDERS IN

TRADES	Chicoutimi, Lake St. John Charlevoix, Roberval and Saguenay counties			Quebec and other counties *(n)*			Sherbrooke and Eastern Townships District *(o)*				
	Certain towns *(a)*	County of Saguenay	Rest of this district	Cities of Quebec and Levis *(b)*	Thetford Mines and Black Lake	Rest of this district	Sherbrooke	Asbestos, Drummondville and Magog	Granby	Victoriaville	Princeville, Warwick, Tingwick and Arthabaska
	$	$	$	$	$	$	$	$	$	$	$
Bricklayers and masons	.75	.70	.55	.80	.65	.55	.80	.75	.75	.60	.55
Carpenters and joiners	.55	.40–.50	.40	.60	.55	.45	.60	.50	.55	.40	.35
Cement finishers	.55	.45–.50	.40	.60	.50	.45	.60	.55	.50	.50	.45
Electricians	.55	.50–.60	.50	.60	.50	.45	.60	.55	.50	.40	.40
Elevator constructors—											
Mechanics	.79	.79	.79	.79	.79	.79	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*
Helpers	.55	.55	.55	.55	.55	.55	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*
Enginemen *(k)*	.50–.75	.30–.55	.35–.55	.55–.60	.45–.50	.40	.50–.60	.40–.50	.40–.50	.40–.50	.30–.40
Ironworkers—ornamental—											
Erectors	.55	.....	.40	.55	.50	.45	.50	.40	.40	.45	.40
Helpers	.....	.....	.....	.45*e*	.40*e*	.35*e*	.....	.....	.....	.....	.....
Ironworkers—structural	.75	.75	.75	.83	.83	.83	.65	.55	.55	.55	.50
Labourers	.40	.30	.30	.40	.35	.25	.40	.35	.30	.30	.25
Lathers—metal	.50	.....	.35	.55	.50	.40	.....	.....	.....	.....	.....
Lathers—wood	.50	.....	.35	.55	.50	.40	.....	.....	.....	.....	.....
Marble setters	.55	.....	.45	.60	.50	.45	.60	.50	.50	.50	.45
Mortar makers, etc	.45	.....	.30	.45	.40	.30	.....	.....	.....	.....	.....
Painters	.55	.40–.50	.40	.55	.50	.40	.50	.45	.40	.40	.35
Plasterers	.75	.....	.55	.80	.65	.55	.80	.75	.60	.60	.55
Plumbers and steamfitters	.50	.40–.50	.40	.60	.50	.45	.60	.50	.45	.35	.30
Roofers—composition	.55	.....	.40	.....	.....	.....	.60	.50	.45	.....	.....
Sheet metal workers	.....	.....	.....	.60	.50	.45	.60	.50	.45	.....	.....
Terrazzo layers	.60	.....	.45	.60	.50	.45	.60	.50	.50	.50	.45
Tile setters	.60	.....	.45	.60	.50	.45	.60	.50	.50	.50	.45

and January, 1941) which provides for a 54-hour week, with overtime at straight time for first 6 hours overtime in a week, and time and one-half thereafter. Minimum weekly wage rates: sales clerks from $8 during first year to $22 after 8 years, departmental chief $26, delivery man $18, office clerk from $10 to start to $22 after 8 years. One-half of the clerks in each category must receive the highest minimum rate. Part-time male clerks to be paid 40 cents per hour, those employed regular hours during the two busy seasons to be paid at least 25 cents per hour; female employees, 15 cents per hour.

Dairy Employees, Quebec City.—The agreement for dairy employees in Quebec City and Levis (Labour Gazette, July, 1938, July and August, 1939, and December, 1940) provides for hours of 57 per week for inside employees in winter and 60 per week in summer months, and 65 per week for delivery work, with time and one-quarter for overtime. Minimum weekly wages: foremen, $25; testers, persons in charge of the manufacturing, shippers, $18; general employees, $15; salesmen on delivery, $17; helpers on delivery, $8 and $12; deliverymen, $16.

Retail Store and Hotel Workers, Donnacona.—These workers are under an agreement (Labour Gazette, June, 1938, June, 1939, and June, 1940) which provides a 60-hour week for male employees and 54 hours for female employees, except those employed in offices and hotels; hours for office employees, 40 per week. Overtime is to be paid at time and one-half. Minimum wages for all except office and hotel employees: male workers from $6 per week for beginners with no experience to $12 after three years' experience; female workers from $6 for beginners to $8 after two years' experience. For female hotel employees $16 to $25 per month in addition to board, room and laundry.

Clerks and Bookkeepers, Jonquiere, Kenogami, Arvida and St. Joseph d'Alma.—This agreement applies to commercial, industrial and financial establishments and lawyers' and doctors' offices, with certain exceptions (such as employees of banks, insurance companies, railways, pulp and paper and aluminum industries) (Labour Gazette, July, 1939, January, October, November and December, 1940, and February, 1941). Hours are limited to 60 per week for male workers in industrial establishments; 44 per week for male and female em-

	Three Rivers and other counties *(m)*		St. Hyacinthe, Bagot and Rouville counties		Sorel	Joliette, Berthier, Montcalm and l'Assomption counties		Montreal	St. Johns and Iberville	St. Jerome	Hull, Gatineau, Pontiac, Papineau and Labelle counties		
Rest of this district	Three Rivers and certain towns *(f)*	All other municipalities	St. Hyacinthe City *(o)*	Rest of district	City	Joliette *(h)*	Rest of these counties	Island of Montreal *(i)*	City and town	County of Terrebonne	City of Hull and within 10 miles of it	*(j)*	Rest of this district
$	$	$	$$	$	$	$	$	$	$	$	$	$	$
.70	.80	.80	.65*d*	.55*d*	.60	.60	.60	.88	.70	.75	1.00	.80	.70
.45	.60	.45	.50*d*	.40*d*	.50	.60	.45	.77	.55	.60	.80	.65	.55
.50	.60	.45	.50	.40	.60	.55	.50	.61	.40	.55	.65	.50	.45
.50	.55	.50	.45	.35	.50	.50	.40	.83	.60	.60	.70	.55	.50
.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.91*l*	.95	.95	.95
.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.64*l*	.67	.67	.67
.30–.40	.60–.70	.50–.60	.40–.45	.30–.35	.50–.75	.50–.60	.40–.50	.55–.72	.40–.55	.50–.60	.60–.70	.50–.55	.40–.50
.40	.....	.....	.....	.....	.50	.....	.....	.70	.....	.....	.65	.55	.45
.....	.....	.....	.....	.....	.35	.....	.....	.50	.....	.....	.....	.....	.....
.50	.75	.75	.83	.83	.75	.75	.75	.83	.83	.83	.75	.60	.55
.30	.40	.30	.35	.25	.35	.35	.25	.44	.40	.35	.42	.35	.30
.....	.50	.40	.45	.35	.....	.50	.50	.83	.55	.60	.75	.60	.55
.....	.50	.40	.45	.35	.....	.40	.35	.61	.55	.60	.65	.55	.45
.45	.80	.80	.60	.50	.55	.60	.50	.88	.70	.....	.80	.65	.55
.....	.45	.35	.40	.30	.....	.40	.35	.....	.....	.....	.47	.40	.35
.40	.55	.40	.50*d*	.40*d*	.45	.40	.30	.70	.53	.50	.65	.55	.45
.70	.80	.80	.65*d*	.55*d*	.60	.60	.60	.88	.70	.70	.80	.65	.55
.45	.55	.50	.45	.35	.50	.55	.45	.85	.60	.55	.85	.85	.85
.45	.50	.40	.40	.30	.....	.....	.....	.55	.55	.60	.50	.40	.35
.45	.55	.50	.40	.30	.50	.55	.45	.75	.60	.55	.65	.50	.45
.45	.60	.60	.60	.50	.55	.60	.50	.66	.55	.....	.60	.50	.45
.45	.70	.70	.60	.50	.55	.60	.50	.77	.65	.70	.70	.55	.50

* Urban wage rates usually are payable in rural sections on contracts exceeding specified amounts. *(a)* Chicoutimi, Jonquière, Kenogami, Saint Joseph d'Alma, Rivière du Moulin, Ville Racine, Ile Maligne, River Bend, Arvida, Bagotville, Port Alfred, Grande Baie, Desbiens Mills and within a radius of two miles of their limits. *(b)* And 29 other specified municipalities. *(c)* 55 cents in Magog *(d)* Bona fide contractors, licensed and recognized as such, may pay 5 cents per hour less to carpenters and joiners and 10 cents per hour less to bricklayers, masons, plasterers and painters. *(e)* Adjusters. *(f)* Municipalities of a population of 8,000 (10,000 in case of plumbers and sheet metal workers) or more and all contracts of $10,000 or more. *(g)* And municipalities of la Providence, St. Joseph, Village St. Antoine, the parish of Notre Dame, north and south shores and the parish of St. Hyacinthe-le-confesseur. *(h)* And municipalities of 4,000 or more and all other contracts of $2,000 or more. *(i)* Island of Montreal and Ile Bizard except work on permanent dwellings of less than $5,000 in rural parish municipalities under the county council of Jacques Cartier. For plumbers, sheet metal workers and roofers, territory also includes St. Lambert and Longueuil. *(j)* Repair work not exceeding $1,000 to small properties in city of Hull and within 10 miles of it; also all contracts over $20,000 in the rest of the district. *(k)* Including hoisting, mixing, compressor and pump operations, but not including steam shovel and crane operations. *(l)* From January 1, 1941, rates are 98 cents for mechanics, 69 cents for helpers. *(m)* Counties of Maskinongé, St. Maurice, Laviolette, Champlain and Three Rivers. *(n)* Judicial district of Quebec and counties of: Beauce, Dorchester, Megantic, Bellechasse, Montmagny, L'Islet, Kamouraska, Temiscouata, Rivière-du-Loup, Rimouski and Matane. *(o)* Sherbrooke, Compton, Frontenac, Stanstead, Shefford, Brome, Missisquoi, Richmond, Wolfe, Drummond and Arthabaska counties.

ployees in financial establishments and professional offices; 63 per week for male employees and 51 for female employees in commercial establishments; 70 per week for male employees in hotels, cafes, drug stores, gasoline stations, dairies and doctors' offices; no limit is set for restaurant employees; for female telephone operators, 42 per week for day work and 60 per week for night work. Overtime is payable at regular rates except female employees in commercial establishments for whom overtime is 25 cents per hour. Weekly wage rates for male employees in financial and industrial establishments and professional offices are from $10 per week during first year for junior clerks, stenographers and typists to $25 during fifth year; bookkeepers, collectors and meter readers $30; others, such as accountants, managers, etc., $35 to $45. Weekly wage rates for male employees in retail commercial establishments: for clerks, from $7 during first year to $20 during seventh year and $22 after nine years; bookkeeper, collector, $20; assistant bookkeeper, stenographer and typist from $8 during first year to $15 during third year; cashier $15; manager $30; milk, bread and ice deliverymen, $18, deliverymen's helpers, $7 to $12. Wages per hour for male employees in commercial establishments other than retail: manager $35, accountant and bookkeeper $25, accountant helper and cashier $18, clerks from

$10 during first year to $18 during fourth year, deliverymen and salesmen $18. Minimum wage rates for female employees: in commercial establishments, from $7 during first year to $11 after three years; in offices, 13 cents per hour or $6 per week during first year, and 20 cents per hour thereafter; in telephone exchanges, 40 per cent of operators to be paid $11, 35 per cent $9, and the rest $7. The minimum wage rates and other conditions for other female employees are those set by Order No. 4 of the Minimum Wage Commission.

Retail Stores, Coaticook.—This schedule (Labour Gazette, August, 1940) provides for a 57-hour week for men and 54 hours for women, with overtime payable at time and one-half. One quarter of employees to be paid at least $18, another quarter $15, a third quarter $12 and the remaining employees at least $8.

Grocers and Butchers, Sherbrooke.—These workers are governed by an agreement (Labour Gazette, September, October and November, 1938, July and August, 1940) which fixes hours at 63 per week for men, 60 per week for women and boys and girls, with overtime at time and one-half. Minimum wages are set at $8 to $15 per week for clerks, 25 cents per hour for extra helper, and $10 to $12 per week for deliverymen, $5 or $6 for delivery on bicycles.

Retail Stores, Hotels and Food Manufacturing Workers, Magog.—The agreement which includes retail store clerks, bakers, butchers, soft drink manufacturing workers, hotel employees, etc. (Labour Gazette, October, 1938, and January and October, 1939, and November, 1940) provides for a 60-hour week in manufacturing establishments, 65 in retail stores and bakeries, 70 per week in hotels, restaurants, drug stores. Wages: in bakeries from $12 to $16 per week for bakers, $15 for bakery deliverymen; in grocery and butcher shops, $15 and $20 per week for butchers, $15 for deliverymen; in soft drink bottling plants $10.80 to $15; in retail stores, clerks $8 for beginners to $15 for male and $12 for female employees; seamstresses in clothing stores $12 for a 48-hour week; in hotels and restaurants 10 to 14 cents per hour. For overtime work and for all work by extra employees, 25 cents per hour.

Garages and Service Station Employees.—See below under "Service: Custom and Repair".

Service: Public Administration

Civic Employees.—Four agreements are in effect between the city of Quebec and their employees (Labour Gazette, August and October, 1940).

For outside services (Quebec City), hours are 8 per day, overtime at time and one-half until midnight and double time thereafter; work on Sundays and church holydays at time and one-half. The minimum hourly wage rate for most of the skilled trades is 55 cents, for mechanics' helpers, truck drivers and labourers, 45 cents; the rate for bricklayers, masons and plasterers on municipal buildings is 75 cents; rakers on laying of asphalt 60 cents.

For permanent employees of Quebec City, hours 36½ per week; no overtime to be paid for except special cases as decided by the joint committee. Annual salaries for some classes are: clerk (lowest grade) $900 to $1,200; labourers, etc. $1,000 to $1,200; other clerks and accountants $1,200 to $1,800; chief electrician $1,700 to $2,000; superintendent of aqueduct, etc. $1,800 to $2,100; assistant chiefs of police and of fire service $2,500 to $3,000; engineer, chemist $2,800 to $3,500.

For police department of Quebec City, constables to be divided into two shifts, 24 hours on duty, then 24 hours off duty. Minimum weekly wages: cadet $18, constables $21 to $28, corporal $30, sergeant $32, inspector $38.46 (or $2,000 per year). For the fire department, hours for firefighters to be 24 hours on duty, then 24 hours off duty. Minimum weekly wages: cadet $18, firefighters $21 to $28, lieutenants $28 to $30, captains $30 and $32, repairers $28, others $25 to $33.

An agreement for St. Joseph d'Alma (Labour Gazette, September, 1940) for civic employees provides that hours may not exceed an average of 10 hours per day, except police officers and firefighters who work 84 hours per week, those in charge of pumps, 56 hours. Minimum wage rates for some classes: assistant in waterworks department 44 cents per hour, watchmen in pumps department $84; police and fire department officer $75 to $105 per month, chief $125, deputy chief $110; electrical department chief electrician $115 per month, second electrician 40 cents per hour, meter reader $75 per month.

Service: Custom and Repair

Garage and Service Station Employees.—The agreement for Quebec City, Levis and counties of Quebec, Levis and Montmorency (Labour Gazette, June, October and December, 1938, February, April, May and June, 1939, July, October and December, 1940) provides for a 54-hour week in garages, repair shops, etc., and a 60-hour week in auto storage, gasoline stations, etc., except that in auto storage stations, gasoline stations, etc., which are open day and night, the night shift may work 72 hours per week. Wage rates for day hours in the cities of Quebec and Levis and within ten miles of them: superintendent or

service manager $30, foreman and man in charge of replacing parts $25 per week; mechanic, fitter, machinist, electrician, body man, wheelwright, blacksmith, welder, painter, and upholsterer 50 cents for class A journeymen, 46 cents for class B and 44 cents for class C; glazier and battery man, 44 cents; greaser and vulcanizer 38 cents, apprentices 16 to 32 cents; service men, gas sellers, washermen, etc., 27 cents per hour except for beginners who may be paid 22 cents per hour during first year. Wage rates for day hours in the rest of the territorial jurisdiction are 33 cents per hour for qualified workmen, 27 cents for assistants, apprentices 11 to 26 cents; for gasoline stations, etc., from 11 cents per hour during first year to 26 cents after three years. In garages, repair shops, etc., for work between 6 p.m. and 11 p.m., 10 per cent extra to be paid; for hours between 11 p.m. and 7 a.m., 50 per cent extra to be paid except where there is a double shift when the shift between 6 p.m. and 3.30 a.m. will be paid at 10 per cent over regular rates.

The agreement for Montreal (Labour Gazette, December, 1939 and February, 1940) covers the Island of Montreal and neighbouring counties. Hours for journeymen (wheelwright, body worker, electrician, blacksmith, machinist, mechanic, joiner, painter, upholsterer, radiator repairer, welder, glazier) and their apprentices are 9 per day, a 54-hour week; hours for all other employees to be 60 per week for day work and 72 per week for night work. Minimum hourly wage rates for the Island of Montreal and Ile Jésus, and within 10 miles of them: journeymen body worker, upholsterer, radiator repairer, welder, 60 cents for first class, 50 cents for second class and 40 cents for third class; journeymen wheelwright, blacksmith, machinist, electrician, mechanic, joiner, glazier and painter 50 cents for first class, 45 cents for second class and 40 cents for third class; apprentices to above journeymen from 10 cents to 30 cents; service men 25 cents, apprentice service men 15 and 20 cents; wax polisher 30 cents; night watchman $15 per week. Minimum hourly wage rates in the rest of the territorial jurisdiction: journeymen body worker, upholsterer, radiator repairer, welder, 45 cents for first class, 40 cents for second class and 35 cents for third class; journeymen wheelwright, blacksmith, machinist, electrician, mechanic, joiner, glazier and painter 43 cents for first class, 38 cents for second class and 34 cents for third class; apprentices to above journeymen 9 cents to 25 cents; service men 20 cents; apprentice service men 13 to 17 cents; wax polisher, 25 cents; night watchman $13. Overtime and evening work to be paid at 10 per cent over regular rates; night work at time and one-half, except in case of shift work when only 10 per cent over regular rates is payable for shift from 6 p.m. to 3.30 a.m.

Service: Business and Personal

Barbers.—Agreements made obligatory by Orders in Council in the barber or the barber and hairdresser trades cover many districts. The hours vary in the several localities, each agreement specifying the time shops are to be open with periods off for each employee. Piece or job rates for each piece of work in the barbering, hairdressing, manicuring trades, etc., are specified in the agreements. For barbers employed by the week, the agreements specify a minimum weekly wage and in addition provide that barbers receive a certain percentage of their individual receipts above a specified amount taken in during the week. The following minimum wage rates for barbers and hairdressers are payable in the following centres and in their surrounding districts:—

MINIMUM WEEKLY WAGE RATES FOR BARBERS AND HAIRDRESSERS

Locality	Barbers		Female Hairdressers
	Minimum weekly wage	Weekly receipts in excess of which commission of 50 per cent is paid	Minimum weekly wage
	$	$	$
Rivière du Loup and Montmagny	12.00	22.00	10.00*h*
Chicoutimi *(a)*	15.00*b*	*b*	12.50
Quebec and Thetford Mines	18.00	30.00	10.00*h*
Levis	15.00	25.00	10.00*h*
Three Rivers *(d)*	15.00*c*	22.00	14.00
Sherbrooke, Lennoxville and Magog	13.00	20.00*e*	.....
Farnham, Cowansville, Bedford and Sweetsburg	14.00	20.00	.....
St. Hyacinthe, Drummondville and Granby	15.00	22.00	12.50
Sorel	13.00	.....	8.00
Contrecoeur Village and Rouville County	12.00	.....	.....
St. Johns and Iberville	13.00	20.00	.....
Montreal Island, St. Lambert and Longueuil	16.00	25.00	12.50
Valleyfield	15.00	.....	.....
Hull	16.00	25.00*f*	.....
Buckingham	13.00	20.00	.....
Rouyn and Noranda:			
Summer months	15.00	25.00	.....
Winter months	12.00	20.00*g*	.....

(a) Towns of Chicoutimi, Arvida, Bagotville, Port Alfred, Grand-Baie, Jonquière, Kenogami, Ste. Anne de Chicoutimi, St. Joseph d'Alma, Ile Maligne, Riverbend and St. Gédéon.

(b) Journeymen barbers $12 during first year, $15 with two years' experience, plus 10 per cent of gross receipts, plus an extra 15 per cent on gross receipts in excess of $20.

(c) Or $20 without commission.

(d) And Cap de la Madeleine, Shawinigan Falls, Grand Mère and Louiseville.

(e) Commission of 70 per cent of receipts over $20.

(f) Commission of 60 per cent of receipts over $25.

(g) 65 per cent of receipts over this amount.

(h) Plus a commission of 10 per cent of gross receipts in excess of $10.

Tavern Employees, Quebec City.—This agreement (Labour Gazette, June and July, 1938, and January, 1940) provides for a 60-hour week and time and one-quarter for overtime, and for minimum wage rates of $19.50 for barmen, $17.50 for experienced waiters and $12 to $14 for beginners.

Hotel and Restaurant Workers. — For agreements covering these workers at Donnacona and Magog, see above under "Trade".

Funeral Undertakers, Montreal.—This agreement for the Island of Montreal and vicinity (Labour Gazette, January and March, 1939 and June, 1940) provides for a working week of 72 hours with overtime at time and one half. Minimum wage rates are: embalmers $25 and $28 per week if employed by the week or $8 for each embalming; motor mechanics $25 per week; motor service men $15.60 per week during first year and $18 thereafter; extra employees 40 cents per hour, with a minimum of $1.50 per call.

ONTARIO

Industrial Standards Act

The Industrial Standards Act of Ontario, the text of which was printed in the Labour Gazette, June, 1935, page 534, with amendments summarized in the issues of May, 1936, page 410, May, 1937, page 505, and May, 1938, page 501 and June, 1939, page 574, provides that the Minister of Labour for Ontario, may, upon petition of representatives of employees or employers in any industry, except mining and agriculture, convene or authorize an officer to convene a conference or series of conferences of employees and employers in the industry, in any zone or zones to investigate the conditions of labour and practices in such industry and to negotiate standard rates of wages and hours of labour. The employees and employers in attendance may formulate and agree upon a schedule of wages and hours of labour for all or any class of employees in such industry or district. If, in the opinion of the Minister, a schedule of wages and hours for any industry is agreed upon in writing by a proper and sufficient representation of employees and of employers, he may approve of it, and upon his recommendation, the Lieutenant-Governor in Council may declare such schedule to be in force "during pleasure" or for the period, not exceeding twelve months, stipulated in the schedule, and thereupon such schedule is binding upon every employee and employer in such industry in the whole or any part of the Province designated by the Minister and is published in *The Ontario Gazette*. The Industry and Labour Board has authority to enforce the provisions of the Act and of the regulations and schedules. The following is a summary of the wage rates and hours in effect under these Orders in Council at the end of the year 1940.

Logging

Logging Industry.—One schedule was in effect at the end of the year 1940, that in the Thunder Bay district. For those working on a time rate basis, the minimum monthly rates are: for cookees and kitchen staff, general bushmen, handyman helpers and camp watchmen $46.75; for loaders, skidders, helpers, feeders of ties to and on to jack ladders, sorters and sluicers of pulpwood and ties, bull cooks and night watchmen $49.50; teamsters and skidders $55; teamsters driving four or more horses and barn bosses $60.50; truck drivers, $82.50; tractor drivers, $93.50; river drivers and boatmen on river driving and employees engaged in watering wood during the progress of the drive $2.86 per day; camp and dam builders $2.75 per day. Free board and lodging must be provided by employers to all workers employed on the time rate basis. For pulpwood cutters working on a piece rate basis, a scale of payment per cord or per tie is set. For those employed on piece rates, the maximum amount which the employers may charge each employee working on piecework for his board and lodging is 95 cents per day.

Manufacturing: Vegetable Foods

Baking Industry, Province of Ontario—One schedule is in effect (Labour Gazette, January, 1938), which provides for the city of Ottawa and immediately adjacent area a 56 hour week, with the following minimum weekly rates: $23 for cake makers, doughmakers, machine operators, bench hands and ovenmen; $20 for salesmen, drivers and checkers, $14 to $20 for helpers.

Manufacturing: Tobacco and Liquors

Brewing Industry, Province of Ontario.—A schedule is in effect throughout the Province (Labour Gazette, July, 1935, and September, 1936), which provides for a regular working week, between April 1, and September 30, of 50 hours, except transport drivers whose week is 54 hours. Between October 1, and

March 31, the regular working week is 45 hours. Time and one-half is to be paid for overtime work and work on Sundays and legal holidays. Minimum weekly wage rates are: coopers $30; truck drivers $25; helpers $22.50; bottlers operating machines $24.50; other bottlers $22.50; watchmen, fermenting room and cold storage, brew house, washhouse, $24.50.

Manufacturing: Textiles and Clothing

MEN'S, BOYS' AND YOUTHS' CLOTHING, PROVINCE OF ONTARIO.—The schedule which regulates this industry throughout the province (LABOUR GAZETTE, May 1939), applies to the manufacture of men's and boys' pants, coats, vests and suits, but excludes work clothing, windbreakers, etc., and also excludes custom tailoring establishments with not more than four workers. Regular hours are limited to 44 per week, with time and one-half to be paid for overtime work and work on Sundays and seven specified holidays.

Employees of "stock manufacturers" are divided by classes, as follows: class A, cutter or marker and head operator on coats; class B, finish presser; class C, pocket maker on coats, pocket maker on pants, trimmer, and edge taper; class D, 1st operator on vests, shaper, leg and bottom presser on pants; class E, seamer on pants, top stitcher on pants, lining maker on pants, waistband operator on pants, fitter on coats, under baster, top collar baster, finish presser on vests and 2nd operator on vests; class F, lining maker, edge stitcher, joiner and pocket tacker, shoulder joiner, gorge sewer, fitter on vests, top presser on pants, chopper, alteration tailor and edge baster by hand; class G, edge presser, lining baster, facing baster by hand, collar setter, seam or under presser on coats, examining brusher and try-on baster; class H, shoulder and under-collar baster, seam or under presser on vests, a pocket maker and outside seamer on boys' longs, shorts and bloomers, a lining sewer and stitcher on boys' longs, shorts and bloomers, finish presser on boys' longs, shorts and bloomers and assistant trimmer; class I, sleeve maker, edge baster by machine and seam presser on pants; class J, button-hole maker by machine, fitter on pants, trimming maker on pants, separator of coats, separator of vests, ticket pocket maker, dart sewer, and canvas baster by hand; class K, facing and bottom tacker, special machine operator, lapel and collar padder, facing baster by machine, armhole serger, lining and back maker on vests, 3rd operator on vests, baster on vests, separator of pants, finisher on coats and canvas maker by hand; class L, canvas baster by machine, special machine operator on pants, button-hole maker by hand, finisher on pants and vests and button sewer; class M, bottom trimmer on pants, thread marker, canvas maker by machine, button-hole tacker, binder, cleaner and basting puller, pocket piecer on vests, general helper and busheller on pants.

MINIMUM HOURLY WAGE RATES IN ESTABLISHMENTS OF "STOCK MANUFACTURERS"

Class	Toronto and neighbouring counties*	Rest of Province†
	cents	cents
Class A	70	61·3
" B	65	56·9
" C	62	54·3
" D	60	52·5
" E	57	49·9
" F	50	43·8
" G	45	39·4
" H	41	35·9
" I	37	32·4
" J	35	30·6
" K	33	28·9
" L	31	27·1
" M	28·5	24·9

* Counties of Ontario, York, Peel, Halton and Wentworth
† Rates 12½ per cent below those for Toronto district.

Employees of manufacturers of odd pants: class A, cutter or marker; class B, trimmer or lining marker on odd pants; class C, pocket maker, leg presser, lining or top stitcher and top presser; class D, inside and crotch seamer, outside seamer and lining sewer; class E, pocket maker on boys' longs, shorts and bloomers, lining sewer and stitcher on boys' longs, shorts and bloomers, finish presser on boys' longs, shorts and bloomers; class F, chopper; class G, layer-up and fly sewer; class H, assistant trimmer, fitter, seam presser, cuff presser, facing operator, curtain maker, button-hole maker, seamer on boys' longs, shorts and bloomers and waist-band operator; class I, pocket serger, bar tacker, pant-crease felling machine operator, fly maker, button sewer, loop maker, examiner, cleaner, button-hole tacker, ticket sewer, and cuff machine operator.

MINIMUM HOURLY WAGE RATES FOR EMPLOYEES OF "ODD PANTS MANUFACTURERS"

Class	Toronto and neighbouring counties*	Rest of Province†
	cents	cents
Class A	68	59·5
" B	52	45·5
" C	50	43·75
" D	43	37·6
" E	41	35·9
" F	40	35·0
" G	38	33·3
" H	33	28·9
" I	28·5	24·9

* Counties of Ontario, York, Peel, Halton and Wentworth.
† Rates 12½ per cent below those for Toronto district.

WOMEN'S CLOAK AND SUIT INDUSTRY, PROVINCE OF ONTARIO.—The schedule made binding by Order in Council under the Act for the women's cloak and suit industry, that is the manufacture, for females, of cloaks, coats or suits and of woollen skirts of specified weight, was summarized in the LABOUR GAZETTE, March, 1939, February, 1938, and February, 1937.

Regular hours are limited to 40 per week, but the Advisory Committee may issue overtime permits between January 1 and Good Friday, not exceeding 8 hours a week, and between July 1 and Thanksgiving Day not exceeding 4 hours a week; such overtime may be worked at regular rates of pay. No other overtime permitted. The minimum wage rates are the same as in the agreement which is in effect in the Province of Quebec and is summarized above under the Collective Agreement Act, except that the minimum rate for all skilled operators is 80 cents and for all semi-skilled operators is 55 cents, no distinction being made of male and female operators; and except that provisions relating to apprentices are not in the Ontario schedule.

Manufacturing: Miscellaneous Wood Products

FURNITURE (WOOD) INDUSTRY, PROVINCE OF ONTARIO.—Under the schedule made binding for this industry for the whole province (LABOUR GAZETTE, March and December, 1940), the manufacture of furniture for houses, offices, schools, churches, theatres, institutions and public buildings, radio cabinets and wood frames for upholstered goods, is included. However, all those producing church, theatre and other products not commonly recognized as case goods are exempt. The province is divided into two zones: zone B comprises the city of Toronto, ten counties and parts of five other counties, in which are situated the cities of London, Woodstock, Kitchener, Guelph, Hamilton, St. Thomas and Stratford; zone A is the rest of the province. Regular hours are limited to 47 per week, with overtime at time and one quarter, including any work on eight specified holidays.

SOFT FURNITURE INDUSTRY.—The schedule for this industry (LABOUR GAZETTE, April and December, 1939) is effective in the Toronto district and establishes a 44 hour week, with overtime at time and one-quarter. Minimum hourly wage rates are: upholsterers 70 cents; cutters, springers, operators, cushion fillers, finishers and trimmers 60 cents; labourers 45 cents.

MINIMUM HOURLY WAGE RATES IN FURNITURE (WOOD) INDUSTRY

—	Zone A	Zone B
	cents	cents
Skilled workers	51‡	53‡
Semi-skilled workers	41‡	43‡
Unskilled workers	36‡	38‡
Average for above three classes	41‡	43‡
Beginners commencing under 21 years of age*—		
First year	19	19
Second year	23	23
Third year	26	26
Fourth year†	29	29

* The total of these employees may not exceed 20 per cent of the total number of employees in the plant except in plants in which more than half of the production consists of wooden chairs, in which the number of such employees may not exceed 25 per cent.

† After four years' experience such employees must be classed as skilled, semi-skilled or unskilled workers as shown above.

‡ The schedule provides for an increase of 2 cents per hour from April 1, 1941.

Construction

BUILDING TRADES.—Schedules governing wage rates and hours in the building trades in various localities, which are in force under the Act have been summarized in the LABOUR GAZETTE during 1935, 1936, 1937, 1938, 1939 and 1940. The schedules apply to the immediately surrounding district as well as to the city named. The wage rates and hours for journeymen stated in these Orders are given in the accompanying table. Overtime is usually payable at time and one-half, with double time for work on Sundays and holidays. (Apprentices are to be employed according to the conditions of the Ontario Apprenticeship Act.)

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES IN ONTARIO

—	Minimum wages per hour	Hours per week
	$	
Cornwall—		
Carpenters	.65	44
Ottawa—		
Bricklayers and stonemasons	.90	44
Carpenters	.85	44
Electrical workers	.80	40
Labourers (common)	.40	.....
Labourers mixing mortar or carrying hods	.45	.....
Plasterers	.85	44
Painters	.70	44
Painters (spray)	.85	44
Plumbers	.95	40
Kingston—		
Electrical workers	.70	44
Painters	.70	44
Painters (spray)	.85	44
Belleville—		
Carpenters	.70	48
Peterborough—		
Carpenters	.60	50

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES IN ONTARIO—*Con.*

—	Minimum wages per hour	Hours per week
	$	
Toronto—		
Plasterers	.90	40
Plasterers' labourers	.60	45
Hamilton—		
Painters	.65	44
Painters (spray)	.85	44
Plumbers	.85	40
St. Catharines—		
Carpenters	.80	44
Brantford—		
Carpenters	.70	44
Galt—		
Bricklayers and stonemasons	.90	44
Carpenters	.60	50
Plasterers	.80	50
Kitchener—		
Bricklayers and stonemasons	.80	44
Carpenters	.60	50
Painters	.50	44
Plasterers	.80	44
Helpers and labourers	.40	50
St. Thomas—		
Carpenters	.60	44
Plumbers	.80	44
Kirkland Lake (Teck Township)—		
Carpenters	.75	50
Electrical workers	1.00	50
Plumbers	1.00	44
Timmins—		
Carpenters	.75	*50
Windsor—		
Electricians	1.15	40
Labourers	.55	.....
Plumbers	1.00	40
Sault Ste. Marie—		
Carpenters	.75	48

* 48 hours from November to February inclusive

Transportation and Public Utilities: Water Transportation

Coal Hoisting Industry, Toronto.—This schedule covers the work in Toronto usually performed by operating engineers, firemen and oilers in connection with the unloading of coal from boats and the handling of coal in or about dock warehouses or dock yards (Labour Gazette, September, 1938). It provides for a 54-hour week for engineers and a 60-hour week for firemen and oilers. Overtime in connection with the unloading of coal from boats or railway cars is to be paid at regular rate; other overtime at time and one-half. Minimum hourly wage rates are: engineers operating locomotive and crawler cranes with any kind of motive power 85 cents, engineers operating truck cranes with any kind of motive power 75 cents, firemen and oilers 55 cents.

Transportation and Public Utilities: Local Transportation

Taxi Drivers, Toronto.—These are covered by a schedule which provides for an 11 hour day and a 66 hour week, with overtime at 35 cents per hour (Labour Gazette, August, 1939). The minimum wage rate for all drivers is 25 per cent of the fares earned by the driver, with a minimum of $14 per week; the minimum rate for despatchers $15 per week; for part time drivers 30 cents per hour with at least 5 hours' pay each day they are called to work.

Trade

Coal Drivers and Handlers, Toronto.—The storage, warehousing, transfer and delivery of all kinds of coal and coke in the Toronto district is covered by this schedule (Labour Gazette, November, 1939, and February, 1941). Minimum hourly wage rates for boat trimmers, stackers on conveyors, truck drivers and teamsters are 55 cents, yardmen 50 cents, truck drivers' helpers 45 cents. For those working on piece rates, tonnage rates are set for delivery of coal or coke from the docks and from retail yards.

Gasoline Service Stations, Toronto.—See below under "Service: Custom and Repair".

Service: Custom and Repair

Gasoline Service Stations, Toronto.—This schedule (Labour Gazette, August, 1940) provides for a minimum wage rate of 25 cents per hour for all employees of gasoline service stations or pumps and the services incidental thereto, such as washing, oiling or lubricating automotive vehicles, repairing or changing tires and making minor running repairs.

Service: Business and Personal

Barbering Trade.—The accompanying table shows minimum wage rates for barbers established by schedules under this Act. The rates there shown are for those employed full time, and in all cases minimum prices which must be charged for each operation are included in the schedule. Special provision for higher proportionate rates are stipulated for barbers working part time.

MINIMUM WEEKLY WAGE RATES FOR BARBERS IN ONTARIO

Locality	Barbers on straight weekly wages	Barbers on Commission		
		Minimum weekly wage	Weekly receipts in excess of which commission is payable	Percentage of such excess receipts payable
	$	$	$	%
Cornwall	18.00	12.50	19.00*a*	50*a*
Ottawa	25.00	18.00	28.00	60
Smith's Falls	25.00	18.00	28.00	60
Perth and Carleton Place	18.00	12.50	19.00	60
Prescott, Cardinal, Iroquois and Morrisburg	18.00	12.50	19.00	60
Arnprior and Renfrew	18.00	12.50	19.00	60
Brockville	18.00	12.50	19.00	60
Gananoque	18.00	12.50	19.00	60
Kingston	25.00	15.00	22.00*a*	50*a*
Campbellford	18.00	12.50	20.00	65
Pembroke	18.00	12.50	19.00	60
Belleville	18.00	12.50	19.00*b*	60*b*
Trenton	18.00	12.50	19.00	60
Cobourg	18.00	12.50	20.00	65
Port Hope	18.00	12.50	20.00	65
Peterborough	25.00	15.00	22.00*a*	50*a*
Lindsay	18.00	12.50	19.00*a*	50*a*
Oshawa	25.00	15.00	22.00	50
Toronto	25.00	15.00	22.00*a*	50*a*
Bracebridge, Gravenhurst and Huntsville	18.00	15.00	22.00	60
Newmarket and Aurora	17.00	10.00	16.00	50
Orillia	18.00	13.00	19.00*a*	50*a*
North Bay	25.00	18.00	25.00*c*	50*c*
St. Catharines, Port Dalhousie, Merritton and Thorold	25.00	15.00	22.00*a*	50*a*
Welland	25.00	15.00	22.00*a*	50*a*
Niagara Falls	25.00	15.00	22.00*a*	50*a*
Port Colborne and Humberstone	25.00	15.00	22.00	50*a*
Brampton	18.00	13.00	19.00	50
Hamilton	25.00	15.00	21.00	60
Midland, Penetanguishene, Port McNicoll and Victoria Harbour	18.00	13.00	19.00	65
Collingwood	18.00	13.00	19.00	70
Kirkland Lake	25.00	20.00	30.00	65
Guelph	18.00	15.00	23.00	50
Brantford	20.00	15.00*d*	20.00*d*	50*d*
Galt, Hespeler and Preston	21.00	20.00	28.00	50
Simcoe	18.00	13.00	20.00	65
Fergus and Elora	19.00	17.00	23.00	50
Paris	20.00	15.00	20.00	50
Kitchener and Waterloo	25.00	16.00	23.00	60
Woodstock	18.00	12.50	19.00*b*	60*b*
Owen Sound	18.00	13.00	20.00	70
Sudbury and Copper Cliff	28.00	18.00	27.00	65
Stratford	19.00	13.00	19.00*a*	50*a*
St. Mary's	18.00	13.00	20.00	65
St. Thomas	22.00	13.00	19.00	65
London	25.00	15.00	21.50	70
Wingham	18.00	13.00	19.00	50
Timmins, Schumacher and South Porcupine	25.00	20.00	30.00	50
Goderich, Clinton and Seaforth	18.00	13.00	19.00	50
Petrolia and Forest	18.00	13.00	19.00	60
Chatham	25.00	15.00	22.00	60
Sarnia	22.00	15.00	22.00	65
Windsor	20.00	15.00	22.00	50
Essex County except Windsor	18.00	13.00	19.00*a*	50*a*
Sault Ste. Marie	25.00	15.00	22.00*a*	50*a*
Port Arthur and Fort William	22.00	*e*	*e*	*e*
Fort Frances	27.50	15.00	25.00	70
Kenora and Keewatin	25.00	15.00	25.00	60

(a) Plus an additional 10 per cent of proceeds in excess of $30.
(b) Plus an additional 5 per cent of proceeds in excess of $30.
(c) Plus an additional 5 per cent of proceeds in excess of $40.
(d) Or 65 per cent of week's receipts.
(e) Those employed full time on commission to be paid 65 per cent of week's receipts.

MANITOBA

Fair Wage Act (Part II)

Legislation similar to the Industrial Standards Act of Ontario (which is summarized above) is in effect in Manitoba through Part II of the Fair Wage Act (Labour Gazette, May, 1938, page 499, June, 1939, page 570, and February, 1941, page 137). It applies, however, only to certain industries, although any other industries may be added. At the end of 1940, only one schedule had been made binding.

Service: Business and Personal

Barbers.—This schedule (Labour Gazette, May, 1940) originally applied to barbers in the cities of Winnipeg and St. Boniface and the municipalities of St. Vital, Fort Garry, St. James, East and West Kildonan, Tuxedo, Brooklands and Transcona. By an amendment (Labour Gazette, January, 1941) it is extended to include the cities of Brandon and Portage la Prairie and the town of Dauphin. Barber shops may not be open for more than 10 hours in any day except Saturday or the day before a holiday, when they may be open 11½ hours. Minimum wages for full time work: $13.50 per week; for those on commissions, $13.50 per week or 60 per cent of gross earnings, whichever is the greater.

SASKATCHEWAN

Industrial Standards Act

This Act is similar to the Industrial Standards Act of Ontario which is noted above. The Saskatchewan Act was summarized in the Labour Gazette, June, 1937, page 635, May, 1938, page 507, June, 1939, page 581, and February, 1941.

The following schedules have been made binding under this Act:—

Manufacturing: Vegetable Foods

Bakers.—The schedule for Regina (Labour Gazette, July and December, 1940) provides for a 54-hour week and time and one-quarter for overtime. Minimum weekly wage rates are: foreman $27.50, doughman or ovenman $25.50, bench hand $23.50, shipper $18.50, salesmen $20. For Moose Jaw, the schedule (Labour Gazette, December, 1938) provides for a 54-hour week with time and one-quarter for overtime, and the following minimum weekly wage rates: foreman $30, doughman $25, ovenman and bench hand $23, shippers $18, bakery salesmen $18 or a specified commission on sales, whichever is greater.

Manufacturing: Miscellaneous Products

Sign Painting.—At Regina, a schedule for sign painters (Labour Gazette, May, 1939) provides for a 54-hour week except for apprentices for whom hours are 48 per week. Minimum wage rate for first class journeymen is 65 cents per hour, for second class journeymen 45 cents, helper 30 cents. Overtime pay is 80 cents per hour for first class journeymen, 50 cents for second class journeymen, helpers 35 cents.

Another schedule for sign painters at Moose Jaw (Labour Gazette, March, 1939), provides for a minimum wage for experienced sign painters of 65 cents per hour or 42 per cent of the amount taken in at the job prices specified in the schedule, whichever is greater; sign shop helpers to be paid a minimum wage of 35 cents per hour.

Construction

The following hours and wage rates were in effect under schedules for the following trades at the end of the year 1940; overtime to be paid at time and one-half, with work on Sundays and holidays in most cases at double time.

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES IN SASKATCHEWAN

—	Minimum wages per hour	Hours per week
	$	
Regina—		
Carpenters	.75	44
Electrical workers	.90	44
Plumbers	1.00	44
Sheet metal workers	.75	44
Moose Jaw—		
Carpenters	.70	44
Saskatoon and Sutherland—		
Plumbers	1.00	40
Swift Current—		
Carpenters—First class	.70	50
Second class	.55	50

Transportation and Public Utilities: Local Transportation

Taxi Drivers.—A schedule for Regina (Labour Gazette, April, 1940) provides for a 12-hour day, 6-day week of 72 hours, with overtime payable at 30 cents. The minimum wage rate is $15 per week and part time workers to be paid 30 cents per hour. For North Battleford (Labour Gazette, August and September, 1940) there is an 11-hour day, a 6-day week of 66 hours; overtime is payable at 25 cents per hour. The minimum wage rate is $12 per week and part time workers to be paid 25 cents per hour.

Draying, Transferring and Storage Industry, Regina.—This industry includes public warehousing and the hauling or transferring of merchandise or household goods except if done by the regular employees of a manufacturer or merchant. It is covered by a schedule which provides for a 48-hour week and a minimum wage rate of $18 per week, and, for part time and overtime work, 40 cents per hour; work on Sundays and holidays 80 cents per hour (Labour Gazette, July, 1939, and May, 1938.)

Gravel Hauling Industry, Regina.—This industry is governed by a schedule (Labour Gazette, May and July, 1940) which provides for a 48-hour week and a minimum wage rate of 45 cents per hour, with overtime payable at 55 cents per hour.

Trade

Garages and Service Stations.—See below under "Service: Custom and Repair".

Coal and Wood Industry, Regina.—This schedule (Labour Gazette, November, 1940) covers the handling and transporting of coal and wood. Hours are 9 per day, a 54-hour week from October to February, and 9 per day, 4 on Saturdays, a 49-hour week from March to September inclusive; overtime is payable at 50 cents per hour. Minimum wage rate for truck drivers and teamsters, 50 cents per hour, $20 per week or $80 per month; for those truck drivers or teamsters who supply, maintain and operate at their own expense, $1.50 per hour; common labourers 40 cents per hour, $17 per week or $65 per month.

Service: Custom and Repair

Garages and Service Stations.—A schedule for Moose Jaw (Labour Gazette, October, 1940) provides for a 48-hour week and overtime payable at 40 cents per hour. Minimum weekly wage rates: for full time experienced employees $15, inexperienced from $8.50 during first six months to $12.50 during third six months; part time employees, 40 cents per hour.

Service: Business and Personal

Shoemaking and Repairing, Regina.—For the city of Regina a schedule in effect (Labour Gazette, December, 1938), provides for a 52-hour week with a minimum wage of $18 per week or payment according to a specified minimum scale of piece work, whichever is greater; inexperienced employees from $7.50 during first six months to $13.50 during second year. Overtime to be paid at time and one-half.

Watch Repairing, Saskatoon.—A schedule for the jewellery industry at Saskatoon covers the alteration and repair of watches (Labour Gazette, January, 1940), providing for a 47-hour week from January to September inclusive and 51 hours during October, November and December. The minimum wage rate for employees with at least five years' bench experience is $18 per week, plus 50 cents per hour for all overtime and all work on Sundays and holidays; for employees with less than five years' bench experience who are not apprentices, the minimum rate is $15 per week. A scale of minimum prices to be charged customers is also included.

Barbers and Hairdressers.—The minimum wage rates and hours shown in the accompanying table were binding by Orders in Council for these trades at the end of 1940. In all cases the minimum weekly wage is either the stated minimum rate or a percentage of the proceeds taken in by the barber or beauty parlour employee whichever is greater. The hours are those for which the minimum wage rate is payable. In most cases overtime is payable at 30 or 35 cents per hour.

HOURS AND MINIMUM WAGE RATES FOR BARBERS AND HAIRDRESSERS IN SASKATCHEWAN

—	Minimum wages per week	Hours per week
	$	
Barbers—		
Yorkton	15.00	54
Melville	15.00	60
Estevan	12.00	57
Weyburn	16.00	52
Regina	16.00	56†
Moose Jaw	13.00	48
Prince Albert	14.50	52
Saskatoon	13.00	48
Swift Current	15.00	52
Rosetown	15.00	49–57
Biggar	14.00	49
North Battleford	13.00	48
Hairdressers, etc.—		
Estevan	13.00	51
Weyburn	13.00	48
Regina	13.00*	45
Moose Jaw	15.00	45
Swift Current	13.00*	45–48
North Battleford	13.00*	48

* Plus percentage on charges exceeding certain amount.
† Reduced to 51 hours from February 2, 1941.

ALBERTA

Industrial Standards Act

This Act is similar to the Industrial Standards Act of Ontario which is noted above. The text of the Act was published in the LABOUR GAZETTE, June, 1935, page 534, with amendments noted in the issues of June, 1936, page 501, June, 1937, page 640, June, 1938, page 633 and June, 1939, page 567. The following notes give information as to schedules of wages and hours in effect at the end of 1940.

Agriculture

HONEY PRODUCING INDUSTRY.—In the Coaldale, Taber, Vauxhall and the Lethbridge Zones hours for the honey producing industry (including the extraction, packing and shipping of honey) are limited to 9 per day for male employees; and 8 per day, 48 per week, for female employees; overtime is payable at regular rates (LABOUR GAZETTE, April, 1939, and June and September, 1938). Minimum wages per day are: for field work—$2.50 and $2.70 for men; for extraction work (including packing and shipping)—$2.25 and $2.70 for men, $2 and $2.25 for women, and $1.80 for boys and girls over 16 and under 21 years. For monthly employees, the minimum wage in addition to board and room is $30 for men with less than one year's experience and $50 for those with more experience. In addition, bonuses are provided for if the average production exceeds a certain amount and the price of honey is not less than a certain amount.

Manufacturing: Vegetable Foods

BAKING INDUSTRY.—Schedules were in effect for bakers in the Edmonton and Calgary districts at the end of the year. For Edmonton (LABOUR GAZETTE, January, 1940, June, 1937, June, September and December, 1938), hours are 52 per week for inside male employees and 48 per week for inside female employees, with overtime and work on weekly rest day and holidays at time and one-half, and minimum wages $26 per week for doughmen, ovenmen and bench hands, $19 for helpers and truckers, $20 for shippers, $13.50 for cake wrappers and $16 for bread wrappers. For Calgary (LABOUR GAZETTE, January, 1940), hours are 50 per week, with overtime at time and one-half; and minimum wages $27 per week for doughmen and ovenmen, $25 for bench hands. $19 for helpers.

Manufacturing: Metal Products

FOUNDRY INDUSTRY, EDMONTON.—A schedule governing the foundry industry (foundry of iron, steel, aluminum, brass and bronze) at Edmonton is summarized in the LABOUR GAZETTE, December, 1940. Hours are 8 per day, 4 on Saturdays, a 44 hour week. Overtime not exceeding one hour in a day or 3 hours in a week may be paid at regular rates, but all other overtime is payable at time and one-half; work on Sundays and holidays, double time. Minimum hourly wage rates: journeymen 65 cents, improvers 55 cents, cupola men 40 cents for three months and 50 cents thereafter, casting grinders 50 cents.

Construction

The following hours and wage rates were in effect under schedules for the following trades at the end of the year 1940. The usual provision is time and one-half for overtime and double time for Sundays and holidays.

HOURS AND MINIMUM WAGE RATES FOR CERTAIN BUILDING TRADES IN ALBERTA

—	Minimum wages per hour	Hours per week
	$	
Edmonton—		
Carpenters	.90	44
Lathers	.65-.90*	44
Plumbers	1.05	44
Structural steel workers	.95	44
Sheet metal workers	.90	44
Calgary—		
Lathers (metal)	.90	40
Lathers (wood)	.75	40
Red Deer and Sylvan Lake—		
Carpenters	.75	49

* Piece work and special rates for certain classes of work are also provided for.

Transportation and Public Utilities: Local Transportation

TAXI DRIVERS.—At Edmonton, a schedule (LABOUR GAZETTE, September, 1939) provides for an 11-hour day, a 6-day week and a 66-hour week. Minimum wage rates during winter months are $15 per week plus 25 per cent commission on all receipts in excess of $60; for summer months, $12.50 per week plus 25 per cent commission on all receipts in excess of $50 per week. At Calgary (LABOUR GAZETTE, February, 1939, May and July, 1940) hours are also 66 per week. The minimum wages are $15.00 per week of 66 hours plus 25 per cent commission on all receipts in excess of $60 per week. At Banff National Park (LABOUR GAZETTE, July, 1939) hours for taxi and bus drivers are 11 per day. Days of rest to be provided on the basis of one day in seven. Minimum wages are $2.35 per day

plus a bonus of 4 cents per mile to drivers of touring cars and of 5 cents per mile for bus drivers for all mileage in excess of 60 miles per day.

Service: Custom and Repair

Garage and Service Station Employees, Calgary.—These workers are governed by a schedule (Labour Gazette, April, 1939) which provides for a 9-hour day, with a half day off every second week, making the weekly hours 54 and 49 on alternate weeks; overtime at time and one-half. Minimum wage rates are: 70 cents per hour for first class mechanics, 60 cents for second class mechanics, $13.50 per week for non-mechanical service station employees, 50 cents per hour for washmen and greasemen, 33½ cents for night watchman. Mechanics always engaged in the repairing or reconditioning of used cars may be paid 7½ cents per hour less than the above rates.

Service: Recreational

Bowling Alley Employees.—At both Edmonton (Labour Gazette, October, 1939, April and September, 1938) and Calgary (Labour Gazette, December, 1940), hours for pinsetters are restricted to 54 per week. At Edmonton wages are based on 2½ cents per line for five pins or duck pins and 3½ cents per line for ten pins. At Calgary, wages are 2¾ cents per line for five pins, 3½ cents per line for ten pins, with a guarantee of $10 per week during the months of September to April inclusive.

Service: Business and Personal

Barbers, Edmonton.—A schedule (Labour Gazette, May, 1940) provides for a 54 hour week for male employees and 48 hours for female employees. Wages: for male employees, 60 per cent of total proceeds over $23, with a minimum of $15 per week; for female employees, 60 per cent of total proceeds over $22, with a minimum of $14 per week.

Department of Trade and Industry Act

Under this Act and its amendments (Labour Gazette, April, 1934, page 305, May, page 442 and November, page 986; June, 1936, page 502, November, page 997; June, 1938, page 634), this department may call a conference of any trade to draw up certain trade standards including minimum wages and hours. If such code is approved by a majority of persons in the trade or by persons owning over 50 per cent of the aggregate capital invested, they may be made binding by Order in Council on everyone carrying on the trade. Although a number of such codes were made binding only one includes provisions as to wages:

Service: Business and Personal

Barbers, Province of Alberta.—This code which came into effect February 15, 1937, and was amended from February 27, 1937, August 15, 1938 and August 21, 1939 (Labour Gazette, October, 1938, page 1093, October, 1939, page 999 and May, 1940, page 503) applies to barbers throughout the province except those under an Industrial Standards Act schedule. It is provided that a journeyman barber employee receive "60 per cent of his gross weekly receipts for services rendered," but in no case less than $15 per week or $3.50 for Saturday or $3 for any other week day; part time work must be paid at 40 cents per hour.

Maximum Hours of Work as fixed by Legislation and Administrative Action

DOMINION LEGISLATION

For the most part hours of work in Canada are regulated by provincial legislation. Limitations imposed by the Dominion affect only Dominion Government employees, persons employed on Dominion public works or in the execution of contracts for Government works or supplies.

An order in council of 1930, provided that unless it was against the public interest the hours of work of any person employed by the Dominion Government who was at that time required to work more than eight hours a day should be reduced to eight with a half holiday on Saturday.

On construction work undertaken by the Government of Canada, either directly or by contract, the Fair Wages and Hours of Labour Act, 1935, restricts working hours to eight a day and 44 a week provided such works are not declared exempt from the operation of the Act by the Governor in Council. Unless excepted by statutory authority or by agreement with the Dominion works towards the cost of which a grant is made by the Dominion are governed by similar conditions laid down in an agreement between the Dominion and the provincial or municipal authority or private corporation to which financial assistance is given.

An Order in Council of August 15, 1940, exempted from the statutory limits, as to hours, work on buildings needed for training centres for the armed forces and for troop concentrations. Wherever such work was governed by provincial regulations on hours exemption from them was granted by provincial authorities.

In contracts for equipment and supplies for the Dominion Government an order in council requires it to be stipulated that the working hours of persons employed in the manufacture of such goods are to conform to the "custom of the trade" in the district, that is, to the hours either recognized by signed agreements in the district from which the labour is necessarily drawn or the hours actually prevailing in the trade, or where there is no custom as to hours, the Minister of Labour may determine fair and reasonable hours. This provision may be varied where necessary for the protection of life or property or on due cause shown to the satisfaction of the Minister of Labour.

No action has been taken under the section of the Railway Act which allows the Board of Transport Commissioners to limit the hours on duty of railway employees within the legislative jurisdiction of the Dominion.

PROVINCIAL LEGISLATION

Provincial legislation includes laws concerning working conditions among which are hours of labour in certain classes of undertakings such as mines, factories and shops and for certain occupations such as drivers of motor vehicles and elevator operators, statutes in Alberta, British Columbia, Nova Scotia and Quebec, dealing only with hours of work and laws in Alberta, Manitoba, New Brunswick, Nova Scotia, Ontario, Quebec and Saskatchewan, under which orders in council may regulate hours as well as wages under certain conditions.

The British Columbia Female Minimum Wage Act, the Minimum Wage Acts of Manitoba, Quebec and Saskatchewan and the New Brunswick Labour and Industrial Relations Act give the administrative authorities power to limit working hours, in some cases subject to the approval of the Lieutenant-Governor in Council.

Where, under the authority of minimum wage laws, hours in excess of the ordinary maximum are permitted to be worked or where minimum rates of wages are declared to apply to a specified number of hours and longer hours are worked, it is usually stipulated that higher rates must be paid for the additional hours. Such punitive overtime rates tend to restrict working hours. The regulations for the payment of overtime are indicated above in the sections dealing with minimum wage legislation in each province.

Maximum hours of labour fixed by order in council under the Quebec Collective Agreement Act and the Industrial Standards Acts of Alberta, New Brunswick, Nova Scotia, Ontario and Saskatchewan are shown earlier in this section beginning on p. 183. Restrictions placed on hours under the Manitoba Fair Wage Act are indicated on p. 203.

The table below shows the maximum hours of work fixed by statute or under statutory authority for employment in mines, factories and shops but it does not cover the legal restrictions imposed on working hours in some classes of manufacturing establishments and shops by orders in council under the Quebec Collective Agreement Act or the Industrial Standards Acts.

STATUTORY MAXIMUM HOURS OF WORK PER DAY OR PER WEEK IN MINES, FACTORIES AND SHOPS IN CANADA

—	N.S.	N.B.	Quebec	Ontario	Manitoba	Sask.	Alberta	B.C.	Yukon
MINES—									
Coal:									
above						8 unless agreed otherwise	9, 54	8	
below	8	8					8, —	8	
Metal:									
above							9, 54	8	8 unless paid at overtime rate
below		8	8 for boys under 18	8 in Northern Ontario			8, —	8	
FACTORIES		10, 60*	10, 55†	10, 60†	8, 48**	48†	9, 54 males 8, 48 females	8, 48	
SHOPS			60‡	10, 60†	8, 48**		As for factories	8, 48‡‡	

* Females only.

† Females and boys. Applies to boys under 18 in Quebec and under 16 in Ontario and Saskatchewan.

‡ Females and boys in towns of 10,000 or more. An order under the former Fair Wage Act fixes a maximum of 72 hours for males over 18, and 55 hours for females and for boys under 18, in industrial and commercial establishments.

**Females, and boys under 18, in factories, 17 in shops. Adult males in factories in Greater Winnipeg may not work more than 48 hours in a week unless paid a minimum of 30 cents an hour for extra hours.

‡‡In Vancouver, Victoria and their environs, but 3 extra hours may be worked on Saturdays in other parts of the province provided that 48 is maximum for week.

Hours of Work Acts

The British Columbia Hours of Work Act of 1923, as revised in 1934, sets a maximum limit of eight hours in a day and 48 in a week for persons employed in mining, manufacturing and construction and in such other industries or occupations as may be added by regulation. Up to the present, the following have been brought within the Act: barbering, baking, catering, drug stores, road transport and the taxicab industry, hotel clerks and elevator operators and the mercantile and soft drinks industries. The Board of Industrial Relations may make exemptions and add other industries.

The Alberta Hours of Work Act, 1936, fixes an eight-hour day and 48-hour week for female employees and a nine-hour day and a 54-hour week for male workers. It applies to any industry, trade or occupation except farming and domestic service, unless exempted by regulation. It does not affect the Mines Act which fixes an eight-hour day for underground workers.

In both Alberta and British Columbia, persons holding confidential, supervisory or managerial positions are exempt from the hours limitation and by regulation longer hours are permitted for some classes of workers in the lumbering industry. In the latter province, the fruit and vegetable industry, the seasonal manufacture of boxes and shooks, lithographing during the summer months if competent help is not available, and fish canneries are declared exempt from the restriction on hours of work. Regulations in British Columbia permit a fixed number of hours in excess of the maximum established by the Act for shops during the Christmas season and in smaller towns and villages as well as for taxicab drivers in the Victoria district, retail florists, men delivering bread and milk, employees in drug stores and for certain classes of workers in industrial undertakings such as men engaged in emergency repairs or in shipping goods under unusual conditions.

In Alberta orders under the section of the Act providing for special regulations for continuous industries limit to eight a day and 48 a week the hours for men engaged in drilling oil wells in the Turner Valley but where drilling operations are at a critical point the Board has permitted workers on a shift to continue work for three consecutive weeks provided they are given three days off at the end of that time.

In Quebec and Nova Scotia there are statutes enabling the administrative authorities to limit hours of work. The Quebec Act, enacted in 1933 with a view to making possible the employment of more workers, gives the Lieutenant-Governor in Council power to limit the number of hours per day or per week during which a workman may be employed at manual labour. It applies neither to agriculture nor to industries or undertakings subject to competition from other countries or provinces. Orders in council under this statute limit working hours in the building trades

throughout the province, one order applying to each of the three divisions into which the province is divided for purposes of factory inspection. Hours were limited at first to 40 a week or 36 where a two-shift system was in effect but at the present time, except on federal defence contracts which were exempted from Aug. 31, 1940, maximum hours are eight a day and 48 a week in the Quebec and Eastern Townships Division, except on small jobs, and, in the Montreal Division, eight a day for skilled workers and nine for unskilled. Two shifts, or in the Eastern Townships Division three shifts, of eight hours each may be worked or of six hours each in the Montreal Division. The shift system is compulsory from May 1 to October 1 on works costing more than $20,000 which are undertaken for a municipal or school corporation or for parish authorities or the provincial Government or on works, half the cost of which is borne or guaranteed by the provincial Government or a municipal corporation or by both.

Hours of persons working in beauty parlours and shoe repair shops on the Island of Montreal are also limited under this statute. Maximum hours in shoe repairing are fixed at 64 and in beauty parlours at 55 a week. For urgent work in shoe repairing the inspector may allow overtime up to two hours a day and six a week but no overtime may be permitted on Saturday. The hours of work are to fall on the first four days of the week between 8 a.m. and 7 p.m., on Friday between 8 a.m. and 9 p.m. and on Saturday between 8 a.m. and 11 p.m.

The Nova Scotia Limitation of Hours of Work Act of 1937 provides for a board of adjustment with power to determine the maximum working hours in industrial undertakings, including mines and quarries, manufacturing and construction and stipulates that a weekly rest-day must be given all workmen employed in industrial undertakings. No administrative board has been appointed.

Maximum Hours under Minimum Wage Laws

The first Minimum Wage Acts in Alberta, British Columbia, Manitoba and Saskatchewan gave the Board power to limit hours of labour notwithstanding the provisions of any existing statute. In other provinces the Board could only specify the number of hours to which the minimum rates applied but in both cases overtime rates could be established. In Ontario the present Minimum Wage Act specifies the hours to which the rates apply and in New Brunswick and Nova Scotia the Board may declare the minimum rates to apply to a certain work period and, as in Ontario, fix a rate for overtime. The Fair Wage Board of New Brunswick has made orders applying only to particular establishments or to several plants in a district.

In Alberta, since the enactment of the Hours of Work Act, 1936, applying to all employment except farm work and domestic service, there has been no authority under the Minimum Wage Acts to limit hours. In British Columbia where the Hours of Work Act, 1934, applies only to industrial undertakings, wholesale and retail stores, hotels and restaurants and other designated workplaces or occupations, the Female Minimum Wage Act gives power to the Board of Industrial Relations to limit hours but no such authority is granted by the Male Minimum Wage Act. In Manitoba, Saskatchewan and Quebec, maximum hours of work may be fixed under the minimum wage law. Since the Saskatchewan Act was made applicable to men in 1936, the orders under it have been revised and maximum hours are no longer fixed but there are punitive rates of wages for hours in excess of the number to which the minimum rates apply. In Quebec Order 4 limits to 72 a week the hours of male workers over 18 and to 55 a week the hours of women and boys under 18 in all the industrial and commercial establishments to which it applies throughout the province. Maximum working hours of women and boys under 18 are fixed by the Quebec Industrial and Commercial Establishments Act as stated below. The restrictions imposed under the minimum wage laws of British Columbia and Manitoba are noted under the class of workplace to which they apply.

The regulations as to payment for overtime beyond the number of hours to which the minimum wage is declared to apply or for hours in excess of the ordinary legal maximum are summarized in the earlier part of this Appendix.

Public Works

In Alberta and British Columbia, hours of labour on public works are limited by the Hours of Work Acts. In Manitoba and Ontario special statutes govern labour conditions on public works.

Under the Manitoba Fair Wage Act of 1916, the Minister of Public Works and Labour is authorized to establish maximum hours for persons employed on all works of construction contracted for by the provincial Government. The maximum hours fixed by the regulations vary with the occupation from 44 to 48 per week, except for teamsters who have a maximum working week of 54 hours. The Ontario Government Contracts Hours and Wages Act,

1936, limits hours on public works and works subsidized by the provincial Government to eight a day and 44 a week. Exceptions may be made by the Government.

In Quebec, by an order in council of April 24, 1929, as amended on October 6, 1932, the Minister of Public Works and Labour may determine "fair and reasonable" hours of labour on construction works for the Quebec Government. Under the Collective Agreement Act, 1940, maximum hours established by a collective agreement which is made legally binding under that Act, apply to any Government work of the same kind as that covered by the agreement. In other provinces, by order in council or by resolution of the Legislature "a fair wages" policy is applied to public works and wages and hours are usually determined according to the custom of the trade in the locality.

An Ordinance of 1917 establishes an eight-hour day except in emergency for persons employed on public works in the Yukon Territory.

Mines

Mining for metals or non-metallic minerals is carried on in all the provinces but Prince Edward Island as well as in the Yukon Territory and there is coal mining in Alberta, British Columbia, New Brunswick, Nova Scotia and Saskatchewan with a very small production in Manitoba and the Yukon. Wherever coal is mined the working day underground is limited by law to eight hours but under all the laws longer hours may be worked in emergencies or for repair work or at a change of shifts. In Alberta and British Columbia the eight-hour period includes time spent going to and from the working face. In Nova Scotia, New Brunswick and Saskatchewan the limits apply only to time spent at the place of work. Workers above ground about coal mines have a statutory eight-hour day in British Columbia and Saskatchewan and a nine-hour day and 54-hour week in Alberta. In Saskatchewan longer hours either above or below ground may be worked by agreement between the workman and employer.

In metal mining in Northern Ontario, except where the number employed in a shift is six or less, and in New Brunswick, the law provides for an eight-hour day for underground workers, the time to be reckoned in each case from the time the man reaches his place of work until he leaves it. In Ontario, a Saturday shift may work longer hours for the purpose of avoiding work on Sunday, of changing shifts or of giving any of the men a part holiday. In New Brunswick any one required to work longer hours in an emergency must be paid for the extra time at the regular rate. In British Columbia the working hours of those employed above ground as well as those below ground are limited to eight a day as are also the hours of men employed in or about a smelter or mineral-separation plant except when shifts change. In Alberta, the eight-hour limit applies to underground workers in any mines and for those above ground the statutory maximum is nine hours a day and 54 a week as about coal mines. In Quebec, there is no restriction on the hours of adult males in mines except in iron oxide mining where, under the Collective Agreement Act, the workmen have a 48-hour week. Boys under 17 may not be employed below ground in any mine in Quebec for more than 48 hours in six days. In the Yukon miners may not be employed more than eight hours in a day and 56 in a week unless payment is made at the overtime rate. In Nova Scotia, there is no statutory regulation of hours of work in mines other than coal mines. Except in Alberta, British Columbia, Saskatchewan and the Yukon, there is no legal restriction on hours above ground.

Factories

Early factory legislation in all provinces except Prince Edward Island limited hours of women and young persons, and in Alberta the Factories Act of 1926 provided for a nine-hour day and 54-hour week for both sexes. In Nova Scotia the clause fixing maximum hours was later dropped while in Alberta and Manitoba the power to limit hours given by the Minimum Wage Acts was exercised to reduce the maximum fixed by the factory law in so far as women were concerned. When the Alberta Hours of Work Act was passed in 1936 it maintained the existing conditions of a maximum of nine hours a day and 54 a week for male workers and eight hours a day and 48 a week for women and girls. In British Columbia the Hours of Work Act of 1923 extended to men and boys the eight-hour day and 48-hour week provided for women and girls by the Factories Act of 1908. In New Brunswick and Ontario the 10-hour day and 60-hour week fixed in the first factory laws for women and girls, and in Ontario also for boys under 16, have not been changed but in Quebec the weekly limits for women and boys under 18 were reduced in 1930 to 55. In these three provinces the daily limit may be exceeded for the purpose of arranging for a shorter work day on one day of the week. Order 4 under the Quebec Minimum Wage Act fixes a maximum of 72 hours a week for male workers over 18 in industrial and commercial establishments throughout the province. In Saskatchewan there is a 48-hour week for women and boys under 16 in factories.

In New Brunswick, Ontario, Quebec and Saskatchewan, longer hours may be worked by special permission of the factory inspector in case of any accident preventing the working of the factory, or of any other occurrence beyond the control of the employer which prevents the machinery being regularly worked or where the custom or exigencies of the trade require longer hours, but the Acts stipulate that in such cases the hours of work of the classes of workers to which the limits apply shall not exceed a fixed number: in New Brunswick, 13½ hours a day and 81 a week; in Quebec, 12 a day and 65 a week; and in Ontario and Saskatchewan, 12½ a day and 72½ a week. Only in Quebec may permits for hours in excess of the ordinary maximum be given for more than 36 days in a year. In Quebec, the inspector may allow longer hours for six weeks at a time. Under these statutes, night work is prohibited for the same classes of workers by fixing the period in which the hours of work must fall: in New Brunswick between 6 a.m. and 10.30 p.m.; in Quebec and Ontario between 6 a.m. and 9 p.m. and in Saskatchewan between 7 a.m. and 10 p.m. Normal working hours may not be later than 6 p.m. in Quebec or 6.30 p.m. in Ontario or earlier in Ontario than 7 a.m.

Under all the factory laws except those of Alberta and Quebec, an hour must be allowed for a noon meal and if work is prolonged by special permission of the inspector after 7 p.m., at least 45 minutes, or in New Brunswick one hour, must be given for an evening meal. In Quebec the inspector may direct that an hour be given for the noon meal and, by regulation, half an hour must be allowed for an evening meal if work goes on after 6 p.m.

In Ontario since 1932 and Quebec since 1935, with permission from the chief inspector, women and young persons may be employed in two shifts of not more than eight hours each, both shifts to fall between 6 a.m. and 11 p.m. and each shift to have one hour for a meal.

In Manitoba under the Minimum Wage Act, the maximum hours that may be worked by women and boys under 18 in factories are 8 in a day and 48 in a week except with a permit from the provincial Bureau of Labour.

Orders in council in Quebec under the Collective Agreement Act and in Alberta and Ontario under the Industrial Standards Acts fix maximum hours for workers in certain classes of factories. These are indicated in the section of this appendix devoted to these statutes.

Shops

As regards shops, hours of work are limited by statute for all classes of workers only in Alberta and British Columbia. In both these provinces, shops are within the scope of the Hours of Work Acts.

In Ontario there is a maximum 10-hour day and 60-hour week for women and boys under 16. In Quebec the Industrial and Commercial Establishments Act fixes a 60-hour week for women and boys under 18 in cities and towns of 10,000 or more but this restriction appears to be superseded by Order 4 under the Minimum Wage Act limiting hours for these classes to 55 a week in all parts of the province. Under the same order, the maximum work-week for men in retail and wholesale stores in Quebec is 72 hours. In Manitoba a minimum wage order limits hours of work of women and boys under 17 in shops to 9 a day, except on Saturdays, and to 48 a week. In dress-making, tailoring and millinery, there is a maximum 8½-hour day and 50-hour week for females and boys under 18.

Except in Alberta and Ontario, provision is made for a limited amount of overtime, particularly during the Christmas season but in Manitoba no person under 17 may work overtime. In Quebec, when the inspector permits, women and boys under 18 may work up to 65 hours in a week. In British Columbia regulations permit employees in shops outside of Victoria, Vancouver, Burnaby, Esquimalt, Oak Bay and Saanich to work three additional hours on Saturday and on the day before a holiday occurring on Saturday but the weekly hours may not exceed 48. Exemptions from the maximum hours are permitted for certain occupations such as druggists and florists.

The Ontario Act prohibits women and boys under 16 being employed in shops before 7 a.m. or after 11 p.m. With respect to boys, this provision is modified by the Adolescent School Attendance Act which forbids any employment, except with a permit, of children from 14 to 16 years of age between the hours of 8 a.m. and 5 p.m. In Nova Scotia, the Children's Protection Act prohibits the employment in shops of girls under 16 and boys under 14 for more than eight hours or more than four hours on Saturday.

All the provinces except Prince Edward Island have statutes which may indirectly affect hours of work in shops by permitting certain municipal councils to make by-laws requiring the closing of shops at a certain hour. In Quebec the Early Closing Act applies only to cities and towns while in other provinces the councils of cities, towns and

villages or, in some cases, of counties or townships have power to make such a by-law. In Quebec, also, the Act stipulates that the hour fixed for closing shall not be earlier than 6 p.m., but in the other provinces the by-law may provide for a half-holiday on one day of the week as well as for a fixed closing hour on other days.

In British Columbia and Saskatchewan there is special provision for a weekly half-holiday for shops. The Saskatchewan Weekly Half-Holiday Act applies only to shops in cities and requires them to be closed on Wednesday afternoons from April 1 to August 31 unless the city council has passed a by-law for a half holiday on another day or for a longer period. In British Columbia the Act, which permits municipal councils to fix the day of the week on which the half-holiday is to be observed, does not apply to unorganized territory but by order in council a weekly half-holiday may be provided for any shops in such territory. In all cases, provision is made for exempting drug stores, news agents' and tobacconists' shops, those where fruits and perishable foods are sold and some others.

Bakeshops

Large bakeries not selling at retail on the premises are probably everywhere within the scope of the Factories Acts. They are under the Hours of Work Act in Alberta, also in British Columbia where an exception is made for delivery-men who may work 54 hours a week. In Manitoba the minimum wage order governing factories apparently covers bakeshops, women and boys under 18 having an eight-hour day and a 48-hour week being fixed for all. In 1940 baking was added to the list of industries for which hours may be fixed under the Fair Wage Act. The Ontario Factory, Shop and Office Building Act fixes a maximum of 56 hours for adult male employees in bakeshops allowing overtime in certain cases. Orders in Council under the Quebec Collective Agreement Act and the Industrial Standards Acts of Alberta and Saskatchewan govern hours of labour for bakers in some cities.

Barber Shops and Beauty Parlours

There is no general legal limitation of hours of labour in barber shops and beauty parlours in Nova Scotia, New Brunswick or Prince Edward Island but early closing by-laws in the first two provinces may restrict working hours in some places.

In Alberta the Hours of Work Act applies to both. Barber shops in British Columbia are within the Hours of Work Act and an order under the Female Minimum Wage Act fixes maximum working hours in beauty parlours at nine a day and 44 a week. A Manitoba Minimum Wage Order provides that no female or boy under 18 may be employed in a beauty parlour for more than 10 hours in a day or 48 in a week except with a permit from the Bureau of Labour. Hours in barber and beauty shops in Manitoba may be fixed under the Fair Wage Act. From May 1, 1940, regulations provide that in Winnipeg, St. Boniface and their environs no barber shop may remain open for more than ten hours in a day except on Saturdays and days preceding statutory holidays when the period is extended to 11½ hours.

In Ontario, working hours in beauty shops may, since 1939, be regulated to some extent by municipal early closing by-laws as they have been in barber shops in Ontario and some other provinces. In many Ontario cities and towns schedules of wages and hours under the Industrial Standards Act apply to barber shops but in most cases the only regulation of hours is in accordance with local by-law. In Quebec, under the Limitation of Hours Act, employment in beauty parlours on the Island of Montreal is restricted to 55 hours in a week between 9 a.m. and 7 p.m. except on Saturdays when the time may be extended to 9 p.m. In other cities and towns agreements under the Collective Agreement Act fix hours varying from 55 to 59 a week. In Saskatchewan barbers and hairdressers in several towns have their hours of work limited under the Industrial Standards Act.

Hotels and Restaurants

In New Brunswick, Nova Scotia, Prince Edward Island and Saskatchewan, hours of labour in hotels and restaurants are not restricted by statute or regulation but in the last named province punitive overtime rates are payable after 48 hours in a week under a Minimum Wage Order.

In Alberta and British Columbia, the Hours of Work Acts apply to these places. In British Columbia hotel clerks, elevator operators and persons employed in public dining rooms of any kind and the service connected therewith have an eight-hour day and 48-hour week but an order under the Female Minimum Wage Act allows women in hotels and restaurants to work in emergencies up to 10 a day and 52 a week. In resort hotels the maximum work-week for women and girls is 54 hours. An order under the Manitoba Minimum Wage Act limits the hours of all workers in restaurants and of girls, women and boys under 18 in hotels to 10 a day and 48 a week with specified rest periods but cooks may be required to work up to 54 hours a week.

Working hours in hotels in Ontario are not regulated but restaurants are under the Factory, Shop and Office Building Act and females and boys under 16 have a maximum of 10 hours in a day between 7 a.m. and 11 p.m. and a 60-hour week unless a special permit is obtained from the inspector. By Order 4 of the Quebec Fair Wage Board in hotels and restaurants hours are limited to 55 a week for women and boys under 18 and to 72 a week for men.

In Alberta, British Columbia, Manitoba, Ontario, Quebec and Saskatchewan, there is provision for a weekly rest-day for most classes of workers in hotels and restaurants but in all except Alberta and British Columbia it applies only to cities or in Quebec to cities and towns. In British Columbia, the regulation relates only to female workers.

Offices

In Alberta, the hours of office workers are governed by the Hours of Work Act. A regulation under the British Columbia Female Minimum Wage Act limits hours of women in offices to eight a day and 48 a week unless a permit for longer hours is given by the Board of Industrial Relations.

The Manitoba Minimum Wage Board has fixed maximum hours for female office workers in Winnipeg, St. Boniface, St. James and Brandon at eight a day and 44 a week except in shops where hours are the same as for the selling force. The Shops Regulation Act, which applies to offices in connection with shops, limits hours of young persons and women to 48 a week and eight a day.

The maximum 55-hour week for women and boys under 18 and 72-hour week for men provided by Order 4 of the Quebec Minimum Wage Commission appears to apply to office workers.

In other provinces persons employed in clerical work in such establishments as factories and shops, would seem to come within the scope of the laws limiting hours in these work-places but there is no limitation on the hours of workers in offices of financial institutions or in professional offices. As in other work-places wherever overtime rates are fixed under minimum wage laws they tend to restrict the hours of office employees.

Transport

Road Transport

Road transport of goods for remuneration is within the scope of the Hours of Work Act in British Columbia and persons employed in transporting goods, which are not the property of the employer, by any means other than by rail, water or air are permitted to work up to 10 hours a day and 54 a week. Operators of motor-cycles and boys on delivery or messenger work on foot or bicycle have an eight-hour day and 48-hour week while drivers delivering milk may be employed 10 hours in a day and 63 in a week but not more than 378 hours in seven weeks. Taxicab drivers have a maximum of 54 hours in a week and, except in Victoria and suburbs, a maximum of nine hours in a day. In Victoria they may be employed for 10 hours within the 11 hours immediately following reporting for work.

In Alberta, no regulations under the Hours of Work Act have been made for road transport except for passenger vehicles in Edmonton where maximum hours for drivers are 12 from the time of starting work on six days a week with a rest period of one hour each day. Similar regulations apply to taxi-drivers in Calgary under the Industrial Standards Act, but in Banff during the summer season there may be a 12-hour day and seven-day week for taxi and bus drivers. Throughout the province a regulation of the Highway Traffic Board limits hours spent in driving a goods or passenger vehicle to nine in 24 except in an emergency, but under special circumstances a maximum of 10 hours in two periods of five hours each separated by a 45-minute rest period may be permitted.

In Manitoba, no person may be employed in driving a goods or passenger vehicle for more than nine hours or employed in any capacity for more than 12 hours in any 24 or on duty more than six days a week except in case of a breakdown of the vehicle. Taxicab drivers in Winnipeg, however, may be on duty as drivers or in another capacity for a maximum of 12 hours a day on six days a week. The Saskatchewan Vehicles Act, 1939, allows the Highway Traffic Board to regulate hours of drivers of public service and commercial vehicles but no orders have been issued.

In New Brunswick, Nova Scotia, Ontario and Prince Edward Island, drivers of transport vehicles may not be employed more than 10 hours, out of 16 consecutive hours in New Brunswick, and out of 24 in Nova Scotia, Ontario and Prince Edward Island. In New Brunswick, the 10 hours cover only work as a driver but in Nova Scotia work in any capacity in connection with a vehicle transporting passengers or passengers and freight. In both provinces some vehicles are exempt. In Ontario, the 10-hour limit applies to both passenger and goods transport but the stipulation for passenger transport is limited by the Public Vehicle Act to the hours spent in driving or operating the vehicle. For truck drivers work in any capacity is

prohibited by regulations under the Commercial Vehicle Act for more than 10 hours in 24. Taxicab drivers in Toronto have a maximum 11-hour day and 66-hour week under the Industrial Standards Act.

In Quebec, except in an emergency when an overtime rate of $2 an hour must be paid, no employed person may be permitted to drive a motor vehicle transporting passengers or goods for more than 12 consecutive hours without taking a rest period in addition to the time for meals, and no bus driver may drive more than 250 miles in 24 hours.

Steam Railways

Only in Ontario is there any statutory regulation of the hours of work of steam railway employees. The Ontario Railway Act forbids a company which operates a line of railway of 20 miles in length or over to permit a conductor, engineer, fireman, trainman, dispatcher or signal man who has worked in any capacity for 16 consecutive hours to go on duty again until he has had at least six hours' rest.

Electric and Street Railways

In British Columbia, the Lieutenant-Governor in Council may, under the Railway Act, limit the number of days in a week on which street railway employees may be allowed to work but no regulations have been made.

The Ontario Municipal Board has power to regulate the working hours of conductors and motormen employed by a street or electric railway company but the Railway Act stipulates that no person may be employed more than six 10-hour days a week and whenever practicable or reasonable the ten hours must be within 12 consecutive hours.

In Nova Scotia, the Halifax Street Railway Companies Act contains provisions to limit the hours of conductors and motormen to six on Sunday and 10 on weekdays but they are dependent on an order of the Board of Commissioners of Public Utilities which has not been issued.

Municipal Fire Departments

The legislatures of Alberta, British Columbia, Nova Scotia, Ontario and Saskatchewan, have enacted measures for regulating the working hours of persons employed by municipal fire departments. A two-platoon system is provided for in all these provinces.

In Alberta, in every place having a paid fire department, all employees may have one full day off duty in every week. In cities or towns having a population of 10,000 or more, the two-platoon system is compulsory. The Act provides alternative systems: either employees have 24 hours on duty followed by 24 hours' rest or there are day and night shifts, the shifts alternating every seven days, and covering 10 hours during the day or 14 hours at night. The one full day off duty does not include periods of release at the changing of platoons. A 1939 amendment provides that cities and towns with a population of 8,000 or more and a permanent fire department may, by by-law, adopt the three-platoon system, each platoon working for eight consecutive hours in a day. Such by-law may be passed and submitted to the electors by the council of its own motion and must be passed and submitted to them on receipt of a petition signed by at least 10 per cent of the electors.

In British Columbia, the Fire Departments Hours of Labour Act and the Fire Departments Two-Platoon Act both apply to any place where there is a paid fire department. Employees must have two full days off duty in addition to time off duty at the change of platoons.

In Ontario, the Fire Departments Act applies to places having a population of not less than 10,000 and a permanent fire department paid by the municipal corporation. The two-platoon system is compulsory, every employee having 24 consecutive hours off duty, not including periods of release at the change of platoons.

In Nova Scotia in cities with a population of 30,000 or more, where there is a permanent fire department paid by the city, the two-platoon system comes into force when it is approved by a majority of the City Council.

The Saskatchewan Act applies to all cities with a population of 10,000 or more but a 1939 amendment allowed cities of under 15,000 to contract out before January 1, 1940. The two alternative systems are as in Alberta and employees have 24 consecutive hours off duty, not including periods of release at the changing of platoons.

Miscellaneous

In certain other occupations, hours of work are limited by regulation in some provinces. In British Columbia, Ontario and Quebec, the maximum working time for workers in compressed air varies from one and one-half hours in 24 when pressure is 45 to 50 pounds per square inch to seven hours in British Columbia and eight in Ontario and Quebec when pressure is 22 pounds or less. In the three provinces, work is to be divided into two shifts with a rest period ranging from five hours to half an hour according to the pressure.

Moving-picture machine operators in Manitoba may not be permitted to be on duty for more than five hours without a rest period of at least two hours.

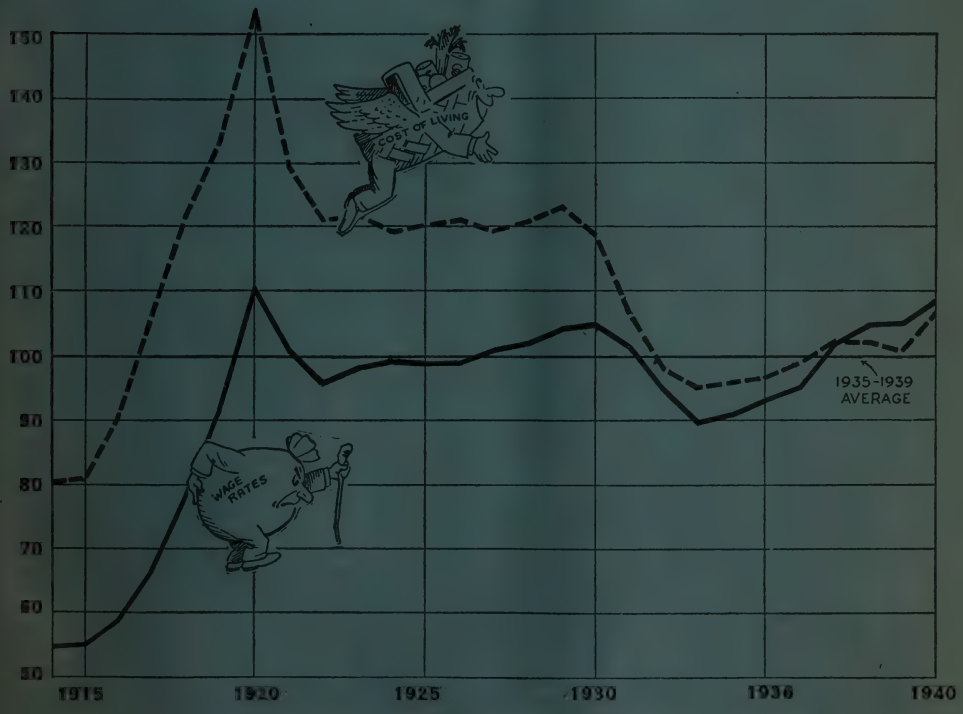
DEPARTMENT OF LABOUR, CANADA

CANADA'S WARTIME WAGES POLICY

Issued as a supplement to the LABOUR GAZETTE, July, 1941

CONTENTS

Purpose and Meaning of P.C. 7440
Text of P.C. 7440, as amended
Index of the Cost of Living
New Zealand's Wartime Wages Policy



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CANADA'S WARTIME WAGES POLICY

Clarification of Objectives and Principles Embodied in P.C. 7440

CANADA'S wartime wages policy as an integral part of the economic control in the national war effort has been clarified and strengthened. The Department has prepared therefore a more detailed explanation of the reasons underlying the policy and its application.

The Order in Council (P.C. 7440), as amended prescribes for industries covered by the Industrial Disputes Investigation Act and recommends for all other industries a wartime wages policy. It contains two main provisions—(*a*) Except in certain special circumstances, the highest wage rates established between 1926 and December 16, 1940, are to be regarded as fair and reasonable; they may be restored, if necessary, and maintained but not increased. (*b*) Such wage rates may be supplemented by a separate cost of living bonus usually of $1.25 per week for each rise of 5 per cent in the cost of living in order to safeguard the workers against increases in the cost of basic necessities of life.

Purpose and Meaning of P.C. 7440

The following is a detailed statement of the facts behind and the reasons underlying P.C. 7440.

1. Average money wage rates are higher to-day than they have ever been in Canadian history with the single exception of the year 1920. In that year wages were about 2 per cent higher and the cost of living was 50 per cent higher than to-day.

2. Wage rates are about 4 per cent higher to-day than in 1929, although the cost of living is 10 per cent lower.

3. Employment is also at its all-time peak, 23 per cent above 1929.

4. Higher wage rates and more employment with substantial overtime pay mean that the money earnings of wage earners are also at the highest level ever reached. Pay-rolls in March of this year were about 54 per cent above those of 1939.

5. The cost of living, still much below the level of 1929, very much below the level of 1920, has increased less than 10 per cent since the beginning of the war.

6. Real wages and real earnings—the things you can buy with the money in the pay envelope—are therefore even more noticeably at an all-time high.

There are individual exceptions, of course, but on the average the wage earners of Canada, despite the heavy burden of taxation and of savings, *are better off than they have ever been before.* While the common people of Britain tighten their belts on slimmer and slimmer rations, retail sales in Canada in April, 1941, were about 23 per cent higher than during the first months of the war.

Although the Government is controlling and taxing profits, many protests against P.C. 7440 mention alleged profiteering. Taxes on corporation profits range from a minimum of 40 per cent on total profits to a maximum of between 80 per cent and 89 per cent of excess profits. In 1939 such taxes amounted to about $78,000,000. This year they are expected to yield $385,000,000, considerably more than total dividends paid in any recent year. Then when these profits are paid out as dividends they are subject to further heavy taxation under the personal income tax. Security prices are supposed to reflect present and prospective profits. Toward the end of June, 1941, common stock prices were nearly 33 per cent lower than during the first month of the war.

P.C. 7440 was drafted in the light of these facts. It follows the pattern set by the United Mine Workers of District 18 in their agreement last year.

P.C. 7440 does three things. It sets a ceiling on wage rates, but at the highest level ever reached in this country. It also sets a floor below which wages may not fall. It provides for cost of living bonuses to protect the workers' basic standard of living from being undermined by increases in the cost of living.

P.C. 7440 states a twofold policy and is being criticized from both angles. Some financial papers find fault with its bonus provisions on the grounds that farmers, investors and others living on fixed incomes are not being guaranteed their 1926-29 incomes with a bonus in addition while, they assert, the government is encouraging labour to demand bonuses on top of the highest wage rates ever received. Some unions denounce the ceiling on wages. Both critics cannot be right.

If the policy of P.C. 7440 is generally accepted it will help to stop or limit inflation. This is its main purpose. Workers whose memories go back to 1914-1920 do not need to be reminded that, once inflation starts, wages never catch up with the cost of living. On the other hand, if inflation cannot be prevented, P.C. 7440 gives labour a shield against the worst consequences of rising prices.

During the last war wages and the cost of living increased, as compared with 1913, as follows:—

	1914	1915	1916	1917	1918
Wages.....	1%	2%	10%	26%	47%
Cost of living....	2%	5%	17%	39%	59%

If there is no ceiling on wages, inflation is almost inevitable and the wage-earner will be the first and the most serious sufferer. Inflation is inevitable if wages continue to rise, because it is not physically possible to devote nearly half of our national income to war purposes and at the same time to have a general increase in *real* wages. There need be no limit, it is true, to increases in money wages, but there are or will soon be almost fixed limits to the things money will buy. It is not believed that the workers of Canada want to be "kidded" by more and more dollars in their pay envelopes if those dollars will buy less and less.

All are agreed that none shall profit from the war. This policy is expressed in the government's efforts to control and tax profits, to control prices and rents. It must be rounded out by control of wages, for they constitute two-thirds of the national income. If dollar wages continue to increase faster than the flow of civilian goods and services can be increased, prices must rise, the cost of living must increase, and *real* wages, the purchasing power of money wages, must fall. It is this that P.C. 7440 is designed to avoid, or at least to restrain.

It is obvious that no class in Canada should be given preferred treatment in sharing the war burden, and labour would be the last class to shirk its responsibility and its share of sacrifice. Yet the government does realize that labour must be protected to the extent that its health, its high morale and its productive capacity must not be impaired. These intangible factors are weapons necessary to win this war. Hence P.C. 7440 has been enacted to insure that excessive inroads *on the cost of basic necessities only* should not adversely affect the productive capacity of Canadian labour. Beyond that—and in addition to protection from any non-complying employers—labour should not ask for any favours or seek to take advantage of a life and death struggle.

Those who criticize P.C. 7440 because it sets a ceiling on wages do not realize the implications of such criticism. It cannot be possible that they do not take the war seriously and deceive themselves into a hope that life can continue as usual, or that they intend to exploit for themselves the opportunity the war presents. Do they believe that we can withdraw men from production for the armed forces, can produce hitherto inconceivable quantities of munitions and war supplies, and at the same time produce more civilian goods and services than ever before? Or do they mean that they intend to force for themselves, at the cost of the great majority of the population, a larger share of the inevitably decreasing, or at least not increasing, supply of civilian goods?

Canada has not yet felt the full impact of war. No bombs have fallen on our homes. Few casualty lists have come from the front. We have not been rationed. We have not been conscripted. The slack in our economy, our unused capacity of men and machines, has enabled us to absorb the war effort at home with little or no sacrifice. But we live in a fool's paradise if we think we can win the war at a profit, with higher real wages and a higher standard of living all round.

P.C. 7440 itself calls for no sacrifice, except perhaps a sacrifice of the temporary gains of which inflation would more than rob the worker and others. It attempts to stabilize the industrial situation for the duration. It attempts to prevent the very great inequality of sacrifice that inflation will exact.

Every citizen should think this problem through and, if he is not convinced he should ask himself three questions:—

Am I resolved to be better off at the end of the war than I am now?

Do I really believe that it is possible for all wage-earners to be better off at the end of the war than they are now?

Does my objection to P.C. 7440 mean that I recommend that the government should abandon all efforts to control inflation, and that I want wages and prices and profits to find their own wartime levels?

Many persons who have given much thought to the policy of P.C. 7440 are convinced that it is right, and it is hoped that if those who criticize it will analyse it further they will agree that it is right. They should either support the principles of P.C. 7440, with or without amendment, or suggest an alternative policy.

TEXT OF ORDER IN COUNCIL, P.C. 7440

The following is the text of Order in Council (P.C. 7440) of December 16, 1940, as amended by Order in Council of June 27, 1941:

Whereas by Order in Council (P.C. 3495) dated November 7, 1939, the operation of the Industrial Disputes Investigation Act was extended to all disputes between employers and employees engaged in war work;

And whereas the Minister of Labour reports,—

(*a*) That experience has shown the said Act has not operated satisfactorily in all such disputes;

(*b*) That, if the Government through an extension of the principles of the Fair Wages Act were to attempt to determine wage rates and other working conditions in all those industries engaged on war work, innumerable arbitrary decisions would be involved and the institutions and practices of collective bargaining to which it is the declared policy of the Government to assure freedom (P.C. 2685, June 19, 1940) would be rendered superfluous and labour organizations deprived of their legitimate functions;

(*c*) That the Wartime Prices and Trade Board was established at the outbreak of war and has so operated that despite inescapable increase in the cost of some products, the increase in the cost of living since August, 1939, as measured by the new index of the Dominion Bureau of Statistics, has been 6·2 per cent; in some places more, in some places less;

(*d*) That the Government, in awarding war contracts, has exercised care that profits be restricted and, further in addition to provincial taxation and the corporate income tax of 18 per cent, there has been imposed, under the Excess Profits Tax Act, a further tax of 75 per cent on the excess of current profits over pre-war profits;

(*e*) That, in many trades and employments in this country, reasonable wage levels were established during the period 1926-29, and that the cost of living as reported in the LABOUR GAZETTE for September, 1940, was 12·6 per cent below the average level of 1929; . . .

Therefore His Excellency the Governor General in Council, on the recommendation of the Minister of Labour . . . is hereby pleased, for the guidance of Boards of Conciliation set up under the Industrial Disputes Investigation Act in carrying out their duties, to direct attention to the principles enunciated in Order in Council P.C. 2685, June 19, 1940, which are hereby reaffirmed, and to approve the following principles of wartime wage policy applicable to conditions in industries coming within the purview of the Industrial Disputes Investigation Act, as extended by P.C. 3495, November 7, 1939, viz:—

(1) Minimum wage standards established by provincial law or regulation shall be regarded as minimum standards only.

(2) Wage rates established and in effect at the date hereof ought not to be reduced by reason of any principle herein set out.

(3) The wage rate level paid by the employer during the period 1926-29, or higher levels established thereafter but prior to December 16, 1940, shall be considered generally fair and reasonable, except when it is clearly shown that such wage rate level was or is unduly low or subnormal, in which event a Board may recommend such rates as it considers fair and reasonable.

(4) If the present wage rate level established by the employer is lower than the wage rate level established during the period 1926-29 or higher level established thereafter but prior to December 16, 1940, and it is clearly shown that such previous wage rate levels, if restored, would be unduly enhanced or abnormal, any increase in present wage rates in any calendar year shall be limited to 5 per cent thereof.

(5) A wartime cost of living bonus separate from and in addition to basic wage rates shall be paid except for good cause shown to the contrary to all employees as follows:—

(i) Such bonus shall be based on the increase in the cost of living as measured by the Cost of Living Index prepared by the Dominion Bureau of Statistics for the Dominion as a whole.

(ii) The increase shall be measured from August, 1939, or from the effective date (subsequent to August, 1939) of the granting of the last previous increase in wage rates or bonus, which brought the wage rate level (including any bonus other than a cost of living bonus pursuant to the provisions of this section) of the employer up to a fair and reasonable level.

(iii) The bonus shall be paid in the first instance only if the cost of living has risen by as much as 5 per cent; thereafter the bonus shall be increased only if the cost of living has risen by 5 per cent or more and three months have elapsed since the last previous determination of the amount of the bonus, or decreased only if the cost of living has fallen by 5 per cent or more and three months have elapsed since the last previous determination of the amount of the bonus.

(iv) Subject to the provisions of the last preceding subsection, for each rise of 1 per cent in the cost of living the amount of the bonus shall be 25 cents per week, except for male workers under 21 years of age and female workers, who, if employed at basic rates of less than 50 cents an hour on jobs which by custom or practice are not ordinarily assigned to adult male workers, shall receive a bonus of 1 per cent of their basic wage rates.

(6) Under war circumstances the urgent need for increased volume and speed of production is a justification for special provisions covering shifts and hours of work. This should be brought about by mutual agreement and should be understood as applying only for the duration of the emergency. The health and safety of the workers to be safe-guarded.

(7) In industries which must operate continuously or which cannot successfully be operated on a three-shift basis, arrangements should be made in any event to allow the workers at least one day's rest in seven, and such additional days of rest as may be necessary to ensure that a proper proportion of rest hours to work hours is maintained. Wherever such arrangements are made payment of overtime rates of pay should be adjusted to meet the conditions in a manner reasonable to both the employers and employees.

(8) Whenever, in the interests of war production, any suspension is necessary of any existing condition of work established by practice or agreement, it shall be a condition of any such arrangement by which the suspension is effected, if the workers so desire the previously existing condition of work shall be restored on the termination of the emergency fully and without modification.

(9) It shall be the duty of the Registrar of the Industrial Disputes Investigation Act to record such suspensions or departures from trade practices during the war with a view to facilitating measures to restore the same after the war as may be required.

(10) In the case of any dispute in which a contract with a government department is involved, the Board of Conciliation and Investigation to which the dispute is submitted shall afford to the Department concerned the privilege of submitting to the Board a brief in writing as to the views of the Department on any matter touching the dispute.

(11) It shall be the duty of any Board of Conciliation and Investigation to ensure that all agreements arrived at as a result of the deliberations of the Board shall be filed with the Department of Labour.

His Excellency in Council on the same recommendation, and under and in virtue of the War Measures Act (Chap. 206, R.S.C. 1927) is pleased to order and it is hereby ordered that all agreements negotiated during the war period shall conform to the principles enunciated herein and in the said Order in Council, of the 19th June, 1940—P.C. 2685.

His Excellency in Council is hereby further pleased to direct that the report of any Board shall be at once communicated to the Minister of Labour who shall review the findings of such Board; and, to the extent which in his opinion the report deviates from the principles herein contained, shall direct a reconvening of the Board for reconsideration thereof.

CHANGES IN THE COST OF LIVING IN CANADA SINCE AUGUST, 1939, AS SHOWN BY INDEX OF DOMINION BUREAU OF STATISTICS

1939	
August	100·0
September	100·0
October	102·7
November	103·0
December	103.0
1940	
January	103·0
February	103·0
March	103·8
April	103·8
May	104·1
June	104·1
July	104·8
August	105·1
September	105·6
October	106·2
November	106·9
December	107·1
1941	
January	107·4
February	107·3
March	107·3
April	107·7
May	108·5
June	109·6
July	
August	
September	
October	
November	
December	
1942	
January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
1943	
January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
1944	
January	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	

This may be kept up to date by entering subsequent figures as they are published in the press, the bulletins of the Dominion Bureau of Statistics and the LABOUR GAZETTE.

NEW ZEALAND LABOUR FAVOURS STABILIZATION OF WAGES AND PRICES

Reprinted from *The Standard,* Official Organ of The N.Z. Labour Movement, April 17, 1941.

"Stabilization of prices and wages is the basis of a plan drafted by the joint national executives of the Federation of Labour and the Labour Party, which was submitted to and endorsed by the conference of the Federation last week. The motion endorsing the plan was carried by 166 votes to 26 . . .

"As a result of consultation with the Labour Party it made the following recommendations to the conference:—

"After a thorough and complete examination of the economic position of the Dominion occasioned by the war, and in particular:

1. The shortage of shipping;
2. The reduction of imports;
3. The loss of overseas markets;
4. The loss of manpower;

and the fact that the reduction of consumption goods must produce harmful reactions on the workers' living standard, unless steps are taken to meet the position, your Executive recommends that the Government be urged to provide for stabilization of present prices of essential services and commodities together with present rates of wages and salaries . . .

"Moving the adoption of the recommendations Mr. McLagan quoted the following paragraph from a foreword he had written to the report of the Economic Stabilization Conference.

"Chasing a rising cost of living by means of wage increases, although absolutely necessary where the cost of living has already gone up, can never be entirely satisfactory, even if only because of the time lag between the rise in prices and the rise in wages, and it is much better if prices can be prevented from going up.

"Another factor, he said, had entered into the position. Although the amount of wages and salaries has increased it was not possible to increase the amount of goods. Because of the war situation we were no longer able to export primary products to the same extent, neither were we able to import.

"That meant that during last year wages and salaries totalled nearly £112 million, while the amount of goods available was £110 million. For this year the amount of wages and salaries was estimated at £118·8 million and although the total value of goods available was not known it was known definitely that it will be lower than for the year before.

"It would be of no use increasing the amount of money available, he added, if the goods available could not be increased. It would be definitely unwise as it would cause inflation and react to the disadvantage of the people, particularly the workers who would not be able to obtain a fair share of the goods available . . ."

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